

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 FRIDAY, 3RD JUNE 2022 - DAY 185

185

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 PAUL BARRY: MR. SHANE COSTELLOE SC  
MR. DAVID PERRY BL  
MS. LYDIA DALY BL

INSTRUCTED BY: MS. DEBORAH CODY  
MR. ADRIAN CAREY  
MICHAEL KELLEHER SOLICITORS  
149 JAMES STREET  
DUBLIN 8

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

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

FOR MICHAEL COMYNS: MR. MARK HARTY SC  
MR. JOHN FERRY BL

INSTRUCTED BY: MR. CARTHAGE CONLON  
O'MARA GERAGHTY McCOURT  
51 NORTHUMBERLAND ROAD  
DUBLIN 4

FOR FINTAN FANNING  
& ANTHONY O' SULLIVAN:

MR. PAUL MCGARRY SC  
MR. PATRICK O' BRIEN BL

INSTRUCTED BY:

MR. ANDREW FREEMAN  
SEAN COSTELLO & COMPANY SOLICITORS  
HALIDAY HOUSE  
32 ARRAN QUAY  
SMITHFIELD  
DUBLIN 7

FOR JOHN QUILTER:

MR. PAUL CARROLL SC  
MR. BREFFNI GORDON BL

INSTRUCTED BY:

MR. ROBERT PURCELL  
ME HANAOE SOLICITORS  
SUNLIGHT CHAMBERS  
21 PARLIAMENT STREET  
DUBLIN 2

I N D E X

WITNESS	PAGE
MR. GERARD DILLANE	
CROSS-EXAMINED BY MR. COSTELLOE .....	5
CROSS-EXAMINED BY MR. O'HIGGINS .....	89
CROSS-EXAMINED BY MR. CARROLL.....	100
CROSS-EXAMINED BY MR. O'BRIEN.....	101
MR. JOHN QUILTER	
DIRECTLY-EXAMINED BY MS. MCGRATH .....	103
CROSS-EXAMINED BY MR. PERRY.....	122
QUESTIONED BY MR. CARROLL.....	144

1 THE HEARING RESUMED, AS FOLLOWS, ON FRIDAY, 3RD JUNE  
2 2022:

3  
4 CHAIRMAN: Thanks, Mr. Costelloe, good morning, and  
5 good morning, chief superintendent. 11:01

6  
7 MR. GERARD DILLANE CONTINUED TO BE CROSS-EXAMINED BY  
8 MR. COSTELLOE, AS FOLLOWS:

9  
10 1 Q. MR. COSTELLOE: Good morning, Chairman. Good morning, 11:01  
11 chief superintendent?

12 A. Morning, Mr. Costelloe.

13 2 Q. Yesterday, when we were finishing a little after four, 11:01  
14 we were dealing with the fact that Inspector O'Sullivan  
15 went to speak to Dr. Kiely pertaining to the medical  
16 certificate that Mr. Barry had submitted, you recall  
17 that that's where we finished the day yesterday?

18 A. That's correct.

19 3 Q. Okay. And in your statement you had already 11:02  
20 acknowledged the fact that there was an inherent  
21 inconsistency in the statement about dates, and that's  
22 fine, we don't have to go back over that again, and  
23 then I asked you about the fact that your statement at  
24 page 361 seemed to refer to Inspector O'Sullivan going  
25 to Dr. Kiely anyway, if you will, or that he or 11:02  
26 somebody else other than you, had directed him to go  
27 there, but you recognise that is not in fact what you  
28 meant or at least that that would be an incorrect  
29 reading of the situation; in fact, he was going there

1 at your direction?

2 A. That's correct.

3 4 Q. All right. So, if I have the timeline correct then,  
4 you have receipt of the medical certificate, you have a  
5 discussion with Inspector O'Sullivan, you tell 11:02  
6 Inspector O'Sullivan to do what you tell him to do -  
7 you've discussed that yesterday and I won't ask you to  
8 go back over it again unnecessarily - and we have  
9 established, I think, that Inspector O'Sullivan went to  
10 Dr. Kiely the following day, being the 5th April 2013? 11:03

11 A. That's correct.

12 5 Q. Okay. In the meantime, at 4.55pm, you wrote an e-mail,  
13 it was opened yesterday, and in that e-mail you asked  
14 the chief medical officer to clarify what was going on  
15 by way of making a phone call to Dr. Kiely, isn't that 11:03  
16 correct?

17 A. That's correct.

18 6 Q. Okay. And you specifically requested the CMO to make  
19 contact with Dr. Kiely, that being done at 4.55 on the  
20 4th April 2013, is that correct? 11:03

21 A. That's correct.

22 7 Q. Okay. Why is it that you didn't wait for the CMO to  
23 come back to you before asking Inspector O'Sullivan to  
24 go to see Dr. Kiely?

25 A. Well, I sent the e-mail at five to four or five to five 11:03  
26 or five o'clock, I wasn't sure, number one, when I'd  
27 get a reply from that and, number two, I wasn't sure  
28 when Inspector O'Sullivan was going to get in to see  
29 the doctor the following morning. So I was kind of --

1 I was just making sure -- this was the urgency I put on  
2 it, and they were the actions I took.

3 8 Q. Well, we know they were the actions you took, but what  
4 I am wondering is: If it was escalated to the point  
5 where you wanted the chief medical officer to contact 11:04  
6 Mr. Barry's doctor and you did that almost immediately,  
7 that was done at five to five, why didn't you wait to  
8 see what was the outcome of that call before deciding  
9 to send an inspector to Dr. Kiely's surgery?

10 A. Because I didn't. That was my reaction at the time. I 11:04  
11 wanted -- I needed to get this sorted ASAP.

12 9 Q. Okay. Could I bring you to page 361 of your statement  
13 please. Mr. Kavanagh, it's on, sorry, I beg your  
14 pardon, Mr. Kavanagh. Do you have it there in front of  
15 you, chief superintendent? You see it there in front 11:05  
16 of you?

17 A. I have something in front of me but I'm not sure --

18 10 Q. 361, I hope that's the right page. Yeah, it is. Now  
19 if we look for the -- yes, the last two sentences on  
20 the screen as you currently see it are the sentences 11:05  
21 that we dealt with yesterday, that you concede, in  
22 fact, would give an incorrect impression if read in the  
23 abstract. Inspector O'Sullivan was going to  
24 Dr. Kiely's surgery to get the date of issue clarified.  
25 We've already dealt with that, yeah? 11:05

26 A. That's correct.

27 11 Q. Okay. Mr. Kavanagh, would you scroll down about six  
28 lines for me, please. Okay, stop there. The sentence  
29 beginning "When Dr. Kiely would not talk to Inspector

1 O'Sullivan, I then requested the CMO to contact  
2 Dr. Kiely". Now, let's deal with that for a moment.  
3 That is a sequencing of events, correct?  
4 A. That's correct.  
5 12 Q. That's time ordered, correct? 11:05  
6 A. Correct.  
7 13 Q. That is you setting out in your statement that it was  
8 communicated to you by Inspector O'Sullivan that  
9 Dr. Kiely would not speak to him and you then contact  
10 the CMO to contact Dr. Kiely? 11:06  
11 A. That's correct.  
12 14 Q. Is that all correct?  
13 A. That's correct.  
14 15 Q. Is that wrong?  
15 A. It is wrong and this was in 2021, I had a number of 11:06  
16 documents in front of me, probably about a thousand, at  
17 home, trying to put the timeline together in my head  
18 and I got the timeline of this mixed up and that's my  
19 explanation for it.  
20 16 Q. Yes. You make an assertion, whatever about the 11:06  
21 timeline being wrong, you make an assertion in that  
22 sentence that Dr. Kiely would not talk to Inspector  
23 O'Sullivan, isn't that correct?  
24 A. Well, my recollection was that Dr. Kiely would not  
25 speak to him, that's correct, yeah, that she would not 11:06  
26 speak to him, yeah.  
27 17 Q. That's what that sentence imports, correct?  
28 A. Yes, correct.  
29 18 Q. Because Inspector O'Sullivan will give his own evidence



1 and he can deal with that, and Dr. Kiely has written a  
2 letter to the tribunal and she explains her engagement  
3 with Inspector O'Sullivan, including the fact that she  
4 spoke with him privately in her surgery and including  
5 the fact that other specific medical issues, she did 11:07  
6 have a conversation with him and answered questions put  
7 by him?

8 A. Well, as I explained already, nine years after this  
9 happened, I was retired, at home, on my own, trying to  
10 put the timeline together and that's what, at the time, 11:07  
11 I thought.

12 19 Q. Well, when you were doing that, did you phone Inspector  
13 O'Sullivan?

14 A. No.

15 20 Q. And say -- 11:07

16 A. I had no assistance from anyone and I spoke to no one  
17 like that, when I was putting my statement together.

18 21 Q. Does that then demonstrate a fact that you had it set  
19 in your mind that all of this was just people being  
20 uncooperative and your recollection nine years after 11:07  
21 the fact had cemented itself into a picture whereby  
22 Paul Barry and his doctor were just being inconvenient  
23 and obstructive and wouldn't help you when you were  
24 trying to resolve the issue presented to you back then?

25 A. No, I wouldn't say that at all. 11:07

26 22 Q. Okay. Will you agree with me at least before we move  
27 on this that statement is wrong?

28 A. The sequence of that statement is wrong, yes. And I  
29 thought I said to Mr. Marrinan yesterday that my

1 sequence of that event was wrong in my statement.

2 23 Q. I don't believe you did, actually, I think you  
3 mentioned the other one. And this is now the third of  
4 three mistakes on that one page of your statement, do  
5 you agree with me? 11:08

6 A. Yes, but I thought what I said yesterday was, the  
7 sequence of events regarding the visit to the doctor  
8 was wrong in my statement.

9 24 Q. Right. We have the transcript, I won't say any more  
10 about it. In respect of whether or not alternative 11:08  
11 accommodations were to be put in place for my client  
12 after he presented with that medical certificate, okay,  
13 I'm moving on now to this as a topic, you have been  
14 very forthright, if I can suggest that to you, if that  
15 is not a tautology, you have been absolutely clear in 11:08  
16 saying to the Chairman that you gave some consideration  
17 to the idea of interjecting or interposing Inspector  
18 O'Sullivan in the hierarchy between Superintendent  
19 Comyns and Paul Barry, but that as far as you were  
20 concerned, based on your experience as a 11:08  
21 superintendent, and based on your impression of the  
22 situation, it simply wasn't practical, that's all  
23 correct, isn't it?

24 A. That's correct.

25 25 Q. Okay. Just to give you an opportunity to comment upon 11:09  
26 it, because it may be something that somebody will make  
27 a submission about at some point, yesterday, when you  
28 were asked by Mr. Marrinan, you said you gave some  
29 consideration of the suggestion put by Séan Costello &

1 Company on behalf of Mr. Barry. Just to be completely  
2 upfront, when you were asked that question by the  
3 tribunal investigator, page 5624, you said you gave  
4 very little consideration. Is there a distinction in  
5 your mind between very little and some? 11:09

6 A. No, it's the same, to me it's a different expression of  
7 the same thing, I gave it very little consideration but  
8 I did give it some consideration.

9 26 Q. Okay. Were you surprised to know then that a year  
10 later approximately Superintendent Comyns had 11:09  
11 effectively taken a decision whereby Inspector  
12 O'Sullivan would deal with all matters pertaining to  
13 Paul Barry? Excuse me, so just we are call clear, I'm  
14 using the words all matters because those were the  
15 words used by Superintendent Comyns when he described 11:10  
16 what he was doing. He has, of course, since revised  
17 that in his evidence. But at the time when asked he  
18 said, Inspector O'Sullivan was to deal with all matters  
19 to do with Paul Barry.

20 A. That was a matter for Superintendent Comyns, I think 11:10  
21 it's, you know, what Superintendent Comyns does and I  
22 believe this was immediately afterwards, that I  
23 informed the day I had door stepped the CMO and what he  
24 had told me and that is was Superintendent Comyns did.

25 27 Q. Your Superintendent Comyns's manager, aren't you? 11:10  
26 A. That's correct.

27 28 Q. You have made a management decision that it is  
28 impractical, unreasonable, to try and interpose a  
29 member of your staff, that's Inspector O'Sullivan, in

1 dealing with Superintendent Comyns and Paul Barry. You  
2 made that decision in or about April of 2013, we've  
3 established that, haven't we?

4 A. Would you repeat that again, please?

5 29 Q. You made a decision in April of 2013 that it wouldn't 11:11  
6 be practical for Paul Barry to just deal with Inspector  
7 O'Sullivan rather than having to deal with  
8 Superintendent Comyns?

9 A. No, I think you're mixing up this, do you see. The  
10 decision I made was -- what I was asked was that 11:11  
11 Inspector O'Sullivan, he would be answerable to  
12 Inspector O'Sullivan, but before he could be answerable  
13 to Inspector O'Sullivan he had to obey the directions  
14 of Superintendent Comyns. And that was the part we  
15 needed to get right first. If he would obey the 11:11  
16 directions of Superintendent Comyns, well then we could  
17 look at could he be answerable to somebody else, but it  
18 never came to that.

19 30 Q. Did you know that, and again, I'm just giving you the  
20 opportunity to comment upon it, if you want to, before 11:11  
21 I move on, did you know that when Chief Superintendent  
22 Grogan was asked by the tribunal investigator what his  
23 attitude was to this proposed work around by Séan  
24 Costello & Company, he said that he would have gathered  
25 the parties together, set out the parameters as to how 11:12  
26 the accommodation would work, it was a unique situation  
27 and he would have allowed it, if it was up to him?

28 A. Oh yeah, I saw that.

29 31 Q. You disagree?

1 A. Well, John Grogan is his own man. He might have powers  
2 that I haven't got. But, you know, I was working  
3 within the limitations that I was working within and it  
4 wasn't reasonable or practical what we were trying to  
5 do. 11:12

6 32 Q. I understand that that's your approach, but can we  
7 agree then that you disagree with Chief Superintendent  
8 Grogan?

9 A. Totally.

10 33 Q. Okay. For the record, Chairman, that's 5148 of the 11:12  
11 material. Could I, as briefly as possible, please,  
12 chief superintendent, I suspect we can get through this  
13 very quickly, deal with the meeting, what's alternately  
14 been referred to as a confrontation but I am going to  
15 use the word meeting with Mr. Barry in the car park on 11:13  
16 the 9th April 2013. I'm moving on to that now, okay?

17 A. Right.

18 34 Q. Okay. You know that Mr. Barry has made an allegation  
19 about that, that he felt that he was confronted by you  
20 in the car park, isn't that right? 11:13

21 A. Oh, the 9th April, oh yes, that's the Tuesday night,  
22 yes.

23 35 Q. Yes.

24 A. He said he was confronted, there was no confrontation  
25 there. 11:13

26 36 Q. Yes. And again, you have anticipated my next question.  
27 You don't agree that there was a confrontation there?

28 A. No.

29 37 Q. Okay. On that occasion had you given Mr. Barry prior

1 notice of the fact that you would be attending at the  
2 station?

3 A. No, I had not.

4 38 Q. You had asked Inspector O'Sullivan to accompany you,  
5 isn't that right? 11:13

6 A. That's correct.

7 39 Q. why did Inspector O'Sullivan accompany you? what was  
8 the reason?

9 A. I wanted to have Inspector O'Sullivan there, I just  
10 felt I wanted to have somebody with me. 11:13

11 40 Q. Do you know what a prover is?

12 A. I do, I think.

13 41 Q. what's your idea, what's your understanding of that?

14 A. A witness or somebody that's there to show that what  
15 you did was correct and there can be no allegations 11:14  
16 made against you or something like that.

17 42 Q. would you agree with me that that's what Inspector  
18 O'Sullivan was there for?

19 A. No, I wouldn't say that at all.

20 43 Q. Okay. You had previously met my client without 11:14  
21 somebody being present?

22 A. That's correct.

23 44 Q. On this occasion you don't tell him in advance that  
24 you're going to meet him but you bring somebody along  
25 to witness the conversation? 11:14

26 A. That's correct.

27 45 Q. Okay. You didn't give my client an opportunity to have  
28 his AGSI rep or to have anybody else present when he's  
29 talking with you at that stage?

1 A. The minute he asked me for it, we stopped the meeting  
2 and we adjourned and we agreed to meet on a later date  
3 when to make contact with the AGSI rep.

4 46 Q. How long do you think you waited in the station yard  
5 for my client to...? 11:14

6 A. I would say they were there three minutes. You know,  
7 we weren't there long, because we knew he was due  
8 around nine o'clock, you know, and I was anxious to get  
9 home as well. I was finished since five o'clock and it  
10 didn't suit me to be there, but I was directed to do it 11:14  
11 and I had a message to deliver and I was making sure it  
12 was done.

13 47 Q. You say directed by the CMO, is that...?

14 A. Yeah, and the management meeting, meet the member and,  
15 you know, give it to him in writing, and that's what I 11:15  
16 did.

17 48 Q. This last question in this topic may very well fall  
18 under the same category as to whether meetings had in  
19 person or by phone. But I have instructions, I am  
20 putting it to you, my instructions are that Mr. Barry 11:15  
21 is certain that you attended at the station on that  
22 occasion in full uniform, including what's been  
23 referred to as the Sam Browne belt?

24 A. I've already said numerous times, I had not my Sam  
25 Browne belt on that night. It did not come within -- 11:15  
26 this meeting didn't come within the ambit where I had  
27 to wear the Sam Browne belt or where I could wear a Sam  
28 Browne belt.

29 49 Q. Yes. I am going to move on now to the issue of the

1 fatal fire. It's a rather appalling way of describing  
2 a tragedy like that, but we all know what we're talking  
3 about, don't we?

4 A. That's correct.

5 50 Q. In the hours and days after that incident, you sent a 11:15  
6 letter to Superintendent Comyns, it's at page 147 of  
7 the papers, it's been opened many times at this stage.  
8 I am going to suggest to you that that was implicitly a  
9 criticism or perhaps even expressly, I don't know if  
10 you'd agree that it's an express criticism of 11:16  
11 Superintendent Comyns that he hasn't complied with the  
12 A/C minutes of reporting serious or critical incidents,  
13 would you accept that?

14 A. That would be, yeah, correct.

15 51 Q. Okay. what flows from it -- now, indeed, that is, if 11:16  
16 you will, the beginning of to-ing and fro-ing in  
17 correspondence between yourself and Superintendent  
18 Comyns, but if we go to page 143, would you scroll down  
19 a small bit for me, please, Mr. Kavanagh. This is a  
20 letter dated 8th May 2013, it's addressed to you, isn't 11:16  
21 it, chief superintendent?

22 A. That's correct.

23 52 Q. And it's from Mr. Comyns. And it specifically names my  
24 client as being the person who was working and  
25 attending at the fire, his report in relation to your 11:17  
26 query of the 11th April 2013 is attached due to the  
27 ongoing investigation, which obviously is the complaint  
28 being made by my client, he doesn't say anything  
29 further about that, isn't that correct?



1 A. That's correct.

2 53 Q. Okay. So, in this instance Superintendent Comyns is  
3 saying Sergeant Barry was the man who should have been  
4 doing the reporting, fair enough?

5 A. No, I would say Sergeant Barry is the man -- he was the 11:17  
6 sergeant working, so he was responsible for ensuring  
7 the report was done, not doing it himself. That was  
8 the practice as long as I'm -- I was in the Guards for  
9 40 years and when I was a sergeant or an inspector or a  
10 guard, the sergeant would take responsibility, he 11:17  
11 mightn't do it, but it was his job to ensure that the  
12 job was done.

13 54 Q. I suspect, in fact, Mr. Barry may actually agree with  
14 you on that, because he said himself that he didn't  
15 think it was his job to actually put in the report, 11:17  
16 just to make sure it was done. But if we scroll up one  
17 page, to page 142, Mr. Kavanagh, please. Now, this is  
18 a letter addressed to Superintendent Comyns and if we  
19 scroll down a tiny bit we will see that it is signed by  
20 you, isn't that correct? 11:18

21 A. That's correct.

22 55 Q. You have now read the appended report to the previous  
23 letter we just opened and you say:  
24  
25 "In future, for any critical incident that occurs in 11:18  
26 your district I expect a comprehensive report to be  
27 submitted by the working sergeant in line with  
28 Assistant Commissioner Quilter's minute dated 3rd  
29 August 2012."

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

Now, two things there. First of all, is that not you directly contradicting what you just said to us a moment ago about who was to put in the report?

A. No, it's not, because what I meant there, and what the practice over the year was, the sergeant ensures the report is sent in. Like the sergeant could be tied up with many things and, you know, you can't expect the sergeant to do it all the time, but it's his responsibility to do it, to ensure it's done. 11:18

56 Q. So when you use the words there "submitted by the working sergeant in line", you don't mean that the working sergeant in line submits the report, you mean that the working sergeant in line makes sure that it is submitted? 11:19

A. That's correct.

57 Q. Okay.

A. And what it would also imply was, say, if the sergeant in Mitchelstown was off and there was a working sergeant in Fermoy, I would expect it would be that sergeant in the district, this is a district, each district works on their own and that the sergeant in the district would ensure that a report is submitted. 11:19

58 Q. would you just scroll down a tiny bit for me, please, Mr. Kavanagh. There is something written there. Can you read that handwriting, chief superintendent? 11:19

CHAIRMAN: "For your information and that of Sergeant Barry who should note and return this file. Superintendent Comyns."

1 A. Yes.

2 59 Q. MR. COSTELLOE: So again this is addressed to the  
3 sergeant in charge at Mitchelstown. We understand that  
4 to be Sergeant Dunne and it's for the information of  
5 the Sergeant Dunne and Sergeant Barry. 11:19

6 A. That's correct.

7 60 Q. Superintendent Comyns is bringing this letter to the  
8 attention of the sergeant in charge of the station and  
9 my client, Paul Barry, isn't that right?

10 A. Who was the sergeant working on the night in question. 11:20

11 61 Q. Yes. Forgive me, Mr. Kavanagh, I'm sorry, but would  
12 you mind going back up again to the body of the letter,  
13 just before we move on. Just go up a few sentences,  
14 please. Okay, right there. "In line with Assistant  
15 Commissioner Quilter's minute". what you are clearly 11:20  
16 saying here is that Assistant Commissioner Quilter has  
17 circulated a minute dated 3rd August 2012, which sets  
18 out the way in which these incidents are to be  
19 reported, and you link that to the fact that the  
20 working sergeant in line is to submit the report, 11:20  
21 correct?

22 A. That's correct.

23 62 Q. Okay. If we can go to that minute then, I think we  
24 will find it at page 734. If you scroll down a tiny  
25 bit, please, Mr. Kavanagh, so we can see it. This is 11:20  
26 the minute. Now, I have already put this to  
27 Superintendent Comyns, that it makes no reference  
28 whatsoever to the sergeant being the person to do the  
29 reporting, would you agree with me that there's no...?

1 A. That's correct.

2 63 Q. Okay. So doesn't that appear to be contradictory to  
3 what you were implying is in fact the import of the  
4 minute that you've referenced in the letter we just had  
5 a moment ago? 11:21

6 A. No, I wouldn't, because, like, the practical side of  
7 this is that the commissioner said he wants things  
8 reported in a certain timeline and certain things  
9 report. Now, it comes from the superintendent, but the  
10 superintendent then has his structure in place, that he 11:21  
11 has working on the district, that he has his -- you had  
12 on the night in question a sergeant and five guards,  
13 but his structure then is, that sergeant ensures that  
14 the report gets to the superintendent and the  
15 superintendent forwards it on to me and the 11:21  
16 commissioner. That's the way the system works. You  
17 know, the assistant commissioner is not worried about  
18 what systems the superintendent has in place but he  
19 wants the facts sent in at a certain time. The  
20 superintendent then has his own system in place. So, 11:21  
21 it's not criticising, because the assistant  
22 commissioner is saying this is what I need, and then  
23 the superintendent has his own -- and it's a long  
24 standing working that a unit sergeant, whoever the unit  
25 sergeant is, that he will just ensure that the report 11:22  
26 is submitted.

27 64 Q. We have that answer and we have the content of the  
28 letter at page 142, I am not going to go back over it  
29 again. Had you, before you sent the letter that's at

1 page 142, spoken to Superintendent Comyns to ascertain  
2 what information he actually did have?

3 A. I had -- Superintendent Comyns, if my recollection is  
4 correct, he rang me around eight o'clock in the morning  
5 and filled me in with what I knew and I passed it on 11:22  
6 the assistant commissioner's office.

7 65 Q. In the time subsequent, in the days subsequent, did you  
8 speak to Superintendent Comyns about what in fact he  
9 had been told or what information was available to him  
10 at the point at which he was supposed to be reporting 11:22  
11 up the line?

12 A. I can't, I can't say. I can't really say.

13 66 Q. Have you been present or have you seen in the  
14 transcripts or have you otherwise been made aware of  
15 the fact that it appears that he had the C71, the 11:22  
16 coroner's form, he had the Pulse database entry, and he  
17 had at least two phone calls with Inspector O'Sullivan,  
18 who, during the course of the night, even though he was  
19 off duty, was in constant contact with gardaí at the  
20 scene - did you know any of that? 11:23

21 A. I would expect he would have the C71 because the C71  
22 and the report should come in together but the C71  
23 doesn't go beyond his office. It only goes to the  
24 district office and it wouldn't come to my office.

25 67 Q. what about the other material? 11:23

26 A. The Pulse incident was available to us all. I had the  
27 Pulse incident, that's where I saw it, when I went in I  
28 saw it, there was, you know, who was at the fire and  
29 what was happening. But the details that were required

1 by the assistant commissioner to forward on to the  
2 deputy commissioner in Dublin would not or were not on  
3 the C71 and were in the report forwarded by Garda wall  
4 eventually.

5 68 Q. What about the fact that he had been in contact with 11:23  
6 Inspector O'Sullivan, who in turn had been in contact  
7 with people at the scene?

8 A. That's normal procedure and we make a phone call and I  
9 pass it on to the assistant commissioner, who would  
10 pass it up the line. But there is a report required 11:23  
11 from the scene by whoever is investigating it and that  
12 report should be there and should be forwarded.

13 69 Q. I am going to move on, chief superintendent?

14 A. Thank you.

15 70 Q. But before I do, I am just going to put to you, that 11:24  
16 that letter that you wrote referencing Sergeant Barry  
17 is an implicit or, indeed, even an explicit criticism  
18 of him which is unfair in the circumstances, where he,  
19 I would suggest to you, has done everything he's  
20 supposed to do and that it was Superintendent Comyns 11:24  
21 who hadn't complied with the minute from A/C Quilter  
22 and it was to him you should have been maintaining your  
23 criticism?

24 CHAIRMAN: Mr. Costelloe, I think it is only polite  
25 people's name right. It is not Superintendent Comyn, 11:24  
26 it's Superintendent Comyns. It has an S at the end,  
27 C-O-M-Y-N-S. You have been constantly referring to him  
28 as if it was like our former colleagues, like  
29 Mr. Edward Comyn or Sir. James Comyn, it's not, it's a

1 different name.

2 MR. COSTELLOE: Thank you, Chairman.

3 71 Q. In every instance there where I misspoke, chief  
4 superintendent, you understood that I am referring to  
5 Superintendent Comyns. I was calling him 11:25  
6 superintendent Comyn?  
7 CHAIRMAN: There's no doubt who you are referring to.  
8 MR. COSTELLOE: I just want to --  
9 CHAIRMAN: Mr. Costelloe, it's simply a matter of  
10 politeness to get the name right. 11:25  
11 MR. COSTELLOE: Yes.  
12 CHAIRMAN: And I am sure it's not deliberate, let me  
13 say.  
14 72 Q. MR. COSTELLOE: Do you wish to comment on that last  
15 question or last submission, proposition that I put to 11:25  
16 you before I move on?  
17 A. You might put it again, sorry...  
18 73 Q. I am submitting to you, I am proposing to you that your  
19 implicit or, if you wish, explicit criticism of  
20 Sergeant Barry in the letter which is set out at page 11:25  
21 142 of the materials is unfair and unwarranted and  
22 that, in fact, your criticism which initially was  
23 directed at Superintendent Comyns, should have  
24 continued to be directed at him and him alone because  
25 my client, in fact, had done everything that he was 11:26  
26 obliged to do in accordance with the minute issued by  
27 A/C Quilter?  
28 A. I wouldn't agree with that, because that minute, like I  
29 said, any critical incident in your district, you know,

1 I wasn't referring specifically to this. This was to  
2 go forward. We were moving forward. I had drawn a  
3 line under it. I had decided to take no action. So  
4 this was -- in my impression I was saying, this is  
5 going forward, this is what I want to do. 11:26

6 74 Q. Moving on now to the Certificate of Service, okay,  
7 that's the next topic that I want to ask you questions  
8 about. The Certificate of Service is, could I suggest  
9 to you, perhaps a somewhat grandiose nomination for  
10 what effectively is a recommendation issued by the 11:26  
11 chief superintendent of a district when any guard  
12 retires, would you agree with me?

13 A. It's my opinion on what the commissioner -- I am only  
14 giving my opinion on what the commissioner should give.  
15 The commissioner doesn't always agree or doesn't have 11:27  
16 to always agree, but it is just that I have to give my  
17 opinion.

18 75 Q. I think to be fair to you, the question that I posed to  
19 you was somewhat vague, so let me try to be a little  
20 bit clearer. At the time at which a member of An Garda 11:27  
21 Síochána retires, an amount of documentation has to be  
22 submitted through to HRM and PD, isn't that correct?

23 A. That's correct.

24 76 Q. It's essentially a culmination or a combination of an  
25 assessment of all of that documentation which results 11:27  
26 in the Certificate of Service which is ultimately  
27 issued by the commissioner?

28 A. That's correct.

29 77 Q. So, you don't just have, for example, a letter from the



1 chief superintendent of any given district, you also  
2 have history of service records, you have other  
3 materials such as that, all of which has to be sent  
4 forward before the Certificate of Service is ultimately  
5 signed off by the commissioner? 11:28

6 A. That's correct.

7 78 Q. Okay. Now, the classification system under 12.12 of  
8 the Code allows for four categories, correct?

9 A. That's correct.

10 79 Q. It allows for exemplary, very good, good or fair, isn't 11:28  
11 that correct?

12 A. That's correct.

13 80 Q. And in this particular instance you told us yesterday  
14 you deliberated upon it long and hard, I think was how  
15 you described it, but maybe I am paraphrasing, but you 11:28  
16 gave it a lot of thought and you decided that the  
17 correct designation, as far as you were concerned, was  
18 very good, the second in the running order or the  
19 hierarchy of categorisations, isn't that correct?

20 A. That's correct. 11:28

21 81 Q. When anybody who is a serving member of An Garda  
22 Síochána retires, it's the chief superintendent of the  
23 district from which that person was working that has to  
24 first off make a recommendation to the commissioner as  
25 to which of the four categories, which of the four 11:29  
26 classifications apply, isn't that correct?

27 A. There's no -- there's only a superintendent in a  
28 district --

29 82 Q. Division?

1 A. Superintendent in a division.

2 83 Q. Sorry. Thank you for the correction?

3 A. That's grand.

4 84 Q. Division?

5 A. That's correct, yeah. 11:29

6 85 Q. It's not the superintendent in the district?

7 A. No, it's not.

8 86 Q. It's the chief superintendent in the division?

9 A. That's correct.

10 87 Q. So I mean, I am going to make an assumption but now is 11:29  
11 the time to tell me if this is totally wrong, you must  
12 have done hundreds of these over the course of your  
13 service a chief superintendent?

14 A. I wouldn't say hundreds, but I have done a lot.

15 88 Q. Well, I mean, in the period of time that you were an 11:29  
16 active chief superintendent, how many gardaí do you  
17 think retired from your division?

18 A. Well, I was only chief superintendent for six years and  
19 I only served in one division.

20 89 Q. Okay. And during that period of time, would you say 11:29  
21 20, 40, 80 gardaí retired?

22 A. Closer to 20 to 30, I'd say.

23 90 Q. Okay. So we'll place it at the lower end of the  
24 figure, 20, is that right?

25 A. That's correct. 11:30

26 91 Q. Is that fair? Okay. You were asked yesterday by  
27 Mr. Marrinan about the fact that when you gave a  
28 classification or a suggested classification of  
29 anything other than exemplary, you had to provide

1 reasons. Do you remember being asked about that?

2 A. I did, yes.

3 92 Q. And your answer was that you weren't aware of that at  
4 the time?

5 A. Yes, I said it wasn't in the Garda Code. 11:30

6 93 Q. No, you actually said you weren't aware of it at the  
7 time?

8 A. Because it wasn't in the Garda Code, I said.

9 94 Q. So you agree you weren't aware of it at the time?

10 A. I wasn't. 11:30

11 95 Q. Okay. Can we infer from that then that of those 20-odd  
12 people who retired in the period of time you were a  
13 chief superintendent, Paul Barry was the only person to  
14 whom you gave a less than exemplary classification?

15 A. That is correct. 11:30

16 96 Q. Okay. And having thought about it in a -- in fact, if  
17 I just interrupt myself, it was to the point where it  
18 was so deliberate that a junior or a -- sorry, that a  
19 terrible way of describing it, a sergeant on your  
20 direct staff who had in fact initially completed the 11:31  
21 form had put down exemplary and you directed him to  
22 change that back to very good. We have a statement  
23 from Mr. Hughes, who says that he wrote out the form,  
24 he put down the word exemplary because he saw no reason  
25 not to, and you personally directed him to change it to 11:31  
26 very good?

27 A. My reckoning of that is that he had a template on his  
28 computer and the last person he had given it to, it was  
29 set on exemplary and he just inserted Paul Barry's name

1 on that form. So that's the way -- that was my belief  
2 on it or my memory of that, the way it happened.

3 97 Q. Could we go to the statement at 1861, please,  
4 Mr. Kavanagh. Sorry, 1864, please. This is a  
5 statement by David Hughes, a sergeant at Fermoy Garda 11:32  
6 Station. You know who this man is, do you?

7 A. He was in my office, attached to my office.

8 98 Q. If we skip down five lines and we see the sentence "In  
9 March 2006" do you see that sentence?

10 A. Yes. 11:32

11 99 Q. "...when Sergeant Paul Barry's application to retire  
12 from An Garda Síochána was received at divisional  
13 office Fermoy, I immediately prepared covering letter  
14 for signature by the then chief superintendent William  
15 Dillane for onward transmission to A/C Human Resources 11:32  
16 Management. In this correspondence I included the  
17 necessary information, such as the address the member  
18 would reside at on his retirement, confirmation that  
19 the member was compliant with the terms of the Garda  
20 Code 11.29." 11:33

21  
22 If you skip forward a little bit:

23  
24 "I stated in the communication that the member's  
25 service would be categorised as exemplary during his 11:33  
26 career in An Garda Síochána. An exemplary category of  
27 service was the general category I included in  
28 correspondence when forwarding applications to retire  
29 to Garda Headquarters and I saw no reason to amend the

1 category in the case of Sergeant Barry."  
2  
3 That is clearly somebody saying that they thought about  
4 it and they decided that there was no reason to change  
5 the general categorisation of exemplary, isn't it? 11:33  
6 A. But it wasn't his job to do it.  
7 100 Q. Sorry, just bear with me one second?  
8 A. Yeah.  
9 101 Q. Isn't that somebody adverting to this, looking at it  
10 and saying, as far as he's concerned, we all 11:33  
11 acknowledge it's not his job ultimately, but as far as  
12 he's concerned he looks at it and sees no reason to  
13 change it from exemplary to anything else, correct?  
14 A. That's correct.  
15 102 Q. Because you seem to be suggesting that it was just a 11:33  
16 prepopulated form or a template that he just ran off  
17 the printer and handed to you for signature. It seems  
18 from his statement that he actually did think about it  
19 and he saw no reason to change it?  
20 A. That's what it seems from his statement. 11:34  
21 103 Q. Okay. And then I don't think we need to go through the  
22 rest of it, except to say that, "When the  
23 correspondence regarding Sergeant Barry's retirement  
24 was noted by Chief Superintendent Dillane, he  
25 instructed me to amend the category of service from 11:34  
26 exemplary to very good."  
27  
28 You obviously don't disagree with that, we know that's  
29 what happened, correct?

1 A. That's correct.

2 104 Q. You were informed by the district office at Fermoy that  
3 Mr. Barry had sought to retire, applied to retire, you  
4 were informed of that on the 18th March 2016, correct?

5 A. That's correct. 11:34

6 105 Q. We have that in your statement, and we have the letter  
7 in your statement, it's at page 352 and the letter is  
8 at page 517. On the 23rd March 2016, you sent a  
9 written notification to HRM in Navan expressing your  
10 opinion that Mr. Barry's category of service under the 11:35  
11 Code should be defined as very good, correct?

12 A. That's correct.

13 106 Q. Thereafter -- now those two dates again were the 18th  
14 March 2016 and the 23rd March 2016. Thereafter, HRM  
15 made a number of requests of you for paperwork in order 11:35  
16 to complete the process of issuing the Certificate of  
17 Service, do you agree with me?

18 A. Well, I believe so, yeah. They contacted my office to  
19 get the paperwork.

20 107 Q. If there's going to be any doubt about this we can go 11:35  
21 through it --

22 A. No.

23 108 Q. -- but it seems from your own statement, chief  
24 superintendent, page 353 and 354, that notifications  
25 were received on the 31st March 2017, almost exactly 11:35  
26 one year lettered, 3rd October 2017, 2nd November 2017.  
27 And those letters are all in the documents, 529, 530  
28 and 531, correct?

29 A. That's correct.

1 109 Q. So a year after you had sent your letter, HRM were onto  
2 you saying, can you give us the rest of what we need in  
3 order to complete this process?  
4 A. That's correct.

5 110 Q. In those letters, HRM noted that if a recommendation of 11:36  
6 anything other than exemplary, so the other categories  
7 being good, very good or fair, if any of those three  
8 were given, reasons had to be supplied, isn't that  
9 right?  
10 A. That's correct. 11:36

11 111 Q. On the 11th December 2017, my client wrote to you  
12 directly, were you aware of that fact?  
13 A. Subsequently I saw it, yes.

14 112 Q. Yeah. And he asked you why you were refusing to  
15 forward the necessary paperwork to HRM, isn't that 11:36  
16 correct?  
17 A. Yeah, I believe so, yeah.

18 113 Q. He didn't receive a response to that letter, so he sent  
19 another letter again to you, this is at page 259 of the  
20 booklet of documents, on the 2nd February 2018. We're 11:36  
21 now into the second year -- thank you very much, the  
22 2nd January, I beg your pardon, chief superintendent,  
23 2018, and again he asks you why you hadn't forwarded  
24 the documents that were required and again no response  
25 was issued from your office by you to that 11:37  
26 correspondence. Do we agree?  
27 A. That's correct.

28 114 Q. Okay. On the 5th January you made a phone call. So on  
29 the 2nd January 2018, Mr. Barry writes to you and three

1 days later you make a phone call to Garda HRM, in which  
2 you say you wanted to discuss the classification you  
3 had previously given, isn't that correct?  
4 A. That's correct.  
5 115 Q. Now, you also said -- 11:37  
6 A. Sorry, could I see the record of that phone call? who  
7 did I make the phone call to? Because it's one I can't  
8 recollect.  
9 116 Q. It's the one in which during the course of the phone  
10 call you say, I'll send a letter. Do you remember it 11:37  
11 now?  
12 A. No, I don't.  
13 117 Q. Okay. I think it's at page 4744 of the documentation,  
14 Mr. Kavanagh, if you could, please. 4744. Does that  
15 help in any way, chief superintendent? 11:38  
16 A. No, it doesn't really.  
17 118 Q. Okay. well, it's from somebody called Rosaleen  
18 Finnegan?  
19 A. Yeah.  
20 119 Q. She's at Garda pensions section and she is writing to 11:38  
21 somebody in HRM by the name of Eoghan Quinn and it  
22 references you as having rang regarding the former  
23 member who retired from AGS on 19th June 2016.  
24  
25 "You have submitted a letter to the pension dated 23rd 11:38  
26 March 2016 stating the above member's classification.  
27 He asked if you can ring him back, please."  
28  
29 And he gives your mobile number. Do you remember



1 reading that?

2 A. I actually don't. But if it's there, I won't deny it.

3 120 Q. Okay. I'm not sure anything in particular turns on it.  
4 It seems after Mr. Barry writes to you, you are in  
5 contact with HRM by phone and you follow up by way of a 11:38  
6 letter?

7 A. Correct, yeah.

8 121 Q. And again, maybe this will help, if we go to 5675,  
9 which in fact seems to be the letter that you say  
10 you're going to send. 5675, maybe this will help you. 11:39  
11 would you mind scrolling down a tiny bit please,  
12 Mr. Kavanagh.

13 A. Yeah, I can remember sending that.

14 122 Q. Okay. "With regards to the member's category of 11:39  
15 service under the Code, I wish to state as per minute  
16 from this office dated 23rd March 2016, that I  
17 categorised Sergeant Barry's service in An Garda  
18 Síochána as very good. Copy attached.

19

20 My reason for not awarding Sergeant Barry an exemplary 11:39  
21 classification is that in my limited dealings with the  
22 member, I found him to be very difficult and  
23 discourteous."

24

25 That's your stated reason at that point? 11:39

26 A. That's correct yeah.

27 123 Q. So you're actually giving a reason here now, you're  
28 setting out in black and white why you feel it's very  
29 good rather than exemplary?

1 A. That's correct.

2 124 Q. Okay. On the 9th April 2018, so we're now more than  
3 two years later, Monica Carr from HRM writes to you  
4 asking if the recommendation could be amended to  
5 exemplary, do you remember receiving that letter? 11:40

6 A. I remember she wrote to me and asked me would I  
7 consider, would I -- I think down at the very last line  
8 of that letter was, forwarded for your consideration.

9 125 Q. I think you are write about that, in fact. I didn't  
10 mean to propose it was dictating to you? 11:40

11 A. Oh yeah, yeah, yeah.

12 126 Q. I used the words you were asked to?

13 A. Yeah, yeah.

14 127 Q. We don't need to open it then, it's at page 532 of the  
15 booklet of documents. Then on the 11th May 2018, you 11:40  
16 say, having considered the matter further and consulted  
17 some people, including two of Paul Barry's previous  
18 officers, you're amending the categorisation to  
19 exemplary?

20 A. That's correct. 11:40

21 128 Q. Were either of those officers that you spoke to  
22 Superintendent Mick Maguire?

23 A. No.

24 129 Q. He was then the acting superintendent at -- sorry, not  
25 then, but he had been the acting superintendent at 11:40  
26 Mitchelstown Garda Station at the point at which Paul  
27 Barry retired?

28 A. No, he was the superintendent --

29 130 Q. Fermoy?

1 A. -- in Fermoy.

2 131 Q. I am confusing myself now?

3 A. Yeah. These were previous officers he had worked with

4 before I came.

5 132 Q. I understand. Basically what I am trying to ascertain 11:41

6 is: It was predating the point at which you came?

7 A. Yeah.

8 133 Q. You went back to speak to people and you didn't ask to

9 people to anybody after Superintendent Comyns had left

10 but before my client retired? 11:41

11 A. That's correct, yeah, that's correct.

12 134 Q. So any information you were getting was to do with his

13 service --

14 A. Yeah, yeah.

15 135 Q. -- prior to him coming into contact with Superintendent 11:41

16 Comyns, not after that fact?

17 A. That's correct.

18 136 Q. Okay. Why is it that you didn't contact any of those

19 people before you wrote your initial categorisation?

20 A. It's a question I ask myself, you know. But as I 11:41

21 explained yesterday, you know, I looked at the period I

22 had dealt with him and I felt, you know, that if I was

23 to give exemplary to everyone and yet this person

24 hadn't done his job for a number of years, was I being

25 fair to the people who I was giving -- the other 11:41

26 people. So, that was the way I worked it. It was a

27 decision I made and I had to stand over it. But, you

28 know, I suppose any man can reassess something and I

29 was man enough to stand up and say, look, I think

1 he's -- you know, exemplary would be the right one,  
2 when I found out that other people had no problem with  
3 them. The people I spoke to said they had no problem  
4 before this, so...

5 137 Q. I mean, wouldn't that have avoided two years' worth of 11:42  
6 hassle both for my client and yourself, if you had  
7 spoken to those people and you'd come to that  
8 conclusion back --

9 A. No, the two year delay had nothing to do with this, the  
10 two year delay we were dealing with a civil claim that 11:42  
11 Mr. Barry had instigated. Is it three times I was up  
12 at the Chief State Solicitor's Office at different  
13 meetings and we needed information to move the civil  
14 claim forward. And when we were finished with that,  
15 then I was able to send all the paperwork to HRM. So 11:42  
16 that was the reason for the two year delay. It has  
17 nothing to do with this.

18 138 Q. Whatever the reason for the two year delay was, during  
19 that period of time you were receiving quite a bit of  
20 correspondence from HRM and at least two letters from 11:43  
21 my client to deal specifically with the issue of his  
22 certification of service. And in that period of time  
23 you don't change your mind and you don't revisit your  
24 decision. And having eventually received a letter from  
25 Monica Carr, you state that you went back and spoke to 11:43  
26 people who had worked with him and been his supervisor  
27 before Superintendent Comyns and that caused you to  
28 revisit your decision and in the interest of fairness  
29 you decided that exemplary was the correct category?

1 A. That's correct.

2 139 Q. Okay. And what I am putting to you is: All of that  
3 could have been avoided if you just picked up the phone  
4 two years earlier and spoke to those same people then,  
5 you would have arrived presumably at the same decision 11:43  
6 you did further on in 2018 and you would have given the  
7 exemplary classification?

8 A. I wonder, because, you know, my thinking at the time  
9 was, as I said yesterday, here I had two sergeants  
10 retiring, one had done everything he was asked of him 11:43  
11 for 30 years, another person for the last four years  
12 hadn't done everything, are they both deserving of  
13 exemplary? Are they both deserving of the same? That  
14 was the way I was thinking at the time.

15 140 Q. Can I suggest to you, chief superintendent, that you 11:44  
16 can't have it both ways. You make a decision to  
17 revisit your classification two years later, you say  
18 that that's because you spoke to people who he had  
19 worked with prior to Superintendent Comyns and you  
20 thereby decide to change your decision and make it 11:44  
21 exemplary rather than very good. And I am putting it  
22 to you that if you had only done that two years  
23 earlier, you would have avoided all of what flowed  
24 thereafter in relation to this issue?

25 A. I probably would have. But I am trying to explain my 11:44  
26 logic for making the decision at the earlier time and  
27 that was my logic and I can't change it and, you know,  
28 they're the facts.

29 141 Q. Is it possible, chief superintendent, that at the point

1 at which my client informed An Garda Síochána that he  
2 was retiring, you were just so annoyed with him, so  
3 irritated with him, that you weren't prepared to look  
4 any further than your own personal dealings with him?

5 A. No.

11:45

6 142 Q. Rather than making the enquiries that you made two  
7 years previously?

8 A. I wouldn't agree with that. I wouldn't agree with  
9 that.

10 143 Q. Okay. I am going to deal with a couple of things as  
11 quickly as I possibly can, before I move to the last  
12 topic, which is the last substantive topic. The next  
13 thing I want to move on to is Mr. Barry's  
14 non-attendance at the case conference on the 2nd  
15 February 2015. Okay?

11:45

16 A. That's correct.

17 144 Q. All right. I am moving on to that now. You said in  
18 your statement that you had spoken with -- this is page  
19 350 of your statement, we don't need it up on the  
20 screen, Mr. Kavanagh. Page 350 of your statement, you  
21 said that you had spoken to Superintendent Comyns on  
22 the 2nd February 2015 at 2pm and Superintendent Comyns  
23 had said that Paul Barry was in the station but he had  
24 failed to attend the conference, isn't that correct?

11:45

25 A. That is correct.

11:45

26 145 Q. And you say in your statement that you had received a  
27 report about this non-attendance from Superintendent  
28 Comyns on the 3rd February 2015, you remember receiving  
29 that report?

1 A. I do, I have a vague recollection of it at this stage,  
2 yeah.

3 146 Q. Fair enough, fair enough. It's at page 474, if there  
4 were any issues about it we can go back to it, if  
5 necessary. But in that report Superintendent Comyns 11:46  
6 says that he believed that Detective Garda Jim  
7 Fitzpatrick had informed Sergeant Barry about the  
8 inference?

9 A. That's correct.

10 147 Q. Okay. You reported Mr. Barry's non-attendance to Chief 11:46  
11 Superintendent Tony McLoughlin of the Human Resources  
12 and professional development -- is it personal -- it's  
13 personal, personal development department at 2.46pm on  
14 the 3rd February 2015, isn't that correct?

15 A. That's correct. 11:46

16 148 Q. So you receive the report from Superintendent Comyns  
17 and within a very short period of time, a mere matter  
18 of minutes, it seems, you forward that report on to  
19 HRM, isn't that correct?

20 A. That's correct. 11:46

21 149 Q. And you did so because you wished to, and I am quoting  
22 now, "emphasise the urgency to have Sergeant Barry  
23 transferred out of the Fermoy district", as you felt  
24 that his presence was having a negative impact on the  
25 policing of the area. And that's the e-mail that's at 11:47  
26 page 476. You remember all of that, isn't that  
27 correct?

28 A. I do, yeah.

29 150 Q. You didn't speak to Sergeant Barry in advance of this?

1 A. No.

2 151 Q. You didn't ask him for an explanation as to why he  
3 wasn't at the conference?

4 A. No.

5 152 Q. You didn't pick up the phone to Detective Garda Jim 11:47  
6 Fitzpatrick and say, in what way did he explain that  
7 the case conference was happening?

8 A. No.

9 153 Q. You didn't have any other information other than what  
10 Superintendent Comyns has given you, isn't that 11:47  
11 correct?

12 A. I had no reason to doubt what I was being told by  
13 Superintendent Comyns.

14 154 Q. You were aware of the fact that there was ongoing  
15 issues between my client and Superintendent Comyns. I 11:47  
16 am trying to keep that as neutral as I can. I don't  
17 want to add any sort of pejorative inflexion to that  
18 question. There were issues going on between the two  
19 of them at this point, you must have known that?

20 A. I knew there were issues because I was listening to 11:47  
21 them on a regular basis from Superintendent Comyns, but  
22 from my perspective, I had no reason to doubt  
23 Superintendent Comyns, the veracity or the legitimacy  
24 of what he was trying to tell me.

25 155 Q. Did you know when you contacted Human Resources 11:48  
26 Management that Superintendent Comyns had not actually  
27 taken any steps to determine how Detective Garda  
28 Fitzpatrick had notified my client about the case  
29 conference?



1 A. No, I hadn't, I just took his word for it, because from  
2 what I knew of Superintendent Comyns, he wouldn't make  
3 a statement unless he could back it up and I took his  
4 word for it and to this day, if he made a statement  
5 like that and gave it to me in writing, I would believe 11:48  
6 it.

7 156 Q. And it's furnished with your comment that you believe  
8 that it's, in order to emphasise the urgency of getting  
9 Sergeant Barry out of the Fermoy district, I am giving  
10 this on to you right now? 11:48

11 A. That's correct. But remember, this is in the context  
12 now of my other dealings with Chief Superintendent  
13 McLoughlin. We're on to January 2015. This thing was  
14 going on since March 2013 or October -- August 2012  
15 actually. 11:49

16 157 Q. I am suggesting to you, chief superintendent, that that  
17 was a very unfair way for you to go about this and that  
18 at the very least you should have picked up the phone,  
19 either to my client or, indeed, even to Detective Garda  
20 Fitzpatrick, to try and get some information about what 11:49  
21 information or what extent of knowledge my client had  
22 about that case conference?

23 A. No, I suppose, it was a rape conference and I think the  
24 seriousness of it is what really struck home to me.  
25 That look, how can we deliver a service to the public, 11:49  
26 this is a very serious case, when the sergeant in  
27 charge will not turn up to the conference? You know,  
28 that was the seriousness of the whole thing. Like we  
29 were here to provide a service to the public and here

1 we were squabbling ourselves. You know, I was taking  
2 it very, very, very serious, that this was affecting  
3 the policing that I was able to deliver to the people  
4 of Cork north at the time.

5 158 Q. We will move on but before we do, the last question on 11:49  
6 this topic: Are you aware that Mr. Barry denies  
7 knowing anything about --

8 A. Yes, I am aware.

9 159 Q. Okay.

10 A. I saw it in his statement and I also saw it in, I think 11:50  
11 Jim Fitzpatrick's statement, saying he did know notify  
12 him, so, you know...

13 160 Q. Okay. Moving onto the issue of the announcements in  
14 Pulse. I don't know the answer to this question, which  
15 is, I hope being as upfront and as honest as I can be, 11:50  
16 and hopefully you can elucidate me and explain how this  
17 works. How were HRM bulletins referring to  
18 transfers -- sorry, not HRM, how were entries on the  
19 Pulse database caused to be changed regarding  
20 transfers? Do you understand what I am asking? 11:50

21 A. I do, and I think my answer to you is, I hadn't hand,  
22 act or part, but I remember when your client and  
23 Inspector Golden came to me about one incident, I rang  
24 somebody in HR transfers, I couldn't tell you who I  
25 rang, and I explained the situation and I said, can you 11:51  
26 pass this message on to the person who deals with it,  
27 and the thing was changed reasonably quick.

28 161 Q. Okay.

29 A. But as regards how it's done, I haven't a clue, and I

1 haven't -- I never had hand, act or part in it.

2 162 Q. So obviously there's an entire procedure in relation to  
3 transfers, but what you're telling us is that the chief  
4 superintendent or at least as far as you're concerned,  
5 you weren't in any way responsible -- 11:51

6 A. No.

7 163 Q. -- for what's written on Pulse?

8 A. No, no.

9 164 Q. Because the issue here, as you know, it is the fact  
10 that not just that Mr. Barry was immediately changed on 11:51  
11 Pulse with regard to the station that he was  
12 purportedly serving at, but that after Inspector Golden  
13 approached you about it and it was changed, within a  
14 couple of days it was changed again and again on Pulse  
15 it seemed that he was at a different station? 11:51

16 A. Well, all I remember is that I was approached about it,  
17 I picked up the phone, I made a phone call to somebody  
18 and I said, look, this is not right, and it was  
19 changed. So I thought I was trying to help Sergeant  
20 Barry. He a problem with it and I did what I could and 11:52  
21 it was changed. So that's all I know.

22 165 Q. Bear with me one second, please, chief superintendent.  
23 The next thing that I want to ask you about is the  
24 issue of the sanctioning of disciplinary proceedings  
25 around the force majeure leave, okay. So we're moving 11:52  
26 on to force majeure now. You received a report about  
27 the fact that my client had taken force majeure in  
28 April of 2013. I think you got that on the 19th April  
29 2013, does that sound correct to you?

1 A. Yeah, I won't disagree with the date.

2 166 Q. Again, if there's any doubt about it, we can look to  
3 it?

4 A. Yeah.

5 167 Q. But it's at page 340 of your statement and the report 11:53  
6 itself is at page 398. And thereafter you appointed  
7 Superintendent Lehane to conduct a Regulation 14  
8 disciplinary inquiry?

9 A. That's correct.

10 168 Q. Okay. That is directing a superintendent to see 11:53  
11 whether or not the Code has been breached in respect of  
12 my client taking force majeure, isn't that right?

13 A. Well, I set it up looking into -- my report was that he  
14 hadn't turned up for work and hadn't notified his  
15 immediate superiors that he wasn't coming to work. 11:53

16 169 Q. Yes. But you're instigating, that's not supposed to  
17 sound like a criticism, the use of the word  
18 instigating, but you're getting an investigation  
19 started at which you tell Superintendent Lehane to look  
20 into this, isn't that right? 11:53

21 A. That's -- the way I would put it is, I instigated an  
22 inquiry into it under the disciplinary regulations.

23 170 Q. Again, the date that you got the notification, the  
24 report about Mr. Barry taking the leave, was 19th April  
25 2013. It seems from the material that we have been 11:54  
26 provided that you didn't appoint Superintendent Lehane  
27 until 27th May 2013, over a month and a bit after you  
28 got that report?

29 A. That is correct.

1 171 Q. I mean, if this was such a big deal, why did you wait  
2 that long in order to get somebody to look into it?  
3 A. Well, if it was such a big deal, I would have went with  
4 a disciplinary hearing or something, this was an  
5 enquiry I was making. There would have been a number 11:54  
6 of reasons. First of all, I wanted to see what was the  
7 best process to do it and I wasn't trying to elevate  
8 this to a major incident, right. I wanted to enquire  
9 into it. This person hadn't turned up for work, he  
10 hadn't notified his superiors. I felt after looking 11:54  
11 into it that this was the best process for me to adhere  
12 to and I am a great believer, if I get the process  
13 right, I can always stand over the outcome. And the  
14 delay be, these forms have to be printed out and  
15 there's forms to be put together and it's not a matter 11:55  
16 of just pointing him, you see the forms that had to be  
17 put together. I suppose I gave it a bit of thought  
18 first, you know. Get the process right and that would  
19 be the -- and like to me, it would have been the lowest  
20 form of -- Regulation 14 would have been the lowest 11:55  
21 form of an inquiry I could have done to him. It wasn't  
22 that there was going to be any major sanctions out of  
23 this or anything. But I just felt that this was the  
24 correct process to do and if I had the correct process  
25 I was going to get the correct outcome and I could 11:55  
26 stand over it.

27 172 Q. Okay. Well let's deal with the process then. There's  
28 nothing in the code of conduct that requires somebody  
29 to state in advance that they're taking force majeure,

1 obviously. You can hardly decide that you're taking  
2 force majeure in advance, it wouldn't be force majeure,  
3 isn't that right?

4 A. That's correct.

5 173 Q. Okay. And there's nothing in any of the statutes or 11:55  
6 anything in law that requires you to do so either,  
7 isn't that correct?

8 A. That's correct.

9 174 Q. And in fact, insofar as the Garda Code refers to this 11:56  
10 at all, it appears in section 11.25, that the  
11 obligation is to provide a form F M1, force majeure 1  
12 on return from taking leave, isn't that right?

13 A. That's correct.

14 175 Q. You knew from the report that Mr. Barry had provided 11:56  
15 such a form, isn't that correct?

16 A. That's correct.

17 176 Q. So it seems that he had complied with the Garda Code,  
18 isn't that right?

19 A. That's correct.

20 177 Q. And in fact, just looking historically, on the prior 11:56  
21 occasion that he had taken force majeure back in 2010,  
22 he had done exactly the same thing he did here and no  
23 issue was raised and no disciplinary proceedings were  
24 instigated by anyone?

25 A. That's correct. 11:56

26 178 Q. A Regulation 14 inquiry can lead to a reduction in pay  
27 to not exceed two weeks, isn't that right?

28 A. That's correct, maximum.

29 179 Q. It can lead to a reprimand that actually goes on the

1 file, isn't that correct?

2 A. That's correct.

3 180 Q. It can also lead to a warning, a caution or an advice,  
4 all of which go on the permanent file, isn't that  
5 correct? 11:57

6 A. That's correct.

7 181 Q. Moving on to the last of these shorter issues, chief  
8 superintendent. You know that Mr. Barry has made a  
9 complaint, it's 4I in the tribunal's grounds, but to  
10 summarise it, he says that it was wrong of you and it 11:57  
11 amounts to targeting of him by stating that he was  
12 having a negative effect on the policing in Fermoy.  
13 You understand that that's one of his complaints?

14 A. I do, yes.

15 182 Q. I don't expect you to agree, sorry, if that's why you 11:57  
16 were pausing there, just to agree with the content. I  
17 am just asking, first of all, if you knew that that was  
18 one of the grounds of his complaints and one of the  
19 things being looked into by the Chairman at this  
20 tribunal? 11:58

21 A. That's correct.

22 183 Q. And that particular comment, although it's in various  
23 words and in various formats in a number of locations,  
24 it is can be found in a letter that you wrote to  
25 Mr. John Barrett, who at the time was the executive 11:58  
26 director of HRM. It's a letter dated 7th August 2015.  
27 Correct?

28 A. That's correct.

29 184 Q. And it starts, the letter is somewhat lengthy, it's not

1 a criticism, it's just an observation, it begins at  
2 page 118, but if we could go to page 124. And if you  
3 look to the second and the third paragraphs there,  
4 particularly the last sentence of the third paragraph:

5  
6 "I felt that his presence was having a negative impact  
7 on the policing of the area."  
8

9 That's the subject-matter there?

10 A. That's correct.

11 185 Q. Now, this is a complaint, this is a letter  
12 encapsulating a complaint by you about Mr. Barry,  
13 where, at the time, he has a medical certificate  
14 precluding him from going to Fermoy Garda Station and  
15 from having contact with Superintendent Comyns, isn't  
16 that right?

17 A. That's correct.

18 186 Q. Do you not think it's unfair to make an observation  
19 like that in the knowledge that that medical  
20 certificate is still valid and still in being?

21 A. But I also was in the knowledge that on the 9th April I  
22 visited him and I told him in writing, gave it to him  
23 in writing that we could not accede to the conditions  
24 of it, and this wasn't my decision, this was a decision  
25 from HRM, from the people in HRM, that we couldn't  
26 accede to the conditions of the medical certificate.

27 187 Q. I don't wish to spend any great deal of time on this,  
28 chief superintendent. I am just suggesting to you that  
29 that observation by you there is grossly unfair to



1 Mr. Barry in circumstances where he had that medical  
2 certificate, which couldn't have been clearer?

3 A. Well, I based it on the correspondence I had been  
4 receiving from Superintendent Comyns and from my own  
5 knowledge. Like, there were situations there were if 12:00  
6 an incident happened, Sergeant Barry could not make an  
7 informed decision of what to do because he hadn't been  
8 at a briefing or hadn't detailed the members going out  
9 on the streets. And if something critical were to  
10 happen, he was not informed with everything that was 12:00  
11 happening at the time. So he couldn't make an informed  
12 decision if something critical happened. And I had  
13 this in the back of my mind and I had said it in  
14 earlier correspondence, I felt I would be culpable if  
15 something did happen because I was leaving this to 12:00  
16 continue and it was going on all the time.

17 188 Q. Because as far as you were concerned that medical  
18 certificate was, using your words, unreasonable,  
19 impracticable and could not be put into operation, you  
20 couldn't run your division and Superintendent Comyns 12:01  
21 couldn't run his district with that medical certificate  
22 being adhered to?

23 A. That's correct.

24 189 Q. And there was no work around, there was no insertion or  
25 interposing of staff or personnel between 12:01  
26 Superintendent Comyns and my client that would make it  
27 operable. The only solution was to transfer him out of  
28 the district, as far as you were concerned?

29 A. Well, yes, because he would not adhere to the

1 directions of the superintendent. And that  
2 responsibility for the running of the district could  
3 not be taken from the superintendent. Like, Sergeant  
4 Barry had a choice: Stay and stick with the rules or  
5 we'll facilitate you. Like, you know, we're all human 12:01  
6 beings, if you have a problem with someone, I have no  
7 problem if somebody else has a problem, I will try and  
8 facilitate them, look after them, but you can't say I  
9 have problem and the whole district -- the service of  
10 the public has to be diminished because Paul Barry 12:01  
11 decides he wants to make a complaint against  
12 Superintendent Comyns. He's entitled to make the  
13 complaint and we'll give him every bit of backing he  
14 wants. But because he does, does it mean that the  
15 service to the public has to be diminished to such an 12:02  
16 extent?

17 190 Q. Okay, we'll move on to the last topic that I want to  
18 ask you questions about, chief superintendent, and this  
19 is to do with transfers, attempted transfers, the idea  
20 and the allegation that Mr. Barry was being targeted 12:02  
21 because efforts were being made to transfer him out of  
22 his station, okay?

23 A. Yes.

24 191 Q. This is what we're moving on to now, you understand?

25 A. Yes. 12:02

26 192 Q. Okay. By the 15th October 2013, you told us yesterday,  
27 Sergeant Barry was in the frame, that's just the words  
28 that were used, nothing sinister is to be attached to  
29 that, but he was in the frame for a possible transfer

1 to Fermoy from Mitchelstown, that's what you told us  
2 yesterday, correct?

3 A. I said that was my impression.

4 193 Q. Yes. Okay. So your impression was that he was in the  
5 frame to a possible transfer from Fermoy to 12:03  
6 Mitchelstown?

7 A. He told me that he would consider, you know, consider  
8 the proposal I had put to him, to be facilitated while  
9 this was going on. This was a facilitation we were  
10 putting in place for him. 12:03

11 194 Q. As I understand your evidence yesterday, but now is the  
12 time to tell me if I have this wrong, there was an  
13 issue to do with resources in the division at the time,  
14 specifically in relation to the number of sergeants you  
15 had available to you in the division? 12:03

16 A. That's correct. I was there from -- for the six years  
17 I was in Fermoy.

18 195 Q. You told us that you had gotten on to HRM and  
19 effectively been told by HRM, you have what you have,  
20 you have to make it work? 12:03

21 A. That's correct.

22 196 Q. And as a result, not just in Superintendent Comyns's  
23 district, but in all of the districts in your  
24 divisional control, you had to make sure that there was  
25 the best possible allocation of sergeants to each 12:03  
26 particular station?

27 A. No, each district headquarters at the time, is what I  
28 was trying to improve, because the new roster that had  
29 brought in the fifth unit, we were short a sergeant in

1 the district headquarters and I needed to ramp that up.

2 197 Q. You're not disagreeing with me that the issue here was  
3 the fact that you weren't getting any other sergeants  
4 from --

5 A. That's what I was told, that there was no other 12:04  
6 sergeants available.

7 198 Q. Yes. So one of the issues, therefore, as a manager  
8 that you had to face was the fact that on the 7th  
9 November 2013, Superintendent Comyns is on to you,  
10 saying, listen, I need another sergeant in Fermoy, 12:04  
11 you've got to get me a sergeant?

12 A. That's correct.

13 199 Q. That's the 7th November 2013, correct?

14 A. I don't know why you're picking that specific date,  
15 because the 10th November is when the district 12:04  
16 amalgamation came in.

17 200 Q. Yeah.

18 A. And that would have increased his area substantially.  
19 So this discussion was going on long before the 7th  
20 November 2013. Like we had known since 2011 and '12 12:05  
21 that the district amalgamation was taking place and  
22 then it was fixed for the fourth quarter of 2013. So  
23 we had an idea it was coming, but...

24 201 Q. Could we go to page 429 of the documents, please,  
25 Mr. Kavanagh. 429. This is a letter dated 7th 12:05  
26 November 2013. You see it, chief superintendent?

27 A. That's correct.

28 202 Q. It appears to be addressed to you?

29 A. Yeah.

1 203 Q. And it appears to be sent by Superintendent Comyns,  
2 yes?

3 A. Yes, correct.

4 204 Q. Okay. I don't want to read the entirety of the letter.  
5 Can we agree that this is apparently a request by him 12:05  
6 for an extra sergeant?

7 A. That's -- well, yes. To bring one of his sergeants in  
8 from Mitchelstown to Fermoy.

9 205 Q. Okay. You heard his evidence, where he said that he  
10 had a discussion with you and he told you his 12:06  
11 preference was for Sergeant Quinn, isn't that right?

12 A. That's correct. Well, it was based on the unit, it  
13 would have been easier to stick with the same unit, and  
14 unit D, Sergeant Quinn was a unit D I think in  
15 Mitchelstown and the vacancy was in unit D in Fermoy. 12:06

16 206 Q. Okay. So that we have the sequencing correct, this is  
17 the letter dated the 7th November, you've said that  
18 there was some discussion prior to that, but this is  
19 the first formal letter that appears to have been sent  
20 by Superintendent Comyns asking for a sergeant to be 12:06  
21 moved from Mitchelstown to Fermoy?

22 A. That's correct.

23 207 Q. Okay. And this is all in the context of the changing  
24 of the areas?

25 A. That's correct. 12:06

26 208 Q. And the fact that you weren't going to get any further  
27 sergeants as far as HRM were concerned, so you had to  
28 make do with what you had available to you?

29 A. That's correct.

1 209 Q. Okay. Can we go to page 4132, please. Now, before we  
2 do anything in respect of the content of this letter,  
3 can we first note that the date of it is the 27th  
4 November 2013?  
5 A. That's correct. 12:07

6 210 Q. Okay. It's addressed to A/C Human Resources  
7 Management, and if we scroll down to the bottom of the  
8 letter, it's only one page long, it appears to have  
9 been written by you?  
10 A. That's correct. 12:07

11 211 Q. Okay. If we go back up to the body of the letter then,  
12 the second paragraph, the first substantive paragraph,  
13 beginning the words "Sergeant Barry, Mitchelstown" do  
14 you see that there?  
15 A. That's right. 12:07

16 212 Q. At the end of that paragraph:  
17  
18 "This situation is totally unsatisfactory and for  
19 operational reasons I now wish to transfer Sergeant  
20 Barry from Mitchelstown to Fermoy." 12:07  
21  
22 Correct?  
23 A. That's correct.

24 213 Q. Okay. So, this is you on the 27th November, which is  
25 20 days after Superintendent Comyns writes to you, 12:08  
26 writing to A/C Human Resources Management, saying it's  
27 your desire to transfer Sergeant Barry to Mitchelstown?  
28 A. That's correct.

29 214 Q. Okay. Obviously it's self-evident, this is contrary to

1 the preference expressed to you by Superintendent  
2 Comyns?

3 A. That's correct.

4 215 Q. Okay. But as far as you're concerned, this is the way  
5 to deal with things: Move Sergeant Barry from 12:08  
6 Mitchelstown to Fermoy?

7 A. That's correct.

8 216 Q. Okay. Can we go up one page, please. 4131. This is a  
9 letter dated the 6th November, so 21 days before the  
10 letter that we've just been dealing with, correct? 12:08

11 A. Yes.

12 217 Q. This is also addressed to the assistant commissioner  
13 HRM, correct?

14 A. Yes.

15 218 Q. The same person, the same addressee. Then if we go 12:08  
16 down to the bottom of the page, please. Will you agree  
17 with me that this is a letter that you sent? Can you  
18 see your --

19 A. Yeah, it's not signed. So I'm not saying that letter  
20 was sent, because it could be a letter typed in my 12:09  
21 office, but it wouldn't have been sent.

22 219 Q. Oh!

23 A. You know, I am not saying that --

24 220 Q. Are you saying you don't have any memory of sending  
25 this letter? 12:09

26 A. I will read the letter first. But I'm saying if it's  
27 not signed, you know, I'm not willing to stand over.

28 221 Q. Sure. The last letter that I just asked you about,  
29 whether you sent it or not, also wasn't signed and you

1 had no difficulty accepting that you sent that one?

2 A. I thought my signature was on that.

3 222 Q. No, it wasn't, the 21st November letter. But anyway,  
4 take an opportunity to read that letter, please.  
5 Mr. Kavanagh, would you mind scrolling up a tiny bit so 12:09  
6 that the witness can see the start of the letter and  
7 then I want to ask a few questions about it.

8 A. Yeah, you might keep scrolling there, please.

9 223 Q. Just let me know whenever you have had a chance to read  
10 it, please, chief superintendent. 12:10

11 A. Sorry, can I go back up again? Yeah, I have a vague  
12 recollection of that, that, at the time, no, that was  
13 never -- that letter was never sent. That was in my  
14 train of thought at the time and then, you know --  
15 because I was hoping at the time to try and do a swap, 12:11  
16 that if I sent Paul Barry in to Cork City I would get  
17 someone instead of him, but that was never a runner  
18 afterwards.

19 224 Q. There's no reference in that letter to a swap?

20 A. No, no. But do you see -- 12:11

21 225 Q. Sorry, just bear with me one second, chief  
22 superintendent before you continue?

23 A. Yeah.

24 226 Q. There's no reference in that letter to a swap, correct?

25 A. Yes, correct. 12:11

26 227 Q. That's a letter that is dated one day prior to the  
27 receipt of the letter from Superintendent Comyns asking  
28 for a sergeant from Mitchelstown to be sent to him in  
29 Fermoy, correct?



1 A. That's correct.

2 228 Q. And in that letter you were very clearly setting out  
3 your reasons and your explanation for why Sergeant  
4 Barry should be transferred out of your division into  
5 another division, which would leave your division one 12:11  
6 sergeant down, isn't that correct?

7 A. Well, yes, that's what it would look like, but the way  
8 HRM would work with me, was that if I was giving  
9 someone to Cork City, somebody that was due to go to  
10 Cork City would come to me. 12:12

11 229 Q. Is there anywhere in any of the material, these nearly  
12 8,000 documents that we have been provided, which shows  
13 that HRM were contemplating a swap in respect of  
14 sergeants from divisions?

15 A. There's not, no, but I'm saying to you that's the way 12:12  
16 the system worked, if I was giving one away, I would  
17 expect one in return. You weren't going to put your  
18 division down one for the sake of putting someone down.  
19 That if somebody in, say, Dublin was looking for  
20 transfer to Cork City, now if I was giving someone into 12:12  
21 Cork City, then I would get the replacement.

22 230 Q. Can I suggest to you, chief superintendent, that in  
23 fact that is demonstrative of the fact that all you  
24 wanted was shot of Sergeant Barry, even if it left you  
25 a sergeant down at a time when you weren't going to get 12:12  
26 any other sergeants from HRM, you just wanted him out  
27 of your division?

28 A. No, I didn't, but I wanted to get this matter resolved.  
29 I wanted to get the service to the public, you know,

1 back to where it should be.

2 231 Q. which, as far as you were concerned, meant getting him  
3 out of your division?

4 A. Not really, no. No. If I could get him working,  
5 because at all times Superintendent Comyns said to me, 12:13  
6 I have no problem working with him once he does his  
7 job.

8 232 Q. Excuse me, chief superintendent, this has got nothing  
9 to do with Superintendent Comyns. This, in fact, is  
10 working to the disadvantage of Superintendent Comyns 12:13  
11 because it means that he's not going to get a sergeant  
12 from Mitchelstown because the only remaining sergeant  
13 in Mitchelstown would have to stay there because you  
14 would have had the station one sergeant down by  
15 transferring a sergeant out of your division? 12:13

16 A. But I couldn't have stood over transferring a sergeant  
17 out of my division without getting a replacement.

18 233 Q. I understand that that's what you're telling us now.  
19 You're certain, and again we can only go on the  
20 material that we have been given, but you are certain 12:13  
21 now, what is it, nine years later, approximately,  
22 you're certain that this letter was never sent?

23 A. Yes.

24 234 Q. When did you make a decision not to send it?

25 A. When I would have found out that I wouldn't be getting 12:14  
26 a replacement, because I needed a sergeant for Fermoy,  
27 is what I needed, and there was no point in me sending  
28 a sergeant to Cork City if I wasn't going to get one.

29 235 Q. When did you find out you weren't going to get a

1 replacement?

2 A. From my talking to -- I think it was Sergeant Ronan  
3 Murphy I was dealing with at the time and, you know, I  
4 was hoping to try and get a sergeant to fill Fermoy  
5 and, you know, moving somebody from Mitchelstown would 12:14  
6 have been my last resort and I just -- when I wasn't  
7 going to get one. But this was one of the things I did  
8 contemplate at one stage and I have no problem saying  
9 that I did contemplate trying to have Paul Barry put  
10 into Cork City and to get somebody to replace him in 12:14  
11 Fermoy to carry out the duties.

12 236 Q. I simply, chief superintendent, I simply don't  
13 understand that, moving somebody from Mitchelstown  
14 would have been my last resort. Less than three weeks  
15 later you're writing to the A/C human resource manager 12:15  
16 asking exactly that be done?

17 A. But I had to do, because the vacancy was in the  
18 district headquarters, which, if you look at the Code,  
19 I am obliged to fill. You see, the district  
20 headquarters and divisional headquarters, the sergeants 12:15  
21 by night there are running the whole division  
22 sometimes, and if there is somebody off in Mallow,  
23 there's a sergeant there who could have to make a  
24 critical decision. So it's important and imperative of  
25 me to have these vacancies filled. 12:15

26 237 Q. On the 10th December 2013, you applied for Mr. Barry to  
27 be moved from Mitchelstown to Fermoy, isn't that  
28 correct?

29 A. That's correct.

1 238 Q. And you explained your rationale in a letter which you  
2 sent to Superintendent Comyns, at page 432 of the  
3 documents; in a letter you sent to A/C HRM, at page 434  
4 of the documents?  
5 A. That's correct. 12:15  
6 239 Q. Would you agree with me that in neither of these  
7 letters do you refer to the fact that it was a unit  
8 D/Sergeant that was required at Fermoy?  
9 A. No, the details like that wouldn't have -- I wouldn't  
10 have communicated details like that, I'd say, to 12:16  
11 anybody like that.  
12 240 Q. So that we can understand exactly what we are dealing  
13 with right now, we have a situation where your direct  
14 subordinate, Superintendent Comyns, tells you that he  
15 needs a sergeant in Fermoy, he tells you that his 12:16  
16 preference is for the unit D/Sergeant, Sergeant Gerry  
17 Quinn, you were aware of the history of what's been  
18 going on between my client and Superintendent Comyns  
19 for two years, and despite all of that, you decide that  
20 it is my client, not Sergeant Quinn who should be sent 12:16  
21 to Fermoy, am I right?  
22 A. That's correct.  
23 241 Q. And the reasons you have explained to the Chairman  
24 yesterday, was that you didn't want to, to adopt your  
25 word, discommode Sergeant Quinn because he was living 12:16  
26 in the area, he had ties in the area and you didn't  
27 think it would be fair to him to move him?  
28 A. That's correct.  
29 242 Q. You not once spoke to Sergeant Quinn saying, would you

1 mind going to Fermoy so I can resolve this issue?

2 A. No, I didn't.

3 243 Q. Not once picked up the phone and found a solution that  
4 would not require a transfer of my client to the very  
5 station at which his medical certificate said he was 12:17  
6 not to attend?

7 A. But I told him on the 9th April that we couldn't accede  
8 to that.

9 244 Q. Sorry, that's not the question, chief superintendent,  
10 and you can repeat that all you want but it's not the 12:17  
11 question. The question is: You simply didn't ask  
12 Sergeant Quinn if he would work with you so that a  
13 solution could be found to the management and staffing  
14 issue that wouldn't require my client to have to be  
15 sent to Fermoy? 12:17

16 A. Well, my logic was Sergeant Quinn was living in  
17 Mitchelstown, he was involved in the community there,  
18 his family were there, he would have to travel further  
19 to go to work. Sergeant Barry was passing Fermoy and  
20 it would have made his journey shorter. 12:18

21 245 Q. We know all that.

22 A. Yeah, yeah. But that was the logic.

23 246 Q. We know what you say is your logic. You've said it  
24 yesterday, you've agreed again with me today about it.  
25 That's not the question? 12:18

26 CHAIRMAN: what is the question?

27 247 Q. MR. COSTELLOE: For all you know, Sergeant Quinn, in  
28 order to keep harmony, in order to maintain effective  
29 policing or maybe even because he liked my client, who

1 knows, Sergeant Quinn would have said, yeah, I have no  
2 problem, chief superintendent, I'll go to Fermoy, no  
3 difficulty, you leave Paul Barry in Mitchelstown. You  
4 don't know what the answer to that is because you never  
5 bothered even asking?

12:18

6 A. But do, you see, Mr. Costelloe, Sergeant Quinn, where  
7 he was a sergeant in Mitchelstown, he was involved in  
8 things there, he was, as I would say, a community  
9 sergeant that was operating when he was off duty and  
10 known locally as a local sergeant that people went to  
11 with problems and things, and I know people who had  
12 approached him various times there. And I would be  
13 taking that whole service away from the town of  
14 Mitchelstown, because Paul Barry had made a complaint  
15 against his superintendent. I didn't think that was  
16 right. I think the people of Mitchelstown deserve  
17 better. Because what Gerry Quinn was giving the down  
18 when he was off duty, he was known as the local  
19 sergeant, he was dealing with small problems out there  
20 when he was off duty. And I just think that is a  
21 service that's to the core of An Garda Síochána and I  
22 just think he was living in the community as a sergeant  
23 and I just felt, I am just, I suppose, old style, that  
24 that's the type of policing I was brought up with. And  
25 why should he and the people of Mitchelstown suffer  
26 because Sergeant Barry had made a complaint against his  
27 superintendent.

12:18

12:19

12:19

12:19

28 248 Q. So it's nothing to do with discommoding Sergeant Quinn,  
29 it's to do with the fact that Sergeant Quinn has ties

1 in the community?

2 A. Yes, but I would have been discommoding him by making  
3 him travel further to work. There was a number of  
4 elements in it.

5 249 Q. Okay. I'll move on. Can we go to -- you're aware of 12:19  
6 the fact obviously that Mr. Barry appealed that  
7 transfer?

8 A. That's correct.

9 250 Q. If we could go to the letter which is at page 4151 of 12:20  
10 the documents. I put this to Superintendent Comyns, I  
11 don't know if you were in the room or not at the time,  
12 but I incorrectly asserted in my question that it was  
13 Superintendent Comyns had created this letter and he  
14 quite rightly corrected me, he said that in fact he had  
15 signed it but he had not created it. Did you create 12:20  
16 this letter?

17 A. It was created in my office anyway, I will acknowledge  
18 that.

19 251 Q. You dictated it?

20 A. Yes, I'd say. Well, I would say I would have looked 12:20  
21 for, said, we need a Code 8.3 for Sergeant Barry.

22 252 Q. So this is your response to the appeal being made by my  
23 client to the attempted transfer to Fermoy?

24 A. Just one second now. Yeah, I was asked the question, I  
25 think, by the A/C HRM. 12:20

26 253 Q. Yes, I am sure you were. I mean, obviously you would  
27 have been asked for your views. There's an appeal gone  
28 in, the appeal is on the basis of the Code 8.3 and you  
29 now set out, you actively try and provide a reason why

1 the appeal should not be allowed?

2 A. No, what I am doing here is that if Sergeant Barry's  
3 grounds were under the Code regulations, well it's my  
4 prerogative then as chief superintendent to apply to  
5 the commissioner and it's the commissioner decides, 12:21  
6 when he looks at both sides, whether he will give me an  
7 exemption under -- an exemption for Sergeant Barry  
8 under Code 8.3. That is the commissioner's  
9 prerogative, but I am the only person that can apply  
10 for that code. 12:21

11 254 Q. I believe that the e-mail and the response from the  
12 chief medical officer were put to you, but just in case  
13 they weren't and I have gotten it wrong, Mr. Kavanagh  
14 would you go to page 415, please. And if you go to the  
15 bottom part of the page first, there's an e-mail which 12:22  
16 seems to be from you, chief superintendent, to the CMO.  
17 Do you see that document? I grant you, it's a little  
18 bit faint, but do you see -- you had it there,  
19 Mr. Kavanagh, go back up a tiny bit please. So it  
20 seems to be sent by you, addressed to the CMO, dated 12:22  
21 24th April -- 24th May 2014?

22 A. That's correct.

23 255 Q. And this is you looking for further information about  
24 whether or not, in fact, Mr. Barry can be asked to  
25 attend at Fermoy Garda Station? 12:22

26 A. That's correct.

27 256 Q. Correct me, this was already put to you, wasn't it?  
28 CHAIRMAN: Yes.

29 257 Q. MR. COSTELLOE: Thank you, Chairman. So I won't dwell



1 on it. We know the answer is the answer that the CMO  
2 gave you, you had that information at the time. It's  
3 all been put to you already, I think.

4 A. Yeah.

5 258 Q. Okay, if we go then to the other transfer, the transfer 12:23  
6 which comes in or about January of 2015. This was an  
7 attempt to transfer my client to Anglesea Street Garda  
8 Station, correct?

9 A. That's correct.

10 259 Q. Just bear with me one second, please, chief 12:23  
11 superintendent. I just want to make sure that I am on  
12 the right... Okay. Superintendent Comyns told the  
13 tribunal that he actually transferred to initially  
14 Mayfield Garda station, that was on the 9th March 2015,  
15 he told us. You know that, obviously? 12:24

16 A. Yeah, yeah.

17 260 Q. He went to Mayfield, there was a bulletin that had been  
18 issued prior to that, sometime in February, late  
19 February, and he said he would have found out roughly  
20 about that time that he was moving in to the city 12:24  
21 again?

22 A. That's correct.

23 261 Q. And he explained, Superintendent Comyns explained to  
24 the Chairman that you get a phone call from HRM shortly  
25 before the bulletin is issued telling you that you are 12:24  
26 being transferred, the bulletin is then issued and then  
27 the transfer goes through?

28 A. That's correct, yeah.

29 262 Q. It's all set out in the transcript. There doesn't

1 appear to be any controversy about any of that. And he  
2 clarified for us that he had in fact sought the  
3 transfer, he explained that he was a city man and he  
4 wanted to get back into the city, where he had  
5 performed a lot of his service over the years. Yeah, 12:24  
6 you remember all of that?

7 A. That's correct, yeah.

8 263 Q. On the 20th January 2015, you met with my client, isn't  
9 that right?

10 A. You might refresh me on that now. 12:25

11 264 Q. I think it might be --

12 A. Oh it would be, yeah, sorry, yes, that was a Sunday  
13 morning, is that correct?

14 265 Q. Yes.

15 A. Yeah, yeah. 12:25

16 266 Q. Page 469, if it's in doubt.

17 A. Yeah, no --

18 267 Q. Sorry, I thought somebody was saying something to me.  
19 So page 469, on Friday the -- where is it? There it  
20 is, yeah. It's actually the first, it's the very first 12:25  
21 sentence, sorry, I had missed it. 20th January 2015,  
22 you arranged to meet with him. You did meet with him  
23 and you told him that a resolution had to be brought to  
24 bear and as far as you were concerned he to nominate a  
25 station to be transferred to by the following Friday or 12:25  
26 you would suggest one to HRM?

27 A. No, this was -- my recollection of this was that HRM  
28 had informed me, had told me that they intended  
29 transferring Paul Barry, but if Paul Barry wished to

1 nominate a station, that they would consider what he  
2 was wishing to nominate. Then I met him and I put this  
3 to him. This was as a result of the issuing of the  
4 chief medical officer's advices that we had to preclude  
5 interaction between them.

12:26

6 268 Q. This is January 2015, the chief medical officer is  
7 saying you have to try and avoid them interacting with  
8 each other and the solution is to transfer Sergeant  
9 Barry?

10 A. He just said that we had to preclude and HRM put it to  
11 me that, right, is there somewhere that Sergeant Barry  
12 would prefer to go, we're going to transfer him. So  
13 this was a HRM thing. This was -- once I had applied  
14 to have the two of them removed, it was kind of gone  
15 out of my hands. But I was asked to ask him to  
16 nominate a station.

12:26

12:27

17 269 Q. Okay, chief superintendent, we'll move on. I don't  
18 want to get bogged down in that. But the middle  
19 paragraph there:

20  
21 "I told Sergeant Barry that if he wished to nominate a  
22 station which he wished to go to, that HRM would  
23 consider it. I gave him a deadline 11am, Friday, 23rd  
24 January 2015, to communicate to either my office or HRM  
25 the name of the station he wished to nominate. I told  
26 him that HRM would select one otherwise."

12:27

12:27

27 A. Yeah.

28 270 Q. I mean, that appears to be common case, nobody is  
29 arguing around that, correct? Okay. So that was the

1 20th January the deadline was given. On the 3rd  
2 February, you e-mailed Chief Superintendent Anthony  
3 McLoughlin and stated that you wished to have Sergeant  
4 Barry transferred to a district outside of Fermoy  
5 district immediately? 12:27

6 A. That's correct.

7 271 Q. Okay. And again, it goes over page 476 into page 477  
8 of the materials if people need it. On the 5th  
9 February, so two days later, CSI Anthony McLoughlin,  
10 Chief Superintendent Anthony McLoughlin responded to 12:28  
11 that e-mail from you, to say that Sergeant Barry would  
12 transfer to Anglesea Street Garda Station, isn't that  
13 correct?

14 A. Yeah.

15 272 Q. And that that transfer was to occur on the 24th 12:28  
16 February, so 19 days later it was to occur?

17 A. That's correct.

18 273 Q. Right. It's clear, could I suggest to you, what you  
19 are saying is that you didn't have any role in this  
20 particular transfer, you didn't select Anglesea Street 12:28  
21 Garda Station?

22 A. No.

23 274 Q. It was just that HRM told you that that's where he was  
24 to go to?

25 A. That's correct. 12:28

26 275 Q. But as far as you're concerned, he just had to go  
27 because there was no other way of effectively managing  
28 the situation in light of what the CMO had said?

29 A. That's correct.

1 276 Q. Okay. You know that he appealed that decision, isn't  
2 that right?

3 A. That's correct, yeah. That's correct.

4 277 Q. So that we have the dates correct, he was to be  
5 transferred on the 24th February, Superintendent Comyns 12:29  
6 moved to Mayfield about two weeks later, on the 9th  
7 March, isn't that correct?

8 A. That's correct.

9 278 Q. And we would then have had a situation where had that  
10 transfer to Anglesea Street gone through, he, 12:29  
11 Mr. Barry, would have been serving at a station which  
12 would have been in the same division as Mayfield?

13 A. That's correct. The same division, that's correct,  
14 yeah.

15 279 Q. Yes. Mr. Barry had to appeal the transfer, his appeal 12:29  
16 was rejected and he appealed that result, in coming to  
17 Dublin he explained, he had to travel up to Dublin, and  
18 on the 2nd June 2016, essentially as he's about to  
19 retire, he has his appeal allowed, isn't that correct?

20 A. That's correct. 12:29

21 280 Q. Shortly before HRM informed you that they were going to  
22 move, transfer Mr. Barry to Anglesea Street, you had  
23 been saying that you wanted him moved to Glanmire in  
24 the city, isn't that correct?

25 A. No, being honest now, when he wouldn't nominate a 12:30  
26 station I felt Glanmire, where he was living, would  
27 suit him. And I was trying to look after him and I  
28 felt, look, if they were moving him there, would he not  
29 be better to be somewhere closer to home, it would be

1 convenient for him and again, it would be the same type  
2 of station that he was in. It was one sergeant in  
3 charge, two unit sergeants, same opening hours, same  
4 everything. So I had enquired from Chief  
5 Superintendent Finn, I had made an enquiry to know 12:30  
6 would he take him there, because I felt it would be  
7 more convenient for him.

8 281 Q. Bear with me please, chief superintendent. I have  
9 minimised the wrong window on my screen, so just give  
10 me a second, please. Yes, it's the letter that you say 12:31  
11 you never actually sent, it's the one that's at page  
12 4131, if we can just go back to it for a moment,  
13 please. 4131. And go down to the last paragraph of  
14 that, that's the paragraph where you set out your  
15 reasoning why Glanmire was the right station to send 12:32  
16 him to, isn't that right?

17 A. That's correct.

18 282 Q. Okay. In fact, if we scroll down a little bit further,  
19 so skip the next letter, which we have already dealt  
20 with, and move onto the next page. We have in fact now 12:32  
21 -- keep going, Mr. Kavanagh, please. Yes. This is an  
22 e-mail which is sent from you to Ronan Murphy. Will  
23 you tell the Chairman who Ronan Murphy is, please?

24 A. He's a sergeant in HRM.

25 283 Q. Okay. And in this again you refer to Glanmire, isn't 12:32  
26 that right? It's just that it's a little bit curious  
27 because in this particular e-mail you ask for, and I am  
28 asking for you to comment on it, you ask for Sergeant  
29 Barry to be transferred from Mitchelstown to Fermoy,

1 and you deal with the fact that he has relatives in  
2 Glanmire but that because Cork City Division is exempt  
3 from the provisions of Code 8.3, that won't be a  
4 problem?

5 A. That's correct.

12:32

6 284 Q. So again, I don't know why, you may have an explanation  
7 for the Chairman, but it seems to be that while you are  
8 simultaneously asking for him to move to Fermoy, you're  
9 explaining why he can move to Glanmire?

10 A. No, no. What I am saying is that he has -- he has --  
11 he had relatives in the Glanmire area but, do you see,  
12 up to this, when Glanmire was in Cork North, he would  
13 have had to get an exemption from it. But now Glanmire  
14 was gone into Cork City and everything in Cork City is  
15 exempt Code 8.3. That was the picture I was trying to  
16 get across.

12:33

12:33

17 285 Q. But at that stage, if they had followed through on your  
18 request, he wouldn't have been going into Cork City  
19 anyway, he would have been going to Fermoy, which was  
20 Cork North?

12:33

21 A. Yeah, no, this is because Fermoy was within the 50  
22 kilometres of Glanmire.

23 286 Q. Okay. Again, I don't know if -- sorry?

24 A. That was my logic, that.

25 287 Q. Okay.

12:33

26 A. Yeah.

27 288 Q. I understand your answer. That particular e-mail,  
28 would you mind going down one page, please,  
29 Mr. Kavanagh. Just confirm for me, please, chief

1 superintendent, that that e-mail was forwarded by you.  
2 After you'd sent it to Mr. Murphy, you forwarded it on  
3 to Superintendent Comyns, "FYI"?

4 CHAIRMAN: Sorry go back up, Mr. Kavanagh.

5 A. It doesn't say it's coming from me. 12:34

6 289 Q. MR. COSTELLOE: If I have it wrong -- did you forward  
7 it on to Superintendent Comyns?

8 A. I have no recollection. I can't say I did or I didn't.  
9 I won't, you know -- but that doesn't say, it shows to  
10 Michael Comyns but it doesn't say who it is coming from 12:34  
11 or details of original message.

12 290 Q. CHAIRMAN: Somebody forwarded it.

13 A. Yeah, yeah, but...

14 291 Q. MR. COSTELLOE: It's just if you go back up, please, to  
15 the previous -- 12:35

16 A. But you see, the time --

17 292 Q. Bear with me, chief superintendent --

18 CHAIRMAN: One second, let him finish.

19 MR. COSTELLOE: Okay.

20 A. It's 28th -- sorry, it's 2020, I thought it was 28th, 12:35  
21 9.45, the times are totally out.

22 293 Q. Chief superintendent, just for your edification, a lot  
23 of the e-mails come to us with dates in 2020?

24 A. I understand that.

25 294 Q. So, when you see "do not reply at garda.ie", that is 12:35  
26 because somebody has had to go back through the Garda  
27 database and get e-mails which had been sent on to the  
28 tribunal. For example, this was sent on on 22nd August  
29 2020. Maybe a different way of coming at it is, would



1           you mind going up one page, please, Mr. Kavanagh, and  
2           you will see at the top of the e-mail, so we have  
3           already dealt with the e-mail, keep scrolling up there,  
4           please. Do you see there that it's from you and it's  
5           to Michael Comyns, sent 28th November 2013, received 12:35  
6           28th November 2013?

7           A.    Yeah. I do, yeah.

8   295   Q.    Okay. I'm not sure there's any reason to criticise you  
9           at all for this but it seems to be that you are  
10          informing Superintendent Comyns of the fact that you 12:36  
11          are actively trying to send Mr. Barry from Mitchelstown  
12          to Fermoy?

13          A.    Yeah, yeah, that's what it looks like there.

14   296   Q.    So, just so we have those dates, on the 28th November  
15          2013 Superintendent Comyns would have been aware of the 12:36  
16          fact that this was what you were trying to do?

17          A.    That's what it looks like, yeah, from this.

18   297   Q.    And, in fact, you actively sought out information from  
19          HRM subsequently about the appeal that Mr. Barry had  
20          moved against the potential move from -- sorry, sorry, 12:36  
21          let me restart, because this could be confusing, I am  
22          moving back to the --

23          A.    Sorry, that e-mail there, I am looking for his views on  
24          it, he's in HRM, they're in charge of everything. And  
25          like, before commencing this proposal I would 12:37  
26          appreciate your views in relation to the matter.

27   298   Q.    Yes.

28          A.    So I am asking Ronan Murphy, like, is there a problem  
29          here or, you know, they know the picture better.

1 299 Q. Chief superintendent, that's undoubtedly the case. I  
2 mean, that's set out very clearly. In that e-mail you  
3 were saying that you wished to transfer Sergeant Barry  
4 from Mitchelstown to Fermoy and it seems that you cc'd  
5 or you also sent that e-mail to Superintendent Comyns 12:37  
6 on the 28th November 2013?

7 A. Yes.

8 300 Q. Okay. I mean, this is just what is apparent from the  
9 paper in front of me, if there is a different  
10 explanation, tell us now? 12:37

11 A. No, no, I can't -- I can't say anything on it.

12 301 Q. Just in relation to the Anglesea Street move, you did  
13 seek information about the appeal and whether or not it  
14 was progressing, didn't you? Mr. Barry appealed the  
15 transfer and over the course of that appeal you wrote 12:37  
16 to HRM asking what the status of the appeal was?

17 A. You might want to refresh me on that now.

18 302 Q. That's fine.

19 A. Because I rang HRM so many times asking about appeals.  
20 We were dealing with a number of appeals. 12:38

21 303 Q. Page 485. Go down to the very bottom, please,  
22 Mr. Kavanagh, you should see an e-mail at the very  
23 bottom of the page.

24 A. So we're gone back to '15 here, is it?

25 304 Q. Yes. Sorry, am I wrong? This pertains to the attempt 12:38  
26 to move Mr. -- you see it right there in front of you?

27 A. Yeah, yeah.

28 305 Q. It's attempt to move him from Mitchelstown to Anglesea  
29 Street?

1 A. Yeah, yeah.

2 306 Q. It seems to be an e-mail from you to HRM asking for,  
3 four months later, an update on the status of his  
4 appeal, isn't that right?

5 A. That's correct.

12:39

6 307 Q. Okay. If we scroll up, we just see that it's been  
7 moved up the line, it's been moved from whoever took  
8 the initial enquiry by you and it's been moved up again  
9 and then there's a third e-mail, where we have an  
10 e-mail from Sinéad Power to the woman who had sent the  
11 previous e-mail, and it says:

12:39

12

13 "Superintendent,

14 Mr. John Barrett has been appointed by the commissioner  
15 to carry out this review. I will check with his office  
16 to establish the current status and update you."

12:39

17

18 All I am trying to establish there, chief  
19 superintendent, and I am going to suggest to you that  
20 it seems to be obvious from that e-mail, is that you  
21 were actively engaged in trying to get information  
22 about the appeal?

12:39

23 A. Yes. And what would I say about that is, that I was  
24 actively trying to get a sergeant to replace him to go  
25 to Fermoy. Because that was my ultimate goal, was to  
26 get a sergeant to go out to Fermoy to carry out the  
27 duties that we needed carried out.

12:39

28 308 Q. I am nearly done, chief superintendent, I just want to  
29 go back to something that you did, in fairness, mention



1 A. To be honest with you, not the words personal injury.  
2 But what I remember is that there was a civil claim  
3 lodged, would be the expression I would have heard or  
4 understood.

5 314 Q. Yes, because in fact, and this was opened to you I 12:41  
6 think by Mr. Marrinan, and it is in your statement, you  
7 said that you received correspondence from Ken Ruane,  
8 the then Head of Legal Affairs in An Garda Síochána, to  
9 notify you that a personal injury claim which Sergeant  
10 Paul Barry had lodged for alleged harassment, bullying 12:41  
11 and intimidation while working in Mitchelstown Garda  
12 Station was there, isn't that right?

13 A. That's correct, yeah.

14 315 Q. Were you furnished with a copy of it for your comments, 12:41  
15 the personal injury summons?

16 A. I don't -- I can't remember and I won't -- I can't  
17 remember.

18 316 Q. Well, wouldn't it seem to make sense that where you're 12:42  
19 attending meetings to discuss the civil action, and  
20 where Ken Ruane is writing you to say that it has been  
21 instituted, wouldn't it appear to make sense that you'd  
22 be given a copy of the personal injury summons so you  
23 can comment upon it?

24 A. My recollection of that is that we had a number of 12:42  
25 meetings and we were asked to get certain information.  
26 It was about dates he was out sick and, you know. We  
27 were to gather information and to bring them to a  
28 sergeant in legal section and then down to the Four  
29 Courts and give over this information, you know. We

1 were just gathering information, so...

2 317 Q. You must have been given some information about what  
3 was going on because otherwise how would you even have  
4 begun a process of looking for dates and information?

5 A. I was definitely given some information but I have no 12:42  
6 recollection, I have no recollection of what  
7 information I was given.

8 318 Q. Fine. But we can agree that you definitely were given  
9 some information about the personal injury summons?

10 A. Yes. 12:42

11 319 Q. And again, when more recently the tribunal investigator  
12 went back and asked you about this, you said that in  
13 August of 2015 you were aware that Paul Barry had  
14 lodged a personal injury claim which alleged harassment  
15 bullying and intimidation and now had you another 12:43  
16 series of over a hundred complaints from him, 111 I  
17 think you specify. Have I got that right?

18 A. No. I don't know what you're talking about, 111.

19 320 Q. To be fair to you --

20 A. Yes. 12:43

21 321 Q. -- this is a note that I jotted down and I am going to  
22 go to the actual page rather than --

23 CHAIRMAN: I think it is much more satisfactory.

24 322 Q. MR. COSTELLOE: 5260. The business about the number of  
25 complaints is completely wrong. That's my error in my 12:43  
26 notes, sorry.

27 A. You gave me a fright there, you gave me a fright.

28 323 Q. Sorry, chief superintendent, but let me find the actual  
29 reference and then I'll ask you if you agree with it.

1 So you're asked the question, it's down towards the  
2 bottom --

3 CHAIRMAN: The line number on the left, Mr. Costelloe.  
4 MR. COSTELLOE: Sorry?

5 CHAIRMAN: There's a line number on the left, if you 12:44  
6 want to be specific about it.

7 MR. COSTELLOE: Sorry, I hadn't seen it on my version,  
8 thank you, Chairman.

9 CHAIRMAN: Okay.

10 MR. COSTELLOE: It's line 108. And you should see: 12:44  
11

12 "I found that Sergeant Barry had made a series of  
13 complaints which were being dealt with by A/C Nolan,  
14 he's lodged a personal injury claim which alleged  
15 harassment, bullying and intimidation and now I had 12:44  
16 another series of complaints from him. As I was not  
17 aware of the details of any of the allegations he had  
18 made previously, in any case any of the allegations  
19 were repeated, I decided on the 7th August 2015 to  
20 forward the report of Inspector Healy along with all 12:44  
21 the other relevant reports to Mr. John Barrett,  
22 executive director HRM."  
23

24 Do you see that there?

25 A. I do, yeah. 12:44

26 324 Q. Okay. What material is it that you are forwarding on  
27 to HRM?

28 A. Would you explain that again now. You're asking me...?

29 325 Q. I'm only asking you --

1 A. Yeah.

2 326 Q. -- because this is what you told the tribunal  
3 investigator. You see it there:

4

5 "As I was not aware of the details of any of the 12:45  
6 allegations that he made --"

7

8 A. That was the report that Inspector Healy had done for  
9 me in relation to allegations there was about transfers  
10 of guards from one unit to the other. I asked Eoghan 12:45  
11 Healy just to get an independent view of it because I  
12 felt at the time there was so much going on, look,  
13 let's get it clear. He made certain recommendations  
14 and, as I was saying, I hadn't seen, which I said under  
15 oath here, the details of the bullying and harassment 12:45  
16 or the complaints that he had made, and I felt, let's  
17 get the whole lot investigated together. So I just  
18 sent them to John Barrett, who at the time had taken  
19 charge of that section.

20 327 Q. Yes. The report of Inspector Healy really pertains to 12:45  
21 things that have got nothing to do with the tribunal?

22 A. Yes, that's correct.

23 328 Q. It's not something that we are concerned with. It's  
24 the next part of your sentence there "along with all  
25 the other relevant reports", what are you referring to 12:45  
26 there?

27 A. Oh, they were the reports that were attached. There  
28 was a report from Superintendent Comyns in it, there  
29 was a report from -- we had -- Inspector Healy had done



1 a report and there was a number of reports attached to  
2 it and I gave the whole lot, the whole file went to  
3 John Barrett.

4 329 Q. So, in that assertion, in that statement there, you're  
5 only talking about information that pertains to 12:46  
6 Inspector Healy?

7 A. That's correct, yeah.

8 330 Q. Nothing to do with --

9 A. No, no, no, no.

10 331 Q. But you became aware, because it's right there in black 12:46  
11 and white, that Mr. Barry had instituted a personal  
12 injury claim where he was alleging harassment, bullying  
13 and intimidation, correct?

14 A. That's correct, yeah.

15 332 Q. So you must have had some information to the effect 12:46  
16 that it was much more than just what Inspector Healy  
17 had been dealing with, it was other things as well?

18 A. No. I think what I am saying here is that he had made  
19 the eight plus one earlier on, I didn't know what was  
20 involved with them and some of the things pertaining in 12:47  
21 Inspector Healy's, because that was quite wide, could  
22 have been overlapped or linking into some of it, so I  
23 said, rather than having two investigations maybe into  
24 the same thing, let's get to John Barrett and he can  
25 see whether the whole lot is totally separate or 12:47  
26 whether it's linking somewhere.

27 333 Q. Could I ask you to go to page 353 of your statement,  
28 please. There aren't any line numbers in this one,  
29 unfortunately, but you if you go down towards the last

1 third of the statement, please, Mr. Kavanagh. We're  
2 looking for a sentence that since "On 15th June 2017".

3 CHAIRMAN: Yes, there we have it.

4 334 Q. MR. COSTELLOE: "On 15th June 2017, accompanied by  
5 Superintendent Comyns, I attended a case conference  
6 with members of the legal section, Garda Headquarters,  
7 the State Claims Agency and counsel for the State at  
8 the Four Courts in Dublin in relation to Paul Barry's  
9 personal injury claim against the State."

12:47

10  
11 Now, this is after you'd had at least two meetings to  
12 deal with the personal injury, you also had meetings on  
13 the 12th January 2017 and the 20th January 2017 at  
14 least, and now you're at this meeting accompanied by  
15 Superintendent Comyns. Was the content of the personal  
16 injury summons discussed at that meeting?

12:48

17 A. I honestly can't recollect, but my memory of that was  
18 that it was more of, you know, loss of wages or that  
19 type of thing that we were dealing with, what dates  
20 they were out. I have no -- I have no recollection of  
21 exactly what we discussed at those meetings.

12:48

22 335 Q. Could I suggest to you, chief superintendent, that  
23 where you're going to a meeting with the State's claims  
24 agency, the barristers who are instructed on behalf of  
25 the State to defend the claim, the legal section of  
26 Garda Headquarters, Superintendent Comyns and you've  
27 been brought along, at the very least one would expect  
28 and, in fact, it did happen, that you discussed the  
29 content of the allegations set out in the personal

12:48

1 injury summons?

2 A. We probably did, you know, but I have no recollection  
3 of it.

4 336 Q. It's just that you were very clear in saying that you  
5 had no idea about what the content of the grounds 1-8 12:49  
6 and subsequently 1-9 of the bullying claim and then the  
7 criminal/discipline claim were, when we know that the  
8 body of those complaints is set out in the personal  
9 injury summons?

10 A. But how could I know that the same things that were in 12:49  
11 the 1-8 were in the personal injury. Nobody ever told  
12 me that.

13 337 Q. Okay.

14 A. Are you telling me they were? Because to this day I  
15 don't know whether they were the same or not. 12:49

16 338 Q. So the distinction, if there is a distinction, is that  
17 at least we can say you knew what was in the personal  
18 injury summons as far back as 2017? Can we say that  
19 much?

20 A. I have no recollection, but, you know, we discussed 12:49  
21 that he had put in a claim and it was for bullying and  
22 harassment, but as to the exact details of it, I can't  
23 say I did know the details of it, as for date and time  
24 and things like that. I have no recollection of that.

25 339 Q. Okay. You had an understanding that there was a 12:50  
26 bullying/harassment allegation encompassed within  
27 grounds 1-8 and you told the Chairman that until you  
28 got the papers from the tribunal you didn't know what  
29 was maintained or consisted -- what those allegations

1 consisted of, yeah?

2 A. The details of them.

3 340 Q. The details, thank you. That is a much better way of  
4 expressing it, the details. And you've also told the  
5 Chairman that at some point in or about the time that 12:50  
6 Chief Superintendent Kehoe was nominated to take an  
7 investigation, you became aware or had recently become  
8 aware, it's not entirely clear, but you knew that there  
9 was a ninth allegation which fell under a different  
10 classification, either disciplinary/criminal, isn't 12:51  
11 that correct?

12 A. That's correct, yeah.

13 341 Q. Okay. Finally, if I could just, please, ask you to go  
14 to page 5619, the very top of the page. This is you  
15 being asked questions by the investigator for the 12:51  
16 Tribunal.

17

18 "On 17th April 2015 (made to Minister for Justice &  
19 Equality)"

20 12:51

21 And then:

22

23 "A. On 27th April 2015, I received a report for my  
24 information from the office of assistant commissioner  
25 Southern Region, informing me that Paul Barry had 12:51  
26 written to the Minister for Justice alleging improper  
27 interference by Superintendent Comyns in the  
28 investigation of a sexual assault and claiming he was  
29 subject to bullying and harassment after raising his

1 concerns. I did not receive a copy of his letter to  
2 the minister."

3

4 That was the answer that you gave, is that correct?

5 A. That is correct.

12:52

6 342 Q. So, at the very least in respect of the ninth ground,  
7 the discipline/criminal, you knew that it pertained to  
8 that allegation there, interference with the  
9 investigation of a sexual assault?

10 A. Yes. I knew -- this was in 2021 now, when I was  
11 writing this.

12:52

12 343 Q. Yes, but you referred to the report in 2015?

13 A. Yeah, that he -- I knew that he had written to the  
14 minister.

15 344 Q. Sorry.

12:52

16 A. Somebody sent me a copy, was it the assistant  
17 commissioner, Southern Region, sent me a copy, yeah.

18 345 Q. Chief superintendent, the very first part of your  
19 answer there.

20 A. Yes, correct.

12:52

21 346 Q. Why are you telling us about 2021, the very first part  
22 of your answer, "On 27th April 2015, I received a  
23 report"?

24 A. That's correct.

25 347 Q. Therefore, we know that on 27th April 2015 you knew in  
26 respect of the ninth allegation that it pertained to an  
27 allegation of improper interference by Superintendent  
28 Comyns in the investigation of a sexual assault?

12:52

29 A. That's correct.

1 348 Q. Okay. In relation to the evidence of Superintendent  
2 Comyns, he said, this is the transcript of the 31st  
3 May, and it's at line 138 of page 32, Superintendent  
4 Comyns is asked if he advised you of the criminal  
5 matter and his answer was yes. Do you remember that 12:53  
6 conversation?

7 A. No, I don't.

8 349 Q. Okay. Excuse me, chief superintendent, I am just  
9 making sure I haven't forgotten anything, bear with me  
10 one moment please. Excuse me, Chairman. I alluded to 12:53  
11 this earlier and just to complete the line of  
12 questions. After Superintendent Comyns moved back into  
13 Mayfield, Mr. Maguire was nominated to act as the  
14 acting superintendent for Fermoy district, isn't that  
15 correct? 12:54

16 A. No.

17 350 Q. No?

18 A. Inspector Joe O'Connor was the person who was acting  
19 until Superintendent Maguire came.

20 351 Q. There was somebody in between, was there, I beg your 12:54  
21 pardon. Do you know when Superintendent Maguire began  
22 working there?

23 A. I don't, no. But he was the person who replaced  
24 Superintendent Comyns.

25 352 Q. Who was? 12:54

26 A. Superintendent Maguire replaced Superintendent Comyns.

27 353 Q. Okay. So my mistake was the fact that there was an  
28 acting superintendent in between?

29 A. There was, Inspector Joe O'Connor I think was there for

1 a short period.

2 354 Q. Okay. But the person who replaced Superintendent  
3 Comyns was a gentleman by the name of Michael Maguire?  
4 A. That's correct.

5 355 Q. Just because you referred to it yesterday as part of 12:55  
6 your deliberation in respect of the service  
7 classification, my instructions are that Mr. Barry did  
8 attend the weekly PAF meetings?  
9 A. That's correct.

10 356 Q. Once Superintendent Comyns had left Fermoy, you're 12:55  
11 agreeing with me?  
12 A. Well, I am agreeing that Superintendent Maguire  
13 informed me of that, I wasn't aware of it. But, yes,  
14 he did.

15 357 Q. And specifically to something you said yesterday, my 12:55  
16 instructions are that Mr. Barry was told that it wasn't  
17 necessary for him to attend the daily briefing at  
18 Fermoy Garda Station because there was a unit sergeant  
19 already at that meeting and it wasn't necessary for him  
20 to come over from Mitchelstown every day? 12:55  
21 A. I had no knowledge of that.

22 358 Q. It just seems that that was a very significant part of  
23 your consideration?  
24 A. It was, yeah.

25 359 Q. Would it not suggest that maybe you should have been 12:55  
26 enquiries about that?  
27 A. And I would have been surprised when I asked the  
28 question that Superintendent Maguire didn't say that to  
29 me, that, no, he's not, but I don't require him.

1 360 Q. I am sorry, excuse me, chief superintendent. You know  
2 that Superintendent Maguire acknowledged that Mr. Barry  
3 did attend the weekly --  
4 A. Oh yeah, yeah, I read it out yesterday. It was read  
5 out. 12:56  
6 361 Q. All that's going on there is that two people heard two  
7 different answers and I just wanted to be sure that I  
8 wasn't the one who made the mistake?  
9 A. It was read out yesterday. It was in the reply I got.  
10 362 Q. Thank you very much, chief superintendent. 12:56  
11 A. Thank you very much.  
12  
13 END OF EXAMINATION  
14  
15 CHAIRMAN: Thank you very much. we will take a break 12:56  
16 there. who is next, I suppose Mr. O'Higgins you are  
17 next I suppose.  
18 MR. O'HIGGINS: I think so, Chairman, I am totally  
19 happy to hold it over until two. I understand another  
20 witness is going to be dealt with. 12:57  
21 CHAIRMAN: Absolutely.  
22 MR. MARRINAN: I am just wondering whether perhaps the  
23 parties could indicate how long they will be with  
24 Mr. Dillane. we have another witness, a short witness  
25 at two o'clock, Superintendent Quilter. But if the 12:57  
26 parties weren't going to be much longer with  
27 Mr. Dillane, we might finish him before Mr. Quilter  
28 gives evidence.  
29 CHAIRMAN: what do you think, Mr. O'Higgins?



1 MR. O' HIGGINS: I will be short, I will be about 15  
2 minutes maybe.

3 CHAIRMAN: That's grand. Anybody else want to say  
4 anything?

5 MR. HARTY: I have no questions for this witness. 12:57

6 MR. CARROLL: I possibly have one question. Possibly  
7 one question.

8 CHAIRMAN: Thanks very much.

9 MR. O' BRIEN: I have two very short questions.

10 CHAIRMAN: very good. well, then what we will do is, 12:57  
11 we will continue and we will complete the evidence of  
12 Chief Superintendent Dillane and then we will have the  
13 evidence of Superintendent Quilter. Okay. Thank you  
14 very much.

15 12:58

16 THE HEARING THEN ADJOURNED FOR LUNCH AND RESUMED, AS  
17 FOLLOWS:

18

19 CHAIRMAN: Now Mr. O'Higgins.

20

21 MR. GERARD DILLANE WAS CROSS-EXAMINED BY MR. O' HIGGINS,  
22 AS FOLLOWS:

23

24 363 Q. MR. O' HIGGINS: Thank you, Chairman. Chief 14:01  
25 Superintendent Dillane, may I ask you to deal firstly  
26 with two issues that exist between you and Sergeant  
27 Barry, amongst a number of issues. Those are, firstly,  
28 whether the sergeant did or didn't resist all offers of  
29 a transfer, so I am going to ask you about that; and

1 secondly, whether Sergeant Barry did or didn't indicate  
2 in your dealings with him, from time to time, I'm going  
3 nowhere, it's the superintendent who must go, all  
4 right. So I just want to focus on those for the  
5 moment.

14:02

6  
7 In relation to the first of those, whether he did or  
8 didn't resist all offers for a transfer, as I  
9 understand it, Sergeant Barry says he indicated his  
10 willingness to transfer provided it was paid at public  
11 expense. Could I just ask you to look at what he said  
12 on the transcript on that, on transcript 178, Day 178,  
13 at page 65, I think might be a good place to start.  
14 And the way it was put on page 65, and this is in the  
15 questioning by Mr. McGuinness, I think, for the  
16 tribunal:

14:02

14:03

17  
18 "Q. So potential options for transfers have been  
19 proposed to you?

20 A. Yes, I was given a number --"

14:03

21  
22 CHAIRMAN: Hold on Mr. O'Higgins. Has everybody got  
23 it? Mr. Costelloe, have you got it?

24 MR. COSTELLOE: I do, thank you.

25 CHAIRMAN: We now have it.

14:03

26 MR. O'HIGGINS: We now have it, thank you. It's page  
27 65, if we go down to line 11. And it says:

28  
29 "Q. Yes, potential options for transfer have been

1 proposed to you?

2 A. Yes, I was given a number of stations that I could  
3 apply to be transferred to.

4 Q. And you're agreed that you rejected those out of  
5 hand? 14:03

6 A. I agree that I would not apply for a transfer,  
7 yes."

8

9 All right. And then in the same transcript, it's  
10 covered elsewhere. You're aware, are you, chief 14:04  
11 superintendent, that's an issue that's between you?

12 A. That's correct, yeah. That's correct.

13 364 Q. All right. Could I ask you now, this might be an  
14 appropriate time, to look at the document at page 5757.  
15 And this is a document that the tribunal provided the 14:04  
16 parties with the day before yesterday, I think the  
17 tribunal only having received it very recently. And it  
18 is the application, the PIAB application completed by  
19 Sergeant Barry in relation to his claim against An  
20 Garda Síochána and the State, isn't that so? 14:05

21 A. That's correct.

22 365 Q. And I think this document, if we just look at it, I  
23 will just get the date of it first of all. We might  
24 scroll down. We see that it's dated 23rd August 2014.  
25 It might carry two dates, there may be a July and an 14:05  
26 August date, but certainly it's 2014. Perhaps if we go  
27 down to the bottom of it, we might see the -- 23rd  
28 July. So do you see the signature page there, 23rd  
29 July 2014?

1 A. That's correct.

2 366 Q. Under the signature of Paul Barry. Mr. Kavanagh might  
3 just scroll up, in the curial part of it, just two  
4 boxes up, there's a box and there's reference to  
5 Dr. Dennehy. Now, if we go up a little bit. Yes, just 14:06  
6 there. So this is Paul Barry's statement or  
7 application form and he says the following:  
8  
9 "Dr. Dennehy incorrectly records that I am hoping for a  
10 transfer. However, in fact, I am seeking to resist a 14:06  
11 transfer but I am hoping that Superintendent Comyns  
12 avails of a transfer or change which will remove the  
13 necessity to work directly with him."  
14  
15 From your point of view, chief superintendent, is that 14:06  
16 of relevance in relation to the issue between you and  
17 he as to whether he did or didn't?  
18 A. That's exactly what I have been saying in my evidence.  
19 On the 13th October, when I met him, he told me that it  
20 was he made the complaint and because he made the 14:07  
21 complaint, it's the superintendent should be  
22 transferred. On the 9th April, when I met him with  
23 Tony O'Sullivan, he said, I'm going nowhere, you know,  
24 he told me he was going nowhere when we put it to him.  
25 So I think that this just shows the frame of mind, and 14:07  
26 this was back -- this was on in July '14, which was the  
27 appeal of the Fermoy, would I be correct, the Fermoy  
28 transfer. So you know, it's the same thing. It's  
29 continued on.

1 367 Q. So throughout your dealings with him, do you stand over  
2 the position?  
3 A. I stand over the position. I stand over, that's what I  
4 was told and that every time I tried to facilitate him  
5 or transfer him, he appealed it or resisted it. 14:07  
6 368 Q. I see. In relation to the second issue that I  
7 mentioned, the question as to whether Paul Barry did or  
8 didn't indicate it was for the superintendent to move,  
9 can I ask you to deal with one or two transcript  
10 references from Paul Barry, just to get your response 14:08  
11 to those, if I could. The first is Mr. McGuinness's  
12 evidence, questions to him on the same transcript, if  
13 Mr. Kavanagh still has it open, transcript 176, Day  
14 176?  
15 CHAIRMAN: Sorry, it was Day 178 a moment an ago. 14:08  
16 MR. O'HIGGINS: I beg your pardon, was it 178 I had  
17 open, it was. If we can move to 176.  
18 CHAIRMAN: Now you want us to go to 176, Mr. O'Higgins,  
19 is that right?  
20 MR. O'HIGGINS: 176, please, Chairman, yes. 14:08  
21 CHAIRMAN: Thank you.  
22 369 Q. MR. O'HIGGINS: So this is Mr. Barry being examined by  
23 Mr. McGuinness. And it's page 78. And you see there  
24 on line 6 Mr. McGuinness is reading out your part of  
25 the statement "'I told him that Superintendent Michael 14:09  
26 Comyns was the appointed district officer for Fermoy  
27 district by the Garda Commissioner. As such,  
28 Superintendent Comyns was in charge of Fermoy Garda  
29 district according to the Garda Síochána Code, I told

1 him that a district officer's authority and  
2 responsibility cannot be taken from him by me,  
3 Dr. Kiely or any other person.'

4  
5 Do you recall a discussion -

14:09

6 A. No

7 Q. - about the position that Superintendent Comyns  
8 had?

9 A. No

10 Q. You don't dispute it though?

14:10

11 A. I do dispute it, I don't -- I wouldn't have -- I  
12 didn't get into a conversation with in relation to --

13 Q. Well, this is what he is saying he said to you?

14 A. Oh I know, and that's why I believe he brought  
15 Inspector O'Sullivan with him.

14:10

16 Q. Pardon?

17 A. And that's why I believe he brought Inspector  
18 O'Sullivan with him. He can say whatever he wants.  
19 Hes had a witness. I had nobody."

20  
21 Then, in the same transcript, if we go to page 27, the  
22 matter is dealt with again on page 87, if we have that.  
23 And on line 10, the following is being put to him, I  
24 probably should start with the sentence line 5:

14:10

25  
26 "And if we go on to the next page then, he thinks it  
27 took ten to 15 minutes, he didn't take any entries. "

14:11

28  
29 This is the April disputed discussion:

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

"But he sort of summarised it as Chief Superintendent Dillane offering you another station and said that you couldn't work in Mitchelstown as you were refusing to work with the superintendent, and to his recollection you said, I'm going nowhere, the super will have to go. You don't recall that or do you think you did say that?"  
A. I do recall that that was not said."

All right? So that's Sergeant Barry's position, that it just simply wasn't said?

A. To be fair to Sergeant Barry, I don't think it was said on the first date I met him, or sorry, on the 13th October when I met him in the car park, but I don't believe he said anything about the super the second night, he just said, I'm going nowhere, on the 9th April, when we put to him about it couldn't take and we couldn't take the responsibility off the superintendent, and I went through the Morris Tribunal and all that. But that night he just said, I'm going nowhere.

370 Q. Right. Because later on in my colleague Mr. Murphy's cross-examination of him, he brought back to the meeting of the April and put it to him squarely the suggestion that he had said, I'm going nowhere, the super will have to go. And he indicates that was not said. Specifically the April discussion, the Sam Browne belt meeting, on his case?

A. Yeah, my recollection is that night he just said, I'm

1 going nowhere. I don't believe there was a reference  
2 to the super moving that night. That was only said to  
3 me on the October meeting in the car park.

4 371 Q. Yes. And why were you bringing up the business about  
5 you being unable to transfer a superintendent under the 14:12  
6 Code?

7 A. Because I can't, I can't transfer anyone but I have an  
8 input into transferring sergeants and the  
9 superintendent is solely -- that is solely vested in  
10 the commissioner. And a vacancy for a superintendent 14:13  
11 would be much rarer than vacancies for sergeants.  
12 There's vacancies for sergeants very regularly around  
13 the place but not for superintendents.

14 372 Q. Yes. Can I move to a separate issue then, chief  
15 superintendent, and that is, the issue concerning the 14:13  
16 fatal fire, if I could use that shorthand, and the  
17 question that you had criticised him for not producing  
18 the report to the superintendent. Sorry, just excuse  
19 me, sorry, ahead of that, can I bring you to a  
20 different, wholly separate issue. The issue concerning 14:13  
21 the Certificate of Service, very good as distinct from  
22 exemplary?

23 CHAIRMAN: So we will forget the fatal fire for a  
24 moment, Mr. O'Higgins, you're going to come back to  
25 that. Okay. 14:13

26 373 Q. MR. O'HIGGINS: Could I ask you to look at a document  
27 page 4749 and just while that's being put up on screen  
28 by Mr. Kavanagh, can I ask you this: You're aware,  
29 aren't you, that it's part of Sergeant Barry's



1 complaint that individually in his case there was an  
2 unfairness organised by you in that there was a long  
3 delay as distinct from the delay that was involved with  
4 other retirees?

5 A. That's correct. 14:14

6 374 Q. There was a long delay organised by you in relation to  
7 producing his certificate, isn't that so?

8 A. That's correct.

9 375 Q. That's one of his complaints. And this document then  
10 on page 4749, as I understand it, in the materials, is 14:14  
11 the date on which other retired gardaí got their  
12 certificate of service, do you see that there?

13 A. That's correct.

14 376 Q. Just looking at that document, can you assist the  
15 Chairman, was it the case that from time to time there 14:14  
16 was quite intervals of time or, we'll call them,  
17 delays, involved in other retirees getting their  
18 certificate?

19 A. There was, yeah. But I explained my delay was because  
20 I had to -- the files were held in my office because of 14:15  
21 the personal injury claim.

22 377 Q. Yes. And just looking at that document there, you  
23 might just see there, for instance, in the right-hand  
24 column, which I think is the date of retirement,  
25 column, underneath Paul Barry 's certificate there's a 14:15  
26 list of blacked out names for other retirees, is that  
27 your understanding?

28 A. That's correct, yeah.

29 378 Q. And I think if we look at the second one down, the date

1 of retirement is 6th January '16.

2 A. That's correct.

3 379 Q. And then halfway down, there's also a 31st January '16?

4 A. Correct.

5 380 Q. And we needn't read out all the dates there. But there 14:15  
6 does seem to be quite a period of delay involved with  
7 other retirees --

8 A. That's correct.

9 381 Q. -- according to this official document?

10 A. That's correct. 14:15

11 382 Q. Could I ask you then, and I'll finish up shortly, could  
12 I ask you to deal with a more high level matter and  
13 that is the overall allegation of targeting against  
14 you, all right. I just want to mention a couple of  
15 dates to you. The PIAB application form that we've 14:16  
16 looked at is July '14, the personal injury summons of  
17 Sergeant Barry is February 2015, and his Replies to  
18 Particulars were some date after August '15, the date  
19 of the notice, all right, those dates. Can you assist  
20 the Chairman, when did you become aware that you, 14:16  
21 Gerard Dillane, were the subject of an accusation that  
22 you had participated in targeting and discrediting of  
23 Mr. Barry?

24 A. When I got notification from the tribunal. The date, I  
25 would have the documentation at home. But it was 14:17  
26 sometime -- it was many years after that anyway,  
27 Mr. O'Higgins.

28 383 Q. We know that there is criticism in the Replies to  
29 Particulars and we needn't trouble that now, that's a

1 matter for another occasion, but in terms of targeting,  
2 that's your evidence --

3 A. That's correct, yeah.

4 384 Q. -- when you got the papers?

5 A. That's correct.

14:17

6 385 Q. You've told the Chairman what you say in relation to  
7 that, but just in terms of the impact of those  
8 allegations, how has this affected you?

9 A. Affected me greatly, loss of sleep, affected my health,  
10 it has taken -- since I got the notification, I got the  
11 details from An Garda Síochána in November 2000, and I  
12 spent three months probably trying to put a statement  
13 together, during which time my son got married, then I  
14 was going through it and both my parents died, and it  
15 affected me greatly trying to deal with family matters,  
16 having this hanging over me, because I felt I served An  
17 Garda Síochána well for 40 years and six months and I  
18 always thought I had tried to help everyone and I will  
19 honestly say that I never ever targeted anybody in my  
20 whole service.

14:18

14:18

21 386 Q. Thank you very much.

22

23 END OF EXAMINATION

24

25 CHAIRMAN: Now, who is next? Mr. Carroll.

14:18

26 MR. CARROLL: Yes.

27 CHAIRMAN: Mr. O'Brien, you have no questions?

28 MR. O'BRIEN: I just have two very short questions.

29 CHAIRMAN: well, who should I go to next, Mr. Carroll

1 or Mr. O'Brien?

2 MR. CARROLL: I'll go first, Chairman.

3

4 MR. GERARD DILLANE WAS CROSS-EXAMINED BY MR. CARROLL,  
5 AS FOLLOWS:

14:18

6

7 387 Q. MR. CARROLL: It's very brief question, Chief  
8 Superintendent Dillane. Maybe the quickest way to deal  
9 with it is ask for page 359 to be put up. It's part of  
10 your statement to the tribunal. There was just two  
11 parts in that I just wanted to highlight and ask you to  
12 confirm the position. One, it's about six or seven  
13 lines down, and it just relates to, and I can give the  
14 transcript references as well, but we don't need to go  
15 to them, Mr. Barry in his evidence has indicated, on  
16 Day 178 at page 34, and earlier on Day 175, in direct  
17 evidence from Mr. McGuinness, that in relation to the  
18 meeting you had with him in the car park, that there  
19 was an offer in relation to -- at that point there was  
20 an offer in relation to Carrigtwohill Garda station.  
21 You've already given evidence that at that point your  
22 thinking related I think to Glanmire, is that correct?

14:19

14:19

14:19

23 A. That's correct.

24 388 Q. And it's just you have in your statement there that  
25 there was no reference whatsoever to Carrigtwohill  
26 Garda station, I just want you to confirm is that the  
27 position?

14:19

28 A. That's correct.

29 389 Q. And secondly, just on the same page, a bit further

1 down, about six or seven sentences from the end, you  
2 reference also that during your dealings with  
3 Mr. Barry, that the names of Tony and John Quilter were  
4 never mentioned?

5 A. That's correct. 14:20

6 390 Q. Thank you.

7

8 END OF EXAMINATION

9

10 CHAIRMAN: Very good. Now, Mr. O'Brien. 14:20

11

12 MR. GERARD DILLANE WAS CROSS-EXAMINED BY MR. O'BRIEN,  
13 AS FOLLOWS:

14

15 391 Q. MR. O'BRIEN: Good afternoon, chief superintendent. 14:20

16 Patrick O'Brien is my name and I am one of the lawyers  
17 representing former Assistant Commissioner Fintan  
18 Fanning and Inspector Anthony O'Sullivan. Just a  
19 couple of short questions on behalf of former Assistant  
20 Commissioner Fanning. Last week, when Mr. McGarry was 14:20

21 cross-examining Mr. Barry, Mr. Barry told the tribunal  
22 that his complaints against former Assistant  
23 Commissioner Fanning were broken into a number of  
24 categories. And one of those complaints, he said to  
25 the tribunal, relates to the conversation that 14:20

26 Assistant Commissioner Fanning and yourself had on the  
27 19th March 2014, regarding discipline. And we know  
28 that that's mentioned in your statement, which is on  
29 page 345. And I think that you dealt with this

1 yesterday when you were being examined by Mr. Marrinan.  
2 And I think you'll accept that you told the tribunal  
3 yesterday that Assistant Commissioner Fanning did not  
4 direct you to discipline Mr. Barry, isn't that correct?

5 A. That is correct. 14:21

6 392 Q. And I think it follows from that, again that Assistant  
7 Commissioner Fanning did not direct you to discipline  
8 Mr. Barry without an investigation, will you accept  
9 that?

10 A. Yes, but he never -- the way it was put was, to 14:21  
11 consider, you know, to carry out a disciplinary  
12 investigation, it would have to be investigated anyway.

13 393 Q. So the most -- sorry, what Assistant Commissioner  
14 Fanning did then, I suggest to you, was to suggest an  
15 option in relation to discipline, you would accept 14:21  
16 that?

17 A. That's correct.

18 394 Q. Thank you, chief superintendent.

19

20 END OF EXAMINATION 14:21

21

22 CHAIRMAN: That's it, Mr. O'Brien? Very good. Now,  
23 Mr. Marrinan.

24 MR. MARRINAN: I have no further questions.

25 CHAIRMAN: Very good. Thank you very much, chief 14:22  
26 superintendent.

27 THE WITNESS: Thank you, Chairman.

28 CHAIRMAN: You're free to go now. Thank you very much.  
29 You can come back, you can watch or anything you like,

1 but you don't have to do so. Thank you very much  
2 indeed.

3 MS. McGRATH: Thank you, Chairman. The next witness is  
4 retired Superintendent John Quilter.

5 CHAIRMAN: Thank you very much.

14:22

6

7 MR. JOHN QUI LTER, HAVING BEEN SWORN, WAS  
8 DIRECTLY-EXAMINED BY MS. McGRATH, AS FOLLOWS:

9

10 CHAIRMAN: Thanks very much. Sit down, superintendent. 14:22

11 Thank you very much. Now, Ms. McGrath.

12 MS. McGRATH: Thank you, superintendent. Chairman,  
13 just in your ease, his statement is at page 927 of the  
14 papers.

15 CHAIRMAN: Thank you very much.

14:23

16 395 Q. MS. McGRATH: Now, good afternoon, superintendent.  
17 Just at the outset, just outlining your background  
18 within An Garda Síochána, I think you were the district  
19 officer in the Midleton district, isn't that right?

20 A. That's correct.

14:23

21 396 Q. And you say in your statement that you joined the force  
22 in 1983 and you became a superintendent in 2010, is  
23 that right?

24 A. That's correct, yeah.

25 397 Q. And your first posting as superintendent, was that in 14:23  
26 Midleton?

27 A. No. I spent 18 months in Bantry, from 2010 until late  
28 2011.

29 398 Q. Okay. So you took up your role then in Midleton at the

1 end of 2011, is that right?

2 A. Yeah, just, I think it was December 2011, heading into  
3 2012.

4 399 Q. Can you tell the Chairman then, did you remain in  
5 Midleton then as superintendent for the remainder of 14:23  
6 your career before you retired?

7 A. No, I spent five years in Midleton and then I  
8 transferred to Anglesea Street, as a superintendent in  
9 Anglesea Street station, that was 2017 until '19, and I  
10 retired in February 2019. 14:24

11 400 Q. Okay. So we can say then effectively between 2012 and  
12 2016 you were the superintendent in Midleton. So for  
13 the period this tribunal is looking at?

14 A. That's correct.

15 401 Q. Okay. Now, we know from everybody's evidence that was 14:24  
16 in the Cork North division and you were the  
17 neighbouring district of Fermoy, isn't that right?

18 A. That's correct.

19 402 Q. Now, are you similar sized districts?

20 A. Probably bigger, because, you know, the district, once 14:24  
21 the amalgamation took place, took in Cobh right down as  
22 far as Youghal bridge, so it was an extensive -- we  
23 were really going from the borders of Glanmire all the  
24 way down as far as Youghal, so pretty extensive. So I  
25 would say it was probably bigger than the Fermoy 14:24  
26 district.

27 403 Q. Okay. I take it, being neighbouring districts, there  
28 would be a lot of cooperation between the districts, is  
29 that right?



1 A. That's correct.

2 404 Q. Now, I think we have heard from Chief Superintendent  
3 Dillane that he became a divisional officer in I think  
4 early 2012. So for your period there he was your  
5 divisional officer, is that right? 14:25

6 A. That's correct.

7 405 Q. Okay. All right. Now, can I just ask you then, you  
8 talk in your statement about Superintendent Comyns and  
9 again, we've heard from Superintendent Comyns and he  
10 became the district officer in July 2010, so again, for 14:25  
11 the periods where you were neighbouring districts, you  
12 were both the superintendents, isn't that right?

13 A. That's correct.

14 406 Q. Okay. Now, I think you say you have known him since  
15 1984 and you say you knew or know him now, possibly, in 14:25  
16 a professional and private capacity, is that right?

17 A. That's correct.

18 407 Q. And I think we know from the papers and we don't have  
19 to open it, I think you had a close enough friendship,  
20 is that right, you were very friendly throughout the 14:25  
21 years?

22 A. Well, both professionally and privately as well, yeah.

23 408 Q. Okay.

24 A. That was a common interest in sport, we'll say, from  
25 the private side and then obviously we worked together, 14:26  
26 we'll say, at sergeant and inspector level in Cork City  
27 as well, in the division.

28 409 Q. Okay. I think, and we don't need to open it but I  
29 think you would have told in one of your interviews

1 Chief Superintendent Kehoe that you had a strong  
2 relationship, is that right? That's at page 2943 of  
3 the papers, we don't have to open it but would that be  
4 a fair reflection of...?

5 A. Yeah, absolutely.

14:26

6 410 Q. Now, you said you served -- sorry, then moving on to  
7 Sergeant Barry. You say, on the other hand, in  
8 relation to Sergeant Barry, you never had cause to  
9 serve with him or supervise him and, in fact, you say  
10 you only met him once, is that right?

14:26

11 A. That's to the best of my recollection, I would have had  
12 no interaction with Sergeant Barry. Again, he would  
13 have been in the adjoining district but I wouldn't have  
14 had any interaction. The only time I met him was as I  
15 outlined in my statement.

14:26

16 411 Q. Okay. And that's at the briefing we'll talk about in a  
17 moment?

18 A. Yeah.

19 412 Q. In June 2014, is that right?

20 A. That's correct.

14:27

21 413 Q. Now, notwithstanding that, you do outline in your  
22 statement that you were aware that Superintendent  
23 Comyns had difficulties with Sergeant Barry, is that  
24 right?

25 A. Yeah, I was just generally aware, that's correct.

14:27

26 414 Q. Now, if we can just look at your statement, at page 927  
27 there, you say just in the fourth paragraph down:

28

29 "Insofar as I can recall --"

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 see where I am looking at, superintendent?

A. I do.

415 Q. You say "Insofar as I can recall these difficulties related to the supervision of Sergeant Paul Barry, it is my recollection that Sergeant Barry was refusing to comply with directions given by Superintendent Comyns. My recollection relates to issues surrounding his refusal to attend Fermoy Garda Station for duty to parade the district unit."

14:27  
14:27

Is that right?

A. That's correct.

416 Q. Okay. Can you just tell the Chairman, in relation to your knowledge of those difficulties, how did you come to know that or can you explain?

14:27

A. It would have probably arisen during the divisional PAF meetings that I would have attended, and they would be held on a weekly basis in Fermoy under Chief Superintendent Dillane.

14:28

417 Q. And was that knowledge that would have been with you from about the time you started. As you say, you came in late 2011. Would that have gone from the beginning of 2012, because I know the golf event, which we will talk about in a moment, was 2014, but what I am asking is: Is this something you would have been aware of from the outset really?

14:28

A. I couldn't say it was from the outset, but I was aware and I can't say at what stage I was aware. And that's

1 being honest about it. So, I was aware, but at what  
2 point in time I just can't -- I'm not in a position to  
3 say.

4 418 Q. Okay. Now, in relation to your awareness of those  
5 difficulties, can I ask you, you do go on in your  
6 statement to say that you were unaware that Mr. Barry  
7 had made a protected disclosure prior to receiving  
8 material from the tribunal, is that right?

14:28

9 A. That's correct.

10 419 Q. But can I ask you, in relation to -- I'm not sure if  
11 you have been here or been watching in on his evidence,  
12 were you aware, notwithstanding that, that a bullying  
13 and harassment complaint had been made in October 2012?

14:29

14 A. I wouldn't have been aware in October 2012 that it was  
15 made, I was aware at some point in time that there was  
16 a bullying and harassment claim.

14:29

17 420 Q. Can you place that point in time, are we talking about  
18 2012, 2013, do you know?

19 A. I would say it was sometime late '13. I honestly can't  
20 say.

14:29

21 421 Q. Okay. But in any event, would it have been before you  
22 met him in 2014?

23 A. Yes.

24 422 Q. That one time you say you met him?

25 A. It would.

14:29

26 423 Q. Again can I ask you this: In relation to Mr. Barry,  
27 would you have been aware that there was a criminal  
28 aspect to that bullying and harassment complaint?

29 A. No.

1 424 Q. And at any stage were you aware of that?  
2 A. I was subsequent, in 2014, when I was contacted by  
3 Chief Superintendent Kehoe, and that was late 2014.  
4 425 Q. Okay. So this is post meeting Mr. Barry, is that  
5 right? 14:30  
6 A. Well post it, yeah. It was Chief Superintendent Kehoe  
7 wrote to me. I think it was in October '14. But at  
8 that stage, even when she wrote to me, I wasn't aware  
9 that that was a criminal investigation at that  
10 particular point, because the heading on the letter or 14:30  
11 the correspondence was the term bullying and harassment  
12 or something to that effect. There was no mention of  
13 criminal at that stage.  
14 426 Q. Okay. And just a final issue on this, with regard to  
15 your awareness and Mr. Barry, we've been dealing for a 14:30  
16 number of days now quite extensively about a medical  
17 certificate that was issued by his doctor. It's at  
18 page 198 of the papers. Can I just ask you about this,  
19 because we know Superintendent Comyns said in his  
20 statement that you were aware of his medical 14:31  
21 certification. So can I just start at the beginning  
22 and ask you to look at it, 198, that's the medical  
23 certificate that's been at issue here. Can I ask you  
24 what was, around that time, your awareness of this  
25 certificate, did you know it had issued, did you know 14:31  
26 it was in the ether around in the Fermoy district?  
27 A. The only thing I would have been aware of was that  
28 there was a difficulty in Sergeant Barry attending at  
29 Fermoy Garda Station and that was my knowledge at the

1 time, at the particular time.

2 427 Q. Okay.

3 A. Obviously I on receiving the papers that I received  
4 from the tribunal, I have obviously seen what the  
5 issues are now. But at the time, that was my 14:31  
6 understanding.

7 428 Q. Okay. Because as you see there in the second line it  
8 says:  
9

10 "He should not come into contact with Superintendent 14:31  
11 Michael Comyns."

12 A. I wouldn't have seen that.

13 429 Q. And in that regard, what do you think then -- can I  
14 just ask you, if you wouldn't mind, to look at page --  
15 if Mr. Kavanagh can open page 568 of Mr. Comyns' 14:32  
16 statement. Actually, sorry, I think I might have the  
17 wrong page. 565. And if you can just scroll down  
18 there, Mr. Kavanagh, please, to the third last  
19 paragraph. Can you see there, the last line, do you  
20 see the paragraph starting with "Superintendent Quilter 14:32  
21 had annual leave booked", do you see where I am,  
22 superintendent?

23 A. Yeah.

24 430 Q. He says in the last line there:  
25  
26 "They both were aware of Sergeant Barry's medical 14:32  
27 certification."  
28  
29 Can I ask you about that?

1 A. All I recall was, it was just connected with him not  
2 being able to attend Fermoy Garda Station. It wasn't  
3 in my district. I wasn't really concerned. I had  
4 enough problems, I had 120 members or 110 members under  
5 my control in the Middleton district and that was my 14:33  
6 priority. So I would have been aware but I wouldn't  
7 have been aware of the specifics that were contained  
8 within the medical certificate.

9 431 Q. Okay. So is it your position then that you didn't  
10 realise that there was a certificate out there saying 14:33  
11 he should not have direct contact with Superintendent  
12 Comyns, is that your position?

13 A. The contact issue, my understanding was that he wasn't  
14 to attend Fermoy Garda Station. That was as much as I  
15 knew. I didn't go into the details of it. As I say, 14:33  
16 it wasn't affecting the policing in my district at the  
17 time.

18 432 Q. Okay. If we can just move on then and get to the  
19 golfing event itself, you know that's issue 8 in our  
20 papers. The event itself, we know, we've heard over 14:33  
21 the last couple of days, it was an enormous sporting  
22 event. And I think you say in your statement it  
23 attracted over 100,000 visitors over a period of four  
24 days, isn't that right?

25 A. That's correct. 14:34

26 433 Q. So it was an extensive policing operation, we know and  
27 Mr. Barry accepted that police were drawn from the  
28 surrounding districts and no one was selected  
29 individually, as it were, is that right?

1 A. That's correct. It was done on a unit basis with, I  
2 suppose -- at the back of, you know, the overarching  
3 was the financial aspect of it as well and the  
4 decisions were taken from a financial perspective  
5 around the units and the particular units that would 14:34  
6 work there.

7 434 Q. Okay. We know as well, we have seen the papers that  
8 there were operational orders and rostering put in  
9 place, and I think you seem to be the main driver of  
10 that with Inspector Eoghan Healy, who was in Midleton 14:34  
11 Garda station, in your district, is that right?

12 A. That's correct.

13 435 Q. Okay. So, is it fair to say that you were the main  
14 driver with Inspector Healy with regard to putting all  
15 of the operational side of it together? 14:34

16 A. Absolutely, yeah.

17 436 Q. Okay. Now, you then were unable to work at the event,  
18 is that right?

19 A. That's correct.

20 437 Q. And you said that you had a family holiday booked. Can 14:35  
21 I just ask you, it's just not clear, when was that  
22 annual leave, within your knowledge? For example, when  
23 did you know that you couldn't work at the event?

24 A. I knew well before the event was even advised to us. I  
25 knew in December of '13. 14:35

26 438 Q. Okay. And notwithstanding that, you continued with the  
27 operational side of it, isn't that right, because it  
28 was essentially in your district?

29 A. That's correct.



1 439 Q. So you continued with your job?  
2 A. I discussed it with Chief Superintendent Dillane and  
3 I'd continue with the overall operation plan in  
4 conjunction with Inspector Healy, who was my district  
5 inspector. 14:35

6 440 Q. Okay. Just again it's not entirely clear, when did  
7 Superintendent Comyns actually come into the picture in  
8 relation to his involvement? when did you ask him to  
9 take over the event?

10 A. I didn't ask him. 14:36

11 441 Q. Okay.

12 A. That was a decision for Chief Superintendent Dillane.

13 442 Q. Okay. So there was no agreement between the two of  
14 you, you cover my annual leave?

15 A. No, no. In relation to the golf? 14:36

16 443 Q. Yes?

17 A. No. There was in relation to the annual leave. That  
18 would be normal practice, if a superintendent was  
19 taking leave, same as a sergeant, or same as an  
20 inspector, they'd look to see was there someone 14:36  
21 covering. I looked in December, I had spoken to  
22 Superintendent Comyns and queried whether he'd be  
23 around in June as I was taking annual leave, and he  
24 said he would, and the purpose of that would be to  
25 cover me for the purposes of extension of prisoners and 14:36  
26 maybe warrants or whatever. So, I knew back in  
27 December that that was the situation; that Mick Comyns  
28 would cover me for that situation. The golf, we  
29 weren't notified until towards the end of January of

1           2014. That was the notification, that's when that  
2           came.

3 444 Q.    Okay. So the conversation you had with Superintendent  
4           Comyns was quite early on, almost immediately, do you  
5           think, when you knew you were taking annual leave, he  
6           was going to cover? 14:37

7           A.    I wouldn't have booked my annual leave unless I knew  
8           there was cover.

9 445 Q.    Okay?

10          A.    So I would have had that conversation with Mick Comyns 14:37  
11          first and then subsequent to that I would have booked  
12          my leave, or booked my holiday and then the golf, we'll  
13          say, didn't come on the scale until January of '14,  
14          when we were notified towards the latter end of the  
15          month. 14:37

16 446 Q.    Okay. Because when the golf came then up on the radar,  
17          as you say, as early as January 2014, when did  
18          Superintendent Comyns become involved in the  
19          organisation or being involved in the run up to the  
20          event? 14:37

21          A.    I'd say Mick Comyns would have been aware, I would have  
22          kept him up-to-date as to the steps and the progress  
23          that we were taking. Over a few months in advance of  
24          the golf, and it was probably towards May and June that  
25          he attended some meetings and tabletop exercises as 14:37  
26          well. I don't have the specific dates, but I would  
27          have kept him abreast of the plans that were going on.  
28          And obviously his district, which was the adjoining  
29          district, would be supplying personnel for the golf as

1 well.

2 447 Q. Okay. But is it fair to say then, at least by May you  
3 knew, Superintendent Comyns knew and Chief  
4 Superintendent Dillane knew that you were stepping out  
5 and Superintendent Comyns was stepping in to take over 14:38  
6 the operational policing, is that right?

7 A. Chief Superintendent Dillane would have known in  
8 January of '14 because I would have flagged to it to  
9 him when it was announced about the golf, that I was  
10 actually on leave for that particular period of time. 14:38  
11 So I had flagged it with Chief Superintendent Dillane  
12 back in January of 2014.

13 448 Q. Okay. Now, you say in your statement that you worked  
14 right up to the eve of the event, is that right?

15 A. That's correct. 14:38

16 449 Q. So when did your annual leave actually start, what  
17 date, do you remember?

18 A. On the Thursday of the golf, I think.

19 450 Q. Okay. So that would have been the 19th, I think?

20 A. Yeah. 14:39

21 451 Q. Okay. So the first day effectively?

22 A. Well, the first day was the Pro-Am, I think.

23 452 Q. The 18th?

24 A. But the actual first day of the meeting --

25 453 Q. Okay. 14:39

26 A. To the best of my knowledge it was the Thursday that my  
27 holiday started.

28 454 Q. Okay. Now, can I just take you back then to the  
29 meeting that you with Sergeant Barry. Now, again we've

1 heard about it in direct and cross-examination of  
2 Sergeant Barry and I don't want to retrace that ground.  
3 But you say you met him in June 2014, you don't have  
4 that date, isn't that right?

5 A. That's correct.

14:39

6 455 Q. It's your recollection that you met him at a briefing  
7 in Midleton Garda station, you were accompanied by  
8 Inspector Healy, is that right?

9 A. That's correct.

10 456 Q. And to your recollect, you met him for a standard  
11 briefing and he was with Sergeant Geary, is that right?

14:39

12 A. That's correct.

13 457 Q. Okay. Now, you say in your statement, and again this  
14 is page 928, if we can just bring it up there, and it's  
15 near the end of the first large paragraph. Now, if you  
16 just stop there, near the end, about two-thirds into  
17 it. Okay. You say:

14:40

18  
19 "Following the briefing --"

20  
21 This is near the end of the paragraph:

14:40

22  
23 " -- Sergeant Barry highlighted his concern about  
24 potential contact with Superintendent Comyns at the  
25 event. I took this on board and placed Sergeant Barry  
26 in charge of the supervision of a key traffic location  
27 at Barryscourt, Carrigtwohill, under the direct  
28 supervision of Inspector Healy, who was in charge of  
29 the traffic management plan for the event. Sergeant

14:40

1 Barry was detailed for this location for the two days  
2 he worked at the event."

3  
4 we will come back to the line you mentioned in a  
5 moment. Okay, so you're saying there you took it on 14:40  
6 board, he spoke to you and he had concern about  
7 potential contact, is that right?

8 A. Yeah. He mentioned that he had difficulties with his  
9 contact with Superintendent Comyns and I said to him,  
10 we'll take that on board, and then obviously in the 14:41  
11 duty details it's reflected that he was placed at  
12 Barryscourt roundabout, which is on the periphery of  
13 Carrigtwohill, which is a strategic junction on the  
14 eastern side of the golf event.

15 458 Q. It was your decision then to locate him there, feeling 14:41  
16 that was a solution to the problem, is that right?

17 A. In consultation with Inspector Healy, who was  
18 responsible for the traffic implementation plan.

19 459 Q. Now, he said when he gave his evidence to the tribunal,  
20 back at Day 177, I will just paraphrase it, he said, I 14:41  
21 would have no contact with him and I was happy with  
22 that. Is that what you told him, no contact with him?  
23 Do you remember if you told him that?

24 A. I didn't. I did not say that to him.

25 460 Q. Can you remember -- can you help us as to the 14:42  
26 conversation itself?

27 A. Well, like I've said in my statement, I told him I'd  
28 take it on board and that's what I did. I couldn't  
29 have given him an undertaking that he would have no

1 contact with Superintendent Comyns, because this was a  
2 major event, Sergeant Barry would have been aware we  
3 were policing major event, anything can go wrong, there  
4 could be anything from a fatal accident to a serious  
5 incident, which then would be under the control of 14:42  
6 Superintendent Comyns. So I couldn't have given him  
7 that commitment. I certainly took it on board and  
8 that's why, if you look at the duty detail, he under  
9 the supervision of Inspector Healy.

10 461 Q. And I mean, you knew the background to this in any 14:42  
11 event. So did this take you by surprise, the  
12 conversation?

13 A. I couldn't say. I can't recall whether it took me by  
14 surprise or not.

15 462 Q. Okay. Did you speak to Superintendent Comyns after 14:42  
16 this exchange about Sergeant Barry?

17 A. In relation to Sergeant Barry?

18 463 Q. In relation to Sergeant Barry, what he had --  
19 A. I don't recall that taking place, no.

20 464 Q. Okay. Did you consider talking to him? 14:43  
21 A. This was back in 2014, I can't say I considered or not.  
22 I don't know. I didn't -- I know I didn't speak to  
23 Superintendent Comyns on that issue. I would have  
24 discussed it with Inspector Healy, that's as much as I  
25 would have done. 14:43

26 465 Q. Okay. But he says there, in your statement you say  
27 concern about potential contact with Superintendent  
28 Comyns, but you never spoke to Superintendent Comyns  
29 afterwards?

1 A. No.

2 466 Q. Is that right?

3 A. Not on this issue, no. I would have briefed him on

4 other issues pertaining to the golf.

5 467 Q. Okay. Did you speak to Chief Superintendent Dillane 14:43

6 about it?

7 A. I don't recall.

8 468 Q. It was his evidence yesterday that it was never brought

9 to his notice that there was any conflict and, to use

10 his own words, he said, I didn't know the minute 14:43

11 details?

12 A. And that's consistent with what I'm saying, I don't

13 recall bringing it to the attention of Chief

14 Superintendent Dillane.

15 469 Q. Did you consider talking to the chief superintendent in 14:43

16 the light of what had been said to you?

17 A. I can't say what I considered at the time, but I don't

18 recall bringing it to the attention of either of them.

19 This was about having personnel at various locations,

20 to ensure the implementation of the traffic plan and 14:44

21 the operational order. That was my concern and I knew

22 that Inspector Healy would be -- Sergeant Barry could

23 report directly to Inspector Healy. So I felt I had

24 addressed the matter in that particular fashion.

25 470 Q. Now, you knew -- as you say, you were very involved in 14:44

26 the organisational remit of the whole thing, would you

27 have been aware that he would have had to attend at

28 briefings, as he talks about in his material to us and

29 in his evidence?

1 A. Every member from garda right through to chief  
2 superintendent level would be attending, or to  
3 superintendent level would have been attending the  
4 briefing.

5 471 Q. So, even though you say in your statement he would be 14:44  
6 under the direct supervision of Inspector Healy, at the  
7 same time did you accept -- did you know he would be  
8 coming into contact with Superintendent Comyns in those  
9 ways at briefings and if anything happened that  
10 required him to deal with it? 14:45

11 A. Well, this was a major event, every member had to be  
12 briefed. The briefing was taking place on a morning,  
13 every morning. And every member that was required to  
14 go on duty would have been part of the briefing and the  
15 parading of that. 14:45

16 472 Q. I think you say in the statement there, that line, you  
17 refer to Sergeant Barry and say:

18  
19 "I didn't have any direct conversations or dealings  
20 with Superintendent Comyns at the event. In these 14:45  
21 circumstances I do not understand how any allegation  
22 inference or imputation arises."

23  
24 And that remains your position, is that right?

25 A. That's correct. 14:45

26 473 Q. Sergeant Barry, when he was giving his evidence, just  
27 to put to you what he said, he said, I shouldn't have  
28 been put there in the first place, in the light of the  
29 conversation that he had with you, what's your response



1 to that?

2 A. Sergeant Barry highlighted his concern, I took it on  
3 board, I placed him at the location knowing that  
4 Superintendent Comyns would have been primarily engaged  
5 with the golf on site and that Sergeant Barry would 14:46  
6 have been under the control, I suppose, of Inspector  
7 Healy at the time.

8 474 Q. It's also one of his statements that he was placed  
9 there contrary to his doctor's advice?

10 A. I can't comment on that. 14:46

11 475 Q. Okay. Now, finally, he said it is his understanding of  
12 the matter that you deliberately took leave in these  
13 circumstances to facilitate him working under  
14 Superintendent Comyns at the event?

15 A. I applied for my leave and I booked my holidays back in 14:46  
16 December of 2012. I had no -- or 2013. I had no  
17 knowledge that we were even having the golf competition  
18 at that stage, so I can't see how that is the case.

19 476 Q. Thank you, superintendent. Can you answer any  
20 questions, please? 14:47  
21

22 END OF EXAMINATION

23

24 CHAIRMAN: Now, Mr. Costelloe, have you any questions?

25 MR. PERRY: I am sorry, Chairman, I am taking this 14:47  
26 witness, David Perry is my name.

27 CHAIRMAN: I am sorry, of course.  
28  
29

1 MR. JOHN QUILTER WAS CROSS-EXAMINED BY MR. PERRY, AS  
2 FOLLOWS:

- 3
- 4 477 Q. MR. PERRY: Superintendent Quilter, David Perry is my  
5 name. I don't expect to take up much of your time, but 14:47  
6 there's just a few issues that you covered there that I  
7 just want to revisit and go into a little bit more  
8 detail with, if that's okay. Can I ask you first of  
9 all, just in terms of the first issues that you're  
10 covering in terms of what you knew and when you knew 14:47  
11 it. I think your evidence was that you knew that Paul  
12 Barry had made an allegation that he had been bullied  
13 and harassed by Superintendent Comyns, is that correct?
- 14 A. I was aware at some point in time of that situation,  
15 the specifics, as to when, I'm not too sure. I think 14:47  
16 it was late 2012 into 2013 I think.
- 17 478 Q. All right, and that's a fair answer. That's the time  
18 period that you're saying you think that you might have  
19 become aware of it. Can I ask, do you think that  
20 you're aware of that before the run up to the 14:48  
21 representation for the Irish Golf Open?
- 22 A. I would have been aware, yeah, absolutely.
- 23 479 Q. Yes.
- 24 A. But at that stage my understanding was the bullying and  
25 harassment case had been dealt with at that stage. 14:48
- 26 480 Q. How did you become aware of the allegations of bullying  
27 and harassment?
- 28 A. I don't know. I don't know was it mentioned at a  
29 divisional PAF or was it in conversation with

1 Superintendent Comyns or... I'm not sure, I can't say,  
2 I can't answer that.

3 481 Q. Well, would it have been mentioned to you in  
4 conversation with Superintendent Comyns?

5 A. I don't know, I don't know, I can't say, I'm not sure, 14:48  
6 and my answer is, I don't know when I became aware of  
7 it.

8 482 Q. Ms. McGrath took you through your background with  
9 Superintendent Comyns, I don't intend to go over it  
10 again, but he's someone you have known since 1984, you 14:49  
11 knew him in a professional context when you were in  
12 service, you've known him personally as well, I think  
13 you have been involved in sports, you have been  
14 involved throughout your careers together, a very close  
15 relationship with him, isn't that right? 14:49

16 A. Yeah, we'd be good friends both professionally and  
17 personally, yeah.

18 483 Q. And it's fair to say, in that context there probably  
19 wouldn't be anything unusual in Superintendent Comyns  
20 discussing with you that there had been a bullying and 14:49  
21 harassment complaint made against him?

22 A. Probably wouldn't, but all I'm saying is, I don't  
23 recall how I found out, whether it was mentioned at a  
24 divisional PAF meeting or whether Superintendent Comyns  
25 informed me. I don't know, and that's my answer. 14:49

26 484 Q. All right. Superintendent Comyns might have mentioned  
27 it to you, you're not sure if that is the case or not?

28 A. He might have, but it might have been mentioned at a  
29 divisional PAF meeting as well. That's all. I don't

1 know how I came into possession of the information.

2 485 Q. Were you made aware of any of the details of the  
3 bullying and harassment complaint, what exactly was  
4 alleged?

5 A. No. 14:50

6 486 Q. You weren't?

7 A. Not that I recall at the time.

8 487 Q. Superintendent Comyns never mentioned to you any of the  
9 details of what was alleged against him?

10 A. I can't say he did. I don't know. I don't recall 14:50  
11 Superintendent Comyns discussing the bullying and  
12 harassment case really with me, to be honest about it.

13 488 Q. It just seems unusual that he might not have discussed  
14 it with you at all, is that fair?

15 A. I think what I am trying to say to you is: I don't 14:50  
16 recall it, it may have happened, it may not, I just  
17 don't recall it.

18 489 Q. Yes. You became aware eventually that there was a  
19 specific allegation by Sergeant Barry that  
20 Superintendent Comyns had interfered with the 14:50  
21 investigation into an alleged criminal offence in 2012.  
22 You became aware at some point of that allegation, is  
23 that right?

24 A. That's correct.

25 490 Q. And what's your evidence in terms of when you became 14:50  
26 aware of that specific allegation?

27 A. When I was contacted by Chief Superintendent Kehoe in  
28 -- I think it was in 2014.

29 491 Q. Yes.

1 A. It was October '14, I think.

2 492 Q. Yes. I think that letter is at page 2720 of the  
3 materials. We don't need to open it. But there's a  
4 letter sent to you by Chief Superintendent Kehoe on the  
5 2nd October 2014, outlining something of the allegation 14:51  
6 against Superintendent Comyns. Is it your evidence  
7 that that's the first time you had ever heard that that  
8 allegation had been made?

9 A. Which allegation now are you referring to?

10 493 Q. The allegation by Sergeant Barry that Superintendent 14:51  
11 Comyns had interfered with the course of an  
12 investigation in 2012. Are you saying, is your  
13 evidence that the first time you had heard about that  
14 allegation was in October 2014?

15 A. To the best of my recollection, yeah. 14:51

16 494 Q. Superintendent Comyns never mentioned it to you before  
17 that?

18 A. I don't recall discussions on that issue, no.

19 495 Q. It never came up in one of the PAF meetings?

20 A. I'm trying to recall. I mean, this is 2022. I'm just 14:52  
21 trying to give you my recollection. The first I was  
22 aware that there was a criminal investigation into any  
23 aspect that Chief Superintendent Kehoe was dealing  
24 with, was subsequent to our correspondence in October  
25 2014. 14:52

26 496 Q. Is it possible, is it possible that you could have  
27 heard about the allegation before you received that  
28 letter from Chief Superintendent Kehoe in 2014?

29 A. It's possible. But I can't say and I'm not prepared to

1 speculate. I'm not prepared to say when it was because  
2 I don't know exactly when it was.

3 497 Q. All right. Can I ask you then in terms of what you're  
4 aware about in terms of the medical certificate. I  
5 wonder if we might bring this up on screen, it's at 14:52  
6 page 4002. If you wouldn't mind scrolling down,  
7 please. That was the medical certificate that was  
8 issued in respect of Sergeant Barry. Is it your  
9 evidence that you never saw that?

10 A. My evidence is that I didn't see it until such time as 14:53  
11 I was served with the documentation relative to the  
12 tribunal.

13 498 Q. I'm sorry, a fair way to put it is: Your evidence is  
14 that while you were still in service in An Garda  
15 Síochána, you didn't see that medical certificate? 14:53

16 A. That's correct.

17 499 Q. And is your evidence that in terms of -- sorry, you  
18 were aware that a medical certificate was in existence  
19 when you were still in service?

20 A. I was aware that there was something, some medical cert 14:53  
21 in existence, yeah.

22 500 Q. And in the run up to the Irish Golf Open in 2014, were  
23 you aware that that medical certificate was in  
24 existence?

25 A. Not that medical certificate, I didn't know what the 14:53  
26 content of the medical certificate was, all I knew was  
27 that there was an issue regarding Sergeant Barry  
28 attending Fermoy Garda Station.

29 501 Q. All right. Well, did you know that a medical

1 certificate was in existence at that stage?

2 A. A medical -- yeah.

3 502 Q. And you're saying that you didn't know the exact  
4 contents?

5 A. I didn't know the contents of it, that's correct. 14:54

6 503 Q. You thought that the contents were simply that he was  
7 not to attend at Fermoy Garda Station?

8 A. That was my understanding, yeah.

9 504 Q. And is your evidence that you didn't think that there  
10 was anything in the medical certificate -- or you 14:54  
11 weren't aware that there was anything in the medical  
12 certificate about Mr. Barry not coming into contact  
13 with Superintendent Comyns?

14 A. I didn't have the details of the medical certificate,  
15 is what I am saying. I didn't know the details of the 14:54  
16 actual medical certificate.

17 505 Q. Is it your evidence that that didn't come up in any of  
18 the PAF meetings that you had attended?

19 A. I don't recall the specifics of the medical certificate  
20 coming up, no. 14:54

21 506 Q. That's not something that was ever mentioned to you by  
22 Superintendent Comyns?

23 A. I don't recall him mentioning it specifically, no. I  
24 can't recall it.

25 507 Q. Can I just pause to say, it seems strange that someone 14:54  
26 that you have that close professional and personal  
27 relationship with wouldn't have made any mention to you  
28 about that specific issue?

29 A. What I am saying to you is, I don't recall it, that's

1           what I'm saying to you.

2   508   Q.   well you're saying you don't recall it, is it something  
3           that could have happened?

4           A.   I'm not prepared to speculate. All I'm saying is, I  
5           don't recall it happening. That's what I am saying.           14:55

6           MR. CARROLL: Sorry, Chairman, I am loathe to  
7           interrupt.

8           CHAIRMAN: Sorry, Mr. Carroll.

9           MR. CARROLL: Mr. Carroll here. I am loathe to  
10          interrupt and I haven't up until now, but a lot of           14:55  
11          matters being put as to whether Superintendent Comyns  
12          informed or told my client of matters were never  
13          actually put to Superintendent Comyns in the first  
14          place. Superintendent Comyns wasn't asked by  
15          Mr. Costelloe, did you tell Chief Superintendent           14:55  
16          Quilter X, did you tell him Y, and now we have this  
17          cross-examination and I just put that up on record in  
18          relation to matters, that I think it is somewhat  
19          unusual that this line of question is going ahead, when  
20          none of these matters were put to Superintendent           14:56  
21          Comyns. Maybe it's a matter for submission at the end.  
22          But I just make that point, Chairman.

23          CHAIRMAN: Mr. Carroll, I understand your point, the  
24          matter may not become of relevance but I think  
25          Mr. Perry is entitled to explore in cross-examination           14:56  
26          the witness's knowledge or not knowledge. The  
27          superintendent is well aware of the issues, it seems to  
28          me. I don't see any unfairness, I have to say. The  
29          question of materiality is another day's work entirely



1 and it doesn't arise. But I don't think Mr. Perry  
2 is -- I mean, the question -- sorry, the question I  
3 have to ask myself: Is there anything, I don't want to  
4 use the word improper, because that is not the  
5 suggestion that Mr. Carroll makes, is there anything 14:57  
6 invalid or inappropriate, impermissible about  
7 Mr. Perry's cross-examination, and I think the answer  
8 to that is no. So, proceed.

9 MR. PERRY: I think for what it is worth in any event,  
10 Chairman, I am going to move off that line of 14:57  
11 questioning.

12 CHAIRMAN: I suspected you were. But since we're on  
13 the subject and since Mr. Carroll has made his point, I  
14 think it is only right to acknowledge that you weren't  
15 doing anything impermissible. 14:57

16 MR. PERRY: Yes

17 CHAIRMAN: So now you have some other questions,  
18 Mr. Perry.

19 509 Q. MR. PERRY: Yes. Superintendent Quilter, I had just  
20 said to you, one reason I thought it might be unusual 14:57  
21 that you wouldn't know anything about that condition in  
22 the medical certificate, but there's certain other  
23 aspects of that that I wanted to explore with you. I  
24 am going to come on to the briefing that you had with  
25 Sergeant Barry in June 2014 in a bit more detail in a 14:58  
26 moment, but I think what you accept is that during the  
27 course of that briefing Sergeant Barry made it clear to  
28 you that he had concerns about coming into contact with  
29 Superintendent Comyns, isn't that right?

1 A. Sergeant Barry highlighted to me, yes, that he had  
2 concerns. When he said that, I told him, I said, I'll  
3 take them on board. It was a very brief conversation  
4 that we had.

5 510 Q. Yes. And you understand obviously Sergeant Barry says 14:58  
6 something different happened, we will come back to  
7 that, but I think what you're both agreed on is that  
8 during the course of that briefing he highlighted that  
9 he had concerns, isn't that right?

10 A. Yeah, it was actually after the briefing that that took 14:58  
11 place. He actually came into my office, that's when it  
12 actually took place.

13 511 Q. Yes. And your evidence, as I understand it, is, it's  
14 not that you said, why would you possibly have any  
15 issue with Superintendent Comyns, how could there be 14:58  
16 any issues there, instead you're saying you said, you'd  
17 take that on board, that's something that you took into  
18 account, is that right?

19 A. I considered it, yeah. Absolutely, yeah.

20 512 Q. Which would all suggest that you knew about something 14:59  
21 in the background in terms of some reason why Sergeant  
22 Barry would have concerns or would not want to have  
23 contact with Superintendent Comyns. Do you see what I  
24 mean? Is that fair?

25 A. That's fair enough, yeah. 14:59

26 513 Q. So did you have that knowledge?

27 A. The knowledge I had was in relation to Sergeant Barry  
28 having an issue coming to Fermoy Garda Station. That  
29 was my understanding, the supervision there, and that

1 was my knowledge. And I suppose by analogy, that was  
2 having a difficulty with Superintendent Comyns. So,  
3 you know, when he said it, I didn't go into the details  
4 with him, I said, that's fine, we'll take that on  
5 board, and that's why the conversation was pretty 14:59  
6 short, to be honest about it.

7 514 Q. All right. Just in terms of that answer you gave  
8 there, where you said that -- I just want to make sure  
9 I have it right, you thought the medical certificate  
10 said something about attendance at Fermoy Garda 15:00  
11 Station, you took from that, that there was some issue  
12 in terms --

13 CHAIRMAN: Sorry, he didn't mention --.

14 MR. PERRY: I'm sorry

15 CHAIRMAN: Correction. Hold on a moment. Mr. Perry, 15:00  
16 if are you going to quote back, you have to quote  
17 accurately.

18 MR. PERRY: Yes

19 CHAIRMAN: I'm trying to be appearing to be what I  
20 think is old fashioned or even pernickety. He didn't 15:00  
21 mention knowing about a medical certificate and you've  
22 just quoted him as saying he knew about a medical  
23 certificate.

24 MR. PERRY: No, absolutely, and it's in fact why I  
25 asked the question, to make sure I had the answer 15:00  
26 right.

27 CHAIRMAN: I know. But you made it on the assumption,  
28 which is not correct. So I can tell you that you had  
29 the answer wrong, because your question was wrong. But

1 I mean, ask your question. I have no problem about  
2 that, but he didn't say he knew about a medical  
3 certificate.

4 MR. PERRY: Yes.

5 515 Q. Well, superintendent Quilter, you knew that there was 15:01  
6 something in the medical certificate about attendance  
7 at Fermoy Garda Station, is that right?

8 A. That's correct, yeah.

9 516 Q. Did you deduce from that there must be some issue in  
10 terms of Sergeant Barry having contact with 15:01  
11 Superintendent Comyns?

12 A. That'd be fair, yeah.

13 517 Q. All right.

14 CHAIRMAN: Mr. Perry, I am sorry, I made a mistake, I  
15 misunderstood and I misremembered the evidence. So 15:01  
16 take back any rebuke. I am sorry about that, you were  
17 quite correct and I was wrong.

18 MR. PERRY: No issue at all, Chairman.

19 518 Q. Can I just ask you, just on that topic, just about one  
20 other issue. Was there ever any discussion with you 15:01  
21 about transferring Sergeant Barry to Middleton Garda  
22 station?

23 A. No.

24 519 Q. I wonder if we might just bring up page 3910. 3910.  
25 So those are notes from the case conference between 15:02  
26 management and Garda Occupational Health Service, 17th  
27 April 2014. I just want you to look at the middle  
28 column, headed "Management Actions". And it says  
29 there:

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

"Chief superintendent to meet with member to discuss again transfers (options Middleton, Mallow, Glanmire)."

Do you agree with me that that seems to be suggesting that the chief superintendent was going to discuss the option of a transfer to Middleton with Sergeant Barry?

15:02

A. I genuinely don't recall that.

520 Q. That was never brought up, discussed with you as a possibility?

15:02

A. What I'm saying is, I don't recall it. I honestly don't recall it.

521 Q. All right. Can I ask you then just in terms of the running of the Irish Open event itself, or the policing for it, I think you were involved in the planning and organising the policing event all the way through, is that fair?

15:03

A. That's correct.

522 Q. And you were originally meant to be in command of the policing operation at the event itself, is that correct?

15:03

A. No, that's not correct. I would have flagged it with Chief Superintendent Dillane in advance of the announcement even of the Irish Open Golf taking place that I wasn't going to be there. So that wasn't the case.

15:03

523 Q. All right. You were never supposed to be in charge of that, is what you are saying?

A. Well, I was involved in, let's say, the organisation

1 and the putting together of the operational order and  
2 the policing plan for it, but I knew from the get-go  
3 that I wasn't going to be there for the event. And I  
4 had discussed this in advance with Chief Superintendent  
5 Dillane and he was comfortable with that. 15:03

6 524 Q. It was never going to be the case that you were going  
7 to attend the event and run or manage the policing for  
8 the event itself?

9 A. That's correct.

10 525 Q. All right. I just want you to look at one thing then, 15:04  
11 in fairness. I wonder if you can go to page 1347,  
12 please. So this is a statement provided by Inspector  
13 Eoghan Healy to the tribunal. I just want you to look  
14 at one passage of this. Could we go to -- it's the  
15 fourth paragraph, it's close to the bottom of the page, 15:04  
16 just starting "In advance". What Inspector Healy says  
17 is that:

18  
19 "In advance of the event, Superintendent Quilter  
20 notified me that he may be unable to attend the event. 15:04  
21 I believe his wife had booked a holiday at short notice  
22 for the same week of the event. I believe in May,  
23 possibly at briefing with A/C, I was informed that  
24 Superintendent Comyns was to have overall charge of the  
25 event in the absence of Superintendent Quilter." 15:04  
26

27 So that's what Inspector Healy says about matters.

28 A. Yeah.

29 526 Q. Do you agree with me that it seems that from his

1 perspective, he seems to be under the impression that  
2 you were going to be able to attend the event and at  
3 some point in advance you informed him that you were  
4 not going to be able to attend the event, that's what  
5 he seems to be saying? 15:05

6 A. I see what he's saying, yeah, I see that, yeah.

7 527 Q. He says, and he really says it's his belief, but he  
8 says his belief was that your wife had booked a holiday  
9 at short notice for the same week of the event, and  
10 then he says that he thinks it was in May that he was 15:05  
11 told that Superintendent Comyns was to have overall  
12 charge of the event. So, can I just ask, are you  
13 saying that that's all incorrect?

14 A. That's not correct, yeah.

15 528 Q. You're saying instead that from the very start, 15:05  
16 actually really before preparation for the event really  
17 got underway, you knew that you weren't going to be  
18 able to attend at the event itself, that's your  
19 evidence?

20 A. That is my evidence, that's correct. 15:06

21 529 Q. And can you find any explanation in terms of why  
22 Inspector Healy has such a different recollection of  
23 matters?

24 A. I can't, but I just look at the paragraph above,  
25 Inspector Healy doesn't recall the meeting with 15:06  
26 Sergeant Barry and myself either and I have a clear  
27 recollection of that. So, you know, people may not  
28 recall accurately. I am just giving you my evidence.  
29 I have seen what Inspector Healy has said. That's a

1 matter for Inspector Healy to answer. I have given my  
2 evidence on oath here and that is my evidence.

3 530 Q. All right. Now, my understanding in terms of what  
4 happened is that on certain days of the event itself  
5 members from unit B of Mitchelstown were brought in to 15:06  
6 work, is that correct?

7 A. Well, members from unit B across a number of divisions  
8 and districts were brought in, it wasn't just  
9 Mitchelstown. It was a number of -- it was the Fermoy  
10 district. The only district that wasn't brought in was 15:07  
11 the Mallow district because the Mallow Flower and  
12 Garden Festival was on and that attracts a large number  
13 of people. The only personnel that we got from Mallow  
14 at the time was some traffic corps members. But unit B  
15 members from Middleton, Fermoy, Gurrabraher, Mayfield, 15:07  
16 Anglesea Street, that were available to us were brought  
17 in.

18 531 Q. Yes.

19 A. And that was a decision made in conjunction with the  
20 representative bodies and obviously based on financial 15:07  
21 considerations as well.

22 532 Q. Yes. Sergeant Barry was one of the unit B members that  
23 was assigned to work on certain days of the event, is  
24 that right?

25 A. Yeah. At the time I wouldn't have been aware it was 15:07  
26 Sergeant Barry. What we were getting originally when  
27 we started off was unit B and then that was  
28 subsequently populated with the names of members as we  
29 got them from the various districts.



1 533 Q. Who provided you with the name of the members from unit  
2 B who were going to work?  
3 A. The various -- well, they always funneled through the  
4 divisional office.  
5 534 Q. Do you know who would have decided that, what members 15:08  
6 of the unit B were going to be working at the event?  
7 A. Sorry, could you repeat that?  
8 535 Q. Do you know which person decided which specific members  
9 of unit B were going to be provided to work at the  
10 event? 15:08  
11 A. It was all unit B members, because they were replaced  
12 by the resting unit. So it was the unit B members who  
13 were replaced in the district. So each of the  
14 districts were asked for their manpower requirements to  
15 supplement the taking of the working unit, who was unit 15:08  
16 B. And, you know, we'll say subsequently then that was  
17 factored into the costing, as to how the overtime that  
18 would have to be paid to supplement the units back in  
19 the districts where the unit B members were taken from.  
20 536 Q. Yes. During the event itself then, you've a situation 15:09  
21 where on certain days, unit B members who would have  
22 been stationed and on duty in Mitchelstown, were on  
23 duty at the Irish Open Golf instead, is that right?  
24 A. As were members from Fermoy, as were members from  
25 Youghal, from Middleton, from Gurrabraher, from 15:09  
26 Anglesea Street, Mayfield, so it's not just  
27 Mitchelstown.  
28 537 Q. No, I understand that. The question I wanted to ask:  
29 It wasn't the case then that Mitchelstown was left

1 unmaned when those members moved off to go somewhere  
2 else. Is it the situation that members who would have  
3 been on duty at Mitchelstown were replaced by other  
4 members on overtime, is that right?

5 A. The requirement -- the district was supplemented with I 15:09  
6 think a sergeant and five gardaí to man the district  
7 for the tour of duty.

8 538 Q. Yes. And just in terms of Sergeant Barry's specific  
9 case, he was replaced -- while he was at the Irish Golf  
10 Open he was replaced by another sergeant who was on 15:10  
11 overtime?

12 A. No. It wasn't specifically Sergeant Barry, Sergeant  
13 Gerry was also unit B from the Fermoy district, so that  
14 was two sergeants taken out of the district and  
15 replaced by one sergeant operating at the time on 15:10  
16 overtime. So it wasn't specifically Sergeant Barry was  
17 the only one replaced. There was two sergeants taken  
18 out of the district and replaced with one sergeant.  
19 That was the requirement, to man the district for the  
20 tour of duty. 15:10

21 539 Q. Can I just ask you to look at page 1439, please. Now,  
22 if we just start with the date of it. It's a  
23 documented dated 21st May 2014. It's addressed to you,  
24 to superintendent, Middleton. The signature, the rest  
25 appears at the bottom. It's a letter by Inspector 15:11  
26 Healy and it is setting out -- I'm sorry, Mr. Kavanagh  
27 would you mind just scrolling up, just to see the title  
28 of the letter, please. It's entitled "Re Irish Open -  
29 provisional report re draw of resources from outside

1 Midleton district". And it's a letter that goes on to  
2 set out the proposed allocation of who is going to work  
3 on which days at the Irish Golf Open. Do you recall  
4 seeing this?

5 A. I do, yeah. 15:11

6 540 Q. You probably recall, but look at the document to check,  
7 but Sergeant Barry is assigned to work on two  
8 particular days?

9 A. That's correct.

10 541 Q. Now, when you looked at the document and you saw it, 15:11  
11 did you have any concern that Sergeant Barry was one of  
12 the members who had been put forward to work?

13 A. No.

14 542 Q. In a context where we've discussed what you knew  
15 about -- 15:12

16 A. At the time, you know, we were trying to put in a  
17 policing plan together, which involved over a hundred  
18 personnel, so I wasn't looking at the specifics of who  
19 the individuals were. That only became apparent -- the  
20 plan was that we would brief all of the sergeants in 15:12  
21 advance and that's when Sergeant Barry came to  
22 Midleton, as part of that briefing.

23 543 Q. Yes.

24 A. So that's the first, even though that would have gone  
25 out and I would have signed it, but I wouldn't have 15:12  
26 looked at the specifics, nor would I have looked at the  
27 specifics guards other than this was the notification  
28 that was going to go to the Fermoy district or the  
29 Mallow district. That's all. I wouldn't have

1 considered the individuals that were on the list.

2 544 Q. You didn't consider which individual gardaí were  
3 listed?

4 A. Sorry?

5 545 Q. You didn't consider which individual gardaí were 15:12  
6 listed?

7 A. I'm sorry?

8 546 Q. Your evidence is that you did not consider the  
9 individual gardaí who were listed?

10 A. No, this was, and I've said it already, this was a unit 15:13  
11 issue, unit B were the designated unit to police the  
12 Irish Open and that was decided in conjunction with the  
13 representative bodies and also from a cost perspective  
14 as well.

15 547 Q. Okay. well, when you got this document from Inspector 15:13  
16 Healy, did you notice on getting the document that  
17 Sergeant Barry was listed to work on two days?

18 A. I didn't, no. As I said, I wasn't looking at the  
19 personnel. It was the unit and this was going out to  
20 the superintendents in Fermoy and Mallow, to notify 15:13  
21 them via the divisional office I think.

22 548 Q. You did have a briefing then with Sergeant Barry in  
23 June 2014, is that right?

24 A. Yeah. which we have spoke about already, yes, that's  
25 correct. 15:13

26 549 Q. You were aware at that stage, obviously by virtue of  
27 the fact that you're briefing for the event, that he  
28 was in fact working at the event?

29 A. That's correct.

1 550 Q. And you and Mr. Barry differ in terms of what exactly  
2 was said but I think you're on common ground in that  
3 both of you say that after the briefing Sergeant Barry  
4 informed you that he had concerns about working at the  
5 event and coming into contact with Superintendent 15:14  
6 Comyns, is that correct?

7 A. That's correct, and I informed him that I would take  
8 that into consideration.

9 551 Q. Yes. I just want to ask what you knew about how the  
10 event was going to take place and how you might have 15:14  
11 evaluated that in light of the information that you had  
12 been given. You had drawn up an operational order for  
13 the event with Inspector Healy, isn't that right?

14 A. That's correct.

15 552 Q. Now, that's at page 4543, but I want to look at a 15:14  
16 specific page from that, page 4550. If you wouldn't  
17 mind just scrolling down, Mr. Kavanagh. Just starting  
18 "All members parade for duty". I don't think we need  
19 to dwell on it too long because I don't think there  
20 will be anything between us on this. It was part of 15:15  
21 the operational order for the event that everyone who  
22 is on duty would have to parade for duty at a specific  
23 time, in effect attend at morning briefing, isn't that  
24 right?

25 A. That's correct and it also says there, supervisors will 15:15  
26 receive more comprehensive briefing packs, and that  
27 would have taken place as part of the briefing in  
28 Midleton station.

29 553 Q. Yes.

1 A. which we have referred to.

2 554 Q. So you knew from the operational order, though, that  
3 Sergeant Barry was going to have to be in attendance at  
4 the same briefing as Superintendent Comyns?

5 A. Yes. Along with Inspector Healy, I knew would have 15:15  
6 been there as well.

7 555 Q. You also presumably knew that given Superintendent  
8 Comyns had charge of policing at the event, that if  
9 some serious incident had happened in Sergeant Barry's  
10 area of responsibility, there was a good chance that 15:15  
11 the two of them would come into contact?

12 A. If there was a serious event, but there was -- Sergeant  
13 Barry was reporting to Inspector Healy, so if there was  
14 an issue, Superintendent Comyns would be dealing mainly  
15 with Inspector Healy. 15:16

16 556 Q. Yes. So you have a situation where you know about  
17 those points of contact or potential contact, Sergeant  
18 Barry is flagging to you that he has concerns about  
19 coming into contact with Superintendent Comyns, you  
20 were able to deduce from the medical certificate that 15:16  
21 there is something in the medical certificate that  
22 posed some sort of issue in terms of Superintendent  
23 Comyns and Sergeant Barry coming into contact. Do I  
24 have that all right as a summary?

25 A. Sorry, can you repeat? 15:16

26 557 Q. I'm sorry, it's a very long question. So, just to go  
27 through that. We discussed that Sergeant Barry and  
28 Superintendent Comyns would be in contact at the daily  
29 briefing, you knew that?

1 A. I did know that, yeah.

2 558 Q. You knew that they could potentially come into contact  
3 if there was some serious incident at the event, is  
4 that correct?

5 A. That's correct, but I was also aware that Inspector 15:17  
6 Healy -- that Sergeant Barry would be reporting to  
7 Inspector Healy and that should there be a serious  
8 event that Superintendent Comyns would be dealing with  
9 Inspector Healy as the inspector who would be over the  
10 traffic there and who Sergeant Barry would be reporting 15:17  
11 to.

12 559 Q. Sergeant Barry was flagging to you after the briefing  
13 that he was concerned about coming into contact with  
14 Superintendent Comyns?

15 A. He flagged that, that's correct. 15:17

16 560 Q. And we've had our discussion in terms of the medical  
17 certificate and how you could deduce from the fact that  
18 you knew there was something in it about Fermoy Garda  
19 Station, that there was some sort of issue about  
20 Superintendent Comyns and Sergeant Barry coming into 15:17  
21 contact, is that right?

22 A. Yes.

23 561 Q. Did you consider, in light of all those circumstances,  
24 simply taking Sergeant Barry off duty for the event?

25 A. No, I didn't, no. 15:18

26 562 Q. You're saying that all that you did in the  
27 circumstances was that you told Sergeant Barry that you  
28 would keep in mind what he said and take it into  
29 account?

1 A. Yeah, and having Inspector Healy as the person he was  
2 reporting to, I felt that that would have been adequate  
3 in the situation.

4 563 Q. Thank you.

15:18

5  
6 END OF EXAMINATION

7  
8 CHAIRMAN: Now, who else is there? Anybody else?  
9 Mr. O'Brien, have you any questions?

10 MR. O'BRIEN: No, Chairman.

15:18

11 CHAIRMAN: Mr. Carroll, you have no questions?

12  
13 MR. JOHN QUILTER WAS QUESTIONED BY MR. CARROLL, AS  
14 FOLLOWS:

15  
16 564 Q. MR. CARROLL: Just one, just to put the issue I suppose  
17 to Superintendent Quilter. The issue that the tribunal  
18 is looking at, is that you targeted and discredited  
19 Sergeant Barry by facilitating -- because he made a  
20 protected disclosure, by facilitating the presence of  
21 Superintendent Comyns at the Open. Just in relation to  
22 that, what do you say to that allegation?

15:18

15:19

23 A. That's totally incorrect. I had my holidays booked  
24 well before I ever knew that the Irish Open Golf was  
25 going to take place at Fota Island.

15:19

26 565 Q. Just on that, just briefly, the meeting, Sergeant Barry  
27 at the point of the meeting you had, you're not sure of  
28 the date, in advance of the Open, he indicated to you a  
29 difficulty, you said you'd take it on board, but he



1 knew at that point that Superintendent Comyns was going  
2 to be in overall command and he knew that at that  
3 point, isn't that right?  
4 A. That's correct.  
5 566 Q. And he knew the role of Inspector Healy as well at that 15:19  
6 point?  
7 A. That's correct.  
8 567 Q. And all of these documents that my friend has opened  
9 would have been documents that were sent to him in  
10 advance of the Open? 15:20  
11 A. That's correct.  
12 568 Q. Thank you.  
13  
14 END OF EXAMINATION  
15 15:20  
16 CHAIRMAN: Now, Ms. McGrath, any questions?  
17 MS. McGRATH: Nothing arising, Chairman. Thank you,  
18 superintendent.  
19 CHAIRMAN: Thank you very much, superintendent. You're  
20 free to go, thank you very much. Just before we break, 15:20  
21 Mr. Perry, I was even more wrong, because I have  
22 discovered my own notes recalled the matter that I said  
23 you hadn't mentioned. So I apologise again.  
24 MR. PERRY: No issue at all  
25 CHAIRMAN: Thank you very much. All right, well now, 15:20  
26 we're not working next week. So do we have the date,  
27 Mr. McGuinness?  
28 MR. McGUINESS: Chairman, the intention is that we  
29 would resume evidence on the 14th June.

1 CHAIRMAN: Thank you very much.

2 MR. McGUI NNESS: I think we won't be sitting on the  
3 15th June.

4 CHAIRMAN: Correct, that's because I have a need.

5 MR. McGUI NNESS: Then we will have evidence on the 16th 15:20  
6 and on the morning of the 17th June. And then we will  
7 sit two days the following week.

8 CHAIRMAN: All right.

9 MR. McGUI NNESS: We hope to notify the parties, if  
10 possible today, as to the indicative witness list. We 15:21  
11 just have to try and finally confirm availability for a  
12 couple of the witnesses later this afternoon.

13 CHAIRMAN: Very good. Everyone clear on that? And if  
14 anyone has any difficulties, keep in touch with counsel  
15 or solicitors. Okay. All right. Thank you very much. 15:21  
16 Thank you for your assistance. Very good.

17

18 THE TRIBUNAL THEN ADJOURNED UNTIL TUESDAY, 14TH JUNE  
19 2015 AT 11 A.M.

20

21

22

23

24

25

26

27

28

29

	<p><b>144</b> [1] - 4:16  <b>147</b> [1] - 16:6  <b>14th</b> [1] - 145:29  <b>14TH</b> [1] - 146:18  <b>15</b> [2] - 89:1, 94:27  <b>15th</b> [4] - 50:26, 82:2, 82:4, 146:3  <b>16th</b> [1] - 146:5  <b>175</b> [1] - 100:16  <b>176</b> [5] - 93:13, 93:14, 93:17, 93:18, 93:20  <b>177</b> [1] - 117:20  <b>178</b> [5] - 90:12, 93:15, 93:16, 100:16  <b>17th</b> [3] - 84:18, 132:26, 146:6  <b>18</b> [1] - 103:27  <b>1861</b> [1] - 28:3  <b>1864</b> [1] - 28:4  <b>18th</b> [3] - 30:4, 30:13, 115:23  <b>19</b> [1] - 68:16  <b>198</b> [2] - 109:18, 109:22  <b>1983</b> [1] - 103:22  <b>1984</b> [2] - 105:15, 123:10  <b>19th</b> [5] - 32:23, 43:28, 44:24, 101:27, 115:19</p>	<p>121:16, 122:16, 124:21, 125:12  <b>2013</b> [27] - 6:10, 6:20, 12:2, 12:5, 13:16, 16:20, 16:26, 41:14, 43:28, 43:29, 44:25, 44:27, 50:26, 52:9, 52:13, 52:20, 52:22, 52:26, 54:4, 59:26, 73:5, 73:6, 73:15, 74:6, 108:18, 121:16, 122:16  <b>2014</b> [25] - 64:21, 91:24, 91:26, 91:29, 101:27, 106:19, 107:25, 108:22, 109:2, 109:3, 114:1, 114:17, 115:12, 116:3, 118:21, 124:28, 125:5, 125:14, 125:25, 125:28, 126:22, 129:25, 132:27, 138:23, 140:23  <b>2015</b> [21] - 38:15, 38:22, 38:28, 39:14, 41:13, 47:26, 65:6, 65:14, 66:8, 66:21, 67:6, 67:24, 78:13, 79:19, 84:18, 84:23, 85:12, 85:22, 85:25, 98:17, 146:19  <b>2016</b> [9] - 30:4, 30:8, 30:14, 32:23, 32:26, 33:16, 69:18, 104:12  <b>2017</b> [9] - 30:25, 30:26, 31:11, 82:4, 82:13, 83:18, 104:9  <b>2017</b>" [1] - 82:2  <b>2018</b> [6] - 31:20, 31:23, 31:29, 34:2, 34:15, 37:6  <b>2019</b> [1] - 104:10  <b>2020</b> [3] - 72:20, 72:23, 72:29  <b>2021</b> [3] - 8:15, 85:10, 85:21  <b>2022</b> [2] - 5:2, 125:20</p>	<p><b>20th</b> [4] - 66:8, 66:21, 68:1, 82:13  <b>21</b> [2] - 3:10, 55:9  <b>21st</b> [2] - 56:3, 138:23  <b>22nd</b> [1] - 72:28  <b>23rd</b> [8] - 30:8, 30:14, 32:25, 33:16, 67:23, 91:24, 91:27, 91:28  <b>24th</b> [4] - 64:21, 68:15, 69:5  <b>259</b> [1] - 31:19  <b>27</b> [1] - 94:21  <b>2720</b> [1] - 125:2  <b>27th</b> [6] - 44:27, 54:3, 54:24, 84:23, 85:22, 85:25  <b>28th</b> [6] - 72:20, 73:5, 73:6, 73:14, 74:6  <b>2943</b> [1] - 106:2  <b>2nd</b> [8] - 30:26, 31:20, 31:22, 31:29, 38:14, 38:22, 69:18, 125:5  <b>2pm</b> [1] - 38:22</p>	<p><b>4</b></p> <p><b>4.55</b> [1] - 6:19  <b>4.55pm</b> [1] - 6:12  <b>40</b> [3] - 17:9, 26:21, 99:17  <b>4002</b> [1] - 126:6  <b>4131</b> [3] - 55:8, 70:12, 70:13  <b>4132</b> [1] - 54:1  <b>415</b> [1] - 64:14  <b>4151</b> [1] - 63:9  <b>429</b> [2] - 52:24, 52:25  <b>432</b> [1] - 60:2  <b>434</b> [1] - 60:3  <b>4543</b> [1] - 141:15  <b>4550</b> [1] - 141:16  <b>469</b> [2] - 66:16, 66:19  <b>474</b> [1] - 39:3  <b>4744</b> [2] - 32:13, 32:14  <b>4749</b> [2] - 96:27, 97:10  <b>476</b> [2] - 39:26, 68:7  <b>477</b> [1] - 68:7  <b>485</b> [1] - 74:21  <b>4i</b> [1] - 47:9  <b>4th</b> [1] - 6:20</p>	<p><b>65</b> [3] - 90:13, 90:14, 90:27  <b>6th</b> [2] - 55:9, 98:1</p> <p><b>7</b></p> <p><b>7</b> [1] - 3:5  <b>734</b> [1] - 19:24  <b>78</b> [1] - 93:23  <b>7th</b> [7] - 47:26, 52:8, 52:13, 52:19, 52:25, 53:17, 79:19</p> <p><b>8</b></p> <p><b>8</b> [1] - 111:19  <b>8,000</b> [1] - 57:12  <b>8.3</b> [5] - 63:21, 63:28, 64:8, 71:3, 71:15  <b>80</b> [1] - 26:21  <b>87</b> [1] - 94:22  <b>89</b> [1] - 4:6  <b>8th</b> [1] - 16:20</p> <p><b>9</b></p> <p><b>9.45</b> [1] - 72:21  <b>927</b> [2] - 103:13, 106:26  <b>928</b> [1] - 116:14  <b>9th</b> [9] - 13:16, 13:21, 34:2, 48:21, 61:7, 65:14, 69:6, 92:22, 95:16</p> <p><b>A</b></p> <p><b>A.M</b> [1] - 146:19  <b>A/C</b> [11] - 16:12, 22:21, 23:27, 28:15, 54:6, 54:26, 59:15, 60:3, 63:25, 79:13, 134:23  <b>able</b> [7] - 36:15, 42:3, 111:2, 135:2, 135:4, 135:18, 142:20  <b>abreast</b> [1] - 114:27  <b>absence</b> [1] - 134:25  <b>absolutely</b> [8] -</p>
<b>1</b>					
<p><b>1</b> [1] - 46:11  <b>1-8</b> [3] - 83:5, 83:11, 83:27  <b>1-9</b> [1] - 83:6  <b>10</b> [1] - 94:23  <b>100</b> [1] - 4:7  <b>100,000</b> [1] - 111:23  <b>101</b> [1] - 4:9  <b>103</b> [1] - 4:13  <b>108</b> [1] - 79:10  <b>10th</b> [2] - 52:15, 59:26  <b>11</b> [2] - 90:27, 146:19  <b>11.25</b> [1] - 46:10  <b>11.29</b> [1] - 28:20  <b>110</b> [1] - 111:4  <b>111</b> [2] - 78:16, 78:18  <b>118</b> [1] - 48:2  <b>11am</b> [1] - 67:23  <b>11th</b> [3] - 16:26, 31:11, 34:15  <b>12.12</b> [1] - 25:7  <b>120</b> [1] - 111:4  <b>122</b> [1] - 4:14  <b>124</b> [1] - 48:2  <b>12th</b> [1] - 82:13  <b>1347</b> [1] - 134:11  <b>138</b> [1] - 86:3  <b>13th</b> [2] - 92:19, 95:13  <b>14</b> [3] - 44:7, 45:20, 46:26  <b>142</b> [4] - 17:17, 20:28, 21:1, 23:21  <b>143</b> [1] - 16:18  <b>1439</b> [1] - 138:21</p>	<p><b>2</b></p> <p><b>2</b> [1] - 3:10  <b>2.46pm</b> [1] - 39:13  <b>20</b> [4] - 26:21, 26:22, 26:24, 54:25  <b>20-odd</b> [1] - 27:11  <b>2000</b> [1] - 99:11  <b>2006</b> [1] - 28:9  <b>2010</b> [4] - 46:21, 103:22, 103:27, 105:10  <b>2011</b> [5] - 52:20, 103:28, 104:1, 104:2, 107:23  <b>2012</b> [14] - 17:29, 19:17, 41:14, 104:3, 104:11, 105:4, 107:24, 108:13, 108:14, 108:18,</p>	<p><b>3</b></p> <p><b>30</b> [2] - 26:22, 37:11  <b>31st</b> [3] - 30:25, 86:2, 98:3  <b>32</b> [2] - 3:4, 86:3  <b>34</b> [1] - 100:16  <b>340</b> [1] - 44:5  <b>345</b> [1] - 101:29  <b>350</b> [2] - 38:19, 38:20  <b>352</b> [1] - 30:7  <b>353</b> [2] - 30:24, 81:27  <b>354</b> [1] - 30:24  <b>359</b> [1] - 100:9  <b>361</b> [3] - 5:24, 7:12, 7:18  <b>3910</b> [2] - 132:24  <b>398</b> [1] - 44:6  <b>3rd</b> [6] - 17:28, 19:17, 30:26, 38:28, 39:14, 68:1  <b>3RD</b> [1] - 5:1</p>	<p><b>5</b></p> <p><b>5</b> [2] - 4:5, 94:24  <b>50</b> [1] - 71:21  <b>5148</b> [1] - 13:10  <b>517</b> [1] - 30:8  <b>5260</b> [1] - 78:24  <b>529</b> [1] - 30:27  <b>530</b> [1] - 30:27  <b>531</b> [1] - 30:28  <b>532</b> [1] - 34:14  <b>5619</b> [1] - 84:14  <b>5624</b> [1] - 11:3  <b>565</b> [1] - 110:17  <b>5675</b> [2] - 33:8, 33:10  <b>568</b> [1] - 110:15  <b>5757</b> [1] - 91:14  <b>5th</b> [3] - 6:10, 31:28, 68:8</p>	<p><b>6</b></p> <p><b>6</b> [1] - 93:24</p>	

<p>10:15, 76:25, 88:21, 106:5, 112:16, 122:22, 130:19, 131:24</p> <p><b>abstract</b> [1] - 7:23</p> <p><b>accede</b> [3] - 48:23, 48:26, 61:7</p> <p><b>accept</b> [6] - 16:13, 102:2, 102:8, 102:15, 120:7, 129:26</p> <p><b>accepted</b> [1] - 111:27</p> <p><b>accepting</b> [1] - 56:1</p> <p><b>accident</b> [1] - 118:4</p> <p><b>accommodation</b> [1] - 12:26</p> <p><b>accommodations</b> [1] - 10:11</p> <p><b>accompanied</b> [3] - 82:4, 82:14, 116:7</p> <p><b>accompany</b> [2] - 14:4, 14:7</p> <p><b>accordance</b> [1] - 23:26</p> <p><b>according</b> [2] - 93:29, 98:9</p> <p><b>account</b> [2] - 130:18, 143:29</p> <p><b>accurately</b> [2] - 131:17, 135:28</p> <p><b>accusation</b> [1] - 98:21</p> <p><b>acknowledge</b> [3] - 29:11, 63:17, 129:14</p> <p><b>acknowledged</b> [2] - 5:20, 88:2</p> <p><b>act</b> [3] - 42:22, 43:1, 86:13</p> <p><b>acting</b> [5] - 34:24, 34:25, 86:14, 86:18, 86:28</p> <p><b>action</b> [2] - 24:3, 77:19</p> <p><b>actions</b> [2] - 7:2, 7:3</p> <p><b>Actions</b> [1] - 132:28</p> <p><b>active</b> [1] - 26:16</p> <p><b>actively</b> [5] - 63:29, 73:11, 73:18, 75:21, 75:24</p>	<p><b>actual</b> [4] - 78:22, 78:28, 115:24, 127:16</p> <p><b>add</b> [1] - 40:17</p> <p><b>address</b> [1] - 28:17</p> <p><b>addressed</b> [9] - 16:20, 17:18, 19:2, 52:28, 54:6, 55:12, 64:20, 119:24, 138:23</p> <p><b>addressee</b> [1] - 55:15</p> <p><b>adequate</b> [1] - 144:2</p> <p><b>adhere</b> [2] - 45:11, 49:29</p> <p><b>adhered</b> [1] - 49:22</p> <p><b>adjoining</b> [2] - 106:13, 114:28</p> <p><b>ADJOURNED</b> [2] - 89:16, 146:18</p> <p><b>adjourned</b> [1] - 15:2</p> <p><b>adopt</b> [1] - 60:24</p> <p><b>advance</b> [12] - 14:23, 39:29, 45:29, 46:2, 114:23, 133:23, 134:4, 134:19, 135:3, 139:21, 144:28, 145:10</p> <p><b>advance</b> [1] - 134:16</p> <p><b>advertising</b> [1] - 29:9</p> <p><b>advice</b> [2] - 47:3, 121:9</p> <p><b>advices</b> [1] - 67:4</p> <p><b>advised</b> [2] - 86:4, 112:24</p> <p><b>Affairs</b> [1] - 77:8</p> <p><b>affected</b> [4] - 99:8, 99:9, 99:15</p> <p><b>affecting</b> [2] - 42:2, 111:16</p> <p><b>afternoon</b> [3] - 101:15, 103:16, 146:12</p> <p><b>afterwards</b> [3] - 11:22, 56:18, 118:29</p> <p><b>Agency</b> [1] - 82:7</p> <p><b>agency</b> [1] - 82:24</p> <p><b>ago</b> [3] - 18:4, 20:5, 93:15</p>	<p><b>agree</b> [27] - 9:26, 10:5, 13:7, 13:27, 14:17, 16:10, 17:13, 19:29, 23:28, 24:12, 24:15, 24:16, 27:9, 30:17, 31:26, 38:8, 47:15, 47:16, 53:5, 55:16, 60:6, 78:8, 78:29, 91:6, 133:5, 134:29</p> <p><b>agreed</b> [4] - 15:2, 61:24, 91:4, 130:7</p> <p><b>agreeing</b> [2] - 87:11, 87:12</p> <p><b>agreement</b> [1] - 113:13</p> <p><b>AGS</b> [1] - 32:23</p> <p><b>AGSI</b> [2] - 14:28, 15:3</p> <p><b>ahead</b> [2] - 96:19, 128:19</p> <p><b>allegation</b> [20] - 13:18, 50:20, 83:26, 84:9, 85:8, 85:26, 85:27, 98:13, 120:21, 122:12, 124:19, 124:22, 124:26, 125:5, 125:8, 125:9, 125:10, 125:14, 125:27, 144:22</p> <p><b>allegations</b> [9] - 14:15, 79:17, 79:18, 80:6, 80:9, 82:29, 83:29, 99:8, 122:26</p> <p><b>alleged</b> [6] - 77:10, 78:14, 79:14, 124:4, 124:9, 124:21</p> <p><b>alleging</b> [2] - 81:12, 84:26</p> <p><b>allocation</b> [2] - 51:25, 139:2</p> <p><b>allowed</b> [3] - 12:27, 64:1, 69:19</p> <p><b>allows</b> [2] - 25:8, 25:10</p> <p><b>alluded</b> [1] - 86:10</p> <p><b>almost</b> [3] - 7:6, 30:25, 114:4</p> <p><b>alone</b> [1] - 23:24</p> <p><b>alternately</b> [1] - 13:13</p>	<p><b>alternative</b> [1] - 10:10</p> <p><b>amalgamation</b> [3] - 52:16, 52:21, 104:21</p> <p><b>ambit</b> [1] - 15:26</p> <p><b>amend</b> [2] - 28:29, 29:25</p> <p><b>amended</b> [1] - 34:4</p> <p><b>amending</b> [1] - 34:18</p> <p><b>amount</b> [1] - 24:21</p> <p><b>amounts</b> [1] - 47:11</p> <p><b>analogy</b> [1] - 131:1</p> <p><b>AND</b> [1] - 89:16</p> <p><b>ANDREW</b> [1] - 3:3</p> <p><b>Anglesea</b> [11] - 65:7, 68:12, 68:20, 69:10, 69:22, 74:12, 74:28, 104:8, 104:9, 136:16, 137:26</p> <p><b>announced</b> [1] - 115:9</p> <p><b>announcement</b> [1] - 133:24</p> <p><b>announcement</b> [1] - 42:13</p> <p><b>annoyed</b> [1] - 38:2</p> <p><b>annual</b> [8] - 110:21, 112:22, 113:14, 113:17, 113:23, 114:5, 114:7, 115:16</p> <p><b>answer</b> [22] - 20:27, 27:3, 42:14, 42:21, 62:4, 65:1, 71:27, 85:4, 85:19, 85:22, 86:5, 121:19, 122:17, 123:2, 123:6, 123:25, 129:7, 131:7, 131:25, 131:29, 136:1</p> <p><b>answerable</b> [3] - 12:11, 12:12, 12:17</p> <p><b>answered</b> [1] - 9:6</p> <p><b>answers</b> [1] - 88:7</p> <p><b>ANTHONY</b> [1] -</p>	<p>3:1</p> <p><b>Anthony</b> [4] - 68:2, 68:9, 68:10, 101:18</p> <p><b>anticipated</b> [1] - 13:26</p> <p><b>anxious</b> [1] - 15:8</p> <p><b>anyway</b> [7] - 5:25, 56:3, 63:17, 71:19, 76:12, 98:26, 102:12</p> <p><b>apologise</b> [1] - 145:23</p> <p><b>appalling</b> [1] - 16:1</p> <p><b>apparent</b> [2] - 74:8, 139:19</p> <p><b>appeal</b> [14] - 63:22, 63:27, 63:28, 64:1, 69:15, 69:19, 73:19, 74:13, 74:15, 74:16, 75:4, 75:22, 92:27</p> <p><b>appealed</b> [5] - 63:6, 69:1, 69:16, 74:14, 93:5</p> <p><b>appeals</b> [2] - 74:19, 74:20</p> <p><b>appear</b> [3] - 20:2, 66:1, 77:21</p> <p><b>appearing</b> [1] - 131:19</p> <p><b>appended</b> [1] - 17:22</p> <p><b>application</b> [5] - 28:11, 91:18, 92:7, 98:15</p> <p><b>applications</b> [1] - 28:28</p> <p><b>applied</b> [4] - 30:3, 59:26, 67:13, 121:15</p> <p><b>apply</b> [5] - 25:26, 64:4, 64:9, 91:3, 91:6</p> <p><b>appoint</b> [1] - 44:26</p> <p><b>appointed</b> [3] - 44:6, 75:14, 93:26</p> <p><b>appreciate</b> [1] - 73:26</p> <p><b>approach</b> [1] - 13:6</p> <p><b>approached</b> [3] - 43:13, 43:16, 62:12</p>	<p><b>appropriate</b> [1] - 91:14</p> <p><b>April</b> [24] - 6:10, 6:20, 12:2, 12:5, 13:16, 13:21, 16:26, 34:2, 43:28, 44:24, 48:21, 61:7, 64:21, 84:18, 84:23, 85:22, 85:25, 92:22, 94:29, 95:17, 95:24, 95:27, 132:27</p> <p><b>area</b> [7] - 39:25, 48:7, 52:18, 60:26, 71:11, 142:10</p> <p><b>areas</b> [1] - 53:24</p> <p><b>arguing</b> [1] - 67:29</p> <p><b>arise</b> [1] - 129:1</p> <p><b>arisen</b> [1] - 107:17</p> <p><b>arises</b> [1] - 120:22</p> <p><b>arising</b> [1] - 145:17</p> <p><b>ARRAN</b> [1] - 3:4</p> <p><b>arranged</b> [1] - 66:22</p> <p><b>arrived</b> [1] - 37:5</p> <p><b>AS</b> [9] - 5:1, 5:8, 89:16, 89:22, 100:5, 101:13, 103:8, 122:1, 144:13</p> <p><b>ASAP</b> [1] - 7:11</p> <p><b>ascertain</b> [2] - 21:1, 35:5</p> <p><b>aspect</b> [3] - 108:28, 112:3, 125:23</p> <p><b>aspects</b> [1] - 129:23</p> <p><b>assault</b> [3] - 84:28, 85:9, 85:28</p> <p><b>asserted</b> [1] - 63:12</p> <p><b>assertion</b> [3] - 8:20, 8:21, 81:4</p> <p><b>assessment</b> [1] - 24:25</p> <p><b>assigned</b> [2] - 136:23, 139:7</p> <p><b>assist</b> [2] - 97:14, 98:19</p> <p><b>assistance</b> [2] - 9:16, 146:16</p>
---	---	--	--	--	---

<p><b>assistant</b> [8] - 20:17, 20:21, 21:6, 22:1, 22:9, 55:12, 84:24, 85:16</p> <p><b>Assistant</b> [10] - 17:28, 19:14, 19:16, 101:17, 101:19, 101:22, 101:26, 102:3, 102:6, 102:13</p> <p><b>assumption</b> [2] - 26:10, 131:27</p> <p><b>AT</b> [1] - 146:19</p> <p><b>attached</b> [6] - 16:26, 28:7, 33:18, 50:28, 80:27, 81:1</p> <p><b>attempt</b> [3] - 65:7, 74:25, 74:28</p> <p><b>attempted</b> [2] - 50:19, 63:23</p> <p><b>attend</b> [18] - 38:24, 61:6, 64:25, 76:4, 87:8, 87:17, 88:3, 107:9, 111:2, 111:14, 119:27, 127:7, 134:7, 134:20, 135:2, 135:4, 135:18, 141:23</p> <p><b>attendance</b> [6] - 38:14, 38:27, 39:10, 131:10, 132:6, 142:3</p> <p><b>attended</b> [5] - 15:21, 82:5, 107:18, 114:25, 127:18</p> <p><b>attending</b> [7] - 14:1, 16:25, 77:19, 109:28, 120:2, 120:3, 126:28</p> <p><b>attention</b> [3] - 19:8, 119:13, 119:18</p> <p><b>attitude</b> [1] - 12:23</p> <p><b>attracted</b> [1] - 111:23</p> <p><b>attracts</b> [1] - 136:12</p> <p><b>August</b> [10] - 17:29, 19:17, 41:14, 47:26, 72:28, 78:13, 79:19, 91:24,</p>	<p>91:26, 98:18</p> <p><b>authority</b> [1] - 94:1</p> <p><b>availability</b> [1] - 146:11</p> <p><b>available</b> [6] - 21:9, 21:26, 51:15, 52:6, 53:28, 136:16</p> <p><b>avails</b> [1] - 92:12</p> <p><b>avoid</b> [1] - 67:7</p> <p><b>avoided</b> [3] - 36:5, 37:3, 37:23</p> <p><b>awarding</b> [1] - 33:20</p> <p><b>aware</b> [61] - 21:14, 27:3, 27:6, 27:9, 31:12, 40:14, 42:6, 42:8, 60:17, 63:5, 73:15, 78:13, 79:17, 80:5, 81:10, 84:7, 84:8, 87:13, 91:10, 96:28, 98:20, 106:22, 106:25, 107:26, 107:28, 107:29, 108:1, 108:12, 108:14, 108:15, 108:27, 109:1, 109:8, 109:20, 109:27, 110:26, 111:6, 111:7, 114:21, 118:2, 119:27, 122:14, 122:19, 122:20, 122:22, 122:26, 123:6, 124:2, 124:18, 124:22, 124:26, 125:22, 126:4, 126:18, 126:20, 126:23, 127:11, 128:27, 136:25, 140:26, 143:5</p> <p><b>awareness</b> [3] - 108:4, 109:15, 109:24</p>	<p>79:21, 80:18, 81:3, 81:24</p> <p><b>barristers</b> [1] - 82:24</p> <p><b>Barry</b> [172] - 5:16, 9:22, 10:19, 11:1, 11:13, 11:19, 12:1, 12:6, 13:15, 13:18, 13:29, 15:20, 17:3, 17:5, 17:13, 18:28, 19:5, 19:9, 22:16, 23:20, 27:13, 29:1, 30:3, 31:29, 33:4, 33:20, 34:27, 36:11, 38:23, 39:7, 39:22, 39:29, 41:9, 42:6, 43:10, 43:20, 44:24, 46:14, 47:8, 48:12, 49:1, 49:6, 50:4, 50:10, 50:20, 50:27, 54:13, 54:20, 54:27, 55:5, 56:16, 57:4, 57:24, 59:9, 59:26, 61:19, 62:3, 62:14, 62:26, 63:6, 63:21, 64:7, 64:24, 66:29, 67:9, 67:11, 67:21, 68:4, 68:11, 69:11, 69:15, 69:22, 70:29, 73:11, 73:19, 74:3, 74:14, 76:5, 76:26, 77:10, 78:13, 79:12, 81:11, 84:25, 87:7, 87:16, 88:2, 89:27, 90:1, 90:9, 91:19, 92:2, 93:7, 93:10, 93:22, 95:12, 97:25, 98:17, 98:23, 100:15, 101:3, 101:21, 102:4, 102:8, 106:7, 106:8, 106:12, 106:23, 107:5, 107:6, 108:6, 108:26, 109:4, 109:15, 109:28, 111:27, 115:29, 116:2, 116:23, 116:25, 117:1, 118:2, 118:16,</p>	<p>118:17, 118:18, 119:22, 120:17, 120:26, 121:2, 121:5, 122:12, 124:19, 125:10, 126:8, 126:27, 127:12, 129:25, 129:27, 130:1, 130:5, 130:22, 130:27, 132:10, 132:21, 133:7, 135:26, 136:22, 136:26, 138:12, 138:16, 139:7, 139:11, 139:21, 140:17, 140:22, 141:1, 141:3, 142:3, 142:13, 142:18, 142:23, 142:27, 143:6, 143:10, 143:12, 143:20, 143:24, 143:27, 144:19, 144:26</p> <p><b>Barry's</b> [17] - 7:6, 27:29, 28:11, 29:23, 30:10, 33:17, 34:17, 38:13, 39:10, 64:2, 82:8, 92:6, 95:10, 96:29, 110:26, 138:8, 142:9</p> <p><b>Barryscourt</b> [2] - 116:27, 117:12</p> <p><b>based</b> [5] - 10:20, 10:21, 49:3, 53:12, 136:20</p> <p><b>basis</b> [4] - 40:21, 63:28, 107:19, 112:1</p> <p><b>BE</b> [1] - 5:7</p> <p><b>bear</b> [8] - 29:7, 43:22, 56:21, 65:10, 66:24, 70:8, 72:17, 86:9</p> <p><b>became</b> [10] - 81:10, 84:7, 103:22, 105:3, 105:10, 123:6, 124:18, 124:22, 124:25, 139:19</p> <p><b>become</b> [6] - 84:7, 98:20, 114:18, 122:19, 122:26, 128:24</p> <p><b>BEEN</b> [1] - 103:7</p> <p><b>beg</b> [4] - 7:13, 31:22, 86:20,</p>	<p>93:16</p> <p><b>began</b> [1] - 86:21</p> <p><b>beginning</b> [5] - 7:29, 16:16, 54:13, 107:23, 109:21</p> <p><b>begins</b> [1] - 48:1</p> <p><b>begun</b> [1] - 78:4</p> <p><b>behalf</b> [3] - 11:1, 82:24, 101:19</p> <p><b>beings</b> [1] - 50:6</p> <p><b>belief</b> [3] - 28:1, 135:7, 135:8</p> <p><b>believer</b> [1] - 45:12</p> <p><b>belt</b> [5] - 15:23, 15:25, 15:27, 15:28, 95:28</p> <p><b>best</b> [6] - 45:7, 45:11, 51:25, 106:11, 115:26, 125:15</p> <p><b>better</b> [4] - 62:17, 69:29, 73:29, 84:3</p> <p><b>between</b> [18] - 10:18, 11:5, 16:17, 40:15, 40:18, 49:25, 60:18, 67:5, 86:20, 86:28, 89:26, 91:11, 92:16, 104:11, 104:28, 113:13, 132:25, 141:20</p> <p><b>beyond</b> [1] - 21:23</p> <p><b>big</b> [2] - 45:1, 45:3</p> <p><b>bigger</b> [2] - 104:20, 104:25</p> <p><b>bit</b> [20] - 16:19, 17:19, 18:24, 19:25, 24:20, 28:22, 33:11, 36:19, 44:27, 45:17, 50:13, 56:5, 64:18, 64:19, 70:18, 70:26, 92:5, 100:29, 122:7, 129:25</p> <p><b>BL</b> [2] - 3:2, 3:7</p> <p><b>black</b> [2] - 33:28, 81:10</p> <p><b>blacked</b> [1] - 97:26</p> <p><b>board</b> [10] - 116:25, 117:6,</p>	<p>117:10, 117:28, 118:7, 121:3, 130:3, 130:17, 131:5, 144:29</p> <p><b>bodies</b> [2] - 136:20, 140:13</p> <p><b>body</b> [3] - 19:12, 54:11, 83:8</p> <p><b>bogged</b> [1] - 67:18</p> <p><b>booked</b> [9] - 110:21, 112:20, 114:7, 114:11, 114:12, 121:15, 134:21, 135:8, 144:23</p> <p><b>booklet</b> [2] - 31:20, 34:15</p> <p><b>borders</b> [1] - 104:23</p> <p><b>bothered</b> [1] - 62:5</p> <p><b>bottom</b> [9] - 54:7, 55:16, 64:15, 74:21, 74:23, 79:2, 91:27, 134:15, 138:25</p> <p><b>box</b> [1] - 92:4</p> <p><b>boxes</b> [1] - 92:4</p> <p><b>breached</b> [1] - 44:11</p> <p><b>break</b> [2] - 88:15, 145:20</p> <p><b>BREFFNI</b> [1] - 3:7</p> <p><b>bridge</b> [1] - 104:22</p> <p><b>brief</b> [3] - 100:7, 130:3, 139:20</p> <p><b>briefed</b> [2] - 119:3, 120:12</p> <p><b>briefing</b> [24] - 49:8, 87:17, 106:16, 116:6, 116:11, 116:19, 120:4, 120:12, 120:14, 129:24, 129:27, 130:8, 130:10, 134:23, 139:22, 140:22, 140:27, 141:3, 141:23, 141:26, 142:29, 143:12</p> <p><b>briefings</b> [2] - 119:28, 120:9</p> <p><b>briefly</b> [2] - 13:11, 144:26</p> <p><b>bring</b> [8] - 7:12,</p>
<b>B</b>					
	<p><b>background</b> [4] - 103:17, 118:10, 123:8, 130:21</p> <p><b>backing</b> [1] - 50:13</p> <p><b>Bantry</b> [1] - 103:27</p> <p><b>Barrett</b> [6] - 47:25, 75:14,</p>				

<p>14:24, 53:7, 77:27, 96:19, 116:14, 126:5, 132:24 <b>bringing</b> [4] - 19:7, 96:4, 119:13, 119:18 <b>broken</b> [1] - 101:23 <b>brought</b> [13] - 51:29, 62:24, 66:23, 82:27, 94:14, 94:17, 95:23, 119:8, 133:9, 136:5, 136:8, 136:10, 136:16 <b>Browne</b> [4] - 15:23, 15:27, 15:28, 95:28 <b>browne</b> [1] - 15:25 <b>bulletin</b> [3] - 65:17, 65:25, 65:26 <b>bulletins</b> [1] - 42:17 <b>bullied</b> [1] - 122:12 <b>bullying</b> [17] - 77:10, 78:15, 79:15, 80:15, 81:12, 83:6, 83:21, 84:29, 108:12, 108:16, 108:28, 109:11, 122:24, 122:26, 123:20, 124:3, 124:11 <b>bullying/ harassment</b> [1] - 83:26 <b>business</b> [2] - 78:24, 96:4 <b>but..</b> [2] - 52:23, 72:13 <b>BY</b> [16] - 3:3, 3:8, 4:5, 4:6, 4:7, 4:9, 4:13, 4:14, 4:16, 5:7, 89:21, 100:4, 101:12, 103:8, 122:1, 144:13</p>	<p>22:3 <b>cannot</b> [1] - 94:2 <b>capacity</b> [1] - 105:16 <b>car</b> [5] - 13:15, 13:20, 95:14, 96:3, 100:18 <b>career</b> [2] - 28:26, 104:6 <b>careers</b> [1] - 123:14 <b>Carr</b> [2] - 34:3, 36:25 <b>carried</b> [1] - 75:27 <b>Carriktwohill</b> [4] - 100:20, 100:25, 116:27, 117:13 <b>Carroll</b> [7] - 99:25, 99:29, 128:8, 128:23, 129:5, 129:13, 144:11 <b>CARROLL</b> [10] - 3:7, 89:6, 99:26, 100:2, 100:4, 100:7, 128:6, 128:9, 144:13, 144:16 <b>carroll</b> [1] - 128:9 <b>CARROLL.....</b> ..... [1] - 4:7 <b>CARROLL.....</b> ..... [1] - 4:16 <b>carry</b> [5] - 59:11, 75:15, 75:26, 91:25, 102:11 <b>case</b> [23] - 29:1, 38:14, 40:7, 40:28, 41:22, 41:26, 64:12, 67:28, 74:1, 79:18, 82:5, 95:28, 97:1, 97:15, 121:18, 122:25, 123:27, 124:12, 132:25, 133:26, 134:6, 137:29, 138:9 <b>categories</b> [4] - 25:8, 25:25, 31:6, 101:24 <b>categorisation</b> [3] - 29:5, 34:18, 35:19 <b>categorisation</b> <b>s</b> [1] - 25:19</p>	<p><b>categorised</b> [2] - 28:25, 33:17 <b>category</b> [8] - 15:18, 28:26, 28:27, 29:1, 29:25, 30:10, 33:14, 36:29 <b>caused</b> [2] - 36:27, 42:19 <b>caution</b> [1] - 47:3 <b>cc'd</b> [1] - 74:4 <b>cemented</b> [1] - 9:21 <b>cert</b> [1] - 126:20 <b>certain</b> [13] - 15:21, 20:8, 20:19, 58:19, 58:20, 58:22, 77:25, 80:13, 129:22, 136:4, 136:23, 137:21 <b>certainly</b> [2] - 91:26, 118:7 <b>certificate</b> [47] - 5:16, 6:4, 10:12, 24:6, 24:8, 24:26, 25:4, 30:16, 48:13, 48:20, 48:26, 49:2, 49:18, 49:21, 61:5, 96:21, 97:7, 97:12, 97:18, 97:25, 109:17, 109:23, 109:25, 111:8, 111:10, 126:4, 126:7, 126:15, 126:18, 126:23, 126:25, 126:26, 127:1, 127:10, 127:12, 127:14, 127:16, 127:19, 129:22, 131:9, 131:21, 131:23, 132:3, 132:6, 142:20, 142:21, 143:17 <b>certification</b> [3] - 36:22, 109:21, 110:27 <b>CHAIRMAN</b> [60] - 5:4, 18:27, 22:24, 23:7, 23:9, 23:12, 61:26, 64:28, 72:4, 72:12, 72:18, 76:20, 78:23, 79:3, 79:5, 79:9, 82:3, 88:15, 88:21, 88:29,</p>	<p>89:3, 89:8, 89:10, 89:19, 90:22, 90:25, 93:15, 93:18, 93:21, 96:23, 99:25, 99:27, 99:29, 101:10, 102:22, 102:25, 102:28, 103:5, 103:10, 103:15, 121:24, 121:27, 128:8, 128:23, 129:12, 129:17, 131:13, 131:15, 131:19, 131:27, 132:14, 144:8, 144:11, 145:16, 145:19, 145:25, 146:1, 146:4, 146:8, 146:13 <b>Chairman</b> [36] - 5:10, 10:16, 13:10, 23:2, 47:19, 60:23, 64:29, 65:24, 70:23, 71:7, 76:13, 76:24, 79:8, 83:27, 84:5, 86:10, 88:18, 89:24, 93:20, 97:15, 98:20, 99:6, 100:2, 102:27, 103:3, 103:12, 104:4, 107:14, 121:25, 128:6, 128:22, 129:10, 132:18, 144:10, 145:17, 145:28 <b>CHAMBERS</b> [1] - 3:9 <b>chance</b> [2] - 56:9, 142:10 <b>change</b> [9] - 27:22, 27:25, 29:4, 29:13, 29:19, 36:23, 37:20, 37:27, 92:12 <b>changed</b> [7] - 42:19, 42:27, 43:10, 43:13, 43:14, 43:19, 43:21 <b>changing</b> [1] - 53:23 <b>charge</b> [13] - 19:3, 19:8, 41:27, 70:3, 73:24, 80:19, 93:28,</p>	<p>116:26, 116:28, 133:27, 134:24, 135:12, 142:8 <b>check</b> [2] - 75:15, 139:6 <b>Chief</b> [33] - 12:21, 13:7, 29:24, 36:12, 39:10, 41:12, 68:2, 68:10, 70:4, 84:6, 89:12, 89:24, 95:2, 100:7, 105:2, 106:1, 107:19, 109:3, 109:6, 113:2, 113:12, 115:3, 115:7, 115:11, 119:5, 119:13, 124:27, 125:4, 125:23, 125:28, 128:15, 133:23, 134:4 <b>chief</b> [68] - 5:5, 5:11, 6:14, 7:5, 7:15, 13:12, 16:21, 18:26, 22:13, 23:3, 24:11, 25:1, 25:22, 26:8, 26:13, 26:16, 26:18, 27:13, 28:14, 30:23, 31:22, 32:15, 37:15, 37:29, 41:16, 43:3, 43:22, 47:7, 48:28, 50:18, 52:26, 56:10, 56:21, 57:22, 58:8, 59:12, 61:9, 62:2, 64:4, 64:12, 64:16, 65:10, 67:4, 67:6, 67:17, 70:8, 71:29, 72:17, 72:22, 74:1, 75:18, 75:28, 78:28, 82:22, 85:18, 86:8, 88:1, 88:10, 91:10, 92:15, 96:14, 101:15, 102:18, 102:25, 119:15, 120:1, 133:2, 133:6 <b>choice</b> [1] - 50:4 <b>circulated</b> [1] - 19:17 <b>circumstances</b> [6] - 22:18, 49:1, 120:21, 121:13,</p>	<p>143:23, 143:27 <b>city</b> [16] - 56:16, 57:9, 57:10, 57:20, 57:21, 58:28, 59:10, 65:20, 66:3, 66:4, 69:24, 71:2, 71:14, 71:18, 105:26 <b>civil</b> [4] - 36:10, 36:13, 77:2, 77:19 <b>claim</b> [15] - 36:10, 36:14, 77:2, 77:9, 78:14, 82:9, 82:25, 83:6, 83:7, 83:21, 91:19, 97:21, 108:16 <b>claiming</b> [1] - 84:28 <b>Claims</b> [1] - 82:7 <b>claims</b> [1] - 82:23 <b>clarified</b> [2] - 7:24, 66:2 <b>clarify</b> [1] - 6:14 <b>classification</b> [11] - 25:7, 26:28, 27:14, 32:2, 32:26, 33:21, 37:7, 37:17, 84:10, 87:7 <b>classifications</b> [1] - 25:26 <b>clear</b> [11] - 10:15, 11:13, 68:18, 80:13, 83:4, 84:8, 112:21, 113:6, 129:27, 135:26, 146:13 <b>clearer</b> [2] - 24:20, 49:2 <b>clearly</b> [4] - 19:15, 29:3, 57:2, 74:2 <b>client</b> [30] - 10:11, 14:20, 14:27, 15:5, 16:24, 16:28, 19:9, 23:25, 31:11, 35:10, 36:6, 36:21, 38:1, 40:15, 40:28, 41:19, 41:21, 42:22, 43:27, 44:12, 49:26, 60:18, 60:20,</p>
<b>C</b>					
<p><b>C-O-M-Y-N-S</b> [1] - 22:27 <b>C71</b> [5] - 21:15, 21:21, 21:22,</p>					

<p>61:4, 61:14, 61:29, 63:23, 65:7, 66:8, 128:12 <b>close</b> [4] - 105:19, 123:14, 127:26, 134:15 <b>closer</b> [2] - 26:22, 69:29 <b>clue</b> [1] - 42:29 <b>CMO</b> [10] - 6:18, 6:22, 8:1, 8:10, 11:23, 15:13, 64:16, 64:20, 65:1, 68:28 <b>co</b> [1] - 15:3 <b>Cobh</b> [1] - 104:21 <b>code</b> [19] - 25:8, 27:5, 27:8, 28:20, 30:11, 33:15, 44:11, 45:28, 46:9, 46:17, 63:21, 63:28, 64:3, 64:8, 64:10, 71:3, 71:15, 93:29, 96:6 <b>Code</b> [1] - 59:18 <b>colleague</b> [1] - 95:22 <b>colleagues</b> [1] - 22:28 <b>column</b> [3] - 97:24, 97:25, 132:28 <b>combination</b> [1] - 24:24 <b>comfortable</b> [1] - 134:5 <b>coming</b> [17] - 35:15, 44:15, 52:23, 69:16, 72:5, 72:10, 72:29, 120:8, 127:12, 127:20, 129:28, 130:28, 141:5, 142:19, 142:23, 143:13, 143:20 <b>command</b> [2] - 133:19, 145:2 <b>commencing</b> [1] - 73:25 <b>comment</b> [8] - 10:25, 12:20, 23:14, 41:7, 47:22, 70:28, 77:23, 121:10 <b>comments</b> [1] - 77:14</p>	<p><b>Commissioner</b> [11] - 17:28, 19:15, 19:16, 93:27, 101:17, 101:20, 101:23, 101:26, 102:3, 102:7, 102:13 <b>commissioner</b> [20] - 20:7, 20:16, 20:17, 20:22, 22:1, 22:2, 22:9, 24:13, 24:14, 24:15, 24:27, 25:5, 25:24, 55:12, 64:5, 75:14, 84:24, 85:17, 96:10 <b>commissioner's</b> [2] - 21:6, 64:8 <b>commitment</b> [1] - 118:7 <b>common</b> [3] - 67:28, 105:24, 141:2 <b>communicate</b> [1] - 67:24 <b>communicated</b> [2] - 8:8, 60:10 <b>communication</b> [1] - 28:24 <b>community</b> [4] - 61:17, 62:8, 62:22, 63:1 <b>Company</b> [2] - 11:1, 12:24 <b>COMPANY</b> [1] - 3:3 <b>competition</b> [1] - 121:17 <b>complaint</b> [15] - 16:27, 47:9, 48:11, 48:12, 50:11, 50:13, 62:14, 62:26, 92:20, 92:21, 97:1, 108:13, 108:28, 123:21, 124:3 <b>complaints</b> [11] - 47:13, 47:18, 78:16, 78:25, 79:13, 79:16, 80:16, 83:8, 97:9, 101:22, 101:24 <b>complete</b> [4] - 30:16, 31:3, 86:11, 89:11 <b>completed</b> [2] - 27:20, 91:18 <b>completely</b> [2] -</p>	<p>11:1, 78:25 <b>compliant</b> [1] - 28:19 <b>complied</b> [3] - 16:11, 22:21, 46:17 <b>comply</b> [1] - 107:7 <b>comprehensiv e</b> [2] - 17:26, 141:26 <b>computer</b> [1] - 27:28 <b>Comyn</b> [4] - 22:25, 22:29, 23:6 <b>Comyns</b> [154] - 10:19, 11:10, 11:15, 11:20, 11:21, 11:24, 12:1, 12:8, 12:14, 12:16, 16:6, 16:11, 16:18, 16:23, 17:2, 17:18, 18:29, 19:7, 19:27, 21:1, 21:3, 21:8, 22:20, 22:26, 23:5, 23:23, 35:9, 35:16, 36:27, 37:19, 38:21, 38:22, 38:28, 39:5, 39:16, 40:10, 40:13, 40:15, 40:21, 40:23, 40:26, 41:2, 48:15, 49:4, 49:20, 49:26, 50:12, 52:9, 53:1, 53:20, 54:25, 55:2, 56:27, 58:5, 58:9, 58:10, 60:2, 60:14, 60:18, 63:10, 63:13, 65:12, 65:23, 69:5, 72:3, 72:7, 72:10, 73:5, 73:10, 73:15, 74:5, 80:28, 82:5, 82:15, 82:26, 84:27, 85:28, 86:2, 86:4, 86:12, 86:24, 86:26, 87:3, 87:10, 92:11, 93:26, 93:28, 94:7, 105:8, 105:9, 106:23, 107:7, 109:19, 110:11, 111:12, 113:7,</p>	<p>113:22, 113:27, 114:4, 114:10, 114:18, 114:21, 115:3, 115:5, 116:24, 117:9, 118:1, 118:6, 118:15, 118:23, 118:28, 120:8, 120:20, 121:4, 121:14, 122:13, 123:1, 123:4, 123:9, 123:19, 123:24, 123:26, 124:8, 124:11, 124:20, 125:6, 125:11, 125:16, 127:13, 127:22, 128:11, 128:13, 128:14, 128:21, 129:29, 130:15, 130:23, 131:2, 132:11, 134:24, 135:11, 141:6, 142:4, 142:8, 142:14, 142:19, 142:23, 142:28, 143:8, 143:14, 143:20, 144:21, 145:1 <b>Comyns'</b> [1] - 110:15 <b>Comyns's</b> [2] - 11:25, 51:22 <b>concede</b> [1] - 7:21 <b>concern</b> [6] - 116:23, 117:6, 118:27, 119:21, 121:2, 139:11 <b>concerned</b> [15] - 10:20, 25:17, 29:10, 29:12, 43:4, 49:17, 49:28, 53:27, 55:4, 58:2, 66:24, 68:26, 80:23, 111:3, 143:13 <b>concerning</b> [2] - 96:15, 96:20 <b>concerns</b> [7] - 85:1, 129:28, 130:2, 130:9, 130:22, 141:4, 142:18 <b>conclusion</b> [1] - 36:8 <b>condition</b> [1] - 129:21 <b>conditions</b> [2] - 48:23, 48:26</p>	<p><b>conduct</b> [2] - 44:7, 45:28 <b>conference</b> [10] - 38:14, 38:24, 40:3, 40:7, 40:29, 41:22, 41:23, 41:27, 82:5, 132:25 <b>confirm</b> [4] - 71:29, 100:12, 100:26, 146:11 <b>confirmation</b> [1] - 28:18 <b>conflict</b> [1] - 119:9 <b>confrontation</b> [3] - 13:14, 13:24, 13:27 <b>confronted</b> [2] - 13:19, 13:24 <b>confusing</b> [2] - 35:2, 73:21 <b>conjunction</b> [3] - 113:4, 136:19, 140:12 <b>connected</b> [1] - 111:1 <b>consider</b> [12] - 34:7, 51:7, 67:1, 67:23, 102:11, 118:20, 119:15, 140:2, 140:5, 140:8, 143:23 <b>consideration</b> [8] - 10:16, 10:29, 11:4, 11:7, 11:8, 34:8, 87:23, 141:8 <b>considerations</b> [1] - 136:21 <b>considered</b> [5] - 34:16, 118:21, 119:17, 130:19, 140:1 <b>consisted</b> [2] - 83:29, 84:1 <b>consistent</b> [1] - 119:12 <b>constant</b> [1] - 21:19 <b>constantly</b> [1] - 22:27 <b>consultation</b> [1] - 117:17 <b>consulted</b> [1] - 34:16 <b>contact</b> [38] - 6:19, 7:5, 8:1, 8:9, 8:10, 15:3, 21:19, 22:5, 22:6,</p>	<p>33:5, 35:15, 35:18, 48:15, 110:10, 111:11, 111:13, 116:24, 117:7, 117:9, 117:21, 117:22, 118:1, 118:27, 120:8, 127:12, 129:28, 130:23, 132:10, 141:5, 142:11, 142:17, 142:19, 142:23, 142:28, 143:2, 143:13, 143:21 <b>contacted</b> [4] - 30:18, 40:25, 109:2, 124:27 <b>contained</b> [1] - 111:7 <b>contemplate</b> [2] - 59:8, 59:9 <b>contemplating</b> [1] - 57:13 <b>content</b> [7] - 20:27, 47:16, 54:2, 82:15, 82:29, 83:5, 126:26 <b>contents</b> [3] - 127:4, 127:5, 127:6 <b>context</b> [5] - 41:11, 53:23, 123:11, 123:18, 139:14 <b>continue</b> [4] - 49:16, 56:22, 89:11, 113:3 <b>CONTINUED</b> [1] - 5:7 <b>continued</b> [4] - 23:24, 92:29, 112:26, 113:1 <b>contradicting</b> [1] - 18:3 <b>contradictory</b> [1] - 20:2 <b>contrary</b> [2] - 54:29, 121:9 <b>control</b> [4] - 51:24, 111:5, 118:5, 121:6 <b>controversy</b> [1] - 66:1 <b>convenient</b> [2] - 70:1, 70:7 <b>conversation</b> [14] - 9:6, 14:25, 86:6, 94:12, 101:25, 114:3,</p>
--	--	--	--	---	---

<p>114:10, 117:26, 118:12, 120:29, 122:29, 123:4, 130:3, 131:5</p> <p><b>conversations</b> [1] - 120:19</p> <p><b>cooperation</b> [1] - 104:28</p> <p><b>copy</b> [6] - 33:18, 77:14, 77:22, 85:1, 85:16, 85:17</p> <p><b>core</b> [1] - 62:21</p> <p><b>Cork</b> [16] - 42:4, 56:16, 57:9, 57:10, 57:20, 57:21, 58:28, 59:10, 71:2, 71:12, 71:14, 71:18, 71:20, 104:16, 105:26</p> <p><b>coroner's</b> [1] - 21:16</p> <p><b>corps</b> [1] - 136:14</p> <p><b>correct</b> [265] - 5:18, 6:2, 6:3, 6:11, 6:16, 6:17, 6:20, 6:21, 7:26, 8:3, 8:4, 8:5, 8:6, 8:11, 8:12, 8:13, 8:23, 8:25, 8:27, 8:28, 10:23, 10:24, 11:26, 14:6, 14:15, 14:22, 14:26, 16:4, 16:14, 16:22, 16:29, 17:1, 17:20, 17:21, 18:16, 19:6, 19:21, 19:22, 20:1, 21:4, 24:22, 24:23, 24:28, 25:6, 25:8, 25:9, 25:11, 25:12, 25:17, 25:19, 25:20, 25:26, 26:5, 26:9, 26:25, 27:15, 29:13, 29:14, 29:29, 30:1, 30:4, 30:5, 30:11, 30:12, 30:28, 30:29, 31:4, 31:10, 31:16, 31:27, 32:3, 32:4, 33:7, 33:26, 34:1, 34:20, 35:11, 35:17, 36:29, 37:1, 38:16,</p>	<p>38:24, 38:25, 39:9, 39:14, 39:15, 39:19, 39:20, 39:27, 40:11, 41:11, 43:29, 44:9, 44:29, 45:24, 45:25, 46:4, 46:7, 46:8, 46:13, 46:15, 46:16, 46:19, 46:25, 46:28, 47:1, 47:2, 47:5, 47:6, 47:21, 47:27, 47:28, 48:10, 48:17, 49:23, 51:2, 51:16, 51:21, 52:12, 52:13, 52:27, 53:3, 53:12, 53:16, 53:22, 53:25, 53:29, 54:5, 54:10, 54:22, 54:23, 54:28, 55:3, 55:7, 55:10, 55:13, 56:24, 56:25, 56:29, 57:1, 57:6, 59:28, 59:29, 60:5, 60:22, 60:28, 63:8, 64:22, 64:26, 64:27, 65:8, 65:9, 65:22, 65:28, 66:7, 66:13, 67:29, 68:6, 68:13, 68:17, 68:25, 68:29, 69:3, 69:4, 69:7, 69:8, 69:13, 69:19, 69:20, 69:24, 70:17, 71:5, 75:5, 76:8, 77:13, 80:22, 81:7, 81:13, 81:14, 84:11, 84:12, 85:4, 85:5, 85:20, 85:24, 85:29, 86:15, 87:4, 87:9, 91:12, 91:21, 92:1, 92:27, 97:5, 97:8, 97:13, 97:28, 98:2, 98:4, 98:8, 98:10, 99:3, 99:5, 100:22, 100:23, 100:28, 101:5, 102:4, 102:5, 102:17, 103:20, 103:24, 104:14, 104:18, 105:1, 105:6, 105:13,</p>	<p>105:17, 106:20, 106:25, 107:13, 108:9, 111:25, 112:1, 112:12, 112:19, 112:29, 115:15, 116:5, 116:9, 116:12, 120:25, 122:13, 124:24, 126:16, 127:5, 131:28, 132:8, 132:17, 133:18, 133:21, 133:22, 134:9, 135:14, 135:20, 136:6, 139:9, 140:25, 140:29, 141:6, 141:7, 141:14, 141:25, 143:4, 143:5, 143:15, 145:4, 145:7, 145:11, 146:4</p> <p><b>corrected</b> [1] - 63:14</p> <p><b>correction</b> [2] - 26:2, 131:15</p> <p><b>correspondence</b> [11] - 16:17, 28:16, 28:28, 29:23, 31:26, 36:20, 49:3, 49:14, 77:7, 109:11, 125:24</p> <p><b>cost</b> [1] - 140:13</p> <p><b>COSTELLO</b> [1] - 3:3</p> <p><b>Costello</b> [2] - 10:29, 12:24</p> <p><b>Costelloe</b> [9] - 5:4, 5:12, 22:24, 23:9, 62:6, 79:3, 90:23, 121:24, 128:15</p> <p><b>COSTELLOE</b> [20] - 4:5, 5:8, 5:10, 19:2, 23:2, 23:8, 23:11, 23:14, 61:27, 64:29, 72:6, 72:14, 72:19, 76:24, 78:24, 79:4, 79:7, 79:10, 82:4, 90:24</p> <p><b>costing</b> [1] - 137:17</p> <p><b>counsel</b> [2] - 82:7, 146:14</p> <p><b>couple</b> [6] - 38:10, 43:14, 98:14, 101:19,</p>	<p>111:21, 146:12</p> <p><b>course</b> [9] - 11:16, 21:18, 26:12, 32:9, 74:15, 121:27, 125:11, 129:27, 130:8</p> <p><b>Courts</b> [2] - 77:29, 82:8</p> <p><b>cover</b> [6] - 76:3, 113:14, 113:25, 113:28, 114:6, 114:8</p> <p><b>covered</b> [2] - 91:10, 122:6</p> <p><b>covering</b> [3] - 28:13, 113:21, 122:10</p> <p><b>create</b> [1] - 63:15</p> <p><b>created</b> [3] - 63:13, 63:15, 63:17</p> <p><b>criminal</b> [6] - 86:4, 108:27, 109:9, 109:13, 124:21, 125:22</p> <p><b>criminal/discipline</b> [1] - 83:7</p> <p><b>critical</b> [6] - 16:12, 17:25, 23:29, 49:9, 49:12, 59:24</p> <p><b>criticise</b> [1] - 73:8</p> <p><b>criticised</b> [1] - 96:17</p> <p><b>criticising</b> [1] - 20:21</p> <p><b>criticism</b> [9] - 16:9, 16:10, 22:17, 22:23, 23:19, 23:22, 44:17, 48:1, 98:28</p> <p><b>CROSS</b> [10] - 4:5, 4:6, 4:7, 4:9, 4:14, 5:7, 89:21, 100:4, 101:12, 122:1</p> <p><b>cross</b> [6] - 95:23, 101:21, 116:1, 128:17, 128:25, 129:7</p> <p><b>cross-examination</b> [5] - 95:23, 116:1, 128:17, 128:25, 129:7</p>	<p><b>CROSS-EXAMINED</b> [10] - 4:5, 4:6, 4:7, 4:9, 4:14, 5:7, 89:21, 100:4, 101:12, 122:1</p> <p><b>cross-examining</b> [1] - 101:21</p> <p><b>CSI</b> [1] - 68:9</p> <p><b>culmination</b> [1] - 24:24</p> <p><b>culpable</b> [1] - 49:14</p> <p><b>curial</b> [1] - 92:3</p> <p><b>curious</b> [1] - 70:26</p> <p><b>current</b> [1] - 75:16</p>	<p><b>days</b> [19] - 16:5, 21:7, 32:1, 43:14, 54:25, 55:9, 68:9, 68:16, 109:16, 111:21, 111:24, 117:1, 136:4, 136:23, 137:21, 139:3, 139:8, 140:17, 146:7</p> <p><b>deadline</b> [2] - 67:23, 68:1</p> <p><b>deal</b> [22] - 8:2, 9:1, 11:12, 11:18, 12:6, 12:7, 13:13, 36:21, 38:10, 45:1, 45:3, 45:27, 48:27, 55:5, 71:1, 82:12, 89:25, 93:9, 98:12, 99:15, 100:8, 120:10</p> <p><b>dealing</b> [14] - 5:14, 12:1, 36:10, 55:10, 59:3, 60:12, 62:19, 74:20, 81:17, 82:19, 109:15, 125:23, 142:14, 143:8</p> <p><b>dealings</b> [7] - 33:21, 38:4, 41:12, 90:2, 93:1, 101:2, 120:19</p> <p><b>deals</b> [1] - 42:26</p> <p><b>deal</b> [10] - 7:21, 7:25, 35:22, 70:19, 73:3, 79:13, 88:20, 94:22, 101:29, 122:25</p> <p><b>December</b> [7] - 31:11, 59:26, 104:2, 112:25, 113:21, 113:27, 121:16</p> <p><b>decide</b> [3] - 37:20, 46:1, 60:19</p> <p><b>decided</b> [8] - 24:3, 25:16, 29:4, 36:29, 79:19, 137:5, 137:8, 140:12</p> <p><b>decides</b> [2] - 50:11, 64:5</p> <p><b>deciding</b> [1] - 7:8</p> <p><b>decision</b> [22] - 11:11, 11:27, 12:2, 12:5, 12:10,</p>
<b>D</b>					
<p><b>D/sergeant</b> [2] - 60:8, 60:16</p> <p><b>daily</b> [2] - 87:17, 142:28</p> <p><b>database</b> [3] - 21:16, 42:19, 72:27</p> <p><b>date</b> [22] - 7:24, 15:2, 44:1, 44:23, 52:14, 54:3, 83:23, 91:23, 91:26, 95:13, 97:11, 97:24, 97:29, 98:18, 98:24, 114:22, 115:17, 116:4, 138:22, 144:28, 145:26</p> <p><b>dated</b> [13] - 16:20, 17:28, 19:17, 32:25, 33:16, 47:26, 52:25, 53:17, 55:9, 56:26, 64:20, 91:24, 138:23</p> <p><b>dates</b> [13] - 5:21, 30:13, 69:4, 72:23, 73:14, 77:26, 78:4, 82:19, 91:25, 98:5, 98:15, 98:19, 114:26</p> <p><b>David</b> [3] - 28:5, 121:26, 122:4</p> <p><b>day's</b> [1] - 128:29</p>					



<p>35:27, 36:24, 36:28, 37:5, 37:16, 37:20, 37:26, 48:24, 49:7, 49:12, 58:24, 59:24, 69:1, 113:12, 117:15, 136:19</p> <p><b>decisions</b> [1] - 112:4</p> <p><b>deduce</b> [3] - 132:9, 142:20, 143:17</p> <p><b>defend</b> [1] - 82:25</p> <p><b>defined</b> [1] - 30:11</p> <p><b>definitely</b> [2] - 78:5, 78:8</p> <p><b>delay</b> [10] - 36:9, 36:10, 36:16, 36:18, 45:14, 97:3, 97:6, 97:19, 98:6</p> <p><b>delays</b> [1] - 97:17</p> <p><b>deliberate</b> [2] - 23:12, 27:18</p> <p><b>deliberated</b> [1] - 25:14</p> <p><b>deliberately</b> [1] - 121:12</p> <p><b>deliberation</b> [1] - 87:6</p> <p><b>deliver</b> [3] - 15:11, 41:25, 42:3</p> <p><b>demonstrate</b> [1] - 9:18</p> <p><b>demonstrative</b> [1] - 57:23</p> <p><b>denies</b> [1] - 42:6</p> <p><b>Dennehy</b> [2] - 92:5, 92:9</p> <p><b>deny</b> [1] - 33:2</p> <p><b>department</b> [1] - 39:13</p> <p><b>deputy</b> [1] - 22:2</p> <p><b>described</b> [2] - 11:15, 25:15</p> <p><b>describing</b> [2] - 16:1, 27:19</p> <p><b>deserve</b> [1] - 62:16</p> <p><b>deserving</b> [2] - 37:12, 37:13</p> <p><b>designated</b> [1] - 140:11</p> <p><b>designation</b> [1] - 25:17</p>	<p><b>desire</b> [1] - 54:27</p> <p><b>despite</b> [1] - 60:19</p> <p><b>detail</b> [3] - 118:8, 122:8, 129:25</p> <p><b>detailed</b> [2] - 49:8, 117:1</p> <p><b>details</b> [21] - 21:29, 60:9, 60:10, 72:11, 79:17, 80:5, 80:15, 83:22, 83:23, 84:2, 84:3, 84:4, 99:11, 111:15, 117:11, 119:11, 124:2, 124:9, 127:14, 127:15, 131:3</p> <p><b>Detective</b> [4] - 39:6, 40:5, 40:27, 41:19</p> <p><b>determine</b> [1] - 40:27</p> <p><b>development</b> [2] - 39:12, 39:13</p> <p><b>dictated</b> [1] - 63:19</p> <p><b>dictating</b> [1] - 34:10</p> <p><b>died</b> [1] - 99:14</p> <p><b>differ</b> [1] - 141:1</p> <p><b>different</b> [12] - 11:6, 23:1, 36:12, 43:15, 72:29, 74:9, 76:8, 84:9, 88:7, 96:20, 130:6, 135:22</p> <p><b>difficult</b> [1] - 33:22</p> <p><b>difficulties</b> [6] - 106:23, 107:4, 107:15, 108:5, 117:8, 146:14</p> <p><b>difficulty</b> [5] - 56:1, 62:3, 109:28, 131:2, 144:29</p> <p><b>Dillane</b> [20] - 28:15, 29:24, 88:24, 88:27, 89:12, 89:25, 95:3, 98:21, 100:8, 105:3, 107:20, 113:2, 113:12, 115:4, 115:7, 115:11, 119:5, 119:14, 133:23, 134:5</p>	<p><b>DILLANE</b> [5] - 4:3, 5:7, 89:21, 100:4, 101:12</p> <p><b>diminished</b> [2] - 50:10, 50:15</p> <p><b>direct</b> [10] - 27:20, 60:13, 100:16, 102:4, 102:7, 111:11, 116:1, 116:27, 120:6, 120:19</p> <p><b>directed</b> [7] - 5:26, 15:10, 15:13, 23:23, 23:24, 27:21, 27:25</p> <p><b>directing</b> [1] - 44:10</p> <p><b>direction</b> [1] - 6:1</p> <p><b>directions</b> [4] - 12:13, 12:16, 50:1, 107:7</p> <p><b>DIRECTLY</b> [2] - 4:13, 103:8</p> <p><b>directly</b> [4] - 18:3, 31:12, 92:13, 119:23</p> <p><b>DIRECTLY- EXAMINED</b> [2] - 4:13, 103:8</p> <p><b>director</b> [2] - 47:26, 79:22</p> <p><b>disadvantage</b> [1] - 58:10</p> <p><b>disagree</b> [4] - 12:29, 13:7, 29:28, 44:1</p> <p><b>disagreeing</b> [1] - 52:2</p> <p><b>disciplinary</b> [6] - 43:24, 44:8, 44:22, 45:4, 46:23, 102:11</p> <p><b>disciplinary/ criminal</b> [1] - 84:10</p> <p><b>discipline</b> [4] - 101:27, 102:4, 102:7, 102:15</p> <p><b>discipline/ criminal</b> [1] - 85:7</p> <p><b>disclosure</b> [2] - 108:7, 144:20</p> <p><b>discommode</b> [1] - 60:25</p> <p><b>discommoding</b> [2] - 62:28, 63:2</p> <p><b>discourteous</b> [1] - 33:23</p>	<p><b>discovered</b> [1] - 145:22</p> <p><b>discredited</b> [1] - 144:18</p> <p><b>discrediting</b> [1] - 98:22</p> <p><b>discuss</b> [4] - 32:2, 77:19, 133:2, 133:6</p> <p><b>discussed</b> [14] - 6:7, 76:7, 76:28, 82:16, 82:21, 82:28, 83:20, 113:2, 118:24, 124:13, 133:9, 134:4, 139:14, 142:27</p> <p><b>discussing</b> [2] - 123:20, 124:11</p> <p><b>discussion</b> [9] - 6:5, 52:19, 53:10, 53:18, 94:5, 94:29, 95:27, 132:20, 143:16</p> <p><b>discussions</b> [1] - 125:18</p> <p><b>dispute</b> [2] - 94:10, 94:11</p> <p><b>disputed</b> [1] - 94:29</p> <p><b>distinct</b> [2] - 96:21, 97:3</p> <p><b>distinction</b> [3] - 11:4, 83:16</p> <p><b>district</b> [63] - 17:26, 18:21, 18:22, 18:23, 20:11, 21:24, 23:29, 24:11, 25:1, 25:23, 25:28, 26:6, 30:2, 39:23, 41:9, 49:21, 49:28, 50:2, 50:9, 51:23, 51:27, 52:1, 52:15, 52:21, 59:18, 59:19, 68:4, 68:5, 86:14, 93:26, 93:27, 93:29, 94:1, 103:18, 103:19, 104:17, 104:20, 104:26, 105:10, 106:13, 107:10, 109:26, 111:3, 111:5, 111:16, 112:11, 112:28, 113:4, 114:28, 114:29, 136:10, 136:11, 137:13,</p>	<p>138:5, 138:6, 138:13, 138:14, 138:18, 138:19, 139:28, 139:29</p> <p><b>district</b>" [1] - 139:1</p> <p><b>districts</b> [10] - 51:23, 104:19, 104:27, 104:28, 105:11, 111:28, 136:8, 136:29, 137:14, 137:19</p> <p><b>division</b> [23] - 25:29, 26:1, 26:4, 26:8, 26:17, 26:19, 49:20, 51:13, 51:15, 57:4, 57:5, 57:18, 57:27, 58:3, 58:15, 58:17, 59:21, 69:12, 69:13, 71:2, 104:16, 105:27</p> <p><b>divisional</b> [11] - 28:12, 51:24, 59:20, 105:3, 105:5, 107:17, 122:29, 123:24, 123:29, 137:4, 140:21</p> <p><b>divisions</b> [2] - 57:14, 136:7</p> <p><b>doctor</b> [5] - 6:29, 7:6, 9:22, 10:7, 109:17</p> <p><b>doctor's</b> [1] - 121:9</p> <p><b>document</b> [13] - 64:17, 91:14, 91:15, 91:22, 96:26, 97:9, 97:14, 97:22, 98:9, 139:6, 139:10, 140:15, 140:16</p> <p><b>documentation</b> [5] - 24:21, 24:25, 32:13, 98:25, 126:11</p> <p><b>documented</b> [1] - 138:23</p> <p><b>documents</b> [12] - 8:16, 30:27, 31:20, 31:24, 34:15, 52:24, 57:12, 60:3, 60:4, 63:10, 145:8, 145:9</p> <p><b>done</b> [25] - 6:19, 7:7, 15:12, 17:7,</p>	<p>17:12, 17:16, 18:10, 22:19, 23:25, 26:12, 26:14, 35:24, 37:10, 37:12, 37:22, 42:29, 45:21, 46:22, 59:16, 75:28, 76:3, 80:8, 80:29, 112:1, 118:25</p> <p><b>door</b> [1] - 11:23</p> <p><b>doubt</b> [6] - 23:7, 30:20, 40:12, 40:22, 44:2, 66:16</p> <p><b>down</b> [41] - 7:27, 16:18, 17:19, 18:24, 19:24, 27:21, 27:24, 28:8, 33:11, 34:7, 54:7, 55:16, 57:6, 57:18, 57:25, 58:14, 62:17, 67:18, 70:13, 70:18, 71:28, 74:21, 77:28, 78:21, 79:1, 81:29, 90:27, 91:24, 91:27, 97:29, 98:3, 100:13, 101:1, 103:10, 104:21, 104:24, 106:27, 110:17, 126:6, 141:17</p> <p><b>Dr</b> [18] - 5:15, 5:25, 6:10, 6:15, 6:19, 6:24, 7:9, 7:24, 7:29, 8:2, 8:9, 8:10, 8:22, 8:24, 9:1, 92:5, 92:9, 94:3</p> <p><b>draw</b> [1] - 138:29</p> <p><b>drawn</b> [3] - 24:2, 111:27, 141:12</p> <p><b>driver</b> [2] - 112:9, 112:14</p> <p><b>DUBLIN</b> [2] - 3:5, 3:10</p> <p><b>Dublin</b> [5] - 22:2, 57:19, 69:17, 82:8</p> <p><b>due</b> [3] - 15:7, 16:26, 57:9</p> <p><b>Dunne</b> [2] - 19:4, 19:5</p> <p><b>during</b> [11] - 21:18, 26:20, 28:25, 32:9,</p>
--	--	--	--	--	--

36:18, 99:13, 101:2, 107:17, 129:26, 130:8, 137:20 <b>duties</b> [2] - 59:11, 75:27 <b>duty</b> [16] - 21:19, 62:9, 62:18, 62:20, 107:9, 117:11, 118:8, 120:14, 137:22, 137:23, 138:3, 138:7, 138:20, 141:22, 143:24 <b>duty</b> " [1] - 141:18 <b>dwell</b> [2] - 64:29, 141:19	<b>either</b> [7] - 34:21, 41:19, 46:6, 67:24, 84:10, 119:18, 135:26 <b>elements</b> [1] - 63:4 <b>elevate</b> [1] - 45:7 <b>elsewhere</b> [1] - 91:10 <b>elucidate</b> [1] - 42:16 <b>emphasise</b> [2] - 39:22, 41:8 <b>encapsulating</b> [1] - 48:12 <b>encompassed</b> [1] - 83:26 <b>end</b> [11] - 22:26, 26:23, 54:16, 101:1, 104:1, 113:29, 114:14, 116:15, 116:16, 116:21, 128:21 <b>END</b> [7] - 88:13, 99:23, 101:8, 102:20, 121:22, 144:6, 145:14 <b>engaged</b> [2] - 75:21, 121:4 <b>engagement</b> [1] - 9:2 <b>enormous</b> [1] - 111:21 <b>enquire</b> [1] - 45:8 <b>enquired</b> [1] - 70:4 <b>enquiries</b> [2] - 38:6, 87:26 <b>enquiry</b> [3] - 45:5, 70:5, 75:8 <b>ensure</b> [5] - 17:11, 18:10, 18:23, 20:25, 119:20 <b>ensures</b> [2] - 18:6, 20:13 <b>ensuring</b> [1] - 17:6 <b>entire</b> [1] - 43:2 <b>entirely</b> [3] - 84:8, 113:6, 128:29 <b>entirety</b> [1] - 53:4 <b>entitled</b> [3] - 50:12, 128:25, 138:28 <b>entries</b> [2] -	42:18, 94:27 <b>entry</b> [1] - 21:16 <b>Eoghan</b> [4] - 32:21, 80:10, 112:10, 134:13 <b>Equality</b> [1] - 84:19 <b>error</b> [1] - 78:25 <b>escalated</b> [1] - 7:4 <b>essentially</b> [3] - 24:24, 69:18, 112:28 <b>establish</b> [2] - 75:16, 75:18 <b>established</b> [2] - 6:9, 12:3 <b>ether</b> [1] - 109:26 <b>evaluated</b> [1] - 141:11 <b>eve</b> [1] - 115:14 <b>event</b> [55] - 10:1, 107:24, 108:21, 111:19, 111:20, 111:22, 112:17, 112:23, 112:24, 113:9, 114:20, 115:14, 116:25, 116:29, 117:2, 117:14, 118:2, 118:3, 118:11, 120:11, 120:20, 121:14, 129:9, 133:14, 133:16, 133:20, 134:3, 134:7, 134:8, 134:19, 134:20, 134:22, 134:25, 135:2, 135:4, 135:9, 135:12, 135:16, 135:18, 136:4, 136:23, 137:6, 137:10, 137:20, 140:27, 140:28, 141:5, 141:10, 141:13, 141:21, 142:8, 142:12, 143:3, 143:8, 143:24 <b>events</b> [2] - 8:3, 10:7 <b>eventually</b> [3] - 22:4, 36:24, 124:18 <b>evidence</b> [40] - 8:29, 11:17, 51:11, 53:9, 86:1, 88:28, 89:11, 89:13, 92:18,	93:12, 99:2, 100:15, 100:17, 100:21, 104:15, 108:11, 117:19, 119:8, 119:29, 120:26, 122:11, 124:25, 125:6, 125:13, 126:9, 126:10, 126:13, 126:17, 127:9, 127:17, 130:13, 132:15, 135:19, 135:20, 135:28, 136:2, 140:8, 145:29, 146:5 <b>evident</b> [1] - 54:29 <b>exact</b> [2] - 83:22, 127:3 <b>exactly</b> [9] - 30:25, 46:22, 59:16, 60:12, 82:21, 92:18, 124:3, 126:2, 141:1 <b>EXAMINATION</b> [7] - 88:13, 99:23, 101:8, 102:20, 121:22, 144:6, 145:14 <b>examination</b> [5] - 95:23, 116:1, 128:17, 128:25, 129:7 <b>examined</b> [2] - 93:22, 102:1 <b>EXAMINED</b> [12] - 4:5, 4:6, 4:7, 4:9, 4:13, 4:14, 5:7, 89:21, 100:4, 101:12, 103:8, 122:1 <b>examining</b> [1] - 101:21 <b>example</b> [3] - 24:29, 72:28, 112:22 <b>exceed</b> [1] - 46:27 <b>except</b> [1] - 29:22 <b>exchange</b> [1] - 118:16 <b>excuse</b> [6] - 11:13, 58:8, 86:8, 86:10, 88:1, 96:18 <b>executive</b> [2] - 47:25, 79:22 <b>exemplary</b> [23] -	25:10, 26:29, 27:14, 27:21, 27:24, 27:29, 28:25, 28:26, 29:5, 29:13, 29:26, 31:6, 33:20, 33:29, 34:5, 34:19, 35:23, 36:1, 36:29, 37:7, 37:13, 37:21, 96:22 <b>exempt</b> [2] - 71:2, 71:15 <b>exemption</b> [3] - 64:7, 71:13 <b>exercises</b> [1] - 114:25 <b>exist</b> [1] - 89:26 <b>existence</b> [4] - 126:18, 126:21, 126:24, 127:1 <b>expect</b> [8] - 17:26, 18:8, 18:20, 21:21, 47:15, 57:17, 82:27, 122:5 <b>expense</b> [1] - 90:11 <b>experience</b> [1] - 10:20 <b>explain</b> [5] - 37:25, 40:6, 42:16, 79:28, 107:16 <b>explained</b> [10] - 9:8, 35:21, 42:25, 60:1, 60:23, 65:23, 66:3, 69:17, 97:19 <b>explaining</b> [1] - 71:9 <b>explains</b> [1] - 9:2 <b>explanation</b> [6] - 8:19, 40:2, 57:3, 71:6, 74:10, 135:21 <b>explicit</b> [2] - 22:17, 23:19 <b>explore</b> [2] - 128:25, 129:23 <b>express</b> [1] - 16:10 <b>expressed</b> [1] - 55:1 <b>expressing</b> [2] - 30:9, 84:4 <b>expression</b> [2] - 11:6, 77:3	<b>expressly</b> [1] - 16:9 <b>extension</b> [1] - 113:25 <b>extensive</b> [3] - 104:22, 104:24, 111:26 <b>extensively</b> [1] - 109:16 <b>extent</b> [2] - 41:21, 50:16 <b>extra</b> [1] - 53:6
<b>E</b>					<b>F</b>
<b>e-mail</b> [22] - 6:12, 6:13, 6:25, 39:25, 64:11, 64:15, 68:11, 70:22, 70:27, 71:27, 72:1, 73:2, 73:3, 73:23, 74:2, 74:5, 74:22, 75:2, 75:9, 75:10, 75:11, 75:20 <b>e-mailed</b> [1] - 68:2 <b>e-mails</b> [2] - 72:23, 72:27 <b>early</b> [3] - 105:4, 114:4, 114:17 <b>ease</b> [1] - 103:13 <b>easier</b> [1] - 53:13 <b>eastern</b> [1] - 117:14 <b>edification</b> [1] - 72:22 <b>Edward</b> [1] - 22:29 <b>effect</b> [4] - 47:12, 81:15, 109:12, 141:23 <b>effective</b> [1] - 61:28 <b>effectively</b> [6] - 11:11, 24:10, 51:19, 68:27, 104:11, 115:21 <b>efforts</b> [1] - 50:21 <b>eight</b> [2] - 21:4, 81:19					<b>face</b> [1] - 52:8 <b>facilitate</b> [4] - 50:5, 50:8, 93:4, 121:13 <b>facilitated</b> [1] - 51:8 <b>facilitating</b> [2] - 144:19, 144:20 <b>facilitation</b> [1] - 51:9 <b>fact</b> [61] - 5:14, 5:20, 5:23, 5:27, 5:29, 7:22, 9:3, 9:5, 9:18, 9:21, 14:1, 17:13, 19:19, 20:3, 21:8, 21:15, 22:5, 23:22, 23:25, 26:27, 27:16, 27:20, 31:12, 33:9, 34:9, 35:16, 40:14, 43:9, 43:27, 46:9, 46:20, 52:3, 52:8, 53:26, 57:23, 58:9, 60:7, 62:29, 63:6, 63:14, 64:24, 66:2, 70:18, 70:20, 71:1, 73:10, 73:16, 73:18, 76:5, 76:13, 76:25, 77:5, 82:28, 86:27, 92:10, 106:9, 131:24, 140:27, 140:28, 143:17 <b>factored</b> [1] - 137:17 <b>facts</b> [2] - 20:19, 37:28 <b>failed</b> [1] - 38:24 <b>fair</b> [22] - 17:4, 24:18, 25:10, 26:26, 31:7,

<p>35:25, 39:3, 60:27, 78:19, 95:12, 106:4, 112:13, 115:2, 122:17, 123:18, 124:14, 126:13, 130:24, 130:25, 132:12, 133:17 <b>fairness</b> [3] - 36:28, 75:29, 134:11 <b>fall</b> [1] - 15:17 <b>family</b> [3] - 61:18, 99:15, 112:20 <b>FANNING</b> [1] - 3:1 <b>fanning</b> [1] - 101:18 <b>Fanning</b> [6] - 101:20, 101:23, 101:26, 102:3, 102:7, 102:14 <b>far</b> [15] - 10:19, 25:17, 29:10, 29:11, 43:4, 49:17, 49:28, 53:27, 55:4, 58:2, 66:24, 68:26, 83:18, 104:22, 104:24 <b>fashion</b> [1] - 119:24 <b>fashioned</b> [1] - 131:20 <b>fatal</b> [4] - 16:1, 96:16, 96:23, 118:4 <b>February</b> [13] - 31:20, 38:15, 38:22, 38:28, 39:14, 65:18, 65:19, 68:2, 68:9, 68:16, 69:5, 98:17, 104:10 <b>feint</b> [1] - 64:18 <b>fell</b> [1] - 84:9 <b>felt</b> [17] - 13:19, 14:10, 35:22, 39:23, 45:10, 45:23, 48:6, 49:14, 62:23, 69:26, 69:28, 70:6, 80:12, 80:16, 99:16, 119:23, 144:2 <b>Fermoy</b> [69] - 18:20, 28:5, 28:13, 30:2, 34:29, 35:1,</p>	<p>39:23, 41:9, 47:12, 48:14, 51:1, 51:5, 51:17, 52:10, 53:8, 53:15, 53:21, 54:20, 55:6, 56:29, 58:26, 59:4, 59:11, 59:27, 60:8, 60:15, 60:21, 61:1, 61:15, 61:19, 62:2, 63:23, 64:25, 68:4, 70:29, 71:8, 71:19, 71:21, 73:12, 74:4, 75:25, 75:26, 86:14, 87:10, 87:18, 92:27, 93:26, 93:28, 104:17, 104:25, 107:9, 107:19, 109:26, 109:29, 111:2, 111:14, 126:28, 127:7, 130:28, 131:10, 132:7, 136:9, 136:15, 137:24, 138:13, 139:28, 140:20, 143:18 <b>Festival</b> [1] - 136:12 <b>few</b> [5] - 19:13, 56:7, 76:4, 114:23, 122:6 <b>fifth</b> [1] - 51:29 <b>figure</b> [1] - 26:24 <b>file</b> [4] - 18:28, 47:1, 47:4, 81:2 <b>files</b> [1] - 97:20 <b>fill</b> [2] - 59:4, 59:19 <b>filled</b> [2] - 21:5, 59:25 <b>final</b> [1] - 109:14 <b>finally</b> [3] - 84:13, 121:11, 146:11 <b>financial</b> [3] - 112:3, 112:4, 136:20 <b>fine</b> [4] - 5:22, 74:18, 78:8, 131:4 <b>finish</b> [3] - 72:18, 88:27, 98:11 <b>finished</b> [3] - 5:17, 15:9, 36:14 <b>finishing</b> [1] -</p>	<p>5:13 <b>Finn</b> [1] - 70:5 <b>Finnegan</b> [1] - 32:18 <b>Fintan</b> [1] - 101:17 <b>FINTAN</b> [1] - 3:1 <b>fire</b> [5] - 16:1, 16:25, 21:28, 96:16, 96:23 <b>first</b> [34] - 12:15, 18:2, 25:24, 45:6, 45:18, 47:17, 53:19, 54:3, 54:12, 55:26, 64:15, 66:20, 85:18, 85:21, 90:7, 91:23, 93:11, 95:13, 100:2, 103:25, 114:11, 115:21, 115:22, 115:24, 116:15, 120:28, 122:8, 122:9, 125:7, 125:13, 125:21, 128:13, 139:24 <b>firstly</b> [2] - 89:25, 89:27 <b>Fitzpatrick</b> [4] - 39:7, 40:6, 40:28, 41:20 <b>Fitzpatrick's</b> [1] - 42:11 <b>five</b> [11] - 6:25, 6:26, 7:7, 15:9, 20:12, 28:8, 104:7, 138:6 <b>fixed</b> [1] - 52:22 <b>flagged</b> [4] - 115:8, 115:11, 133:22, 143:15 <b>flagging</b> [2] - 142:18, 143:12 <b>flowed</b> [1] - 37:23 <b>Flower</b> [1] - 136:11 <b>flows</b> [1] - 16:15 <b>focus</b> [1] - 90:4 <b>follow</b> [1] - 33:5 <b>followed</b> [1] - 71:17 <b>following</b> [7] - 6:10, 6:29, 66:25, 92:7, 94:23, 116:19, 146:7 <b>FOLLOWS</b> [9] - 5:1, 5:8, 89:17, 89:22, 100:5,</p>	<p>101:13, 103:8, 122:2, 144:14 <b>follows</b> [1] - 102:6 <b>food</b> [1] - 25:18 <b>FOR</b> [3] - 3:1, 3:7, 89:16 <b>force</b> [10] - 43:25, 43:26, 43:27, 44:12, 45:29, 46:2, 46:11, 46:21, 103:21 <b>forget</b> [1] - 96:23 <b>forgive</b> [1] - 19:11 <b>forgotten</b> [1] - 86:9 <b>form</b> [11] - 21:16, 27:21, 27:23, 28:1, 29:16, 45:20, 45:21, 46:11, 46:15, 92:7, 98:15 <b>formal</b> [1] - 53:19 <b>formats</b> [1] - 47:23 <b>former</b> [5] - 22:28, 32:22, 101:17, 101:19, 101:22 <b>forms</b> [3] - 45:14, 45:15, 45:16 <b>forthright</b> [1] - 10:14 <b>forward</b> [12] - 22:1, 24:2, 24:5, 25:4, 28:22, 31:15, 36:14, 39:18, 72:6, 79:20, 139:12 <b>forwarded</b> [7] - 22:3, 22:12, 31:23, 34:8, 72:1, 72:2, 72:12 <b>forwarding</b> [2] - 28:28, 79:26 <b>forwards</b> [1] - 20:15 <b>Fota</b> [1] - 144:25 <b>four</b> [8] - 5:13, 6:25, 25:8, 25:25, 37:11, 75:3, 111:23 <b>Four</b> [2] - 77:28, 82:8 <b>fourth</b> [3] -</p>	<p>52:22, 106:27, 134:15 <b>frame</b> [4] - 50:27, 50:29, 51:5, 92:25 <b>free</b> [2] - 102:28, 145:20 <b>FREEMAN</b> [1] - 3:3 <b>Friday</b> [3] - 66:19, 66:25, 67:23 <b>FRIDAY</b> [1] - 5:1 <b>friend</b> [1] - 145:8 <b>friendly</b> [1] - 105:20 <b>friends</b> [1] - 123:16 <b>friendship</b> [1] - 105:19 <b>fright</b> [2] - 78:27 <b>fro</b> [1] - 16:16 <b>fro-ing</b> [1] - 16:16 <b>front</b> [6] - 7:14, 7:15, 7:17, 8:16, 74:9, 74:26 <b>full</b> [1] - 15:22 <b>funneled</b> [1] - 137:3 <b>furnished</b> [2] - 41:7, 77:14 <b>future</b> [1] - 17:25 <b>FYI</b> [1] - 72:3</p>	<p>109:29, 111:2, 111:14, 112:11, 116:7, 126:14, 126:28, 127:7, 130:28, 131:10, 132:7, 132:21, 132:26, 143:18 <b>garda</b> [1] - 120:1 <b>garda.ie</b> [1] - 72:25 <b>gardaí</b> [8] - 21:19, 26:16, 26:21, 97:11, 138:6, 140:2, 140:5, 140:9 <b>Garden</b> [1] - 136:12 <b>gather</b> [1] - 77:27 <b>gathered</b> [1] - 12:24 <b>gathering</b> [1] - 78:1 <b>Geary</b> [1] - 116:11 <b>general</b> [2] - 28:27, 29:5 <b>generally</b> [1] - 106:25 <b>gentleman</b> [1] - 87:3 <b>genuinely</b> [1] - 133:8 <b>Gerard</b> [1] - 98:21 <b>GERARD</b> [5] - 4:3, 5:7, 89:21, 100:4, 101:12 <b>Gerry</b> [3] - 60:16, 62:17, 138:13 <b>get-go</b> [1] - 134:2 <b>given</b> [23] - 13:29, 25:1, 27:28, 31:8, 32:3, 37:6, 40:10, 58:20, 68:1, 77:22, 78:2, 78:5, 78:7, 78:8, 90:20, 91:2, 100:21, 107:7, 117:29, 118:6, 136:1, 141:12, 142:7 <b>Glanmire</b> [12] - 69:23, 69:26, 70:15, 70:25, 71:2, 71:9, 71:11, 71:12, 71:13, 71:22, 100:22,</p>
<b>G</b>					
<p><b>Garda</b> [59] - 22:3, 24:20, 25:21, 27:5, 27:8, 28:5, 28:12, 28:19, 28:26, 28:29, 32:1, 32:20, 33:17, 34:26, 38:1, 39:6, 40:5, 40:27, 41:19, 46:9, 46:17, 48:14, 62:21, 64:25, 65:7, 65:14, 68:12, 68:21, 72:26, 76:6, 77:8, 77:11, 82:6, 82:26, 87:18, 91:20, 93:27, 93:28, 93:29, 99:11, 99:17, 100:20, 100:26, 103:18, 107:9,</p>					

104:23 <b>Glanmire</b> [1] - 133:3 <b>goal</b> [1] - 75:25 <b>Golden</b> [2] - 42:23, 43:12 <b>Golf</b> [7] - 122:21, 126:22, 133:24, 137:23, 138:9, 139:3, 144:24 <b>golf</b> [13] - 107:24, 113:15, 113:28, 114:12, 114:16, 114:24, 114:29, 115:9, 115:18, 117:14, 119:4, 121:5, 121:17 <b>golfing</b> [1] - 111:19 <b>GORDON</b> [1] - 3:7 <b>grand</b> [2] - 26:3, 89:3 <b>grandiose</b> [1] - 24:9 <b>grant</b> [1] - 64:17 <b>great</b> [2] - 45:12, 48:27 <b>greatly</b> [2] - 99:9, 99:15 <b>Grogan</b> [3] - 12:22, 13:1, 13:8 <b>grossly</b> [1] - 48:29 <b>ground</b> [3] - 85:6, 116:2, 141:2 <b>grounds</b> [5] - 47:9, 47:18, 64:3, 83:5, 83:27 <b>guard</b> [2] - 17:10, 24:11 <b>guards</b> [3] - 20:12, 80:10, 139:27 <b>Guards</b> [1] - 17:8 <b>Gurranabraher</b> [2] - 136:15, 137:25	<b>HANAHOE</b> [1] - 3:9 <b>hand</b> [5] - 42:21, 43:1, 91:5, 97:23, 106:7 <b>handed</b> [1] - 29:17 <b>hands</b> [1] - 67:15 <b>handwriting</b> [1] - 18:26 <b>hanging</b> [1] - 99:16 <b>happy</b> [2] - 88:19, 117:21 <b>harassed</b> [1] - 122:13 <b>harassment</b> [16] - 77:10, 78:14, 79:15, 80:15, 81:12, 83:22, 84:29, 108:13, 108:16, 108:28, 109:11, 122:25, 122:27, 123:21, 124:3, 124:12 <b>hard</b> [1] - 25:14 <b>hardly</b> [1] - 46:1 <b>harmony</b> [1] - 61:28 <b>HARTY</b> [1] - 89:5 <b>hassle</b> [1] - 36:6 <b>HAVING</b> [1] - 103:7 <b>head</b> [1] - 8:17 <b>Head</b> [1] - 77:8 <b>headed</b> [1] - 132:28 <b>heading</b> [2] - 104:2, 109:10 <b>headquarters</b> [5] - 51:27, 52:1, 59:18, 59:20 <b>Headquarters</b> [3] - 28:29, 82:6, 82:26 <b>health</b> [1] - 99:9 <b>Health</b> [1] - 132:26 <b>Healy</b> [37] - 79:20, 80:8, 80:11, 80:20, 80:29, 81:6, 81:16, 112:10, 112:14, 113:4, 116:8, 116:28, 117:17, 118:9, 118:24, 119:22, 119:23, 120:6, 121:7, 134:13,	134:16, 134:27, 135:22, 135:25, 135:29, 136:1, 138:26, 140:16, 141:13, 142:5, 142:13, 142:15, 143:6, 143:7, 143:9, 144:1, 145:5 <b>Healy's</b> [1] - 81:21 <b>heard</b> [10] - 53:9, 77:3, 88:6, 105:2, 105:9, 111:20, 116:1, 125:7, 125:13, 125:27 <b>hearing</b> [1] - 45:4 <b>HEARING</b> [2] - 5:1, 89:16 <b>held</b> [2] - 97:20, 107:19 <b>help</b> [7] - 9:23, 32:15, 33:8, 33:10, 43:19, 99:18, 117:25 <b>hes</b> [1] - 94:19 <b>hierarchy</b> [2] - 10:18, 25:19 <b>high</b> [1] - 98:12 <b>highlight</b> [1] - 100:11 <b>highlighted</b> [4] - 116:23, 121:2, 130:1, 130:8 <b>himself</b> [2] - 17:7, 17:14 <b>historically</b> [1] - 46:20 <b>history</b> [2] - 25:2, 60:17 <b>hold</b> [3] - 88:19, 90:22, 131:15 <b>holiday</b> [5] - 112:20, 114:12, 115:27, 134:21, 135:8 <b>holidays</b> [2] - 121:15, 144:23 <b>home</b> [6] - 8:17, 9:9, 15:9, 41:24, 69:29, 98:25 <b>honest</b> [6] - 42:15, 69:25, 77:1, 108:1, 124:12, 131:6 <b>honestly</b> [4] - 82:17, 99:19, 108:19, 133:11	<b>hope</b> [3] - 7:18, 42:15, 146:9 <b>hopefully</b> [1] - 42:16 <b>hoping</b> [4] - 56:15, 59:4, 92:9, 92:11 <b>hours</b> [2] - 16:5, 70:3 <b>HOUSE</b> [1] - 3:4 <b>HR</b> [1] - 42:24 <b>HRM</b> [45] - 24:22, 30:9, 30:14, 31:1, 31:5, 31:15, 32:1, 32:21, 33:5, 34:3, 36:15, 36:20, 39:19, 42:17, 42:18, 47:26, 48:25, 51:18, 51:19, 53:27, 55:13, 57:8, 57:13, 57:26, 60:3, 63:25, 65:24, 66:26, 66:27, 67:10, 67:13, 67:22, 67:24, 67:26, 68:23, 69:21, 70:24, 73:19, 73:24, 74:16, 74:19, 75:2, 79:22, 79:27 <b>Hughes</b> [2] - 27:23, 28:5 <b>human</b> [2] - 50:5, 59:15 <b>Human</b> [5] - 28:15, 39:11, 40:25, 54:6, 54:26 <b>hundred</b> [2] - 78:16, 139:17 <b>hundreds</b> [2] - 26:12, 26:14	<b>imperative</b> [1] - 59:24 <b>impermissible</b> [2] - 129:6, 129:15 <b>implementatio</b> <b>n</b> [2] - 117:18, 119:20 <b>implicit</b> [2] - 22:17, 23:19 <b>implicitly</b> [1] - 16:8 <b>imply</b> [1] - 18:18 <b>implying</b> [1] - 20:3 <b>import</b> [1] - 20:3 <b>important</b> [1] - 59:24 <b>imports</b> [1] - 8:27 <b>impracticable</b> [1] - 49:19 <b>impractical</b> [1] - 11:28 <b>impression</b> [6] - 7:22, 10:21, 24:4, 51:3, 51:4, 135:1 <b>improper</b> [3] - 84:26, 85:27, 129:4 <b>improve</b> [1] - 51:28 <b>imputation</b> [1] - 120:22 <b>inappropriate</b> [1] - 129:6 <b>incident</b> [11] - 16:5, 17:25, 21:26, 21:27, 23:29, 42:23, 45:8, 49:6, 118:5, 142:9, 143:3 <b>incidents</b> [2] - 16:12, 19:18 <b>included</b> [2] - 28:16, 28:27 <b>including</b> [4] - 9:3, 9:4, 15:22, 34:17 <b>inconsistency</b> [1] - 5:21 <b>inconvenient</b> [1] - 9:22 <b>incorrect</b> [4] - 5:28, 7:22, 135:13, 144:23 <b>incorrectly</b> [2] - 63:12, 92:9 <b>increased</b> [1] - 52:18 <b>indeed</b> [4] -	16:15, 22:17, 41:19, 103:2 <b>independent</b> [1] - 80:11 <b>INDEX</b> [1] - 4:1 <b>indicate</b> [3] - 88:23, 90:1, 93:8 <b>indicated</b> [3] - 90:9, 100:15, 144:28 <b>indicates</b> [1] - 95:26 <b>indicative</b> [1] - 146:10 <b>individual</b> [3] - 140:2, 140:5, 140:9 <b>individually</b> [2] - 97:1, 111:29 <b>individuals</b> [2] - 139:19, 140:1 <b>infer</b> [1] - 27:11 <b>inference</b> [2] - 39:8, 120:22 <b>inflexion</b> [1] - 40:17 <b>information</b> [29] - 18:27, 19:4, 21:2, 21:9, 28:17, 35:12, 36:13, 40:9, 41:20, 41:21, 64:23, 65:2, 73:18, 74:13, 75:21, 77:25, 77:27, 77:29, 78:1, 78:2, 78:4, 78:5, 78:7, 78:9, 81:5, 81:15, 84:24, 124:1, 141:11 <b>informed</b> [17] - 11:23, 30:2, 30:4, 38:1, 39:7, 49:7, 49:10, 49:11, 66:28, 69:21, 87:13, 123:25, 128:12, 134:23, 135:3, 141:4, 141:7 <b>informing</b> [2] - 73:10, 84:25 <b>ing</b> [2] - 16:16 <b>inherent</b> [1] - 5:20 <b>initial</b> [2] - 35:19, 75:8 <b>injury</b> [22] - 76:15, 76:16, 76:20, 76:23, 76:28, 77:1, 77:9,
<b>I</b>					
<b>halfway</b> [1] - 98:3 <b>HALIDAY</b> [1] - 3:4			<b>idea</b> [5] - 10:17, 14:13, 50:19, 52:23, 83:5 <b>immediate</b> [1] - 44:15 <b>immediately</b> [6] - 7:6, 11:22, 28:13, 43:10, 68:5, 114:4 <b>impact</b> [3] - 39:24, 48:6, 99:7		

77:15, 77:22, 78:9, 78:14, 79:14, 81:12, 82:9, 82:12, 82:16, 83:1, 83:9, 83:11, 83:18, 97:21, 98:16 <b>input</b> [1] - 96:8 <b>inquiry</b> [4] - 44:8, 44:22, 45:21, 46:26 <b>inserted</b> [1] - 27:29 <b>insertion</b> [1] - 49:24 <b>Insofar</b> [1] - 107:4 <b>insofar</b> [2] - 46:9, 106:29 <b>inspector</b> [75] - 5:14, 5:24, 6:5, 6:6, 6:9, 6:23, 6:28, 7:9, 7:23, 7:29, 8:8, 8:22, 8:29, 9:3, 9:12, 10:17, 11:11, 11:18, 11:29, 12:6, 12:11, 12:12, 12:13, 14:4, 14:7, 14:9, 14:17, 17:9, 21:17, 22:6, 79:20, 80:8, 80:20, 80:29, 81:6, 81:16, 81:21, 86:18, 94:15, 94:17, 101:18, 105:26, 112:10, 112:14, 113:4, 113:5, 113:20, 116:8, 116:28, 117:17, 118:9, 118:24, 119:22, 119:23, 120:6, 121:6, 134:12, 134:16, 134:27, 135:22, 135:25, 135:29, 136:1, 138:25, 140:15, 141:13, 142:5, 142:13, 142:15, 143:5, 143:7, 143:9, 144:1, 145:5 <b>Inspector</b> [3] - 42:23, 43:12, 86:29 <b>instance</b> [4] - 17:2, 23:3, 25:13, 97:23	<b>instead</b> [4] - 56:17, 130:16, 135:15, 137:23 <b>instigated</b> [4] - 36:11, 44:21, 46:24, 76:5 <b>instigating</b> [2] - 44:16, 44:18 <b>instituted</b> [3] - 76:26, 77:21, 81:11 <b>INSTRUCTED</b> [2] - 3:3, 3:8 <b>instructed</b> [2] - 29:25, 82:24 <b>instructions</b> [4] - 15:19, 15:20, 87:7, 87:16 <b>intend</b> [1] - 123:9 <b>intended</b> [2] - 66:28, 76:1 <b>intention</b> [1] - 145:28 <b>interacting</b> [1] - 67:7 <b>interaction</b> [3] - 67:5, 106:12, 106:14 <b>interest</b> [2] - 36:28, 105:24 <b>interfered</b> [2] - 124:20, 125:11 <b>interference</b> [3] - 84:27, 85:8, 85:27 <b>interjecting</b> [1] - 10:17 <b>interpose</b> [1] - 11:28 <b>interposing</b> [2] - 10:17, 49:25 <b>interrupt</b> [3] - 27:17, 128:7, 128:10 <b>intervals</b> [1] - 97:16 <b>interviews</b> [1] - 105:29 <b>intimidation</b> [4] - 77:11, 78:15, 79:15, 81:13 <b>invalid</b> [1] - 129:6 <b>investigated</b> [2] - 80:17, 102:12 <b>investigating</b> [1] - 22:11 <b>investigation</b> [12] - 16:27,	44:18, 84:7, 84:28, 85:9, 85:28, 102:8, 102:12, 109:9, 124:21, 125:12, 125:22 <b>investigations</b> [1] - 81:23 <b>investigator</b> [5] - 11:3, 12:22, 78:11, 80:3, 84:15 <b>involved</b> [14] - 61:17, 62:7, 81:20, 97:3, 97:17, 98:6, 114:18, 114:19, 119:25, 123:13, 123:14, 133:15, 133:29, 139:17 <b>involvement</b> [1] - 113:8 <b>Irish</b> [10] - 122:21, 126:22, 133:14, 133:24, 137:23, 138:9, 138:28, 139:3, 140:12, 144:24 <b>irritated</b> [1] - 38:3 <b>Island</b> [1] - 144:25 <b>issue</b> [42] - 7:24, 9:24, 15:29, 36:21, 37:24, 42:13, 43:9, 43:24, 46:23, 51:13, 52:2, 61:1, 61:14, 91:11, 92:16, 93:6, 96:14, 96:15, 96:20, 109:14, 109:23, 111:13, 111:19, 118:23, 119:3, 125:18, 126:27, 127:28, 130:15, 130:28, 131:11, 132:9, 132:18, 132:20, 140:11, 142:14, 142:22, 143:19, 144:16, 144:17, 145:24 <b>issued</b> [11] - 23:26, 24:10, 24:27, 31:25, 65:18, 65:25, 65:26, 76:15, 109:17, 109:25, 126:8	<b>issues</b> [16] - 9:5, 39:4, 40:15, 40:18, 40:20, 47:7, 52:7, 89:26, 89:27, 107:8, 110:5, 119:4, 122:6, 122:9, 128:27, 130:16 <b>issuing</b> [2] - 30:16, 67:3 <b>itself</b> [11] - 9:21, 44:6, 111:19, 111:20, 117:26, 133:14, 133:20, 134:8, 135:18, 136:4, 137:20	82:2, 82:4, 106:19, 113:23, 114:24, 116:3, 129:25, 140:23, 145:29, 146:3, 146:6 <b>JUNE</b> [2] - 5:1, 146:18 <b>junior</b> [1] - 27:18 <b>Justice</b> [2] - 84:18, 84:26	<b>knowledge</b> [16] - 41:21, 48:19, 48:21, 49:5, 87:21, 107:15, 107:21, 109:29, 112:22, 115:26, 121:17, 128:26, 130:26, 130:27, 131:1 <b>known</b> [8] - 40:19, 52:20, 62:10, 62:18, 105:14, 115:7, 123:10, 123:12 <b>knows</b> [1] - 62:1
			<b>J</b>	<b>K</b>	<b>L</b>
			<b>James</b> [1] - 22:29 <b>January</b> [19] - 31:22, 31:28, 31:29, 41:13, 65:6, 66:8, 66:21, 67:6, 67:24, 68:1, 82:13, 98:1, 98:3, 113:29, 114:13, 114:17, 115:8, 115:12 <b>Jim</b> [3] - 39:6, 40:5, 42:11 <b>job</b> [8] - 17:11, 17:12, 17:15, 29:6, 29:11, 35:24, 58:7, 113:1 <b>Joe</b> [2] - 86:18, 86:29 <b>John</b> [9] - 13:1, 47:25, 75:14, 79:21, 80:18, 81:3, 81:24, 101:3, 103:4 <b>JOHN</b> [5] - 3:7, 4:11, 103:7, 122:1, 144:13 <b>joined</b> [1] - 103:21 <b>jotted</b> [1] - 78:21 <b>journey</b> [1] - 61:20 <b>July</b> [6] - 91:25, 91:28, 91:29, 92:26, 98:16, 105:10 <b>junction</b> [1] - 117:13 <b>June</b> [13] - 32:23, 69:18,	7:13, 7:14, 7:27, 16:19, 17:17, 18:25, 19:11, 19:25, 28:4, 32:14, 33:12, 38:20, 52:25, 56:5, 64:13, 64:19, 70:21, 71:29, 72:4, 73:1, 74:22, 82:1, 92:2, 93:13, 96:28, 110:15, 110:18, 138:26, 141:17 <b>keep</b> [7] - 40:16, 56:8, 61:28, 70:21, 73:3, 143:28, 146:14 <b>Kehoe</b> [8] - 84:6, 106:1, 109:3, 109:6, 124:27, 125:4, 125:23, 125:28 <b>Ken</b> [2] - 77:7, 77:20 <b>kept</b> [2] - 114:22, 114:27 <b>key</b> [1] - 116:26 <b>Kiely</b> [13] - 5:15, 5:25, 6:10, 6:15, 6:19, 6:24, 7:29, 8:9, 8:10, 8:22, 8:24, 9:1, 94:3 <b>Kiely"</b> [1] - 8:2 <b>Kiely's</b> [2] - 7:9, 7:24 <b>kilometres</b> [1] - 71:22 <b>kind</b> [2] - 6:29, 67:14 <b>know..</b> [1] - 42:12 <b>knowing</b> [3] - 42:7, 121:3, 131:21	<b>large</b> [2] - 116:15, 136:12 <b>last</b> [23] - 7:19, 15:17, 23:14, 23:15, 27:28, 34:7, 37:11, 38:11, 38:12, 42:5, 47:7, 48:4, 50:17, 55:28, 59:6, 59:14, 70:13, 81:29, 101:20, 110:18, 110:19, 110:24, 111:21 <b>late</b> [6] - 65:18, 103:27, 107:23, 108:19, 109:3, 122:16 <b>latter</b> [1] - 114:14 <b>law</b> [1] - 46:6 <b>lawyers</b> [1] - 101:16 <b>lead</b> [3] - 46:26, 46:29, 47:3 <b>least</b> [13] - 5:28, 9:26, 21:17, 36:20, 41:18, 43:4, 76:10, 82:11, 82:14, 82:27, 83:17, 85:6, 115:2 <b>leave</b> [18] - 43:25, 44:24, 46:12, 57:5, 62:3, 110:21, 112:22, 113:14, 113:17, 113:19, 113:23, 114:5, 114:7, 114:12, 115:10, 115:16, 121:12, 121:15

<p><b>leaving</b> [1] - 49:15</p> <p><b>left</b> [6] - 35:9, 57:24, 79:3, 79:5, 87:10, 137:29</p> <p><b>legal</b> [3] - 77:28, 82:6, 82:25</p> <p><b>Legal</b> [1] - 77:8</p> <p><b>legitimacy</b> [1] - 40:23</p> <p><b>Lehane</b> [3] - 44:7, 44:19, 44:26</p> <p><b>lengthy</b> [1] - 47:29</p> <p><b>less</b> [2] - 27:14, 59:14</p> <p><b>letter</b> [70] - 9:2, 16:6, 16:20, 17:18, 17:23, 19:7, 19:12, 20:4, 20:28, 20:29, 22:16, 23:20, 24:29, 28:13, 30:6, 30:7, 31:1, 31:18, 31:19, 32:10, 32:25, 33:6, 33:9, 34:5, 34:8, 36:24, 47:24, 47:26, 47:29, 48:11, 52:25, 53:4, 53:17, 53:19, 54:2, 54:8, 54:11, 55:9, 55:10, 55:17, 55:19, 55:20, 55:25, 55:26, 55:28, 56:3, 56:4, 56:6, 56:13, 56:19, 56:24, 56:26, 56:27, 57:2, 58:22, 60:1, 60:3, 63:9, 63:13, 63:16, 70:10, 70:19, 85:1, 109:10, 125:2, 125:4, 125:28, 138:25, 138:28, 139:1</p> <p><b>lettered</b> [1] - 30:26</p> <p><b>letters</b> [4] - 30:27, 31:5, 36:20, 60:7</p> <p><b>level</b> [4] - 98:12, 105:26, 120:2, 120:3</p> <p><b>light</b> [5] - 68:28, 119:16, 120:28,</p>	<p>141:11, 143:23</p> <p><b>limitations</b> [1] - 13:3</p> <p><b>limited</b> [1] - 33:21</p> <p><b>line</b> [28] - 17:27, 18:12, 18:13, 18:14, 19:14, 19:20, 21:11, 22:10, 24:3, 34:7, 75:7, 79:3, 79:5, 79:10, 81:28, 86:3, 86:11, 90:27, 93:24, 94:23, 94:24, 110:7, 110:19, 110:24, 117:4, 120:16, 128:19, 129:10</p> <p><b>lines</b> [3] - 7:28, 28:8, 100:13</p> <p><b>link</b> [1] - 19:19</p> <p><b>linking</b> [2] - 81:22, 81:26</p> <p><b>list</b> [3] - 97:26, 140:1, 146:10</p> <p><b>listed</b> [4] - 140:3, 140:6, 140:9, 140:17</p> <p><b>listen</b> [1] - 52:10</p> <p><b>listening</b> [1] - 40:20</p> <p><b>litigation</b> [2] - 76:6, 76:22</p> <p><b>living</b> [4] - 60:25, 61:16, 62:22, 69:26</p> <p><b>loathe</b> [2] - 128:6, 128:9</p> <p><b>local</b> [2] - 62:10, 62:18</p> <p><b>locally</b> [1] - 62:10</p> <p><b>locate</b> [1] - 117:15</p> <p><b>location</b> [3] - 116:26, 117:1, 121:3</p> <p><b>locations</b> [2] - 47:23, 119:19</p> <p><b>lodged</b> [4] - 77:3, 77:10, 78:14, 79:14</p> <p><b>logic</b> [6] - 37:26, 37:27, 61:16, 61:22, 61:23, 71:24</p> <p><b>look</b> [33] - 7:19, 12:17, 35:29, 38:3, 41:25,</p>	<p>43:18, 44:2, 44:19, 45:2, 48:3, 50:8, 57:7, 59:18, 69:27, 69:28, 80:12, 90:11, 91:14, 91:22, 96:26, 97:29, 106:26, 109:22, 110:14, 113:20, 118:8, 132:27, 134:10, 134:13, 135:24, 138:21, 139:6, 141:15</p> <p><b>looked</b> [8] - 35:21, 47:19, 63:20, 98:16, 113:21, 139:10, 139:26</p> <p><b>looking</b> [16] - 29:9, 44:13, 45:10, 46:20, 57:19, 64:23, 73:23, 78:4, 82:2, 97:14, 97:22, 104:13, 107:2, 139:18, 140:18, 144:18</p> <p><b>looks</b> [4] - 29:12, 64:6, 73:13, 73:17</p> <p><b>loss</b> [2] - 82:18, 99:9</p> <p><b>lower</b> [1] - 26:23</p> <p><b>lowest</b> [2] - 45:19, 45:20</p> <p><b>LUNCH</b> [1] - 89:16</p>	<p><b>main</b> [2] - 112:9, 112:13</p> <p><b>maintain</b> [1] - 61:28</p> <p><b>maintained</b> [1] - 83:29</p> <p><b>maintaining</b> [1] - 22:22</p> <p><b>majeure</b> [9] - 43:25, 43:26, 43:27, 44:12, 45:29, 46:2, 46:11, 46:21</p> <p><b>major</b> [5] - 45:8, 45:22, 118:2, 118:3, 120:11</p> <p><b>Mallow</b> [7] - 59:22, 133:3, 136:11, 136:13, 139:29, 140:20</p> <p><b>man</b> [9] - 13:1, 17:3, 17:5, 28:6, 35:28, 35:29, 66:3, 138:6, 138:19</p> <p><b>manager</b> [1] - 134:7</p> <p><b>management</b> [5] - 11:27, 15:14, 61:13, 116:29, 132:26</p> <p><b>Management</b> [5] - 28:16, 40:26, 54:7, 54:26, 132:28</p> <p><b>manager</b> [3] - 11:25, 52:7, 59:15</p> <p><b>managing</b> [1] - 68:27</p> <p><b>manpower</b> [1] - 137:14</p> <p><b>March</b> [12] - 28:9, 30:4, 30:8, 30:14, 30:25, 32:26, 33:16, 41:14, 65:14, 69:7, 101:27</p> <p><b>married</b> [1] - 99:13</p> <p><b>Marrinan</b> [6] - 9:29, 10:28, 26:27, 77:6, 102:1, 102:23</p> <p><b>MARRINAN</b> [2] - 88:22, 102:24</p> <p><b>material</b> [8] - 13:11, 21:25, 44:25, 57:11, 58:20, 79:26,</p>	<p>108:8, 119:28</p> <p><b>materiality</b> [1] - 128:29</p> <p><b>materials</b> [5] - 23:21, 25:3, 68:8, 97:10, 125:3</p> <p><b>matter</b> [18] - 11:20, 23:9, 34:16, 39:17, 45:15, 48:9, 57:28, 73:26, 86:5, 94:22, 98:12, 99:1, 119:24, 121:12, 128:21, 128:24, 136:1, 145:22</p> <p><b>matters</b> [10] - 11:12, 11:14, 11:18, 99:15, 128:11, 128:12, 128:18, 128:20, 134:27, 135:23</p> <p><b>maximum</b> [1] - 46:28</p> <p><b>Mayfield</b> [7] - 65:14, 65:17, 69:6, 69:12, 86:13, 136:15, 137:26</p> <p><b>McGarry</b> [2] - 3:1, 101:20</p> <p><b>McGrath</b> [8] - 103:3, 103:8, 103:11, 103:12, 103:16, 123:8, 145:16, 145:17</p> <p><b>MCGRATH</b> [1] - 4:13</p> <p><b>McGuinness</b> [9] - 90:15, 93:23, 93:24, 100:17, 145:27, 145:28, 146:2, 146:5, 146:9</p> <p><b>McGuinness's</b> [1] - 93:11</p> <p><b>McLoughlin</b> [5] - 39:11, 41:13, 68:3, 68:9, 68:10</p> <p><b>ME</b> [1] - 3:9</p> <p><b>me.</b> [1] - 79:28</p> <p><b>mean</b> [17] - 18:12, 18:13, 26:10, 26:15, 34:10, 36:5, 45:1, 50:14, 63:26, 67:28, 74:2, 74:8, 118:10, 125:20, 129:2, 130:24, 132:1</p>	<p><b>means</b> [1] - 58:11</p> <p><b>meant</b> [4] - 5:28, 18:5, 58:2, 133:19</p> <p><b>meantime</b> [1] - 6:12</p> <p><b>medical</b> [45] - 5:15, 6:4, 6:14, 7:5, 9:5, 10:12, 48:13, 48:19, 48:26, 49:1, 49:17, 49:21, 61:5, 64:12, 67:4, 67:6, 109:16, 109:20, 109:22, 110:26, 111:8, 126:4, 126:7, 126:15, 126:18, 126:20, 126:23, 126:25, 126:26, 126:29, 127:2, 127:10, 127:11, 127:14, 127:16, 127:19, 129:22, 131:9, 131:21, 131:22, 132:2, 132:6, 142:20, 142:21, 143:16</p> <p><b>meet</b> [6] - 14:24, 15:2, 15:14, 66:22, 133:2</p> <p><b>meeting</b> [21] - 13:13, 13:15, 15:1, 15:14, 15:26, 82:14, 82:16, 82:23, 87:19, 95:24, 95:28, 96:3, 100:18, 109:4, 115:24, 115:29, 123:24, 123:29, 135:25, 144:26, 144:27</p> <p><b>meetings</b> [15] - 15:18, 36:13, 76:4, 76:9, 76:29, 77:19, 77:25, 82:11, 82:12, 82:21, 87:8, 107:18, 114:25, 125:19, 127:18</p> <p><b>member</b> [12] - 11:29, 15:14, 24:20, 25:21, 28:17, 28:19, 32:23, 33:22, 120:1, 120:11, 120:13, 133:2</p> <p><b>member's</b> [3] -</p>
<b>M</b>					
		<p><b>M1</b> [1] - 46:11</p> <p><b>Maguire</b> [9] - 34:22, 86:13, 86:19, 86:21, 86:26, 87:3, 87:12, 87:28, 88:2</p> <p><b>mail</b> [22] - 6:12, 6:13, 6:25, 39:25, 64:11, 64:15, 68:11, 70:22, 70:27, 71:27, 72:1, 73:2, 73:3, 73:23, 74:2, 74:5, 74:22, 75:2, 75:9, 75:10, 75:11, 75:20</p> <p><b>mailed</b> [1] - 68:2</p> <p><b>mails</b> [2] - 72:23, 72:27</p>			

<p>28:24, 32:26, 33:14</p> <p><b>members</b> [24] - 49:8, 82:6, 111:4, 136:5, 136:7, 136:14, 136:15, 136:22, 136:28, 137:1, 137:5, 137:8, 137:11, 137:12, 137:19, 137:21, 137:24, 138:1, 138:2, 138:4, 139:12, 141:18</p> <p><b>memory</b> [3] - 28:2, 55:24, 82:17</p> <p><b>mention</b> [6] - 75:29, 98:14, 109:12, 127:27, 131:13, 131:21</p> <p><b>mentioned</b> [16] - 10:3, 76:20, 93:7, 101:4, 101:28, 117:4, 117:8, 122:28, 123:3, 123:23, 123:26, 123:28, 124:8, 125:16, 127:21, 145:23</p> <p><b>mentioning</b> [1] - 127:23</p> <p><b>mere</b> [1] - 39:17</p> <p><b>message</b> [3] - 15:11, 42:26, 72:11</p> <p><b>met</b> [14] - 14:20, 66:8, 67:2, 92:19, 92:22, 95:13, 95:14, 106:10, 106:14, 108:22, 108:24, 116:3, 116:6, 116:10</p> <p><b>Michael</b> [5] - 72:10, 73:5, 87:3, 93:25, 110:11</p> <p><b>Mick</b> [4] - 34:22, 113:27, 114:10, 114:21</p> <p><b>middle</b> [2] - 67:18, 132:27</p> <p><b>Midleton</b> [18] - 103:19, 103:26, 103:29, 104:5, 104:7, 104:12, 111:5, 112:10, 116:7, 132:21, 133:3, 133:7, 136:15, 137:25, 138:24, 139:1,</p>	<p>139:22, 141:28</p> <p><b>might</b> [24] - 13:1, 23:17, 56:8, 66:10, 66:11, 74:17, 88:27, 90:13, 91:13, 91:23, 91:25, 91:27, 92:2, 97:23, 110:16, 122:18, 123:26, 123:28, 124:13, 126:5, 129:20, 132:24, 141:10</p> <p><b>mightn't</b> [1] - 17:11</p> <p><b>mind</b> [16] - 9:19, 11:5, 19:12, 33:11, 36:23, 49:13, 56:5, 61:1, 71:28, 73:1, 92:25, 110:14, 126:6, 138:27, 141:17, 143:28</p> <p><b>minimised</b> [1] - 70:9</p> <p><b>Minister</b> [2] - 84:18, 84:26</p> <p><b>minister</b> [2] - 85:2, 85:14</p> <p><b>minute</b> [11] - 15:1, 17:28, 19:17, 19:23, 19:26, 20:4, 22:21, 23:26, 23:28, 33:15, 119:10</p> <p><b>minute"</b> [1] - 19:15</p> <p><b>minutes</b> [5] - 15:6, 16:12, 39:18, 89:2, 94:27</p> <p><b>misremembere d</b> [1] - 132:15</p> <p><b>missed</b> [1] - 66:21</p> <p><b>misspoke</b> [1] - 23:3</p> <p><b>mistake</b> [3] - 86:27, 88:8, 132:14</p> <p><b>mistakes</b> [1] - 10:4</p> <p><b>misunderstood</b> [1] - 132:15</p> <p><b>Mitchelstown</b> [37] - 18:19, 19:3, 34:26, 51:1, 51:6, 53:8, 53:15, 53:21, 54:13,</p>	<p>54:20, 54:27, 55:6, 56:28, 58:12, 58:13, 59:5, 59:13, 59:27, 61:17, 62:3, 62:7, 62:14, 62:16, 62:25, 70:29, 73:11, 74:4, 74:28, 77:11, 87:20, 95:4, 136:5, 136:9, 137:22, 137:27, 137:29, 138:3</p> <p><b>mixed</b> [1] - 8:18</p> <p><b>mixing</b> [1] - 12:9</p> <p><b>mobile</b> [1] - 32:29</p> <p><b>moment</b> [13] - 8:2, 18:4, 20:5, 70:12, 86:10, 90:5, 93:15, 96:24, 106:17, 107:25, 117:5, 129:26, 131:15</p> <p><b>Monica</b> [2] - 34:3, 36:25</p> <p><b>month</b> [2] - 44:27, 114:15</p> <p><b>months</b> [5] - 75:3, 99:12, 99:17, 103:27, 114:23</p> <p><b>morning</b> [13] - 5:4, 5:5, 5:10, 5:12, 6:29, 21:4, 66:13, 76:13, 120:12, 120:13, 141:23, 146:6</p> <p><b>Morris</b> [1] - 95:19</p> <p><b>most</b> [1] - 102:13</p> <p><b>move</b> [29] - 9:26, 12:21, 15:29, 19:13, 22:13, 23:16, 36:13, 38:11, 38:13, 42:5, 50:17, 55:5, 60:27, 63:5, 67:17, 69:22, 70:20, 71:8, 71:9, 73:20, 74:12, 74:26, 74:28, 76:18, 93:8, 93:17, 96:14, 111:18, 129:10</p> <p><b>moved</b> [10] - 53:21, 59:27, 69:6, 69:23,</p>	<p>73:20, 75:7, 75:8, 86:12, 138:1</p> <p><b>moving</b> [16] - 10:13, 13:16, 24:2, 24:6, 38:17, 42:13, 43:25, 47:7, 50:24, 59:5, 59:13, 65:20, 69:28, 73:22, 96:2, 106:6</p> <p><b>MR</b> [82] - 3:1, 3:2, 3:3, 3:7, 3:7, 3:8, 4:3, 4:5, 4:6, 4:7, 4:9, 4:11, 4:14, 4:16, 5:7, 5:8, 5:10, 19:2, 23:2, 23:8, 23:11, 23:14, 61:27, 64:29, 72:6, 72:14, 72:19, 76:24, 78:24, 79:4, 79:7, 79:10, 82:4, 88:18, 88:22, 89:1, 89:5, 89:6, 89:9, 89:21, 89:24, 90:24, 90:26, 93:16, 93:20, 93:22, 96:26, 99:26, 99:28, 100:2, 100:4, 100:7, 101:12, 101:15, 102:24, 103:7, 121:25, 122:1, 122:4, 128:6, 128:9, 129:9, 129:16, 129:19, 131:14, 131:18, 131:24, 132:4, 132:18, 144:10, 144:13, 144:16, 145:24, 145:28, 146:2, 146:5, 146:9</p> <p><b>MS</b> [6] - 4:13, 103:3, 103:8, 103:12, 103:16, 145:17</p> <p><b>Murphy</b> [5] - 59:3, 70:22, 70:23, 72:2, 73:28</p> <p><b>Murphy's</b> [1] - 95:22</p> <p><b>must</b> [6] - 26:11, 40:19, 78:2, 81:15, 90:3, 132:9</p>	<p><b>N</b></p>	<p>133:9, 133:27, 134:6</p> <p><b>new</b> [1] - 51:28</p> <p><b>next</b> [14] - 13:26, 24:7, 38:12, 43:23, 70:19, 70:20, 80:24, 88:16, 88:17, 94:26, 99:25, 99:29, 103:3, 145:26</p> <p><b>night</b> [10] - 13:21, 15:25, 19:10, 20:12, 21:18, 59:21, 95:16, 95:20, 95:29, 96:2</p> <p><b>nine</b> [4] - 9:8, 9:20, 15:8, 58:21</p> <p><b>ninth</b> [3] - 84:9, 85:6, 85:26</p> <p><b>no..</b> [1] - 19:29</p> <p><b>nobody</b> [3] - 67:28, 83:11, 94:19</p> <p><b>Nolan</b> [1] - 79:13</p> <p><b>nominate</b> [7] - 66:24, 67:1, 67:2, 67:16, 67:21, 67:25, 69:25</p> <p><b>nominated</b> [2] - 84:6, 86:13</p> <p><b>nomination</b> [1] - 24:9</p> <p><b>non</b> [3] - 38:14, 38:27, 39:10</p> <p><b>non-attendance</b> [3] - 38:14, 38:27, 39:10</p> <p><b>none</b> [1] - 128:20</p> <p><b>normal</b> [2] - 22:8, 113:18</p> <p><b>north</b> [4] - 42:4, 71:12, 71:20, 104:16</p> <p><b>note</b> [3] - 18:28, 54:3, 78:21</p> <p><b>noted</b> [2] - 29:24, 31:5</p> <p><b>notes</b> [3] - 78:26, 132:25, 145:22</p> <p><b>nothing</b> [10] - 36:9, 36:17, 45:28, 46:5, 50:28, 58:8, 62:28, 80:21, 81:8, 145:17</p>
--	--	---	--	-----------------	---

<p><b>notice</b> [6] - 14:1, 98:19, 119:9, 134:21, 135:9, 140:16</p> <p><b>notification</b> [6] - 30:9, 44:23, 98:24, 99:10, 114:1, 139:27</p> <p><b>notifications</b> [1] - 30:24</p> <p><b>notified</b> [6] - 40:28, 44:14, 45:10, 113:29, 114:14, 134:20</p> <p><b>notify</b> [4] - 42:11, 77:9, 140:20, 146:9</p> <p><b>notwithstanding</b> [3] - 106:21, 108:12, 112:26</p> <p><b>November</b> [16] - 30:26, 52:9, 52:13, 52:15, 52:20, 52:26, 53:17, 54:4, 54:24, 55:9, 56:3, 73:5, 73:6, 73:14, 74:6, 99:11</p> <p><b>nowhere</b> [8] - 90:3, 92:23, 92:24, 95:6, 95:16, 95:21, 95:25, 96:1</p> <p><b>number</b> [24] - 6:26, 6:27, 8:15, 30:15, 32:29, 35:24, 45:5, 47:23, 51:14, 63:3, 74:20, 77:24, 78:24, 79:3, 79:5, 81:1, 89:27, 90:20, 91:2, 101:23, 109:16, 136:7, 136:9, 136:12</p> <p><b>numbers</b> [1] - 81:28</p> <p><b>numerous</b> [1] - 15:24</p>	<p><b>O'BRIEN</b>..... [1] - 4:9</p> <p><b>o'clock</b> [5] - 6:26, 15:8, 15:9, 21:4, 88:25</p> <p><b>O'Connor</b> [2] - 86:18, 86:29</p> <p><b>O'HIGGINS</b> [10] - 4:6, 88:18, 89:1, 89:21, 89:24, 90:26, 93:16, 93:20, 93:22, 96:26</p> <p><b>O'Higgins</b> [7] - 88:16, 88:29, 89:19, 90:22, 93:18, 96:24, 98:27</p> <p><b>O'SULLIVAN</b> [1] - 3:1</p> <p><b>O'Sullivan</b> [32] - 5:14, 5:24, 6:5, 6:6, 6:9, 6:23, 6:28, 7:23, 8:1, 8:8, 8:23, 8:29, 9:3, 9:13, 10:18, 11:12, 11:18, 11:29, 12:7, 12:11, 12:12, 12:13, 14:4, 14:7, 14:9, 14:18, 21:17, 22:6, 92:23, 94:15, 94:18, 101:18</p> <p><b>oath</b> [2] - 80:15, 136:2</p> <p><b>obey</b> [2] - 12:13, 12:15</p> <p><b>obligation</b> [1] - 46:11</p> <p><b>obliged</b> [3] - 23:26, 59:19, 76:4</p> <p><b>observation</b> [3] - 48:1, 48:18, 48:29</p> <p><b>obstructive</b> [1] - 9:23</p> <p><b>obvious</b> [1] - 75:20</p> <p><b>obviously</b> [16] - 16:27, 29:28, 43:2, 46:1, 54:29, 63:6, 63:26, 65:15, 105:25, 110:3, 110:4, 114:28, 117:10, 130:5, 136:20, 140:26</p> <p><b>occasion</b> [5] -</p>	<p>13:29, 14:23, 15:22, 46:21, 99:1</p> <p><b>Occupational</b> [1] - 132:26</p> <p><b>occur</b> [2] - 68:15, 68:16</p> <p><b>occurs</b> [1] - 17:25</p> <p><b>October</b> [13] - 30:26, 41:14, 50:26, 92:19, 95:14, 96:3, 108:13, 108:14, 109:7, 125:1, 125:5, 125:14, 125:24</p> <p><b>OF</b> [7] - 88:13, 99:23, 101:8, 102:20, 121:22, 144:6, 145:14</p> <p><b>of..</b> [1] - 106:4</p> <p><b>offence</b> [1] - 124:21</p> <p><b>offer</b> [2] - 100:19, 100:20</p> <p><b>offering</b> [1] - 95:3</p> <p><b>offers</b> [2] - 89:28, 90:8</p> <p><b>Office</b> [1] - 36:12</p> <p><b>office</b> [20] - 21:6, 21:23, 21:24, 28:7, 28:13, 30:2, 30:18, 31:25, 33:16, 55:21, 63:17, 67:24, 75:15, 84:24, 97:20, 130:11, 137:4, 140:21</p> <p><b>officer</b> [9] - 6:14, 7:5, 64:12, 67:6, 93:26, 103:19, 105:3, 105:5, 105:10</p> <p><b>officer's</b> [2] - 67:4, 94:1</p> <p><b>officers</b> [3] - 34:18, 34:21, 35:3</p> <p><b>official</b> [1] - 98:9</p> <p><b>old</b> [2] - 62:23, 131:20</p> <p><b>ON</b> [1] - 5:1</p> <p><b>once</b> [7] - 58:6, 60:29, 61:3, 67:13, 87:10, 104:20, 106:10</p> <p><b>one</b> [71] - 6:26, 9:16, 10:3, 10:4,</p>	<p>17:16, 26:19, 29:7, 30:26, 32:7, 32:9, 36:1, 37:10, 42:23, 43:22, 47:13, 47:18, 52:7, 53:7, 54:8, 55:8, 56:1, 56:21, 56:26, 57:5, 57:16, 57:17, 57:18, 58:14, 58:28, 59:7, 59:8, 63:24, 65:10, 66:26, 67:26, 70:2, 70:11, 71:28, 72:18, 73:1, 80:10, 81:19, 81:28, 82:27, 86:10, 88:8, 89:6, 89:7, 93:9, 97:9, 97:29, 100:12, 101:16, 101:24, 105:29, 108:24, 111:28, 121:8, 125:19, 129:20, 132:19, 134:10, 134:14, 136:22, 138:15, 138:17, 138:18, 139:11, 144:16</p> <p><b>ongoing</b> [2] - 16:27, 40:14</p> <p><b>onward</b> [1] - 28:15</p> <p><b>open</b> [13] - 34:14, 93:13, 93:17, 105:19, 105:28, 106:3, 110:15, 125:3, 133:14, 133:24, 137:23, 138:28, 140:12</p> <p><b>Open</b> [8] - 122:21, 126:22, 138:10, 139:3, 144:21, 144:24, 144:28, 145:10</p> <p><b>opened</b> [5] - 6:13, 16:7, 17:23, 77:5, 145:8</p> <p><b>opening</b> [1] - 70:3</p> <p><b>operable</b> [1] - 49:27</p> <p><b>operating</b> [2] - 62:9, 138:15</p> <p><b>operation</b> [4] - 49:19, 111:26, 113:3, 133:20</p> <p><b>operational</b> [10] - 54:19, 112:8,</p>	<p>112:15, 112:27, 115:6, 119:21, 134:1, 141:12, 141:21, 142:2</p> <p><b>opinion</b> [4] - 24:13, 24:14, 24:17, 30:10</p> <p><b>opportunity</b> [4] - 10:25, 12:20, 14:27, 56:4</p> <p><b>option</b> [2] - 102:15, 133:7</p> <p><b>options</b> [3] - 90:18, 90:29, 133:3</p> <p><b>or..</b> [1] - 123:1</p> <p><b>order</b> [12] - 25:18, 30:15, 31:3, 41:8, 45:2, 61:28, 119:21, 134:1, 141:12, 141:21, 142:2</p> <p><b>ordered</b> [1] - 8:5</p> <p><b>orders</b> [1] - 112:8</p> <p><b>organisation</b> [2] - 114:19, 133:29</p> <p><b>organisational</b> [1] - 119:26</p> <p><b>organised</b> [2] - 97:2, 97:6</p> <p><b>organising</b> [1] - 133:16</p> <p><b>original</b> [1] - 72:11</p> <p><b>originally</b> [2] - 133:19, 136:26</p> <p><b>otherwise</b> [3] - 21:14, 67:26, 78:3</p> <p><b>ourselves</b> [1] - 42:1</p> <p><b>outcome</b> [3] - 7:8, 45:13, 45:25</p> <p><b>outline</b> [1] - 106:21</p> <p><b>outlined</b> [1] - 106:15</p> <p><b>outlining</b> [2] - 103:17, 125:5</p> <p><b>outset</b> [3] - 103:17, 107:27, 107:28</p> <p><b>outside</b> [2] - 68:4, 138:29</p> <p><b>overall</b> [5] - 98:13, 113:3, 134:24, 135:11, 145:2</p> <p><b>overarching</b> [1]</p>	<p>- 112:2</p> <p><b>overlapped</b> [1] - 81:22</p> <p><b>overtime</b> [4] - 137:17, 138:4, 138:11, 138:16</p> <p><b>own</b> [11] - 8:29, 9:9, 13:1, 18:22, 20:20, 20:23, 30:23, 38:4, 49:4, 119:10, 145:22</p> <hr/> <p style="text-align: center;"><b>P</b></p> <hr/> <p><b>packs</b> [1] - 141:26</p> <p><b>PAF</b> [7] - 87:8, 107:17, 122:29, 123:24, 123:29, 125:19, 127:18</p> <p><b>page</b> [84] - 5:24, 7:12, 7:18, 10:4, 11:3, 16:6, 16:18, 17:17, 19:24, 20:28, 21:1, 23:20, 30:7, 30:8, 30:24, 31:19, 32:13, 34:14, 38:18, 38:20, 39:3, 39:26, 44:5, 44:6, 48:2, 52:24, 54:1, 54:8, 55:8, 55:16, 60:2, 60:3, 63:9, 64:14, 64:15, 66:16, 66:19, 68:7, 70:11, 70:20, 71:28, 73:1, 74:21, 74:23, 78:22, 81:27, 84:14, 86:3, 90:13, 90:14, 90:26, 91:14, 91:28, 93:23, 94:21, 94:22, 94:26, 96:27, 97:10, 100:9, 100:16, 100:29, 101:29, 103:13, 106:2, 106:26, 109:18, 110:14, 110:15, 110:17, 116:14, 125:2, 126:6, 132:24, 134:11, 134:15, 138:21, 141:15, 141:16</p> <p><b>PAGE</b> [1] - 4:2</p> <p><b>paid</b> [2] - 90:10, 137:18</p>
14					
<i>Gwer, Malone Stenography Services Ltd.</i>					



<p><b>paper</b> [1] - 74:9</p> <p><b>papers</b> [10] - 16:7, 83:28, 99:4, 103:14, 105:18, 106:3, 109:18, 110:3, 111:20, 112:7</p> <p><b>paperwork</b> [4] - 30:15, 30:19, 31:15, 36:15</p> <p><b>parade</b> [3] - 107:10, 141:18, 141:22</p> <p><b>parading</b> [1] - 120:15</p> <p><b>paragraph</b> [14] - 48:4, 54:12, 54:16, 67:19, 70:13, 70:14, 106:27, 110:19, 110:20, 116:15, 116:21, 134:15, 135:24</p> <p><b>paragraphs</b> [1] - 48:3</p> <p><b>parameters</b> [1] - 12:25</p> <p><b>paraphrase</b> [1] - 117:20</p> <p><b>paraphrasing</b> [1] - 25:15</p> <p><b>pardon</b> [5] - 7:14, 31:22, 86:21, 93:16, 94:16</p> <p><b>parents</b> [1] - 99:14</p> <p><b>park</b> [5] - 13:15, 13:20, 95:14, 96:3, 100:18</p> <p><b>PARLIAMENT</b> [1] - 3:10</p> <p><b>part</b> [17] - 12:14, 42:22, 43:1, 64:15, 80:24, 85:18, 85:21, 87:5, 87:22, 92:3, 93:24, 96:29, 100:9, 120:14, 139:22, 141:20, 141:27</p> <p><b>participated</b> [1] - 98:22</p> <p><b>particular</b> [13] - 25:13, 33:3, 47:22, 51:26, 68:20, 70:27, 71:27, 109:10, 110:1, 112:5, 115:10, 119:24,</p>	<p>139:8</p> <p><b>particularly</b> [1] - 48:4</p> <p><b>Particulars</b> [2] - 98:18, 98:29</p> <p><b>parties</b> [5] - 12:25, 88:23, 88:26, 91:16, 146:9</p> <p><b>parts</b> [1] - 100:11</p> <p><b>pass</b> [3] - 22:9, 22:10, 42:26</p> <p><b>passage</b> [1] - 134:14</p> <p><b>passed</b> [1] - 21:5</p> <p><b>passing</b> [1] - 61:19</p> <p><b>PATRICK</b> [1] - 3:2</p> <p><b>Patrick</b> [1] - 101:16</p> <p><b>PAUL</b> [2] - 3:1, 3:7</p> <p><b>Paul</b> [31] - 9:22, 10:19, 11:13, 11:19, 12:1, 12:6, 19:9, 27:13, 27:29, 28:11, 34:17, 34:26, 38:23, 50:10, 56:16, 59:9, 62:3, 62:14, 66:29, 77:10, 78:13, 82:8, 84:25, 92:2, 92:6, 93:7, 93:10, 97:25, 107:5, 122:11</p> <p><b>pause</b> [1] - 127:25</p> <p><b>pausing</b> [1] - 47:16</p> <p><b>pay</b> [1] - 46:26</p> <p><b>PD</b> [1] - 24:22</p> <p><b>pejorative</b> [1] - 40:17</p> <p><b>pension</b> [1] - 32:25</p> <p><b>pensions</b> [1] - 32:20</p> <p><b>people</b> [25] - 9:19, 22:7, 27:12, 34:17, 35:8, 35:9, 35:19, 35:25, 35:26, 36:2, 36:3, 36:7, 36:26, 37:4, 37:18, 42:3, 48:25, 62:10, 62:11, 62:16,</p>	<p>62:25, 68:8, 88:6, 135:27, 136:13</p> <p><b>people's</b> [1] - 22:25</p> <p><b>per</b> [1] - 33:15</p> <p><b>performed</b> [1] - 66:5</p> <p><b>perhaps</b> [4] - 16:9, 24:9, 88:22, 91:26</p> <p><b>period</b> [14] - 26:15, 26:20, 27:12, 35:21, 36:19, 36:22, 39:17, 87:1, 98:6, 104:13, 105:4, 111:23, 115:10, 122:18</p> <p><b>periods</b> [1] - 105:11</p> <p><b>periphery</b> [1] - 117:12</p> <p><b>permanent</b> [1] - 47:4</p> <p><b>pernickety</b> [1] - 131:20</p> <p><b>PERRY</b> [12] - 121:25, 122:1, 122:4, 129:9, 129:16, 129:19, 131:14, 131:18, 131:24, 132:4, 132:18, 145:24</p> <p><b>Perry</b> [3] - 76:2, 121:26, 122:4</p> <p><b>perry</b> [6] - 128:25, 129:1, 129:18, 131:15, 132:14, 145:21</p> <p><b>perry's</b> [1] - 129:7</p> <p><b>PERRY.....</b> ..... [1] - 4:14</p> <p><b>person</b> [18] - 15:19, 16:24, 19:28, 25:23, 27:13, 27:28, 35:23, 37:11, 42:26, 45:9, 55:15, 64:9, 86:18, 86:23, 87:2, 94:3, 137:8, 144:1</p> <p><b>personal</b> [27] - 38:4, 39:12, 39:13, 76:15, 76:20, 76:23, 76:28, 77:1, 77:9, 77:15, 77:22,</p>	<p>78:9, 78:14, 79:14, 81:11, 82:9, 82:12, 82:15, 82:29, 83:8, 83:11, 83:17, 97:21, 98:16, 127:26</p> <p><b>personally</b> [3] - 27:25, 123:12, 123:17</p> <p><b>personnel</b> [6] - 49:25, 114:29, 119:19, 136:13, 139:18, 140:19</p> <p><b>perspective</b> [4] - 40:22, 112:4, 135:1, 140:13</p> <p><b>pertained</b> [2] - 85:7, 85:26</p> <p><b>pertaining</b> [4] - 5:15, 11:12, 81:20, 119:4</p> <p><b>pertains</b> [3] - 74:25, 80:20, 81:5</p> <p><b>phone</b> [18] - 6:15, 9:12, 15:19, 21:17, 22:8, 31:28, 32:1, 32:6, 32:7, 32:9, 33:5, 37:3, 40:5, 41:18, 43:17, 61:3, 65:24</p> <p><b>PIAB</b> [2] - 91:18, 98:15</p> <p><b>pick</b> [1] - 40:5</p> <p><b>picked</b> [4] - 37:3, 41:18, 43:17, 61:3</p> <p><b>picking</b> [1] - 52:14</p> <p><b>picture</b> [4] - 9:21, 71:15, 73:29, 113:7</p> <p><b>place</b> [22] - 10:11, 20:10, 20:18, 20:20, 26:23, 51:10, 52:21, 90:13, 96:13, 104:21, 108:17, 112:9, 118:19, 120:12, 120:28, 128:14, 130:11, 130:12, 133:24, 141:10, 141:27, 144:25</p> <p><b>placed</b> [4] - 116:25, 117:11, 121:3, 121:8</p> <p><b>plan</b> [7] - 113:3,</p>	<p>116:29, 117:18, 119:20, 134:2, 139:17, 139:20</p> <p><b>planning</b> [1] - 133:15</p> <p><b>plans</b> [1] - 114:27</p> <p><b>plus</b> [1] - 81:19</p> <p><b>point</b> [28] - 7:4, 10:27, 21:10, 27:17, 33:25, 34:26, 35:6, 37:29, 40:19, 58:27, 84:5, 92:15, 100:19, 100:21, 108:2, 108:15, 108:17, 109:10, 122:14, 124:22, 128:22, 128:23, 129:13, 135:3, 144:27, 145:1, 145:3, 145:6</p> <p><b>pointing</b> [1] - 45:16</p> <p><b>points</b> [1] - 142:17</p> <p><b>police</b> [2] - 111:27, 140:11</p> <p><b>policing</b> [17] - 39:25, 42:3, 47:12, 48:7, 61:29, 62:24, 111:16, 111:26, 115:6, 118:3, 133:14, 133:16, 133:20, 134:2, 134:7, 139:17, 142:8</p> <p><b>polite</b> [1] - 22:24</p> <p><b>politeness</b> [1] - 23:10</p> <p><b>populated</b> [1] - 136:28</p> <p><b>posed</b> [2] - 24:18, 142:22</p> <p><b>position</b> [10] - 93:2, 93:3, 94:7, 95:10, 100:12, 100:27, 108:2, 111:9, 111:12, 120:24</p> <p><b>possession</b> [1] - 124:1</p> <p><b>possibility</b> [1] - 133:10</p> <p><b>possible</b> [9] - 13:11, 37:29, 50:29, 51:5, 51:25, 125:26,</p>	<p>125:29, 146:10</p> <p><b>possibly</b> [6] - 38:11, 89:6, 105:15, 130:14, 134:23</p> <p><b>post</b> [2] - 109:4, 109:6</p> <p><b>posting</b> [1] - 103:25</p> <p><b>potential</b> [7] - 73:20, 90:18, 90:29, 116:24, 117:7, 118:27, 142:17</p> <p><b>potentially</b> [1] - 143:2</p> <p><b>Power</b> [1] - 75:10</p> <p><b>powers</b> [1] - 13:1</p> <p><b>practical</b> [4] - 10:22, 12:6, 13:4, 20:6</p> <p><b>practice</b> [3] - 17:8, 18:6, 113:18</p> <p><b>preclude</b> [2] - 67:4, 67:10</p> <p><b>precluding</b> [1] - 48:14</p> <p><b>predating</b> [1] - 35:6</p> <p><b>prefer</b> [1] - 67:12</p> <p><b>preference</b> [3] - 53:11, 55:1, 60:16</p> <p><b>preparation</b> [1] - 135:16</p> <p><b>prepared</b> [5] - 28:13, 38:3, 125:29, 126:1, 128:4</p> <p><b>prepopulated</b> [1] - 29:16</p> <p><b>prerogative</b> [2] - 64:4, 64:9</p> <p><b>presence</b> [3] - 39:24, 48:6, 144:20</p> <p><b>present</b> [3] - 14:21, 14:28, 21:13</p> <p><b>presented</b> [2] - 9:24, 10:12</p> <p><b>presumably</b> [2] - 37:5, 142:7</p> <p><b>pretty</b> [2] - 104:24, 131:5</p> <p><b>previous</b> [5] - 17:22, 34:17,</p>
--	---	--	---	--	--

35:3, 72:15, 75:11 <b>previously</b> [4] - 14:20, 32:3, 38:7, 79:18 <b>primarily</b> [1] - 121:4 <b>printed</b> [1] - 45:14 <b>printer</b> [1] - 29:17 <b>priority</b> [1] - 111:6 <b>prisoners</b> [1] - 113:25 <b>private</b> [2] - 105:16, 105:25 <b>privately</b> [2] - 9:4, 105:22 <b>Pro</b> [1] - 115:22 <b>Pro-Am</b> [1] - 115:22 <b>problem</b> [14] - 36:2, 36:3, 43:20, 50:6, 50:7, 50:9, 58:6, 59:8, 62:2, 71:4, 73:28, 117:16, 132:1 <b>problems</b> [3] - 62:11, 62:19, 111:4 <b>procedure</b> [2] - 22:8, 43:2 <b>proceed</b> [1] - 129:8 <b>proceedings</b> [2] - 43:24, 46:23 <b>process</b> [10] - 30:16, 31:3, 45:7, 45:11, 45:12, 45:18, 45:24, 45:27, 78:4 <b>producing</b> [2] - 96:17, 97:7 <b>professional</b> [4] - 39:12, 105:16, 123:11, 127:26 <b>professionally</b> [2] - 105:22, 123:16 <b>progress</b> [1] - 114:22 <b>progressing</b> [1] - 74:14 <b>proposal</b> [2] - 51:8, 73:25 <b>propose</b> [1] - 34:10 <b>proposed</b> [4] - 12:23, 90:19,	91:1, 139:2 <b>proposing</b> [1] - 23:18 <b>proposition</b> [1] - 23:15 <b>protected</b> [2] - 108:7, 144:20 <b>prover</b> [1] - 14:11 <b>provide</b> [4] - 26:29, 41:29, 46:11, 63:29 <b>provided</b> [8] - 44:26, 46:14, 57:12, 90:10, 91:15, 134:12, 137:1, 137:9 <b>provisional</b> [1] - 138:29 <b>provisions</b> [1] - 71:3 <b>public</b> [6] - 41:25, 41:29, 50:10, 50:15, 57:29, 90:10 <b>Pulse</b> [8] - 21:16, 21:26, 21:27, 42:14, 42:19, 43:7, 43:11, 43:14 <b>PURCELL</b> [1] - 3:8 <b>purportedly</b> [1] - 43:12 <b>purpose</b> [1] - 113:24 <b>purposes</b> [1] - 113:25 <b>put</b> [48] - 7:1, 8:17, 9:6, 9:10, 10:11, 10:29, 17:15, 18:4, 19:26, 22:15, 23:15, 23:17, 27:21, 27:24, 44:21, 45:15, 45:17, 49:19, 51:8, 57:17, 59:9, 63:10, 64:12, 64:27, 65:3, 67:2, 67:10, 83:21, 90:14, 92:24, 94:23, 95:17, 95:24, 96:27, 99:12, 100:9, 102:10, 112:8, 120:27, 120:28, 126:13, 128:11, 128:13, 128:17, 128:20, 139:12,	139:16, 144:16 <b>putting</b> [8] - 9:17, 15:20, 37:2, 37:21, 51:10, 57:18, 112:14, 134:1  <b>Q</b>  <b>quarter</b> [1] - 52:22 <b>QUAY</b> [1] - 3:4 <b>queried</b> [1] - 113:22 <b>query</b> [1] - 16:26 <b>QUESTIONED</b> [2] - 4:16, 144:13 <b>questioning</b> [2] - 90:15, 129:11 <b>questions</b> [19] - 9:6, 24:7, 50:18, 56:7, 84:15, 86:12, 89:5, 89:9, 93:12, 99:27, 99:28, 101:19, 102:24, 121:20, 121:24, 129:17, 144:9, 144:11, 145:16 <b>quibble</b> [1] - 76:12 <b>quick</b> [1] - 42:27 <b>quickest</b> [1] - 100:8 <b>quickly</b> [2] - 13:13, 38:11 <b>QUILTER</b> [5] - 3:7, 4:11, 103:7, 122:1, 144:13 <b>Quilter</b> [3] - 19:16, 101:3, 103:4 <b>quilter</b> [13] - 22:21, 23:27, 88:25, 88:27, 89:13, 110:20, 122:4, 128:16, 129:19, 132:5, 134:19, 134:25, 144:17 <b>Quilter's</b> [2] - 17:28, 19:15 <b>Quinn</b> [15] - 32:21, 53:11, 53:14, 60:17, 60:20, 60:25, 60:29, 61:12, 61:16, 61:27, 62:1, 62:6, 62:17,	62:28, 62:29 <b>quite</b> [9] - 36:19, 63:14, 76:4, 81:21, 97:16, 98:6, 109:16, 114:4, 132:17 <b>quote</b> [2] - 131:16 <b>quoted</b> [1] - 131:22 <b>quoting</b> [1] - 39:21  <b>R</b>  <b>radar</b> [1] - 114:16 <b>raised</b> [1] - 46:23 <b>raising</b> [1] - 84:29 <b>ramp</b> [1] - 52:1 <b>ran</b> [1] - 29:16 <b>rang</b> [5] - 21:4, 32:22, 42:23, 42:25, 74:19 <b>rape</b> [1] - 41:23 <b>rarer</b> [1] - 96:11 <b>rather</b> [7] - 12:7, 16:1, 33:29, 37:21, 38:6, 78:22, 81:23 <b>rationale</b> [1] - 60:1 <b>Re</b> [1] - 138:28 <b>re</b> [1] - 138:29 <b>reaction</b> [1] - 7:10 <b>read</b> [11] - 7:22, 17:22, 18:26, 53:4, 55:26, 56:4, 56:9, 88:4, 88:9, 98:5 <b>reading</b> [3] - 5:29, 33:1, 93:24 <b>realise</b> [1] - 111:10 <b>really</b> [12] - 21:12, 32:16, 41:24, 58:4, 80:20, 104:23, 107:27, 111:3, 124:12, 135:7, 135:16 <b>reason</b> [17] - 14:8, 27:24, 28:29, 29:4, 29:12, 29:19, 33:20, 33:25,	33:27, 36:16, 36:18, 40:12, 40:22, 63:29, 73:8, 129:20, 130:21 <b>reasonable</b> [1] - 13:4 <b>reasonably</b> [1] - 42:27 <b>reasoning</b> [1] - 70:15 <b>reasons</b> [6] - 27:1, 31:8, 45:6, 54:19, 57:3, 60:23 <b>reassess</b> [1] - 35:28 <b>rebuke</b> [1] - 132:16 <b>recalled</b> [1] - 145:22 <b>receipt</b> [2] - 6:4, 56:27 <b>receive</b> [4] - 31:18, 39:16, 85:1, 141:26 <b>received</b> [12] - 28:12, 30:25, 36:24, 38:26, 43:26, 73:5, 77:7, 84:23, 85:22, 91:17, 110:3, 125:27 <b>receiving</b> [6] - 34:5, 36:19, 38:28, 49:4, 108:7, 110:3 <b>recently</b> [3] - 78:11, 84:7, 91:17 <b>reckoning</b> [1] - 27:27 <b>recognise</b> [1] - 5:27 <b>recollect</b> [3] - 32:8, 82:17, 116:10 <b>recollection</b> [24] - 8:24, 9:20, 21:3, 39:1, 56:12, 66:27, 72:8, 77:24, 78:6, 82:20, 83:2, 83:20, 83:24, 95:5, 95:29, 106:11, 107:6, 107:8, 116:6, 125:15, 125:21, 135:22, 135:27 <b>recommendati</b>	<b>on</b> [4] - 24:10, 25:24, 31:5, 34:4 <b>recommendati</b> <b>ons</b> [1] - 80:13 <b>record</b> [3] - 13:10, 32:6, 128:17 <b>records</b> [2] - 25:2, 92:9 <b>reduction</b> [1] - 46:26 <b>refer</b> [4] - 5:24, 60:7, 70:25, 120:17 <b>reference</b> [8] - 19:27, 56:19, 56:24, 78:29, 92:4, 96:1, 100:25, 101:2 <b>referenced</b> [1] - 20:4 <b>references</b> [3] - 32:22, 93:10, 100:14 <b>referencing</b> [1] - 22:16 <b>referred</b> [5] - 13:14, 15:23, 85:12, 87:5, 142:1 <b>referring</b> [7] - 22:27, 23:4, 23:7, 24:1, 42:17, 80:25, 125:9 <b>refers</b> [1] - 46:9 <b>reflected</b> [1] - 117:11 <b>reflection</b> [1] - 106:4 <b>refresh</b> [2] - 66:10, 74:17 <b>refusal</b> [1] - 107:9 <b>refusing</b> [3] - 31:14, 95:4, 107:6 <b>regard</b> [4] - 43:11, 109:14, 110:13, 112:14 <b>regarding</b> [6] - 10:7, 29:23, 32:22, 42:19, 101:27, 126:27 <b>regards</b> [2] - 33:14, 42:29 <b>Region</b> [2] - 84:25, 85:17 <b>regular</b> [1] - 40:21 <b>regularly</b> [1] -
--	---	--	--	---	--

<p>96:12  <b>Regulation</b> [3] - 44:7, 45:20, 46:26  <b>regulations</b> [2] - 44:22, 64:3  <b>rejected</b> [2] - 69:16, 91:4  <b>related</b> [2] - 100:22, 107:5  <b>relates</b> [3] - 100:13, 101:25, 107:8  <b>relation</b> [33] - 16:25, 37:24, 43:2, 51:14, 73:26, 74:12, 80:9, 82:8, 86:1, 90:7, 91:19, 92:16, 93:6, 94:12, 97:6, 99:6, 100:17, 100:19, 100:20, 102:15, 106:8, 107:14, 108:4, 108:10, 108:26, 113:8, 113:15, 113:17, 118:17, 118:18, 128:18, 130:27, 144:21  <b>relationship</b> [3] - 106:2, 123:15, 127:27  <b>relative</b> [1] - 126:11  <b>relatives</b> [2] - 71:1, 71:11  <b>relevance</b> [2] - 92:16, 128:24  <b>relevant</b> [2] - 79:21, 80:25  <b>remain</b> [1] - 104:4  <b>remainder</b> [1] - 104:5  <b>remaining</b> [1] - 58:12  <b>remains</b> [1] - 120:24  <b>remember</b> [22] - 27:1, 32:10, 32:29, 33:13, 34:5, 34:6, 38:28, 39:26, 41:11, 42:22, 43:16, 66:6, 76:21, 76:22, 76:25, 77:2, 77:16, 77:17, 86:5, 115:17, 117:23,</p>	<p>117:25  <b>remembered</b> [1] - 76:14  <b>reminds</b> [1] - 76:2  <b>remit</b> [1] - 119:26  <b>remove</b> [1] - 92:12  <b>removed</b> [1] - 67:14  <b>rep</b> [2] - 14:28, 15:3  <b>repeat</b> [4] - 12:4, 61:10, 137:7, 142:25  <b>repeated</b> [1] - 79:19  <b>replace</b> [2] - 59:10, 75:24  <b>replaced</b> [11] - 86:23, 86:26, 87:2, 137:11, 137:13, 138:3, 138:9, 138:10, 138:15, 138:17, 138:18  <b>replacement</b> [4] - 57:21, 58:17, 58:26, 59:1  <b>Replies</b> [2] - 98:17, 98:28  <b>reply</b> [3] - 6:27, 72:25, 88:9  <b>report</b> [40] - 16:25, 17:7, 17:15, 17:22, 17:26, 18:4, 18:7, 18:13, 18:23, 19:20, 20:9, 20:14, 20:25, 21:22, 22:3, 22:10, 22:12, 38:27, 38:29, 39:5, 39:16, 39:18, 43:26, 44:5, 44:13, 44:24, 44:28, 46:14, 79:20, 80:8, 80:20, 80:28, 80:29, 81:1, 84:23, 85:12, 85:23, 96:18, 119:23, 138:29  <b>reported</b> [3] - 19:19, 20:8, 39:10  <b>reporting</b> [8] - 16:12, 17:4,</p>	<p>19:29, 21:10, 142:13, 143:6, 143:10, 144:2  <b>reports</b> [4] - 79:21, 80:25, 80:27, 81:1  <b>representation</b> [1] - 122:21  <b>representative</b> [2] - 136:20, 140:13  <b>representing</b> [1] - 101:17  <b>reprimand</b> [1] - 46:29  <b>request</b> [2] - 53:5, 71:18  <b>requested</b> [2] - 6:18, 8:1  <b>requests</b> [1] - 30:15  <b>require</b> [3] - 61:4, 61:14, 87:29  <b>required</b> [6] - 21:29, 22:10, 31:24, 60:8, 120:10, 120:13  <b>requirement</b> [2] - 138:5, 138:19  <b>requirements</b> [1] - 137:14  <b>requires</b> [2] - 45:28, 46:6  <b>reside</b> [1] - 28:18  <b>resist</b> [3] - 89:28, 90:8, 92:10  <b>resisted</b> [1] - 93:5  <b>resolution</b> [1] - 66:23  <b>resolve</b> [2] - 9:24, 61:1  <b>resolved</b> [1] - 57:28  <b>resort</b> [2] - 59:6, 59:14  <b>resource</b> [1] - 59:15  <b>resources</b> [2] - 51:13, 138:29  <b>Resources</b> [5] - 28:15, 39:11, 40:25, 54:6, 54:26  <b>respect</b> [8] - 10:10, 44:11, 54:2, 57:13, 85:6,</p>	<p>85:26, 87:6, 126:8  <b>responded</b> [1] - 68:10  <b>response</b> [6] - 31:18, 31:24, 63:22, 64:11, 93:10, 120:29  <b>responsibility</b> [6] - 17:10, 18:10, 50:2, 94:2, 95:18, 142:10  <b>responsible</b> [3] - 17:6, 43:5, 117:18  <b>rest</b> [3] - 29:22, 31:2, 138:24  <b>restart</b> [1] - 73:21  <b>resting</b> [1] - 137:12  <b>result</b> [3] - 51:22, 67:3, 69:16  <b>results</b> [1] - 24:25  <b>resume</b> [1] - 145:29  <b>RESUMED</b> [2] - 5:1, 89:16  <b>retire</b> [5] - 28:11, 28:28, 30:3, 69:19  <b>retired</b> [11] - 9:9, 26:17, 26:21, 27:12, 32:23, 34:27, 35:10, 97:11, 103:4, 104:6, 104:10  <b>retirees</b> [4] - 97:4, 97:17, 97:26, 98:7  <b>retirement</b> [4] - 28:18, 29:23, 97:24, 98:1  <b>retires</b> [3] - 24:12, 24:21, 25:22  <b>retiring</b> [2] - 37:10, 38:2  <b>retrace</b> [1] - 116:2  <b>return</b> [3] - 18:28, 46:12, 57:17  <b>review</b> [1] - 75:15  <b>revised</b> [1] - 11:16  <b>revisit</b> [4] -</p>	<p>36:23, 36:28, 37:17, 122:7  <b>right-hand</b> [1] - 97:23  <b>right..</b> [1] - 65:12  <b>rightly</b> [1] - 63:14  <b>ring</b> [1] - 32:27  <b>ROBERT</b> [1] - 3:8  <b>role</b> [3] - 68:19, 103:29, 145:5  <b>Ronan</b> [4] - 59:2, 70:22, 70:23, 73:28  <b>room</b> [1] - 63:11  <b>Rosaleen</b> [1] - 32:17  <b>roster</b> [1] - 51:28  <b>rostering</b> [1] - 112:8  <b>roughly</b> [1] - 65:19  <b>roundabout</b> [1] - 117:12  <b>Ruane</b> [2] - 77:7, 77:20  <b>rules</b> [1] - 50:4  <b>run</b> [6] - 49:20, 49:21, 114:19, 122:20, 126:22, 134:7  <b>runner</b> [1] - 56:17  <b>running</b> [4] - 25:18, 50:2, 59:21, 133:14</p>	<p><b>scene</b> [3] - 21:20, 22:7, 22:11  <b>screen</b> [5] - 7:20, 38:20, 70:9, 96:27, 126:5  <b>scroll</b> [12] - 7:27, 16:18, 17:16, 17:19, 18:24, 19:24, 54:7, 70:18, 75:6, 91:24, 92:3, 110:17  <b>scrolling</b> [7] - 33:11, 56:5, 56:8, 73:3, 126:6, 138:27, 141:17  <b>SEAN</b> [1] - 3:3  <b>second</b> [15] - 25:18, 29:7, 31:21, 43:22, 48:3, 54:12, 56:21, 63:24, 65:10, 70:10, 72:18, 93:6, 95:15, 97:29, 110:7  <b>secondly</b> [2] - 90:1, 100:29  <b>section</b> [6] - 32:20, 46:10, 77:28, 80:19, 82:6, 82:25  <b>see</b> [56] - 6:24, 6:28, 7:8, 7:15, 7:20, 12:9, 17:19, 19:25, 28:8, 28:9, 32:6, 44:10, 45:6, 45:16, 52:26, 54:14, 55:18, 56:6, 56:20, 59:19, 62:6, 64:17, 64:18, 71:11, 72:16, 72:25, 73:2, 73:4, 74:22, 74:26, 75:6, 79:10, 79:24, 80:3, 81:25, 91:24, 91:27, 91:28, 93:6, 93:23, 97:12, 97:23, 107:2, 110:7, 110:19, 110:20, 110:21, 113:20, 121:18, 126:10, 126:15, 128:28, 130:23, 135:6, 138:27  <b>seeing</b> [1] -</p>
<b>S</b>					
<p><b>sake</b> [1] - 57:18  <b>Sam</b> [5] - 15:23, 15:24, 15:27, 95:27  <b>sanctioning</b> [1] - 43:24  <b>sanctions</b> [1] - 45:22  <b>satisfactory</b> [1] - 78:23  <b>saw</b> [11] - 12:28, 21:27, 21:28, 27:24, 28:29, 29:19, 31:13, 42:10, 126:9, 139:10  <b>SC</b> [2] - 3:1, 3:7  <b>scale</b> [1] - 114:13</p>					

<p>139:4  <b>seek</b> [1] - 74:13  <b>seeking</b> [1] - 92:10  <b>seem</b> [4] - 29:15, 77:18, 98:6, 112:9  <b>sees</b> [1] - 29:12  <b>select</b> [2] - 67:26, 68:20  <b>selected</b> [1] - 111:28  <b>self</b> [1] - 54:29  <b>self-evident</b> [1] - 54:29  <b>send</b> [7] - 7:9, 32:10, 33:10, 36:15, 58:24, 70:15, 73:11  <b>sending</b> [3] - 33:13, 55:24, 58:27  <b>sense</b> [2] - 77:18, 77:21  <b>sent</b> [38] - 6:25, 16:5, 18:7, 20:19, 20:29, 25:3, 30:8, 31:1, 31:18, 53:1, 53:19, 55:17, 55:20, 55:21, 55:29, 56:1, 56:13, 56:16, 56:28, 58:22, 60:2, 60:3, 60:20, 61:15, 64:20, 70:11, 70:22, 72:2, 72:27, 72:28, 73:5, 74:5, 75:10, 80:18, 85:16, 85:17, 125:4, 145:9  <b>sentence</b> [10] - 7:28, 8:22, 8:27, 28:8, 28:9, 48:4, 66:21, 80:24, 82:2, 94:24  <b>sentences</b> [4] - 7:19, 7:20, 19:13, 101:1  <b>separate</b> [3] - 81:25, 96:14, 96:20  <b>sequence</b> [3] - 9:28, 10:1, 10:7  <b>sequencing</b> [2] - 8:3, 53:16  <b>Sergeant</b> [23] - 19:4, 19:5, 28:11, 53:11, 53:14, 59:2, 60:16,</p>	<p>60:20, 60:25, 60:29, 61:12, 61:16, 61:27, 62:1, 62:6, 62:28, 62:29, 77:9, 107:5, 116:11, 138:12, 143:20  <b>sergeant</b> [165] - 17:3, 17:5, 17:6, 17:9, 17:10, 17:27, 18:6, 18:7, 18:9, 18:12, 18:13, 18:14, 18:18, 18:20, 18:21, 18:22, 18:27, 19:3, 19:8, 19:10, 19:20, 19:28, 20:12, 20:13, 20:24, 20:25, 22:16, 23:20, 27:19, 28:5, 29:1, 29:23, 33:17, 33:20, 39:7, 39:22, 39:29, 41:9, 41:26, 43:19, 49:6, 50:3, 50:27, 51:29, 52:10, 52:11, 53:6, 53:20, 54:13, 54:19, 54:27, 55:5, 56:28, 57:3, 57:6, 57:24, 57:25, 58:11, 58:12, 58:14, 58:15, 58:16, 58:26, 58:28, 59:4, 59:23, 60:15, 61:19, 62:7, 62:9, 62:10, 62:19, 62:22, 62:26, 63:21, 64:2, 64:7, 67:8, 67:11, 67:21, 68:3, 68:11, 70:2, 70:24, 70:28, 74:3, 75:24, 75:26, 77:28, 79:12, 87:18, 89:26, 89:28, 90:1, 90:9, 91:19, 95:10, 95:12, 96:29, 98:17, 105:26, 106:7, 106:8, 106:12, 106:23, 107:6, 109:28, 110:26, 113:19, 115:29, 116:2, 116:23, 116:25, 116:29, 118:2, 118:16,</p>	<p>118:17, 118:18, 119:22, 120:17, 120:26, 121:2, 121:5, 124:19, 125:10, 126:8, 126:27, 129:25, 129:27, 130:1, 130:5, 130:21, 130:27, 132:10, 132:21, 133:7, 135:26, 136:22, 136:26, 138:6, 138:8, 138:10, 138:12, 138:15, 138:16, 138:18, 139:7, 139:11, 139:21, 140:17, 140:22, 141:3, 142:3, 142:9, 142:12, 142:17, 142:23, 142:27, 143:6, 143:10, 143:12, 143:24, 143:27, 144:19, 144:26  <b>sergeants</b> [17] - 37:9, 51:14, 51:25, 52:3, 52:6, 53:7, 53:27, 57:14, 57:26, 59:20, 70:3, 96:8, 96:11, 96:12, 138:14, 138:17, 139:20  <b>series</b> [3] - 78:16, 79:12, 79:16  <b>serious</b> [8] - 16:12, 41:26, 42:2, 118:4, 142:9, 142:12, 143:3, 143:7  <b>seriousness</b> [2] - 41:24, 41:28  <b>serve</b> [1] - 106:9  <b>served</b> [4] - 26:19, 99:16, 106:6, 126:11  <b>service</b> [30] - 24:6, 24:8, 24:26, 25:2, 25:4, 26:13, 28:25, 28:27, 29:25, 30:10, 30:17, 33:15, 33:17, 35:13, 36:22, 41:25, 41:29, 50:9, 50:15, 57:29, 62:13, 62:21, 66:5, 87:6, 96:21,</p>	<p>97:12, 99:20, 123:12, 126:14, 126:19  <b>Service</b> [1] - 132:26  <b>servicing</b> [3] - 25:21, 43:12, 69:11  <b>set</b> [12] - 9:18, 12:25, 23:20, 27:29, 44:13, 63:29, 65:29, 70:14, 74:2, 82:29, 83:8, 139:2  <b>sets</b> [1] - 19:17  <b>setting</b> [4] - 8:7, 33:28, 57:2, 138:26  <b>seven</b> [2] - 100:12, 101:1  <b>sexual</b> [3] - 84:28, 85:9, 85:28  <b>short</b> [11] - 39:17, 51:29, 87:1, 88:24, 89:1, 89:9, 99:28, 101:19, 131:6, 134:21, 135:9  <b>shorter</b> [2] - 47:7, 61:20  <b>shorthand</b> [1] - 96:16  <b>shortly</b> [3] - 65:24, 69:21, 98:11  <b>shot</b> [1] - 57:24  <b>show</b> [1] - 14:14  <b>shows</b> [3] - 57:12, 72:9, 92:25  <b>sick</b> [1] - 77:26  <b>side</b> [5] - 20:6, 105:25, 112:15, 112:27, 117:14  <b>sides</b> [1] - 64:6  <b>signature</b> [6] - 28:14, 29:17, 56:2, 91:28, 92:2, 138:24  <b>signed</b> [7] - 17:19, 25:5, 55:19, 55:27, 55:29, 63:15, 139:25  <b>significant</b> [1] - 87:22  <b>similar</b> [1] - 104:19</p>	<p><b>simply</b> [8] - 10:22, 23:9, 59:12, 61:11, 95:11, 127:6, 143:24  <b>simultaneously</b> [1] - 71:8  <b>sinister</b> [1] - 50:28  <b>Sinéad</b> [1] - 75:10  <b>sit</b> [2] - 103:10, 146:7  <b>site</b> [1] - 121:5  <b>sitting</b> [1] - 146:2  <b>situation</b> [15] - 5:29, 10:22, 12:26, 42:25, 54:18, 60:13, 68:28, 69:9, 113:27, 113:28, 122:14, 137:20, 138:2, 142:16, 144:3  <b>situations</b> [1] - 49:5  <b>six</b> [6] - 7:27, 26:18, 51:16, 99:17, 100:12, 101:1  <b>sized</b> [1] - 104:19  <b>skip</b> [3] - 28:8, 28:22, 70:19  <b>sleep</b> [1] - 99:9  <b>small</b> [2] - 16:19, 62:19  <b>SMITHFIELD</b> [1] - 3:5  <b>so..</b> [2] - 36:4, 78:1  <b>solely</b> [2] - 96:9  <b>Solicitor's</b> [1] - 36:12  <b>solicitors</b> [1] - 146:15  <b>SOLICITORS</b> [2] - 3:3, 3:9  <b>solution</b> [5] - 49:27, 61:3, 61:13, 67:8, 117:16  <b>someone</b> [8] - 50:6, 56:17, 57:9, 57:18, 57:20, 113:20, 123:10, 127:25  <b>sometime</b> [3] - 65:18, 98:26,</p>	<p>108:19  <b>sometimes</b> [1] - 59:22  <b>somewhat</b> [4] - 24:9, 24:19, 47:29, 128:18  <b>somewhere</b> [4] - 67:11, 69:29, 81:26, 138:1  <b>son</b> [1] - 99:13  <b>sorry</b> [53] - 7:13, 19:11, 26:2, 27:18, 28:4, 29:7, 32:6, 34:24, 42:18, 47:15, 56:11, 56:21, 61:9, 66:12, 66:18, 66:21, 71:23, 72:4, 72:20, 73:20, 73:23, 74:25, 78:26, 78:28, 79:4, 79:7, 85:15, 88:1, 93:15, 95:13, 96:18, 96:19, 102:13, 106:6, 110:16, 121:25, 121:27, 126:13, 126:17, 128:6, 128:8, 129:2, 131:13, 131:14, 132:14, 132:16, 137:7, 138:26, 140:4, 140:7, 142:25, 142:26  <b>sorry..</b> [1] - 23:17  <b>sort</b> [4] - 40:17, 95:2, 142:22, 143:19  <b>sorted</b> [1] - 7:11  <b>sought</b> [3] - 30:3, 66:2, 73:18  <b>sound</b> [2] - 43:29, 44:17  <b>Southern</b> [2] - 84:25, 85:17  <b>specific</b> [11] - 9:5, 52:14, 79:6, 114:26, 124:19, 124:26, 127:28, 137:8, 138:8, 141:16, 141:22  <b>specifically</b> [10] - 6:18, 16:23, 24:1, 36:21, 51:14, 87:15, 95:27, 127:23, 138:12, 138:16</p>
---	--	---	--	---	---

<p><b>specifics</b> [6] - 111:7, 122:15, 127:19, 139:18, 139:26, 139:27</p> <p><b>specify</b> [1] - 78:17</p> <p><b>speculate</b> [2] - 126:1, 128:4</p> <p><b>spend</b> [1] - 48:27</p> <p><b>spent</b> [3] - 99:12, 103:27, 104:7</p> <p><b>spoken</b> [5] - 21:1, 36:7, 38:18, 38:21, 113:21</p> <p><b>sport</b> [1] - 105:24</p> <p><b>sporting</b> [1] - 111:21</p> <p><b>sports</b> [1] - 123:13</p> <p><b>squabbling</b> [1] - 42:1</p> <p><b>squarely</b> [1] - 95:24</p> <p><b>staff</b> [3] - 11:29, 27:20, 49:25</p> <p><b>staffing</b> [1] - 61:13</p> <p><b>stage</b> [14] - 14:29, 16:7, 39:1, 59:8, 71:17, 107:29, 109:1, 109:8, 109:13, 121:18, 122:24, 122:25, 127:1, 140:26</p> <p><b>stand</b> [8] - 35:27, 35:29, 45:13, 45:26, 55:27, 93:1, 93:3</p> <p><b>standard</b> [1] - 116:10</p> <p><b>standing</b> [1] - 20:24</p> <p><b>start</b> [7] - 56:6, 90:13, 94:24, 109:21, 115:16, 135:15, 138:22</p> <p><b>started</b> [4] - 44:19, 107:22, 115:27, 136:27</p> <p><b>starting</b> [3] - 110:20, 134:16, 141:17</p> <p><b>starts</b> [1] - 47:29</p> <p><b>State</b> [6] - 36:12, 82:7, 82:9, 82:25, 91:20</p>	<p><b>state</b> [3] - 33:15, 36:25, 45:29</p> <p><b>State's</b> [1] - 82:23</p> <p><b>statement</b> [55] - 5:19, 5:21, 5:23, 7:12, 8:7, 9:17, 9:27, 9:28, 10:1, 10:4, 10:8, 27:22, 28:3, 28:5, 29:18, 29:20, 30:6, 30:7, 30:23, 38:18, 38:19, 38:20, 38:26, 41:3, 41:4, 42:10, 42:11, 44:5, 77:6, 81:4, 81:27, 82:1, 92:6, 93:25, 99:12, 100:10, 100:24, 101:28, 103:13, 103:21, 105:8, 106:15, 106:22, 106:26, 108:6, 109:20, 110:16, 111:22, 115:13, 116:13, 117:27, 118:26, 120:5, 120:16, 134:12</p> <p><b>statements</b> [1] - 121:8</p> <p><b>stating</b> [2] - 32:26, 47:11</p> <p><b>Station</b> [19] - 28:6, 34:26, 48:14, 64:25, 65:8, 68:12, 68:21, 77:12, 87:18, 107:9, 109:29, 111:2, 111:14, 126:28, 127:7, 130:28, 131:11, 132:7, 143:19</p> <p><b>station</b> [29] - 14:2, 15:4, 15:21, 19:8, 38:23, 43:11, 43:15, 50:22, 51:26, 58:14, 61:5, 65:14, 66:25, 67:1, 67:16, 67:22, 67:25, 69:11, 69:26, 70:2, 70:15, 95:3, 100:20, 100:26, 104:9, 112:11, 116:7, 132:22, 141:28</p> <p><b>stationed</b> [1] - 137:22</p>	<p><b>stations</b> [1] - 91:2</p> <p><b>status</b> [3] - 74:16, 75:3, 75:16</p> <p><b>statutes</b> [1] - 46:5</p> <p><b>stay</b> [2] - 50:4, 58:13</p> <p><b>stepped</b> [1] - 11:23</p> <p><b>stepping</b> [2] - 115:4, 115:5</p> <p><b>steps</b> [2] - 40:27, 114:22</p> <p><b>stick</b> [2] - 50:4, 53:13</p> <p><b>still</b> [5] - 48:20, 93:13, 126:14, 126:19</p> <p><b>stood</b> [1] - 58:16</p> <p><b>stop</b> [2] - 7:28, 116:16</p> <p><b>stopped</b> [1] - 15:1</p> <p><b>straight</b> [1] - 76:25</p> <p><b>strange</b> [1] - 127:25</p> <p><b>strategic</b> [1] - 117:13</p> <p><b>STREET</b> [1] - 3:10</p> <p><b>Street</b> [11] - 65:7, 68:12, 68:20, 69:10, 69:22, 74:12, 74:29, 104:8, 104:9, 136:16, 137:26</p> <p><b>streets</b> [1] - 49:9</p> <p><b>strong</b> [1] - 106:1</p> <p><b>struck</b> [1] - 41:24</p> <p><b>structure</b> [2] - 20:10, 20:13</p> <p><b>style</b> [1] - 62:23</p> <p><b>subject</b> [4] - 48:9, 84:29, 98:21, 129:13</p> <p><b>subject-matter</b> [1] - 48:9</p> <p><b>submission</b> [3] - 10:27, 23:15, 128:21</p> <p><b>submit</b> [1] - 19:20</p> <p><b>submits</b> [1] - 18:13</p>	<p><b>submitted</b> [8] - 5:16, 17:27, 18:11, 18:15, 18:23, 20:26, 24:22, 32:25</p> <p><b>submitting</b> [1] - 23:18</p> <p><b>subordinate</b> [1] - 60:14</p> <p><b>subsequent</b> [5] - 21:7, 109:2, 114:11, 125:24</p> <p><b>subsequently</b> [5] - 31:13, 73:19, 83:6, 136:28, 137:16</p> <p><b>substantially</b> [1] - 52:18</p> <p><b>substantive</b> [2] - 38:12, 54:12</p> <p><b>suffer</b> [1] - 62:25</p> <p><b>suggest</b> [14] - 10:14, 16:8, 22:19, 24:8, 37:15, 57:22, 66:26, 68:18, 75:19, 82:22, 87:25, 102:14, 130:20</p> <p><b>suggested</b> [1] - 26:28</p> <p><b>suggesting</b> [4] - 29:15, 41:16, 48:28, 133:5</p> <p><b>suggestion</b> [3] - 10:29, 95:25, 129:5</p> <p><b>suit</b> [2] - 15:10, 69:27</p> <p><b>summarise</b> [1] - 47:10</p> <p><b>summarised</b> [1] - 95:2</p> <p><b>summary</b> [1] - 142:24</p> <p><b>summons</b> [13] - 76:15, 76:16, 76:21, 76:23, 76:28, 77:15, 77:22, 78:9, 82:16, 83:1, 83:9, 83:18, 98:16</p> <p><b>Sunday</b> [1] - 66:12</p> <p><b>SUNLIGHT</b> [1] - 3:9</p> <p><b>super</b> [4] - 95:6, 95:15, 95:26, 96:2</p> <p><b>superintendent</b></p>	<p>[114] - 5:5, 5:11, 7:15, 10:21, 13:12, 16:21, 18:26, 20:9, 20:10, 20:14, 20:15, 20:18, 20:20, 20:23, 22:13, 23:4, 23:6, 24:11, 25:1, 25:22, 25:27, 26:1, 26:6, 26:8, 26:13, 26:16, 26:18, 27:13, 28:14, 30:24, 31:22, 32:15, 34:24, 34:25, 34:28, 37:15, 37:29, 41:16, 43:4, 43:22, 44:10, 47:8, 48:28, 50:1, 50:3, 50:18, 52:26, 56:10, 56:22, 57:22, 58:8, 59:12, 61:9, 62:2, 62:15, 62:27, 64:4, 64:16, 65:11, 67:17, 70:8, 72:1, 72:17, 72:22, 74:1, 75:13, 75:19, 75:28, 78:28, 82:22, 85:18, 86:8, 86:14, 86:28, 88:1, 88:10, 90:3, 91:11, 92:15, 92:21, 93:8, 95:5, 95:19, 96:5, 96:9, 96:10, 96:15, 96:18, 101:15, 102:18, 102:26, 103:10, 103:12, 103:16, 103:22, 103:25, 104:5, 104:8, 104:12, 107:2, 110:22, 113:18, 119:15, 120:2, 120:3, 121:19, 122:4, 128:27, 132:5, 133:2, 133:6, 138:24, 145:18, 145:19</p> <p><b>Superintenden</b> t [201] - 10:18, 11:10, 11:15, 11:20, 11:21, 11:24, 11:25, 12:1, 12:8, 12:14, 12:16, 12:21, 13:7, 16:6, 16:11, 16:17, 17:2, 17:18, 18:29, 19:7, 19:27, 21:1, 21:3, 21:8, 22:20, 22:25, 22:26, 23:5, 23:23, 29:24, 34:22, 35:9, 35:15, 36:27, 37:19, 38:21, 38:22, 38:27, 39:5, 39:11, 39:16, 40:10, 40:13, 40:15, 40:21, 40:23, 40:26, 41:2, 41:12, 44:7, 44:19, 44:26, 48:15, 49:4, 49:20, 49:26, 50:12, 51:22, 52:9, 53:1, 53:20, 54:25, 55:1, 56:27, 58:5, 58:9, 58:10, 60:2, 60:14, 60:18, 63:10, 63:13, 65:12, 65:23, 68:2, 68:10, 69:5, 70:5, 72:3, 72:7, 73:10, 73:15, 74:5, 80:28, 82:5, 82:15, 82:26, 84:6, 84:27, 85:27, 86:1, 86:3, 86:12, 86:19, 86:21, 86:24, 86:26, 87:2, 87:10, 87:12, 87:28, 88:2, 88:25, 89:12, 89:13, 89:25, 92:11, 93:25, 93:28, 94:7, 95:2, 100:8, 103:4, 105:2, 105:8, 105:9, 106:1, 106:22, 107:7, 107:20, 109:3, 109:6, 109:19, 110:10, 110:20, 111:11, 113:2, 113:7, 113:12, 113:22, 114:3, 114:18, 115:3, 115:4, 115:5, 115:7, 115:11, 116:24, 117:9, 118:1, 118:6, 118:15, 118:23, 118:27, 118:28,</p>
--	---	--	--	--

<p>119:5, 119:14, 120:8, 120:20, 121:4, 121:14, 122:13, 123:1, 123:4, 123:9, 123:19, 123:24, 123:26, 124:8, 124:11, 124:20, 124:27, 125:4, 125:6, 125:10, 125:16, 125:23, 125:28, 127:13, 127:22, 128:11, 128:13, 128:14, 128:15, 128:20, 129:19, 129:29, 130:15, 130:23, 131:2, 132:11, 133:23, 134:4, 134:19, 134:24, 134:25, 135:11, 141:5, 142:4, 142:7, 142:14, 142:19, 142:22, 142:28, 143:8, 143:14, 143:20, 144:17, 144:21, 145:1</p> <p><b>superintendent</b> s [3] - 96:13, 105:12, 140:20</p> <p><b>superiors</b> [2] - 44:15, 45:10</p> <p><b>supervise</b> [1] - 106:9</p> <p><b>supervision</b> [6] - 107:5, 116:26, 116:28, 118:9, 120:6, 130:29</p> <p><b>supervisor</b> [1] - 36:26</p> <p><b>supervisors</b> [1] - 141:25</p> <p><b>supplement</b> [2] - 137:15, 137:18</p> <p><b>supplemented</b> [1] - 138:5</p> <p><b>supplied</b> [1] - 31:8</p> <p><b>supplying</b> [1] - 114:29</p> <p><b>suppose</b> [10] - 35:28, 41:23, 45:17, 62:23, 88:16, 88:17, 112:2, 121:6, 131:1, 144:16</p> <p><b>supposed</b> [4] - 21:10, 22:20, 44:16, 133:27</p>	<p><b>surgery</b> [3] - 7:9, 7:24, 9:4</p> <p><b>surprise</b> [2] - 118:11, 118:14</p> <p><b>surprised</b> [2] - 11:9, 87:27</p> <p><b>surrounding</b> [2] - 107:8, 111:28</p> <p><b>suspect</b> [2] - 13:12, 17:13</p> <p><b>suspected</b> [1] - 129:12</p> <p><b>swap</b> [4] - 56:15, 56:19, 56:24, 57:13</p> <p><b>SWORN</b> [1] - 103:7</p> <p><b>system</b> [4] - 20:16, 20:20, 25:7, 57:16</p> <p><b>systems</b> [1] - 20:18</p> <p><b>Séan</b> [2] - 10:29, 12:23</p> <p><b>Síochána</b> [15] - 24:21, 25:22, 28:12, 28:26, 33:18, 38:1, 62:21, 76:6, 77:8, 91:20, 93:29, 99:11, 99:17, 103:18, 126:15</p>	<p>141:1, 142:22, 143:16</p> <p><b>terrible</b> [1] - 27:19</p> <p><b>that'd</b> [1] - 132:12</p> <p><b>that..</b> [1] - 15:13</p> <p><b>THE</b> [4] - 5:1, 89:16, 102:27, 146:18</p> <p><b>THEN</b> [2] - 89:16, 146:18</p> <p><b>thereafter</b> [4] - 30:13, 30:14, 37:24, 44:6</p> <p><b>thereby</b> [1] - 37:20</p> <p><b>therefore</b> [2] - 52:7, 85:25</p> <p><b>thinking</b> [3] - 37:8, 37:14, 100:22</p> <p><b>thinks</b> [2] - 94:26, 135:10</p> <p><b>third</b> [6] - 10:3, 48:3, 48:4, 75:9, 82:1, 110:18</p> <p><b>thirds</b> [1] - 116:16</p> <p><b>thousand</b> [1] - 8:16</p> <p><b>three</b> [10] - 10:4, 15:6, 31:7, 31:29, 36:11, 59:14, 76:8, 76:10, 76:29, 99:12</p> <p><b>throughout</b> [3] - 93:1, 105:20, 123:14</p> <p><b>Thursday</b> [2] - 115:18, 115:26</p> <p><b>tied</b> [1] - 18:7</p> <p><b>ties</b> [2] - 60:26, 62:29</p> <p><b>timeline</b> [6] - 6:3, 8:17, 8:18, 8:21, 9:10, 20:8</p> <p><b>tiny</b> [6] - 17:19, 18:24, 19:24, 33:11, 56:5, 64:19</p> <p><b>title</b> [1] - 138:27</p> <p><b>TO</b> [1] - 5:7</p> <p><b>to-ing</b> [1] - 16:16</p> <p><b>to..</b> [1] - 15:5</p> <p><b>today</b> [3] - 61:24, 76:1, 146:10</p> <p><b>together</b> [14] - 8:17, 9:10, 9:17,</p>	<p>12:25, 21:22, 45:15, 45:17, 80:17, 99:13, 105:25, 112:15, 123:14, 134:1, 139:17</p> <p><b>Tony</b> [3] - 39:11, 92:23, 101:3</p> <p><b>took</b> [20] - 7:2, 7:3, 41:1, 41:3, 75:7, 94:27, 103:29, 104:21, 116:25, 117:5, 118:7, 118:13, 121:2, 121:12, 123:8, 130:10, 130:12, 130:17, 131:11</p> <p><b>top</b> [2] - 73:2, 84:14</p> <p><b>topic</b> [8] - 10:13, 15:17, 24:7, 38:12, 42:6, 50:17, 132:19</p> <p><b>totally</b> [7] - 13:9, 26:11, 54:18, 72:21, 81:25, 88:18, 144:23</p> <p><b>touch</b> [1] - 146:14</p> <p><b>tour</b> [2] - 138:7, 138:20</p> <p><b>towards</b> [5] - 79:1, 81:29, 113:29, 114:14, 114:24</p> <p><b>town</b> [1] - 62:13</p> <p><b>traffic</b> [6] - 116:26, 116:29, 117:18, 119:20, 136:14, 143:10</p> <p><b>tragedy</b> [1] - 16:2</p> <p><b>train</b> [1] - 56:14</p> <p><b>transcript</b> [11] - 10:9, 65:29, 86:2, 90:12, 91:9, 93:9, 93:12, 93:13, 94:21, 100:14</p> <p><b>transcripts</b> [1] - 21:14</p> <p><b>transfer</b> [38] - 49:27, 50:21, 50:29, 51:5, 54:19, 54:27, 57:20, 61:4, 63:7, 63:23, 65:5, 65:7, 65:27, 66:3, 67:8, 67:12, 68:12, 68:15, 68:20,</p>	<p>69:10, 69:15, 69:22, 74:3, 74:15, 89:29, 90:8, 90:10, 90:29, 91:6, 92:10, 92:11, 92:12, 92:28, 93:5, 96:5, 96:7, 133:7</p> <p><b>transferred</b> [11] - 39:23, 57:4, 65:13, 65:26, 66:25, 68:4, 69:5, 70:29, 91:3, 92:22, 104:8</p> <p><b>transferring</b> [5] - 58:15, 58:16, 66:29, 96:8, 132:21</p> <p><b>transfers</b> [9] - 42:18, 42:20, 42:24, 43:3, 50:19, 80:9, 90:18, 133:3</p> <p><b>transmission</b> [1] - 28:15</p> <p><b>travel</b> [3] - 61:18, 63:3, 69:17</p> <p><b>Tribunal</b> [2] - 84:16, 95:19</p> <p><b>TRIBUNAL</b> [1] - 146:18</p> <p><b>tribunal</b> [25] - 9:2, 11:3, 12:22, 47:20, 65:13, 72:28, 78:11, 80:2, 80:21, 83:28, 90:16, 91:15, 91:17, 98:24, 100:10, 101:21, 101:25, 102:2, 104:13, 108:8, 110:4, 117:19, 126:12, 134:13, 144:17</p> <p><b>tribunal's</b> [1] - 47:9</p> <p><b>tricking</b> [1] - 76:19</p> <p><b>tried</b> [2] - 93:4, 99:18</p> <p><b>trouble</b> [1] - 98:29</p> <p><b>try</b> [9] - 11:28, 24:19, 41:20, 50:7, 56:15, 59:4, 63:29, 67:7, 146:11</p> <p><b>trying</b> [26] -</p>	<p>8:17, 9:9, 9:24, 13:4, 35:5, 37:25, 40:16, 40:24, 43:19, 45:7, 51:28, 59:9, 69:27, 71:15, 73:11, 73:16, 75:18, 75:21, 75:24, 99:12, 99:15, 124:15, 125:20, 125:21, 131:19, 139:16</p> <p><b>Tuesday</b> [1] - 13:21</p> <p><b>TUESDAY</b> [1] - 146:18</p> <p><b>turn</b> [2] - 22:6, 41:27</p> <p><b>turned</b> [2] - 44:14, 45:9</p> <p><b>turns</b> [1] - 33:3</p> <p><b>two</b> [47] - 6:27, 7:19, 18:2, 21:17, 30:13, 34:3, 34:17, 36:5, 36:9, 36:10, 36:16, 36:18, 36:20, 37:4, 37:9, 37:17, 37:22, 38:6, 40:18, 46:27, 60:19, 67:14, 68:9, 69:6, 70:3, 81:23, 82:11, 88:6, 88:19, 88:25, 89:9, 89:26, 91:25, 92:3, 93:9, 99:28, 100:10, 113:13, 116:16, 117:1, 138:14, 138:17, 139:7, 140:17, 142:11, 146:7</p> <p><b>two-thirds</b> [1] - 116:16</p> <p><b>type</b> [3] - 62:24, 70:1, 82:19</p> <p><b>typed</b> [1] - 55:20</p>
	<b>T</b>			<b>U</b>	
	<p><b>tabletop</b> [1] - 114:25</p> <p><b>talks</b> [1] - 119:28</p> <p><b>targeted</b> [3] - 50:20, 99:19, 144:18</p> <p><b>targeting</b> [4] - 47:11, 98:13, 98:22, 99:1</p> <p><b>tautology</b> [1] - 10:15</p> <p><b>template</b> [2] - 27:27, 29:16</p> <p><b>ten</b> [1] - 94:27</p> <p><b>term</b> [1] - 109:11</p> <p><b>terms</b> [20] - 28:19, 99:1, 99:7, 122:9, 122:10, 124:25, 126:3, 126:4, 126:17, 130:21, 131:7, 131:12, 132:10, 133:13, 135:21, 136:3, 138:8,</p>			<p><b>ultimate</b> [1] - 75:25</p> <p><b>ultimately</b> [3] - 24:26, 25:4, 29:11</p> <p><b>unable</b> [3] - 96:5, 112:17, 134:20</p> <p><b>unaware</b> [1] - 108:6</p>	

<p><b>uncooperative</b> [1] - 9:20</p> <p><b>under</b> [22] - 15:18, 24:3, 25:7, 30:10, 33:15, 44:22, 64:3, 64:7, 64:8, 80:14, 84:9, 92:2, 96:5, 107:19, 111:4, 116:27, 118:5, 118:8, 120:6, 121:6, 121:13, 135:1</p> <p><b>underneath</b> [1] - 97:25</p> <p><b>understood</b> [2] - 23:4, 77:4</p> <p><b>undertaking</b> [1] - 117:29</p> <p><b>underway</b> [1] - 135:17</p> <p><b>undoubtedly</b> [1] - 74:1</p> <p><b>unfair</b> [5] - 22:18, 23:21, 41:17, 48:18, 48:29</p> <p><b>unfairness</b> [2] - 97:2, 128:28</p> <p><b>unfortunately</b> [1] - 81:29</p> <p><b>uniform</b> [1] - 15:22</p> <p><b>unique</b> [1] - 12:26</p> <p><b>unit</b> [35] - 20:24, 51:29, 53:12, 53:13, 53:14, 53:15, 60:7, 60:16, 70:3, 80:10, 87:18, 107:10, 112:1, 136:5, 136:7, 136:14, 136:22, 136:27, 137:1, 137:6, 137:9, 137:11, 137:12, 137:15, 137:19, 137:21, 138:13, 140:10, 140:11, 140:19</p> <p><b>units</b> [3] - 112:5, 137:18</p> <p><b>unless</b> [2] - 41:3, 114:7</p> <p><b>unmanned</b> [1] - 138:1</p> <p><b>unnecessarily</b> [1] - 6:8</p> <p><b>unreasonable</b></p>	<p>[2] - 11:28, 49:18</p> <p><b>unsatisfactory</b> [1] - 54:18</p> <p><b>UNTIL</b> [1] - 146:18</p> <p><b>unusual</b> [4] - 123:19, 124:13, 128:19, 129:20</p> <p><b>unwarranted</b> [1] - 23:21</p> <p><b>up</b> [65] - 8:18, 12:9, 12:27, 17:16, 18:7, 19:12, 19:13, 21:11, 22:10, 33:5, 35:29, 36:11, 37:3, 38:19, 40:5, 41:3, 41:18, 41:27, 43:17, 44:13, 44:14, 45:9, 52:1, 54:11, 55:8, 56:5, 56:11, 61:3, 62:24, 64:19, 69:17, 71:12, 72:4, 72:14, 73:1, 73:3, 75:6, 75:7, 75:8, 92:3, 92:4, 92:5, 96:4, 96:27, 98:11, 100:9, 103:29, 114:16, 114:19, 114:22, 115:14, 116:14, 122:5, 122:20, 125:19, 126:5, 126:22, 127:17, 127:20, 128:10, 128:17, 132:24, 133:9, 138:27, 141:12</p> <p><b>up-to-date</b> [1] - 114:22</p> <p><b>update</b> [2] - 75:3, 75:16</p> <p><b>upfront</b> [2] - 11:2, 42:15</p> <p><b>urgency</b> [3] - 7:1, 39:22, 41:8</p>	<p><b>valid</b> [1] - 48:20</p> <p><b>various</b> [6] - 47:22, 47:23, 62:12, 119:19, 136:29, 137:3</p> <p><b>veracity</b> [1] - 40:23</p> <p><b>version</b> [1] - 79:7</p> <p><b>vested</b> [1] - 96:9</p> <p><b>via</b> [1] - 140:21</p> <p><b>view</b> [2] - 80:11, 92:15</p> <p><b>views</b> [3] - 63:27, 73:23, 73:26</p> <p><b>virtue</b> [1] - 140:26</p> <p><b>visit</b> [1] - 10:7</p> <p><b>visited</b> [1] - 48:22</p> <p><b>visitors</b> [1] - 111:23</p>	<p>69:6</p> <p><b>whatsoever</b> [2] - 19:28, 100:25</p> <p><b>whereby</b> [2] - 9:21, 11:11</p> <p><b>white</b> [2] - 33:28, 81:11</p> <p><b>whole</b> [10] - 41:28, 50:9, 59:21, 62:13, 80:17, 81:2, 81:25, 99:20, 119:26</p> <p><b>wholly</b> [1] - 96:20</p> <p><b>wide</b> [1] - 81:21</p> <p><b>wife</b> [2] - 134:21, 135:8</p> <p><b>William</b> [1] - 28:14</p> <p><b>willing</b> [1] - 55:27</p> <p><b>willingness</b> [1] - 90:10</p> <p><b>window</b> [1] - 70:9</p> <p><b>wish</b> [5] - 23:14, 23:19, 33:15, 48:27, 54:19</p> <p><b>wished</b> [7] - 39:21, 66:29, 67:21, 67:22, 67:25, 68:3, 74:3</p> <p><b>wishing</b> [1] - 67:2</p> <p><b>WITNESS</b> [2] - 4:2, 102:27</p> <p><b>witness</b> [11] - 14:14, 14:25, 56:6, 88:20, 88:24, 89:5, 94:19, 103:3, 121:26, 146:10</p> <p><b>witness's</b> [1] - 128:26</p> <p><b>witnesses</b> [1] - 146:12</p> <p><b>woman</b> [1] - 75:10</p> <p><b>wonder</b> [4] - 37:8, 126:5, 132:24, 134:11</p> <p><b>wondering</b> [2] - 7:4, 88:22</p> <p><b>word</b> [7] - 13:15, 27:24, 41:1, 41:4, 44:17, 60:25, 129:4</p> <p><b>words</b> [11] - 11:14, 11:15,</p>	<p>18:11, 34:12, 47:23, 49:18, 50:27, 54:13, 76:21, 77:1, 119:10</p> <p><b>works</b> [3] - 18:22, 20:16, 42:17</p> <p><b>worried</b> [1] - 20:17</p> <p><b>worth</b> [2] - 36:5, 129:9</p> <p><b>write</b> [1] - 34:9</p> <p><b>writes</b> [4] - 31:29, 33:4, 34:3, 54:25</p> <p><b>writing</b> [9] - 15:15, 32:20, 41:5, 48:22, 48:23, 54:26, 59:15, 77:20, 85:11</p> <p><b>written</b> [7] - 9:1, 18:25, 30:9, 43:7, 54:9, 84:26, 85:13</p> <p><b>wrote</b> [10] - 6:12, 22:16, 27:23, 31:11, 34:6, 35:19, 47:24, 74:15, 109:7, 109:8</p>	<p>87:15, 88:4, 88:9, 91:16, 102:1, 102:3, 119:8</p> <p><b>Youghal</b> [3] - 104:22, 104:24, 137:25</p> <p><b>yourself</b> [3] - 16:17, 36:6, 101:26</p>
<b>V</b>		<b>W</b>	<b>Y</b>		
<p><b>vacancies</b> [3] - 59:25, 96:11, 96:12</p> <p><b>vacancy</b> [3] - 53:15, 59:17, 96:10</p> <p><b>vague</b> [3] - 24:19, 39:1, 56:11</p>		<p><b>wages</b> [1] - 82:18</p> <p><b>wait</b> [3] - 6:22, 7:7, 45:1</p> <p><b>waited</b> [1] - 15:4</p> <p><b>Wall</b> [1] - 22:3</p> <p><b>wants</b> [5] - 20:7, 20:19, 50:11, 50:14, 94:18</p> <p><b>warning</b> [1] - 47:3</p> <p><b>warrants</b> [1] - 113:26</p> <p><b>WAS</b> [6] - 89:21, 100:4, 101:12, 103:7, 122:1, 144:13</p> <p><b>watch</b> [1] - 102:29</p> <p><b>watching</b> [1] - 108:11</p> <p><b>ways</b> [2] - 37:16, 120:9</p> <p><b>wear</b> [2] - 15:27</p> <p><b>week</b> [5] - 101:20, 134:22, 135:9, 145:26, 146:7</p> <p><b>weekly</b> [3] - 87:8, 88:3, 107:19</p> <p><b>weeks</b> [3] - 46:27, 59:14,</p>		<p><b>yard</b> [1] - 15:4</p> <p><b>year</b> [9] - 11:9, 18:6, 30:26, 31:1, 31:21, 36:9, 36:10, 36:16, 36:18</p> <p><b>years</b> [20] - 9:8, 9:20, 17:9, 26:18, 34:3, 35:24, 37:4, 37:11, 37:17, 37:22, 38:7, 51:16, 58:21, 60:19, 66:5, 98:26, 99:17, 104:7, 105:21</p> <p><b>years'</b> [1] - 36:5</p> <p><b>yesterday</b> [25] - 5:13, 5:17, 6:7, 6:13, 7:21, 9:29, 10:6, 10:27, 25:13, 26:26, 35:21, 37:9, 50:26, 51:2, 51:11, 60:24, 61:24, 87:5,</p>	