

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

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

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

HEARING HELD IN DUBLIN CASTLE
ON TUESDAY, 17TH MAY - DAY 175

175

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

WITNESS	I NDEX	PAGE
OPENING STATEMENT		9
MR. PAUL BARRY		
DIRECTLY EXAMINED BY MR. MCGUINNESS		124

1 THE HEARING COMMENCED, AS FOLLOWS, ON TUESDAY, 17TH MAY
2 2022:

3
4 CHAIRMAN: Now, Mr. McGuinness.

5 MR. MCGUINNESS: Good morning, Chairman. I should 11:02
6 introduce the legal team for the Tribunal for this
7 module. I am appearing for the Tribunal obviously,
8 Diarmaid McGuinness SC, with Patrick Marrinan SC,
9 Sinéad McGrath BL, instructed by the Tribunal
10 solicitor, Ms. Ciara Walsh. 11:03

11 CHAIRMAN: Thank you. Appearances. Now, Mr. Murphy, I
12 see you down there, you appear for An Garda Síochána.

13 MR. MURPHY: I do, Chair. I appear on behalf of the
14 Commissioner of An Garda Síochána and certainly for 16
15 I think named gardaí who are in the witness list which 11:03
16 the Tribunal has prepared. I appear with Mr. Mícheál P
17 O'Higgins, John Fitzgerald and Kate Egan, instructed by
18 the Chief State Solicitor's Office.

19 CHAIRMAN: Thank you very much.

20 MR. COSTELLOE: Good morning, Chairman. 11:03

21 CHAIRMAN: Yes, good morning, Mr. Costelloe.

22 MR. COSTELLOE: Thank you very much. I see you looking
23 at me there, so I will go next.

24 CHAIRMAN: well, I am sort of following round, there's
25 no particular order. But anyway, yes, thanks very 11:03
26 much.

27 MR. COSTELLOE: Not at all, Chairman. I appear on
28 behalf of Mr. Barry, who you can see sitting here on my
29 far left.

1 CHAIRMAN: Good morning, Mr. Barry.

2 MR. COSTELLOE: I am instructed by Michael Kelleher
3 solicitors, I have Ms. Deborah Cody and Mr. Adrian
4 Carey attending this morning and then, I am with
5 Mr. David Perry BL, who is sitting on my right here, 11:04
6 and in the background, Ms. Lydia Daly has been of
7 assistance just throughout, she won't be sitting in on
8 the Tribunal but I wanted to make sure she is here this
9 morning to introduce you to her, Chairman. I don't
10 know who this lady is here in the back row behind me, 11:04
11 and perhaps she can introduce herself in due course,
12 Chairman. I don't know who she is, but those are the
13 representatives for Mr. Barry in any event.

14 CHAIRMAN: Okay. Very good. Now, who else?

15 MR. HARTY: Morning, Chairman. 11:04

16 CHAIRMAN: Good morning, Mr. Hartly.

17 MR. HARTY: Morning. I appear --

18 CHAIRMAN: Mr. Hartly, we will probably change the
19 monitor here in due course, don't worry about it for
20 the moment. Yes, Mr. Hartly, just introduce yourself. 11:04

21 MR. HARTY: I think for this purpose I am fine for the
22 moment, in any event. I appear for Superintendent
23 Michael Comyns, with Mr. John Ferry, instructed by
24 O'Mara Geraghty McCourt solicitors and Mr. Carthage
25 Conlon is present from that office. 11:05

26 CHAIRMAN: Thank you very much. Now, anybody else?

27 MR. CARROLL: Chair, I appear - Mr. Carroll.

28 CHAIRMAN: Thanks very much, Mr. Carroll, yes, sorry.
29 I am not ignoring you, I am just checking around with

1 everybody. Thanks very much.

2 MR. CARROLL: I appear for retired Superintendent John
3 Quilter, instructed by Robert Purcell of Hanahoe
4 solicitors, with Breffni Gordon BL.

5 CHAIRMAN: Thank you very much. Now, all right. Any 11:05
6 other --

7 MR. O'BRIEN: Good morning, Chairman, Patrick O'Brien,
8 junior counsel.

9 CHAIRMAN: Yes, Mr. O'Brien, good morning.

10 MR. O'BRIEN: I am led by Mr. Paul McGarry, senior 11:05
11 counsel, instructed by Andrew Freeman, solicitor, and
12 we appear for former Assistant Commissioner Fintan
13 Fanning and Inspector Anthony O'Sullivan.

14 CHAIRMAN: Thanks very much, thanks, Mr. O'Brien, nice
15 to see you again. Thank you very much. Mr. Costelloe, 11:06
16 you are drawing attention to --

17 MR. COSTELLOE: I am, indeed, Chairman, I just simply
18 don't know who this lady is and perhaps if we can
19 ascertain that.

20 CHAIRMAN: Yes, who are you and who do you appear for? 11:06

21 MS. HEAVEY: I am here for some senior gardaí --

22 CHAIRMAN: Sorry, I am having difficulty --

23 MS. HEAVEY: I am here for some senior gardaí.

24 CHAIRMAN: Sorry, can we start at the beginning?
25 Forgive me, could you tell me who you are. 11:06

26 MS. HEAVEY: I am Angela Heavey, barrister.

27 CHAIRMAN: Yes. And who do you appear for?

28 MS. HEAVEY: I am present on behalf of some senior
29 gardaí who are not directly involved.

1 CHAIRMAN: Ms. Heavey, can I just clarify, there is
2 nothing to stop a person, a member of the public
3 showing up.
4 MS. HEAVEY: Thank you, Judge.
5 CHAIRMAN: But if you are announcing an appearance then 11:06
6 you need --
7 MS. HEAVEY: I am not doing that, Chairman.
8 CHAIRMAN: You're not doing that. Very good. So you
9 are exercising your right to be here as a member of the
10 public -- 11:07
11 MS. HEAVEY: Correct.
12 CHAIRMAN: -- is that correct?
13 MS. HEAVEY: Correct.
14 CHAIRMAN: well, you are perfectly entitled to do that
15 and thank you very much, thank you for clarifying that. 11:07
16 MS. HEAVEY: Thank you, Judge.
17 CHAIRMAN: Just to say, in normal circumstances if
18 somebody said to the Tribunal that he or she was
19 appearing for a senior gardaí or junior gardaí or
20 anybody else, I would normally ask who the particular 11:07
21 persons were, in your case that doesn't arise in the
22 circumstances, now that we have clarified the
23 situation, okay.
24 MS. HEAVEY: Much obliged.
25 CHAIRMAN: Thank you very much. Okay. So now we have 11:07
26 all the appearances. Now, Ms. McGrath, are you going
27 to make the opening statement.
28 MS. McGRATH: Yes.
29 CHAIRMAN: Thanks very much.

1 MS. McGRATH: Good morning, Chairman.

2 CHAIRMAN: Thanks, Ms. McGrath.

3

4 OPENING STATEMENT

5

11:07

6 MS. McGRATH: Chairman, it's my function to deliver an
7 opening statement on behalf of the Tribunal for the
8 purposes of outlining an overview of the complaint of
9 retired Sergeant Paul Barry as received by the
10 Disclosures Tribunal.

11:08

11

12 I will address the statements made in response to this
13 complaint and the issues which have emerged from the
14 same to date.

15

11:08

16 Chairman, this overview is subject to the evidence that
17 emerges and which will be tested by all the relevant
18 parties during the course of these public hearings.

19

20 By way of background: On 16th February 2017, following 11:08
21 approval by the Government of draft resolutions to that
22 effect, the Houses of the Oireachtas each resolved that
23 it was expedient that a tribunal be established under
24 the Tribunals of Inquiry (Evidence) Acts 1921 to 2004.

25

11:08

26 The Tribunal was chaired Mr. Justice Peter Charleton,
27 judge of the Supreme Court and requested to inquire
28 urgently into definite matters of urgent public
29 importance set out in terms of reference from [a] to

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

[p].

The first module concerning terms [a] to [o] was completed by Mr. Justice Charleton, who submitted reports dated 30th November 2017 and 11th October 2018. 11:08

By further resolutions of the Houses of the Oireachtas in November 2018 and Ministerial Orders following them, you were appointed as a member of the Tribunal and by subsequent direction of Mr. Justice Charleton, you became Chairperson of division [p] of the Tribunal, which states that the Tribunal is: 11:09

"To consider any other complaints by a member of the Garda Síochána who has made a protected disclosure prior to 16th February 2017 alleging wrongdoing within the Garda Síochána where, following the making of the protected disclosure, the garda making the said protected disclosure was targeted or discredited with the knowledge or acquiescence of senior members of An Garda Síochána." 11:09

The first complaint considered under term of reference [p] in a public hearing concerned that made by Garda Nicholas Keogh of Athlone Garda Station. The report of the inquiry into his complaint was the fourth interim report of the Disclosure Tribunal and was published on 8th July 2021. 11:09

1 In chapter 1 of the Fourth Interim Report (Volume 1)
2 the Tribunal addressed in some detail the mandate under
3 term of reference [p] as follows:
4

5 "The Tribunal noted the context of paragraph [p] in 11:10
6 relation to the other terms of reference of the
7 Tribunal, the majority of which directed an
8 investigation into grave allegations of misconduct
9 against senior garda management in relation to Sergeant
10 McCabe. The Oireachtas was concerned to ascertain 11:10
11 whether there were other gardaí in a similar situation
12 as Sergeant McCabe who maintained that they were
13 victimised because they spoke out about wrongdoing in
14 the force and that senior officers knew about it and
15 condoned it. So members who made protected disclosures 11:10
16 reporting serious malpractices and were subsequently
17 targeted or discredited with official or senior
18 condemnation were intended to be covered."
19

20 The conditions of admissibility of a complaint under 11:10
21 term of reference [p] were also outlined in the report
22 as follows:
23

24 "An essential condition of admissibility under term of
25 reference [p] is that the garda concerned made a 11:10
26 protected disclosure prior to the date when the
27 Tribunal was established. Any later disclosures are
28 excluded from consideration by this body as a matter of
29 jurisdiction.

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

A protected disclosure includes a report to appropriate person or body by a garda of wrongdoing in the force that constitutes an offence in law or a failure to comply with a general not merely a contractual legal obligation and that came to the garda's attention in the course of their work. 11:11

Another essential jurisdictional requirement under term of reference [p] is that the targeting or discrediting directed towards the whistleblower after the disclosure was condoned or tolerated or known about by senior members of An Garda Síochána. 11:11

Mr. Justice Charleton defined senior officers of the Garda Síochána as being officers of the rank of superintendent and above as well as anybody acting within those capacities and the Tribunal adopts this definition. " 11:11

It was emphasised by the Tribunal that: 11:11

"An important limitation on any consideration by the Tribunal is that the focus of the mandate, and therefore the Tribunal, is not on the wrongdoing reported in the disclosure no matter how serious the allegations but rather, in the conduct towards the reporting garda subsequent to the disclosure. While these matters may not in particular circumstances be 11:11

1 sealed off in discrete compartments and there may be
2 some elements of overlap, the focus of any inquiry is
3 clearly defined in term of reference [p]."
4

5 In respect of the complaint of retired Sergeant Paul 11:12
6 Barry, a preliminary investigation has taken place and
7 extensive material has been provided to the Tribunal in
8 compliance with discovery requests or orders. The
9 relevant parties have provided statements and in some
10 instances attended for interview with Tribunal 11:12
11 investigators.
12

13 We are now proceeding to a public hearing of the
14 evidence, which is expected to take a number of weeks.
15 These hearings will be conducted in accordance with the 11:12
16 scheme of fair procedures which has been published by
17 the Tribunal and also addressed in some detail in the
18 Fourth Interim Report as referenced above.
19

20 Mr. Barry was attested was a member of An Garda 11:12
21 Síochána on 8th October 1986 and assigned to Rathmines
22 Garda Station on 16th April 1987. During his career he
23 served at Rathmines Garda Station for 14 years. He was
24 promoted to the rank of sergeant on 8th December 1999
25 and stationed at Mitchelstown Garda Station on 4th 11:13
26 January 2000, where he served until his retirement.
27

28 During his career at Mitchelstown Garda Station, he was
29 assigned to the regular policing unit, both in unit B

1 and later unit C, where he was working at the time of
2 the events arising for consideration by the Tribunal.

3
4 Mitchelstown Garda Station is within the Cork North
5 Division of An Garda Síochána. This division consists 11:13
6 of the Fermoy, Middleton and Mallow Garda districts.
7 The divisional officer between 2012 and 2018 was CHIEF
8 Superintendent Gerard Dillane and he was based in
9 Fermoy Garda Station, the divisional headquarters.

10 11:13
11 Mitchelstown Garda Station, where Mr. Barry was
12 stationed, is within the Fermoy Garda District and the
13 district officer between 2012 and 2015 was
14 Superintendent Michael Comyns. Like Chief
15 Superintendent Dillane, Superintendent Comyns was based 11:14
16 in Fermoy Garda Station.

17
18 Mr. Barry reported non-effective for duty on 6th August
19 2012. He specified that he was absent due to
20 work-related stress. 11:14

21
22 By correspondence received on 2nd October 2012,
23 Mr. Barry informed Chief Superintendent Grogan, Human
24 Resource Management, that he wished to make a complaint
25 under the Garda Policy and Procedures, Harassment, 11:14
26 Sexual Harassment and Bullying - Working together to
27 create a positive working environment document. He
28 made a detailed statement in this regard to
29 Superintendent Patrick Lordan on 21st November 2012,

1 outlining nine allegations of bullying and harassment
2 against his district officer Superintendent Comyns.
3 One of these allegations, the ninth allegation,
4 concerned the conduct of Superintendent Comyns during
5 an investigation into an alleged sexual assault 11:14
6 incident reported to Mitchelstown Garda Station in
7 February 2012.

8
9 Mr. Barry returned to work on 29th March 2013. He
10 manned working at Mitchelstown Garda Station during the 11:14
11 bullying and harassment investigation and other related
12 investigations until his retirement from An Garda
13 Síochána on 19th June 2016.

14
15 The ninth allegation referenced above concerned a 11:15
16 report of alleged sexual assault of a minor made to
17 Mitchelstown Garda station on 2nd February 2012. This
18 will be referred to as the 2012 investigation. The
19 investigating members became aware that one of the
20 alleged suspects was connected to both Superintendent 11:15
21 John Quilter, the district officer at Middleton Garda
22 District and Chief Superintendent Anthony Quilter, who
23 was later the Assistant Commissioner for the Southern
24 Region. This information was conveyed to
25 Superintendent Comyns. 11:15
26

27 In his bullying and harassment statement dated 21st
28 November 2012, Mr. Barry made a number of allegations
29 against Superintendent Comyns in respect of this

1 investigation. He said that the "whole investigation
2 was compromised by Superintendent Comyns' actions and
3 directions" and that "Superintendent Comyns manipulated
4 the nature of the investigation and my ability to
5 inform it by deliberately giving me ambiguous 11:16
6 instructions and withholding critical information in
7 order to undermine my performance."

8
9 He said that he was subsequently inspected by
10 Superintendent Comyns and served with a notice under 11:16
11 Regulation 10 of An Garda Síochána (Discipline)
12 Regulations 2007. He said he was being punished for
13 not towing the line.

14
15 In his statement to Tribunal investigators, Mr. Barry 11:16
16 identified seven protected disclosures. He said that
17 his first protected disclosure was his complaint dated
18 2nd October 2012 under the bullying and harassment
19 policy. He told Tribunal investigators that:

20 11:16
21 "In my statement to Superintendent Patrick Lordan, I
22 made an allegation that Superintendent Michael Comyns
23 had perverted the course of justice in relation to the
24 manner in which he prevented the proper investigation
25 of the rape/sexual assault of a child. He undermined 11:16
26 my ability to carry out the investigation in a proper
27 manner by his actions and his actions were deliberately
28 targeted to frustrate the investigation."
29

1 Mr. Barry also identified a protected disclosure in
2 April 2014, which he said concerned the conduct of a
3 garda colleague and two further protected disclosures
4 dated 16th February 2015 and 11th October 2015, which
5 were appeal documents filed by Mr. Barry in respect of 11:17
6 decisions to transfer him from Mitchelstown Garda
7 Station. He made allegations in these appeals
8 concerning the 2012 investigation and what he alleged
9 were fraudulent accounting practices in the Fermoy
10 Garda District. 11:17

11
12 Mr. Barry made three protected disclosures to the
13 Minister for Justice and Equality dated 17th February
14 2015, 24th June 2015 and 20th January 2016. In these
15 letters he alleged that the investigation subsequently 11:17
16 carried out into his complaints were "a perversion of
17 the course of justice".

18
19 On 9th October 2012, Assistant Commissioner Jack Nolan,
20 Southeastern Region, was directed by Assistant 11:17
21 Commissioner HRM to appoint someone to investigate the
22 bullying and harassment complaint. He appointed
23 Superintendent Patrick Lordan to assist him and to take
24 a detailed statement from Mr. Barry, which he did on
25 21st November 2012. Following correspondence with HRM 11:18
26 in respect of the remit of the allegations made by
27 Mr. Barry, A/C Nolan was instructed on 16th January
28 2013 to appoint a chief superintendent to carry out an
29 investigation under the bullying and harassment policy

1 and any criminal offence identified. He was also
2 instructed to consider whether a chief superintendent
3 should be appointed under the Garda Síochána
4 (Discipline) Regulations 2017.

5
6 On 11th February 2013 A/C Nolan appointed Chief
7 Superintendent Catherine Kehoe of Thurles to
8 investigate the allegations of bullying and harassment
9 and "any criminal offences identified in Sergeant
10 Barry's complaint". On the same date he appointed
11 Chief Superintendent Kehoe to investigate an alleged
12 breach of discipline by Superintendent Comyns under
13 Regulation 14 of the Garda Síochána (Discipline)
14 Regulations 2007 in respect of the allegation that
15 Superintendent Comyns had interfered with the 2012
16 investigation.

17
18 Chief Superintendent Kehoe conducted these three
19 separate investigations over the course of three and a
20 half years. She identified eight bullying and
21 harassment allegations made by Mr. Barry and submitted
22 her file on 30th May 2013. She did not uphold
23 Mr. Barry's complaints.

24
25 A/C Nolan carried out a review of the investigation
26 file and by report dated 17th June 2013, he confirmed
27 that he was satisfied that all appropriate steps had
28 been taken and that a thorough and impartial
29 investigation had been carried out.

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

Mr. Barry appealed this review by submissions dated 23rd July 2013. Assistant Commissioner John Twomey affirmed the investigation and findings by Chief Superintendent Kehoe and notified the parties by letter dated 31st October 2013. 11:19

Following the submission of her investigation file, Chief Superintendent Kehoe proceeded with her remaining investigations. 11:19

A criminal investigation was conducted into the allegation by Mr. Barry that Superintendent Comyns had perverted the course of justice during the 2012 investigation. The basis of the complaint made was that Superintendent Comyns had interfered with the investigation by manipulating the nature of the investigation, giving ambiguous instructions and withholding critical information from Mr. Barry as sergeant in charge of the investigation. 11:19 11:20

The criminal investigation, whilst commencing in 2013, continued throughout 2014 and 2015. The investigation looked at the contacts between Superintendent Comyns and Superintendent Quilter at the time of the sexual assault complaint. The investigation team conducted interviews, sought statements and analysed telephone records. A file was submitted to the office of the Director of Public Prosecutions on 28th August 2015 and 11:20

1 Chief Superintendent Kehoe stated in her recommendation
2 that:

3
4 "Having given careful consideration of the many facets
5 of this case, it is my considered view that there is 11:20
6 insufficient evidence to sustain a prosecution. I
7 therefore recommend no prosecution against any party
8 mentioned within this file."

9
10 On 17th November 2015, the Director of Public 11:20
11 Prosecutions directed no prosecution based on
12 insufficient evidence.

13
14 Chief Superintendent Kehoe moved on to complete the
15 disciplinary investigation under Regulation 14 of the 11:21
16 Garda Síochána (Discipline) Regulations 2007. She
17 sought and received an additional appointment on the
18 12th November 2015. Superintendent Comyns was
19 interviewed on the 27th April 2016 and Chief
20 Superintendent Kehoe found that, on the balance of 11:21
21 probability, Superintendent Comyns was not in breach of
22 the regulations. Chief Superintendent Kehoe submitted
23 her report to A/C Nolan on the 12th May 2016.

24
25 In his protected disclosures to the Minister for 11:21
26 Justice and Equality, Mr. Barry was severely critical
27 of these investigations. In his interview with
28 Tribunal investigators he said that he "made a formal
29 allegation to the Minister for Justice that Chief

1 Superintendent Kehoe had perverted the course of
2 justice by deliberately delaying her investigation and
3 by conducting a biased investigation devoid of
4 morality, sentiment and conscience. I believe that
5 Chief Superintendent Catherine Kehoe through her 11:21
6 actions in the course of her investigation deliberately
7 targeted me by not treating my complaint promptly
8 and/or properly".

9
10 The issues. I now propose to give a brief overview of 11:22
11 the issues arising for examination in this public
12 hearing and the factual background to same.

13
14 During this overview and in the course of the public
15 hearings it will be evident that redactions have been 11:22
16 made to material where necessary to protect the rights
17 of privacy, privileged material or the confidentiality
18 of any party or person. The material circulated in
19 respect of these hearings includes documents indirectly
20 relating to the investigation of a sexual assault 11:22
21 complaint. They have been redacted where necessary to
22 protect the integrity of that investigation and where
23 the justice of the case so requires. The Tribunal will
24 also apply this principle during the course of the
25 evidence and ask all legal representatives, witnesses 11:22
26 and members of the media to be conscious of the same.

27
28 On 21st October 2021, the Tribunal wrote to all the
29 parties with a provisional schedule of issues

1 identified by the Tribunal in this module. Preliminary
2 hearings were conducted on 20th December 2021 and 25th
3 April 2022 to hear submissions from the parties and the
4 final schedule of issues was circulated on 28th April
5 2022.

11:23

6
7 The issues for examination by way of public hearing
8 have been identified to include the following.

9
10 Issue 1: Is there an issue as to whether retired
11 Sergeant Paul Barry made a protected disclosure on any
12 one or more of the following dates: A, 2nd October
13 2015; B, 16th February 2016; C, 17th February 2015;
14 D, 24th June 2015; E, 24th June 2015; F, 11th October
15 2015; or G, 20th January 2016.

11:23

11:23

16
17 The term protected disclosure has been interpreted by
18 this Tribunal in accordance with the Protected
19 Disclosures Act 2014.

11:23

20
21 You, Chairman, have stated during your opening address
22 on term of reference [p] dated 11th April 2015 that:

23
24 "If a report does not come within that statutory
25 definition, i.e. of the Protected Disclosures Act 2014,
26 it is excluded because the Tribunal does not have any
27 jurisdiction to consider it."

11:23

28
29 Section 5 of the 2014 Act defines a protected

1 disclosure as "a disclosure of relevant information
2 (whether before or after the date of the passing of
3 this Act) made by a worker" to an employer or other
4 responsible person, a prescribed person or the
5 Minister. Relevant information is information which 11:24
6 tends to show one or more relevant wrongdoings and
7 which came to the attention of the worker in connection
8 with the worker's employment. The term relevant
9 wrongdoing is defined in section 5 of the 2014 Act to
10 include information relating to an offence, a mischarge 11:24
11 of justice or the unlawful or otherwise improper use of
12 funds or resources of a public body.

13
14 As outlined above, Mr. Barry told Tribunal
15 investigators that his first protected disclosure was 11:24
16 his complaint dated 2nd October 2012 under the bullying
17 and harassment policy. In his statement dated 21st
18 November 2012, he outlined eight allegations of
19 bullying and harassment against Superintendent Comyns
20 and the ninth allegation which he described as the most 11:24
21 serious allegation stated that Superintendent Comyns
22 had manipulated the nature of the 2012 investigation.
23 He also told Tribunal investigators that this complaint
24 was not made under the Garda Síochána (Confidential
25 Reporting of Corruption or Malpractice) Regulations 11:25
26 2007 as:

27
28 "I wasn't aware of the confidentially reporting
29 mechanism at the time. The advice I received from the

1 Association of Garda Sergeants and Inspectors (AGSI)
2 and my legal representative was to make a complaint
3 under the bullying and harassment policy at the time.
4 I understand from the advice that I received that the
5 policy provided the only vehicle open to me within An 11:25
6 Garda Síochána to report what I believed was the
7 criminal wrongdoing of Superintendent Comyns."

8
9 Mr. Barry told Tribunal investigators that his second
10 protected disclosure was made on 16th February 2015 in 11:25
11 an appeal document filed with HRM in respect of a
12 direction to transfer to Anglesea Street Garda Station
13 in Cork. He outlined a complaint related to
14 Superintendent Comyns' alleged perverting of the course
15 of justice in the 2012 investigation and what he 11:26
16 alleged were unusual and different arrangements
17 sanctioned by Superintendent Comyns for members of
18 Fermoy Garda Station. He said:

19
20 "I told him that it appeared that certain sergeants 11:26
21 allegedly do not sign on or off for duty at Fermoy
22 Garda Station as they are allegedly in receipt of
23 approximately 20 hours of overtime each per monthly
24 roster. By not signing on or off these overtime hours
25 do not have to be worked and yet they are paid each 11:26
26 month following sanction by Superintendent Comyns.
27 This practice of alleged fraudulent accounting has been
28 in situ since Superintendent Comyns came to Fermoy."
29

1 Mr. Barry made a third protected disclosure on 17th
2 February 2015 in a letter to the then Minister For
3 Justice and Equality. He told investigators that the
4 allegation of wrongdoing consisted of his complaint
5 relating to the rape of a child, which he said had not 11:26
6 been fully investigated. He alleged that Chief
7 Superintendent Kehoe was sitting on his complaint for
8 two years.

9
10 Mr. Barry told Tribunal investigators that his fourth 11:27
11 protected disclosure consisted of a further letter to
12 the Minister For Justice and Equality on the 24th June
13 2015, where he alleged that Chief Superintendent Kehoe
14 had not conducted an impartial or professional
15 investigation. He said that "surely the delay in 11:27
16 investigating my complaint and the manner in which the
17 investigation is being conducted is in itself a
18 perversion of the course of justice".

19
20 Mr. Barry said that he made his fifth protected 11:27
21 disclosure in a letter to the Minister dated 20th
22 January 2016. He stated in this letter that he wanted
23 to formally make an allegation to the Minister that
24 Chief Superintendent Kehoe had perverted the course of
25 justice by deliberately delaying her investigation and 11:27
26 by conducting a biased investigation devoid of
27 morality, sentiment and conscience.

28
29 The sixth protected disclosure was outlined by

1 Mr. Barry as complaints made by him in April 2014 and
2 June 2015 concerning allegations of wrongdoing by a
3 garda colleague. The seventh and final protected
4 disclosure was identified by Mr. Barry as an appeal
5 submitted to Mr. John Barrett, Executive Director HRM, 11:27
6 dated 11th October 2015, in relation to a transfer and
7 he referred to what he believed to be the fraudulent
8 use of public monies at Fermoy Garda Station.

9
10 In a recent judgment of *Baranya v. Rosderra Irish Meats* 11:28
11 [2021] IESC 77, the Supreme Court considered the
12 process for determining whether a protected disclosure
13 within the meaning of the 2014 Act had been made.
14 Mr. Justice Hogan determined that it was a question for
15 the fact-finder to consider first precisely what was 11:28
16 said and second, to enquire whether, having regard to
17 the general context of the words actually uttered, did
18 those words expressly or by necessary implication
19 amount to an allegation of wrongdoing under Section 5
20 of the 2014 Act. He stated that if those two questions 11:28
21 could be answered in the affirmative, the complaint
22 could be regarded, at least in principle, as a
23 protected disclosure.

24
25 The Tribunal will consider whether an issue arises as 11:28
26 to whether Mr. Barry made a protected disclosure within
27 the meaning of the Protected Disclosures Act 2014 on
28 the dates referenced in his complaint to the Tribunal.
29

1 Issue 2: Are complaints in respect of events prior to
2 2nd October 2012 excluded from consideration by the
3 Tribunal because they are inadmissible?
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

1 In chapter 1 of the Fourth Interim Report of the
2 Tribunal, volume 1, you Chairman set out that:

3
4 "Another essential jurisdictional requirement under
5 term of reference [p] is that the targeting or 11:29
6 discrediting directed whatever the whistleblower after
7 the disclosure was condoned or tolerated or known about
8 by senior members of An Garda Síochána.

9
10 It is not sufficient for the complaint to succeed. For 11:29
11 Garda Keogh to have suffered targeting or discrediting
12 by officers of the specified seniority, there must be
13 also be a connection to his protected disclosure."

14
15 In his statement to the Tribunal investigators, 11:29
16 Mr. Barry described what he said was his relationship
17 with Superintendent Comyns prior to his first protected
18 disclosure. He said that "I can say that I never had
19 as much difficulty with a superintendent as I did with
20 Superintendent Comyns. From day one, I felt he had 11:30
21 something against me'.

22
23 Mr. Barry has outlined instances prior to 2nd October
24 2012, the date of his first protected disclosure, both
25 in his bullying and harassment complaint and in his 11:30
26 statement to the Tribunal. He said in his bullying and
27 harassment complaint that he was served with a notice
28 under Regulation 10 of the Garda Síochána (Discipline)
29 Regulations 2007 on 2nd August 2012 and that "in his

1 bullying Superintendent Comyns was seeking to coerce me
2 into perverting the course of justice and I am being
3 punished for not towing the line".

4
5 In his interview with the Tribunal investigators he 11:30
6 said that:

7
8 "I also there was a bullying element because after I
9 submitted my report in relation to the investigation
10 Superintendent Comyns responded by arriving 11:30
11 approximately two days later at Mitchelstown Garda
12 Station with the investigation file in one hand and a
13 discipline notice in the other. It was a Regulation 10
14 notice which had two different dates on it, on which it
15 was alleged I was late for work. He disciplined me for 11:30
16 being late on one occasion and manufactured a previous
17 late incident where I was not late but he used it as a
18 reason to discipline me."

19
20 Further, Mr. Barry reported non-effective for duty on 11:31
21 6th August 2012 citing work-related stress. As
22 outlined in detail later in this opening statement,
23 Mr. Barry contends that he was targeted and discredited
24 by reason of the fact that his absence was recorded as
25 ordinary illness, not an injury on duty and that he 11:31
26 suffered financially as a result.

27
28 In his interview with the Tribunal investigators
29 Mr. Barry said that:

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

"As my illness is classified by the Divisional Officer Fermoy, I believe I was deliberately targeted by Chief Superintendent Dillane as he classified my illness as ordinary illness and not work related illness."

11:31

These issues predate the first protected disclosure, albeit the sick leave issue continued after that date, and, as stated by the Tribunal on a number of occasions, it is not sufficient for the member to have suffered targeting or discrediting by officers of the specified seniority, there must also be a connection to a protected disclosure.

11:31

The Tribunal will examine whether the events prior to the 2nd October 2012 are admissible as relevant to its considerations of whether Mr. Barry was targeted or discredited with the knowledge or acquiescence of officers under term of reference [p].

11:32

Issue 3: Did Superintendent Michael Comyns and/or Superintendent Gerard Dillane target or discredit Sergeant Barry as he alleges in any one or more of the following circumstances because he made a protected disclosure?

11:32

11:32

Issue 3A: By treating his sick leave as ordinary illness and not work related illness, resulting in loss of pay to which Sergeant Barry was entitled.

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

As stated at the outset, Mr. Barry reported non-effective for duty on 6th August 2012 and remained on sick leave until 29th March 2013. When reporting his absence it was recorded that he was absent due to ordinary illness and the nature of his illness was specified as being work-related stress. During this period Mr. Barry submitted sick certificates which were issued by his general practitioner Dr. Margaret Kiely, a number of which recorded that Mr. Barry was medically unfit for work due to work related illness.

The system for recording sickness absence in An Garda Síochána is called the Sickness Absence Management Systems, SAMS. During his period of illness Mr. Barry was recorded on SAMS as absent due to illness, flu/viral. Any member who is absent due to ordinary illness is placed on reduced pay after a defined period. Where an absence is certified by a divisional officer under the Garda Code as an injury on duty, the member is entitled to full pay and loss of allowances for the period of the certified absence.

In his statement to the Tribunal, Mr. Barry said that:
"In August 2012 I went on sick leave as a result of a workplace incident caused by Superintendent Comyns. As my illness is classified by the divisional officer Fermoy, I believe I was deliberately targeted by Chief

1 Superintendent Dillane, as he classified my illness as
2 ordinary illness and not work related illness.

3
4 My doctor and my psychiatrist had notes stating that my
5 illness was work related, as did the Department of 11:34
6 Social Protection, and yet to this day they still
7 refuse to classify my illness as work related. I
8 believe they did this to punish me financially, as I
9 was eight months out allowances two months on half
10 pay." 11:34

11
12 In his statement to the Tribunal, Chief Superintendent
13 Dillane said he that he sought an urgent appointment
14 for Mr. Barry with the Garda Occupational Health
15 Service and that he met with Mr. Barry, who requested a 11:34
16 certificate for an injury on duty. He said that:

17
18 "I told him that I could not issue the certificate, as
19 I had no knowledge of the alleged injury he was
20 suffering from and in such circumstances it is only the 11:34
21 Chief Medical Officer who can sign off on such a
22 certificate."

23
24 In his statement to the Tribunal, Dr. Oghuvbu, special
25 occupational physician at the Garda Occupational Health 11:34
26 Service said that:

27
28 "It is my position in practice that I am unable to
29 objectively advise on work-related stress as being

1 present or otherwise and a cause of a defined medical
2 condition and ill health without first having the
3 circumstances of an employee's assertions examined or
4 investigated. This process would require the
5 presentation of a report by relevant Garda management 11:35
6 consequent to an investigation or examination of the
7 facts to validate the circumstances or otherwise of the
8 presence of factors that can be objectively deemed as
9 workplace or work related stressors. "

10
11 Mr. Barry continued with efforts to have his illness
12 from August 2012 to March 2013 reclassified. He wrote
13 to the Chief Medical Officer on 10th April 2016 and in
14 June 2016 he contacted the Sick Absence Section at the
15 HR Directorate in respect of the issue. 11:35

16
17 In November 2018, Mr. Barry emailed the HR Director to
18 request reclassification of his sick absence and this
19 application was refused.

20
21 The Tribunal will examine the background to this
22 matter, consider whether the classification of his
23 absence by senior management constituted targeting and
24 discrediting of Mr. Barry because he made a protected
25 disclosure. 11:35

26
27 Issue 3B: By failing to make proper temporary
28 workplace accommodations to Sergeant Barry to which he
29 was entitled.

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

Following the referral to the Garda Occupational Health Service, Mr. Barry was reviewed by Dr. Oghuvbu in October 2012 and January 2013. On both occasions Dr. Oghuvbu recommended that he was temporarily medically unfit to attend work.

11:36

Following the review in January, Dr. Oghuvbu stated that in the event of a return to work it should be recommended at a later date, a safe and supportive working environment is recommended to be put in place by local management.

11:36

On 4th February 2013, Mr. Barry emailed Assistant Commissioner Fintan Fanning HRM and asked the following questions.

11:36

"1. Does HRM find it acceptable that I should have to work with a person against whom I have made an allegation of bullying and criminal behaviour?
2. What steps have HRM taken to provide me with a safe working environment?"

11:36

Mr. Barry was subsequently reviewed by Dr. John Tobin, consultant psychiatrist, on 11th March 2013, who, in a report to Dr. Oghuvbu, referred to Mr. Barry being provided with a safe, supportive working environment.

11:37

Following this review, Mr. Barry returned to work and a

1 medical certificate was issued by his general
2 practitioner, Dr. Margaret Kiely, dated 4th April 2014,
3 which stated as follows:

4
5 "Mr. Paul Barry is fit to return to work under certain 11:37
6 circumstances. Mr. Barry should not work or attend
7 Fermoy Garda Station and he should not come into
8 contact with Superintendent Michael Comyns."

9
10 The notes of a case conference in respect of Mr. Barry 11:37
11 at Garda Headquarters on 8th April 2013 record under
12 management actions that a meeting was to take place
13 with Mr. Barry to put in place suitable arrangements
14 and that the recommendations of the general
15 practitioner could not be met on grounds of 11:37
16 reasonability and practicality.

17
18 Dr. Oghuvbu issued a further report dated 9th April
19 2013. He stated that:

20 11:38
21 "In the context of providing an agreeable, safe and
22 supportive workplace as has been recommended to foster
23 the member's well being and effectiveness, without
24 prejudice to the outcome of the aforesaid processes,
25 the member should be facilitated with appropriately 11:38
26 reasonable and practical temporary workplace
27 accommodations in relation to his place of work."

28
29 Following the making of the bullying and harassment

1 complaint, Chief Superintendent Dillane says in his
2 statement to the Tribunal that he met with Mr. Barry on
3 13th October 2012 and offered to facilitate him in a
4 station closer to his home and with different
5 management while the investigation was pending. 11:38

6
7 "Immediately he refused my offer and told me that if
8 anyone were to move it would be the superintendent."

9
10 Referring to this meeting in his interview with 11:38
11 Tribunal investigators, he said:

12
13 "As the only accommodation --"

14
15 This is Mr. Barry said: 11:38

16
17 "As the only accommodation Chief Superintendent Dillane
18 was willing to offer was a transfer, I emailed
19 Assistant Commissioner Fanning and asked him what
20 temporary workplace accommodations he was going to 11:39
21 provide me with for a safe return to work."

22
23 Chief Superintendent Dillane says in his statement that
24 he also met with Mr. Barry on 9th April 2013, after his
25 return to work, and that "I told Sergeant Barry that 11:39
26 anything we do in respect of providing him with
27 temporary safe workplace accommodation has to be done
28 by mutual agreement but must also be reasonable and
29 practical. I told Sergeant Barry that the conditions

1 set out by his GP's medical certificate cannot be met
2 on the basis of reasonability and practicality. I then
3 outlined to him that if he really believed that he
4 could not work in Fermoy Garda District or with
5 Superintendent Michael Comyns, he had an option under 11:39
6 section 8.8 of the Bullying and Harassment Policy
7 Procedures to apply for a transfer temporarily or
8 permanently to another station."

9
10 In his interview with Tribunal investigators, Mr. Barry 11:39
11 referred to this meeting and stated that:

12
13 "The only solution Chief Superintendent Dillane offered
14 that night was to transfer me. No other workplace
15 accommodations were mentioned by him." 11:40

16
17 Chief Superintendent Dillane was asked by Tribunal
18 investigators to detail all the workplace
19 accommodations that he considered for Mr. Barry in
20 2013. He said in his statement that: 11:40

21
22 "Paul Barry wanted me to have Superintendent Comyns
23 transferred out of the Fermoy district, which I pointed
24 out to him was not within my power. He then wanted to
25 stay in Mitchelstown Garda Station without the district 11:40
26 officer having responsibilities for him. This was both
27 not reasonable or practical. I also offered Sergeant
28 Barry Mallow or Cobh stations at some stage and I even
29 asked him to come to me with some reasonable and

1 practical suggestion and that I would consider it. He
2 did not bring any reasonable or practical suggestion to
3 me. He said that he considered the options available
4 to him and as Mr. Barry was unwilling to work with
5 Superintendent Comyns who had sole responsibility for 11:40
6 the running of the district, a transfer out of the
7 district on a temporary basis was the only reasonable
8 option. When asked whether he had explored any other
9 possibilities at this time to accommodate Mr. Barry, he
10 said that he did not as there were no options to work 11:41
11 in the Fermoy Garda district for any member of An Garda
12 Síochána and not be under the responsibility of the
13 district officer who was Superintendent Comyns at the
14 time.

15
16 He said that "with the shortage of sergeants at the
17 time, I could not afford the luxury of having a
18 sergeant working outside the district system."

19
20 The Tribunal will examine the background to this matter 11:41
21 and consider whether the workplace accommodations
22 offered by senior management constituted targeting and
23 discrediting of Mr. Barry because he had made a
24 protected disclosure.

25
26 Issue 3C: By failing to carry out an investigation
27 into his work-related stress.

28
29 On 9th August 2012, Superintendent Comyns appointed

1 Inspector O'Sullivan to investigate Mr. Barry's work
2 related stress in accordance with HQ Directive
3 139/2010.

4
5 On 4th September 2012, Inspector O'Sullivan met with 11:41
6 Mr. Barry by appointment. In his statement to the
7 Tribunal he stated that Mr. Barry declined to discuss
8 these issues with me and that he reported to same to
9 Superintendent Comyns on 10th September 2012.

10
11 Superintendent Comyns wrote to Chief Superintendent 11:42
12 Dillane on 10th September 2012, stating that:

13
14 "Inspector O'Sullivan met Sergeant Barry by appointment
15 on 4th September 2012. Sergeant Barry alleged that he 11:42
16 had an issue with me and that an officer from outside
17 the Fermoy district should investigate the matter."

18
19 Superintendent Comyns then signed a referral form in
20 respect of Mr. Barry to the Garda Occupational Health 11:42
21 Service.

22
23 On 11th September 2012, Chief Superintendent Dillane
24 advised Assistant Commissioner HRM that Mr. Barry
25 reported non-effective for duty citing work-related 11:42
26 stress and sought an urgent appointment with the CMO.
27 He referred to the meeting between Inspector O'Sullivan
28 and Mr. Barry and Mr. Barry's request for an
29 investigator from outside the district. He said in

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

this letter that:

"An application for same was sent to the Assistant Commissioner Southern Region on today's date."

11:42

Chief Superintendent Dillane was instructed by HRM by return as follows:

"It is noted that the above mentioned member's absence from 6th August 2012 to date was work-related stress. You should now interview this member in order to establish the source of the member's stress and if it is suggested as being work related, a full investigation should be carried out. Ensure that the member is advised of the welfare service and any other support that is deemed necessary."

11:43

11:43

In a response to the referral from the Garda Occupational Health Service, it was stated by Dr. Oghuvbu, dated 18th September 2012, that:

11:43

"The member was reported as being absent due to work-related stress. The Chief Medical Officer has requested a full report of local management intervention to assess this assertion and the agreed measures to address the issues raised in accordance with Garda HR policy is requested as a matter of priority for attention of this service."

11:43

1 In his interview with Tribunal investigators Mr. Barry
2 stated that:

3
4 "When I had submitted my complaint, Chief
5 Superintendent Dillane looked for the complaint that I 11:43
6 had made against Superintendent Comyns and
7 Superintendent Comyns had also sent Inspector
8 O'Sullivan to find out what complaint I had made
9 against him and the reasons for my sickness."

10
11 In his statement to the Tribunal Investigator,
12 Inspector O'Sullivan referred to his meeting on 4th
13 September 2012 with Mr. Barry. And said that:

14
15 "Mr. Barry understood his role in investigating the 11:44
16 work-related stress. He said that "I explained my role
17 to him but he just wished for someone outside the
18 Fermoy district to investigate it."

19
20 He said that after his report to Superintendent Comyns 11:44
21 dated 10th September 2012, he received no further
22 instruction from Superintendent Comyns or Chief
23 Superintendent Dillane with regard to progressing the
24 investigation into the cause of Mr. Barry's
25 work-related stress in accordance with HQ Directive 11:44
26 139/2010.

27
28 In reply to a question from the Tribunal investigator,
29 Superintendent Comyns stated that he appointed

1 Inspector O'Sullivan and that:

2
3 "As it was reported by Inspector O'Sullivan that
4 Sergeant Paul Barry had an issue with me and wouldn't
5 discuss it any further with him and wanted the 11:44
6 investigation conducted by an officer outside the
7 Fermoy district, Inspector O'Sullivan escalated the
8 matter to Chief Superintendent Dillane and I had no
9 involvement in the investigation."

10
11 In his statement to Tribunal investigators, Chief
12 Superintendent Dillane was asked what actions he took
13 as divisional officer to ensure that Mr. Barry's
14 work-related stress was investigated. He said:

15
16 "On learning that Sergeant Barry had refused to
17 cooperate with the investigation initiated by
18 Superintendent Comyns in accordance with HQ 139/10 and
19 that he had indicated that he wished to have an officer
20 from outside the division to investigate the matter, I 11:45
21 immediately requested the assistant commissioner
22 Southern Region to arrange for a chief superintendent
23 from another division be appointed to investigate the
24 matter."

25
26 In reply to a question from the Tribunal investigator,
27 Assistant Commissioner Quilter outlined the nature and
28 content of the discussions he had with Chief
29 Superintendent Dillane with regard to Mr. Barry. He

1 said that:

2
3 "My discussions with Chief Superintendent Dillane
4 regarding Mr. Barry would, to the best of my knowledge,
5 have revolved around Chief Dillane's concern for the 11:46
6 member's welfare and also around the operational
7 efficiencies of the Cork North Division. I would have
8 spoken to Assistant Commissioner Fanning HRM regarding
9 facilitating case conferences between the Chief Medical
10 Officer, HRM and Chief Dillane to try and deal with 11:46
11 resolving issues around Paul Barry's working in Cork
12 North division post his return to work."

13
14 The Tribunal will examine the background to this matter
15 and consider whether the handling of the issue by 11:46
16 senior management constituted targeting or discrediting
17 by Mr. Barry.

18
19 Issue 3D: By pressurising Sergeant Barry to agree to
20 transfer to another station against his will. 11:46

21
22 As noted above, following the making of his bullying
23 and harassment complaint Chief Superintendent Dillane
24 made with Mr. Barry on 13th October 2012 and offered
25 him a transfer to a station closer to his home during 11:46
26 the investigation. This was refused by Mr. Barry.
27 When Mr. Barry emailed HRM on 4th February 2013
28 querying what steps HRM had taken to provide him with a
29 safe working environment, Chief Superintendent Grogan

1 responded stating that a transfer had been offered to
2 him. Mr. Barry wrote to Chief Superintendent Grogan on
3 7th February and 12th March 2013, stating that a
4 transfer was not an option for him.

11:47

5
6 This was followed by Mr. Barry's return to work at
7 Mitchelstown Garda station on 29th March 2013 and the
8 provision of the medical certificate from Dr. Kiely
9 dated 4th April 2014.

11:47

10
11 Chief Superintendent Dillane subsequently met with
12 Mr. Barry on 9th April 2013 and outlined to him that he
13 could apply for a transfer under the bullying and
14 harassment policy. This was refused by Mr. Barry.

11:47

15
16 On 19th January 2014, Mr. Barry was directed by
17 Executive Director HRPD to transfer to Fermoy Garda
18 Station. Mr. Barry appealed this transfer and
19 following advices from the Chief Medical Officer dated
20 18th November 2014, the transfer was cancelled on 13th
21 January 2015.

11:47

22
23 Chief Superintendent Dillane subsequently met with
24 Mr. Barry and in a letter to HRPD dated 23rd January
25 2015, he stated that:

11:47

26
27 "I told Sergeant Barry that in order to ensure that
28 there was no obligatory interaction between himself and
29 Superintendent Comyns, that he would have to transfer

1 outside of the district."

2
3 He concluded the letter by stating:

4
5 "I now wish to have Sergeant Barry transferred to a 11:48
6 district outside the Fermoy Garda district."

7
8 On 5th February 2015, a minute was issued from HRPD
9 directing the transfer of Mr. Barry to Anglesea Street
10 Garda Station on 24th January 2015. Mr. Barry appealed 11:48
11 the transfer and in a letter to HRPD dated 16th
12 February 2015, Mr. Barry stated that:

13
14 "I believe that this second transfer and the original
15 attempt are solely in response to my criminal 11:48
16 disciplinary complaint against Superintendent Comyns."

17
18 Mr. Barrett was delegated by the Garda Commissioner to
19 consider this appeal and by decision dated 29th
20 September 2015, he recommended that the transfer should 11:48
21 proceed. Mr. Barry appeal this decision to the Garda
22 Commissioner and by decision dated 3rd March 2016, the
23 Garda Commissioner recommended that the transfer should
24 proceed as directed.

25
26 The transfer of Superintendent Comyns to the Cork North
27 division with responsibility for the Mayfield district
28 was recorded on HRM bulletin number 03/15, dated 27th
29 February 2015. The proposed transfer date was on 9th

1 March 2015.

2
3 On 16th March 2016, Mr. Barry notified the sergeant in
4 charge at Mitchelstown Garda station that he intended
5 to retire on 16th June 2016. 11:49

6
7 The transfer to Anglesea Garda Station appeared in HRM
8 bulletin number 05/2016 dated 1st April 2016. The
9 transfer was further appealed by Mr. Barry to the
10 transfer review body, which by decision dated 20th May 11:49
11 2016, recommended that the Commissioner should not
12 proceed with the transfer.

13
14 In his interview with Tribunal investigators, Mr. Barry
15 said that: 11:49

16
17 "Chief Superintendent Dillane met with me while I was
18 out on sick leave and offered me a transfer. That was
19 the first attempt at transferring me by him and I
20 believe he offered this because I wasn't getting on 11:49
21 with Chief Superintendent Comyns, even though the
22 bullying policy says that you should not be transferred
23 unless you apply for same. I believe the transfer
24 attempts were direct targeting because I made my
25 complaint." 11:50

26
27 He said that Chief Superintendent Dillane continued
28 with his attempts to have Mr. Barry transferred even
29 after Superintendent Comyns was transferred to Cork

1 city. He said that:

2
3 "Chief Superintendent Dillane was aware of a medical
4 certificate indicating that I should not be in direct
5 contact with Superintendent Comyns nor work at Fermoy 11:50
6 Garda Station and yet he believed that it was a safe
7 environment. I felt that there was nowhere else to go
8 because either I would go to Assistant Commissioner
9 Quilter's region, he was based in Anglesea Street Garda
10 station, Superintendent John Quilter's district or 11:50
11 Superintendent Comyns' future district, and I didn't
12 want to be isolated in a station with people I couldn't
13 trust. I wanted to stay in Mitchelstown Garda station
14 with my colleagues."

15
16 In his statement of complaint to the Tribunal he stated
17 a belief that it was garda policy to transfer and
18 isolate those who make protected disclosures.

19
20 In his statement to the Tribunal, Chief Superintendent 11:50
21 Dillane outlined his contact with Superintendent Comyns
22 in respect of Mr. Barry and his meetings with
23 Mr. Barry. He stated that:

24
25 "With regards to Paul Barry's transfers, any offers I 11:51
26 made to him were done in the best interests of the
27 policing of the Cork North division and in Paul Barry's
28 interests. He claimed that the transfer offers were
29 made as a result of his complaint against

1 Superintendent Comyns. This is totally untrue. The
2 first time I met with Paul Barry was 13th September
3 2012, some few weeks before he made his complaint
4 against Superintendent Comyns. During this meeting I
5 was trying to encourage him to return to work and 11:51
6 facilitate him with a workplace where he would not have
7 contact with Superintendent Comyns. There was no
8 specific station mentioned at that meeting but I was
9 trying to get things in motion to get him to come back
10 to work mainly because he had a wife and three 11:51
11 different to support and was only on the basic wage.
12 During my first meeting with him on 9th April 2015 at
13 Mitchelstown Garda station, I told him that the
14 conditions on his medical certificate were not
15 reasonable or practical. I told him that if a member 11:51
16 of garda rank or any other rank wanted to work in a
17 particular garda district, he had to work with the
18 district officer appointed by the Garda Commissioner.
19 These instructions are clearly laid out in the Garda
20 Code. In my discussions with him, I also pointed out 11:52
21 to him a the responsibility of a superintendent cannot
22 be removed from him and I referred him to the Morris
23 Tribunal."

24
25 He said that he was trying his best to facilitate 11:52
26 Mr. Barry and comply with his doctor's certificate. He
27 said that Mr. Barry was not willing to go anywhere and
28 that, according to him, if anyone was to transfer it
29 had to be the superintendent. He said that Mr. Barry

1 was refusing to have any interaction with his
2 superintendent and that this was totally impractical
3 from his viewpoint.
4

5 The Tribunal will examine the background to the matter 11:52
6 and consider whether the handling of this issue by
7 senior management constituted targeting and
8 discrediting of Mr. Barry because he made a protected
9 disclosure.

10 11:52
11 Issue 3C: By causing Inspector O'Sullivan to attend at
12 Mitchelstown Garda Station in full uniform and at
13 approximately 9pm on a date between 29th March 2013 and
14 9th April 2013 and request Sergeant Barry to provide a
15 return to work certificate. 11:53
16

17 As noted above, Mr. Barry reported non-effective for
18 duty on 6th August 2012. He attended with his general
19 practitioner during this period and a medical
20 certificate was provided by his doctor dated 15th March 11:53
21 2013 certifying Mr. Barry as unfit for duty until at
22 least 1st May 2013. Mr. Barry's sick pay was
23 sanctioned by the HR Directive from the period 1st
24 April 2013 to 1st May 2013.

25 11:53
26 Mr. Barry was also seen by Dr. Oghuvbu, who by report
27 to HRM dated 25th January 2015, stated that:
28

29 "On the information available to me, while some

1 progress and recovery is being made, the member is
2 temporarily unfit to attend regularly and render
3 effective service."

4
5 It is against this background that Mr. Barry returned 11:53
6 to work on 29th March 2013 at 8.30pm. By e-mail dated
7 2nd April 2013, the HR directorate informed Chief
8 Superintendent Dillane that Mr. Barry should be advised
9 to submit a medical certificate from his doctor
10 indicating his fitness to resume duty. This e-mail was 11:54
11 forwarded to Superintendent Comyns on 3rd April 2013.
12

13 It is Mr. Barry's allegation that on a date between
14 29th March 2013 and 9th April 2013, Superintendent
15 Michael Comyns and/or Chief Superintendent Gerard 11:54
16 Dillane directed Inspector O'Sullivan to meet Mr. Barry
17 at Mitchelstown Garda station at 9pm in full uniform
18 and request a Return to Work certificate. In his
19 statement to Tribunal investigators, he said that he
20 was never inspected by a chief superintendent or an 11:54
21 inspector in his career until he returned to work
22 having made his complaint. He also said that:
23

24 "On the night that he inspected me, he requested that I
25 provide a Return to Work certificate, a sick cert. I 11:54
26 found it unusual that he would appear at 9pm at night
27 in full uniform as he works day shifts. I believe he
28 was directed to do so by either Superintendent Comyns
29 or Chief Superintendent Dillane."

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

In his statement to the Tribunal, Inspector O'Sullivan said that:

"On 29th March 2013, Sergeant Paul Barry returned to work. I believe I called to Mitchelstown Garda station that evening on route back to my home after doing adult cautions at Mallow Garda Station. I was not in full uniform, i.e. without a Garda cap, with an ordinary anorak over my garda shirt. I believe I did advise Sergeant Barry that a medical certificate would be required in relation to his fitness to resume duty." 11:55

In reply to a question from the Tribunal investigator, Inspector O'Sullivan said this was not a formal meeting and that he did not inspect Mr. Barry. He said that they happened to bump into each other that evening and that he mentioned to him about the medical certificate. In his statement to the Tribunal, Superintendent Comyns denied that he gave any such instruction to Inspector O'Sullivan. 11:55

The Tribunal will examine the background to this matter and consider whether Mr. Barry was targeted or discredited by senior management because he made a protected disclosure. 11:55

Issue 3F: By causing Inspector O'Sullivan to make inappropriate enquiries from Sergeant Barry's general

1 practitioner Dr. Margaret Kiely on 5th April 2013.

2
3 Dr. Margaret Kiely, in her medical records provided to
4 the Tribunal reports that she met with Mr. Barry on
5 28th March 2013. It is recorded that he told her he 11:56
6 had to return to work for financial reasons. As noted
7 above, he returned to work at Mitchelstown Garda
8 station at 8.30pm on 29th March 2013. Dr. Kiely also
9 noted that she was contacted by Mr. Barry on 4th April
10 2013 and her notes record the following: 11:56

11
12 "Was told by inspector today that he cannot return
13 without a letter from me stating he is fit to work.
14 Mr. Barry told inspector that I had said that could not
15 provide same as in my opinion he was not fit to return 11:56
16 to the same position. Inspector said to put conditions
17 on the letter. Discussed with patient and happy with
18 wording."

19
20 The medical certificate was issued by Dr. Kiely dated 11:56
21 4th April 2014. Dr. Kiely has a further record for the
22 following day, 5th April 2013, as follows:

23
24 "Inspector Anthony O'Sullivan called to the surgery to
25 speak with me. Wanted to check medical letter stating 11:57
26 fit to work was from me, as had not put date of return
27 to work on it. Aware I cannot speak about patient."

28
29 In his interview with Tribunal investigators, Mr. Barry

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

said that:

"I asked Inspector O'Sullivan did he have authority to question a medical professional and he stated that he was directed to go to my doctor by Chief Superintendent Dillane. I asked him did he get that direction in writing, to which he said that he had not but that he would swear up that he was directed to do so by Chief Superintendent Dillane."

11:57

11:57

He said that he believed that Chief Superintendent Dillane was targeting him by sending Inspector O'Sullivan to question his doctor. He said:

"I never had a medical certificate questioned previously in all my service."

11:57

In material provided to the Tribunal, Mr. Barry said that he was very upset by this visit to my doctor and felt intimidated by it.

11:57

In his statement to the Tribunal, Chief Superintendent Dillane stated that he spoke with Inspector O'Sullivan, who was on his way to visit Dr. Kiely at her surgery, as the medical certificate presented by Mr. Barry was dated for 4th April 2013 and Mr. Barry had resumed duty on 29th March 2013. He stated that:

11:58

"I asked Inspector O'Sullivan to find out from

1 Dr. Kiely if the certificate was genuine and also to
2 explain how she could say that a member of An Garda
3 Síochána could not work at Fermoy Garda Station. I
4 interpreted the certificate from Dr. Kiely as saying
5 that Fermoy Garda Station was an unsafe place for a 11:58
6 member of An Garda Síochána to work in. I needed to
7 know the basis for that statement as I believed there
8 was nothing wrong with working at Fermoy Garda Station
9 or with any person working at Fermoy Garda Station.
10 Inspector O'Sullivan called to my office later that day 11:58
11 and informed me that Dr. Kiely would not talk to him
12 about the matters."

13
14 He said that he did not target Mr. Barry by sending
15 Inspector O'Sullivan to speak with Dr. Kiely. He said 11:58
16 that:

17
18 "When I first saw the medical certificate I had to read
19 it a few times as I could not believe a doctor would
20 write such words. I wondered for a while was it for 11:59
21 real and I was particularly taken aback by the section
22 which said that Paul Barry could not work at Fermoy
23 Garda Station, as I took this to mean that Fermoy Garda
24 station was not a safe place to work in. I was looking
25 for clarification on this the matter. It was my duty 11:59
26 to get to the root of this as soon as I could and as
27 Dr. Kiely was the author, I believed she was the first
28 person to start with. I was not targeting Sergeant
29 Barry with my actions, I was doing my job as I saw

1 fit."

2
3 Chief Superintendent Dillane was asked by the Tribunal
4 investigator what concerns he had regarding the medical
5 certificate being genuine. He said that: 11:59

6
7 "In all my years of service I had never seen a medical
8 certificate which stated that a person was fit to
9 resume duty but could not attend at his place of work.
10 I was concerned that this was saying to me that Fermoy 11:59
11 Garda station was not a safe place of work and I was
12 also concerned that it could start a trend."

13
14 In his statement to the Tribunal, Inspector O'Sullivan
15 stated that: 12:00

16
17 "On 4th April 2015 at 4pm I received the medical
18 certificate at Fermoy Garda Station. I forwarded this
19 certificate to Chief Superintendent Gerard Dillane,
20 divisional officer at Fermoy Garda station. I was 12:00
21 instructed by Chief Superintendent Dillane to call to
22 Dr. Margaret Kiely at the Glanmire Medical Centre to
23 check the validity of the certificate. The doctor's
24 signature wasn't legible and the date of issue had been
25 amended by biro from 4th April 2013 to 28th March 12:00
26 2013."

27
28 In reply to a question from the Tribunal investigator,
29 he said that Chief Superintendent Dillane asked him to

1 call to Dr. Kiely to ask if it was a valid cert. He
2 said:

3
4 "I can confirm that I was not en route to Dr. Kiely
5 office. I was asked to go there the evening before by 12:00
6 Chief Superintendent Dillane."

7
8 He said that his concern was around the date being
9 changed and whether the contents of the certificate
10 were accurate and correct. He said that there was 12:00
11 never an issue about Mr. Barry forging the certificate.

12
13 The Tribunal will consider whether this matter
14 constituted targeting or discrediting of Mr. Barry by
15 superintendent Comyns and/or Chief Superintendent 12:01
16 Dillane within the meaning of term of reference [p].

17
18 Issue 3G: By confronting Sergeant Barry in the car
19 park of Mitchelstown Garda station on 9th April 2013.

20 12:01
21 Following Mr. Barry's attendance with Dr. Oghuvbu on
22 11th March 2013, a case conference involving HRM
23 sickness absence section, senior local management and
24 the Garda Occupational Health Service took place on 8th
25 April 2013. In the interim Mr. Barry had provided the 12:01
26 medical report dated 4th April 2013.

27
28 Following the case conference, Dr. Oghuvbu issued a
29 report dated 9th April 2013, confirming:

1
2 "There are no compelling medical impairments to debar
3 the member returning to work and that "the member is
4 recommended medically fit for normal policing duties
5 facilitated with temporary workplace accommodations". " 12:01

6
7 Mr. Barry stated that he was inspected by Chief
8 Superintendent Dillane the following night, on 9th
9 April 2013 at 9pm. In his statement of complaint to
10 the Tribunal, he stated that both Chief Superintendent 12:02
11 Dillane and Inspector O'Sullivan were sitting waiting
12 in the car park at Mitchelstown Garda station when he
13 arrived to commence his shift. He said that Chief
14 Superintendent Dillane was "in full uniform, including
15 the Sam Browne belt, which I believe was to intimidate 12:02
16 me. I have never seen him in that uniform before or
17 since". He told the Tribunal investigators that Chief
18 Superintendent Dillane referred to the meeting with the
19 Chief Medical Officer in respect of Mr. Barry and that
20 Chief Superintendent Dillane offered him a transfer. 12:02
21 Mr. Barry said that he did not want to discuss the
22 matter any further without his AGSI representative. He
23 said that he was never inspected by a chief
24 superintendent or an inspector in his career until he
25 returned to work having made his complaint and that: 12:02

26
27 "I have never seen a chief superintendent appear at 9pm
28 at night in full uniform to question a garda or
29 sergeant after he has returned to work and the fact

1 that Chief Superintendent Dillane didn't make any
2 suggestions of the temporary workplace accommodations
3 that could be made in order to comply with the
4 recommendations of the CMO, shows that he wasn't
5 willing to entertain anything that could be of help to 12:02
6 me. "

7
8 In his statement to the Tribunal, Chief Superintendent
9 Dillane said that he spoke to Mr. Barry about his
10 recent medical certificate and the outcome of the case 12:03
11 conference. He said that he could be facilitated with
12 a transfer to Cobh or Mallow Garda stations. He said
13 that:

14
15 "Mr. Barry states that I was targeting him by calling 12:03
16 to the Mitchelstown station at 9pm on 9th April 2013.
17 This is totally untrue. I had attended at a case
18 conference in Dublin the previous day in relation to
19 Mr. Barry's case and I wanted to deal with him in
20 person. I knew that he was refusing to parade with the 12:03
21 rest of his unit at Fermoy Garda station as he was due
22 to start his tour of duty at 9pm I went there to meet
23 him. I totally deny that this was an action to target
24 him but more of an opportunity to try to get some
25 mutual and practical agreement with him about his work 12:03
26 practices. "

27
28 In relation to his uniform, Chief Superintendent stated
29 that:

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

"I totally refute the allegations of Sergeant Barry that I was wearing my full ceremonial uniform with Sam Browne belt at the time in order to intimidate him. I was wearing my normal working uniform at the time, which I wore every day at work according to the Garda Code regulations."

12:03

In reply to a question from the Tribunal investigator, Inspector O'Sullivan said that:

12:04

"I would have been there that night. They would have met in the station yard at maybe five to nine or just before nine. I would have come from my house and would have probably sat in Chief Super Dillane's car. I almost a hundred percent sure that Chief Superintendent Dillane was not in full uniform. I think he was wearing a grey blue jacket but to the best of my recollection he wasn't in full uniform or had a Sam Browne belt on. The chief superintendent asked me to be there as I was aware the chief was in Dublin regarding Sergeant Barry and he requested my presence at the meeting. He wanted somebody to be with him and he asked me to be there."

12:04

12:04

12:04

The Tribunal will consider if the meeting with Mr. Barry at 9pm on 9th April 2013 constituted targeting or discrediting of Mr. Barry within the meaning of term of reference [p].

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

Issue 3H: By making implicit criticism of Sergeant Barry by requiring him to make a report in respect of a fatal fire that occurred on 9th April 2013.

12:05

Following the meeting with Chief Superintendent Dillane and Inspector O'Sullivan on 9th April 2013, Mr. Barry and Garda Henry Ward attended at a fatal fire incident in the Fermoy district. A/C 71 form (notification to the coroner) was completed and submitted by Garda Wall the following day, on 10th April 2012.

12:05

An issue subsequently arose as regards the reporting of the incident to the district office for onward transmission to the regional office at Anglesea Street Garda Station.

12:05

By way of background, on 3rd August 2012, A/C Quilter had emailed a direction to every divisional officer requiring a critical incident to be reported to the Deputy Commissioner Operations within 30 minutes of the incident occurring. It referred to this notification being made by phone, followed by a full report on the incident signed by the relevant district officer, acting district officer or superintendent on call to be forwarded to the regional offices by e-mail before 8.15am the following day. This e-mail was circulated to all superintendents, inspectors and sergeants in the Fermoy district.

12:05

12:05

1 O' Sullivan, who ought to have instructed the regional
2 office to notify the Deputy Commissioner of operations.

3
4 I believe this unwarranted questioning of my work was a
5 deliberate attempt to target me even though I had done 12:07
6 everything I was legally obliged to do on the night. I
7 believe I was targeted in this instance by
8 Superintendent Comyns and Chief Superintendent Gerard
9 Dillane. As I had to submit a report to both of them
10 addressing the questions raised by Superintendent 12:07
11 Comyns even though there was nothing that I should have
12 had to report for, the direction that I submitted a
13 report detailing aspects of how I dealt with the fatal
14 fire on the night I believe was an attempt to target me
15 by erroneously suggesting I did not carry out my duty 12:07
16 correctly."

17
18 In his statement to the Tribunal, Superintendent Comyns
19 stated that the query as regards the report originated 12:07
20 from Chief Superintendent Dillane. In response to a
21 question put by the Tribunal investigator, he said that
22 he sent A/C Quilter's e-mail to all sergeants in his
23 district on 5th August 2012. He said that it was a
24 longstanding reporting structure that the duty sergeant
25 would arrange for a report to be submitted before the 12:08
26 end of the tour of duty. He reiterated that the C 71
27 may be a report but that it is not the report that is
28 required when there is a critical incident. He said
29 that the report was not the responsibility of Inspector

1 O'Sullivan. He said a full report was required and had
2 not been delivered and that this was the responsibility
3 of the supervising sergeant.

4
5 In response to a question put by the Tribunal 12:08
6 investigator, Chief Superintendent Dillane said it was
7 the responsibility of the senior person working at the
8 time of the incident to make the report within 30
9 minutes and follow up with a report. He said that
10 contact with the regional office was never an issue. 12:08
11 The problem was that there was no proper report
12 submitted as directed by the regional office. He said
13 that a C 71 report (notification to the coroner) would
14 never have been used to satisfy the obligation to
15 report matters to the regional office. In his 12:09
16 statement to the Tribunal, Chief Superintendent Dillane
17 stated that:

18
19 "After some consideration I decided not to take any
20 action in this case and write back to Superintendent 12:09
21 Comyns on 10th May 2013, instructing him to ensure that
22 the instructions issued by Assistant Commissioner
23 Quilter on 3rd August 2012 were adhered to."

24
25 In his statement to the Tribunal investigator, 12:09
26 Inspector O'Sullivan, in response to Mr. Barry's
27 assertion that Inspector O'Sullivan should have
28 notified the regional office, stated that it was the
29 unit sergeant's responsibility to do this.

1
2 The Tribunal will consider whether the response of
3 Superintendent Comyns and/or Chief Superintendent
4 Dillane constituted the targeting or discrediting of
5 Mr. Barry within the meaning of term of reference [p]. 12:09

6
7 Issue 4: Did Chief Superintendent Dillane target or
8 discredit Sergeant Barry as he alleges because he made
9 a protected disclosure? By Issue 4A: Refusing to
10 issue a certificate of service for him? Issue 4B, by 12:10
11 classifying Sergeant Barry's service as very good,
12 instead of exemplary.

13
14 A Certificate of Service is issued to every member of
15 An Garda Síochána on retirement/resignation in 12:10
16 accordance with section 12.12 of the Garda Code. This
17 section requires that the relevant divisional officer
18 should express an opinion as to the general standard of
19 the member's service and the category of service must
20 be shown on the member's certificate recorded as either 12:10
21 exemplary, very good, good or fair. If the
22 recommendation under section 12.12 is very good, good
23 or fair, reasons must be provided for the
24 classification by the divisional officer. In a
25 statement to the Tribunal, Mr. Edmund O'Reilly, Garda 12:10
26 Pensions HRM, said that while there is no specified
27 timeframe for the issuing of such certificates, the
28 pensions office will leave the file open until all the
29 relevant documentation is returned so that a

1 Certificate of Service can then issue to the retiree.

2
3 On 23rd March 2016, Garda Pensions HRM received
4 correspondence from Chief Superintendent Dillane along
5 with an application to retire from Mr. Barry on 19th 12:11
6 June 2016. Chief Superintendent Dillane categorised
7 Mr. Barry's service as very good. Mr. Barry's
8 application to retire was processed and he retired at
9 midnight on 19th June 2016. From June 2016 to April
10 2018, a number of reminders and telephone calls were 12:11
11 made to Fermoy divisional office by Garda Pensions HRM
12 requesting all outstanding paperwork.

13
14 On 1st October 2017, Mr. Barry wrote to Garda Pensions
15 HRM requesting his certificate and on 11th December 12:11
16 2017 he wrote to Chief Superintendent Dillane, asking:

17
18 "Could you please explain why you are refusing to
19 forward the necessary paperwork to HRM Navan so they
20 can issue me with a Certificate of Service?" 12:11

21
22 On 9th January 2018, Garda Pensions HRM received
23 correspondence from Chief Superintendent Dillane who
24 confirmed Mr. Barry's category of service as very good
25 and the reasons for such classification. Mr. Barry 12:12
26 appealed his category of service. On 9th April 2018
27 Garda Pensions HRM informed Chief Superintendent
28 Dillane that Mr. Barry had requested the reasons in
29 writing for his category of service and queried whether

1 the category of service could be amended to exemplary.
2 On 21st May 2018, Chief Superintendent Dillane replied
3 stating that having now consulted with a number of
4 Mr. Barry's former district and divisional officers, he
5 now accepted that the rating should be amended to 12:12
6 exemplary. On 12th June 2018, Mr. Barry was issued a
7 Certificate of Service categorising his standard of
8 service as exemplary.

9
10 In his statement to the Tribunal, Mr. Barry said that: 12:12

11
12 "I believe I was deliberately targeted by Chief
13 Superintendent Dillane as he was obliged to issue me
14 with a certificate of service and I should not have had
15 to seek the certificate. He made me wait two years and 12:12
16 downgraded me without just cause and in so doing I
17 believe he deliberately targeted me and this was two
18 years after I had retired."

19
20 In his statement to the Tribunal, Chief Superintendent 12:13
21 Dillane stated that:

22
23 "This is a very subjective matter which I gave some
24 serious thought before putting it to paper. In
25 Mr. Barry's case I had worked in the same Garda 12:13
26 division as him since 2012 and in my opinion he had not
27 done his job as directed by his district officer.
28 After some deliberation, using the Garda
29 decision-making model, I felt that the very good

1 category was the most suitable one to give him."

2
3 In respect of the recategorisation, he stated:

4
5 "I then contemplated on the matter further and after 12:13
6 consultation with some people, including two of his
7 previous officers and looking at his 30 years' service
8 as a whole rather than the last four years, I decided
9 the prudent thing to do was to amend my opinion as to
10 the category of service from very good to exemplary." 12:13

11
12 when asked by the Tribunal investigator to elaborate on
13 his rationale for amending the certificate of service
14 for Mr. Barry to exemplary, he stated that he had
15 reviewed his recommendation using the Garda 12:13
16 decision-making model. He said that both officers told
17 him they had no problem with Mr. Barry during the
18 period they worked with him. He also said that he
19 provided his recommendation to Garda Pensions HRM on
20 23rd March 2016 and not on 22nd March 2018, as stated 12:14
21 by Mr. Barry.

22
23 The Tribunal will consider whether the manner in which
24 his certificate of service was dealt with by Chief
25 Superintendent Dillane constituted targeting or 12:14
26 discrediting of Mr. Barry within the meaning of term of
27 reference [p].

28
29 Issue 4C: By scheduling Sergeant Barry for duty at

1 Irish Open Golf Championship at Fota Island together
2 with Superintendent Comyns in June 2014.

3
4 The Irish Open Golf was held at the Fota Island resort
5 golf club between 19th to 22nd June 2014. The event 12:14
6 was held in the Middleton Garda district of the Cork
7 North division, with Chief Superintendent Dillane as
8 divisional officer having overall responsibility and
9 Superintendent Quilter as district officer in charge of
10 operations. 12:15

11
12 Inspector Eoghan Healy, Middleton district, was
13 appointed by Superintendent Quilter to assist in the
14 planning for the event. He sent requests through the
15 Cork North divisional office to ascertain the 12:15
16 availability of working members to support the
17 operation. Mr. Barry, along with other members from
18 the Fermoy district, was noted by Inspector Healy as
19 available to work at the event.

20 12:15
21 Inspector Healy prepared a roster in advance of the
22 event. On 19th and 20th June 2014, Mr. Barry was
23 detailed for duty between Barryscourt roundabout and
24 Carrigtwohill village, which Inspector Healy says in
25 his statement was the most eastern part of the cordon 12:15
26 from the event entrance. Mr. Barry was listed in
27 charge of members in the vicinity of those locations
28 and was to report to Inspector Healy.
29

1 In the run up to the event, Superintendent Quilter
2 applied for a period of annual leave and Superintendent
3 Comyns was designated by Chief Superintendent Dillane
4 to replace him as the operational commander for the
5 event.

12:15

6
7 In his statement to the Tribunal, Mr. Barry said that:

8
9 "I believe that Superintendent Comyns conspired with
10 Superintendent Quilter to put me in contact with
11 Superintendent Comyns at this event. Had I refused to
12 attend this golf duty it would have given them another
13 reason to transfer me. Prior to the event taking place
14 I had a meeting with Superintendent John Quilter and
15 Inspector Eoghan Healy at Middleton Garda station, where
16 I outlined to them the difficulty I would have in
17 dealing with a Superintendent Comyns directly and they
18 assured me that I wouldn't have to come into contact
19 with him.

12:16

12:16

20
21 I believe I was targeted for this duty by both
22 Superintendent Quilter and Superintendent Comyns, as
23 both would have been aware that I did not want to have
24 any contact with Superintendent Comyns."

12:16

12:16

25
26 Mr. Barry said over the course of the two days at the
27 event he had to be in the same room as Superintendent
28 Comyns and stated he became physically sick and the
29 whole event caused me a lot of stress. He says he

1 submitted his retirement application immediately after
2 this as, "I didn't ever want to go through this again".

3
4 In his statement to the Tribunal, Superintendent Comyns
5 said that he did not see or come in contact with 12:16
6 Mr. Barry at the event and that:

7
8 "In terms of deciding who was to be deployed, this was
9 dealt with at divisional level between Chief
10 Superintendent Dillane and Superintendent John Quilter. 12:17
11 I had no involvement in this. Middleton district were
12 in control of the event and its organisation and
13 operation. In regard to Sergeant Barry's allegations
14 that I conspired with Superintendent Quilter to put
15 Sergeant Barry in contact with me at the Irish Open 12:17
16 Golf Tournament, this allegation is not true."

17
18 Regarding Mr. Barry's complaints, Chief Superintendent
19 Dillane said in his statement to the Tribunal that:

20 12:17
21 "This is the first time in all my dealing with Sergeant
22 Barry's complaints that I have seen a mention of the
23 Protected Disclosures Act in relation to any of the
24 complaints he made. Paul Barry claims I targeted him
25 and conspired to target him in various ways because he 12:17
26 had made a complaint against Superintendent Comyns. I
27 totally deny that I ever targeted Paul Barry or was
28 ever aware of any other person targeting Paul Barry."
29

1 He said he was never part of any collusion to target
2 him or saw any evidence of anyone targeting him, and
3 that "The accusations Paul Barry has made against me as
4 are laid out in his statement to the Tribunal are
5 untrue and I find them to be very hurtful." 12:18

6
7 The Tribunal will consider whether the scheduling of
8 Mr. Barry for duty at the Irish Open Golf event
9 constituted targeting or discrediting of Mr. Barry
10 within the meaning of term of reference [p]. 12:18

11
12 Issue 4D: By alleging that Sergeant Barry was to be
13 faulted for non-attendance at a case conference on 2nd
14 February 2015 in respect of an alleged rape when he had
15 not been notified about the conference. 12:18

16
17 On 29th January 2015, an allegation of rape was made to
18 Mitchelstown Garda Station and Mr. Barry was nominated
19 to supervise the investigation. Superintendent Comyns
20 scheduled a case conference on 30th January 2015 at 12:18
21 4pm. As the investigating officer was unable to
22 attend, the case conference was rescheduled by
23 Superintendent Comyns to 12 midday on 2nd February
24 2015.

25
26 In a report dated 3rd February 2015, Superintendent
27 Comyns informed Chief Superintendent Dillane that
28 Mr. Barry had been notified of the conference and did
29 not attend. He stated that:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

"The situation with Sergeant Barry has been allowed to continue for almost two and a half years by An Garda Síochána. I have reported previously that I cannot perform my duties as district officer because of Sergeant Barry's behaviour."

12:19

By e-mail dated 3rd February 2015, Chief Superintendent Dillane wrote to Chief Superintendent Anthony McLoughlin HRM stating that:

12:19

"Sergeant Barry continues his non-cooperation with his district officer and this is not serving the administration of justice in the Fermoy district any good. He concluded this report by stating that:

12:19

"I now wish to have Sergeant Barry transferred to a district outside Fermoy Garda Station immediately."

In his statement to the Tribunal, Mr. Barry said:

12:19

"I was not notified of this conference and the first I realised that the conference was taking place was when I arrived for duty at Mitchelstown Garda Station on 2nd February 2015. One of the Gardaí told me that Superintendent Comyns was in the Station as I entered through the back door of the station. He was public office with members from my unit and I turned to my left into the sergeant's office, put on my uniform and

12:19

1 went on patrol. I was not requested to attend the
2 conference either verbally or in writing. The first I
3 knew about this was two months prior to my retirement
4 in 2016 and I believe that this complaint was
5 manufactured as an excuse to transfer me as I had not
6 been notified of this conference." 12:20

7
8 In his statement to the Tribunal Superintendent Comyns
9 said that he specifically asked Detective Garda James
10 Fitzpatrick after the conference if he had notified 12:20
11 Mr. Barry and he told him that he had. In his
12 statement to the Tribunal, D/Garda Fitzpatrick said he
13 verbally informed Mr. Barry of the conference on 30th
14 January 2015.

15 12:20
16 In his statement to the Tribunal, Chief Superintendent
17 Dillane said that:

18
19 "I note from my reading of Paul Barry's statement at
20 page 56 that he complains that he was not notified and 12:20
21 that the first he knew about the conference was when he
22 arrived at Mitchelstown Garda Station for duty on 2nd
23 February 2015. Paul Barry commenced his tour of duty
24 at 12 midday on 2nd January 2015, the same time as the
25 conference was held and if, as he states, that this was 12:20
26 the first he heard of the conference, he had ample
27 opportunity to attend it. If he was aware of the
28 conference when he arrived at the station, which he
29 says he was, he should have attended it.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

When I received the report from Chief Superintendent Comyns, I reported it immediately to HRM as superintendent Comyns outlined that he could not run his garda district with the conduct of Sergeant Barry. Superintendent Comyns also said that he could not challenge the behaviour of Sergeant Barry because the last part of Assistant Commissioner Nolan's investigation had not been concluded."

12:21

The Tribunal will consider the background to this matter and consider whether it constituted the targeting or discrediting of Mr. Barry within the meaning of term of reference [p].

12:21

Issue 4E: By directing or condoning the announcements in HRM bulletins and on Pulse that Sergeant Barry had been transferred when that was not the case and when it was well known that Sergeant Barry had refused transfers.

12:21

12:21

As noted earlier in his statement, on 19th January 2014 Mr. Barry was directed to transfer to Fermoy Garda Station by the Executive Director HRPD. The transfer appeared in HRM bulletin number 03/2014 and the proposed transfer date was 11th March 2014. Mr. Barry appealed this transfer on the 5th March 2014 and it was recorded as deferred in HRM bulletin number 05/2014, dated 14th March 2014.

12:21

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

However, during March 2014, Mr. Barry was recorded on the Garda Pulse system as assigned to Fermoy Garda station. In his statement to the Tribunal investigators, Mr. Barry said that:

12:22

"I believe senior gardaí targeted me on the Pulse system because I immediately appeared as transferred on the Pulse system when other sergeants who were identified as being due to be transferred did not.

12:22

When Inspector Eddie Golden, who made representations on my behalf at my request, made Chief Superintendent Dillane aware of this intimidation in relation to Pulse, I was changed back to Mitchelstown on the Pulse system, only to be moved on the Pulse system again. Garda authorities continued this targeted victimisation throughout 2014, 2015 and 2016 and even had me on two HR bulletins after I retired."

12:22

12:22

The following year, on 5th February 2015, a minute was issued from HRPD directing the transfer of Mr. Barry to Anglesea Street Garda Station. The proposed transfer date was 24th April 2015. On 9th February 2015, Mr. Barry appealed the transfer. The transfer, albeit deferred at this point, appeared in HRM bulletin number 04/2015, dated 6th March 2015. It was not recorded as deferred until HRM bulletin number 14/2014, dated 10th September 2015.

12:23

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

However, during 2015 Mr. Barry was recorded on the Garda Pulse system as assigned to Anglesea Street Garda station.

12:23

In his statement to Tribunal investigators, Mr. Barry said that:

"I believe senior gardaí were playing targeted psychological mind games with me and they worked. I believe I was singled out for this treatment as when I would check the HR bulletins there could be four or five sergeants transferred on the bulletin and I would be the only one transferred on Pulse immediately. This meant that when I would check my incidents on the Pulse system I was no longer at Mitchelstown, even though I was stationed there. I would have to check my incidents through Fermoy or Anglesea Street Garda stations. Whilst I wasn't transferred in person, they had me transferred on Pulse and that caused me great stress because both times I was transferred on HR bulletins, the first time a garda from Fermoy rang me to say I had been transferred and the second time a garda from the Mayo division rang to tell me that I had been transferred. I can't identify specifically the senior members who targeted me here but to transfer someone on Pulse would have to come from a senior level."

12:23

12:24

12:24

12:24

1 In his statement to the Tribunal, Chief Superintendent
2 Dillane said that:

3
4 "Paul Barry claims that I, along with Assistant
5 Commissioner Fintan Fanning targeted him by having him 12:24
6 transferred on the Pulse system by immediately after
7 his name appeared on a personnel bulletin. I totally
8 deny this. I have no knowledge or insight into
9 technical aspects of changing a person's station on the
10 Garda Pulse system when their name appears on a 12:24
11 personnel bulletin. This is solely a matter for HRM at
12 Garda Headquarters and I have no part to play in it. I
13 totally deny this allegation made by Paul Barry. I
14 have some recollection of Inspector Golden making a
15 representation to me on this issue and I immediately 12:25
16 rang HRM transfers section and had the matter
17 rectified."

18
19 In his statement to the Tribunal, Superintendent Edmund
20 Golden refers to the 2014 transfer and states that: 12:25

21
22 "I contacted Chief Superintendent Dillane by mobile
23 phone and requested a meeting, which he facilitated a
24 short while later. I travelled to Fermoy Garda station
25 and met with Chief Superintendent Dillane. During the 12:25
26 meeting I showed him the PULSE screen and indicated the
27 current station for Sergeant Paul Barry. Chief
28 Superintendent Dillane had no explanation for this but
29 did say he would contact HRM to enquire into the

1 matter."

2
3 The Tribunal will consider the background to this
4 matter and consider whether it constituted the
5 targeting or discrediting of Mr. Barry within the 12:25
6 meaning of term or reference [p].
7

8 Issue 4F: By accusing Sergeant Barry of inciting
9 Sergeant Jerry Quinn to resurrect a complaint
10 concerning the planting of drugs in Mallow by a garda. 12:26
11

12 In his statement to Tribunal investigators, Mr. Barry
13 said that he was targeted by Chief Superintendent
14 Dillane and accused of inciting Sergeant Jerry, (also
15 known as Jeremiah) Quinn to reactivate a complaint 12:26
16 regarding a drugs incident in Mallow. This allegation
17 was outlined in detail by Mr. Barry in additional
18 submissions to the Tribunal dated 4th April 2019, where
19 he said that:

20 12:26
21 "Chief Superintendent Dillane accused me in person of
22 stirring up trouble in the district by making my own
23 complaint and that I persuaded Sergeant Quinn to
24 resurrect his complaint. He subsequently reported to
25 garda management that my presence was having a negative 12:26
26 effect on policing in Fermoy Garda district. Chief
27 Superintendent Dillane also told Sergeant Quinn that he
28 believed I was inciting him to make his complaint. I
29 never knew anything about his complaint until after he

1 had submitted it and I did not urge him to make it."

2
3 In his statement to the Tribunal, Chief Superintendent
4 Dillane stated that:

5
6 "Paul Barry also states that I targeted him and that I
7 accused him of inciting Sergeant Jerry Quinn to
8 reactivate his original complaint regarding a drugs
9 incident, I totally deny this. I did meet Sergeant
10 Jerry Quinn many times in my office, sometimes in
11 relation to a complaint which he was pursuing at the
12 time and other times about various different things.
13 The name of Paul Barry did come up in some of these
14 conversations but never in the context of Paul Barry
15 inciting Jerry Quinn. Paul Barry again states that I
16 accused him in person of stirring up trouble in the
17 district and that I persuaded Sergeant Quinn to
18 resurrect his complaint. I never accused Paul Barry of
19 stirring up trouble in the district and I totally deny
20 this accusation."

12:26

12:27

12:27

12:27

21
22 The Tribunal will consider the background to this
23 matter and consider whether it constituted the
24 targeting or discrediting of Mr. Barry within the
25 meaning of term of reference [p].

12:27

26
27 Issue 4G: By writing to Sergeant Barry while he was on
28 sick leave requesting submission of Sergeant Barry's
29 protected disclosure directly to him. In a letter

1 dated 1st October 2012, Chief Superintendent Dillane
2 informed Mr. Barry as follows: "I refer to the above
3 and to your current period of non-effectiveness which I
4 am investigating in accordance with the Garda Code
5 regulations. As are you aware, I have sought a written 12:28
6 statement from you outlining your complaint in relation
7 to this matter.

8
9 On this day, 1st October 2012, I am aware that you
10 informed my office that following legal advice you 12:28
11 would be submitting the said statement to Human
12 Resource Management, Garda Headquarters. I have no
13 objection to this course of action but I do require
14 that you submit your statement outlining your full
15 complaint within seven days in order that I can 12:28
16 conclude my investigation."

17
18 As noted at the outset of the opening statement,
19 Mr. Barry submitted his complaint under the Garda
20 policy for bullying and harassment directly to HRM on 12:28
21 2nd October 2012. In his statement to the Tribunal
22 investigators, he stated that:

23
24 "I consulted with my Association of Garda Sergeants and
25 Inspectors (AGSI) representative and my legal 12:28
26 representatives at the time in relation to the report I
27 made by e-mail on 2nd October 2012. I didn't formally
28 report the matter to anybody else. However, Chief
29 Superintendent Dillane subsequently wrote to me at my

1 home address requesting that I submit my allegation of
2 wrongdoing which I had forwarded to HRM to him in
3 Fermoy. I declined his request and told him that he
4 was free to get a copy of my report from HRM if they
5 deemed it appropriate." 12:29

6
7 In his statement to the Tribunal, Chief Superintendent
8 Dillane stated that he did not doctor Mr. Barry to send
9 his statement to him but to ensure that it was
10 submitted to HRM within seven days. He said that: 12:29

11
12 "This allowed me to close my investigation for his
13 alleged work-related stress and switched the
14 responsibility for the investigation to HRM." 12:29

15
16 The Tribunal will consider the background to this
17 matter and consider whether the request by Chief
18 Superintendent Dillane constituted targeting or
19 discrediting of Mr. Barry within the meaning of term of
20 reference [p]. 12:29

21
22 Issue 4H: By sanctioning disciplinary proceedings
23 against Sergeant Barry in respect of emergency family
24 leave between 15th and 17th April 2013. 12:29

25
26 As outlined in issue 5 below, Mr. Barry was absent on
27 force majeure leave on 15th, 16th and 17th April 2013.
28 Superintendent Comyns provided a report to Chief
29 Superintendent Dillane dated 19th April 2013, which

1 stated that:

2
3 "On the 15th, 16th and 17th April 2013, Sergeant Barry
4 did not report for duty. Neither Inspector O'Sullivan
5 or I were contacted nor had we any idea why Sergeant 12:30
6 Barry was not at work. Again, due to the ongoing
7 investigation I could not perform my duty as district
8 officer in relation to a member who at that time, as
9 far as I was concerned, was absent without leave.
10 Sergeant Barry's notice of force majeure leave now 12:30
11 explains his absence for the three days in question but
12 in my opinion contact should have been made with
13 Inspector O'Sullivan on the 14th/15th April to explain
14 his absence."

15
16 On 27th May 2013, Chief Superintendent Dillane
17 appointed Superintendent Patrick Lehane under
18 Regulation 14 of the Garda Síochána (Discipline)
19 Regulations 2007 to investigate an alleged breach of
20 discipline by Mr. Barry, which was outlined as follows: 12:30
21

22 "1. Neglect of duty: It is alleged that you Sergeant
23 Paul Barry, Mitchelstown Garda station, were absent
24 from duty on force majeure leave on the 15th, 16th and
25 17th April 2013 and that you were negligent in your 12:30
26 duty in that you failed to make contact with or
27 otherwise inform the district officer or his staff to
28 explain your absence during the period in question."
29

1 In his statement to the Tribunal Mr. Barry said that:

2
3 "Superintendent Comyns manufactured a reason to
4 discipline me when I was not in breach of any law or
5 code. Chief Superintendent Dillane doubled on this 12:31
6 false allegation and appointed Superintendent Lehane to
7 investigate me. When Inspector O'Sullivan contacted me
8 in relation to my leave application, I explained to him
9 that my wife was suffering from chronic back pain and
10 was receiving physiotherapy during February, March and 12:31
11 April and that I had to be there to look after her and
12 my three children."

13
14 He told Tribunal investigators that:

15
16 "I believe that Chief Superintendent Dillane had 12:31
17 knowledge of or acquiesced in this instance of
18 targeting as detailed, as he sent forward for
19 investigation the matter relating to the taking of
20 force majeure leave." 12:31

21
22 In his statement to the Tribunal, Chief Superintendent
23 Dillane said that:

24
25 "Superintendent Comyns stated that Sergeant Barry did 12:31
26 not report for duty on the 15th, 16th or 17th April
27 2013 and that he did not contact Inspector O'Sullivan
28 or Superintendent Comyns to say that he would not be
29 coming to work. Superintendent said in his report that

1 he felt that due to the ongoing investigation at the
2 time he could not perform his duty as district officer
3 in relation to a member absent from duty without leave.
4

5 On 27th May 2013 I appointed Superintendent Patrick 12:32
6 Lehane, Cobh Garda station, as deciding officer under
7 Regulation 14 Garda Síochána Disciplinary Regulations
8 2007. I believe that it was my duty to have a
9 Regulation 14 disciplinary inquiry in relation to the
10 report from Superintendent Comyns that Sergeant Barry 12:32
11 was absent from duty.
12

13 In my view this could not be construed as targeting
14 Sergeant Barry as this is the official process to deal
15 with such eventualities. " 12:32
16

17 In a question put by the Tribunal investigator, Chief
18 Superintendent Dillane was asked what informed his
19 thinking to initiate these disciplinary proceedings.
20 He said that he did not initiate disciplinary 12:32
21 proceedings at any stage. He said that:
22

23 "I initiated an inquiry under Regulation 14 of the
24 Garda (Discipline) Regulations 2007. There was no
25 disciplinary proceedings initiated at any stage. I 12:33
26 merely initiated an inquiry under the mechanism
27 provided to me to look into this type of situation and
28 this is necessary to deal with this type of situation."
29

1 The Tribunal will consider the background to this
2 matter and consider whether the institution of
3 proceedings under Regulation 14 of the Garda Síochána
4 (Discipline) Regulations 2007 by Chief Superintendent
5 Dillane constituted targeting or discrediting of
6 Mr. Barry within term of reference [p].

12:33

7
8 Issue 4I: By stating in a letter to Mr. John Barrett
9 dated 7th August 2015 that Sergeant Barry was having
10 negative effect on policing in Fermoy district.

12:33

11
12 In a report dated 3rd February 2015, Superintendent
13 Comyns informed Chief Superintendent Dillane that
14 Mr. Barry had been notified of a case conference and
15 did not attend. He stated:

12:33

16
17 "The situation with Sergeant Barry has been allowed to
18 continue for almost two and a half years by An Garda
19 Síochána. I have reported previously that I cannot
20 perform my duties as district officer because of
21 Sergeant Barry's behaviour."

12:34

22
23 Superintendent Comyns outlined that he could not run a
24 garda district with the conduct of Mr. Barry and he
25 felt that he could not challenge this as A/C Nolan's
26 investigation had not concluded.

12:34

27
28 By e-mail dated 3rd February 2015, Chief Superintendent
29 Dillane wrote to Chief Superintendent Anthony

1 McLoughlin HRM outlining Mr. Barry's non-attendance at
2 the case conference. He referred to Superintendent
3 Comyns' report "in which he outlines how the present
4 situation with Sergeant Barry is seriously interfering
5 with the administration of justice in the Fermoy 12:34
6 district. He stated that Sergeant Barry continues his
7 non-cooperation with his district officer and this is
8 not serving the administration of justice in the Fermoy
9 district any good. He concluded this report by stating
10 that I now wish to have Sergeant Barry transferred to 12:34
11 district outside Fermoy Garda District immediately."

12
13 On 5th February 2015, Chief Superintendent Dillane was
14 notified of the transfer of Mr. Barry to Anglesea
15 Street Garda station. This transfer was appealed by 12:34
16 Mr. Barry. During this appeal process, Chief
17 Superintendent Dillane wrote to Mr. Barrett HRPD on 7th
18 August 2015. He outlined in detail his dealings with
19 Mr. Barry following his appointment as divisional
20 officer and referred to the report of Superintendent 12:35
21 Comyns dated 3rd February 2015. He said in this letter
22 that:

23
24 "Superintendent Comyns outlined that he cannot run a
25 garda district with the conduct of Sergeant Barry and 12:35
26 he felt that he could not challenge this because the
27 last part of Assistant Commissioner Nolan's
28 investigation had not concluded. I immediately
29 conveyed this information to Human Resource Management

1 to emphasise the urgency to have Sergeant Barry
2 transferred out of the Fermoy garda district as I felt
3 that his presence was having a negative impact on
4 policing of the area.

5
6 In his statement to Tribunal investigators, Mr. Barry
7 said that Chief Superintendent Dillane stated that he
8 conveyed this information to human resource management
9 to emphasise the urgency to have me transferred out of
10 the Fermoy district, as he felt that my presence was
11 having a negative impact on the policing of the area.

12 I was not notified of this conference. The first I
13 heard of this complaint about me was following my
14 appeal to the transfers review board and it was
15 contained in a letter from Chief Superintendent Dillane
16 to Mr. John Barrett, executive director, dated 7th
17 August 2015. The first I knew about this was two
18 months prior to my retirement in 2016 and I believe
19 that this complaint was manufactured as an excuse to
20 transfer me as I had not been notified of the
21 conference. "

22
23 In his statement to the Tribunal, Chief Superintendent
24 Dillane said that:

25
26 "He also states that I wrote to garda management and
27 said he was having a negative effect on the policing in
28 the Fermoy district. I stand over this statement as
29 Sergeant Barry was not attending the morning or evening

1 parades or attending the monthly accountability
2 meetings, as were required of him. His actions were in
3 my view having a negative effect on the policing of the
4 Fermoy district and I felt a corporate responsibility
5 if anything were to happen to any member of the public 12:36
6 or gardaí because the gardaí on duty had not been
7 briefed correctly."

8
9 The Tribunal will consider whether the statement in the
10 letter dated 7th August 2015 by Chief Superintendent 12:36
11 Dillane constituted targeting or discrediting of
12 Mr. Barry under term of reference [p].

13
14 Issue 5: Did Superintendent Comyns target or discredit
15 Sergeant Barry as he alleges because he made a 12:36
16 protected disclosure.

17
18 Issue 5A: Refusing to authorise his annual leave
19 application in May 2013.

20 12:37
21 The Garda policy for granting annual leave is governed
22 by paragraph 11.3 of the Garda Code. In respect of
23 sergeants, it is stated that:

24
25 "Applications for annual leave submitted by sergeants 12:37
26 and inspectors may be granted by the district officer
27 or by an inspector acting for a district officer."

28
29 In his statement to Tribunal investigators, Mr. Barry

1 stated that while Inspector O'Sullivan had authority to
2 sign his annual leave sheet, his leave sheet was to be
3 forwarded to Superintendent Comyns. He said that in
4 April 2013 he gave his annual leave sheet to
5 Ms. Patricia Gould, secretary to Inspector O'Sullivan, 12:37
6 and that:

7
8 "She subsequently reported to me that Inspector
9 O' Sullivan had verbally abused her by putting my leave
10 sheet in an envelope addressed to him. He directed her 12:37
11 not to do so in future and that my leave sheet was to
12 be forwarded to Superintendent Comyns. Inspector
13 O' Sullivan had authority to sign my leave but I believe
14 he was afraid to do so and here again I believe I was
15 targeted by Superintendent Comyns in relation to my 12:38
16 leave application."

17
18 In his statement to the Tribunal, Superintendent Comyns
19 stated that:

20 12:38
21 "With regard to Sergeant Barry's allegations that
22 Inspector O' Sullivan was afraid to sign his leave
23 sheet, I cannot speak for Inspector O' Sullivan. I can
24 confirm that I did not issue Inspector O' Sullivan with
25 any instructions as regards Sergeant Barry's leave. I 12:38
26 did not target Sergeant Barry in relation to his leave
27 application. Inspector O' Sullivan had full authority
28 to grant or refuse every sergeant's annual leave.
29 Inspector O' Sullivan did not consult with me and I did

1 not speak with him about the applications and I
2 certainly did not prevail upon or influence him."

3
4 Mr. Barry made an application for annual leave for a
5 number of dates in July 2013 to facilitate a family 12:38
6 holiday. He was informed by letter received on 20th
7 May 2013 that his annual leave application was refused.

8
9 Mr. Barry told Tribunal investigators that he asked for
10 the application to be reconsidered as two sergeants had 12:38
11 offered to help to cover the proposed absence. He said
12 he was asked by Superintendent Comyns to submit a
13 report outlining all the sergeants who were working in
14 the district for this period. He said that he
15 submitted this report and that despite two sergeants in 12:39
16 Mitchelstown agreeing to cover any deficiencies, his
17 applications was again refused. Mr. Barry told
18 Tribunal investigators that:

19
20 "I believe he deliberately refused my application for 12:39
21 leave because of the complaint I made against him.
22 Both Sergeant Aidan Dunne and Sergeant Jerry Quinn
23 tried to reason with him to no avail. He was focused
24 on ruining my holiday. Everything that was asked of me
25 was provided to him. The person I feel was targeting 12:39
26 me in this instance was Superintendent Comyns."

27
28 In his statement to the Tribunal, Superintendent Comyns
29 said that this allegation of targeting was untrue. He

1 said that he received annual leave application form
2 with a number of dates and that he granted some of
3 them. He said that some dates were refused because the
4 other sergeant in the district was already granted
5 leave for certain dates. He stated that when asked to 12:39
6 reconsider the matter he requested Mr. Barry to name
7 the sergeant who would detail and supervise his unit
8 during his leave. He referred to the report provided
9 by Mr. Barry on 29th May 2013 and said that Mr. Barry
10 did not do this. He stated that: 12:40

11
12 "Despite attempts I never did find out who exactly
13 provided cover for Sergeant Barry when he was on his
14 annual leave. This is not tenable or appropriate and
15 the directions of both myself and the chief 12:40
16 superintendent were ignored. The directions were
17 issued for the proper and appropriate staffing and
18 operations of the district. On numerous occasions
19 while district officer for Fermoy district, I refused
20 annual leave to other sergeants or queried who was 12:40
21 providing cover for them prior to granting annual
22 leave."

23
24 In response to questions by the Tribunal investigator,
25 he referred to an aide memoire document that he had 12:40
26 circulated with the implementation of new rosters,
27 which stated that:

28
29 "A sergeant must be working and if that sergeant is not

1 working then cover must be arranged by that sergeant.
2 Cover can be provided by crime sergeant, traffic
3 sergeant or sergeant in charge."

4
5 He said that he could not accept what he said were 12:40
6 "bare assurances" that there would be cover and he
7 required confirmation that there was in fact cover for
8 the relevant dates.

9
10 In his statement to the Tribunal, Sergeant Aidan Dunne 12:41
11 stated that he submitted a report to Superintendent
12 Comyns at Fermoy Garda Station and spoke to him about
13 the issue, explaining that he believed there was enough
14 cover to facilitate the application for leave save one
15 day in July. 12:41

16
17 In his statement to the Tribunal, Sergeant Jeremiah
18 Quinn said that he recalled Mr. Barry looking for
19 annual leave and that he offered to change tours of
20 duty in an attempt to enable Mr. Barry to get annual 12:41
21 leave.

22
23 The Tribunal will consider whether the response of
24 Superintendent Comyns in refusing the application for
25 annual leave constituted targeting or discrediting of 12:41
26 Mr. Barry within the meaning of term of reference [p].

27
28 Issue 5B: By initiating disciplinary proceedings under
29 Regulation 14 of An Garda Síochána (Discipline)

1 Regulations 2007 against Sergeant Barry in respect of
2 energy family leave - force majeure leave - between
3 15th April and 17th April 2013.
4

5 The Garda policy for granting force majeure leave is 12:42
6 governed by section 11.25 of the Garda Code, which
7 states that the Parental Leave Act 1998 gives all
8 members a right to limited time off for family
9 emergencies caused by accident or illness. This leave
10 covers situations where, owing to an injury to, or the 12:42
11 illness of a close family member the immediate presence
12 of the member is indispensably required at the place
13 where the family member is. A member who takes force
14 majeure leave should, as soon as reasonably practicable
15 thereafter, complete form F1 and forward it through the 12:42
16 normal channels of communication to the district
17 officer.
18

19 By way of background to this issue, in April 2013
20 Mr. Barry applied for annual leave for a number of 12:42
21 dates in April, May and June 2013, including the 15th
22 16th and 17th April 2013. The application was dealt
23 with by Inspector O'Sullivan, who refused the
24 application in respect of the 15th and 16th April 2013,
25 stating that Sergeant Aidan Dunne was already on leave 12:42
26 for those dates. Mr. Barry was later absent on force
27 majeure leave for the 15th, 16th and 17th April 2013.
28

29 In his form of notice of force majeure leave (Form

1 F M1) dated 18th April 2013, Mr. Barry stated that:

2
3 "Owing to an illness and injury my immediate presence
4 was required in the family home to look after my wife
5 and family, as such I was indispensable." 12:43

6
7 Superintendent Comyns provided a report to Chief
8 Superintendent Dillane dated 19th April 2013, which
9 stated inter alia that:

10
11 "On the 15th, 16th and 17th April 2013, Sergeant Barry
12 did not report to duty, neither Inspector O'Sullivan
13 nor I were contacted, nor had we any idea as to why
14 Sergeant Barry was not at work. Again due to the
15 ongoing investigation I could not perform my duty as 12:43
16 district officer in relation to a member who at that
17 time, as far as I was concerned, was absent without
18 leave.

19
20 Sergeant Barry's notice of force majeure leave now 12:43
21 explains his absent for the three dates in question but
22 in my opinion contact should have been made with
23 Inspector O'Sullivan on the 14th or 15th April to
24 explain his absence."

25
26 As outlined earlier in this statement, Superintendent 12:43
27 Lehane was appointed by Chief Superintendent Dillane
28 under Regulation 14 of the Garda Síochána (Discipline)
29 Regulations 2007 to investigate an alleged breach of

1 discipline by Mr. Barry which described "neglect of
2 duty" on these dates. Mr. Barry was interviewed on
3 14th April October 2013 and Superintendent Lehane found
4 that he was not in breach of discipline in respect of
5 his absence on force majeure leave. 12:44

6
7 In his statement to the Tribunal investigators,
8 Mr. Barry said that he rang Fermoy Garda station to
9 inform the members in the station that he was taking
10 force majeure leave and that he rang the sergeant's 12:44
11 office at Mitchelstown to report that he had finished
12 his leave. He said that he was not obliged to report
13 taking force majeure leave or the finishing of same but
14 did so anyway.

15
16 He stated that: 12:44

17
18 "I believe Superintendent Comyns manufactured a reason
19 to discipline me and there were no grounds legally or
20 within the Garda Code for him to do so. It was pure 12:44
21 malice and Superintendent Comyns did this to target me.
22 I had previously taken force majeure leave on a couple
23 of occasions a couple of years before this while
24 working under a different superintendent and there had
25 been no issues with that leave." 12:45

26
27 In his statement to the Tribunal, Superintendent Comyns
28 stated in respect of the dates of force majeure leave
29 that:

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

"With regard to Sergeant Barry's allegations that I manufactured a reason to discipline him, that it was pure malice and I did this to target him, I totally deny these completely unfounded and vexatious allegations. My report to Chief Superintendent Dillane of 19th April 2013 sets out what occurred and nothing else. Discipline is not mentioned. I was informing the chief superintendent that I could not do my job in relation to a sergeant working for me in the district. I was also informing him that a sergeant had not turned up for work for three days and had not informed his direct supervisor or his manager until after his return. It was my responsibility to inform the divisional officer of the facts and what the chief superintendent did with that information was a matter for him."

In reply to questions put by the Tribunal investigator, Superintendent Comyns stated that:

"There may not be an obligation on members to notify line management prior to the taking of force majeure leave. I accept that by its very definition it is unlikely that a member who requires to avail of force majeure leave would be able to provide advance notice, however, he said that this was a very serious issue and that it would have not have been difficult to contact line management directly or through a colleague."

1
2 The Tribunal will consider whether the handling of this
3 matter by Superintendent Comyns and/or the
4 investigation constituted targeting or discrediting of
5 Mr. Barry within term of reference [p].

12:46

6
7 Issue 5C: By requiring Sergeant Barry to apply to
8 Inspector O'Sullivan or Superintendent Comyns for
9 certification of Haddington Road hours.

10
11 Both Mr. Barry and Garda Ward performed Haddington Road
12 duty on 25th April 2014. On 1st May 2014,
13 Superintendent Comyns sought a report as to who had a
14 sanctioned this duty and requested both parties to
15 explain what they did for ten hours. Mr. Barry
16 provided a report dated 3rd June 2014 detailing his
17 work and confirming that the duty had been sanctioned
18 by the sergeant in charge, Sergeant Dunne. Sergeant
19 Dunne was later told by Superintendent Comyns to
20 instruct Mr. Barry that only he, Superintendent Comyns
21 and Inspector O'Sullivan can sanction extra duty of any
22 type in the Fermoy district.

12:46

12:46

12:47

23
24 In his statement to Tribunal investigators, Mr. Barry
25 said that:

12:47

26
27 "In relation to Haddington Road duty on 25th April
28 2014, I checked with a number of other sergeants only
29 to find that I was the only sergeant in the district

1 who had apply to Superintendent Comyns or inspect
2 Inspector O'Sullivan for permission to incur Haddington
3 Road duty. All other sergeants could apply to their
4 sergeant in charge. In my case this would have been
5 Sergeant Aidan Dunne. I believe I was deliberately 12:47
6 targeted by Superintendent Comyns as I was the only
7 sergeant who had to do so. No other sergeant had to
8 apply for Haddington Road to an inspector or
9 superintendent. I was singled out for this and other
10 matters of leave as already covered. " 12:47

11
12 In his statement to the Tribunal, Superintendent Comyns
13 said that:

14
15 "In regard to Sergeant Barry's allegation that he was 12:47
16 the only sergeant in the district who had to apply to
17 myself or Inspector O'Sullivan for permission to incur
18 Haddington Road duty, this simply is not correct. I
19 can produce numerous examples of other sergeants
20 applying to incur Haddington Road duty. I can also 12:48
21 produce numerous examples of Sergeant Barry applying to
22 myself and Inspector O'Sullivan to incur Haddington
23 Road duty. The examples would show that every sergeant
24 had to apply to incur Haddington Road duty and in those
25 circumstances I could not have been deliberately 12:48
26 targeting Sergeant Barry. I was not deliberately
27 targeting Sergeant Barry. "

28
29 In his statement to the Tribunal, Sergeant Dunne said

1 that:

2
3 "In relation to the issue raised by Sergeant Paul Barry
4 regarding Haddington Road duty, I can confirm that at
5 one time I did sign and approve all such applications 12:48
6 made by retired Sergeant Barry as well as for the other
7 sergeants attached to the Mitchelstown Garda station,
8 Jeremiah Quinn. However, this practice changed under
9 Superintendent Michael Comyns, in which he directed
10 that all such applications should be forwarded to him 12:48
11 for sanction or to the district inspector, Anthony
12 O'Sullivan. I cannot recall if initially this applied
13 to retired Sergeant Barry only but I can say that
14 before he moved from the Fermoy district all such
15 applications did have to be forwarded to Superintendent 12:49
16 Comyns. All such applications made by me for
17 Haddington Road duty had to be forwarded to
18 Superintendent Comyns or Inspector O'Sullivan as my
19 direct supervisors."

20
21 In reply to a question put by the Tribunal
22 investigator, Superintendent Comyns stated that
23 Sergeant Dunne was incorrect and that during his time
24 in the Fermoy district, Sergeant Dunne was never the
25 sole approver and certifier of extra duties and 12:49
26 overtime.

27
28 The Tribunal will consider whether the instruction by
29 Superintendent Comyns constituted targeting or

1 discrediting of Mr. Barry under term of reference [p].

2
3 Issue 5D: By changing Sergeant Barry's unit and
4 personnel following his complaint about the conduct of
5 a garda at Mitchelstown Garda station. 12:49

6
7 Mr. Barry made a complaint in April 2014 and June 2015
8 in respect of the conduct of a garda colleague. He
9 alleged that he was targeted by Superintendent Comyns
10 after making these complaints. In his statement to 12:49
11 Tribunal investigators he referred to the removal of
12 two gardaí, Garda JJ Wall and Garda Henry Ward from his
13 unit and did not accept that this was for operational
14 reasons. He said that:

15 12:50
16 "Those two gardaí were members I trusted and could
17 depend on, their removal undermined my management of my
18 team and was related solely to the fact that I had made
19 this complaint. I felt that the transfer of those two
20 gardaí was a punishment for the making of the complaint 12:50
21 and reflected badly on me. I felt guilty for the way
22 in which they were treated."

23
24 He said that he was targeted and transferred to unit C
25 from unit B. He said: 12:50

26
27 "This transfer was put to me by Sergeant Dunne, who
28 said that he was told by Superintendent Comyns that
29 either I moved to unit C or all my unit will be moved

1 to unit C, or all of unit C would be moved to my unit,
2 which was unit B. I believe I was targeted by
3 Superintendent Comyns. I believe this to be continued
4 victimisation having made my first complaint about
5 Superintendent Comyns relating to the alleged 12:50
6 perversion of the course of justice."

7
8 In his statement to the Tribunal, Superintendent Comyns
9 denied these allegations. He said that

10 12:50
11 "On Tuesday 19th August 2014, I consulted with the
12 inspectors and sergeants in charge on proposed unit
13 changes in Fermoy district. On the same date I
14 circulated details of numerous other changes within
15 Fermoy district which were to take effect from 15th 12:51
16 September 2014. Numerous members were transferred from
17 one unit to another as well as the two members who were
18 transferred to different stations. I note Sergeant
19 Barry takes issue with the moving of Garda Wall and
20 Garda Ward from his unit. I can confirm that none of 12:51
21 the changes had anything to do with Sergeant Barry."

22
23 In reply to questions put by the Tribunal
24 investigators, he said that his primary focus was on
25 policing and the best use of policing forces in the 12:51
26 district at that time.

27
28 The Tribunal will consider whether the unit changes put
29 in place by Superintendent Comyns constituted targeting

1 or discrediting of Mr. Barry within term of reference
2 [p].

3
4 Issue 6: Did Chief Superintendent Kehoe target or
5 discredit Sergeant Barry as he alleges? 12:51

6
7 On 11th February 2013, Assistant Commissioner Jack
8 Nolan, South Eastern Region, appointed Chief
9 Superintendent Catherine Kehoe, Thurles, to investigate
10 the allegations of bullying and harassment made by 12:52
11 Mr. Barry and any criminal offences identified in
12 Sergeant Barry's complaint. He also appointed Chief
13 Superintendent Kehoe to investigate an alleged breach
14 of discipline by Superintendent Comyns under Regulation
15 14 of the Garda Síochána (Discipline) Regulations 2007. 12:52

16
17 Chief Superintendent Kehoe submitted her investigation
18 file under the bullying and harassment policy on 30th
19 May 2013. She did not uphold Mr. Barry's complaints.
20 In respect of the criminal investigation, a file was 12:52
21 submitted to the Office of the Director of Public
22 Prosecutions on 28th August 2015 and she stated in her
23 recommendation that there was insufficient evidence to
24 sustain a prosecution.

25 12:52
26 Chief Superintendent Kehoe moved on to complete the
27 disciplinary investigation under Regulation 14 of the
28 Garda Síochána (Discipline) Regulations 2007. The
29 alleged breaches of discipline outlined to chief

1 Superintendent Kehoe included discreditable conduct in
2 that Superintendent Comyns interfered with the
3 investigation into alleged sexual abuse which was
4 reported at Mitchelstown Garda station on 2nd February
5 2012. Superintendent Comyns was interviewed on the 12:53
6 27th April 2016 and by report to Assistant Commissioner
7 Nolan dated 12th May 2016 Chief Superintendent Kehoe
8 said that was satisfied that Superintendent Comyns was
9 not in breach of discipline.

10
11 Mr. Barry has alleged that Chief Superintendent Kehoe
12 targeted and discredited him in the following respects.

13
14 A. By taking an inordinate time to complete his
15 investigation. 12:53

16
17 Mr. Barry made his complaint of bullying and harassment
18 on 2nd October 2012. Chief Superintendent Kehoe
19 completed her investigations on 12th May 2016, over
20 three and a half years later. 12:53

21
22 In his first protected disclosure to the Minister for
23 Justice and Equality, Mr. Barry stated that Chief
24 Superintendent Kehoe was sitting on his complaint for
25 two years and he later informed the Minister that "She 12:53
26 had perverted the course of justice by deliberately
27 delaying her investigation". In his interview with
28 Tribunal investigators, he stated that Chief
29 Superintendent Kehoe "spent almost three years

1 investigating a serious matter of sexual assault and
2 that she deliberately targeted me by not treating my
3 complaint promptly and/or properly".
4

5 In her statement to the Tribunal, Chief Superintendent 12:54
6 Kehoe set out the sequencing of her investigations
7 which she said were carried out thoroughly and
8 expeditiously. She did not accept that there was an
9 inordinate delay in carrying out what she said were
10 three facets of this investigation which required 12:54
11 assistance and cooperation from other sections within
12 An Garda Síochána and externally.

13
14 B. By dealing with Sergeant Barry's bullying
15 complaints before his allegations about the sexual 12:54
16 assault investigation.

17
18 As noted above, Chief Superintendent Kehoe finalised
19 her investigation file under the bullying and
20 harassment policy in May 2013. A file was not 12:54
21 submitted to the DPP in respect of the criminal
22 investigation until August 2015. In his statement to
23 Tribunal investigators, Mr. Barry said that:

24
25 "Chief Superintendent Kehoe "even dealt with my 12:54
26 bullying complaint before she dealt with the complaint
27 about the investigation into the sexual assault"."

28
29 In her statement to the Tribunal, Chief Superintendent

1 Kehoe attributes the sequencing of her investigations
2 to the timeline as set out in the internal bullying and
3 harassment policy which sets out a strict timeframe of
4 28 days in which to conduct an investigation. She also
5 stated that the investigation into the allegations of 12:55
6 criminality was running parallel to the bullying and
7 harassment investigation and that there was no
8 deliberate or intentional delay targeting Mr. Barry.
9

10 C. By not informing the complainant of sexual assault 12:55
11 of her investigation and Sergeant Barry's complaint
12 despite having been instructed by the DPP to do so.
13

14 On 2nd July 2014, Mr. Barry wrote to Chief
15 Superintendent Kehoe stating that he had met with 12:55
16 family of the complainant in the 2012 sexual assault
17 allegations. He enclosed a copy of the report of this
18 meeting that he had sent to the sergeant in charge of
19 Mitchelstown Garda station. He stated that:

20 12:55
21 "I assume that the family of this child victim will be
22 interviewed or notified in the course of your
23 investigation and I am attaching my report to let you
24 know the views of the injured party's family in
25 relation to the investigation of her alleged 12:56
26 rape/sexual assault."
27

28 In her response dated 8th July 2014, Chief
29 Superintendent Kehoe stated that:

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

"My investigation is being conducted to establish the facts as it relates to your assertion surrounding this investigation. Should my investigation establish a prima facie case against Superintendent Comyns, then and only then does the question arise as to whether the alleged actions of Superintendent Comyns in any way compromised the quality of the investigative process conducted in the sexual abuse case."

12:56

She said that she did not intend to interview the alleged injured party's family as part of the current investigation.

12:56

On 17th November 2015, the Director of Public Prosecutions directed no prosecution based on insufficient evidence. Chief Superintendent Kehoe wrote to Mr. Barry on 24th November 2015 and informed him that he could request a summary of the reasons for the decision from the Office of the Director of Public Prosecutions.

12:56

12:57

By letter dated 16th December 2015, Mr. Barry said that this information was sent to the "wrong person" and that the alleged victim of the sexual assault was "the victim of this alleged offence."

12:57

In a letter to the Minister for Justice dated 20th January 2016, Mr. Barry alleged that Chief

1 Superintendent Kehoe had conducted "a sham
2 investigation without informing the injured party" and
3 that she had "failed the victim and her family by not
4 doing so". As a result the DPP's decision was made
5 without all the facts.

12:57

6
7 In his statement to the Tribunal investigators,
8 Mr. Barry stated that:

9
10 "Throughout her investigation, I believe Chief
11 Superintendent Kehoe refused to inform the victim of
12 the sexual assault or her family of the investigation
13 and my complaint even though she was instructed by the
14 DPP to do so, I don't believe she ever did. To
15 clarify, I requested Chief Superintendent Kehoe during
16 the course of her investigation to contact the
17 victim. To the best of my knowledge this did not
18 happen."

12:57

12:58

19
20 In her statement to the Tribunal, Chief Superintendent
21 Kehoe stated that:

12:58

22
23 "The victim or complainant that I was appointed to
24 investigate was none other than Sergeant Paul Barry and
25 the suspect in this investigation was none other than
26 Superintendent Michael Comyns and that:

12:58

27
28 "Accordingly I notified Sergeant Barry of the DPP
29 directions in line with the directions received for

1 victims and attached the necessary documentation to
2 allow summary of reasons and/or review. I further
3 believed that the notification structure as set out by
4 the DPP was prepared to meet the requirements of the EU
5 Directive 2012/29/EU and was not necessarily specific 12:58
6 to this case. I notified Superintendent Michael Comyns
7 as the suspect in the case."
8

9 D. By sending private and confidentially letters
10 addressed to Sergeant Barry to Anglesea Street Garda 12:58
11 Station, Cork, including one referring to taking his
12 fingerprints for the purposes of elimination and one
13 identifying the suspect.

14
15 On 22nd June 2015, Chief Superintendent Kehoe wrote to 12:59
16 Mr. Barry at Anglesea Street Garda station advising him
17 that the criminal investigation was at an advanced
18 stage and invited him to provide his fingerprints for
19 the purpose of elimination only in respect of the
20 original statement tendered by the connection. 12:59
21 Mr. Barry says that he received this letter on 11th
22 July 2015, after it was forwarded by Anglesea Street
23 Garda station.

24
25 He wrote to Chief Superintendent Kehoe on 13th July 12:59
26 2015, stating that:

27
28 "You have breached my human rights by allowing one
29 letter to go missing and another to be opened by

1 strangers who had no right to view private and
2 confidential material addressed to me. You were made
3 aware of the fact that I was in Fermoy Garda station
4 according to Pulse while I was appealing my initial
5 transfer as per bulletin 3/14, so you were aware that 12:59
6 Pulse was incorrect as I was still at Mitchelstown.
7 Therefore, I can only assume that you deliberately sent
8 my private and confidential correspondence to the
9 incorrect address to cause me further torment and to
10 further delay this investigation or both." 13:00

11
12 In her response dated 16th July 2015, chief
13 Superintendent Kehoe stated that she had relied on HRM
14 personnel bulletin number 04/2015, dated 6th March
15 2015, and Pulse records indicating that Mr. Barry had 13:00
16 transferred to Anglesea Street Garda station. In a
17 letter dated 20th July 2015, Mr. Barry said that he did
18 not accept this explanation and that she had acted with
19 "malice afore thought."

20
21 In his statement to Tribunal investigators, Mr. Barry
22 stated that:

23
24 "It distressed and victimised me to know that gardaí in
25 Anglesea street Garda station had sight of this 13:00
26 information and that Assistant Commissioner Anthony
27 Quilter was attached to Anglesea Street Garda station."
28

29 In his statement to the Tribunal, Mr. Barry said that

1 Chief Superintendent Kehoe deliberately forwarded these
2 letters. In her statement to the Tribunal, Chief
3 Superintendent Kehoe reiterated that she relied on HRM
4 personnel bulletin number 04/15 and Pulse records and
5 said that:

13:01

6
7 "There was no intention by me or my staff to cause
8 distress or victimise Sergeant Barry in any way and it
9 certainly was not done with malice or afore thought, as
10 indicated by Sergeant Barry in his correspondence of
11 20th July 2015."

13:01

12
13 E. By cancelling an appointment between Inspector Paul
14 O'Driscoll and Sergeant Barry so as to exclude a denial
15 Sergeant Barry wished to make of something
16 Superintendent Comyns had said about arresting the
17 sexual assault suspect. Inspector Paul O'Driscoll
18 assisted Chief Superintendent Kehoe with her
19 investigations. Mr. Barry said that he was contacted
20 by Inspector O'Driscoll on 6th October 2014, who said
21 that he was ready to take a statement from Mr. Barry in
22 respect of what had occurred at a case conference which
23 took place on 6th February 2012 in respect of the 2012
24 investigation.

13:01

13:01

25
26 Mr. Barry said that Inspector O'Driscoll told him that
27 -- sorry, Mr. Barry stated that on 15th October 2014,
28 Inspector O'Driscoll contacted him to say that he would
29 not now be taking the statement and Mr. Barry objected

13:01

1 to this. In his letter to Chief Superintendent Kehoe
2 on 16th October 2014. He said:

3
4 "I said Superintendent Comyns allegation in relation to
5 a softly softly approach had not been covered by either 13:02
6 myself or other gardaí who attended the case
7 conference. I am not happy with this course of action
8 and I am formally requesting that this matter be
9 investigated properly and new statements be taken from
10 these gardaí and myself." 13:02

11
12 Chief Superintendent Kehoe requested a report from
13 Inspector O'Driscoll, which he received on 2nd November
14 2014.

15 13:02
16 He disputed the account of the conversation cited by
17 Mr. Barry. Chief Superintendent Kehoe responded to
18 Mr. Barry on 12th November 2014, stating that his
19 letter did not properly reflect the conversation with
20 Inspector O'Driscoll and she outlined the dates she 13:03
21 would be available to take an additional statement from
22 him in respect of the case inference.

23
24 In his interview with Tribunal investigators, Mr. Barry
25 described this as a disturbing incident and that: 13:03

26
27 "I had to write to Chief Superintendent Kehoe to demand
28 that my statement be taken and this allegation by
29 Superintendent Comyns be put to gardaí already

1 interviewed. It was only then that my statement and
2 fresh statements from other gardaí were taken.

3
4 I believe Chief Superintendent Kehoe had attempted to
5 exclude any reference to the softly softly approach and 13:03
6 I believe she was deliberately covering up this matter
7 and in doing so I believe she was targeting me by not
8 investigating my complaint properly.

9
10 In response, Chief Superintendent Kehoe said in her 13:03
11 statement to the Tribunal that she rejected this
12 assertion and that it was clear from the notes of the
13 meeting of 30th November 2014 that Inspector O'Driscoll
14 sought to have Mr. Barry re-interviewed regarding his
15 recollection of the case conference. " 13:04

16
17 F. By unreasonably and irrationally arriving at a
18 perceived conclusion to dismiss the grave allegations
19 made by Sergeant Barry.

20 13:04
21 The outcomes of the three investigations are outlined
22 above. In his interview with Tribunal investigators,
23 Mr. Barry stated that this was a sham investigation and
24 a biased investigation devoid of morality, sentiment
25 and conscience. 13:04

26
27 This is disputed by Chief Superintendent Kehoe in her
28 statement to the Tribunal, in which she states that she
29 "conducted a duly diligent investigation with a

1 competent team over a reasonable period". She said
2 that she gave careful consideration to all aspects of
3 Mr. Barry's complaint. In respect of the bullying and
4 harassment investigation, she says that Sergeant
5 Barry's grounds under the policy on balanced assessment 13:04
6 were not upheld as I found that his proofs were not of
7 a sufficient substance to find in his favour."

8
9 In respect of the criminal investigation, it is her
10 position that it was a thorough investigation and that 13:04
11 the Office of the Director of Public Prosecutions
12 directed no prosecution due to insufficient evidence.
13 In respect of the discipline investigation, she was
14 satisfied that Superintendent Comyns had not offended
15 the discipline regulations. It is also her position 13:05
16 that she had no knowledge that Mr. Barry made a
17 protected disclosure under the Protected Disclosures
18 Act 2014 either before or after the commencement of the
19 Act.

20 13:05
21 The Tribunal will consider whether any of Mr. Barry's
22 criticisms are justified and, if so, whether they
23 constitute targeting or discrediting of Mr. Barry under
24 term of reference [p].

25 CHAIRMAN: Ms. McGrath, are you happy to proceed to the 13:05
26 end? We are very close to the end, would you be happy
27 to proceed or would you like to take a break?

28 MS. McGRATH: Chairman, I am happy to go on, it's
29 approximately eight to ten minutes.

1 CHAIRMAN: Thank you very much. I think it is most
2 satisfactory, frankly. But equally you're --
3 MS. McGRATH: Talking for a long time.
4 CHAIRMAN: -- you're the person who is dealing with
5 this matter. 13:05
6 MS. McGRATH: It's is fine.
7 CHAIRMAN: I appreciate that very much. Thank you very
8 much.
9 MS. McGRATH: Thank you, Chairman.
10 13:05
11 Issue 7: Did Assistant Commissioner Fanning and/or
12 Chief Superintendent Grogan target or discredit
13 Sergeant Barry because he made a protected disclosure
14 by referring his query or request for temporary
15 workplace accommodations to Assistant Commissioner 13:06
16 Anthony Quilter notwithstanding the latter's connection
17 with persons relevant to the protected disclosures?
18
19
20
21
22
23
24
25
26
27
28
29

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

During the course of the bullying and harassment investigation and on 4th February 2013, Mr. Barry emailed Assistant Commissioner Fintan Fanning HRM asking the following questions:

13:06

"1. Does HRM find it acceptable that I should have to work with a person against whom I made an allegation of bullying and criminal behaviour?

2. What steps have HRM taken to provide me with a safe working environment?"

13:06

Shortly afterwards, on 7th February 2013, Mr. Barry sent a follow up e-mail and was informed by Chief Superintendent John Grogan HRM that his e-mail would be brought to the attention of all concerned.

13:06

On 7th February 2013, Chief Superintendent Grogan sent Mr. Barry's e-mails to Assistant Commissioner Quilter for his observations. Assistant Commissioner Quilter sent this e-mail thread on to Chief Superintendent Dillane and asked for his views and observations. Chief Superintendent Dillane replied the following day, saying that he had method with Mr. Barry previously offered him a transfer to Glanmire Garda station.

13:06

13:07

On 8th February 2013, Assistant Commissioner Quilter wrote to Chief Superintendent Grogan referring to this response and saying that:

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

"I believe that you have also offered to facilitate this member with a transfer to ease his plight. I do not see how the member can be facilitated any other way pending the outcome of Assistant Commissioner Nolan's investigations." 13:07

Later that month, on 18th February 2013, Mr. Barry again reverted to Chief Superintendent Grogan and queried to whom his e-mail had been sent. Chief Superintendent Grogan confirmed to him on 8th March 2013 that his e-mail was forwarded to Assistant Commissioner Quilter. 13:07

On 12th March 2013, Mr. Barry wrote to Chief Superintendent Grogan reiterating that a transfer was not an option for him and repeating the two questions outlined above. He stated that: 13:07

"As assistant commissioner Southern Region is one of the persons mentioned therein, I find it strange that you would forward my e-mail to him for his views and observations." 13:07

This e-mail was forwarded to Assistant Commissioner Fanning, Assistant Commissioner Quilter and Assistant Commissioner Nolan on 15th March 2013. Chief Superintendent Grogan stated Mr. Barry had rejected an offer to transfer to Glanmire Garda station by local 13:08

1 management and that he was at a loss to identify a
2 solution in light of the member's refusal. Assistant
3 Commissioner Fanning replied by e-mail of the same date
4 stating that:

5
6 "It is a pity to see that this man is in the position
7 he is, especially as he has so much of his life to An
8 Garda Síochána."

9
10 Chief Superintendent Grogan was requested to revert to
11 Mr. Barry and advise him of the right to apply for a
12 transfer to any Garda station.

13
14 In his interview with Tribunal investigators, Mr. Barry
15 stated that he questioned Chief Superintendent Grogan's
16 reason for sending the e-mail to Assistant Commissioner
17 Quilter and said that:

18
19 "I believe that I was targeted by Assistant
20 Commissioner Fanning and Chief Superintendent Grogan in
21 relation to the temporary workplace accommodations
22 which were recommended by Dr. Tobin by referring my
23 concerns to Assistant Commissioner Tony Quilter and as
24 a result no temporary workplace accommodations were
25 ever offered to me. I believe it was targeting because
26 I asked what temporary workplace accommodations were
27 going to be put in place for me as recommended by
28 Dr. Tobin and my concerns were sent to someone who
29 should not have been dealing with them."

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

In his statement to the Tribunal investigators, Chief Superintendent Grogan stated that in order to identify a suitable workplace environment for Sergeant Barry he had "no alternative but to ask local senior management what they could offer". He described his role as transactional and stated that he had no authority to make decisions in the matter.

13:09

In his statement to the Tribunal, Assistant Commissioner Fanning stated that he had no recollection of working with, meeting with or speaking to Mr. Barry. He stated that he did not target or discredit Mr. Barry in any way and that he acted "lawfully, ethically and professionally in relation to any matters concerning Sergeant Barry."

13:09

13:09

In respect of the correspondence sent from Chief Superintendent Grogan to him, Assistant Commissioner Quilter said in his statement to the Tribunal that he did not regard this as unusual in the context of dealing with personnel issues in the region and that any such communications would have been channelled by him to Chief Superintendent Dillane. Assistant Commissioner Quilter says he sought the views of Assistant Commissioner HRM on matters of his expertise and was working within the guidelines provided by HRM on such matters.

13:10

13:10

1 The Tribunal will consider whether Assistant
2 Commissioner Fanning and/or Chief Superintendent Grogan
3 targeted or discredited Mr. Barry within the meaning of
4 term of reference [p] by referring his query regarding
5 temporary workplace accommodations to Assistant 13:10
6 Commissioner Quilter notwithstanding the latter's
7 connection with persons relevant to Mr. Barry's
8 protected disclosures.

9
10 Issue 8: Did Chief Superintendent John Quilter target 13:10
11 or discredit Sergeant Barry because he made a protected
12 disclosure by facilitating the presence of
13 Superintendent Comyns at the Irish Open Gold
14 Championship at Fota Island in June 2014?

15 13:11
16 As outlined earlier in this opening statement, the
17 Irish Open Gold was held at Fota Island Resort Gold
18 Club from the 19th to the 22nd June 2014. The event
19 was held in the Middleton district of the Cork North
20 division, with Chief Superintendent Dillane as 13:11
21 divisional officer having overall responsibility and
22 Superintendent Quilter as the district officer in
23 charge of implementing the operations plan.

24
25 In his interview with Tribunal investigators, Sergeant 13:11
26 Barry stated that in June 2014 he didn't know how
27 involved Superintendent John Quilter was in perverting
28 the course of justice and it was not until some three
29 years later that he became aware. He said:

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

"I believe that Superintendent Comyns conspired with Superintendent Quilter to put me in contact with Superintendent Comyns at this event. Had I refused to attend this golf duty, it would have given them another reason to transfer me." 13:11

He said that prior to the event he had a meeting with Superintendent Quilter and Inspector Eoghan Healy, at which he outlined the difficulty he would have if required to deal with Superintendent Comyns directly and said that "They assured me that I wouldn't have to come into contact with him." Mr. Barry stated "I believed that it would be supervised by Superintendent John Quilter but it turns out Superintendent Quilter took leave and left Superintendent Comyns in charge of the event." 13:12

In his statement to the Tribunal, Mr. Barry stated:

"I believe Superintendent Quilter deliberately took leave so that I would have to deal with Superintendent Comyns. What superintendent would turn down such an important even to add to their CVs going forward for promotion?" 13:12

In his statement to the Tribunal, Superintendent John Quilter said, to the best of his knowledge he only met Mr. Barry once, at a briefing on the event in June 2014

1 at Middleton Garda station. He said that following the
2 briefing Mr. Barry highlighted his concern about
3 potential contact with Superintendent Comyns at the
4 event and that he took this on board and placed
5 Mr. Barry in charge of the supervision of a key traffic 13:12
6 location at Barryscourt, Carrigtwohill, under the
7 direct supervision of Inspector Healy.

8
9 Referring to the allegation that he conspired with
10 Superintendent Comyns to put Mr. Barry in contact with 13:12
11 Superintendent Comyns, he said that the event was
12 staged within his garda district and the policing for
13 the event, including security and traffic management,
14 fell under his control. He said the event required a
15 large scale policing plan, including additional gardaí, 13:13
16 from outside the Middleton district, to support the
17 operation. These additional garda personnel were drawn
18 from the Cork North, Cork City and Cork west divisions.
19 He said that Mr. Barry would have been aware that such
20 events require the assistance of personnel from outside 13:13
21 the division.

22
23 Regarding his absence, he stated:

24
25 "Whilst I wasn't on duty for the actual event due to a 13:13
26 long standing family commitment, I was involved in the
27 planning and organising of the policing for this right
28 up to the eve of the event. Superintendent Comyns was
29 designated by the divisional officer, Chief

1 Superintendent Dillane, to replace me as the
2 operational commander for the event. The divisional
3 officer provided me with the additional resources from
4 around the division and adjoining divisions."

13:13

6 Superintendent Quilter noted that Mr. Barry in his
7 statement said that he didn't have any direct contact
8 or dealing with Superintendent Comyns at the event.
9 Superintendent Quilter said that in the circumstances I
10 do not understand how any allegation interference or
11 imputation arises.

13:14

13 The Tribunal will consider whether Superintendent
14 Quilter targeted or discredited Mr. Barry within the
15 meaning of term of reference [p] by facilitating the
16 presence of Superintendent Comyns at the Irish Open
17 Golf in June 2014.

13:14

19 Conclusion.

13:14

21 Chairman, the parties have been served with 19 volumes
22 of material extending to almost 6,000 pages. We are
23 confident that all relevant documentation has been
24 disclosed to the parties. We would ask any party who
25 wishes to produce a document during the hearings, which
26 is not included in these volumes, to advise us in
27 advance and make the document available to us so that
28 it might be redacted if necessary to protect third
29 party rights and be included in our system.

13:14

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

Also, if any of the parties have any concern on any issues, they should feel free to raise the issue with us and we will endeavour to resolve this.

13:14

The Tribunal intends to call Mr. Barry as the first witness in this module 2pm today.

I should say, Chairman, that I noticed as I was reading through it, there are some minor corrections to be made and it will be put up on the website duly corrected later today

13:15

CHAIRMAN: Thank you very much. A marathon, Ms. McGrath and very well executed. I will just say that we will take a little bit longer than you said and we will say 2.15 for resuming, and we will take Mr. Barry. Mr. Barry can start at 2.15. As everybody knows, we're not sitting tomorrow, basically I'm not available tomorrow, and we will proceed then for the rest of the week. Okay. Thank you very much.

13:15

13:15

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

CHAIRMAN: Now, thanks very much.

14:16

MR. MCGUINNESS: Chairman, good afternoon. The first witness is Mr. Paul Barry.

CHAIRMAN: Thanks very much.

MR. MCGUINNESS: If Mr. Barry could come to the witness

1 box.

2 CHAIRMAN: If you come around that way, Mr. Barry. Oh,
3 you found your way round, thanks very much.

4

5 MR. PAUL BARRY, HAVING BEEN SWORN, WAS DIRECTLY 14:16
6 EXAMINED BY MR. MCGUINNESS, AS FOLLOWS:

7

8 CHAIRMAN: Thanks very much, Mr. Barry, sit down there.
9 Is there no chair there? I'm sorry, Mr. Barry. We
10 have ways of making witnesses uncomfortable but that's 14:16
11 a new one! Thanks very much.

12 1 Q. MR. MCGUINNESS: Thank you for that, Mr. Barry.
13 Mr. Barry, I am here to assist the Chairman in
14 considering your complaint by helping you to adduce the
15 evidence that's relevant and pertinent to it, you 14:17
16 understand that?

17 A. Yes.

18 2 Q. You will have an opportunity, I hope, of answering all
19 questions that are relevant and put by me and other
20 counsel in due course. I don't know, if you want to 14:17
21 refer to any notes at any stage, you're free to do so,
22 if you wish. We do intend to refer to documents which
23 will come up on the screen. Obviously you've heard
24 from Ms. McGrath's opening, a very substantial number
25 of documents have been served and I am sure you have 14:17
26 read a lot of them. We won't be opening all of them or
27 the majority of them and I will be opening as few as I
28 think possible and necessary to deal with your evidence
29 and any other witness's evidence. You understand that?

1 A. Yes.

2 3 Q. And if you need to take a break at any stage, just
3 indicate. So thank you. Mr. Barry, I think you were
4 attested as a member of An Garda Síochána on 8th
5 October 1986? 14:18

6 A. That's correct.

7 4 Q. And I think you served initially in Rathmines Garda
8 Station for a period of approximately 14 years?

9 A. Yes.

10 5 Q. Is that correct? 14:18

11 A. Yes.

12 6 Q. And that's a busy station in the South Dublin area
13 obviously?

14 A. Yes, it was very busy, yes.

15 7 Q. You were promoted to sergeant then I think on 8th 14:18
16 December 1999, and I think as is customary with a lot
17 of promotions, you were then moved to another station?

18 A. That's correct.

19 8 Q. Is that something that you applied for? Did you apply
20 for a particular move or transfer? 14:18

21 A. No, I didn't apply for it, but I was asked if I would
22 be interested in going to Cork, by an inspector who was
23 in Terenure on promotion.

24 9 Q. Yes.

25 A. But I wasn't applying for it, because if you apply for 14:19
26 it then you don't get your transfer costs.

27 10 Q. So if you are transferred at public expense, you get
28 your costs?

29 A. Correct.

1 11 Q. You were transferred then as such Mitchelstown?
2 A. Correct.
3 12 Q. Not on your own application?
4 A. No.
5 13 Q. Just on the issue of transfers, did you ever apply to 14:19
6 be transferred elsewhere yourself after that?
7 A. Never.
8 14 Q. And were you ever the subject of a transfer order
9 before the ones that the Tribunal is concerned with
10 here? 14:19
11 A. Never. Oh sorry, 2004, when I was in Cork north, there
12 was an attempt to transfer me to Fermoy and that was
13 withdrawn.
14 15 Q. That was withdrawn. Did you appeal that at the time?
15 A. I just submitted a list of my relatives and that was -- 14:19
16 I didn't have to appeal it.
17 16 Q. All right. So there was a question as to whether there
18 was a breach of Code 8.3 by reason of a number of
19 relatives living --
20 A. Yes. 14:20
21 17 Q. -- within a certain distance, is that correct?
22 A. That's correct.
23 18 Q. You took up duty then in Mitchelstown, as I understand
24 it, at the beginning of January 2000, is that correct?
25 A. That's correct. 14:20
26 19 Q. And you served there until your retirement on the, was
27 it the 18th or 19th June?
28 A. 19th.
29 20 Q. Of 2016?

1 A. That's correct.

2 21 Q. And you retired on pension then at that stage?

3 A. Yes.

4 22 Q. We will come back to any relevant issues about that.
5 when you went to -- immediately before Superintendent 14:20
6 Comyns came to Mitchelstown, I think he was appointed
7 as district officer there in July 2010, is that
8 correct?

9 A. That's correct.

10 23 Q. And who was the superintendent there before that? 14:20

11 A. Superintendent Tom Myers.

12 24 Q. Superintendent Myers?

13 A. That's correct.

14 25 Q. Okay. You did I think refer to him in your statement
15 to the Tribunal as having obtained a force majeure, or 14:20
16 served a force majeure application on him in relation
17 to leave that you had taken at some stage, on him?

18 A. That's correct.

19 26 Q. That's the same superintendent?

20 A. That's the same superintendent. 14:21

21 27 Q. You said in your statement, a portion of which
22 Ms. McGrath read out at different points, that you can
23 say that you "never had as much difficulty with a
24 superintendent as I did with Superintendent Comyns,
25 from day one I felt he had something against me." ? 14:21

26 A. That's correct.

27 28 Q. And had you ever met him before?

28 A. No, never.

29 29 Q. And is there any reason why you have come to that view,

1 that he had something against you?

2 A. well, it was in relation to the transfer attempt in
3 2004 by Chief Superintendent Timmy Callahan.

4 30 Q. Right?

5 A. And I was told that Chief Superintendent Timmy Callahan 14:22
6 and Superintendent Comyns were close friends throughout
7 their service in Cork City and that that was the reason
8 I was being targeted by Superintendent Comyns.

9 31 Q. well, he wasn't the superintendent in charge of your
10 district, isn't that right, at the time? 14:22

11 A. That's correct, yes. But it was because Chief
12 Superintendent Callahan wasn't successful in
13 transferring me to Fermoy at that time, that that was
14 why I believed I was being given this treatment.

15 32 Q. Now, you've detailed in your statements, and I won't be 14:22
16 going into them, eight incidents of what you have
17 classified as bullying and harassment, isn't that
18 correct?

19 A. That's correct.

20 33 Q. Relating to Superintendent Comyns? 14:22

21 A. Yes.

22 34 Q. Okay. But prior to August 2012, can I ask you about
23 your familiarity with a number of documents that
24 Superintendent Comyns has referred to in his statement?
25 I am sure you have read his statement closely, isn't 14:23
26 that right?

27 A. Yes.

28 35 Q. He refers to a new roster that was published in April
29 of 2012?

1 A. That's correct.

2 36 Q. Which provided for briefings in Fermoy, isn't that
3 correct?

4 A. Yes.

5 37 Q. They had been going on, as I understand it, correct me 14:23
6 if I am wrong, they had been going on in Fermoy before
7 that, isn't that correct?

8 A. Not that I -- I think it came in with the new roster,
9 as far as I can remember.

10 38 Q. You think it came in with the new roster. But did it 14:23
11 establish then for the first time a practice of
12 attending in Fermoy?

13 A. Yes.

14 39 Q. Can you just say how that affected you or what it
15 required you to do as part of your duty? 14:23

16 A. Well, what it meant was that every guard and sergeant
17 working in Mitchelstown district, Kildarra, Kilworth,
18 Castletownroche, had to leave their stations and go to
19 Fermoy to be paraded at 7.30 in the morning and 9.30 at
20 night. 14:24

21 40 Q. Yes.

22 A. Which effectively left no police in those areas, in
23 those stations, to patrol.

24 41 Q. But was this for the purpose of briefing the units who
25 were coming on or going off duty at the respective 14:24
26 times?

27 A. It would have been for the unit that had commenced duty
28 half an hour previously.

29 42 Q. So they would be relieving one unit coming off night

1 or, later in the day, the unit coming on to night duty?

2 A. The briefing would be just for one specific unit, it
3 wouldn't overlap.

4 43 Q. Yes. But were you also required to attend at Fermoy
5 for any other purpose connected with your duty? 14:24

6 A. Yes, I was asked to certify duty -- or the termination
7 of duty of members who finished duty at 7am and at 9pm
8 at night and, as I wasn't in the station when these
9 members terminated their duty, I did not feel
10 comfortable certifying it. 14:25

11 44 Q. Yes. Well, is there any particular reason why you
12 weren't in it at that time then?

13 A. Pardon?

14 45 Q. Is there any particular reason why you weren't in
15 Fermoy Garda Station to certify their duty? 14:25

16 A. Because I would have commenced my duty in Mitchelstown,
17 which is 10 miles away, at 7am.

18 46 Q. Yes.

19 A. So it would be nearly half seven by the time I would
20 get to Fermoy anyway. 14:25

21 47 Q. Did you attend PAF meetings in Fermoy as well?

22 A. I did.

23 48 Q. Were they be held on a monthly basis at that time or
24 were they more frequently or when required?

25 A. They would normally when -- 14:25

26 49 Q. Pardon?

27 A. It was nearly monthly at the time.

28 50 Q. Monthly at the time. Would you perhaps mind pulling
29 the microphone in towards you or sitting a little bit

1 in. Thank you very much. And it was your practice to
2 attend those?

3 A. That's correct.

4 51 Q. What other duties would take you to Fermoy or could it
5 be unknown or unpredictable? 14:26

6 A. If we had a prisoner to escort or if they needed a hand
7 doing -- or if I had to deal with a traffic accident or
8 a fatal collision or something more serious, if there
9 was no sergeant working in Fermoy.

10 52 Q. Yes. 14:26

11 A. I would have to attend.

12 53 Q. And just in terms of giving an idea of the size, Fermoy
13 was the divisional headquarters, isn't that correct?

14 A. It was the district headquarters.

15 54 Q. District headquarters? 14:26

16 A. District. And then it became the divisional
17 headquarters.

18 55 Q. Pardon?

19 A. It was the divisional headquarters for Cork North but
20 it was my district headquarters. 14:26

21 56 Q. But it was obviously a much bigger station than
22 Mitchelstown?

23 A. Yes.

24 57 Q. At the time we're talking about, how many sergeants and
25 members were attached to Mitchelstown? 14:26

26 A. At the time there was two sergeants on regular duties
27 and a sergeant in charge, which would have been -- he
28 would have been nine to five, Monday to Friday.

29 58 Q. Yes.

1 A. And we would have then have worked with the other two
2 sergeants.

3 59 Q. In any event, I've referred to the new rosters and I
4 think there were instructions issued for the
5 implementation of the new rosters and presumably you 14:27
6 were familiar with those?

7 A. I was, yes.

8 60 Q. In May 2012?

9 A. Yes.

10 61 Q. Superintendent Comyns has also referred to a 14:27
11 preparation of a briefing document and an instruction
12 given in relation to that in June of 2012, presumably
13 you're familiar with that too?

14 A. Yes.

15 62 Q. Now, can I just ask you about one other aspect of Garda 14:27
16 documentation and procedures. Were you familiar with
17 the Sickness Absence Management System?

18 A. Yes. Inasmuch as when it applied to myself, I
19 familiarised myself with it.

20 63 Q. I think you had a good record of attendance and you 14:28
21 didn't suffer from any absences from work due to
22 sickness prior to this, isn't that correct?

23 A. Well, I would have on occasion been sick with the flu,
24 but nothing.

25 64 Q. Yes, a day or two presumably? 14:28
26 A. Yes.

27 65 Q. Maximum, is that right?

28 A. That's correct, yes.

29 66 Q. Now, it came to your attention I think in February of

1 2012 that an offence was reported to the station.
2 There was a Garda O'Connell was involved in
3 investigating the offence and I think you were
4 supervisor, is that correct?
5 A. That's correct. 14:28
6 67 Q. That related to an allegation of a sexual offence, the
7 details of which we're not going into, you understand
8 that?
9 A. Yes.
10 68 Q. Superintendent Comyns was your superintendent there at 14:28
11 the time?
12 A. That's correct.
13 69 Q. And for a variety of reasons and facts and actions, you
14 came to believe ultimately that Superintendent Comyns
15 had been involved in what you classified as a 14:29
16 perversion of the course of justice in relation to that
17 investigation?
18 A. That's correct.
19 70 Q. And again, we're not going into the details of it, for
20 obvious reasons. But you'd certainly reached that 14:29
21 state of mind by the end of July, when an investigation
22 -- the report of the investigation was being prepared
23 and finalised?
24 A. Yes.
25 71 Q. Isn't that correct? 14:29
26 A. That's correct.
27 72 Q. And I think the report was -- you contributed to the
28 report in the end and it was submitted to the
29 superintendent, who forwarded it on to the State

1 solicitor, isn't that correct?

2 A. That's correct.

3 73 Q. And correct me if I am wrong, that had all happened
4 then by the 30th July?

5 A. That's correct. 14:29

6 74 Q. Now, there was what might be referred to as an incident
7 the following day in which you were late for work
8 apparently. I just want to ask you about that for a
9 variety of reasons. But, that incident was not one of
10 the eight incidents of bullying and harassment that you 14:30
11 included ultimately in your complaint, isn't that
12 correct?

13 A. That's correct.

14 75 Q. It formed part of the ninth incident, isn't that
15 correct? 14:30

16 A. That's correct.

17 76 Q. And that ninth incident, as you've described it in the
18 statement, became part of the enquiries conducted by
19 Chief Superintendent Kehoe?

20 A. Yes. 14:30

21 77 Q. And in particular in the discipline issue, she looked
22 ultimately at three issues relating to an alleged
23 breach of discipline by Superintendent Comyns, isn't
24 that correct?

25 A. That's correct. 14:31

26 78 Q. The belief of the Commission of an offence, also the
27 instigation of that disciplinary action on the 2nd
28 August, and then I think she was also appointed to
29 conduct a third limb to the disciplinary inquiry, into

1 how Superintendent Comyns had, on your allegation,
2 allegedly sneered at you during that process?

3 A. That's correct.

4 79 Q. So those three elements comprised in complaint number 9
5 got taken into the aspect of Chief Superintendent 14:31
6 Kehoe's enquiries, isn't that correct?

7 A. That is correct.

8 80 Q. Ultimately she came to a determination herself on those
9 issues as a disciplinary point, but can I just ask you,
10 you considered it relevant because this was the first 14:31
11 event that happened after the 30th July, isn't that
12 correct?

13 A. That's correct.

14 81 Q. Just could you outline your recollection of what
15 happened then on 1st August 2012? 14:32

16 A. I was preparing to do a drug search with the dog unit
17 from Cork City and members attached to Mitchelstown
18 station, when Superintendent Comyns arrived at the
19 Garda station with a copy of the investigation file
20 which I had submitted on the 30th. He that in one hand 14:32
21 and he had a discipline notice in the other hand, a
22 Regulation 10 discipline notice, which he served on me,
23 and he served another one on Gardaí Wall, my colleague.
24 And as he did so, he sneered at me and said he'd be
25 watching me. And I then left, I left the discipline 14:32
26 notice in the office and I went out and did the drug
27 search.

28 82 Q. All right. Could we just look at the record of that,
29 page 642. If I can ask Mr. Kavanagh to bring that

1 document up. We are just having a small technical
2 difficulty. If we scroll down then, is this the form
3 that was served on you?

4 A. That's correct.

5 83 Q. And it combined, as it were, a failure to report for 14:33
6 duty at 12 midday on the 11th June and 12 midday on 1st
7 August 2012?

8 A. That's correct.

9 84 Q. And alleged that you further failed to detail members.
10 Is that something that -- I mean, he was dealing with 14:34
11 it as a minor nature and to be dealt with informally,
12 is that something you could have made representations
13 about at the time?

14 A. It didn't occur to me to make a representation about it
15 because to me that was an instrument to target me for 14:34
16 recommending that the persons involved in the previous
17 incident mentioned be arrested and I got no answer to
18 that with the file. This was my answer to what I
19 recommended, that's how I believed it. And the fact is
20 that on 11th June 2012 I was not late for duty, as 14:35
21 alleged. I was in the yard of the Garda station,
22 answering a question from a member of the public with
23 Garda wall.

24 85 Q. Yes.

25 A. And on the date, the second date then, the 1st August, 14:35
26 I was delayed because of Garda wall's car having to go
27 into the garage. He had a problem with his car, which
28 was beyond my scroll. And I considered both of those
29 matters to be manufactured as a reason to discipline

1 me, to show, as Superintendent Comyns often said, the
2 code is only there for when I need it, and this is an
3 example of that.

4 CHAIRMAN: Can you scroll up a tiny bit, please, Peter,
5 to see the bottom. 14:35

6 86 Q. MR. MCGUINNESS: Yes, that is something that you
7 obviously signed then. I mean, does that signify an
8 acceptance of the matter by you?

9 CHAIRMAN: Sorry, just so I understand, Mr. McGuinness.

10 MR. MCGUINNESS: Yes. 14:36

11 CHAIRMAN: This document is dated the 2nd August.

12 MR. MCGUINNESS: Yes.

13 CHAIRMAN: It relates to the day before, isn't that
14 right?

15 MR. MCGUINNESS: Yes, and the 11th June. 14:36

16 CHAIRMAN: And the earlier date.

17 MR. MCGUINNESS: Yes.

18 CHAIRMAN: Okay.

19 87 Q. MR. MCGUINNESS: I should open to you Superintendent
20 Comyns's account of this, it's at page 547 of our 14:36
21 brief, it's at the bottom of page 547. Go down to the
22 last five lines. He says:

23
24 "When I arrived at 12.05pm, Garda Denis Golden was in
25 the public office with a civilian jacket act on over 14:36
26 his uniform. At 12.30 Garda Rosemary O'Connell arrived
27 at station. At 12.12 Garda Denise Fitzgerald arrived
28 at the station. At 12.20pm Sergeant Paul Barry and
29 Garda JJ Wall arrived at the station. I spoke to

1 Sergeant Barry, who said he was getting a lift from
2 Garda Wall. Garda Wall had left his vehicle in for
3 service. They had to get the official Garda patrol
4 vehicle to collect them from Fermoy."

14:37

5
6 Then he goes on:

7
8 "The following day, Thursday, 2nd August 2012, I
9 preformed a form 1A1 for being late for duty for both
10 Sergeant Barry and Garda Wall and served the forms on 14:37
11 both of them in Mitchelstown Garda station. The forms
12 are at tab 13. I issued 1A1 as it was the second time
13 that I attended Mitchelstown Garda station and they
14 were late for duty. It was dealt with by way of
15 warning, which was the lowest level of discipline. I 14:37
16 hadn't taken any action regarding 11th June 2012, but
17 on 1st August 2012 I felt I had to act. It was
18 unsatisfactory for a sergeant to report late for duty
19 as it was a bad example and it also meant that the
20 members on duty on his unit were on duty without being 14:37
21 briefed or detailed by the working sergeant over the
22 unit. Garda Wall accepted it and there was never
23 anything further about it. Sergeant Barry said nothing
24 to me when served the papers. Despite what Sergeant
25 Barry alleges, the issuing of the notice had no 14:38
26 connection to the submission of the file on the sexual
27 assault on a juvenile or the investigation in respect
28 of same."
29

1 So that is his account there. Now, I think you've
2 asserted there in an answer to me earlier, you weren't
3 late for the 11th June, is that right?

4 A. That's correct.

5 88 Q. Did you put that defence forward to him, as it were, on 14:38
6 the 2nd August?

7 A. No, I did not, I didn't mention anything. I just
8 signed the form and left the office.

9 89 Q. And did you give -- you did give the explanation though
10 in relation to the 1st August, is that correct? 14:38

11 A. I had given that on the 1st August, the previous day,
12 but I didn't say it on the 2nd August. I didn't repeat
13 myself.

14 90 Q. We've seen that you've signed the document. It would
15 appear, and it's a matter obviously for Superintendent 14:38
16 Comyns to say, but it must have appeared to him that
17 you were accepting the warning, as it were, and just
18 moving on?

19 A. My reason for saying it was to get out of the office,
20 as soon as I could. 14:39

21 91 Q. Okay. And this was in Mitchelstown Garda station?

22 A. That's correct, in the sergeant's office.

23 92 Q. Right. Do you accept that from Superintendent Comyns's
24 perspective, as he puts it out here, he did regard it
25 simply as a minor example, as a bad example of someone 14:39
26 who should be there on duty for other members of the
27 Garda who turned up for duty?

28 A. That's correct, but I am a good timekeeper and the fact
29 is that that timekeeping was beyond my control, no more

1 than if my own car broke down on my way to work, there
2 was nothing I could do about it. I have often had
3 members who were delayed through traffic and other
4 things on their way to work and I never served a notice
5 on them for it. 14:40

6 93 Q. All right. Okay. But you took it as an element of
7 Superintendent Comyns's punishing you, is that how --
8 A. I took it as him saying, I can whatever I like to you
9 and there's nothing you can do about it.

10 94 Q. You were on duty then until the 6th August, is that 14:40
11 correct?
12 A. I would have been going in to rest days. So when I was
13 due to start work back on the 6th, I would have gone
14 sick.

15 95 Q. What was the matter with you at that point in time? 14:40
16 A. I had to contemplate reporting him for what I believed
17 he had done in relation to the sexual assault case and
18 how I was going to do it, and that was wrecking my
19 head.

20 96 Q. Pardon? 14:41
21 A. That was wrecking my head.

22 97 Q. All right.
23 A. I hadn't slept for a week.

24 98 Q. Yes. And you went to your doctor presumably, did you?
25 A. I did. 14:41

26 99 Q. At that point in time. And I think did you have a
27 certificate sent in from the doctor?
28 A. That's correct.

29 100 Q. Perhaps we will just look at, there's an entry made on

1 SAMS in relation to that, at page 367. That's the
2 standard form there. Would that represent you having
3 phoned in to Garda Clifford at the station?
4 A. That's correct.
5 101 Q. And then you would have specified to him work-related 14:41
6 stress?
7 A. Yes.
8 102 Q. Is that right? Okay. It would appear then that
9 Superintendent Comyns was obviously notified of that
10 and he appointed Inspector O'Sullivan to look into the 14:42
11 issue, isn't that correct?
12 A. That's correct.
13 103 Q. If we look at page 365. Scroll down the page there.
14 That's directed to Inspector O'Sullivan on the 9th
15 August. It says: 14:42
16
17 "I refer to the above and attach SR1 form.
18
19 Sergeant Barry's work-related stress should be
20 investigated according to HQ Directive 139/10. 14:42
21
22 Full file to be submitted for forwarding to Assistant
23 Commissioner HRM for the attention of CMO."
24
25 So, that would appear to represent compliance with the 14:42
26 provisions of the Code and the Directive relating to it
27 at that time?
28 A. It would comply with initiating an investigation, but I
29 wasn't happy with Inspector O'Sullivan investigating

1 the complaint because I understood my complaint that I
2 made to HRM was confidential and of a criminal nature
3 and I did not want that known to --

4 104 Q. Yes, we will come to that in a moment. But certainly
5 from the point of view of what has occurred at this 14:43
6 point in time, the correct procedure, it would seem,
7 that is been triggered?

8 A. That's correct.

9 105 Q. In a timely way?

10 A. Yes. 14:43

11 106 Q. And he's appointing an inspector to look into it?

12 A. That's correct.

13 107 Q. And this is at a stage where you haven't, in fact, made
14 a complaint to HRM or under the confidentially
15 reporting regulations? 14:43

16 A. No.

17 108 Q. Isn't that correct?

18 A. That's correct.

19 109 Q. Now, I think Inspector O'Sullivan met you on, was it
20 the 4th September? 14:44

21 A. I think it was, yes.

22 110 Q. And he wrote a report in relation to that, if we
23 perhaps look at his report of the 10th September, it's
24 at page 5368. And it is headed:
25 14:44

26 "Sickness absence Sergeant Paul Barry work-related
27 stress. With reference to the above, I wish to report
28 on 4th September 2012 I met Sergeant Barry by
29 appointment. He declined to discuss any issues in

1 relation to his non-effectiveness. He informed me he
2 had some issue with Superintendent Comyns but declined
3 to discuss the matter further. Sergeant Barry
4 requested file to be forwarded to officer outside
5 Fermoy Garda district."

14:45

6
7 Is that a fair representation?

8 A. That is correct, yes.

9 111 Q. You did complain in your statement at some stage that
10 he was trying to find out what your complaint was
11 against Superintendent Comyns?

14:45

12 A. Yes, he asked me what allegation am I making against
13 him, and I said, I haven't committed it yet, I'm not
14 telling you.

15 112 Q. All right. Okay. I think you did refer to this
16 meeting in consultation with your doctor, Dr. Kiely.
17 Perhaps we will just look at page 4771. Dr. Kiely has
18 provided copies of her notes, you know that obviously.
19 4771. I'm sorry, Mr. Kavanagh, 4771. If we just
20 scroll down the screen there. There's reference in
21 that paragraph to the discipline and halfway down, but
22 if we go down further, onto the next page, and if we
23 just stop there. This is the 10/9?

14:45

14:46

24
25 "Superintendent requested inspector to look into why
26 Paul on sick leave. Solicitor advised him he should
27 not meet with inspector as not independent. Should be
28 independently person appointed who doesn't work with
29 either of them. Met inspector on and off the record

14:47

1 basis. Paul says advised him to remain out of work
2 until case further advanced. Solici tor advised him
3 similar."

4
5 You had obviously spoken to a solicitor at this point 14:47
6 in time, is that correct?

7 A. That's correct, yes.

8 113 Q. And I am not going to ask about the advices, but you
9 seem to be -- she seemed to be quoting you as getting
10 advice from the inspector just to remain out of work 14:47
11 until the case was further advanced. That would seem
12 to imply that you must have had some discussion about
13 it with him?

14 A. The only discussion I would have had with the inspector
15 was when he asked me what my complaint was and I told 14:48
16 him I wasn't telling it to him.

17 114 Q. Yes. But is it the case that the inspector advised you
18 to remain out of work until the case was further
19 advanced?

20 A. He may have told me to stay out until I made the 14:48
21 complaint official, but I can't recall.

22 115 Q. All right. You will have seen Inspector O'Sullivan's
23 questions and answers and he said that he explained the
24 purpose of meeting with you to investigate the
25 work-related stress and that you understood that that 14:48
26 was the purpose of the meeting, do you agree with that?

27 A. No. I think the purpose of his meeting was to find out
28 what exactly was the complaint I was about to make or
29 why I was out sick with work-related stress, what was

1 the reason for it.

2 116 Q. But he had been appointed by the superintendent,
3 expressly ordered to find out the source of the
4 work-related stress and investigate it, and did he not
5 explain that that was what he had been tasked with 14:49
6 doing?

7 A. Oh he did, yes, but the superintendent was the cause of
8 my work-related stress, so I wasn't going telling
9 Inspector O'Sullivan what exact interaction I had with
10 the superintendent or what I intended to report. 14:49

11 117 Q. But is it your belief that Superintendent Comyns
12 instructed Inspector O'Sullivan to try and find out
13 what the complaint against him was?

14 A. Well there was no complaint yet made.

15 118 Q. Yes. 14:49

16 A. But I presume he was worried about what had happened
17 previously in relation to the investigation, whether I
18 was going to report that or not.

19 119 Q. Okay. In any event, Superintendent Comyns received
20 Inspector O'Sullivan's report and he wrote up to the 14:50
21 chief superintendent. If we look at page 366. If you
22 scroll down the page there, thank you. And this is
23 going up to Chief Superintendent Dillane and it says:
24

25 "On the 6th August 2012, Sergeant Paul Barry reported 14:50
26 for duty at 10.45am. Sergeant Barry specified that he
27 was unfit for duty because of work-related stress. I
28 appointed Inspector O'Sullivan as aforesaid. He said
29 Inspector O'Sullivan met with Sergeant Barry by

1 appointment on 4th September 2012. Sergeant Barry
2 alleged he had an issue with me and that an officer
3 outside Fermoy district should investigate the matter.
4 On 2nd August 2012, I dealt with a minor breach of
5 discipline by Sergeant Barry under Regulation 10 under 14:50
6 Garda Síochána (discipline) Regulation 1007. A copy of
7 the Regulation 10 notice served on Paul Barry is
8 attached. Sergeant Barry's medical certificates
9 certify that he is unable to attend work from the 7th
10 August to the 27th August, and the 27th August to the 14:51
11 10th September, suffering from medical illness. Copies
12 attached for your information."
13

14 Do you agree that it would appear proper of him to
15 report up your absence and the fact that he wasn't able 14:51
16 to, as it were, enquire into the work-related stress in
17 accordance with the Directive.

18 A. That appears correct, but it's also included here that
19 I am requesting an officer outside of my district
20 should investigate my illness. 14:51

21 120 Q. Should investigate the matter, yes. Well, that was
22 what you wanted, isn't it?

23 A. That's what I wanted, yes.

24 121 Q. And you had obviously no objection to your request
25 being conveyed up the line, I take it? 14:51

26 A. No.

27 122 Q. Superintendent Dillane wrote on the same day to HRM,
28 drawing their attention to this and urgently seeking an
29 appointment for you. Perhaps we will look at page 369.

1 If we scroll down the page, second paragraph:
2
3 "The member remains non-effective to date and
4 respectfully I should ask for an appointment for the
5 member with the garda occupational health services." 14:52
6
7 And it encloses then all the documents we have seen
8 there, isn't that correct, earlier? I take it you
9 would agree that is another appropriate step in the
10 circumstances? 14:53
11 A. It's agreed.
12 123 Q. On the same date then, it would appear Assistant
13 Commissioner Fanning referred the matter to the CMO.
14 If we look at page 1582. That's addressed to
15 Dr. Collins, who at that time was the CMO. It says, he 14:53
16 refers to various documents and says:
17
18 "As Garda Barry has exceeded 20 days sickness absence
19 citing work related stress, I am to enquire if this
20 should be facilitated with an appointment and your 14:53
21 advices would be appreciated."
22
23 Is that something that you expected would happen
24 automatically and at this pace?
25 A. Yes. 14:53
26 124 Q. All right. I think you then had a meeting with Chief
27 Superintendent Dillane on the 13th September?
28 A. That's correct.
29 125 Q. Could you give us your recollection of that meeting at

1 this time?

2 A. I met with Chief Superintendent Dillane at Granard
3 Service Station in Glanmire, I sat into his car with
4 him and he said he didn't want to know what my
5 complaint was. 14:54

6 126 Q. I'm sorry, could you keep your voice up?

7 A. He said he didn't want to know what my complaint was.

8 127 Q. He didn't want to know what your complaint was?

9 A. That he was here to facilitate me with a transfer until
10 the investigation was finished. 14:54

11 128 Q. Yes.

12 A. He then offered to transfer me to Carrigtwohill or
13 Glanmire. I told him there's already a sergeant in
14 Carrigtwohill and he said he'd make room for two. I
15 told him I wasn't interested in going to Glanmire 14:54
16 because I had relations living within that area.

17 129 Q. Yes.

18 A. And that the only station that I would accept would be
19 Mallow, but I wasn't going to apply for it.

20 130 Q. Yes. You agree with certainly this part of his 14:55
21 account, that he wasn't concerned to discuss the
22 reasons for your absence with you?

23 A. That's correct.

24 131 Q. And he did seem concerned though, knowing that there
25 was an issue concerning Superintendent Comyns, that 14:55
26 some accommodation might have to be made, would that be
27 fair to say?

28 A. That's correct. He want me to transfer.

29 132 Q. Yes. You say he mentioned a couple of different

1 stations?

2 A. That's correct, Carrigtwohill and Glanmire. I pointed
3 out there was already a sergeant in Carrigtwohill and
4 it was in the district of Superintendent Quilter.

5 133 Q. Yes. Did he tell you that he had requested that a 14:56
6 chief superintendent from outside the division look
7 into the matter?

8 A. No.

9 134 Q. He said he was encouraging you to let him help you to 14:56
10 come back to work and that it was in that context that
11 he was trying to facilitate you being moved elsewhere
12 if you wanted to?

13 A. No, I said to him I did not want to go and work in a
14 district where Superintendent Quilter was or was in
15 Glanmire because of relations and the fact that I was 14:56
16 supposed to be going back into Cork city.

17 135 Q. Yes.

18 A. I said the only place I would consider working would be
19 Mallow district but I wasn't going to apply for it.

20 136 Q. Yes. He makes no mention of Superintendent Quilter 14:56
21 being mentioned, are you clear you mentioned him?

22 A. I did say to him and I mentioned the fact that there
23 was already a sergeant in Carrigtwohill, so
24 transferring me there was not -- that was not an
25 option. I had to move straightaway into Middleton 14:57
26 district, closer to Superintendent Quilter, that's why
27 I objected to it.

28 137 Q. Well you see, as I had understood your position, you
29 hadn't known much about Superintendent Quilter's

1 involvement in relation to the investigation issue at
2 that time?

3 A. No, but I knew the investigation related to an
4 acquaintance.

5 138 Q. We just want to be careful now about any mention of 14:57
6 that obviously in the context of naming anyone, you
7 understand that?

8 A. Absolutely.

9 139 Q. But he says in a statement that he was aware at the
10 time that you were on basic pay and, you know, of your 14:57
11 needs would be to support your family.

12 A. He never enquired as to my pay or my financial
13 situation. All he was focused on was transferring me.

14 140 Q. He said at the time you were only on basic pay and that
15 is correct, isn't it? 14:58

16 A. That is correct, yes.

17 141 Q. Just insofar as your absences affected your pay, at
18 this point in time, in 2012, before the sick pay
19 regulations of 2014 came in, you were entitled to full
20 pay for six months, isn't that correct? 14:58

21 A. That's correct.

22 142 Q. And full pay at that point in time equaled basic pay,
23 i.e. without allowances?

24 A. That's correct.

25 143 Q. Isn't that correct? 14:58

26 A. Without allowances, yes.

27 144 Q. So at this point in time you were, as it were, lacking
28 any allowances that you would previously have been
29 entitled to, isn't that correct?

1 A. That's correct.

2 145 Q. I think, did you not undertake to think about it and
3 come back and he suggested meeting again on the 21st
4 September?

5 A. I told him I would consider going to Mallow but I 14:59
6 wasn't going to apply for it.

7 146 Q. You would consider going to?

8 A. To Mallow district, but I would not apply for it.

9 147 Q. So, I mean, you were amenable to his entreaties in
10 principle to some degree? 14:59

11 A. Yes. But I did reiterate I would not apply for a
12 transfer.

13 148 Q. Yes. No, I understand that. Does that mean that you
14 were reserving the right to maybe be ordered to go to
15 Mallow or then appeal it, or would you have suffered an 14:59
16 order to transfer you to Mallow?

17 A. I told him I would not accept a transfer to any
18 district where I believed anyone connected with that
19 incident was.

20 149 Q. Did you say that to him in those terms? 15:00

21 A. I did say it to him at the time and that's why I
22 mentioned the persons involved. But he turned around
23 and he said that I looked for the superintendent to be
24 transferred, which was something I never said to him.

25 150 Q. In any event, as I understand Superintendent Dillane's 15:00
26 statement, he said the meeting finished because you did
27 sort of give an undertaking to consider it and would
28 meet again on the 21st?

29 A. Yes.

1 151 Q. And you wanted I think to consult, you may not have
2 said this, you wanted time to reflect on matters in any
3 event. Did you consult somebody then about that?
4 A. I may have mentioned it to my solicitor at the time. I
5 don't recall speaking to anyone else about it. 15:00
6 152 Q. All right. But in any event --
7 A. Sorry, I think I mentioned it to Dr. Dennedy as well.
8 153 Q. You were seeing Dr. Dennedy around that time, is that
9 correct?
10 A. Yes, when I spoke to him afterwards, I mentioned it. 15:01
11 154 Q. But I suppose it's a long way round of asking you, did
12 you decide for yourself that you didn't want to talk to
13 Chief Superintendent Dillane about it and you didn't
14 want to take any offer of a transfer?
15 A. That's correct. I decided on that date that I wasn't 15:01
16 going to look for a transfer, I wasn't will to go to
17 Glanmire or Carrigtwohill, and I wasn't going to apply
18 to go to Mallow. And then he told me to get out of the
19 car.
20 155 Q. Pardon? 15:01
21 A. He told me to get out of the car.
22 156 Q. He told you to get out of the car?
23 A. Yeah.
24 157 Q. Did the meeting not end amicably with a proposal for a
25 further meeting? 15:01
26 A. No. It ended with him telling me to get out of the
27 car.
28 158 Q. Right. In a preemptory sort of way?
29 A. Because I wasn't willing to take a transfer.

1 159 Q. Okay. In any event, you phoned I think on the 21st --

2 160 Q. CHAIRMAN: Sorry, can I just get something clear,
3 Mr. Barry. I thought a minute ago you said you had
4 this conversation and you were to come back to Chief
5 Superintendent Dillane and that you were going to think 15:02
6 about it.

7 A. I was.

8 161 Q. CHAIRMAN: That's not consistent with him ordering you
9 out of the car. Do you understand my difficulty in
10 that? 15:02

11 A. But it was when I said I would not apply for a
12 transfer.

13 162 Q. CHAIRMAN: I understood all that.

14 A. That's when he asked me to --

15 163 Q. CHAIRMAN: You said the two options mentioned, 15:02
16 Glanmire, Carrigtwohill, for one reason or another not
17 on, okay, you would consider a transfer to Mallow but
18 you weren't going to apply for it?

19 A. Correct.

20 164 Q. CHAIRMAN: So my understanding is, I wrote down 15:02
21 "Mallow, would consider but wouldn't apply for it."
22 which means that Mallow at this stage was in the frame
23 at least as a possibility to be considered. So, that's
24 consistent in my understanding with you going to come
25 back to Chief Superintendent Dillane, with a yes or no, 15:03
26 whatever you were going to say, but it doesn't seem
27 consistent with him ordering you out of the car. Do
28 you understand? I am only trying to be clear about
29 this to know what to write down. Can you understand my

1 difficulty?

2 A. I can understand, Chairman.

3 165 Q. CHAIRMAN: Okay. Help me on that, yes.

4 A. The conversation I had with Chief Superintendent
5 Dillane was that I would be willing to go to Mallow 15:03
6 other than the other stations but I would not apply for
7 it.

8 166 Q. CHAIRMAN: I understand.

9 A. And he had said --

10 167 Q. CHAIRMAN: I thought you said you would consider it. 15:03
11 You weren't committing to Mallow at that point?
12 A. No.

13 168 Q. CHAIRMAN: But you were saying, I'll consider it.
14 Okay.

15 A. Yes. He asked me would I consider it and I agreed I 15:03
16 would. And then he said we'll talk about it again.

17 169 Q. CHAIRMAN: Yes.

18 A. And I reiterated then, I said to him, I will consider
19 it but I will never apply for a transfer.

20 170 Q. CHAIRMAN: Yes. 15:04
21 A. And that was the stage he told me to get out of the
22 car.

23 171 Q. MR. McGUI NNESS: But before that --

24 172 Q. CHAIRMAN: And that was an unfriendly act, so to speak,
25 is that right? 15:04
26 A. I believe he expected me to say that I would apply for
27 a transfer, I think that's what he was trying to get me
28 to say.

29 173 Q. CHAIRMAN: Sorry, you had said, I would consider it and

1 he confirmed with you that you would think about it or
2 consider it?

3 A. That's correct, but I --

4 174 Q. CHAIRMAN: So nothing so far?

5 A. No, but when I said to him that I would never apply for 15:04
6 the transfer, because under the bullying policy
7 document you don't have to, that was when he told me to
8 get out of the car.

9 175 Q. CHAIRMAN: Okay. And that wasn't just, okay, we're
10 finished now, off you go, it was, get out of the car? 15:04

11 A. It was, yes.

12 CHAIRMAN: Okay, very good. Thank you.

13 176 Q. MR. MCGUINNESS: But certainly before that, before you
14 left the car, you had agreed to meet again on the 21st,
15 isn't that correct? 15:05

16 A. That's correct.

17 177 Q. And you contacted his office and cancelled the
18 appointment on the 21st, saying you were doing it on
19 legal advice?

20 A. That's correct. 15:05

21 178 Q. And you mentioned an option under the policy but I
22 mean, you hadn't at that stage - and this is not a
23 complaint about you - you hadn't at that stage made
24 your complaint?

25 A. That's correct. 15:05

26 179 Q. When you met him on the 13th, isn't that right?

27 A. That's correct.

28 180 Q. So you weren't discussing anything with Chief
29 Superintendent Dillane in the context of an expressly

1 acknowledged option to transfer under part 8 of the
2 policy, isn't that right?

3 A. That's correct.

4 181 Q. That didn't come into the discussion at all?

5 A. No, but I would have had advice in relation to making 15:05
6 my complaint, I would have looked up what options I had
7 and taken the advices.

8 182 Q. Yes. So you think you had been advised about that
9 issue at the time -

10 A. That's correct. 15:06

11 183 Q. - were you to have made a bullying and harassment
12 complaint?

13 A. I was advised that was the road to take, to make it, at
14 that time.

15 184 Q. In any event, the chief superintendent reported to the 15:06
16 assistant commissioner of the Southern Region on the
17 17th and we will perhaps just look at his report about
18 the meeting with you. Page 370. The middle paragraph
19 there. He says:

20 15:06

21 "Sergeant Barry felt me in no uncertain terms that he
22 would not discuss the matter with me and again
23 reiterated that he wished to have an officer from
24 outside the Cork North division deal with the same.
25 Inspector O'Sullivan Fermoy was appointed to 15:07
26 investigate Sergeant Barry's current absence due to
27 work related stress in accordance with HQ Directive
28 139/10 but the member also declined to discuss the
29 matter with him. Forwarded for your information."

1

2

At the same time Assistant Commissioner Fanning wrote on the 20/9, informing Chief Superintendent Dillane of an appointment that he had got for you with the Chief Medical Officer, isn't that correct?

15:07

3

4

5

A. That's correct.

6

185

Q. Perhaps we will look at page 371, the next page. I think you were informed about that by Inspector O'Sullivan shortly afterwards, isn't that correct?

7

8

9

A. That's correct, yes.

15:07

10

11

186

Q. And that was on the 30th September, in fact. But in the meantime you had obviously formulated your complaint to the assistant commissioner in HRM, isn't that correct?

12

13

14

15

A. That's correct.

15:08

16

187

Q. And you told the chief superintendent's office you were submitting it directly to HRM, isn't that correct?

17

18

A. That's correct.

19

188

Q. And you put that in writing, if we look at page 334. It's in the middle of the page there:

20

21

22

"On 1st October 2012 Sergeant Barry contacted my office again and said he was submitting a statement directly."

23

24

25

And you had cleared that, as it were, with someone in HRM, isn't that correct?

15:08

26

27

A. Yes, I had e-mailed HRM in relation to forwarding my complaint directly to them.

28

29

189

Q. Yes. And they were agreeable to that?

1 A. Yes.

2 190 Q. And I think, was that Chief Superintendent Grogan?

3 A. I believe it was at the time.

4 191 Q. Yes. And he confirmed that also to Chief
5 Superintendent Dillane and Superintendent Dillane then 15:09
6 wrote to you on the 1st November, isn't that correct?
7 If we look at page 372. And he says:
8
9 "I refer to above and to your current period of
10 non-effectiveness which I am investigating in 15:09
11 accordance with Garda Code regulations.
12
13 As are you aware, I sought a written statement from you
14 outlining your complaint in relation to this matter.
15 15:09
16 On Friday, 21st September 2012, you gave an undertaking
17 to submit a written statement to my office the
18 following week outlining your complaint but this was
19 not received."
20 15:10
21 Is that correct?
22 A. That's correct.

23 192 Q. Yes. "On this date, 1st October, I am aware you
24 informed my office that following legal advice you were
25 submitting the said statement directly to Human 15:10
26 Resources Management, Garda Headquarters. I have no
27 objection to this course of action but I do require
28 that you submit your statement outlining your full
29 complaint within seven days in order that I can

1 conclude my investigation. I also wish to inform you
2 of the services of Garda Employee Assistance Service
3 should you wish to avail of same and attach a leaflet
4 for your information."

15:10

5
6 And you received that?

7 A. Pardon?

8 193 Q. You received that also?

9 A. I received that, yes.

10 194 Q. Now, Chief Superintendent Dillane rang Chief
11 Superintendent Grogan to inform him of the fact that
12 you would be submitting it directly, isn't that right?

15:10

13 A. That's correct.

14 195 Q. You have put a different interpretation on this, isn't
15 that right?

15:11

16 A. I understood from that letter that he was requesting
17 that I submit my statement to him as well within seven
18 days.

19 196 Q. Yes. He has explained in his statement that that is
20 not what he intended because he was anxious that you
21 would furnish the statement to HRM and he would be
22 closing the investigation into your work-related
23 stress, and that that's what the letter means. Do you
24 accept that explanation?

15:11

25 A. I don't.

15:11

26 197 Q. You don't?

27 A. Because there was nobody appointed to investigate my
28 work-related stress at that stage.

29 198 Q. Well there had been, but you didn't cooperate with

1 Inspector O'Sullivan, I mean somebody had been
2 appointed?

3 A. That's correct but I requested somebody from outside
4 the district. Nobody from outside the district had
5 spoken to me. 15:11

6 199 Q. But you had, I think after this letter, you had been in
7 touch with HRM again to say that you had got this
8 letter but you were sending in your complaint, as it
9 were, and you wanted them to have it?

10 A. That's correct. 15:12

11 200 Q. Before Chief Superintendent Dillane got it or saw it?

12 A. Yes.

13 201 Q. But you didn't have any objection to him seeing it once
14 they got it first?

15 A. If they saw fit, I personally didn't want him to see my 15:12
16 complaint.

17 202 Q. Yes. But you made that clear, that it wasn't an issue
18 of him never seeing it, it was a matter that you had no
19 objection to him seeing it if and provided you got it
20 to them first, isn't that right? 15:12

21 A. That's correct, but I had been told that the bullying
22 complaint, they would have had to have sight of.

23 203 Q. Yes.

24 A. But the criminal element, no, and that's why I was
25 happy for them to have the bullying complaint portion 15:12
26 of my statement, but I didn't want them to have sight
27 of the criminal allegation I made.

28 204 Q. I don't think there's any evidence that he actually
29 ever got it or that it was ever sent to him, but you

1 made your position clear to HRM, isn't this correct?

2 A. That's correct.

3 205 Q. You had sent it first by hard copy in the post on the
4 28th September, isn't that correct?

5 A. Yes. 15:13

6 206 Q. And then you e-mailed it on the 2nd October, isn't that
7 right?

8 A. That's correct.

9 207 Q. And then you were able to confirm on the phone with HRM
10 that they had in fact received it on that date, on the 15:13
11 2nd October?

12 A. That's correct.

13 208 Q. The same date as the e-mail, isn't that correct?

14 A. That's correct.

15 209 Q. Now, Inspector O'Sullivan reported on his meeting with 15:13
16 you on the 30th, if we look at page 1590. Did he give
17 you a copy of the instruction that emanated from the
18 CMO's office?

19 A. He would have, yes.

20 210 Q. And he advised you to forward all relevant reports and 15:14
21 I think you passed that on, that information on to
22 Dr. Kiely, isn't that correct?

23 A. That's correct, yes.

24 211 Q. And you confirmed you would attend on the 11th?

25 A. Yes. 15:14

26 212 Q. And just to short-circuit matters, on the other
27 occasions, which we will come to later, the same
28 procedure was followed with Inspector O'Sullivan -

29 A. That's correct.

1 213 Q. - notifying you, advising you what to do, isn't that
2 correct?

3 A. Yes.

4 214 Q. Now, you replied to Chief Superintendent Dillane's
5 letter of the 1st October on the 4th yourself. Perhaps 15:14
6 we will just look at your letter, 1623. It is slightly
7 skewed somehow there, but you're telling him that you
8 have submitted your full and formal complaint and you
9 recited that you were told that the assistant
10 commissioner was out of the country until Friday the 15:15
11 5th and that he would appoint someone to investigate
12 your complaint. Could you scroll down there?
13

14 "I do not believe my statement should be submitted to
15 divisional officer until the Assistant Commissioner HRM 15:15
16 has seen same. I have no objection to your office
17 receiving my statement after his perusal. In the
18 meantime I hope my report will suffice."
19

20 So you don't seem to have included the reservation that 15:16
21 you didn't want him to see the ninth incident, as it
22 were, in that, in the way you phrased it there?

23 A. You see, the advice I had from my solicitor at the time
24 was that my initial report would be a bullying and
25 harassment complaint and a criminal investigation and I 15:16
26 believed that they would have been separated.

27 215 Q. Pardon?

28 A. I believed that my complaints would have been separated
29 for the purpose of two separate investigations.

1 216 Q. Yes. 15:16

2 A. So I was aware that they would have to have sight of

3 the bullying allegations, but I was concerned about the

4 criminal allegation, that's why I didn't want to submit

5 it through Fermoy. 15:16

6 217 Q. You see, that's what I was going to ask you, why did

7 you marry them together? Because did you envisage any

8 -- you say now you did envisage that they would have to

9 separated and investigated separately?

10 A. It was only after they were put together that I was 15:17

11 told that that was how the investigation would proceed,

12 by my solicitor, that there would be two separate

13 allegations, one bullying and harassment and the other

14 criminal.

15 218 Q. Yes. But did you expect your work-related stress to 15:17

16 come within the first but not within the second or did

17 you expect it would be addressed in both or in neither?

18 A. I didn't expect that it would have anything to do with

19 my work-related stress investigation, I thought that

20 would have been a separate investigation, that somebody 15:17

21 else locally would have done it.

22 219 Q. Okay. Well, I think we know from the papers that

23 Assistant Commissioner Nolan was asked to consider

24 appointing an officer to investigate the bullying and

25 harassment and you were informed of that I think at the 15:17

26 time, is that correct?

27 A. That's correct.

28 220 Q. And again, this isn't a criticism and perhaps I have

29 misunderstood you, did you write back at any stage to

1 HRM and say, who is investigating my work-related
2 stress?

3 A. No.

4 221 Q. Okay.

5 A. I thought that was being done internally. I didn't 15:18
6 expect I would have to request it to be investigated.

7 222 Q. Okay. In the event, I think you did have a second
8 meeting with Chief Superintendent Dillane in October,
9 isn't that correct?

10 A. I don't know was it a meeting or a phone call, I'm not 15:18
11 sure.

12 223 Q. Perhaps it was a phone call. Do you recollect a
13 lengthy phone call?

14 A. I think I only met him once.

15 224 Q. Pardon? 15:18

16 A. I think I only met him once while I was on sick leave.

17 225 Q. Yes.

18 A. In person.

19 226 Q. He said he met new a car park in Glanmire?

20 A. Sorry, that was the one I thought --the previous -- 15:19
21 that's the previous one that I was referring to, the
22 meeting in Grandons car park.

23 227 Q. CHAIRMAN: Is that by arrangement, did you say, we'll
24 meet in the service station or wherever it was?

25 A. Yes. I asked to meet him. I told him I didn't want to 15:19
26 meet him at my home.

27 228 Q. CHAIRMAN: I understand.

28 A. So we arranged to meet.

29 229 Q. CHAIRMAN: So what's a convenient place to meet?

1 A. Yes.

2 230 Q. CHAIRMAN: I'll come and we'll meet there?

3 A. Yes.

4 231 Q. CHAIRMAN: Okay. My geography is a tiny bit limp, I
5 should know better, is that the same as watergrasshill? 15:19

6 A. It's in Glanmire, but it's not far from my house, about
7 four miles.

8 232 Q. CHAIRMAN: I think he says watergrasshill, you're
9 saying Glanmire, it's the same thing?

10 A. It's the same area. 15:19

11 233 Q. CHAIRMAN: That's all right, sorry, forgive me, I
12 should know that. So that was meeting number one?

13 A. That was the first physical meeting I had with him.

14 234 Q. CHAIRMAN: Okay. You had another encounter with him or
15 engagement with him, do you think it was a phone call, 15:20
16 is that what you are thinking?

17 A. I think so, yes.

18 CHAIRMAN: Okay. Who knows. Sorry, Mr. McGuinness.
19 Thank you.

20 235 Q. MR. MCGUINNESS: Just to be clear, the first meeting I 15:20
21 did ask you about was a meeting with him, according to
22 his own statement, on the 13th September?

23 A. No.

24 236 Q. On the next, page 333 of the --

25 A. Sorry, was that the one in Grandons. 15:20

26 237 Q. The second one he places on the 13th October at 2pm in
27 the car park at Glanmire and he has given an account of
28 that at page 334?

29 A. Sorry, that was the meeting, I was mistaken in the

1 previous one. But I don't recall meeting him on the
2 13th September, I do recall meeting him physically in
3 October.

4 238 Q. Yes. Well, it's something we will enquire into
5 obviously.

15:21

6 239 Q. CHAIRMAN: The conversation about Fermoy possible and
7 getting out of the car, that happened, you say, in
8 October?

9 A. October.

10 240 Q. CHAIRMAN: This was the October one?

15:21

11 A. Yes.

12 241 Q. CHAIRMAN: Now that you think about it, that's that
13 particular one.

14 A. Yes.

15 242 Q. MR. McGUI NNESS: Perhaps I will just ask a few
16 questions and it may jog your memory. If we look at
17 the bottom of page 334, and just three lines from the
18 top, two lines from the top, you see the sentence:

15:21

19
20 "On the 13th October 2012 at 2pm I met with Sergeant
21 Barry in a car park in Glanmi re, County Cork, by
22 appointment."

15:21

23
24 CHAIRMAN: Sorry, from the top, is that right?

25 MR. McGUI NNESS: Two lines from the top.

15:21

26 CHAIRMAN: From the top, Peter, can you go up to the
27 top.

28 MR. McGUI NNESS: It's there, it's visible, Chairman.

29 CHAIRMAN: I'm sorry, I couldn't see the top, so I

1 didn't know what was three lines from the top. Sorry,
2 now that I have it. Thank you.

3 243 Q. MR. MCGUINNESS: "When I met with him --"
4 CHAIRMAN: Can you see that, Mr. Barry?
5 A. Yes. 15:22
6 CHAIRMAN: Thank you.

7 244 Q. MR. MCGUINNESS: "When I met with him at first I asked
8 about his health and expressed my concerns about his
9 absence from work."
10 15:22
11 Do you have any recollection of that?
12 A. On the 13th October?
13 245 Q. Yes.
14 A. That's when I met him in Grandons.
15 246 Q. I will come back to it in a minute, your memory of an 15:22
16 earlier meeting.
17 MR. COSTELLOE: Excuse me for interrupting
18 Mr. McGuinness. Chairman, I seem to have a different
19 page 334 from the 334 that is on the screen. It's
20 almost certainly my mistake. 15:22
21 CHAIRMAN: Sorry, Mr. Costelloe, would you mind turning
22 on your microphone? Just press the little button in
23 front of it. Now. Sorry, say that again, please.
24 MR. COSTELLOE: I beg your pardon for interrupting
25 Mr. McGuinness. 15:22
26 CHAIRMAN: No problem.
27 MR. COSTELLOE: Chairman, I appear to have a different
28 page 334 to the page 334 that's currently on the screen
29 in front of you. I wonder could I take a second to see

1 where the error is.

2 CHAIRMAN: Certainly, we will find the correct one.

3 MR. COSTELLOE: I am sure this is the correct one, but
4 I just have a difficulty.

5 CHAIRMAN: You are perfectly entitled. We need to make 15:23
6 sure that everybody is on the same page.

7 MR. COSTELLOE: Thank you.

8 MR. MCGUINNESS: Chairman, I may have misled both you
9 and Mr. Costelloe.

10 CHAIRMAN: Hold on, Mr. Costelloe, hold on a second. 15:23
11 Mr. Costelloe, hold on one second, Mr. McGuinness is
12 about to explain.

13 MR. MCGUINNESS: When I was speaking about page 334, I
14 was speaking about two lines from the top of what is
15 visible of the page. The portion I am quoting from is 15:23
16 the last third of the page.

17 MR. COSTELLOE: Thank you.

18 CHAIRMAN: Do you understand that, Mr. Costelloe?

19 MR. COSTELLOE: Yes.

20 MR. MCGUINNESS: Do you have that, which is the more 15:23
21 important question?

22 CHAIRMAN: If you go to the last portion of the page,
23 Mr. Costelloe, and then Mr. McGuinness is saying, I am
24 now addressing the material that is visible on the page
25 and three lines down from it, is that what you are 15:24
26 saying, Mr. McGuinness?

27 MR. MCGUINNESS: Yes, and I am sorry for the confusion.

28 CHAIRMAN: Take your time Mr. Costelloe.

29 MR. COSTELLOE: I am waiting for my light to come back

1 on again. I am most grateful to Mr. McGuinness and I
2 have that.

3 CHAIRMAN: All is now clear.

4 MR. COSTELLOE: Thank you for the clarification.

5 CHAIRMAN: No, thanks very much. All right. 15:24

6 247 Q. MR. MCGUINNESS: Apologies, Mr. Barry, I hope you're
7 with us still. I am asking you about Chief
8 Superintendent Dillane statement here. He says:

9

10 "When I met with him at first I asked about his health 15:24
11 and expressed my concerns about his absence from work."

12

13 Is that correct?

14 A. That would be correct.

15 248 Q. He says: 15:24

16

17 "We did not speak about his complaint and without any
18 knowledge of the facts of the complaint I offered to
19 facilitate him in a station closer to his home and with
20 different management while the investigation was 15:25
21 pending."

22 A. That would be correct.

23 249 Q. Did you respond to that at that time?

24 A. I did because, contrary to what I said earlier, I 15:25
25 believed that this was the date you were referring to
26 earlier when I said he offered me Carrigtwohill or
27 Glanmire and I responded to the fact that I didn't want
28 to go to Carrigtwohill because it was in Superintendent
29 Quilter's district.

1 250 Q. CHAIRMAN: And you didn't want to go to Glanmire and
2 Fermoy was a possibility and it ended up with him
3 telling you to get out of the car?

4 A. Yes.

5 251 Q. CHAIRMAN: That is the date that you referring to, 15:25
6 which appears to be, according to the chief
7 superintendent, appears to be the second meeting, but
8 one way or another, that's the meeting that you were
9 recording earlier?

10 A. Yes, Chairman. 15:26

11 252 Q. CHAIRMAN: The one that he is describing here, you are
12 substantially agreeing with, at least to identify it.

13 A. Yes.

14 CHAIRMAN: Are you understanding that, Mr. McGuinness?

15 253 Q. MR. MCGUINNESS: Yes, Chairman, yes. He goes on to 15:26
16 say:

17

18 "This was done with a view to trying to get him back to
19 work while the complaint made to Assistant Commissioner
20 HRM was being investigated." 15:26

21

22 Did he explain that rationale to you?

23 A. He didn't explain why he -- he didn't say to me that he
24 was eager to get me back to work, he was just asking me
25 would I take a transfer to Carrigtwohill, that he would 15:26
26 facilitate my return to work by transferring me to
27 Carrigtwohill or Glanmire.

28 254 Q. According to this account and it may obviously require
29 the superintendent's evidence to flesh it out, if

1 necessary, which will be heard, he doesn't appear to
2 mention any particular station at this point in the
3 discussion?

4 A. Oh he did. In that meeting that I had with him in
5 Grandons, it was Carrigtwohill or Glanmire. 15:27

6 255 Q. Okay.

7 A. And that was when I told him about Mallow.

8 256 Q. He goes on to say:

9

10 "Immediately he refused my offer and told me that if 15:27
11 anyone were to move it'd be the superintendent."

12 A. That was never said.

13 257 Q. That was never said?

14 A. Never said.

15 258 Q. Okay. 15:27

16 A. Because for someone to say that of my service you would
17 want to be stupid, because I could not request a
18 transfer of a superintendent. What I stated to him at
19 that time was because I had made my complaint under the
20 bullying policy, that neither the person who made the 15:27
21 complaint nor the person complained of should be
22 transferred unless they applied for same. And that was
23 why, that's how I said to him that I would not apply to
24 go to Mallow, but if I was to go to Mallow I'd accept
25 it rather than go to a district where Superintendent 15:28
26 Quilter or Superintendent Comyns would be.

27 259 Q. Yes. Well, you see, what he's doing here is he is
28 saying that he told you that he couldn't facilitate
29 that scenario, the move of a superintendent, as you

1 full well knew, because it was the Garda Commissioner
2 who could transfer superintendents?

3 A. I knew that myself.

4 260 Q. Pardon?

5 A. I knew that myself. 15:28

6 261 Q. Yes.

7 A. I wouldn't have said that to him.

8 262 Q. So no discussion about the superintendent moving?

9 A. None whatsoever.

10 263 Q. Okay. And you wouldn't expect him to move under the 15:28
11 policy?

12 A. No, no. That's why my solicitor looked for me to
13 continue working in Mitchelstown under the supervision
14 of Inspector O'Sullivan.

15 264 Q. Yes. We will come to that obviously. But he said he 15:28
16 made it clear to you that -- well, first of all, that
17 he had some say in the allocation of sergeants in the
18 Cork North division. And again, that's correct, isn't
19 it?

20 A. That is correct, yes. 15:29

21 265 Q. He does have the authority to move, propose the
22 movement of sergeants on transfer within the division,
23 subject to confirmation with HRM and subject to
24 appeals, isn't that right?

25 A. Yes, yes. 15:29

26 266 Q. He says he made it very clear that his offer was
27 without prejudice to the outcome of your complaint.
28 That's what's provided for under the policy, isn't that
29 correct?

1 A. That's correct.

2 267 Q. He says then:

3

4 "I had in mind at the time to facilitate Sergeant Barry
5 at Glanmire Garda station which is the Cobh district 15:29
6 and a move to Glanmire would make the commuting time
7 much shorter."
8

9 Do you agree he offered that?

10 A. No, he just said Glanmire. 15:29

11 268 Q. Pardon?

12 A. He didn't mention anything about shortening my commute.

13 269 Q. Okay. Well, would it in fact have shortened your
14 commute?

15 A. It would have. 15:29

16 270 Q. Okay. If we just continue:

17

18 "During the meeting Sergeant Barry asked me to issue
19 him with an injury on duty certificate according to
20 Garda Code 11.37." 15:30
21

22 Do you recall doing that?

23 A. No.

24 271 Q. Was that not something that you were in fact conscious
25 of at the time and would it not appear logical that you 15:30
26 might have raised it, you were losing your allowances?

27 A. I would have asked him why my complaint wasn't being
28 investigated but I wouldn't have asked for a
29 certificate under 11.37. I don't believe I would have

1 been able to quote Garda Code 11.37 to him at that
2 time.

3 272 Q. You did have an understanding though that a certificate
4 could be issued by a chief superintendent under the
5 Code to get you your full pay? 15:30

6 A. Yes, after investigating.

7 273 Q. Okay. well, did you have any sort of discussion with
8 him about certifying you so you could get your full
9 pay?

10 A. I don't recall. I think the conversation was basically 15:31
11 around transfers.

12 274 Q. Okay. Are you saying that you just have no
13 recollection of this discussion about an injury on duty
14 certificate or that there was none?

15 A. I don't recall it being mentioned. 15:31

16 275 Q. You don't recall it being mentioned. He says he told
17 you:

18

19 "That he couldn't issue the certificate as he had no
20 knowledge of the alleged injury he was suffering from, 15:31
21 and in those circumstances it is only the Chief Medical
22 Officer that can sign off on such a certificate."

23

24 Did he mention the CMO to you?

25 A. No. 15:31

26 276 Q. Or about you discussing it with CMO at any stage?

27 A. No.

28 277 Q. How did the meeting finish? what other recollection
29 have you got of that meeting?

1 A. Well, what I got from it, when he offered Carrigtwohill
2 and Glanmire initially, I told him that they were not
3 an option because of who was there and could be
4 allocated to Glanmire in the future, because there was
5 talks at the time that Glanmire was going back into 15:32
6 Cork city division. And I said, the only station I
7 would accept a transfer to, but would I not apply for
8 it, would be Mallow. And Mallow would have been much
9 the same distance from my home as Mitchelstown. So I
10 wasn't worried about moving closer to work. 15:32

11 278 Q. Yes.

12 A. I didn't want to be working close to my home.

13 279 Q. Yes. But you have a clear recollection of sort of, as
14 it were, bowing to, suffering a transfer to Mallow but
15 you wouldn't apply for it? 15:32

16 A. That's correct.

17 280 Q. It doesn't appear that he ever raised the issue of
18 Mallow again, would that not strike you as a bit
19 extraordinary?

20 A. I think he didn't mention it at -- 15:32

21 281 Q. Perhaps I'm wrong?

22 A. Pardon?

23 282 Q. Perhaps I'm wrong on that?

24 A. No. He mentioned, he said, I think it was after the
25 transfer attempt to Glanmire didn't go ahead, when he 15:33
26 brought me in to -- he asked me to nominate a station
27 to which I would go, and it was then he mentioned, I
28 think it was Cobh and Glanmire and Mallow at that time.
29 He said there was a vacancy in Glanmire and Mallow.

1 283 Q. That's a year or so later?
2 A. Yes.
3 284 Q. Or perhaps even longer?
4 A. Yes.
5 285 Q. In any event, you attended at the CMO's for your first 15:33
6 assessment by him, isn't that correct?
7 A. That's correct.
8 286 Q. I think he recorded a number of findings in relation to
9 it, which are set out in the papers, including sort of
10 a depressive, reactive anxiety to events in essence, 15:34
11 isn't that correct?
12 A. That's correct.
13 287 Q. And he furnished a report then, perhaps we will just
14 look at that, 1513. This is directed in the first
15 instance to Assistant Commissioner Fanning. He offers 15:34
16 opinions and recommendations as follows:
17
18 "1. The member has been absent since 6/8/2012¹² with
19 certification from his doctors.
20 2. The member's absence is attributed to the 15:34
21 development of a clinical condition, which is now in
22 being clinically managed by an appropriate specialist."
23
24 That was Dr. Dennedy I think, isn't that correct?
25 A. Sorry? 15:34
26 288 Q. The specialist there he's referring to?
27 A. Yes, I was attending Dr. Dennedy at the time.
28 289 Q. "3. Based on the information above, the member is
29 recommended as temporarily, medically and fit to attend

1 regularly and render effective servicing or taking
2 policing duties.

3 4. This service is aware of certain reported workplace
4 related issues that arose prior to this absence, garda
5 management advise in this regard as acknowledged in 15:35
6 paragraph 3 of yours of 8/12/20 12. In the
7 circumstances the member should be advised that
8 confidential report available to Garda members and to
9 avail of same if required."

10 15:35

11 Were you made aware of the contents of that?

12 A. I can't recall exactly now, I don't -- I got something
13 similar from Dr. Oghuvbu when I attended him after
14 that.

15 290 Q. Yes. Perhaps we would look at Assistant Commissioner 15:35
16 Fanning's letter on foot of that, at page 1595. This
17 is back to the CMO. Sorry, 1595, I beg your pardon,
18 Mr. Kavanagh. Now, this refers to the report and then
19 it says:

20 15:36

21 "The member contacted this office by phone on 18th
22 October 2012, indicated that his absence should be
23 classified as injury on duty, work-related stress."
24

25 Do you recall doing that? 15:36

26 A. I don't recall it, no, but I'm not saying it didn't
27 happen.

28 291 Q. Okay. "Further enquiries with HR Human Resource
29 Management Garda Headquarters confirmed that the member

1 submitted a complaint received on 2nd October 2012,
2 forwarded to the assistant commissioner for appropriate
3 attention, investigation of the issues raised in this.
4 Matters are ongoing. It may be necessary that a
5 meeting with representatives from this office, HRM, 15:36
6 Garda headquarters, local management deemed appropriate
7 in the near future. In the light of the above your
8 advices on this issue from a medical perspective in
9 addition to making a decision on the classification of
10 this current sickness absence from 6th August 2012 to 15:37
11 present."

12
13 On the assumption that you did phone, it's hard to see
14 how anyone else would have phoned?

15 A. I believe I would have. 15:37

16 292 Q. Yes.

17 A. But I don't recall now, having made it ten years ago.

18 293 Q. It would seem that he's starting the appropriate
19 channels to have perhaps a multi-conference meeting
20 about that issue? 15:37

21 A. I would agree with you.

22 294 Q. And in the meantime, a couple of days later, Chief
23 Superintendent Dillane got a report from HRM in
24 relation to you. Perhaps we will just look at that, on
25 page 375. At the second paragraph there it says: 15:38

26
27 "The Chief Medical Officer is aware of certain
28 workplace related issues that arose prior to the
29 absence and the Chief Medical Officer has acknowledged

1 Garda management's advisory in this regard. Please
2 inform the member accordingly. "

3
4 And do you recall meeting Inspector O'Sullivan about
5 that?

15:38

6 A. I don't specifically, but I am sure I would have
7 received it from the inspector.

8 295 Q. Yes. Inspector O'Sullivan seems to have met you on the
9 7th November, if we look at page 1633. I think he had
10 a copy of the correspondence that had gone to Assistant
11 Commissioner Fanning, you wanted to see it, he sought
12 permission and you ultimately got it then on foot of
13 that, isn't that correct?

15:39

14 A. That's correct.

15 296 Q. That would seem appropriate, to be keeping you informed
16 of where matters were standing between HRM and the CMO?

15:39

17 A. That's correct.

18 297 Q. You would agree with that. Now, the Chief Medical
19 Officer wrote back to Assistant Commissioner Fanning on
20 the 19th November. Perhaps we will just look at 1598.
21 The second paragraph says:

15:39

22
23 "The member asserts that the onset of his clinical
24 condition and the resulting absence is consequent of
25 certain interactions and events that occurred in his
26 workplace. Previous correspondence of these dates
27 indicate that Garda management are aware of the
28 circumstances and the matter is being dealt with by the
29 appropriate offices. "

15:40

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

I take it you would agree with the first sentence there, the member asserts, isn't that right? That was your position, as it were, isn't that right?

A. Yes. 15:40

298 Q. Number 3 then:

"While a clinical condition such as the member's reported condition can arise in the presence of certain stressors, including workplace stressors, I do not have sight of documentation that objectively establishes the presence of workplace stressors or otherwise in this case."

15:40

So he is really saying there I think that he doesn't know what may be causing it, would you agree with that?

15:41

A. Yes.

299 Q. Then number 4:

"Provision of the documentation alluded to in point 3 on a priority basis by means of an appropriate process would greatly facilitate the provision of the required advice."

15:41

5. Await your early response by return in order to progress a decision in this matter."

15:41

Again, he is saying you really need to brief me and get me the documentation relating to this before he can

1 progress matters.

2 A. Yes.

3 300 Q. You, I think, in addition to phoning HRM, I think you
4 must have instructed your solicitors to raise the issue
5 of injury on duty, do you recall doing that around this 15:41
6 period?

7 A. Yes.

8 301 Q. And perhaps we would look at 1602 first. Sorry that's
9 a copy of the other letter, if we go to 1605, I beg
10 your pardon Mr. Kavanagh. This is a letter of 15:42
11 Mr. Kavanagh of the 5?

12

13 "... currently being investigated. In the meantime my
14 client has had to go sick due to stress and depression.
15 My client was recently reviewed by the CMO and my 15:42
16 client's injuries clearly incurred while on duty
17 however when he requested confirmation of this from a
18 member of your staff he was advised to request the said
19 information from the Chief Medical Officer in turn the
20 Chief Medical Officer advised that it was a matter for 15:43
21 the Human Resource Management."

22

23 Did that reflect the sequence as you understood it at
24 the time?

25 A. That's correct, yes. 15:43

26 302 Q. Your solicitor wrote another letter then on the 9th
27 November and if we go to page 1600. And he is pressing
28 for a response there, and if we look at 1606 Assistant
29 Commissioner Fanning is writing directly back to your

1 solicitors at 1606, seeking the submission from your
2 side, as it were, of any relevant reports in the
3 matter. Presumably you referred that to your doctor as
4 well or your solicitor did, is that right?

5 A. That's correct yes.

15:44

6 303 Q. Did you have some other relevant reports that were to
7 be forwarded at that time?

8 A. I contacted my doctor, Dr. Kiely and Dr. Denedy and
9 both of them submitted reports to the CMO in response
10 to this.

15:44

11 304 Q. I think very shortly after that you met superintendent
12 Lordan, who was appointed to take a statement for the
13 purpose of assisting Assistant Commissioner Nolan in
14 his decision as to who to appoint to do what, isn't
15 that right?

15:44

16 A. That's correct.

17 305 Q. And you met him and made the statement on the 21st
18 November?

19 A. Yes.

20 306 Q. And that's your first protected disclosure in the sense
21 that it repeats the version you gave both by e-mail and
22 post at the end of September and the beginning of
23 October, isn't that correct?

15:44

24 A. Yes.

25 307 Q. And it's different in no material respect, isn't that
26 correct?

15:45

27 A. Yes.

28 308 Q. Was there any explanation given to you on the occasion
29 of that statement, making of the statement, as to what

1 would happen with it or how it would be dealt with?

2 A. Well, from Superintendent Lordan, when he was taking my
3 statement, when he realised that the statement taken
4 from the child was faxed to --

5 309 Q. We're not going into any detail in relation to any bit 15:45
6 of that.

7 A. Oh sorry.

8 310 Q. But when he realised that there was with an issue of
9 the seriousness that you thought it had, criminal.

10 A. Sorry, yes, he said to me that this whole matter will 15:46
11 have to be re investigated. That is the original
12 complaint.

13 311 Q. He said that?

14 A. He said that to me.

15 312 Q. Was that something that you ever received in writing 15:46
16 from anyone?

17 A. No.

18 313 Q. That it would result in a reinvestigation -

19 A. No.

20 314 Q. - of the original matter? 15:46

21 A. No.

22 315 Q. We know that Assistant Commissioner Nolan wrote to HRM
23 at the end of October saying, there are two very
24 different aspects to your complaint and you expected
25 that to happen? 15:46

26 A. Yes, I expected them to be separated.

27 316 Q. You were still out sick at this point in time on basic
28 pay, being certified from time to time from your
29 doctor?

1 A. That's correct, yes.

2 317 Q. Isn't that right?

3 A. Yes.

4 318 Q. The Chief Medical Officer was, while it was going on,
5 also certifying you as temporarily unfit for effective 15:47
6 policing duties?

7 A. That's correct.

8 319 Q. Now, Superintendent Comyns wrote to Chief
9 Superintendent Dillane looking for a progress report
10 and perhaps we will look at that insofar as it relates 15:47
11 to you. It's 1608. It refers to Inspector O'Sullivan
12 being appointed the first time. It refers to Chief
13 Superintendent Dillane's visit to you, and to discuss
14 the continued absence and it's attaching correspondence
15 which related to the complaint. You see that there, 15:48
16 isn't that right? If you just scroll down.
17 Mr. Kavanagh, if you just scroll down there. So it
18 would appear that Superintendent Comyns is on behalf of
19 the chief superintendent keeping them informed of
20 matters as they relate to you, and would you consider 15:48
21 that an appropriate thing for him to have done?

22 A. Yes.

23 320 Q. I think some time passed and you met Inspector
24 O'Sullivan then on 5th December 2012, do you recall
25 that? 15:49

26 A. No.

27 321 Q. He has done a short report in relation to the matter,
28 if we look at page 1626. This is from Superintendent
29 Comyns going up to HRM and your report is attached to

1 this, if we go on to page 1607. This was
2 Superintendent O'Sullivan making sure that you were
3 aware of the requirement to submit all medical reports
4 and seeking confirmation that you had done it. If we
5 go to page 1607, we'll see his own report there. 1607 15:49
6 is the next page, Mr. Kavanagh. So would you agree
7 that there seems to be a fairly consistent effort to
8 try and progress matters at a reasonable pace in
9 relation to the CMO and what he might need for his
10 enquiries? 15:50

11 A. That's correct. But this -- I was asked to submit the
12 report from my doctor, Dr. Dennedy and Dr. Kiely, but I
13 believe the CMO was looking for a full investigation
14 into my sickness and that is what I was given as a
15 report from my doctor and from Dr. Dennedy. 15:50

16 322 Q. Yes. I mean, on one view they are covering here the
17 medical side, but did you pick up, as it were, whether
18 there was a gap or not, about whether they were really
19 enquiring into the stress at all or the causes of the
20 stress? 15:51

21 A. I didn't see any investigation going.

22 323 Q. But is that something that you appreciated at the time
23 or who did you think was enquiring into it?

24 A. I didn't think anyone was enquiring into it.

25 324 Q. Okay. Well, did you think it would follow on from the 15:51
26 investigation into the others that, for example, if it
27 had been found that you were being bullied, that would
28 then -- and bullied in the workplace, that would then
29 be obviously found to be a cause of the stress? Was it

1 not dependent upon the outcome of the bullying and
2 harassment?

3 A. It possibly was, that is what Garda management would
4 have relied upon for their conclusion.

5 325 Q. Yes. I suppose looking at it the other way, could your 15:51
6 work-related stress have been enquired into without
7 enquiring into the bullying and harassment or was there
8 some other extra element?

9 A. I think the ninth element was the element that caused
10 my work-related stress. 15:52

11 326 Q. Pardon?

12 A. It was the ninth element of my complaint that caused my
13 work-related stress and the bullying and harassment
14 investigation covered 1 to 8, which were prior
15 incidents. 15:52

16 327 Q. Yes.

17 A. But the ninth incident wasn't investigated by Chief
18 Superintendent Kehoe under the bullying and harassment.

19 328 Q. No. But you knew and you had envisaged that it would
20 be -- it would fall into a separate category? 15:52

21 A. Yes.

22 329 Q. Isn't that correct?

23 A. That's correct.

24 330 Q. So you knew that whatever about the bullying and
25 harassment, the ninth incident issue was going to be 15:52
26 the subject-matter of an investigation?

27 A. Yes.

28 331 Q. And if that was causing your stress, the outcome of
29 that could well be identified or the behaviour believed

1 to have been engaged in could have been identified as a
2 cause of stress?

3 A. Yes.

4 332 Q. Depending on the outcome?

5 A. Yes, of course. 15:53

6 333 Q. Was there room then, I mean were you thinking about it
7 in these terms, was there room for some other separate
8 investigation into your work related stress? Is that
9 something you considered with your AGSI advisers or
10 your solicitors? 15:53

11 A. It wasn't really, no, I didn't know what format they
12 were going to -- what they were going to do in relation
13 to my work-related stress. All I know is that I
14 requested somebody other than somebody from Fermoy
15 would investigate it. 15:53

16 334 Q. Yes.

17 A. But I never thought that Chief Superintendent Kehoe was
18 investigating it.

19 335 Q. Well, I mean, you made your statement to Chief
20 Superintendent Lordan in the knowledge that both 15:53
21 strands or all three strands were going forward for
22 investigation, that would be fair to say?

23 A. Yes.

24 336 Q. And then just coming to the end of 2012, I think there
25 was an appointment arranged with the CMO at the end of 15:54
26 2012 whereby you would see him on the 25th January
27 2013, isn't that correct?

28 A. That's correct.

29 337 Q. And I think you were informed of that at that stage.

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

Chairman, I am just about to go into a new year, I don't know if you want me to continue for much longer.

CHAIRMAN: I understand. Is that a convenient time? what do you think, Mr. McGuinness? It sounds like that is a convenient time to break. 15:54

MR. MCGUINNESS: I think it probably is.

CHAIRMAN: That seems like a sensible thing. Thanks very much, Mr. Barry. We will resume on Thursday at 10:30, is it or 11 o'clock. 15:54

MR. MCGUINNESS: Whatever suits you, Chairman.

CHAIRMAN: Sorry, Thursday, is 10:30 okay? Is 10:30 all right on Thursday? You look a bit doubtful Mr. Costelloe.

MR. COSTELLOE: I was waiting for this to come on again. I understood it was 11 on Thursday and I have made arrangements to accommodate that, but if it has to be 10:30, Chairman, I will change. 15:55

CHAIRMAN: Mr. Costelloe, we are some doubt. On previous occasions we have done 10:30 and frankly, although it may surprise some people, 10.30 to one o'clock is quite a stint, two and a half hours of concentrating and trying to do it. So I am pleased to accommodate your previous arrangements, it's a perfectly reasonable thing to say 11 o'clock. And in the end of the day, the reality is, it doesn't actually add anything or add anything significant to the length of time the inquiry takes, but I am inclined to want to look super efficient by subjecting everybody to more. 15:55

1 So I think we will leave it, until further notice we
2 will say we will do 11 to four or thereabouts. So,
3 thank you very much. We will see you on Thursday.
4 okay. Thank you very much.

5
6 THE HEARING THEN ADJOURNED UNTIL THURSDAY, 19TH MAY
7 2022 AT 11AM

8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29

0	177:6 12.05pm [1] - 137:24 12.12 [3] - 64:16, 64:22, 137:27 12.20pm [1] - 137:28 12.30 [1] - 137:26 124 [1] - 4:4 12th [8] - 20:18, 20:23, 44:3, 66:6, 103:7, 103:19, 111:18, 116:15 13 [1] - 138:12 139/10 [3] - 42:18, 141:20, 156:28 139/2010 [2] - 39:3, 41:26 13th [12] - 36:3, 43:24, 44:20, 48:2, 108:25, 147:27, 155:26, 165:22, 165:26, 166:2, 166:20, 167:12 14 [13] - 13:23, 18:13, 20:15, 82:18, 84:7, 84:9, 84:23, 85:3, 92:29, 94:28, 102:15, 102:27, 125:8 14/2014 [1] - 75:28 14th [3] - 74:29, 94:23, 95:3 14th/15th [1] - 82:13 1513 [1] - 176:14 1582 [1] - 147:14 1590 [1] - 161:16 1595 [2] - 177:16, 177:17 1598 [1] - 179:20 15th [15] - 49:20, 81:24, 81:27, 82:3, 82:24, 83:26, 93:3, 93:21, 93:24, 93:27, 94:11, 94:23, 101:15, 110:27, 116:27 16 [1] - 5:14 1600 [1] - 181:27 1602 [1] - 181:8 1605 [1] - 181:9 1606 [2] - 181:28, 182:1	1607 [3] - 185:1, 185:5 1608 [1] - 184:11 1623 [1] - 162:6 1626 [1] - 184:28 1633 [1] - 179:9 16th [21] - 9:20, 10:16, 13:22, 17:4, 17:27, 22:13, 24:10, 45:11, 46:3, 46:5, 81:27, 82:3, 82:24, 83:26, 93:22, 93:24, 93:27, 94:11, 106:23, 109:12, 111:2 17th [16] - 17:13, 18:26, 20:10, 22:13, 25:1, 81:24, 81:27, 82:3, 82:25, 83:26, 93:3, 93:22, 93:27, 94:11, 106:15, 156:17 17TH [1] - 5:1 18th [6] - 40:20, 44:20, 94:1, 116:8, 126:27, 177:21 19 [1] - 122:21 1921 [1] - 9:24 1986 [2] - 13:21, 125:5 1987 [1] - 13:22 1998 [1] - 93:7 1999 [2] - 13:24, 125:16 19th [15] - 15:13, 44:16, 65:5, 65:9, 68:5, 68:22, 74:22, 81:29, 94:8, 96:7, 101:11, 119:18, 126:27, 126:28, 179:20 19TH [1] - 189:6 1A1 [2] - 138:9, 138:12 1st [18] - 46:8, 49:22, 49:23, 49:24, 65:14, 80:1, 80:9, 97:12, 135:15, 136:6, 136:25, 138:17, 139:10, 139:11, 157:22, 158:6, 158:23, 162:5	2	187:24, 187:26 2012/29/EU [1] - 108:5 2013 [91] - 15:9, 17:28, 18:6, 18:22, 18:26, 19:3, 19:6, 19:22, 31:4, 33:12, 34:4, 34:14, 34:25, 35:11, 35:19, 36:24, 37:20, 43:27, 44:3, 44:7, 44:12, 49:13, 49:14, 49:21, 49:22, 49:24, 50:6, 50:7, 50:11, 50:14, 51:5, 52:1, 52:5, 52:8, 52:10, 52:22, 53:26, 53:27, 55:25, 55:26, 56:19, 56:22, 56:25, 56:26, 56:29, 57:9, 58:16, 59:27, 60:4, 60:7, 61:3, 61:14, 63:21, 81:24, 81:27, 81:29, 82:3, 82:16, 82:25, 83:27, 84:5, 88:19, 89:4, 90:5, 90:7, 91:9, 93:3, 93:19, 93:21, 93:22, 93:24, 93:27, 94:1, 94:8, 94:11, 95:3, 96:7, 102:7, 102:19, 104:20, 115:3, 115:13, 115:18, 115:27, 116:8, 116:12, 116:15, 116:27, 187:27 2014 [47] - 17:2, 19:23, 22:19, 22:25, 22:29, 23:9, 26:1, 26:13, 26:20, 26:27, 35:2, 44:9, 44:16, 44:20, 52:21, 68:2, 68:5, 68:22, 74:22, 74:26, 74:27, 74:29, 75:2, 75:18, 77:20, 97:12, 97:16, 97:28, 100:7, 101:11, 101:16, 105:14, 105:28, 110:20, 110:27, 111:2, 111:14, 111:18,	112:13, 113:18, 119:14, 119:18, 119:26, 120:29, 122:17, 150:19 2015 [69] - 14:13, 17:4, 17:14, 19:23, 19:29, 20:10, 20:18, 22:13, 22:14, 22:15, 22:22, 24:10, 25:2, 25:13, 26:2, 26:6, 44:21, 44:25, 45:8, 45:10, 45:12, 45:20, 45:29, 46:1, 48:12, 49:27, 55:17, 71:14, 71:17, 71:20, 71:24, 71:26, 72:8, 72:25, 73:14, 73:23, 73:24, 75:18, 75:21, 75:24, 75:27, 75:29, 76:2, 85:9, 85:12, 85:28, 86:13, 86:18, 86:21, 87:17, 88:10, 100:7, 102:22, 104:22, 106:15, 106:18, 106:23, 108:15, 108:22, 108:26, 109:12, 109:15, 109:17, 110:11 2016 [27] - 15:13, 17:14, 20:19, 20:23, 22:13, 22:15, 25:22, 33:13, 33:14, 45:22, 46:3, 46:5, 46:8, 46:11, 65:3, 65:6, 65:9, 67:20, 73:4, 75:18, 87:18, 103:6, 103:7, 103:19, 106:29, 126:29 2017 [6] - 9:20, 10:5, 10:16, 18:4, 65:14, 65:16 2018 [10] - 10:5, 10:8, 14:7, 33:17, 65:10, 65:22, 65:26, 66:2, 66:6, 67:20 2019 [1] - 78:18 2021 [4] - 10:28, 21:28, 22:2,
1	1 [10] - 11:1, 22:10, 28:1, 28:2, 34:18, 82:22, 115:7, 176:18, 186:14 10 [7] - 16:11, 28:28, 29:13, 130:17, 135:22, 146:5, 146:7 10.30 [1] - 188:21 10.45am [1] - 145:26 10/9 [1] - 143:23 1007 [1] - 146:6 10:30 [5] - 188:10, 188:12, 188:18, 188:20 10th [9] - 33:13, 39:9, 39:12, 41:21, 60:11, 63:21, 75:28, 142:23, 146:11 11 [4] - 188:10, 188:16, 188:25, 189:2 11.25 [1] - 93:6 11.3 [1] - 88:22 11.37 [3] - 173:20, 173:29, 174:1 11AM [1] - 189:7 11th [20] - 10:5, 17:4, 18:6, 22:14, 22:22, 26:6, 34:25, 39:23, 56:22, 61:2, 65:15, 74:26, 102:7, 108:21, 136:6, 136:20, 137:15, 138:16, 139:3, 161:24 12 [5] - 71:23, 73:24, 136:6,				

26:11 2022 [4] - 5:2, 22:3, 22:5, 189:7 20th [10] - 17:14, 22:2, 22:15, 25:21, 46:10, 68:22, 90:6, 106:28, 109:17, 110:11 21 [1] - 3:10 21st [13] - 14:29, 15:27, 17:25, 21:28, 23:17, 66:2, 151:3, 151:28, 153:1, 155:14, 155:18, 158:16, 182:17 22nd [4] - 67:20, 68:5, 108:15, 119:18 23rd [4] - 19:3, 44:24, 65:3, 67:20 24th [7] - 17:14, 22:14, 25:12, 45:10, 75:24, 106:18 25th [5] - 22:2, 49:27, 97:12, 97:27, 187:26 27th [7] - 20:19, 45:28, 82:16, 84:5, 103:6, 146:10 28 [1] - 105:4 28th [6] - 19:29, 22:4, 52:5, 55:25, 102:22, 161:4 29th [13] - 15:9, 31:4, 44:7, 45:19, 49:13, 50:6, 50:14, 51:5, 52:8, 53:27, 61:14, 71:17, 91:9 2nd [30] - 14:22, 15:17, 16:18, 22:12, 23:16, 27:2, 28:23, 28:29, 30:16, 50:7, 71:13, 71:23, 72:24, 73:22, 73:24, 80:21, 80:27, 103:4, 103:18, 105:14, 111:13, 134:27, 137:11, 138:8, 139:6, 139:12, 146:4, 161:6, 161:11, 178:1	2pm [3] - 123:7, 165:26, 166:20 3 3 [5] - 30:21, 176:28, 177:6, 180:6, 180:20 3/14 [1] - 109:5 30 [3] - 60:21, 63:8, 67:7 30th [11] - 10:5, 18:22, 71:20, 73:13, 102:18, 112:13, 134:4, 135:11, 135:20, 157:11, 161:16 31st [1] - 19:6 32 [1] - 3:4 333 [1] - 165:24 334 [8] - 157:19, 165:28, 166:17, 167:19, 167:28, 168:13 365 [1] - 141:13 366 [1] - 145:21 367 [1] - 141:1 369 [1] - 146:29 370 [1] - 156:18 371 [1] - 157:7 372 [1] - 158:7 375 [1] - 178:25 3A [1] - 30:27 3B [1] - 33:27 3C [2] - 38:26, 49:11 3D [1] - 43:19 3F [1] - 51:28 3G [1] - 56:18 3H [1] - 60:2 3rd [10] - 45:22, 50:11, 60:18, 63:23, 71:26, 72:8, 85:12, 85:28, 86:21, 97:16 4 4 [3] - 64:7, 177:3, 180:18 4771 [3] - 143:17, 143:19 4A [1] - 64:9 4B [1] - 64:10 4C [1] - 67:29 4D [1] - 71:12 4E [1] - 74:16	4F [1] - 78:8 4G [1] - 79:27 4H [1] - 81:22 4I [1] - 85:8 4pm [2] - 55:17, 71:21 4th [20] - 13:25, 34:14, 35:2, 39:5, 39:15, 41:12, 43:27, 44:9, 52:9, 52:21, 53:26, 55:17, 55:25, 56:26, 78:18, 115:3, 142:20, 142:28, 146:1, 162:5 5 5 [7] - 22:29, 23:9, 26:19, 81:26, 88:14, 180:25, 181:11 5368 [1] - 142:24 547 [2] - 137:20, 137:21 56 [1] - 73:20 5A [1] - 88:18 5B [1] - 92:28 5C [1] - 97:7 5D [1] - 100:3 5th [9] - 45:8, 52:1, 52:22, 62:23, 74:27, 75:21, 86:13, 162:11, 184:24 6 6 [1] - 102:4 6,000 [1] - 122:22 6/8/201212 [1] - 176:18 642 [1] - 135:29 6th [13] - 14:18, 29:21, 31:3, 40:10, 49:18, 75:27, 109:14, 110:20, 110:23, 140:10, 140:13, 145:25, 178:10 7 7 [2] - 3:5, 114:11 7.30 [1] - 129:19	71 [6] - 60:9, 61:16, 61:22, 61:23, 62:26, 63:13 77 [1] - 26:11 7am [2] - 130:7, 130:17 7th [9] - 44:3, 85:9, 86:17, 87:16, 88:10, 115:13, 115:18, 146:9, 179:9 8 8 [3] - 119:10, 156:1, 186:14 8.15am [1] - 60:27 8.3 [1] - 126:18 8.30pm [2] - 50:6, 52:8 8.8 [1] - 37:6 8/12/20 [1] - 177:6 8th [10] - 10:28, 13:21, 13:24, 35:11, 56:24, 105:28, 115:27, 116:11, 125:4, 125:15 9 9 [2] - 4:3, 135:4 9.30 [1] - 129:19 9pm [9] - 49:13, 50:17, 50:26, 57:9, 57:27, 58:16, 58:22, 59:27, 130:7 9th [21] - 17:19, 35:18, 36:24, 38:29, 44:12, 45:29, 48:12, 49:14, 50:14, 56:19, 56:29, 57:8, 58:16, 59:27, 60:4, 60:7, 65:22, 65:26, 75:24, 141:14, 181:26 A A/C [9] - 17:27, 18:6, 18:25, 20:23, 60:9,	60:18, 61:4, 62:22, 85:25 aback [1] - 54:21 ability [2] - 16:4, 16:26 able [4] - 96:26, 146:15, 161:9, 174:1 absence [31] - 29:24, 31:5, 31:13, 31:17, 31:19, 31:22, 33:18, 33:23, 40:9, 56:23, 82:11, 82:14, 82:28, 90:11, 94:24, 95:5, 121:23, 142:26, 146:15, 147:18, 148:22, 156:26, 167:9, 169:11, 176:20, 177:4, 177:22, 178:10, 178:29, 179:24, 184:14 Absence [3] - 31:14, 33:14, 132:17 absences [2] - 132:21, 150:17 absent [13] - 14:19, 31:5, 31:16, 40:22, 81:26, 82:9, 82:23, 84:3, 84:11, 93:26, 94:17, 94:21, 176:18 absolutely [1] - 150:8 abuse [2] - 103:3, 106:9 abused [1] - 89:9 accept [11] - 92:5, 96:24, 100:13, 104:8, 109:18, 139:23, 148:18, 151:17, 159:24, 171:24, 175:7 acceptable [2] - 34:18, 115:7 acceptance [1] - 137:8 accepted [2] - 66:5, 138:22 accepting [1] - 139:17 accident [2] -	93:9, 131:7 accommodate [3] - 38:9, 188:17, 188:24 accommodatio n [4] - 36:13, 36:17, 36:27, 148:26 accommodatio ns [12] - 33:28, 35:27, 36:20, 37:15, 37:19, 38:21, 58:2, 114:15, 117:21, 117:24, 117:26, 119:5 accommodatio ns" [1] - 57:5 accordance [11] - 13:15, 22:18, 39:2, 40:26, 41:25, 42:18, 64:16, 80:4, 146:17, 156:27, 158:11 according [8] - 48:28, 59:6, 109:4, 141:20, 165:21, 170:6, 170:28, 173:19 accordingly [1] - 179:2 Accordingly [1] - 107:28 account [6] - 111:16, 137:20, 139:1, 148:21, 165:27, 170:28 accountability [1] - 88:1 accounting [2] - 17:9, 24:27 accurate [1] - 56:10 accusation [1] - 79:20 accusations [1] - 71:3 accused [5] - 78:14, 78:21, 79:7, 79:16, 79:18 accusing [1] - 78:8 acknowledged [3] - 156:1, 177:5, 178:29 acquaintance [1] - 150:4 acquiesced [1] -
--	---	---	---	--	--

<p>83:17</p> <p>acquiescence [2] - 10:20, 30:18</p> <p>act [3] - 137:25, 138:17, 154:24</p> <p>Act [12] - 22:19, 22:25, 22:29, 23:3, 23:9, 26:13, 26:20, 26:27, 70:23, 93:7, 113:18, 113:19</p> <p>acted [2] - 109:18, 118:14</p> <p>acting [3] - 12:17, 60:25, 88:27</p> <p>action [7] - 58:23, 63:20, 80:13, 111:7, 134:27, 138:16, 158:27</p> <p>actions [10] - 16:2, 16:27, 21:6, 35:12, 42:12, 54:29, 88:2, 106:7, 133:13</p> <p>Acts [1] - 9:24</p> <p>actual [1] - 121:25</p> <p>add [3] - 120:24, 188:27</p> <p>addition [2] - 178:9, 181:3</p> <p>additional [6] - 20:17, 78:17, 111:21, 121:15, 121:17, 122:3</p> <p>address [5] - 9:12, 22:21, 40:26, 81:1, 109:9</p> <p>addressed [7] - 11:2, 13:17, 89:10, 108:10, 109:2, 147:14, 163:17</p> <p>addressing [2] - 62:10, 168:24</p> <p>adduce [1] - 124:14</p> <p>adhered [2] - 61:5, 63:23</p> <p>adjoining [1] - 122:4</p> <p>ADJOURNED [2] - 123:22, 189:6</p> <p>administration [3] - 72:14, 86:5, 86:8</p> <p>admissibility [2]</p>	<p>- 11:20, 11:24</p> <p>admissible [1] - 30:16</p> <p>adopts [1] - 12:18</p> <p>Adrian [1] - 6:3</p> <p>adult [1] - 51:7</p> <p>advance [3] - 68:21, 96:26, 122:27</p> <p>advanced [4] - 108:17, 144:2, 144:11, 144:19</p> <p>advice [9] - 23:29, 24:4, 80:10, 144:10, 155:19, 156:5, 158:24, 162:23, 180:23</p> <p>advices [5] - 44:19, 144:8, 147:21, 156:7, 178:8</p> <p>advise [5] - 32:29, 51:10, 117:11, 122:26, 177:5</p> <p>advised [13] - 39:24, 40:15, 50:8, 143:26, 144:1, 144:2, 144:17, 156:8, 156:13, 161:20, 177:7, 181:18, 181:20</p> <p>advisers [1] - 187:9</p> <p>advising [2] - 108:16, 162:1</p> <p>advisory [1] - 179:1</p> <p>affected [2] - 129:14, 150:17</p> <p>affirmed [1] - 19:4</p> <p>afford [1] - 38:17</p> <p>afore [2] - 109:19, 110:9</p> <p>aforsaid [2] - 35:24, 145:28</p> <p>afraid [2] - 89:14, 89:22</p> <p>afternoon [2] - 61:11, 123:26</p> <p>afterwards [3] - 115:13, 152:10, 157:9</p> <p>again [1] - 70:2</p> <p>ago [2] - 153:3, 178:17</p>	<p>agree [11] - 43:19, 144:26, 146:14, 147:9, 148:20, 173:9, 178:21, 179:18, 180:2, 180:16, 185:6</p> <p>agreeable [2] - 35:21, 157:29</p> <p>agreed [4] - 40:25, 147:11, 154:15, 155:14</p> <p>agreeing [2] - 90:16, 170:12</p> <p>agreement [2] - 36:28, 58:25</p> <p>AGSI [4] - 24:1, 57:22, 80:25, 187:9</p> <p>ahead [1] - 175:25</p> <p>Aidan [4] - 90:22, 92:10, 93:25, 98:5</p> <p>aide [1] - 91:25</p> <p>albeit [2] - 30:8, 75:25</p> <p>alia [1] - 94:9</p> <p>allegation [31] - 15:3, 15:15, 16:22, 18:14, 19:13, 20:29, 23:20, 23:21, 25:4, 25:23, 26:19, 34:20, 50:13, 70:16, 71:17, 77:13, 78:16, 81:1, 83:6, 90:29, 98:15, 111:4, 111:28, 115:8, 121:9, 122:10, 133:6, 135:1, 143:12, 160:27, 163:4</p> <p>allegations [24] - 11:8, 12:27, 15:1, 15:3, 15:28, 17:7, 17:26, 18:8, 18:21, 23:18, 26:2, 59:2, 70:13, 89:21, 96:2, 96:6, 101:9, 102:10, 104:15, 105:5, 105:17, 112:18, 163:3, 163:13</p> <p>alleged [36] - 15:5, 15:16, 15:20, 17:8, 17:15, 18:11, 24:14, 24:16,</p>	<p>24:27, 25:6, 25:13, 29:15, 32:19, 39:15, 71:14, 81:13, 82:19, 82:22, 94:29, 100:9, 101:5, 102:13, 102:29, 103:3, 103:11, 105:25, 106:7, 106:12, 106:25, 106:26, 106:29, 134:22, 136:9, 136:21, 146:2, 174:20</p> <p>allegedly [3] - 24:21, 24:22, 135:2</p> <p>alleges [5] - 30:23, 64:8, 88:15, 102:5, 138:25</p> <p>alleging [2] - 10:16, 71:12</p> <p>allocated [1] - 175:4</p> <p>allocation [1] - 172:17</p> <p>allow [1] - 108:2</p> <p>allowances [6] - 31:21, 32:9, 150:23, 150:26, 150:28, 173:26</p> <p>allowed [3] - 72:2, 81:12, 85:17</p> <p>allowing [1] - 108:28</p> <p>alluded [1] - 180:20</p> <p>almost [6] - 59:16, 72:3, 85:18, 103:29, 122:22, 167:20</p> <p>alternative [1] - 118:5</p> <p>ambiguous [2] - 16:5, 19:18</p> <p>amenable [1] - 151:9</p> <p>amend [1] - 67:9</p> <p>amended [3] - 55:25, 66:1, 66:5</p> <p>amending [1] - 67:13</p> <p>amicably [1] - 152:24</p> <p>amount [1] - 26:19</p> <p>ample [1] - 73:26</p>	<p>analysed [1] - 19:27</p> <p>AND [1] - 123:22</p> <p>Andrew [1] - 7:11</p> <p>ANDREW [1] - 3:3</p> <p>Angela [1] - 7:26</p> <p>Anglesea [15] - 24:12, 45:9, 46:7, 47:9, 60:15, 75:23, 76:3, 76:18, 86:14, 108:10, 108:16, 108:22, 109:16, 109:25, 109:27</p> <p>announcement s [1] - 74:16</p> <p>announcing [1] - 8:5</p> <p>annual [17] - 69:2, 88:18, 88:21, 88:25, 89:2, 89:4, 89:28, 90:4, 90:7, 91:1, 91:14, 91:20, 91:21, 92:19, 92:20, 92:25, 93:20</p> <p>anorak [1] - 51:10</p> <p>answer [3] - 136:17, 136:18, 139:2</p> <p>answered [1] - 26:21</p> <p>answering [2] - 124:18, 136:22</p> <p>answers [1] - 144:23</p> <p>ANTHONY [1] - 3:1</p> <p>Anthony [8] - 7:13, 15:22, 52:24, 72:9, 85:29, 99:11, 109:26, 114:16</p> <p>anxiety [1] - 176:10</p> <p>anxious [1] - 159:20</p> <p>anyway [3] - 5:25, 95:14, 130:20</p> <p>apologies [1] - 169:6</p> <p>appeal [10] - 17:5, 24:11, 26:4, 45:19, 45:21, 86:16, 87:14,</p>	<p>126:14, 126:16, 151:15</p> <p>appealed [8] - 19:2, 44:18, 45:10, 46:9, 65:26, 74:27, 75:25, 86:15</p> <p>appealing [1] - 109:4</p> <p>appeals [2] - 17:7, 172:24</p> <p>appear [23] - 5:12, 5:13, 5:16, 5:27, 6:17, 6:22, 6:27, 7:2, 7:12, 7:20, 7:27, 50:26, 57:27, 139:15, 141:8, 141:25, 146:14, 147:12, 167:27, 171:1, 173:25, 175:17, 184:18</p> <p>appearance [1] - 8:5</p> <p>appearances [2] - 5:11, 8:26</p> <p>appeared [7] - 24:20, 46:7, 74:25, 75:8, 75:26, 77:7, 139:16</p> <p>appearing [2] - 5:7, 8:19</p> <p>application [20] - 33:19, 40:3, 65:5, 65:8, 70:1, 83:8, 88:19, 89:16, 89:27, 90:4, 90:7, 90:10, 90:20, 91:1, 92:14, 92:24, 93:22, 93:24, 126:3, 127:16</p> <p>applications [7] - 88:25, 90:1, 90:17, 99:5, 99:10, 99:15, 99:16</p> <p>applied [6] - 69:2, 93:20, 99:12, 125:19, 132:18, 171:22</p> <p>apply [31] - 21:24, 37:7, 44:13, 46:23, 97:7, 98:1, 98:3, 98:8, 98:16, 98:24, 117:11, 125:19, 125:21, 125:25, 126:5,</p>
---	---	--	--	---	---

<p>148:19, 149:19, 151:6, 151:8, 151:11, 152:17, 153:11, 153:18, 153:21, 154:6, 154:19, 154:26, 155:5, 171:23, 175:7, 175:15</p> <p>applying [3] - 98:20, 98:21, 125:25</p> <p>appoint [4] - 17:21, 17:28, 162:11, 182:14</p> <p>appointed [28] - 10:9, 17:22, 18:3, 18:6, 18:10, 38:29, 41:29, 42:23, 48:18, 68:13, 82:17, 83:6, 84:5, 94:27, 102:8, 102:12, 107:23, 127:6, 134:28, 141:10, 143:28, 145:2, 145:28, 156:25, 159:27, 160:2, 182:12, 184:12</p> <p>appointing [2] - 142:11, 163:24</p> <p>appointment [16] - 20:17, 32:13, 39:6, 39:14, 39:26, 86:19, 110:13, 142:29, 146:1, 146:29, 147:4, 147:20, 155:18, 157:4, 166:22, 187:25</p> <p>appreciate [1] - 114:7</p> <p>appreciated [2] - 147:21, 185:22</p> <p>approach [2] - 111:5, 112:5</p> <p>appropriate [14] - 12:2, 18:27, 81:5, 91:14, 91:17, 147:9, 176:22, 178:2, 178:6, 178:18, 179:15, 179:29, 180:21, 184:21</p> <p>appropriately [1] - 35:25</p> <p>approval [1] - 9:21</p> <p>approve [1] - 99:5</p>	<p>approver [1] - 99:25</p> <p>April [71] - 13:22, 17:2, 20:19, 22:3, 22:4, 22:22, 26:1, 33:13, 35:2, 35:11, 35:18, 36:24, 44:9, 44:12, 46:8, 48:12, 49:14, 49:24, 50:7, 50:11, 50:14, 52:1, 52:9, 52:21, 52:22, 53:26, 55:17, 55:25, 56:19, 56:25, 56:26, 56:29, 57:9, 58:16, 59:27, 60:4, 60:7, 60:11, 61:2, 61:14, 65:9, 65:26, 75:24, 78:18, 81:24, 81:27, 81:29, 82:3, 82:13, 82:25, 83:11, 83:26, 89:4, 93:3, 93:19, 93:21, 93:22, 93:24, 93:27, 94:1, 94:8, 94:11, 94:23, 95:3, 96:7, 97:12, 97:27, 100:7, 103:6, 128:28</p> <p>area [5] - 87:4, 87:11, 125:12, 148:16, 165:10</p> <p>areas [1] - 129:22</p> <p>arise [3] - 8:21, 106:6, 180:9</p> <p>arises [2] - 26:25, 122:11</p> <p>arising [2] - 14:2, 21:11</p> <p>arose [3] - 60:13, 177:4, 178:28</p> <p>ARRAN [1] - 3:4</p> <p>arrange [2] - 42:22, 62:25</p> <p>arranged [3] - 92:1, 164:28, 187:25</p> <p>arrangement [1] - 164:23</p> <p>arrangements [4] - 24:16, 35:13, 188:17, 188:24</p>	<p>arrested [1] - 136:17</p> <p>arresting [1] - 110:16</p> <p>arrived [9] - 57:13, 72:24, 73:22, 73:28, 135:18, 137:24, 137:26, 137:27, 137:29</p> <p>arriving [2] - 29:10, 112:17</p> <p>AS [3] - 5:1, 123:22, 124:6</p> <p>ascertain [3] - 7:19, 11:10, 68:15</p> <p>aspect [2] - 132:15, 135:5</p> <p>aspects [4] - 62:13, 77:9, 113:2, 183:24</p> <p>assault [15] - 15:5, 15:16, 16:25, 19:26, 21:20, 104:1, 104:16, 105:10, 105:16, 105:26, 106:25, 107:12, 110:17, 138:27, 140:17</p> <p>assault" [1] - 104:27</p> <p>asserted [1] - 139:2</p> <p>assertion [4] - 40:25, 63:27, 106:3, 112:12</p> <p>assertions [1] - 33:3</p> <p>asserts [2] - 179:23, 180:3</p> <p>assess [1] - 40:25</p> <p>assessment [2] - 113:5, 176:6</p> <p>assigned [4] - 13:21, 13:29, 75:3, 76:3</p> <p>assist [3] - 17:23, 68:13, 124:13</p> <p>assistance [3] - 6:7, 104:11, 121:20</p> <p>Assistance [1] - 159:2</p> <p>assistant [6] - 42:21, 116:20, 156:16, 157:13,</p>	<p>162:9, 178:2</p> <p>Assistant [53] - 7:12, 15:23, 17:19, 17:20, 19:3, 34:14, 36:19, 39:24, 40:3, 42:27, 43:8, 47:8, 63:22, 74:8, 77:4, 86:27, 102:7, 103:6, 109:26, 114:11, 114:15, 115:4, 115:19, 115:20, 115:27, 116:5, 116:12, 116:25, 116:26, 117:2, 117:16, 117:19, 117:23, 118:10, 118:19, 118:24, 118:26, 119:1, 119:5, 141:22, 147:12, 157:2, 162:15, 163:23, 170:19, 176:15, 177:15, 179:10, 179:19, 181:28, 182:13, 183:22</p> <p>assisted [1] - 110:18</p> <p>assisting [1] - 182:13</p> <p>Association [2] - 24:1, 80:24</p> <p>assume [2] - 105:21, 109:7</p> <p>assumption [1] - 178:13</p> <p>assurances [1] - 92:6</p> <p>assured [2] - 69:18, 120:12</p> <p>AT [1] - 189:7</p> <p>Athlone [1] - 10:25</p> <p>attach [2] - 141:17, 159:3</p> <p>attached [8] - 99:7, 108:1, 109:27, 131:25, 135:17, 146:8, 146:12, 184:29</p> <p>attaching [2] - 105:23, 184:14</p> <p>attempt [8] - 45:15, 46:19, 62:5, 62:14, 92:20, 126:12, 128:2, 175:25</p> <p>attempted [1] - 112:4</p>	<p>attempts [3] - 46:24, 46:28, 91:12</p> <p>attend [19] - 34:6, 35:6, 49:11, 50:2, 55:9, 69:12, 71:22, 71:29, 73:1, 73:27, 85:15, 120:5, 130:4, 130:21, 131:2, 131:11, 146:9, 161:24, 176:29</p> <p>attendance [4] - 56:21, 71:13, 86:1, 132:20</p> <p>attended [9] - 13:10, 49:18, 58:17, 60:8, 73:29, 111:6, 138:13, 176:5, 177:13</p> <p>attending [5] - 6:4, 87:29, 88:1, 129:12, 176:27</p> <p>attention [9] - 7:16, 12:6, 23:7, 40:28, 115:16, 132:29, 141:23, 146:28, 178:3</p> <p>attested [2] - 13:20, 125:4</p> <p>attributed [1] - 176:20</p> <p>attributes [1] - 105:1</p> <p>August [40] - 14:18, 19:29, 28:29, 29:21, 31:3, 31:26, 33:12, 38:29, 40:10, 49:18, 60:18, 62:23, 63:23, 85:9, 86:18, 87:17, 88:10, 101:11, 102:22, 104:22, 128:22, 134:28, 135:15, 136:7, 136:25, 137:11, 138:8, 138:17, 139:6, 139:10, 139:11, 139:12, 140:10, 141:15, 145:25, 146:4, 146:10, 178:10</p> <p>author [1] - 54:27</p> <p>authorise [1] - 88:18</p>	<p>authorities [1] - 75:17</p> <p>authority [6] - 53:3, 89:1, 89:13, 89:27, 118:7, 172:21</p> <p>automatically [1] - 147:24</p> <p>avail [4] - 90:23, 96:25, 159:3, 177:9</p> <p>availability [1] - 68:16</p> <p>available [7] - 38:3, 49:29, 68:19, 111:21, 122:27, 123:19, 177:8</p> <p>await [1] - 180:25</p> <p>aware [25] - 15:19, 23:28, 47:3, 52:27, 59:21, 61:27, 69:23, 70:28, 73:27, 75:14, 80:5, 80:9, 109:3, 109:5, 119:29, 121:19, 150:9, 158:13, 158:23, 163:2, 177:3, 177:11, 178:27, 179:27, 185:3</p>
B					
<p>background [16] - 6:6, 9:20, 21:12, 33:21, 38:20, 43:14, 49:5, 50:5, 51:23, 60:18, 74:11, 78:3, 79:22, 81:16, 85:1, 93:19</p> <p>bad [2] - 138:19, 139:25</p> <p>badly [1] - 100:21</p> <p>balance [1] - 20:20</p> <p>balanced [1] - 113:5</p> <p>Baranya [1] - 26:10</p> <p>bare [1] - 92:6</p> <p>Barrett [5] - 26:5, 45:18, 85:8, 86:17, 87:16</p> <p>barrister [1] -</p>					

<p>7:26 barry [19] - 29:29, 31:10, 32:14, 32:15, 44:2, 45:9, 48:27, 51:24, 52:4, 58:9, 59:28, 64:5, 78:17, 79:24, 87:6, 103:17, 110:27, 120:29, 122:14 BARRY [2] - 4:3, 124:5 Barry [362] - 5:28, 6:1, 6:13, 9:9, 13:6, 13:20, 14:11, 14:18, 14:23, 15:9, 15:28, 16:15, 17:1, 17:5, 17:12, 17:24, 17:27, 18:21, 19:2, 19:13, 19:19, 20:26, 22:11, 23:14, 24:9, 25:1, 25:10, 25:20, 26:1, 26:4, 26:26, 28:16, 28:23, 29:20, 29:23, 30:17, 30:23, 30:29, 31:2, 31:8, 31:15, 31:24, 33:11, 33:17, 33:24, 33:28, 34:3, 34:14, 34:24, 34:26, 34:29, 35:5, 35:6, 35:10, 35:13, 36:2, 36:15, 36:24, 36:25, 36:29, 37:10, 37:19, 37:22, 37:28, 38:4, 38:9, 38:23, 39:6, 39:7, 39:14, 39:15, 39:20, 39:24, 39:28, 41:1, 41:13, 41:15, 42:4, 42:16, 42:29, 43:4, 43:17, 43:19, 43:24, 43:26, 43:27, 44:12, 44:14, 44:16, 44:18, 44:24, 44:27, 45:5, 45:10, 45:12, 45:21, 46:3, 46:9, 46:14, 46:28, 47:22, 47:23, 48:2, 48:26,</p>	<p>48:29, 49:8, 49:14, 49:17, 49:21, 49:26, 50:5, 50:8, 50:16, 51:5, 51:11, 51:16, 52:9, 52:14, 52:29, 53:18, 53:25, 53:26, 54:14, 54:22, 54:29, 56:11, 56:14, 56:18, 56:25, 57:7, 57:19, 57:21, 58:15, 59:2, 59:22, 59:27, 60:3, 60:7, 61:14, 61:19, 64:8, 65:5, 65:14, 65:25, 65:28, 66:6, 66:10, 67:14, 67:17, 67:21, 67:26, 67:29, 68:17, 68:22, 68:26, 69:7, 69:26, 70:6, 70:15, 70:24, 70:27, 70:28, 71:3, 71:8, 71:9, 71:12, 71:18, 71:28, 72:2, 72:12, 72:17, 72:20, 73:11, 73:13, 73:23, 74:5, 74:7, 74:13, 74:17, 74:19, 74:23, 74:26, 75:2, 75:5, 75:22, 75:25, 76:2, 76:6, 77:4, 77:13, 77:27, 78:5, 78:8, 78:12, 79:6, 79:13, 79:14, 79:15, 79:18, 79:27, 80:2, 80:19, 81:8, 81:19, 81:23, 81:26, 82:3, 82:6, 82:20, 82:23, 83:1, 83:25, 84:10, 84:14, 85:6, 85:9, 85:14, 85:17, 85:24, 86:4, 86:6, 86:10, 86:14, 86:16, 86:19, 86:25, 87:1, 87:29, 88:12, 88:15, 88:29, 89:26, 90:4, 90:9, 90:17, 91:6, 91:9, 91:13, 92:18, 92:20,</p>	<p>92:26, 93:1, 93:20, 93:26, 94:1, 94:11, 94:14, 95:1, 95:2, 95:8, 97:5, 97:7, 97:11, 97:15, 97:20, 97:24, 98:21, 98:26, 98:27, 99:3, 99:6, 99:13, 100:1, 100:7, 101:19, 101:21, 102:1, 102:5, 102:11, 103:11, 103:23, 104:23, 105:8, 105:14, 106:18, 106:23, 106:29, 107:8, 107:24, 107:28, 108:10, 108:16, 108:21, 109:15, 109:17, 109:21, 109:29, 110:8, 110:10, 110:14, 110:15, 110:19, 110:21, 110:26, 110:29, 111:17, 111:18, 111:24, 112:14, 112:19, 112:23, 113:16, 113:23, 114:13, 115:3, 115:13, 115:24, 116:8, 116:15, 116:28, 117:11, 117:14, 118:4, 118:12, 118:13, 118:16, 119:3, 119:11, 119:26, 120:13, 120:19, 121:2, 121:5, 121:10, 121:19, 122:6, 123:6, 123:17, 123:27, 123:29, 124:2, 124:8, 124:9, 124:12, 124:13, 125:3, 137:28, 138:1, 138:10, 138:23, 138:25, 142:26, 142:28, 143:3, 145:25, 145:26, 145:29, 146:1, 146:5, 146:7, 147:18, 153:3, 156:21, 157:22, 166:21, 167:4, 169:6, 173:4, 173:18, 188:9 Barry's [47] - 18:10, 18:23,</p>	<p>39:28, 41:24, 42:13, 43:11, 44:6, 47:25, 47:27, 49:22, 50:13, 51:29, 56:21, 58:19, 63:26, 64:11, 65:7, 65:24, 66:4, 66:25, 70:13, 70:18, 70:22, 72:6, 73:19, 79:28, 82:10, 85:21, 86:1, 89:21, 89:25, 94:20, 96:2, 98:15, 100:3, 102:12, 102:19, 104:14, 105:11, 113:5, 113:21, 115:19, 119:7, 141:19, 146:8, 156:26 barry's [2] - 39:1, 113:3 Barryscourt [2] - 68:23, 121:6 based [6] - 14:8, 14:15, 20:11, 47:9, 106:16, 176:28 basic [5] - 48:11, 150:10, 150:14, 150:22, 183:27 basis [7] - 19:15, 37:2, 38:7, 54:7, 130:23, 144:1, 180:21 became [6] - 10:11, 15:19, 69:28, 119:29, 131:16, 134:18 BEEN [1] - 124:5 beg [3] - 167:24, 177:17, 181:9 beginning [3] - 7:24, 126:24, 182:22 behalf [6] - 5:13, 5:28, 7:28, 9:7, 75:13, 184:18 behaviour [6] - 34:20, 72:6, 74:7, 85:21, 115:9, 186:29 behind [1] - 6:10 belief [3] - 47:17, 134:26, 145:11 below [1] - 81:26</p>	<p>belt [3] - 57:15, 59:4, 59:20 best [7] - 43:4, 47:26, 48:25, 59:18, 101:25, 107:17, 120:28 better [1] - 165:5 between [15] - 14:7, 14:13, 19:24, 39:27, 43:9, 44:28, 49:13, 50:13, 68:5, 68:23, 70:9, 81:24, 93:2, 110:13, 179:16 beyond [2] - 136:28, 139:29 biased [3] - 21:3, 25:26, 112:24 bigger [1] - 131:21 biro [1] - 55:25 bit [7] - 123:15, 130:29, 137:4, 165:4, 175:18, 183:5, 188:13 BL [5] - 3:2, 3:7, 5:9, 6:5, 7:4 blue [1] - 59:18 board [2] - 87:14, 121:4 body [4] - 11:28, 12:3, 23:12, 46:10 bottom [3] - 137:5, 137:21, 166:17 bowing [1] - 175:14 box [1] - 124:1 breach [11] - 18:12, 20:21, 82:19, 83:4, 94:29, 95:4, 102:13, 103:9, 126:18, 134:23, 146:4 breached [1] - 108:28 breaches [1] - 102:29 break [3] - 113:27, 125:2, 188:6 BREFFNI [1] - 3:7 Breffni [1] - 7:4 brief [3] - 21:10, 137:21, 180:28</p>	<p>briefed [2] - 88:7, 138:21 briefing [5] - 120:29, 121:2, 129:24, 130:2, 132:11 briefings [1] - 129:2 bring [2] - 38:2, 135:29 broke [1] - 140:1 brought [2] - 115:16, 175:26 Browne [3] - 57:15, 59:4, 59:20 bulletin [12] - 45:28, 46:8, 74:25, 74:28, 75:26, 75:28, 76:13, 77:7, 77:11, 109:5, 109:14, 110:4 bulletins [4] - 74:17, 75:19, 76:12, 76:22 bullied [2] - 185:27, 185:28 Bullying [1] - 37:6 bullying [49] - 14:26, 15:1, 15:11, 15:27, 16:18, 17:22, 17:29, 18:8, 18:20, 23:16, 23:19, 24:3, 28:25, 28:26, 29:1, 29:8, 34:20, 35:29, 43:22, 44:13, 46:22, 80:20, 102:10, 102:18, 103:17, 104:14, 104:19, 104:26, 105:2, 105:6, 113:3, 115:2, 115:9, 128:17, 134:10, 155:6, 156:11, 160:21, 160:25, 162:24, 163:3, 163:13, 163:24, 171:20, 186:1, 186:7, 186:13, 186:18, 186:24 bump [1] - 51:17 busy [2] - 125:12, 125:14 button [1] - 167:22</p>
--	--	---	---	---	---

<p>BY [4] - 3:3, 3:8, 4:4, 124:6</p>	<p>carrying [1] - 104:9</p>	<p>167:20, 168:2</p>	<p>123:13, 123:25, 123:28, 124:2, 124:8, 137:4, 137:9, 137:11, 137:13, 137:16, 137:18, 153:2, 153:8, 153:13, 153:15, 153:20, 154:3, 154:8, 154:10, 154:13, 154:17, 154:20, 154:24, 154:29, 155:4, 155:9, 155:12, 164:23, 164:27, 164:29, 165:2, 165:4, 165:8, 165:11, 165:14, 165:18, 166:6, 166:10, 166:12, 166:24, 166:26, 166:29, 167:4, 167:6, 167:21, 167:26, 168:2, 168:5, 168:10, 168:18, 168:22, 168:28, 169:3, 169:5, 170:1, 170:5, 170:11, 170:14, 188:4, 188:8, 188:12, 188:19</p>	<p>101:21, 101:28</p>	<p>44:11, 44:19, 44:23, 46:17, 46:21, 46:27, 47:3, 47:20, 50:7, 50:15, 50:29, 53:5, 53:8, 53:11, 53:22, 55:3, 55:19, 55:21, 55:29, 56:6, 56:15, 57:7, 57:10, 57:13, 57:17, 57:19, 57:20, 58:1, 58:8, 58:28, 59:15, 59:16, 60:6, 61:3, 62:8, 62:20, 63:6, 63:16, 64:3, 64:7, 65:4, 65:6, 65:16, 65:23, 65:27, 66:2, 66:12, 66:20, 67:24, 68:7, 69:3, 70:9, 70:18, 71:27, 72:8, 72:9, 73:16, 74:2, 75:13, 77:1, 77:22, 77:25, 77:27, 78:13, 78:21, 78:26, 79:3, 80:1, 80:28, 81:7, 81:17, 81:28, 82:16, 83:5, 83:16, 83:22, 84:17, 85:4, 85:13, 85:28, 85:29, 86:13, 86:16, 87:7, 87:15, 87:23, 88:10, 94:7, 94:27, 96:6, 102:4, 102:8, 102:12, 102:17, 102:26, 102:29, 103:7, 103:11, 103:18, 103:23, 103:28, 104:5, 104:18, 104:25, 105:28, 106:17, 106:29, 107:10, 107:15, 107:20, 108:15, 108:25, 109:12, 110:1, 110:2, 110:18, 111:1, 111:12, 111:17, 111:27, 112:4, 112:10, 112:27, 114:12, 115:14, 115:18, 115:21, 115:23, 115:28, 116:9, 116:10, 116:15,</p>
<p>C</p>	<p>Carthage [1] - 6:24</p>	<p>certificate [44] - 32:16, 32:18, 32:22, 35:1, 37:1, 44:8, 47:4, 48:14, 48:26, 49:15, 49:20, 50:9, 50:18, 50:25, 51:11, 51:18, 52:20, 53:15, 53:25, 54:1, 54:4, 54:18, 55:5, 55:8, 55:18, 55:19, 55:23, 56:9, 56:11, 58:10, 64:10, 64:20, 65:15, 66:14, 66:15, 67:13, 67:24, 140:27, 173:19, 173:29, 174:3, 174:14, 174:19, 174:22</p>	<p>123:13, 123:25, 123:28, 124:2, 124:8, 137:4, 137:9, 137:11, 137:13, 137:16, 137:18, 153:2, 153:8, 153:13, 153:15, 153:20, 154:3, 154:8, 154:10, 154:13, 154:17, 154:20, 154:24, 154:29, 155:4, 155:9, 155:12, 164:23, 164:27, 164:29, 165:2, 165:4, 165:8, 165:11, 165:14, 165:18, 166:6, 166:10, 166:12, 166:24, 166:26, 166:29, 167:4, 167:6, 167:21, 167:26, 168:2, 168:5, 168:10, 168:18, 168:22, 168:28, 169:3, 169:5, 170:1, 170:5, 170:11, 170:14, 188:4, 188:8, 188:12, 188:19</p>	<p>changing [2] - 77:9, 100:3</p>	<p>44:11, 44:19, 44:23, 46:17, 46:21, 46:27, 47:3, 47:20, 50:7, 50:15, 50:29, 53:5, 53:8, 53:11, 53:22, 55:3, 55:19, 55:21, 55:29, 56:6, 56:15, 57:7, 57:10, 57:13, 57:17, 57:19, 57:20, 58:1, 58:8, 58:28, 59:15, 59:16, 60:6, 61:3, 62:8, 62:20, 63:6, 63:16, 64:3, 64:7, 65:4, 65:6, 65:16, 65:23, 65:27, 66:2, 66:12, 66:20, 67:24, 68:7, 69:3, 70:9, 70:18, 71:27, 72:8, 72:9, 73:16, 74:2, 75:13, 77:1, 77:22, 77:25, 77:27, 78:13, 78:21, 78:26, 79:3, 80:1, 80:28, 81:7, 81:17, 81:28, 82:16, 83:5, 83:16, 83:22, 84:17, 85:4, 85:13, 85:28, 85:29, 86:13, 86:16, 87:7, 87:15, 87:23, 88:10, 94:7, 94:27, 96:6, 102:4, 102:8, 102:12, 102:17, 102:26, 102:29, 103:7, 103:11, 103:18, 103:23, 103:28, 104:5, 104:18, 104:25, 105:28, 106:17, 106:29, 107:10, 107:15, 107:20, 108:15, 108:25, 109:12, 110:1, 110:2, 110:18, 111:1, 111:12, 111:17, 111:27, 112:4, 112:10, 112:27, 114:12, 115:14, 115:18, 115:21, 115:23, 115:28, 116:9, 116:10, 116:15,</p>
<p>Callahan [3] - 128:3, 128:5, 128:12</p> <p>cancelled [2] - 44:20, 155:17</p> <p>cancelling [1] - 110:13</p> <p>cannot [9] - 37:1, 48:21, 52:12, 52:27, 72:4, 85:19, 86:24, 89:23, 99:12</p> <p>cap [1] - 51:9</p> <p>capacities [1] - 12:18</p> <p>car [23] - 56:18, 57:12, 59:15, 136:26, 136:27, 140:1, 148:3, 152:19, 152:21, 152:22, 152:27, 153:9, 153:27, 154:22, 155:8, 155:10, 155:14, 164:19, 164:22, 165:27, 166:7, 166:21, 170:3</p> <p>career [4] - 13:22, 13:28, 50:21, 57:24</p> <p>careful [3] - 20:4, 113:2, 150:5</p> <p>Carey [1] - 6:4</p> <p>carried [5] - 17:16, 18:25, 18:29, 40:14, 104:7</p> <p>Carrigtwohill [15] - 68:24, 121:6, 148:12, 148:14, 149:2, 149:3, 149:23, 152:17, 153:16, 169:26, 169:28, 170:25, 170:27, 171:5, 175:1</p> <p>Carroll [2] - 6:27, 6:28</p> <p>CARROLL [3] - 3:7, 6:27, 7:2</p> <p>carry [4] - 16:26, 17:28, 38:26, 62:15</p>	<p>case [34] - 8:21, 20:5, 21:23, 35:10, 43:9, 56:22, 56:28, 58:10, 58:17, 58:19, 61:5, 63:20, 66:25, 71:13, 71:20, 71:22, 74:18, 85:14, 86:2, 98:4, 106:5, 106:9, 108:6, 108:7, 110:22, 111:6, 111:22, 112:15, 140:17, 144:2, 144:11, 144:17, 144:18, 180:13</p> <p>Castletownroche [1] - 129:18</p> <p>categorised [1] - 65:6</p> <p>categorising [1] - 66:7</p> <p>category [8] - 64:19, 65:24, 65:26, 65:29, 66:1, 67:1, 67:10, 186:20</p> <p>Catherine [3] - 18:7, 21:5, 102:9</p> <p>caused [6] - 31:27, 69:29, 76:20, 93:9, 186:9, 186:12</p> <p>causes [1] - 185:19</p> <p>causing [4] - 49:11, 51:28, 180:16, 186:28</p> <p>cautions [1] - 51:8</p> <p>Centre [1] - 55:22</p> <p>ceremonial [1] - 59:3</p> <p>cert [2] - 50:25, 56:1</p> <p>certain [8] - 24:20, 35:5, 91:5, 126:21, 177:3, 178:27, 179:25, 180:9</p> <p>certainly [9] - 5:14, 90:2, 110:9, 133:20, 142:4, 148:20, 155:13,</p>	<p>167:20, 168:2</p> <p>certificate [44] - 32:16, 32:18, 32:22, 35:1, 37:1, 44:8, 47:4, 48:14, 48:26, 49:15, 49:20, 50:9, 50:18, 50:25, 51:11, 51:18, 52:20, 53:15, 53:25, 54:1, 54:4, 54:18, 55:5, 55:8, 55:18, 55:19, 55:23, 56:9, 56:11, 58:10, 64:10, 64:20, 65:15, 66:14, 66:15, 67:13, 67:24, 140:27, 173:19, 173:29, 174:3, 174:14, 174:19, 174:22</p> <p>Certificate [4] - 64:14, 65:1, 65:20, 66:7</p> <p>certificates [3] - 31:8, 64:27, 146:8</p> <p>certification [2] - 97:9, 176:19</p> <p>certified [3] - 31:19, 31:22, 183:28</p> <p>certifier [1] - 99:25</p> <p>certify [3] - 130:6, 130:15, 146:9</p> <p>certifying [4] - 49:21, 130:10, 174:8, 184:5</p> <p>Chair [1] - 5:13</p> <p>chair [2] - 6:27, 124:9</p> <p>chaired [1] - 9:26</p> <p>chairman [2] - 9:6, 168:8</p> <p>CHAIRMAN [93] - 5:4, 5:11, 5:19, 5:21, 5:24, 6:1, 6:14, 6:16, 6:18, 6:26, 6:28, 7:5, 7:9, 7:14, 7:20, 7:22, 7:24, 7:27, 8:1, 8:5, 8:8, 8:12, 8:14, 8:17, 8:25, 8:29, 9:2, 113:25, 114:1, 114:4, 114:7,</p>	<p>123:13, 123:25, 123:28, 124:2, 124:8, 137:4, 137:9, 137:11, 137:13, 137:16, 137:18, 153:2, 153:8, 153:13, 153:15, 153:20, 154:3, 154:8, 154:10, 154:13, 154:17, 154:20, 154:24, 154:29, 155:4, 155:9, 155:12, 164:23, 164:27, 164:29, 165:2, 165:4, 165:8, 165:11, 165:14, 165:18, 166:6, 166:10, 166:12, 166:24, 166:26, 166:29, 167:4, 167:6, 167:21, 167:26, 168:2, 168:5, 168:10, 168:18, 168:22, 168:28, 169:3, 169:5, 170:1, 170:5, 170:11, 170:14, 188:4, 188:8, 188:12, 188:19</p> <p>Chairman [28] - 5:5, 5:20, 5:27, 6:9, 6:12, 6:15, 7:7, 7:17, 8:7, 9:1, 9:16, 22:21, 28:2, 113:28, 114:9, 122:21, 123:9, 123:26, 124:13, 154:2, 166:28, 167:18, 170:10, 170:15, 188:2, 188:11, 188:18</p> <p>Chairperson [1] - 10:11</p> <p>challenge [3] - 74:7, 85:25, 86:26</p> <p>CHAMBERS [1] - 3:9</p> <p>Championship [2] - 68:1, 119:14</p> <p>change [3] - 6:18, 92:19, 188:18</p> <p>changed [3] - 56:9, 75:15, 99:8</p> <p>changes [4] - 101:13, 101:14,</p>	<p>101:21, 101:28</p> <p>changing [2] - 77:9, 100:3</p> <p>channelled [1] - 118:23</p> <p>channels [2] - 93:16, 178:19</p> <p>chapter [2] - 11:1, 28:1</p> <p>charge [14] - 19:20, 46:4, 68:9, 68:27, 92:3, 97:18, 98:4, 101:12, 105:18, 119:23, 120:16, 121:5, 128:9, 131:27</p> <p>Charleton [4] - 9:26, 10:4, 10:10, 12:15</p> <p>check [5] - 52:25, 55:23, 76:12, 76:15, 76:17</p> <p>checked [1] - 97:28</p> <p>checking [1] - 6:29</p> <p>CHIEF [1] - 14:7</p> <p>chief [18] - 17:28, 18:2, 42:22, 50:20, 57:23, 57:27, 59:20, 59:21, 91:15, 96:9, 96:15, 145:21, 149:6, 156:15, 157:16, 170:6, 174:4, 184:19</p> <p>Chief [225] - 5:18, 14:14, 14:23, 15:22, 18:6, 18:11, 18:18, 19:4, 19:9, 20:1, 20:14, 20:19, 20:22, 20:29, 21:5, 25:6, 25:13, 25:24, 30:3, 31:29, 32:12, 32:21, 33:13, 36:1, 36:17, 36:23, 37:13, 37:17, 39:11, 39:23, 40:6, 40:23, 41:4, 41:22, 42:8, 42:11, 42:28, 43:3, 43:5, 43:9, 43:10, 43:23, 43:29, 44:2,</p>	<p>44:11, 44:19, 44:23, 46:17, 46:21, 46:27, 47:3, 47:20, 50:7, 50:15, 50:29, 53:5, 53:8, 53:11, 53:22, 55:3, 55:19, 55:21, 55:29, 56:6, 56:15, 57:7, 57:10, 57:13, 57:17, 57:19, 57:20, 58:1, 58:8, 58:28, 59:15, 59:16, 60:6, 61:3, 62:8, 62:20, 63:6, 63:16, 64:3, 64:7, 65:4, 65:6, 65:16, 65:23, 65:27, 66:2, 66:12, 66:20, 67:24, 68:7, 69:3, 70:9, 70:18, 71:27, 72:8, 72:9, 73:16, 74:2, 75:13, 77:1, 77:22, 77:25, 77:27, 78:13, 78:21, 78:26, 79:3, 80:1, 80:28, 81:7, 81:17, 81:28, 82:16, 83:5, 83:16, 83:22, 84:17, 85:4, 85:13, 85:28, 85:29, 86:13, 86:16, 87:7, 87:15, 87:23, 88:10, 94:7, 94:27, 96:6, 102:4, 102:8, 102:12, 102:17, 102:26, 102:29, 103:7, 103:11, 103:18, 103:23, 103:28, 104:5, 104:18, 104:25, 105:28, 106:17, 106:29, 107:10, 107:15, 107:20, 108:15, 108:25, 109:12, 110:1, 110:2, 110:18, 111:1, 111:12, 111:17, 111:27, 112:4, 112:10, 112:27, 114:12, 115:14, 115:18, 115:21, 115:23, 115:28, 116:9, 116:10, 116:15,</p>

<p>116:27, 117:10, 117:15, 117:20, 118:2, 118:18, 118:24, 119:2, 119:10, 119:20, 121:29, 128:3, 128:5, 128:11, 134:19, 135:5, 145:23, 147:26, 148:2, 152:13, 153:4, 153:25, 154:4, 155:28, 157:3, 157:4, 158:2, 158:4, 159:10, 160:11, 162:4, 164:8, 169:7, 174:21, 178:22, 178:27, 178:29, 179:18, 181:19, 181:20, 184:4, 184:8, 184:12, 186:17, 187:17, 187:19</p> <p>child [4] - 16:25, 25:5, 105:21, 183:4</p> <p>children [1] - 83:12</p> <p>chronic [1] - 83:9</p> <p>Ciara [1] - 5:10</p> <p>circuit [1] - 161:26</p> <p>circulated [5] - 21:18, 22:4, 60:27, 91:26, 101:14</p> <p>circumstances [14] - 8:17, 8:22, 12:29, 30:24, 32:20, 33:3, 33:7, 35:6, 98:25, 122:9, 147:10, 174:21, 177:7, 179:28</p> <p>cited [1] - 111:16</p> <p>citing [3] - 29:21, 39:25, 147:19</p> <p>City [3] - 121:18, 128:7, 135:17</p> <p>city [3] - 47:1, 149:16, 175:6</p> <p>civilian [1] - 137:25</p> <p>claimed [1] - 47:28</p> <p>claims [2] - 70:24, 77:4</p>	<p>clarification [2] - 54:25, 169:4</p> <p>clarified [1] - 8:22</p> <p>clarify [2] - 8:1, 107:15</p> <p>clarifying [1] - 8:15</p> <p>classification [4] - 33:22, 64:24, 65:25, 178:9</p> <p>classified [7] - 30:2, 30:4, 31:28, 32:1, 128:17, 133:15, 177:23</p> <p>classify [1] - 32:7</p> <p>classifying [1] - 64:11</p> <p>clear [11] - 112:12, 149:21, 153:2, 153:28, 160:17, 161:1, 165:20, 169:3, 172:16, 172:26, 175:13</p> <p>cleared [1] - 157:25</p> <p>clearly [3] - 13:3, 48:19, 181:16</p> <p>client [2] - 181:14, 181:15</p> <p>client's [1] - 181:16</p> <p>Clifford [1] - 141:3</p> <p>clinical [3] - 176:21, 179:23, 180:8</p> <p>clinically [1] - 176:22</p> <p>close [5] - 81:12, 93:11, 113:26, 128:6, 175:12</p> <p>closely [1] - 128:25</p> <p>closer [5] - 36:4, 43:25, 149:26, 169:19, 175:10</p> <p>closing [1] - 159:22</p> <p>Club [1] - 119:18</p> <p>club [1] - 68:5</p> <p>CMO [14] - 39:26, 58:4, 141:23, 147:13, 147:15, 174:24, 174:26, 177:17, 179:16, 181:15,</p>	<p>182:9, 185:9, 185:13, 187:25</p> <p>CMO's [2] - 161:18, 176:5</p> <p>Cobh [5] - 37:28, 58:12, 84:6, 173:5, 175:28</p> <p>Code [15] - 31:20, 48:20, 59:7, 64:16, 80:4, 88:22, 93:6, 95:20, 126:18, 137:2, 141:26, 158:11, 173:20, 174:1, 174:5</p> <p>code [1] - 83:5</p> <p>Cody [1] - 6:3</p> <p>coerce [1] - 29:1</p> <p>colleague [5] - 17:3, 26:3, 96:29, 100:8, 135:23</p> <p>colleagues [1] - 47:14</p> <p>collect [1] - 138:4</p> <p>Collins [1] - 147:15</p> <p>collision [1] - 131:8</p> <p>collusion [1] - 71:1</p> <p>combined [1] - 136:5</p> <p>comfortable [1] - 130:10</p> <p>coming [5] - 83:29, 129:25, 129:29, 130:1, 187:24</p> <p>commander [2] - 69:4, 122:2</p> <p>commence [1] - 57:13</p> <p>COMMENCED [1] - 5:1</p> <p>commenced [3] - 73:23, 129:27, 130:16</p> <p>commencemen [1] - 113:18</p> <p>commencing [1] - 19:22</p> <p>Commission [1] - 134:26</p> <p>commissioner [6] - 42:21, 116:20, 156:16, 157:13, 162:10, 178:2</p>	<p>Commissioner [62] - 5:14, 7:12, 15:23, 17:19, 17:21, 19:3, 34:15, 36:19, 39:24, 40:4, 42:27, 43:8, 45:18, 45:22, 45:23, 46:11, 47:8, 48:18, 60:21, 62:2, 63:22, 74:8, 77:5, 86:27, 102:7, 103:6, 109:26, 114:11, 114:15, 115:4, 115:19, 115:20, 115:27, 116:5, 116:13, 116:25, 116:26, 116:27, 117:3, 117:16, 117:20, 117:23, 118:11, 118:19, 118:25, 118:26, 119:2, 119:6, 141:23, 147:13, 157:2, 162:15, 163:23, 170:19, 172:1, 176:15, 177:15, 179:11, 179:19, 181:29, 182:13, 183:22</p> <p>commitment [1] - 121:26</p> <p>committed [1] - 143:13</p> <p>committing [1] - 154:11</p> <p>communicatio [1] - 93:16</p> <p>communicatio [1] - 118:23</p> <p>commute [2] - 173:12, 173:14</p> <p>commuting [1] - 173:6</p> <p>company [1] - 81:4</p> <p>COMPANY [1] - 3:3</p> <p>compartments [1] - 13:1</p> <p>compelling [1] - 57:2</p> <p>competent [1] - 113:1</p> <p>complain [1] - 143:9</p> <p>complainant [3] - 105:10, 105:16,</p>	<p>107:23</p> <p>complained [1] - 171:21</p> <p>complains [1] - 73:20</p> <p>complaint [113] - 9:8, 9:13, 10:23, 10:26, 11:20, 13:5, 14:24, 16:17, 17:22, 19:15, 19:26, 21:7, 21:21, 23:16, 23:23, 24:2, 24:13, 25:4, 25:7, 25:16, 26:21, 26:28, 28:10, 28:25, 28:27, 36:1, 41:4, 41:5, 41:8, 43:23, 45:16, 46:25, 47:16, 47:29, 48:3, 50:22, 57:9, 57:25, 70:26, 73:4, 78:9, 78:15, 78:23, 78:24, 78:28, 78:29, 79:8, 79:11, 79:18, 80:6, 80:15, 80:19, 87:13, 87:19, 90:21, 100:4, 100:7, 100:19, 100:20, 101:4, 102:12, 103:17, 103:24, 104:3, 104:26, 105:11, 107:13, 112:8, 113:3, 124:14, 134:11, 135:4, 142:1, 142:14, 143:10, 144:15, 144:21, 144:28, 145:13, 145:14, 148:5, 148:7, 148:8, 155:23, 155:24, 156:6, 156:12, 157:13, 157:28, 158:14, 158:18, 158:29, 160:8, 160:16, 160:22, 160:25, 162:8, 162:12, 162:25, 169:17, 169:18, 170:19, 171:19, 171:21, 172:27, 173:27, 178:1, 183:12, 183:24, 184:15, 186:12</p> <p>complaint" [1] - 18:10</p>	<p>complaints [12] - 10:14, 17:16, 18:23, 26:1, 27:1, 70:18, 70:22, 70:24, 100:10, 102:19, 104:15, 162:28</p> <p>complete [5] - 20:14, 61:15, 93:15, 102:26, 103:14</p> <p>completed [4] - 10:4, 60:10, 61:22, 103:19</p> <p>completely [1] - 96:5</p> <p>compliance [2] - 13:8, 141:25</p> <p>comply [4] - 12:5, 48:26, 58:3, 141:28</p> <p>comprehensiv [1] - 61:25</p> <p>comprised [1] - 135:4</p> <p>compromised [2] - 16:2, 106:8</p> <p>Comyns [175] - 6:23, 14:14, 14:15, 15:2, 15:4, 15:25, 15:29, 16:3, 16:10, 16:22, 18:12, 18:15, 19:13, 19:16, 19:24, 20:18, 20:21, 23:19, 23:21, 24:7, 24:17, 24:26, 24:28, 28:17, 28:20, 29:1, 29:10, 30:21, 31:27, 35:8, 37:5, 37:22, 38:5, 38:13, 38:29, 39:9, 39:11, 39:19, 41:6, 41:7, 41:20, 41:22, 41:29, 42:18, 44:29, 45:16, 45:26, 46:21, 46:29, 47:5, 47:21, 48:1, 48:4, 48:7, 50:11, 50:15, 50:28, 51:19, 56:15, 61:6, 61:13, 62:8, 62:11, 62:18, 63:21, 64:3, 68:2, 69:3, 69:9, 69:11, 69:17, 69:22,</p>
--	---	---	---	---	---

69:24, 69:28, 70:4, 70:26, 71:19, 71:23, 71:27, 72:26, 73:8, 74:3, 74:4, 74:6, 81:28, 83:3, 83:25, 83:28, 84:10, 85:13, 85:23, 86:21, 86:24, 88:14, 89:3, 89:12, 89:15, 89:18, 90:12, 90:26, 90:28, 92:12, 92:24, 94:7, 95:18, 95:21, 95:27, 96:20, 97:3, 97:8, 97:13, 97:19, 97:20, 98:1, 98:6, 98:12, 99:9, 99:16, 99:18, 99:22, 99:29, 100:9, 100:28, 101:3, 101:5, 101:8, 101:29, 102:14, 103:2, 103:5, 103:8, 106:5, 106:7, 107:26, 108:6, 110:16, 111:4, 111:29, 113:14, 119:13, 120:2, 120:4, 120:11, 120:16, 120:23, 121:3, 121:10, 121:11, 121:28, 122:8, 122:16, 127:6, 127:24, 128:6, 128:8, 128:20, 128:24, 132:10, 133:10, 133:14, 134:23, 135:1, 135:18, 137:1, 139:16, 141:9, 143:2, 143:11, 145:11, 145:19, 148:25, 171:26, 184:8, 184:18, 184:29 Comyns' [4] - 16:2, 24:14, 47:11, 86:3 Comyns's [3] - 137:20, 139:23, 140:7 concentrating [1] - 188:23 concern [4] - 43:5, 56:8, 121:2, 123:2	concerned [15] - 10:24, 11:10, 11:25, 15:4, 15:15, 17:2, 55:10, 55:12, 82:9, 94:17, 115:16, 126:9, 148:21, 148:24, 163:3 concerning [6] - 10:3, 17:8, 26:2, 78:10, 118:15, 148:25 concerns [5] - 55:4, 117:23, 117:28, 167:8, 169:11 conclude [2] - 80:16, 159:1 concluded [6] - 45:3, 72:15, 74:9, 85:26, 86:9, 86:28 conclusion [3] - 112:18, 122:19, 186:4 condemnation [1] - 11:18 condition [6] - 11:24, 33:2, 176:21, 179:24, 180:8, 180:9 conditions [4] - 11:20, 36:29, 48:14, 52:16 condoned [3] - 11:15, 12:12, 28:7 condoning [1] - 74:16 conduct [11] - 12:27, 15:4, 17:2, 74:5, 85:24, 86:25, 100:4, 100:8, 103:1, 105:4, 134:29 conducted [13] - 13:15, 18:18, 19:12, 19:26, 22:2, 25:14, 25:17, 42:6, 106:2, 106:9, 107:1, 112:29, 134:18 conducting [2] - 21:3, 25:26 conference [28] - 35:10, 56:22, 56:28, 58:11, 58:18, 71:13,	71:15, 71:20, 71:22, 71:28, 72:22, 72:23, 73:2, 73:6, 73:10, 73:13, 73:21, 73:25, 73:26, 73:28, 85:14, 86:2, 87:12, 87:21, 110:22, 111:7, 112:15, 178:19 conferences [1] - 43:9 confident [1] - 122:23 confidential [5] - 23:24, 109:2, 109:8, 142:2, 177:8 confidentiality [1] - 21:17 confidentially [3] - 23:28, 108:9, 142:14 confirm [5] - 56:4, 89:24, 99:4, 101:20, 161:9 confirmation [4] - 92:7, 172:23, 181:17, 185:4 confirmed [8] - 18:26, 61:7, 65:24, 116:11, 155:1, 158:4, 161:24, 177:29 confirming [2] - 56:29, 97:17 confronting [1] - 56:18 confusion [1] - 168:27 Conlon [1] - 6:25 connected [3] - 15:20, 130:5, 151:18 connection [7] - 23:7, 28:13, 30:12, 108:20, 114:16, 119:7, 138:26 conscience [3] - 21:4, 25:27, 112:25 conscious [2] - 21:26, 173:24 consequent [2] - 33:6, 179:24 consider [49] - 10:14, 18:2,	22:27, 26:15, 26:25, 33:22, 38:1, 38:21, 43:15, 45:19, 49:6, 51:24, 56:13, 59:26, 64:2, 67:23, 71:7, 74:11, 74:12, 78:3, 78:4, 79:22, 79:23, 81:16, 81:17, 85:1, 85:2, 88:9, 92:23, 97:2, 99:28, 101:28, 113:21, 119:1, 122:13, 149:18, 151:5, 151:7, 151:27, 153:17, 153:21, 154:10, 154:13, 154:15, 154:18, 154:29, 155:2, 163:23, 184:20 consideration [7] - 11:28, 12:23, 14:2, 20:4, 27:2, 63:19, 113:2 considerations [1] - 30:17 considered [9] - 10:23, 20:5, 26:11, 37:19, 38:3, 135:10, 136:28, 153:23, 187:9 considering [1] - 124:14 consisted [2] - 25:4, 25:11 consistent [4] - 153:8, 153:24, 153:27, 185:7 consists [1] - 14:5 conspired [5] - 69:9, 70:14, 70:25, 120:2, 121:9 constitute [1] - 113:23 constituted [19] - 33:23, 38:22, 43:16, 49:7, 56:14, 59:27, 64:4, 67:25, 71:9, 74:12, 78:4, 79:23, 81:18, 85:5, 88:11, 92:25, 97:4, 99:29, 101:29 constitutes [1] -	12:4 construed [1] - 84:13 consult [3] - 89:29, 152:1, 152:3 consultant [1] - 34:25 consultation [2] - 67:6, 143:16 consulted [3] - 66:3, 80:24, 101:11 contact [22] - 35:8, 47:5, 47:21, 48:7, 61:9, 63:10, 69:10, 69:18, 69:24, 70:5, 70:15, 77:29, 82:12, 82:26, 83:27, 94:22, 96:28, 120:3, 120:13, 121:3, 121:10, 122:7 contacted [13] - 33:14, 52:9, 77:22, 82:5, 83:7, 94:13, 107:16, 110:19, 110:28, 155:17, 157:22, 177:21, 182:8 contacts [1] - 19:24 contained [1] - 87:15 contemplate [1] - 140:16 contemplated [1] - 67:5 contends [1] - 29:23 content [1] - 42:28 contents [2] - 56:9, 177:11 context [8] - 11:5, 26:17, 35:21, 79:14, 118:21, 149:10, 150:6, 155:29 continue [5] - 72:3, 85:18, 172:13, 173:16, 188:3 continued [7] - 19:23, 30:8, 33:11, 46:27, 75:17, 101:3, 184:14 continues [2] -	72:12, 86:6 contractual [1] - 12:5 contrary [1] - 169:24 contributed [1] - 133:27 control [3] - 70:12, 121:14, 139:29 convenient [3] - 164:29, 188:4, 188:6 conversation [6] - 111:16, 111:19, 153:4, 154:4, 166:6, 174:10 conversations [1] - 79:14 conveyed [4] - 15:24, 86:29, 87:8, 146:25 cooperate [2] - 42:17, 159:29 cooperation [3] - 72:12, 86:7, 104:11 copies [2] - 143:18, 146:11 copy [8] - 61:16, 105:17, 135:19, 146:6, 161:3, 161:17, 179:10, 181:9 cordon [1] - 68:25 Cork [24] - 14:4, 24:13, 43:7, 43:11, 45:26, 46:29, 47:27, 68:6, 68:15, 108:11, 119:19, 121:18, 125:22, 126:11, 128:7, 131:19, 135:17, 149:16, 156:24, 166:21, 172:18, 175:6 coroner [3] - 60:10, 61:23, 63:13 corporate [1] - 88:4 correct [156] - 8:11, 8:12, 8:13, 56:10, 98:18, 125:6, 125:10, 125:18, 125:29, 126:2, 126:21, 126:22, 126:24,
---	---	--	---	---	---

126:25, 127:1, 127:8, 127:9, 127:13, 127:18, 127:26, 128:11, 128:18, 128:19, 129:1, 129:3, 129:5, 129:7, 131:3, 131:13, 132:22, 132:28, 133:4, 133:5, 133:12, 133:18, 133:25, 133:26, 134:1, 134:2, 134:3, 134:5, 134:12, 134:13, 134:15, 134:16, 134:24, 134:25, 135:3, 135:6, 135:7, 135:12, 135:13, 136:4, 136:8, 139:4, 139:10, 139:22, 139:28, 140:11, 140:28, 141:4, 141:11, 141:12, 142:6, 142:8, 142:12, 142:17, 142:18, 143:8, 144:6, 144:7, 146:18, 147:8, 147:28, 148:23, 148:28, 149:2, 150:15, 150:16, 150:20, 150:21, 150:24, 150:25, 150:29, 151:1, 152:9, 152:15, 153:19, 155:3, 155:15, 155:16, 155:20, 155:25, 155:27, 156:3, 156:10, 157:5, 157:6, 157:9, 157:10, 157:14, 157:15, 157:17, 157:18, 157:26, 158:6, 158:21, 158:22, 159:13, 160:3, 160:10, 160:21, 161:1, 161:2, 161:4, 161:8, 161:12, 161:13, 161:14, 161:22, 161:23, 161:29, 162:2, 163:26, 163:27, 164:9, 168:2, 168:3, 169:13, 169:14, 169:22, 172:18, 172:20, 172:29, 173:1,	175:16, 176:6, 176:7, 176:11, 176:12, 176:24, 179:13, 179:14, 179:17, 181:25, 182:5, 182:16, 182:23, 182:26, 184:1, 184:7, 185:11, 186:22, 186:23, 187:27, 187:28 corrected [1] - 123:11 corrections [1] - 123:10 correctly [2] - 62:16, 88:7 correspondenc e [10] - 14:22, 17:25, 65:4, 65:23, 109:8, 110:10, 118:18, 179:10, 179:26, 184:14 corruption [1] - 23:25 COSTELLO [1] - 3:3 Costelloe [10] - 7:15, 167:21, 168:9, 168:10, 168:11, 168:18, 168:23, 168:28, 188:14, 188:19 COSTELLOE [15] - 5:20, 5:22, 5:27, 6:2, 7:17, 167:17, 167:24, 167:27, 168:3, 168:7, 168:17, 168:19, 168:29, 169:4, 188:15 costelloe [1] - 5:21 costs [2] - 125:26, 125:28 counsel [3] - 7:8, 7:11, 124:20 country [1] - 162:10 County [1] - 166:21 couple [4] - 95:22, 95:23, 148:29, 178:22 course [29] - 6:11, 6:19, 9:18, 12:7, 16:23, 17:17, 18:19, 19:14, 21:1, 21:6,	21:14, 21:24, 24:14, 25:18, 25:24, 29:2, 69:26, 80:13, 101:6, 103:26, 105:22, 107:16, 111:7, 115:2, 119:28, 124:20, 133:16, 158:27, 187:5 Court [2] - 9:27, 26:11 cover [9] - 90:11, 90:16, 91:13, 91:21, 92:1, 92:2, 92:6, 92:7, 92:14 covered [4] - 11:18, 98:10, 111:5, 186:14 covering [2] - 112:6, 185:16 covers [1] - 93:10 create [2] - 14:27, 61:8 crime [1] - 92:2 criminal [20] - 18:1, 18:9, 19:12, 19:22, 24:7, 34:20, 45:15, 102:11, 102:20, 104:21, 108:17, 113:9, 115:9, 142:2, 160:24, 160:27, 162:25, 163:4, 163:14, 183:9 criminality [1] - 105:6 critical [6] - 16:6, 19:19, 20:26, 60:20, 61:5, 62:28 criticism [2] - 60:2, 163:28 criticisms [1] - 113:22 current [6] - 77:27, 80:3, 106:12, 156:26, 158:9, 178:10 customary [1] - 125:16 CVs [1] - 120:24	D D/Garda [1] - 73:12	Daly [1] - 6:6 date [30] - 9:14, 11:26, 18:10, 23:2, 28:24, 30:8, 34:10, 40:4, 40:10, 45:29, 49:13, 50:13, 52:26, 55:24, 56:8, 74:26, 75:24, 101:13, 117:3, 136:25, 137:16, 147:3, 147:12, 152:15, 158:23, 161:10, 161:13, 169:25, 170:5 dated [60] - 10:5, 15:27, 16:17, 17:4, 17:13, 18:26, 19:2, 19:6, 22:22, 23:16, 23:17, 25:21, 26:6, 35:2, 35:18, 40:20, 41:21, 44:9, 44:19, 44:24, 45:11, 45:19, 45:22, 45:28, 46:8, 46:10, 49:20, 49:27, 50:6, 52:20, 53:26, 56:26, 56:29, 61:2, 61:14, 71:26, 72:8, 74:29, 75:27, 75:28, 78:18, 80:1, 81:29, 85:9, 85:12, 85:28, 86:21, 87:16, 88:10, 94:1, 94:8, 97:16, 103:7, 105:28, 106:23, 106:28, 109:12, 109:14, 109:17, 137:11 dates [15] - 22:12, 26:28, 29:14, 90:5, 91:2, 91:3, 91:5, 92:8, 93:21, 93:26, 94:21, 95:2, 95:28, 111:20, 179:26 David [1] - 6:5 days [12] - 29:11, 69:26, 80:15, 81:10, 82:11, 96:12, 105:4, 140:12, 147:18, 158:29,	159:18, 178:22 deal [9] - 43:10, 58:19, 84:14, 84:28, 120:11, 120:22, 124:28, 131:7, 156:24 dealing [9] - 61:28, 69:17, 70:21, 104:14, 114:4, 117:29, 118:22, 122:8, 136:10 dealings [1] - 86:18 dealt [11] - 62:13, 67:24, 70:9, 93:22, 104:25, 104:26, 136:11, 138:14, 146:4, 179:28, 183:1 debar [1] - 57:2 Deborah [1] - 6:3 December [6] - 13:24, 22:2, 65:15, 106:23, 125:16, 184:24 decide [1] - 152:12 decided [3] - 63:19, 67:8, 152:15 deciding [2] - 70:8, 84:6 decision [11] - 45:19, 45:21, 45:22, 46:10, 66:29, 67:16, 106:20, 107:4, 178:9, 180:26, 182:14 decision- making [2] - 66:29, 67:16 decisions [2] - 17:6, 118:8 declined [5] - 39:7, 81:3, 142:29, 143:2, 156:28 deemed [4] - 33:8, 40:16, 81:5, 178:6 defence [1] - 139:5 deferred [3] - 74:28, 75:26, 75:28 deficiencies [1]	- 90:16 defined [5] - 12:15, 13:3, 23:9, 31:18, 33:1 defines [1] - 22:29 definite [1] - 9:28 definition [3] - 12:19, 22:25, 96:24 degree [1] - 151:10 delay [4] - 25:15, 104:9, 105:8, 109:10 delayed [2] - 136:26, 140:3 delaying [3] - 21:2, 25:25, 103:27 delegated [1] - 45:18 deliberate [2] - 62:5, 105:8 deliberately [19] - 16:5, 16:27, 21:2, 21:6, 25:25, 30:3, 31:29, 66:12, 66:17, 90:20, 98:5, 98:25, 98:26, 103:26, 104:2, 109:7, 110:1, 112:6, 120:21 deliberation [1] - 66:28 deliver [1] - 9:6 delivered [1] - 63:2 demand [1] - 111:27 denial [1] - 110:14 denied [2] - 51:20, 101:9 Denis [1] - 137:24 Denise [1] - 137:27 Dennedy [7] - 152:7, 152:8, 176:24, 176:27, 182:8, 185:12, 185:15 deny [7] - 58:23, 70:27, 77:8, 77:13, 79:9, 79:19, 96:5 Department [1] -
---	--	--	---	---	--	---

<p>32:5 dependent [1] - 186:1 deployed [1] - 70:8 depression [1] - 181:14 depressive [1] - 176:10 Deputy [2] - 60:21, 62:2 described [6] - 23:20, 28:16, 95:1, 111:25, 118:6, 134:17 describing [1] - 170:11 designated [2] - 69:3, 121:29 despite [4] - 90:15, 91:12, 105:12, 138:24 detail [9] - 11:2, 13:17, 29:22, 37:18, 78:17, 86:18, 91:7, 136:9, 183:5 detailed [7] - 14:28, 17:24, 61:15, 68:23, 83:18, 128:15, 138:21 detailing [2] - 62:13, 97:16 details [3] - 101:14, 133:7, 133:19 Detective [1] - 73:9 determination [1] - 135:8 determined [1] - 26:14 determining [1] - 26:12 development [1] - 176:21 devoid [3] - 21:3, 25:26, 112:24 Diarmid [1] - 5:8 different [15] - 24:16, 29:14, 36:4, 48:11, 79:12, 95:24, 101:18, 127:22, 148:29, 159:14, 167:18, 167:27, 169:20, 182:25,</p>	<p>183:24 difficult [1] - 96:28 difficulty [9] - 7:22, 28:19, 69:16, 120:10, 127:23, 136:2, 153:9, 154:1, 168:4 diligent [1] - 112:29 Dillane [127] - 14:8, 14:15, 30:4, 30:22, 32:1, 32:13, 36:1, 36:17, 36:23, 37:13, 37:17, 39:12, 39:23, 40:6, 41:5, 41:23, 42:8, 42:12, 42:29, 43:3, 43:10, 43:23, 44:11, 44:23, 46:17, 46:27, 47:3, 47:21, 50:8, 50:16, 50:29, 53:6, 53:9, 53:12, 53:23, 55:3, 55:19, 55:21, 55:29, 56:6, 56:16, 57:8, 57:11, 57:14, 57:18, 57:20, 58:1, 58:9, 59:17, 60:6, 61:3, 62:9, 62:20, 63:6, 63:16, 64:4, 64:7, 65:4, 65:6, 65:16, 65:23, 65:28, 66:2, 66:13, 66:21, 67:25, 68:7, 69:3, 70:10, 70:19, 71:27, 72:9, 73:17, 75:14, 77:2, 77:22, 77:25, 77:28, 78:14, 78:21, 78:27, 79:4, 80:1, 80:29, 81:8, 81:18, 81:29, 82:16, 83:5, 83:16, 83:23, 84:18, 85:5, 85:13, 85:29, 86:13, 86:17, 87:7, 87:15, 87:24, 88:11, 94:8, 94:27, 96:6, 115:22, 115:23, 118:24, 119:20,</p>	<p>122:1, 145:23, 146:27, 147:27, 148:2, 152:13, 153:5, 153:25, 154:5, 155:29, 157:3, 158:5, 159:10, 160:11, 164:8, 169:8, 178:23, 184:9 Dillane's [5] - 43:5, 59:15, 151:25, 162:4, 184:13 direct [6] - 46:24, 47:4, 96:13, 99:19, 121:7, 122:7 directed [20] - 11:7, 12:11, 17:20, 20:11, 28:6, 44:16, 45:24, 50:16, 50:28, 53:5, 53:8, 63:12, 66:27, 74:23, 89:10, 99:9, 106:16, 113:12, 141:14, 176:14 directing [3] - 45:9, 74:16, 75:22 direction [6] - 10:10, 24:12, 53:6, 60:19, 61:4, 62:12 directions [5] - 16:3, 91:15, 91:16, 107:29 Directive [1] - 39:2 directive [7] - 41:25, 49:23, 108:5, 141:20, 141:26, 146:17, 156:27 DIRECTLY [2] - 4:4, 124:5 directly [12] - 7:29, 69:17, 79:29, 80:20, 96:29, 120:11, 157:17, 157:23, 157:28, 158:25, 159:12, 181:29 director [1] - 87:16 Director [10] - 19:29, 20:10, 26:5, 33:17, 44:17, 74:24,</p>	<p>102:21, 106:15, 106:20, 113:11 directorate [1] - 50:7 Directorate [1] - 33:15 disciplinary [12] - 20:15, 45:16, 81:22, 84:9, 84:19, 84:20, 84:25, 92:28, 102:27, 134:27, 134:29, 135:9 Disciplinary [1] - 84:7 discipline [25] - 18:12, 29:13, 29:18, 82:20, 83:4, 95:1, 95:4, 95:19, 96:3, 96:8, 102:14, 102:29, 103:9, 113:13, 113:15, 134:21, 134:23, 135:21, 135:22, 135:25, 136:29, 138:15, 143:21, 146:5, 146:6 Discipline [12] - 16:11, 18:4, 18:13, 20:16, 28:28, 82:18, 84:24, 85:4, 92:29, 94:28, 102:15, 102:28 disciplined [1] - 29:15 disclosed [1] - 122:24 disclosure [43] - 10:15, 10:18, 10:19, 11:26, 12:2, 12:11, 12:26, 12:28, 16:17, 17:1, 22:11, 22:17, 23:1, 23:15, 24:10, 25:1, 25:11, 25:21, 25:29, 26:4, 26:12, 26:23, 26:26, 28:7, 28:13, 28:18, 28:24, 30:7, 30:13, 30:25, 33:25, 38:24, 49:9, 51:26, 64:9, 79:29, 88:16, 103:22, 113:17, 114:13, 119:12,</p>	<p>182:20 Disclosure [1] - 10:27 Disclosures [6] - 9:10, 22:19, 22:25, 26:27, 70:23, 113:17 disclosures [9] - 11:15, 11:27, 16:16, 17:3, 17:12, 20:25, 47:18, 114:17, 119:8 discovery [1] - 13:8 discredit [7] - 30:22, 64:8, 88:14, 102:5, 114:12, 118:13, 119:11 discreditable [1] - 103:1 discredited [8] - 10:19, 11:17, 29:23, 30:18, 51:25, 103:12, 119:3, 122:14 discrediting [24] - 12:10, 28:6, 28:11, 30:11, 33:24, 38:23, 43:16, 49:8, 56:14, 59:28, 64:4, 67:26, 71:9, 74:13, 78:5, 79:24, 81:19, 85:5, 88:11, 92:25, 97:4, 100:1, 102:1, 113:23 discrete [1] - 13:1 discuss [9] - 39:7, 42:5, 57:21, 142:29, 143:3, 148:21, 156:22, 156:28, 184:13 discussed [1] - 52:17 discussing [2] - 155:28, 174:26 discussion [7] - 144:12, 144:14, 156:4, 171:3, 172:8, 174:7, 174:13 discussions [3] - 42:28, 43:3, 48:20 dismiss [1] -</p>	<p>112:18 disputed [2] - 111:16, 112:27 distance [2] - 126:21, 175:9 distress [1] - 110:8 distressed [1] - 109:24 district [106] - 14:13, 15:2, 15:21, 37:23, 37:25, 38:6, 38:7, 38:11, 38:13, 38:18, 39:17, 39:29, 41:18, 42:7, 45:1, 45:6, 45:27, 47:10, 47:11, 48:17, 48:18, 60:9, 60:14, 60:24, 60:25, 60:29, 61:2, 61:17, 61:23, 62:23, 66:4, 66:27, 68:6, 68:9, 68:12, 68:18, 70:11, 72:5, 72:13, 72:14, 72:18, 74:5, 78:22, 78:26, 79:17, 79:19, 82:7, 82:27, 84:2, 85:10, 85:20, 85:24, 86:6, 86:7, 86:9, 86:11, 86:25, 87:2, 87:10, 87:28, 88:4, 88:26, 88:27, 90:14, 91:4, 91:18, 91:19, 93:16, 94:16, 96:10, 97:22, 97:29, 98:16, 99:11, 99:14, 99:24, 101:13, 101:15, 101:26, 119:19, 119:22, 121:12, 121:16, 127:7, 128:10, 129:17, 131:14, 131:15, 131:16, 131:20, 143:5, 146:3, 146:19, 149:4, 149:14, 149:19, 149:26, 151:8, 151:18, 160:4, 169:29, 171:25, 173:5</p>
--	---	--	--	--	---

<p>District [5] - 14:12, 15:22, 17:10, 37:4, 86:11</p> <p>districts [1] - 14:6</p> <p>disturbing [1] - 111:25</p> <p>division [18] - 10:11, 14:5, 42:20, 42:23, 43:12, 45:27, 47:27, 66:26, 68:7, 76:24, 119:20, 121:21, 122:4, 149:6, 156:24, 172:18, 172:22, 175:6</p> <p>Division [2] - 14:5, 43:7</p> <p>Divisional [1] - 30:2</p> <p>divisional [23] - 14:7, 14:9, 31:19, 31:28, 42:13, 55:20, 60:19, 64:17, 64:24, 65:11, 66:4, 68:8, 68:15, 70:9, 86:19, 96:15, 119:21, 121:29, 122:2, 131:13, 131:16, 131:19, 162:15</p> <p>divisions [2] - 121:18, 122:4</p> <p>doctor [16] - 32:4, 49:20, 50:9, 53:5, 53:13, 53:19, 54:19, 81:8, 140:24, 140:27, 143:16, 182:3, 182:8, 183:29, 185:12, 185:15</p> <p>doctor's [2] - 48:26, 55:23</p> <p>doctors [1] - 176:19</p> <p>document [10] - 14:27, 24:11, 91:25, 122:25, 122:27, 132:11, 136:1, 137:11, 139:14, 155:7</p> <p>documentation [7] - 64:29, 108:1, 122:23, 132:16, 180:11, 180:20, 180:29</p>	<p>documents [7] - 17:5, 21:19, 124:22, 124:25, 128:23, 147:7, 147:16</p> <p>dog [1] - 135:16</p> <p>done [13] - 36:27, 47:26, 62:5, 66:27, 110:9, 140:17, 163:21, 164:5, 170:18, 184:21, 184:27, 185:4, 188:20</p> <p>door [1] - 72:27</p> <p>doubled [1] - 83:5</p> <p>doubt [1] - 188:19</p> <p>doubtful [1] - 188:13</p> <p>down [18] - 5:12, 120:23, 124:8, 136:2, 137:21, 140:1, 141:13, 143:20, 143:21, 143:22, 145:22, 147:1, 153:20, 153:29, 162:12, 168:25, 184:16, 184:17</p> <p>downgraded [1] - 66:16</p> <p>DPP [5] - 104:21, 105:12, 107:14, 107:28, 108:4</p> <p>DPP's [1] - 107:4</p> <p>Dr [44] - 31:9, 32:24, 34:3, 34:5, 34:8, 34:24, 34:26, 35:2, 35:18, 40:20, 44:8, 49:26, 52:1, 52:3, 52:8, 52:20, 52:21, 53:24, 54:1, 54:4, 54:11, 54:15, 54:27, 55:22, 56:1, 56:4, 56:21, 56:28, 117:22, 117:28, 143:16, 143:17, 147:15, 152:7, 152:8, 161:22, 176:24, 176:27, 177:13, 182:8, 185:12, 185:15</p> <p>draft [1] - 9:21</p> <p>drawing [2] - 7:16, 146:28</p>	<p>drawn [1] - 121:17</p> <p>drug [2] - 135:16, 135:26</p> <p>drugs [3] - 78:10, 78:16, 79:8</p> <p>Dublin [3] - 58:18, 59:21, 125:12</p> <p>DUBLIN [2] - 3:5, 3:10</p> <p>due [20] - 6:11, 6:19, 14:19, 31:5, 31:11, 31:16, 31:17, 40:22, 58:21, 75:10, 82:6, 84:1, 94:14, 113:12, 121:25, 124:20, 132:21, 140:13, 156:26, 181:14</p> <p>duly [2] - 112:29, 123:11</p> <p>Dunne [10] - 90:22, 92:10, 93:25, 97:18, 97:19, 98:5, 98:29, 99:23, 99:24, 100:27</p> <p>during [28] - 9:18, 13:22, 13:28, 15:4, 15:10, 19:14, 21:14, 21:24, 22:21, 31:7, 31:15, 43:25, 48:4, 48:12, 49:19, 67:17, 75:2, 76:2, 77:25, 82:28, 83:10, 86:16, 91:8, 99:23, 107:15, 122:25, 135:2, 173:18</p> <p>During [1] - 115:2</p> <p>duties [8] - 57:4, 72:5, 85:20, 99:25, 131:4, 131:26, 177:2, 184:6</p> <p>duty [85] - 14:18, 24:21, 29:20, 29:25, 31:3, 31:20, 32:16, 39:25, 49:18, 49:21, 50:10, 51:12, 53:26, 54:25, 55:9,</p>	<p>58:22, 62:15, 62:24, 62:26, 67:29, 68:23, 69:12, 69:21, 71:8, 72:24, 73:22, 73:23, 82:4, 82:7, 82:22, 82:24, 82:26, 83:26, 84:2, 84:3, 84:8, 84:11, 88:6, 92:20, 94:12, 94:15, 95:2, 97:12, 97:14, 97:17, 97:21, 97:27, 98:3, 98:18, 98:20, 98:23, 98:24, 99:4, 99:17, 120:5, 121:25, 126:23, 129:15, 129:25, 129:27, 130:1, 130:5, 130:6, 130:7, 130:9, 130:15, 130:16, 136:6, 136:20, 138:9, 138:14, 138:18, 138:20, 139:26, 139:27, 140:10, 145:26, 145:27, 173:19, 174:13, 177:23, 181:5, 181:16</p>	<p>Eddie [1] - 75:12</p> <p>Edmund [2] - 64:25, 77:19</p> <p>effect [6] - 9:22, 78:26, 85:10, 87:27, 88:3, 101:15</p> <p>effective [9] - 14:18, 29:20, 31:3, 39:25, 49:17, 50:3, 147:3, 177:1, 184:5</p> <p>effectively [1] - 129:22</p> <p>effectiveness [4] - 35:23, 80:3, 143:1, 158:10</p> <p>efficiencies [1] - 43:7</p> <p>efficient [1] - 188:29</p> <p>effort [1] - 185:7</p> <p>efforts [1] - 33:11</p> <p>Egan [1] - 5:17</p> <p>eight [6] - 18:20, 23:18, 32:9, 113:29, 128:16, 134:10</p> <p>either [8] - 47:8, 50:28, 64:20, 73:2, 100:29, 111:5, 113:18, 143:29</p> <p>elaborate [1] - 67:12</p> <p>element [7] - 29:8, 140:6, 160:24, 186:8, 186:9, 186:12</p> <p>elements [2] - 13:2, 135:4</p> <p>elimination [2] - 108:12, 108:19</p> <p>elsewhere [2] - 126:6, 149:11</p> <p>emailed [6] - 33:17, 34:14, 36:18, 43:27, 60:19, 115:4</p> <p>emanated [1] - 161:17</p> <p>emerged [1] - 9:13</p> <p>emergencies [1] - 93:9</p> <p>emergency [1] - 81:23</p> <p>emerges [1] -</p>	<p>9:17</p> <p>emphasis [2] - 87:1, 87:9</p> <p>emphasised [1] - 12:21</p> <p>Employee [1] - 159:2</p> <p>employee's [1] - 33:3</p> <p>employer [1] - 23:3</p> <p>employment [1] - 23:8</p> <p>en [1] - 56:4</p> <p>enable [1] - 92:20</p> <p>enclosed [1] - 105:17</p> <p>encloses [1] - 147:7</p> <p>encounter [1] - 165:14</p> <p>encourage [1] - 48:5</p> <p>encouraging [1] - 149:9</p> <p>end [11] - 62:26, 113:26, 133:21, 133:28, 152:24, 182:22, 183:23, 187:24, 187:25, 188:26</p> <p>endeavour [1] - 123:4</p> <p>ended [2] - 152:26, 170:2</p> <p>energy [1] - 93:2</p> <p>engaged [1] - 187:1</p> <p>engagement [1] - 165:15</p> <p>enquire [5] - 26:16, 77:29, 146:16, 147:19, 166:4</p> <p>enquired [2] - 150:12, 186:6</p> <p>enquiries [5] - 51:29, 134:18, 135:6, 177:28, 185:10</p> <p>enquiring [4] - 185:19, 185:23, 185:24, 186:7</p> <p>ensure [5] - 40:14, 42:13, 44:27, 63:21, 81:9</p> <p>entered [1] - 72:26</p>
E					
			<p>e-mail [19] - 50:6, 50:10, 60:26, 60:27, 62:22, 72:8, 80:27, 85:28, 115:14, 115:15, 115:21, 116:10, 116:12, 116:22, 116:25, 117:3, 117:16, 161:13, 182:21</p> <p>e-mailed [2] - 157:27, 161:6</p> <p>e-mails [1] - 115:19</p> <p>eager [1] - 170:24</p> <p>early [1] - 180:25</p> <p>ease [1] - 116:3</p> <p>eastern [1] - 68:25</p> <p>Eastern [1] - 102:8</p>		

<p>entertain ^[1] - 58:5</p> <p>entitled ^[7] - 8:14, 30:29, 31:21, 33:29, 150:19, 150:29, 168:5</p> <p>entrance ^[1] - 68:26</p> <p>entreaties ^[1] - 151:9</p> <p>entry ^[1] - 140:29</p> <p>envelope ^[1] - 89:10</p> <p>environment ^[8] - 14:27, 34:11, 34:22, 34:27, 43:29, 47:7, 115:11, 118:4</p> <p>envisage ^[2] - 163:7, 163:8</p> <p>envisaged ^[1] - 186:19</p> <p>Eoghan ^[3] - 68:12, 69:15, 120:9</p> <p>equaled ^[1] - 150:22</p> <p>Equality ^[5] - 17:13, 20:26, 25:3, 25:12, 103:23</p> <p>equally ^[1] - 114:2</p> <p>erroneously ^[1] - 62:15</p> <p>error ^[1] - 168:1</p> <p>escalated ^[1] - 42:7</p> <p>escort ^[1] - 131:6</p> <p>especially ^[1] - 117:7</p> <p>essence ^[1] - 176:10</p> <p>essential ^[3] - 11:24, 12:9, 28:4</p> <p>establish ^[4] - 40:12, 106:2, 106:4, 129:11</p> <p>established ^[2] - 9:23, 11:27</p> <p>establishes ^[1] - 180:11</p> <p>ethically ^[1] - 118:14</p> <p>EU ^[1] - 108:4</p> <p>eve ^[1] - 121:28</p> <p>evening ^[4] -</p>	<p>51:7, 51:17, 56:5, 87:29</p> <p>event ^[40] - 6:13, 6:22, 34:9, 68:5, 68:14, 68:19, 68:22, 68:26, 69:1, 69:5, 69:11, 69:13, 69:27, 69:29, 70:6, 70:12, 71:8, 119:18, 120:4, 120:8, 120:17, 120:29, 121:4, 121:11, 121:13, 121:14, 121:25, 121:28, 122:2, 122:8, 132:3, 135:11, 145:19, 151:25, 152:3, 152:6, 153:1, 156:15, 164:7, 176:5</p> <p>events ^[6] - 14:2, 27:1, 30:15, 121:20, 176:10, 179:25</p> <p>eventualities ^[1] - 84:15</p> <p>evidence ^[14] - 9:16, 13:14, 20:6, 20:12, 21:25, 71:2, 102:23, 106:17, 113:12, 124:15, 124:28, 124:29, 160:28, 170:29</p> <p>Evidence ^[1] - 9:24</p> <p>evident ^[1] - 21:15</p> <p>exact ^[1] - 145:9</p> <p>exactly ^[3] - 91:12, 144:28, 177:12</p> <p>examination ^[3] - 21:11, 22:7, 33:6</p> <p>examine ^[6] - 30:15, 33:21, 38:20, 43:14, 49:5, 51:23</p> <p>examined ^[1] - 33:3</p> <p>EXAMINED ^[2] - 4:4, 124:6</p> <p>example ^[5] - 137:3, 138:19, 139:25, 185:26</p> <p>examples ^[3] - 98:19, 98:21,</p>	<p>98:23</p> <p>exceeded ^[1] - 147:18</p> <p>exclude ^[2] - 110:14, 112:5</p> <p>excluded ^[3] - 11:28, 22:26, 27:2</p> <p>excuse ^[3] - 73:5, 87:19, 167:17</p> <p>executed ^[1] - 123:14</p> <p>executive ^[1] - 87:16</p> <p>Executive ^[3] - 26:5, 44:17, 74:24</p> <p>exemplary ^[7] - 64:12, 64:21, 66:1, 66:6, 66:8, 67:10, 67:14</p> <p>exercising ^[1] - 8:9</p> <p>expect ^[5] - 163:15, 163:17, 163:18, 164:6, 172:10</p> <p>expected ^[5] - 13:14, 147:23, 154:26, 183:24, 183:26</p> <p>expedient ^[1] - 9:23</p> <p>expeditiously ^[1] - 104:8</p> <p>expense ^[1] - 125:27</p> <p>expertise ^[1] - 118:26</p> <p>explain ^[10] - 54:2, 65:18, 82:13, 82:28, 94:24, 97:15, 145:5, 168:12, 170:22, 170:23</p> <p>explained ^[4] - 41:16, 83:8, 144:23, 159:19</p> <p>explaining ^[1] - 92:13</p> <p>explains ^[2] - 82:11, 94:21</p> <p>explanation ^[5] - 77:28, 109:18, 139:9, 159:24, 182:28</p> <p>explored ^[1] - 38:8</p> <p>express ^[1] -</p>	<p>64:18</p> <p>expressed ^[2] - 167:8, 169:11</p> <p>expressly ^[3] - 26:18, 145:3, 155:29</p> <p>extending ^[1] - 122:22</p> <p>extensive ^[1] - 13:7</p> <p>externally ^[1] - 104:12</p> <p>extra ^[3] - 97:21, 99:25, 186:8</p> <p>extraordinary ^[1] - 175:19</p>	<p>ailing ^[2] - 33:27, 38:26</p> <p>failure ^[2] - 12:4, 136:5</p> <p>fair ^[6] - 13:16, 64:21, 64:23, 143:7, 148:27, 187:22</p> <p>fairly ^[1] - 185:7</p> <p>fall ^[1] - 186:20</p> <p>false ^[1] - 83:6</p> <p>familiar ^[3] - 132:6, 132:13, 132:16</p> <p>familiarised ^[1] - 132:19</p> <p>familiarity ^[1] - 128:23</p> <p>family ^[16] - 81:23, 90:5, 93:2, 93:8, 93:11, 93:13, 94:4, 94:5, 105:16, 105:21, 105:24, 106:12, 107:3, 107:12, 121:26, 150:11</p> <p>Fanning ^[16] - 7:13, 36:19, 43:8, 77:5, 114:11, 116:26, 117:3, 117:20, 118:11, 119:2, 147:13, 157:2, 176:15, 179:11, 179:19, 181:29</p> <p>FANNING ^[1] - 3:1</p> <p>fanning ^[2] - 34:15, 115:4</p> <p>Fanning's ^[1] - 177:16</p> <p>far ^[6] - 5:29, 82:9, 94:17, 129:9, 155:4, 165:6</p> <p>fatal ^[5] - 60:4, 60:8, 61:6, 62:13, 131:8</p> <p>faulted ^[1] - 71:13</p> <p>favour ^[1] - 113:7</p> <p>faxed ^[1] - 183:4</p> <p>February ^[39] - 9:20, 10:16, 15:7, 15:17, 17:4, 17:13, 18:6, 22:13, 24:10, 25:2, 34:14, 43:27, 44:3, 45:8,</p>	<p>45:12, 45:29, 71:14, 71:23, 71:26, 72:8, 72:25, 73:23, 75:21, 75:24, 83:10, 85:12, 85:28, 86:13, 86:21, 102:7, 103:4, 110:23, 115:3, 115:13, 115:18, 115:27, 116:8, 132:29</p> <p>fell ^[1] - 121:14</p> <p>felt ^[15] - 28:20, 47:7, 53:20, 66:29, 84:1, 85:25, 86:26, 87:2, 87:10, 88:4, 100:19, 100:21, 127:25, 138:17, 156:21</p> <p>Fermoy ^[82] - 14:6, 14:9, 14:12, 14:16, 17:9, 24:18, 24:21, 24:28, 26:8, 30:3, 31:29, 35:7, 37:4, 37:23, 38:11, 39:17, 41:18, 42:7, 44:17, 45:6, 47:5, 54:3, 54:5, 54:8, 54:9, 54:22, 54:23, 55:10, 55:18, 55:20, 58:21, 60:9, 60:29, 65:11, 68:18, 72:14, 72:18, 74:23, 75:3, 76:18, 76:22, 77:24, 78:26, 81:3, 85:10, 86:5, 86:8, 86:11, 87:2, 87:10, 87:28, 88:4, 91:19, 92:12, 95:8, 97:22, 99:14, 99:24, 101:13, 101:15, 109:3, 126:12, 128:13, 129:2, 129:6, 129:12, 129:19, 130:4, 130:15, 130:20, 130:21, 131:4, 131:9, 131:12, 138:4, 143:5, 146:3, 156:25, 163:5, 166:6, 170:2, 187:14</p> <p>Ferry ^[1] - 6:23</p>
F					
<p>F1 ^[1] - 93:15</p> <p>facets ^[2] - 20:4, 104:10</p> <p>facie ^[1] - 106:5</p> <p>facilitate ^[13] - 36:3, 48:6, 48:25, 90:5, 92:14, 116:2, 148:9, 149:11, 169:19, 170:26, 171:28, 173:4, 180:22</p> <p>facilitated ^[6] - 35:25, 57:5, 58:11, 77:23, 116:4, 147:20</p> <p>facilitating ^[3] - 43:9, 119:12, 122:15</p> <p>fact ^[18] - 26:15, 29:24, 57:29, 92:7, 100:18, 109:3, 136:19, 139:28, 142:13, 146:15, 149:15, 149:22, 157:11, 159:11, 161:10, 169:27, 173:13, 173:24</p> <p>fact-finder ^[1] - 26:15</p> <p>factors ^[1] - 33:8</p> <p>facts ^[6] - 33:7, 96:15, 106:3, 107:5, 133:13, 169:18</p> <p>factual ^[1] - 21:12</p> <p>failed ^[3] - 82:26, 107:3, 136:9</p>					

<p>few [4] - 48:3, 54:19, 124:27, 166:15</p> <p>fifth [1] - 25:20</p> <p>file [16] - 18:22, 18:26, 19:8, 19:28, 20:8, 29:12, 64:28, 102:18, 102:20, 104:19, 104:20, 135:19, 136:18, 138:26, 141:22, 143:4</p> <p>filed [2] - 17:5, 24:11</p> <p>final [2] - 22:4, 26:3</p> <p>finalised [2] - 104:18, 133:23</p> <p>financial [2] - 52:6, 150:12</p> <p>financially [2] - 29:26, 32:8</p> <p>finder [1] - 26:15</p> <p>findings [2] - 19:4, 176:8</p> <p>fine [2] - 6:21, 114:6</p> <p>fingerprints [2] - 108:12, 108:18</p> <p>finish [1] - 174:28</p> <p>finished [5] - 95:11, 130:7, 148:10, 151:26, 155:10</p> <p>finishing [1] - 95:13</p> <p>FINTAN [1] - 3:1</p> <p>Fintan [4] - 7:12, 34:15, 77:5, 115:4</p> <p>fire [6] - 60:4, 60:8, 61:6, 61:26, 61:28, 62:14</p> <p>first [43] - 10:3, 10:23, 16:17, 23:15, 26:15, 28:17, 28:24, 30:7, 33:2, 46:19, 48:2, 48:12, 54:18, 54:27, 70:21, 72:22, 73:2, 73:21, 73:26, 76:22, 87:12, 87:17, 101:4, 103:22, 123:6, 123:26, 129:11, 135:10, 160:14, 160:20,</p>	<p>161:3, 163:16, 165:13, 165:20, 167:7, 169:10, 172:16, 176:5, 176:14, 180:2, 181:8, 182:20, 184:12</p> <p>fit [9] - 35:5, 52:13, 52:15, 52:26, 55:1, 55:8, 57:4, 160:15, 176:29</p> <p>fitness [2] - 50:10, 51:12</p> <p>Fitzgerald [2] - 5:17, 137:27</p> <p>Fitzpatrick [2] - 73:10, 73:12</p> <p>five [4] - 59:13, 76:13, 131:28, 137:22</p> <p>flesh [1] - 170:29</p> <p>flu [1] - 132:23</p> <p>flu/viral [1] - 31:17</p> <p>focus [3] - 12:24, 13:2, 101:24</p> <p>focused [2] - 90:23, 150:13</p> <p>follow [3] - 63:9, 115:14, 185:25</p> <p>followed [3] - 44:6, 60:23, 161:28</p> <p>following [38] - 5:24, 9:20, 10:8, 10:17, 17:25, 19:8, 22:8, 22:12, 24:26, 30:24, 34:2, 34:8, 34:15, 34:29, 35:29, 43:22, 44:19, 52:10, 52:22, 56:21, 56:28, 57:8, 60:6, 60:11, 60:27, 75:21, 80:10, 86:19, 87:13, 100:4, 103:12, 115:5, 115:23, 121:1, 134:7, 138:8, 158:18, 158:24</p> <p>follows [8] - 11:3, 11:22, 35:3, 40:7, 52:22, 80:2, 82:20, 176:16</p> <p>FOLLOWS [3] - 5:1, 123:23,</p>	<p>124:6</p> <p>foot [2] - 177:16, 179:12</p> <p>FOR [3] - 3:1, 3:7, 123:22</p> <p>force [21] - 11:14, 12:3, 81:27, 82:10, 82:24, 83:20, 93:2, 93:5, 93:13, 93:26, 93:29, 94:20, 95:5, 95:10, 95:13, 95:22, 95:28, 96:23, 96:25, 127:15, 127:16</p> <p>forces [1] - 101:25</p> <p>forging [1] - 56:11</p> <p>forgive [2] - 7:25, 165:11</p> <p>form [13] - 39:19, 60:9, 61:16, 61:22, 61:23, 91:1, 93:15, 93:29, 136:2, 138:9, 139:8, 141:2, 141:17</p> <p>Form [1] - 93:29</p> <p>formal [3] - 20:28, 51:15, 162:8</p> <p>formally [3] - 25:23, 80:27, 111:8</p> <p>format [1] - 187:11</p> <p>formed [1] - 134:14</p> <p>former [2] - 7:12, 66:4</p> <p>forms [2] - 138:10, 138:11</p> <p>formulated [1] - 157:12</p> <p>forward [8] - 65:19, 83:18, 93:15, 116:22, 120:24, 139:5, 161:20, 187:21</p> <p>forwarded [18] - 50:11, 55:18, 60:26, 81:2, 89:3, 89:12, 99:10, 99:15, 99:17, 108:22, 110:1, 116:12, 116:25, 133:29, 143:4,</p>	<p>156:29, 178:2, 182:7</p> <p>forwarding [2] - 141:22, 157:27</p> <p>foster [1] - 35:22</p> <p>Fota [4] - 68:1, 68:4, 119:14, 119:17</p> <p>four [4] - 67:8, 76:12, 165:7, 189:2</p> <p>fourth [2] - 10:26, 25:10</p> <p>Fourth [3] - 11:1, 13:18, 28:1</p> <p>frame [1] - 153:22</p> <p>frankly [2] - 114:2, 188:20</p> <p>fraudulent [3] - 17:9, 24:27, 26:7</p> <p>free [3] - 81:4, 123:3, 124:21</p> <p>Freeman [1] - 7:11</p> <p>FREEMAN [1] - 3:3</p> <p>frequently [1] - 130:24</p> <p>fresh [1] - 112:2</p> <p>Friday [3] - 131:28, 158:16, 162:10</p> <p>friends [1] - 128:6</p> <p>front [2] - 167:23, 167:29</p> <p>frustrate [1] - 16:28</p> <p>full [25] - 31:21, 40:13, 40:24, 49:12, 50:17, 50:27, 51:8, 57:14, 57:28, 59:3, 59:17, 59:19, 60:23, 63:1, 80:14, 89:27, 141:22, 150:19, 150:22, 158:28, 162:8, 172:1, 174:5, 174:8, 185:13</p> <p>fully [1] - 25:6</p> <p>function [1] - 9:6</p> <p>funds [1] - 23:12</p> <p>furnish [1] - 159:21</p> <p>furnished [1] - 176:13</p>	<p>future [4] - 47:11, 89:11, 175:4, 178:7</p>	<p>51:9, 52:7, 54:2, 54:3, 54:5, 54:6, 54:8, 54:9, 54:23, 55:11, 55:18, 55:20, 56:19, 56:24, 57:12, 58:12, 58:21, 59:6, 60:8, 60:10, 60:16, 61:7, 61:15, 61:22, 61:25, 61:27, 61:29, 64:15, 64:16, 64:25, 65:3, 65:11, 65:14, 65:22, 65:27, 66:25, 66:28, 67:15, 67:19, 68:6, 69:15, 71:18, 72:3, 72:18, 72:24, 73:9, 73:22, 74:23, 75:3, 75:17, 75:23, 76:3, 76:18, 77:10, 77:12, 77:24, 78:26, 80:4, 80:12, 80:19, 80:24, 82:18, 82:23, 84:6, 84:7, 84:24, 85:3, 85:18, 86:11, 86:15, 88:21, 88:22, 92:12, 92:29, 93:5, 93:6, 94:28, 95:8, 95:20, 97:11, 99:7, 100:5, 100:12, 101:19, 101:20, 102:15, 102:28, 103:4, 104:12, 105:19, 108:10, 108:16, 108:23, 109:3, 109:16, 109:25, 109:27, 115:25, 116:29, 117:8, 117:12, 121:1, 125:4, 125:7, 130:15, 132:15, 133:2, 135:19, 136:21, 136:23, 136:26, 137:24, 137:26, 137:27, 137:29, 138:2, 138:3, 138:10, 138:11, 138:13, 138:22, 139:21, 139:27, 141:3, 143:5, 146:6, 147:18, 158:11,</p>
G					
<p>games [1] - 76:10</p> <p>gap [1] - 185:18</p> <p>garage [1] - 136:27</p> <p>garda [27] - 10:18, 11:9, 11:25, 12:3, 12:28, 17:3, 26:3, 47:17, 48:16, 48:17, 51:10, 57:28, 74:5, 76:22, 76:24, 78:10, 78:25, 85:24, 86:25, 87:2, 87:26, 100:5, 100:8, 121:12, 121:17, 147:5, 177:4</p> <p>Garda [223] - 5:12, 5:14, 10:15, 10:17, 10:21, 10:24, 10:25, 12:13, 12:16, 13:20, 13:22, 13:23, 13:25, 13:28, 14:4, 14:5, 14:6, 14:9, 14:11, 14:12, 14:16, 14:25, 15:6, 15:10, 15:12, 15:17, 15:21, 16:11, 17:6, 17:10, 18:3, 18:13, 20:16, 23:24, 24:1, 24:6, 24:12, 24:18, 24:22, 26:8, 28:8, 28:11, 28:28, 29:11, 31:13, 31:20, 32:14, 32:25, 33:5, 34:2, 35:7, 35:11, 37:4, 37:25, 38:11, 39:20, 40:18, 40:27, 44:7, 44:17, 45:6, 45:10, 45:18, 45:21, 45:23, 46:4, 46:7, 47:6, 47:9, 47:13, 48:13, 48:18, 48:19, 49:12, 50:17, 51:6, 51:8,</p>					

<p>158:26, 159:2, 172:1, 173:5, 173:20, 174:1, 177:8, 177:29, 178:6, 179:1, 179:27, 186:3</p> <p>garda's [1] - 12:6</p> <p>gardaí [20] - 5:15, 7:21, 7:23, 7:29, 8:19, 11:11, 75:7, 76:9, 88:6, 100:12, 100:16, 100:20, 109:24, 111:6, 111:10, 111:29, 112:2, 121:15</p> <p>Gardaí [2] - 72:25, 135:23</p> <p>general [8] - 12:5, 26:17, 31:9, 35:1, 35:14, 49:18, 51:29, 64:18</p> <p>genuine [2] - 54:1, 55:5</p> <p>geography [1] - 165:4</p> <p>Geraghty [1] - 6:24</p> <p>Gerard [5] - 14:8, 30:22, 50:15, 55:19, 62:8</p> <p>given [9] - 20:4, 69:12, 120:5, 128:14, 132:12, 139:11, 165:27, 182:28, 185:14</p> <p>Glanmire [28] - 55:22, 115:25, 116:29, 148:3, 148:13, 148:15, 149:2, 149:15, 152:17, 153:16, 164:19, 165:6, 165:9, 165:27, 166:21, 169:27, 170:1, 170:27, 171:5, 173:5, 173:6, 173:10, 175:2, 175:4, 175:5, 175:25, 175:28, 175:29</p> <p>Gold [3] - 119:13, 119:17</p> <p>Golden [4] - 75:12, 77:14, 77:20, 137:24</p> <p>Golf [5] - 68:1,</p>	<p>68:4, 70:16, 71:8, 122:17</p> <p>golf [3] - 68:5, 69:12, 120:5</p> <p>Gordon [1] - 7:4</p> <p>GORDON [1] - 3:7</p> <p>Gould [1] - 89:5</p> <p>governed [2] - 88:21, 93:6</p> <p>Government [1] - 9:21</p> <p>GP's [1] - 37:1</p> <p>Granard [1] - 148:2</p> <p>Grandons [4] - 164:22, 165:25, 167:14, 171:5</p> <p>grant [1] - 89:28</p> <p>granted [3] - 88:26, 91:2, 91:4</p> <p>granting [3] - 88:21, 91:21, 93:5</p> <p>grateful [1] - 169:1</p> <p>grave [2] - 11:8, 112:18</p> <p>great [1] - 76:20</p> <p>greatly [1] - 180:22</p> <p>grey [1] - 59:18</p> <p>Grogan [18] - 14:23, 43:29, 44:2, 114:12, 115:15, 115:18, 115:28, 116:9, 116:11, 116:16, 116:28, 117:10, 117:20, 118:3, 118:19, 119:2, 158:2, 159:11</p> <p>Grogan's [1] - 117:15</p> <p>grounds [3] - 35:15, 95:19, 113:5</p> <p>guard [1] - 129:16</p> <p>guidelines [1] - 118:27</p> <p>guilty [1] - 100:21</p>	<p>98:18, 98:20, 98:22, 98:24, 99:4, 99:17</p> <p>half [8] - 18:20, 32:9, 72:3, 85:18, 103:20, 129:28, 130:19, 188:22</p> <p>halfway [1] - 143:21</p> <p>HALIDAY [1] - 3:4</p> <p>Hanahoe [1] - 7:3</p> <p>HANAHOE [1] - 3:9</p> <p>hand [4] - 29:12, 131:6, 135:20, 135:21</p> <p>handling [3] - 43:15, 49:6, 97:2</p> <p>happy [7] - 52:17, 111:7, 113:25, 113:26, 113:28, 141:29, 160:25</p> <p>Harassment [1] - 37:6</p> <p>harassment [38] - 14:25, 14:26, 15:1, 15:11, 15:27, 16:18, 17:22, 17:29, 18:8, 18:21, 23:17, 23:19, 24:3, 28:25, 28:27, 35:29, 43:23, 44:14, 80:20, 102:10, 102:18, 103:17, 104:20, 105:3, 105:7, 113:4, 115:2, 128:17, 134:10, 156:11, 162:25, 163:13, 163:25, 186:2, 186:7, 186:13, 186:18, 186:25</p> <p>hard [2] - 161:3, 178:13</p> <p>HARTY [3] - 6:15, 6:17, 6:21</p> <p>Harty [2] - 6:16, 6:18</p> <p>harty [1] - 6:20</p> <p>HAVING [1] - 124:5</p> <p>head [2] - 140:19, 140:21</p> <p>headed [1] - 142:24</p>	<p>Headquarters [5] - 35:11, 77:12, 80:12, 158:26, 177:29</p> <p>headquarters [8] - 14:9, 131:13, 131:14, 131:15, 131:17, 131:19, 131:20, 178:6</p> <p>Health [6] - 32:14, 32:25, 34:2, 39:20, 40:19, 56:24</p> <p>health [4] - 33:2, 147:5, 167:8, 169:10</p> <p>Healy [8] - 68:12, 68:18, 68:21, 68:24, 68:28, 69:15, 120:9, 121:7</p> <p>hear [1] - 22:3</p> <p>heard [4] - 73:26, 87:13, 124:23, 171:1</p> <p>HEARING [3] - 5:1, 123:22, 189:6</p> <p>hearing [4] - 10:24, 13:13, 21:12, 22:7</p> <p>hearings [6] - 9:18, 13:15, 21:15, 21:19, 22:2, 122:25</p> <p>HEAVEY [10] - 7:21, 7:23, 7:26, 7:28, 8:4, 8:7, 8:11, 8:13, 8:16, 8:24</p> <p>Heavey [2] - 7:26, 8:1</p> <p>held [6] - 68:4, 68:6, 73:25, 119:17, 119:19, 130:23</p> <p>help [4] - 58:5, 90:11, 149:9, 154:3</p> <p>helping [1] - 124:14</p> <p>Henry [2] - 60:8, 100:12</p> <p>herself [2] - 6:11, 135:8</p> <p>highlighted [1] - 121:2</p> <p>himself [1] - 44:28</p> <p>Hogan [1] -</p>	<p>26:14</p> <p>hold [3] - 168:10, 168:11</p> <p>holiday [2] - 90:6, 90:24</p> <p>home [9] - 36:4, 43:25, 51:7, 81:1, 94:4, 164:26, 169:19, 175:9, 175:12</p> <p>hope [3] - 124:18, 162:18, 169:6</p> <p>hour [1] - 129:28</p> <p>hours [5] - 24:23, 24:24, 97:9, 97:15, 188:22</p> <p>house [2] - 59:14, 165:6</p> <p>HOUSE [1] - 3:4</p> <p>Houses [2] - 9:22, 10:7</p> <p>HQ [5] - 39:2, 41:25, 42:18, 141:20, 156:27</p> <p>HR [9] - 33:15, 33:17, 40:27, 49:23, 50:7, 75:19, 76:12, 76:21, 177:28</p> <p>HRM [7] - 17:21, 17:25, 24:11, 26:5, 34:15, 34:18, 34:21, 39:24, 40:6, 43:8, 43:10, 43:27, 43:28, 45:28, 46:7, 49:27, 56:22, 64:26, 65:3, 65:11, 65:15, 65:19, 65:22, 65:27, 67:19, 72:10, 74:3, 74:17, 74:25, 74:28, 75:26, 75:28, 77:11, 77:16, 77:29, 80:20, 81:2, 81:4, 81:10, 81:14, 86:1, 109:13, 110:3, 115:4, 115:7, 115:10, 115:15, 118:26, 118:27, 141:23, 142:2, 142:14, 146:27, 157:13, 157:17, 157:26, 157:27, 159:21,</p>	<p>160:7, 161:1, 161:9, 162:15, 164:1, 170:20, 172:23, 178:5, 178:23, 179:16, 181:3, 183:22, 184:29</p> <p>HRPD [7] - 44:17, 44:24, 45:8, 45:11, 74:24, 75:22, 86:17</p> <p>Human [6] - 14:23, 80:11, 86:29, 158:25, 177:28, 181:21</p> <p>human [2] - 87:8, 108:28</p> <p>hundred [1] - 59:16</p> <p>hurtful. [1] - 71:5</p>
I					
<p>i.e [3] - 22:25, 51:9, 150:23</p> <p>idea [3] - 82:5, 94:13, 131:12</p> <p>identified [12] - 16:16, 17:1, 18:1, 18:9, 18:20, 22:1, 22:8, 26:4, 75:10, 102:11, 186:29, 187:1</p> <p>identify [4] - 76:25, 117:1, 118:3, 170:12</p> <p>identifying [1] - 108:13</p> <p>IESC [1] - 26:11</p> <p>ignored [1] - 91:16</p> <p>ignoring [1] - 6:29</p> <p>ill [1] - 33:2</p> <p>illness [25] - 29:25, 30:2, 30:4, 30:5, 30:28, 31:6, 31:11, 31:15, 31:16, 31:18, 31:28, 32:1, 32:2, 32:5, 32:7, 33:11, 93:9, 93:11, 94:3, 146:11, 146:20</p> <p>immediate [2] - 93:11, 94:3</p> <p>immediately [13] - 36:7, 42:21,</p>					

70:1, 72:18, 74:3, 75:8, 76:14, 77:6, 77:15, 86:11, 86:28, 127:5, 171:10 impact [2] - 87:3, 87:11 impairments [1] - 57:2 impartial [2] - 18:28, 25:14 implementatio n [2] - 91:26, 132:5 implementing [1] - 119:23 implication [1] - 26:18 implicit [1] - 60:2 imply [1] - 144:12 importance [1] - 9:29 important [3] - 12:23, 120:24, 168:21 impractical [1] - 49:2 improper [1] - 23:11 imputation [1] - 122:11 inadmissible [1] - 27:3 inappropriate [1] - 51:29 incident [24] - 15:6, 29:17, 31:27, 60:8, 60:14, 60:20, 60:22, 60:24, 61:25, 61:29, 62:28, 63:8, 78:16, 79:9, 111:25, 134:6, 134:9, 134:14, 134:17, 136:17, 151:19, 162:21, 186:17, 186:25 incidents [6] - 61:5, 76:15, 76:18, 128:16, 134:10, 186:15 inciting [5] - 78:8, 78:14, 78:28, 79:7, 79:15 inclined [1] - 188:28	include [2] - 22:8, 23:10 included [7] - 61:24, 103:1, 122:26, 122:29, 134:11, 146:18, 162:20 includes [2] - 12:2, 21:19 including [8] - 57:14, 67:6, 93:21, 108:11, 121:13, 121:15, 176:9, 180:10 incorrect [3] - 99:23, 109:6, 109:9 incur [5] - 98:2, 98:17, 98:20, 98:22, 98:24 incurred [1] - 181:16 indeed [1] - 7:17 independent [1] - 143:27 independently [1] - 143:28 INDEX [1] - 4:1 indicate [2] - 125:3, 179:27 indicated [4] - 42:19, 77:26, 110:10, 177:22 indicating [3] - 47:4, 50:10, 109:15 indirectly [1] - 21:19 indispensable [1] - 94:5 indispensably [1] - 93:12 inference [1] - 111:22 influence [1] - 90:2 inform [8] - 16:5, 82:27, 95:9, 96:14, 107:11, 159:1, 159:11, 179:2 informally [1] - 136:11 information [20] - 15:24, 16:6, 19:19, 23:1, 23:5, 23:10, 49:29, 61:24, 86:29, 87:8, 96:16, 106:24, 109:26,	146:12, 156:29, 159:4, 161:21, 176:28, 181:19 informed [22] - 14:23, 50:7, 54:11, 65:27, 71:27, 73:13, 80:2, 80:10, 84:18, 85:13, 90:6, 96:12, 103:25, 106:18, 115:14, 143:1, 157:8, 158:24, 163:25, 179:15, 184:19, 187:29 informing [5] - 96:8, 96:11, 105:10, 107:2, 157:3 initial [2] - 109:4, 162:24 initiate [2] - 84:19, 84:20 initiated [4] - 42:17, 84:23, 84:25, 84:26 initiating [2] - 92:28, 141:28 injured [3] - 105:24, 106:12, 107:2 injuries [1] - 181:16 injury [11] - 29:25, 31:20, 32:16, 32:19, 93:10, 94:3, 173:19, 174:13, 174:20, 177:23, 181:5 inordinate [2] - 103:14, 104:9 inquire [1] - 9:27 inquiry [7] - 10:26, 13:2, 84:9, 84:23, 84:26, 134:29, 188:28 Inquiry [1] - 9:24 insight [1] - 77:8 insofar [2] - 150:17, 184:10 insomuch [1] - 132:18 inspect [2] - 51:16, 98:1 inspected [5] - 16:9, 50:20, 50:24, 57:7, 57:23 Inspector [14] -	7:13, 39:27, 41:7, 41:12, 49:11, 68:12, 83:7, 89:23, 89:24, 97:21, 110:17, 110:20, 110:28, 156:25 inspector [97] - 39:1, 39:5, 39:14, 42:1, 42:3, 42:7, 50:16, 50:21, 51:2, 51:15, 51:20, 51:28, 52:12, 52:14, 52:16, 52:24, 53:3, 53:12, 53:23, 53:29, 54:10, 54:15, 55:14, 57:11, 57:24, 59:10, 60:7, 61:9, 61:26, 61:27, 61:29, 62:29, 63:26, 63:27, 68:18, 68:21, 68:24, 68:28, 69:15, 75:12, 77:14, 82:4, 82:13, 83:27, 88:27, 89:1, 89:5, 89:8, 89:12, 89:22, 89:27, 89:29, 93:23, 94:12, 94:23, 97:8, 98:2, 98:8, 98:17, 98:22, 99:11, 99:18, 110:13, 110:26, 111:13, 111:20, 112:13, 120:9, 121:7, 125:22, 141:10, 141:14, 141:29, 142:11, 142:19, 143:25, 143:27, 143:29, 144:10, 144:14, 144:17, 144:22, 145:9, 145:12, 145:20, 145:28, 145:29, 157:8, 160:1, 161:15, 161:28, 172:14, 179:4, 179:7, 179:8, 184:11, 184:23 Inspectors [2] - 24:1, 80:25 inspectors [3] - 60:28, 88:26, 101:12 instance [4] - 62:7, 83:17,	90:26, 176:15 instances [2] - 13:10, 28:23 instead [1] - 64:12 instigation [1] - 134:27 institution [1] - 85:2 instruct [1] - 97:20 INSTRUCTED [2] - 3:3, 3:8 instructed [15] - 5:9, 5:17, 6:2, 6:23, 7:3, 7:11, 17:27, 18:2, 40:6, 55:21, 62:1, 105:12, 107:13, 145:12, 181:4 instructing [1] - 63:21 instruction [5] - 41:22, 51:20, 99:28, 132:11, 161:17 instructions [6] - 16:6, 19:18, 48:19, 63:22, 89:25, 132:4 instrument [1] - 136:15 insufficient [5] - 20:6, 20:12, 102:23, 106:17, 113:12 integrity [1] - 21:22 intend [2] - 106:11, 124:22 intended [4] - 11:18, 46:4, 145:10, 159:20 intends [1] - 123:6 intention [1] - 110:7 intentional [1] - 105:8 inter [1] - 94:9 interaction [3] - 44:28, 49:1, 145:9 interactions [1] - 179:25 interested [2] - 125:22, 148:15 interests [2] - 47:26, 47:28 interfered [3] -	18:15, 19:16, 103:2 interference [1] - 122:10 interfering [1] - 86:4 interim [2] - 10:26, 56:25 Interim [3] - 11:1, 13:18, 28:1 internal [1] - 105:2 internally [1] - 164:5 interpretation [1] - 159:14 interpreted [2] - 22:17, 54:4 interrupting [2] - 167:17, 167:24 intervention [1] - 40:25 interview [16] - 13:10, 20:27, 29:5, 29:28, 36:10, 37:10, 40:11, 41:1, 46:14, 52:29, 103:27, 106:11, 111:24, 112:22, 117:14, 119:25 interviewed [6] - 20:19, 95:2, 103:5, 105:22, 112:1, 112:14 interviews [1] - 19:27 intimidate [2] - 57:15, 59:4 intimidated [1] - 53:20 intimidation [1] - 75:14 introduce [4] - 5:6, 6:9, 6:11, 6:20 investigate [24] - 17:21, 18:8, 18:11, 39:1, 39:17, 41:18, 42:20, 42:23, 82:19, 83:7, 94:29, 102:9, 102:13, 107:24, 144:24, 145:4, 146:3, 146:20, 146:21, 156:26, 159:27, 162:11, 163:24, 187:15 investigated
--	---	--	--	---	--

<p>[12] - 25:6, 33:4, 42:14, 111:9, 141:20, 163:9, 164:6, 170:20, 173:28, 181:13, 183:11, 186:17</p> <p>investigating</p> <p>[13] - 15:19, 25:16, 41:15, 71:21, 80:4, 104:1, 112:8, 133:3, 141:29, 158:10, 164:1, 174:6, 187:18</p> <p>investigation</p> <p>[123] - 11:8, 13:6, 15:5, 15:11, 15:18, 16:1, 16:4, 16:24, 16:26, 16:28, 17:8, 17:15, 17:29, 18:16, 18:25, 18:29, 19:4, 19:8, 19:12, 19:15, 19:17, 19:18, 19:20, 19:22, 19:23, 19:26, 20:15, 21:2, 21:3, 21:6, 21:20, 21:22, 23:22, 24:15, 25:15, 25:17, 25:25, 25:26, 29:9, 29:12, 33:6, 36:5, 38:26, 40:14, 41:24, 42:6, 42:9, 42:17, 43:26, 71:19, 74:9, 80:16, 81:12, 81:14, 82:7, 83:19, 84:1, 85:26, 86:28, 94:15, 97:4, 102:17, 102:20, 102:27, 103:3, 103:15, 104:10, 104:16, 104:19, 104:22, 104:27, 105:4, 105:5, 105:7, 105:11, 105:23, 105:25, 106:2, 106:4, 106:13, 107:2, 107:10, 107:12, 107:16, 107:25, 108:17, 109:10, 110:24, 112:23, 112:24, 112:29, 113:4, 113:9, 113:10, 113:13, 115:3, 133:17,</p>	<p>133:21, 133:22, 135:19, 138:27, 141:28, 145:17, 148:10, 150:1, 150:3, 159:1, 159:22, 162:25, 163:11, 163:19, 163:20, 169:20, 178:3, 185:13, 185:21, 185:26, 186:14, 186:26, 187:8, 187:22</p> <p>investigation"</p> <p>[1] - 103:27</p> <p>investigations</p> <p>[11] - 15:12, 18:19, 19:10, 20:27, 103:19, 104:6, 105:1, 110:19, 112:21, 116:6, 162:29</p> <p>investigative [1]</p> <p>- 106:8</p> <p>investigator [15]</p> <p>- 39:29, 41:28, 42:26, 51:14, 55:4, 55:28, 59:9, 62:21, 63:6, 63:25, 67:12, 84:17, 91:24, 96:19, 99:22</p> <p>Investigator [1]</p> <p>- 41:11</p> <p>investigators</p> <p>[44] - 13:11, 16:15, 16:19, 20:28, 23:15, 23:23, 24:9, 25:3, 25:10, 28:15, 29:5, 29:28, 36:11, 37:10, 37:18, 41:1, 42:11, 46:14, 50:19, 52:29, 57:17, 61:19, 75:5, 76:6, 78:12, 80:22, 83:14, 87:6, 88:29, 90:9, 90:18, 95:7, 97:24, 100:11, 101:24, 103:28, 104:23, 107:7, 109:21, 111:24, 112:22, 117:14, 118:2, 119:25</p> <p>invited [1]</p> <p>- 108:18</p> <p>involved [7]</p> <p>- 7:29, 119:27, 121:26, 133:2,</p>	<p>133:15, 136:16, 151:22</p> <p>involvement [3]</p> <p>- 42:9, 70:11, 150:1</p> <p>involving [1]</p> <p>- 56:22</p> <p>Irish [8] - 26:10, 68:1, 68:4, 70:15, 71:8, 119:13, 119:17, 122:16</p> <p>irrationally [1]</p> <p>- 112:17</p> <p>Island [4] - 68:1, 68:4, 119:14, 119:17</p> <p>isolate [1]</p> <p>- 47:18</p> <p>isolated [1]</p> <p>- 47:12</p> <p>issue [68] - 22:10, 26:25, 27:1, 30:8, 30:21, 32:18, 33:15, 33:27, 38:26, 39:16, 42:4, 43:15, 43:19, 49:6, 49:11, 51:28, 55:24, 56:11, 56:18, 60:2, 60:13, 63:10, 64:7, 64:10, 65:1, 65:20, 66:13, 67:29, 71:12, 74:16, 77:15, 78:8, 81:22, 81:26, 85:8, 88:14, 89:24, 92:13, 92:28, 93:19, 96:27, 97:7, 99:3, 100:3, 101:19, 102:4, 114:11, 119:10, 123:3, 126:5, 134:21, 141:11, 143:2, 146:2, 148:25, 150:1, 156:9, 160:17, 173:18, 174:19, 175:17, 178:8, 178:20, 181:4, 183:8, 186:25</p> <p>Issue [4] - 30:27, 64:9, 79:27, 88:18</p> <p>issued [14] - 31:9, 35:1, 35:18, 45:8, 52:20, 56:28, 63:22,</p>	<p>64:14, 66:6, 75:22, 91:17, 132:4, 138:12, 174:4</p> <p>issues [20] - 9:13, 21:10, 21:11, 21:29, 22:4, 22:7, 30:7, 39:8, 40:26, 43:11, 95:25, 118:22, 123:3, 127:4, 134:22, 135:9, 142:29, 177:4, 178:3, 178:28</p> <p>issuing [2]</p> <p>- 64:27, 138:25</p> <p>it'd [1] - 171:11</p> <p>itself [1] - 25:17</p>	<p>Judge [2] - 8:4, 8:16</p> <p>judgment [1] - 26:10</p> <p>July [15] - 10:28, 19:3, 90:5, 92:15, 105:14, 105:28, 108:22, 108:25, 109:12, 109:17, 110:11, 127:7, 133:21, 134:4, 135:11</p> <p>June [32] - 15:13, 17:14, 18:26, 22:14, 25:12, 26:2, 33:14, 46:5, 65:6, 65:9, 66:6, 68:2, 68:5, 68:22, 93:21, 97:16, 100:7, 108:15, 119:14, 119:18, 119:26, 120:29, 122:17, 126:27, 132:12, 136:6, 136:20, 137:15, 138:16, 139:3</p> <p>junior [2] - 7:8, 8:19</p> <p>jurisdiction [2] - 11:29, 22:27</p> <p>jurisdictional [2]</p> <p>- 12:9, 28:4</p> <p>Justice [12] - 9:26, 10:4, 10:10, 12:15, 17:13, 20:26, 20:29, 25:3, 25:12, 26:14, 103:23, 106:28</p> <p>justice [15] - 16:23, 19:14, 21:2, 21:23, 23:11, 24:15, 25:25, 29:2, 72:14, 86:5, 86:8, 101:6, 103:26, 119:28, 133:16</p> <p>justice" [2] - 17:17, 25:18</p> <p>justified [1] - 113:22</p> <p>juvenile [1] - 138:27</p>	<p>177:18, 181:10, 181:11, 184:17</p> <p>kavanagh [1] - 185:6</p> <p>keep [1] - 148:6</p> <p>keeping [2] - 179:15, 184:19</p> <p>Kehoe [52] - 18:7, 18:11, 18:18, 19:5, 19:9, 20:1, 20:14, 20:20, 20:22, 21:1, 21:5, 25:7, 25:13, 25:24, 102:4, 102:9, 102:13, 102:17, 102:26, 103:1, 103:7, 103:11, 103:18, 103:24, 103:29, 104:6, 104:18, 104:25, 105:1, 105:15, 105:29, 106:17, 107:1, 107:11, 107:15, 107:21, 108:15, 108:25, 109:13, 110:1, 110:3, 110:18, 111:1, 111:12, 111:17, 111:27, 112:4, 112:10, 112:27, 134:19, 186:18, 187:17</p> <p>Kehoe's [1] - 135:6</p> <p>Kelleher [1] - 6:2</p> <p>Keogh [2] - 10:25, 28:11</p> <p>key [1] - 121:5</p> <p>Kiely [22] - 31:9, 35:2, 44:8, 52:1, 52:3, 52:8, 52:20, 52:21, 53:24, 54:1, 54:4, 54:11, 54:15, 54:27, 55:22, 56:1, 56:4, 143:16, 143:17, 161:22, 182:8, 185:12</p> <p>Kildarra [1] - 129:17</p> <p>Kilworth [1] - 129:17</p> <p>knowing [1] - 148:24</p> <p>knowledge [12] - 10:20, 30:18, 32:19, 43:4, 77:8, 83:17, 107:17, 113:16, 120:28,</p>
J					
<p>Jack [2] - 17:19, 102:7</p> <p>jacket [2] - 59:18, 137:25</p> <p>James [1] - 73:9</p> <p>January [21] - 13:26, 17:14, 17:27, 22:15, 25:22, 34:4, 34:8, 44:16, 44:21, 44:24, 45:10, 49:27, 65:22, 71:17, 71:20, 73:14, 73:24, 74:22, 106:29, 126:24, 187:26</p> <p>Jeremiah [3] - 78:15, 92:17, 99:8</p> <p>Jerry [6] - 78:9, 78:14, 79:7, 79:10, 79:15, 90:22</p> <p>JJ [2] - 100:12, 137:29</p> <p>job [3] - 54:29, 66:27, 96:9</p> <p>jog [1] - 166:16</p> <p>John [17] - 5:17, 6:23, 7:2, 15:21, 19:3, 26:5, 34:24, 47:10, 69:14, 70:10, 85:8, 87:16, 115:15, 119:10, 119:27, 120:15, 120:27</p> <p>JOHN [1] - 3:7</p> <p>judge [1] - 9:27</p>					
K					
<p>Kate [1] - 5:17</p> <p>Kavanagh [6] - 135:29, 143:19,</p>					

169:18, 174:20, 187:20 known [6] - 12:12, 28:7, 74:19, 78:15, 142:3, 149:29 knows [2] - 123:18, 165:18	91:22, 92:14, 92:19, 92:21, 92:25, 93:2, 93:5, 93:9, 93:14, 93:20, 93:25, 93:27, 93:29, 94:18, 94:20, 95:5, 95:10, 95:12, 95:13, 95:22, 95:25, 95:28, 96:24, 96:26, 98:10, 120:16, 120:22, 127:17, 129:18, 143:26, 164:16, 189:1 led [1] - 7:10 left [9] - 5:29, 72:29, 120:16, 129:22, 135:25, 138:2, 139:8, 155:14 legal [8] - 5:6, 12:5, 21:25, 24:2, 80:10, 80:25, 155:19, 158:24 legally [2] - 62:6, 95:19 legible [1] - 55:24 Lehane [5] - 82:17, 83:6, 84:6, 94:27, 95:3 length [1] - 188:27 lengthy [1] - 164:13 letter [36] - 19:5, 25:2, 25:11, 25:21, 25:22, 40:1, 44:24, 45:3, 45:11, 52:13, 52:17, 52:25, 61:2, 79:29, 85:8, 86:21, 87:15, 88:10, 90:6, 106:23, 106:28, 108:21, 108:29, 109:17, 111:1, 111:19, 159:16, 159:23, 160:6, 160:8, 162:5, 162:6, 177:16, 181:9, 181:10, 181:26 letters [3] - 17:15, 108:9, 110:2 level [3] - 70:9, 76:28, 138:15	life [1] - 117:7 lift [1] - 138:1 light [3] - 117:2, 168:29, 178:7 limb [1] - 134:29 limitation [1] - 12:23 limited [1] - 93:8 limp [1] - 165:4 line [5] - 16:13, 96:23, 96:29, 107:29, 146:25 line" [1] - 29:3 lines [7] - 137:22, 166:17, 166:18, 166:25, 167:1, 168:14, 168:25 list [2] - 5:15, 126:15 listed [1] - 68:26 living [2] - 126:19, 148:16 local [6] - 34:12, 40:24, 56:23, 116:29, 118:5, 178:6 locally [1] - 163:21 location [1] - 121:6 locations [1] - 68:27 logical [1] - 173:25 longstanding [1] - 62:24 look [34] - 83:11, 84:27, 94:4, 135:28, 140:29, 141:10, 141:13, 142:11, 142:23, 143:17, 143:25, 145:21, 146:29, 147:14, 149:6, 152:16, 156:17, 157:7, 157:19, 158:7, 161:16, 162:6, 166:16, 176:14, 177:15, 178:24, 179:9, 179:20, 181:8, 181:28, 184:10, 184:28, 188:13, 188:29 looked [6] - 19:24, 41:5, 134:21, 151:23, 156:6, 172:12 looking [7] -	5:22, 54:24, 67:7, 92:18, 184:9, 185:13, 186:5 Lordan [6] - 14:29, 16:21, 17:23, 182:12, 183:2, 187:20 losing [1] - 173:26 loss [3] - 30:28, 31:21, 117:1 lowest [1] - 138:15 LUNCH [1] - 123:22 luxury [1] - 38:17 lydia [1] - 6:6	153:17, 153:21, 153:22, 154:5, 154:11, 171:7, 171:24, 175:8, 175:14, 175:18, 175:28, 175:29 malpractice [1] - 23:25 malpractices [1] - 11:16 man [1] - 117:6 managed [1] - 176:22 management [26] - 11:9, 33:5, 33:23, 34:12, 35:12, 36:5, 38:22, 40:24, 43:16, 49:7, 51:25, 56:23, 78:25, 87:8, 87:26, 96:23, 96:29, 100:17, 117:1, 118:5, 121:13, 169:20, 177:5, 178:6, 179:27, 186:3 Management [8] - 14:24, 31:14, 80:12, 86:29, 132:17, 158:26, 177:29, 181:21 management's [1] - 179:1 manager [1] - 96:13 mandate [2] - 11:2, 12:24 manipulated [2] - 16:3, 23:22 manipulating [1] - 19:17 manned [1] - 15:10 manner [4] - 16:24, 16:27, 25:16, 67:23 manufactured [7] - 29:16, 73:5, 83:3, 87:19, 95:18, 96:3, 136:29 marathon [1] - 123:13 March [32] - 15:9, 31:4, 33:12, 34:25, 44:3, 44:7, 45:22, 46:1, 46:3, 49:13, 49:20, 50:6, 50:14, 51:5,	52:5, 52:8, 53:27, 55:25, 56:22, 65:3, 67:20, 74:26, 74:27, 74:29, 75:2, 75:27, 83:10, 109:14, 116:11, 116:15, 116:27 Margaret [5] - 31:9, 35:2, 52:1, 52:3, 55:22 Marrinan [1] - 5:8 marry [1] - 163:7 material [9] - 13:7, 21:16, 21:17, 21:18, 53:18, 109:2, 122:22, 168:24, 182:25 matter [57] - 11:28, 12:26, 33:22, 38:20, 39:17, 40:27, 42:8, 42:20, 42:24, 43:14, 49:5, 51:23, 54:25, 56:13, 57:22, 61:8, 66:23, 67:5, 74:12, 77:11, 77:16, 78:1, 78:4, 79:23, 80:7, 80:28, 81:17, 83:19, 85:2, 91:6, 96:16, 97:3, 104:1, 111:8, 112:6, 114:5, 118:8, 137:8, 139:15, 140:15, 143:3, 146:3, 146:21, 147:13, 149:7, 156:22, 156:29, 158:14, 160:18, 179:28, 180:26, 181:20, 182:3, 183:10, 183:20, 184:27, 186:26 matters [16] - 9:28, 12:29, 54:12, 63:15, 98:10, 118:15, 118:26, 118:28, 136:29, 152:2, 161:26, 178:4, 179:16, 181:1, 184:20, 185:8 maximum [1] - 132:27
L			M		
lacking [1] - 150:27 lady [2] - 6:10, 7:18 laid [2] - 48:19, 71:4 large [1] - 121:15 last [6] - 67:8, 74:8, 86:27, 137:22, 168:16, 168:22 late [10] - 29:15, 29:16, 29:17, 134:7, 136:20, 138:9, 138:14, 138:18, 139:3 latter's [2] - 114:16, 119:6 law [2] - 12:4, 83:4 lawfully [1] - 118:14 leaflet [1] - 159:3 learning [1] - 42:16 least [4] - 26:22, 49:22, 153:23, 170:12 Leave [1] - 93:7 leave [72] - 30:8, 30:27, 31:4, 31:26, 46:18, 61:16, 64:28, 69:2, 79:28, 81:24, 81:27, 82:9, 82:10, 82:24, 83:8, 83:20, 84:3, 88:18, 88:21, 88:25, 89:2, 89:4, 89:9, 89:11, 89:13, 89:16, 89:22, 89:25, 89:26, 89:28, 90:4, 90:7, 90:21, 91:1, 91:5, 91:8, 91:14, 91:20,			M1 [1] - 94:1 mail [19] - 50:6, 50:10, 60:26, 60:27, 62:22, 72:8, 80:27, 85:28, 115:14, 115:15, 115:21, 116:10, 116:12, 116:22, 116:25, 117:3, 117:16, 161:13, 182:21 mailed [2] - 157:27, 161:6 mails [1] - 115:19 maintained [1] - 11:12 majeure [19] - 81:27, 82:10, 82:24, 83:20, 93:2, 93:5, 93:14, 93:27, 93:29, 94:20, 95:5, 95:10, 95:13, 95:22, 95:28, 96:23, 96:26, 127:15, 127:16 majority [2] - 11:7, 124:27 malice [4] - 95:21, 96:4, 109:19, 110:9 Mallow [27] - 14:6, 37:28, 51:8, 58:12, 78:10, 78:16, 148:19, 149:19, 151:5, 151:8, 151:15, 151:16, 152:18,		

<p>MAY [2] - 5:1, 189:6</p> <p>Mayfield [1] - 45:27</p> <p>Mayo [1] - 76:24</p> <p>McCabe [2] - 11:10, 11:12</p> <p>McCourt [1] - 6:24</p> <p>MCGARRY [1] - 3:1</p> <p>McGarry [1] - 7:10</p> <p>McGrath [12] - 5:9, 8:26, 8:28, 9:1, 9:2, 9:6, 113:25, 113:28, 114:3, 114:6, 114:9, 127:22</p> <p>mcGrath [1] - 123:14</p> <p>McGrath's [1] - 124:24</p> <p>MCGUINNESS [1] - 4:4</p> <p>McGuinness [39] - 5:4, 5:5, 5:8, 123:26, 123:29, 124:6, 124:12, 137:6, 137:9, 137:10, 137:12, 137:15, 137:17, 137:19, 154:23, 155:13, 165:18, 165:20, 166:15, 166:25, 166:28, 167:3, 167:7, 167:18, 167:25, 168:8, 168:11, 168:13, 168:20, 168:23, 168:26, 168:27, 169:1, 169:6, 170:14, 170:15, 188:5, 188:7, 188:11</p> <p>McLoughlin [2] - 72:10, 86:1</p> <p>ME [1] - 3:9</p> <p>me' [1] - 28:21</p> <p>mean [10] - 54:23, 136:10, 137:7, 151:9, 151:13, 155:22, 160:1, 185:16, 187:6, 187:19</p> <p>meaning [14] - 26:13, 26:27, 56:16, 59:29, 64:5, 67:26, 71:10, 74:14,</p>	<p>78:6, 79:25, 81:19, 92:26, 119:3, 122:15</p> <p>means [3] - 153:22, 159:23, 180:21</p> <p>meant [3] - 76:15, 129:16, 138:19</p> <p>meantime [4] - 157:12, 162:18, 178:22, 181:13</p> <p>measures [1] - 40:26</p> <p>Meats [1] - 26:10</p> <p>mechanism [2] - 23:29, 84:26</p> <p>media [1] - 21:26</p> <p>Medical [15] - 32:21, 33:13, 40:23, 43:9, 44:19, 55:22, 57:19, 157:5, 174:21, 178:27, 178:29, 179:18, 181:19, 181:20, 184:4</p> <p>medical [28] - 33:1, 35:1, 37:1, 44:8, 47:3, 48:14, 49:19, 50:9, 51:11, 51:18, 52:3, 52:20, 52:25, 53:4, 53:15, 53:25, 54:18, 55:4, 55:7, 55:17, 56:26, 57:2, 58:10, 146:8, 146:11, 178:8, 185:3, 185:17</p> <p>medically [4] - 31:10, 34:6, 57:4, 176:29</p> <p>meet [13] - 50:16, 58:22, 79:9, 108:4, 143:27, 151:28, 155:14, 164:24, 164:25, 164:26, 164:28, 164:29, 165:2</p> <p>meeting [52] - 35:12, 36:10, 37:11, 39:27, 41:12, 48:4, 48:8, 48:12, 51:15, 57:18, 59:23, 59:26, 60:6,</p>	<p>69:14, 77:23, 77:26, 105:18, 112:13, 118:12, 120:8, 143:16, 144:24, 144:26, 144:27, 147:26, 147:29, 151:3, 151:26, 152:24, 152:25, 156:18, 161:15, 164:8, 164:10, 164:22, 165:12, 165:13, 165:20, 165:21, 165:29, 166:1, 166:2, 167:16, 170:7, 170:8, 171:4, 173:18, 174:28, 174:29, 178:5, 178:19, 179:4</p> <p>meetings [3] - 47:22, 88:2, 130:21</p> <p>member [45] - 8:2, 8:9, 10:9, 10:14, 13:20, 30:10, 31:17, 31:21, 35:25, 38:11, 40:11, 40:15, 40:22, 48:15, 50:1, 54:2, 54:6, 57:3, 64:14, 82:8, 84:3, 88:5, 93:11, 93:12, 93:13, 94:16, 96:25, 116:3, 116:4, 125:4, 136:22, 147:3, 147:5, 156:28, 176:18, 176:28, 177:7, 177:21, 177:29, 179:2, 179:23, 180:3, 181:18</p> <p>member's [9] - 35:23, 40:9, 40:12, 43:6, 64:19, 64:20, 117:2, 176:20, 180:8</p> <p>members [27] - 10:20, 11:15, 12:13, 15:19, 21:26, 24:17, 28:8, 68:16, 68:17, 68:27, 72:28, 76:26, 93:8, 95:9, 96:22, 100:16, 101:16, 101:17, 130:7, 130:9, 131:25,</p>	<p>135:17, 136:9, 138:20, 139:26, 140:3, 177:8</p> <p>memoire [1] - 91:25</p> <p>memory [2] - 166:16, 167:15</p> <p>mention [8] - 70:22, 139:7, 149:20, 150:5, 171:2, 173:12, 174:24, 175:20</p> <p>mentioned [22] - 20:8, 37:15, 40:9, 48:8, 51:18, 96:8, 116:21, 136:17, 148:29, 149:21, 149:22, 151:22, 152:4, 152:7, 152:10, 153:15, 155:21, 174:15, 174:16, 175:24, 175:27</p> <p>merely [2] - 12:5, 84:26</p> <p>met [35] - 32:15, 35:15, 36:2, 36:24, 37:1, 39:5, 39:14, 44:11, 44:23, 46:17, 48:2, 52:4, 59:13, 77:25, 105:15, 120:28, 127:27, 142:19, 142:28, 143:29, 145:29, 148:2, 155:26, 164:14, 164:16, 164:19, 166:20, 167:3, 167:7, 167:14, 169:10, 179:8, 182:11, 182:17, 184:23</p> <p>method [1] - 115:24</p> <p>Michael [11] - 6:2, 6:23, 14:14, 16:22, 30:21, 35:8, 37:5, 50:15, 99:9, 107:26, 108:6</p> <p>microphone [2] - 130:29, 167:22</p> <p>midday [4] - 71:23, 73:24, 136:6</p> <p>middle [2] - 156:18, 157:20</p> <p>Middleton [1] - 68:12</p> <p>Midleton [9] -</p>	<p>14:6, 15:21, 68:6, 69:15, 70:11, 119:19, 121:1, 121:16, 149:25</p> <p>midnight [1] - 65:9</p> <p>might [5] - 122:28, 134:6, 148:26, 173:26, 185:9</p> <p>miles [2] - 130:17, 165:7</p> <p>mind [5] - 76:10, 130:28, 133:21, 167:21, 173:4</p> <p>Minister [11] - 17:13, 20:25, 20:29, 23:5, 25:2, 25:12, 25:21, 25:23, 103:22, 103:25, 106:28</p> <p>Ministerial [1] - 10:8</p> <p>minor [5] - 15:16, 123:10, 136:11, 139:25, 146:4</p> <p>minute [4] - 45:8, 75:21, 153:3, 167:15</p> <p>minutes [3] - 60:21, 63:9, 113:29</p> <p>mischarge [1] - 23:10</p> <p>misconduct [1] - 11:8</p> <p>misled [1] - 168:8</p> <p>missing [1] - 108:29</p> <p>mistake [1] - 167:20</p> <p>mistaken [1] - 165:29</p> <p>misunderstood [1] - 163:29</p> <p>Mitchelstown [47] - 13:25, 13:28, 14:4, 14:11, 15:6, 15:10, 15:17, 17:6, 29:11, 37:25, 44:7, 46:4, 47:13, 48:13, 49:12, 50:17, 51:6, 52:7, 56:19, 57:12, 58:16, 71:18, 72:24, 73:22, 75:15,</p>	<p>76:16, 82:23, 90:16, 95:11, 99:7, 100:5, 103:4, 105:19, 109:6, 126:1, 126:23, 127:6, 129:17, 130:16, 131:22, 131:25, 135:17, 138:11, 138:13, 139:21, 172:13, 175:9</p> <p>mobile [1] - 77:22</p> <p>model [2] - 66:29, 67:16</p> <p>module [4] - 5:7, 10:3, 22:1, 123:7</p> <p>moment [3] - 6:20, 6:22, 142:4</p> <p>Monday [1] - 131:28</p> <p>monies [1] - 26:8</p> <p>monitor [1] - 6:19</p> <p>month [2] - 24:26, 116:8</p> <p>monthly [5] - 24:23, 88:1, 130:23, 130:27, 130:28</p> <p>months [5] - 32:9, 73:3, 87:18, 150:20</p> <p>morality [3] - 21:4, 25:27, 112:24</p> <p>morning [15] - 5:5, 5:20, 5:21, 6:1, 6:4, 6:9, 6:15, 6:16, 6:17, 7:7, 7:9, 9:1, 61:11, 87:29, 129:19</p> <p>Morris [1] - 48:22</p> <p>most [5] - 23:20, 67:1, 68:25, 114:1, 169:1</p> <p>motion [1] - 48:9</p> <p>move [8] - 36:8, 125:20, 149:25, 171:11, 171:29, 172:10, 172:21, 173:6</p> <p>moved [9] - 20:14, 75:16, 99:14, 100:29, 101:1, 102:26, 125:17, 149:11</p>
--	---	--	---	---	--

<p>movement ^[1] - 172:22</p> <p>moving ^[4] - 101:19, 139:18, 172:8, 175:10</p> <p>MR ^[59] - 3:1, 3:2, 3:3, 3:7, 3:7, 3:8, 4:3, 4:4, 5:5, 5:13, 5:20, 5:22, 5:27, 6:2, 6:15, 6:17, 6:21, 6:27, 7:2, 7:7, 7:10, 7:17, 123:26, 123:29, 124:5, 124:6, 124:12, 137:6, 137:10, 137:12, 137:15, 137:17, 137:19, 154:23, 155:13, 165:20, 166:15, 166:25, 166:28, 167:3, 167:7, 167:17, 167:24, 167:27, 168:3, 168:7, 168:8, 168:13, 168:17, 168:19, 168:20, 168:27, 168:29, 169:4, 169:6, 170:15, 188:7, 188:11, 188:15</p> <p>MS ^[17] - 7:21, 7:23, 7:26, 7:28, 8:4, 8:7, 8:11, 8:13, 8:16, 8:24, 8:28, 9:1, 9:6, 113:28, 114:3, 114:6, 114:9</p> <p>multi ^[1] - 178:19</p> <p>multi-conference ^[1] - 178:19</p> <p>Murphy ^[1] - 5:11</p> <p>MURPHY ^[1] - 5:13</p> <p>must ^[10] - 28:12, 30:12, 36:28, 64:19, 64:23, 91:29, 92:1, 139:16, 144:12, 181:4</p> <p>mutual ^[2] - 36:28, 58:25</p> <p>Myers ^[2] - 127:11, 127:12</p> <p>Micheál ^[1] - 5:16</p>	<p style="text-align: center;">N</p> <p>name ^[4] - 77:7, 77:10, 79:13, 91:6</p> <p>named ^[1] - 5:15</p> <p>naming ^[1] - 150:6</p> <p>nature ^[7] - 16:4, 19:17, 23:22, 31:6, 42:27, 136:11, 142:2</p> <p>Navan ^[1] - 65:19</p> <p>near ^[1] - 178:7</p> <p>nearly ^[2] - 130:19, 130:27</p> <p>necessarily ^[1] - 108:5</p> <p>necessary ^[11] - 21:16, 21:21, 26:18, 40:16, 65:19, 84:28, 108:1, 122:28, 124:28, 171:1, 178:4</p> <p>need ^[6] - 8:6, 125:2, 137:2, 168:5, 180:28, 185:9</p> <p>needed ^[2] - 54:6, 131:6</p> <p>needs ^[1] - 150:11</p> <p>negative ^[6] - 78:25, 85:10, 87:3, 87:11, 87:27, 88:3</p> <p>neglect ^[2] - 82:22, 95:1</p> <p>negligent ^[1] - 82:25</p> <p>never ^[31] - 28:18, 50:20, 53:15, 55:7, 56:11, 57:16, 57:23, 57:27, 63:10, 63:14, 71:1, 78:29, 79:14, 79:18, 91:12, 99:24, 126:7, 126:11, 127:23, 127:28, 138:22, 140:4, 150:12, 151:24, 154:19, 155:5, 160:18, 171:12, 171:13, 171:14, 187:17</p>	<p>new ^[10] - 91:26, 111:9, 124:11, 128:28, 129:8, 129:10, 132:3, 132:5, 164:19, 188:2</p> <p>next ^[5] - 5:23, 143:22, 157:7, 165:24, 185:6</p> <p>nice ^[1] - 7:14</p> <p>Nicholas ^[1] - 10:25</p> <p>night ^[13] - 37:14, 50:24, 50:26, 57:8, 57:28, 59:12, 61:10, 62:6, 62:14, 129:20, 129:29, 130:1, 130:8</p> <p>nine ^[4] - 15:1, 59:13, 59:14, 131:28</p> <p>ninth ^[10] - 15:3, 15:15, 23:20, 134:14, 134:17, 162:21, 186:9, 186:12, 186:17, 186:25</p> <p>nobody ^[2] - 159:27, 160:4</p> <p>Nolan ^[11] - 17:19, 17:27, 18:6, 18:25, 20:23, 102:8, 103:7, 116:27, 163:23, 182:13, 183:22</p> <p>Nolan's ^[4] - 74:8, 85:25, 86:27, 116:5</p> <p>nominate ^[1] - 175:26</p> <p>nominated ^[1] - 71:18</p> <p>non ^[13] - 14:18, 29:20, 31:3, 39:25, 49:17, 71:13, 72:12, 80:3, 86:1, 86:7, 143:1, 147:3, 158:10</p> <p>non-attendance ^[2] - 71:13, 86:1</p> <p>non-cooperation ^[2] - 72:12, 86:7</p> <p>non-effective ^[6] - 14:18, 29:20,</p>	<p>31:3, 39:25, 49:17, 147:3</p> <p>non-effectiveness ^[3] - 80:3, 143:1, 158:10</p> <p>none ^[5] - 101:20, 107:24, 107:25, 172:9, 174:14</p> <p>normal ^[4] - 8:17, 57:4, 59:5, 93:16</p> <p>normally ^[2] - 8:20, 130:25</p> <p>north ^[1] - 126:11</p> <p>North ^[12] - 14:4, 43:7, 43:12, 45:26, 47:27, 68:7, 68:15, 119:19, 121:18, 131:19, 156:24, 172:18</p> <p>note ^[2] - 73:19, 101:18</p> <p>noted ^[11] - 11:5, 40:9, 43:22, 49:17, 52:6, 52:9, 68:18, 74:22, 80:18, 104:18, 122:6</p> <p>notes ^[6] - 32:4, 35:10, 52:10, 112:12, 124:21, 143:18</p> <p>nothing ^[9] - 8:2, 54:8, 62:11, 96:7, 132:24, 138:23, 140:2, 140:9, 155:4</p> <p>notice ^[15] - 16:10, 28:27, 29:13, 29:14, 82:10, 93:29, 94:20, 96:26, 135:21, 135:22, 135:26, 138:25, 140:4, 146:7, 189:1</p> <p>noticed ^[1] - 123:9</p> <p>notification ^[4] - 60:9, 60:22, 63:13, 108:3</p> <p>notified ^[18] - 19:5, 46:3, 61:26, 63:28, 71:15, 71:28, 72:22, 73:6, 73:10,</p>	<p>73:20, 85:14, 86:14, 87:12, 87:20, 105:22, 107:28, 108:6, 141:9</p> <p>notify ^[2] - 62:2, 96:22</p> <p>notifying ^[1] - 162:1</p> <p>notwithstanding ^[2] - 114:16, 119:6</p> <p>November ^[20] - 10:5, 10:8, 14:29, 15:28, 17:25, 20:10, 20:18, 23:18, 33:17, 44:20, 106:15, 106:18, 111:13, 111:18, 112:13, 158:6, 179:9, 179:20, 181:27, 182:18</p> <p>nowhere ^[1] - 47:7</p> <p>number ^[26] - 13:14, 15:28, 30:9, 31:10, 45:28, 46:8, 65:10, 66:3, 74:25, 74:28, 75:26, 75:28, 90:5, 91:2, 93:20, 97:28, 109:14, 110:4, 124:24, 126:18, 128:23, 135:4, 165:12, 176:8, 180:6, 180:18</p> <p>numerous ^[5] - 91:18, 98:19, 98:21, 101:14, 101:16</p>	<p>111:20, 112:13</p> <p>O'Higgins ^[1] - 5:17</p> <p>O'Mara ^[1] - 6:24</p> <p>O'Reilly ^[1] - 64:25</p> <p>O'SULLIVAN ^[1] - 3:1</p> <p>O'Sullivan ^[76] - 7:13, 39:1, 39:5, 39:14, 39:27, 41:8, 41:12, 42:1, 42:3, 42:7, 49:11, 50:16, 51:2, 51:15, 51:21, 51:28, 52:24, 53:3, 53:13, 53:23, 53:29, 54:10, 54:15, 55:14, 57:11, 59:10, 60:7, 61:10, 61:26, 61:27, 62:1, 63:1, 63:26, 63:27, 82:4, 82:13, 83:7, 83:27, 89:1, 89:5, 89:9, 89:13, 89:22, 89:23, 89:24, 89:27, 89:29, 93:23, 94:12, 94:23, 97:8, 97:21, 98:2, 98:17, 98:22, 99:12, 99:18, 141:10, 141:14, 141:29, 142:19, 145:9, 145:12, 145:28, 145:29, 156:25, 157:9, 160:1, 161:15, 161:28, 172:14, 179:4, 179:8, 184:11, 184:24, 185:2</p> <p>O'Sullivan's ^[2] - 144:22, 145:20</p> <p>objected ^[2] - 110:29, 149:27</p> <p>objection ^[6] - 80:13, 146:24, 158:27, 160:13, 160:19, 162:16</p> <p>objectively ^[3] - 32:29, 33:8, 180:11</p> <p>obligation ^[3] - 12:6, 63:14, 96:22</p> <p>obligatory ^[1] - 44:28</p>
O		<p>O'BRIEN ^[3] - 3:2, 7:7, 7:10</p> <p>O'Brien ^[1] - 7:7</p> <p>o'Brien ^[2] - 7:9, 7:14</p> <p>o'clock ^[3] - 188:10, 188:22, 188:25</p> <p>O'Connell ^[2] - 133:2, 137:26</p> <p>O'Driscoll ^[8] - 110:14, 110:17, 110:20, 110:26, 110:28, 111:13,</p>			

<p>obliged [4] - 8:24, 62:6, 66:13, 95:12</p> <p>observations [3] - 115:20, 115:22, 116:23</p> <p>obtained [1] - 127:15</p> <p>obvious [1] - 133:20</p> <p>obviously [16] - 5:7, 124:23, 125:13, 131:21, 137:7, 139:15, 141:9, 143:18, 144:5, 146:24, 150:6, 157:12, 166:5, 170:28, 172:15, 185:29</p> <p>occasion [3] - 29:16, 132:23, 182:28</p> <p>occasions [6] - 30:10, 34:4, 91:18, 95:23, 161:27, 188:20</p> <p>Occupational [6] - 32:14, 32:25, 34:2, 39:20, 40:19, 56:24</p> <p>occupational [2] - 32:25, 147:5</p> <p>occur [1] - 136:14</p> <p>occurred [5] - 60:4, 96:7, 110:22, 142:5, 179:25</p> <p>occurring [1] - 60:22</p> <p>October [46] - 10:5, 13:21, 14:22, 16:18, 17:4, 17:19, 19:6, 21:28, 22:12, 22:14, 23:16, 26:6, 27:2, 28:23, 30:16, 34:4, 36:3, 43:24, 65:14, 80:1, 80:9, 80:21, 80:27, 95:3, 103:18, 110:20, 110:27, 111:2, 125:5, 157:22, 158:23, 161:6, 161:11, 162:5, 164:8, 165:26, 166:3, 166:8, 166:9, 166:10, 166:20, 167:12,</p>	<p>177:22, 178:1, 182:23, 183:23</p> <p>offence [8] - 12:4, 18:1, 23:10, 106:26, 133:1, 133:3, 133:6, 134:26</p> <p>offences [2] - 18:9, 102:11</p> <p>offended [1] - 113:14</p> <p>offer [6] - 36:7, 36:18, 116:29, 152:14, 171:10, 172:26</p> <p>offer" [1] - 118:6</p> <p>offered [19] - 36:3, 37:13, 37:27, 38:22, 43:24, 44:1, 46:18, 46:20, 57:20, 90:11, 92:19, 115:25, 116:2, 117:25, 148:12, 169:18, 169:26, 173:9, 175:1</p> <p>offers [3] - 47:25, 47:28, 176:15</p> <p>office [33] - 6:25, 19:28, 54:10, 56:5, 60:14, 60:15, 62:2, 63:10, 63:12, 63:15, 63:28, 64:28, 65:11, 68:15, 72:28, 72:29, 79:10, 80:10, 95:11, 135:26, 137:25, 139:8, 139:19, 139:22, 155:17, 157:16, 157:22, 158:17, 158:24, 161:18, 162:16, 177:21, 178:5</p> <p>Office [4] - 5:18, 102:21, 106:20, 113:11</p> <p>Officer [15] - 30:2, 32:21, 33:13, 40:23, 43:10, 44:19, 57:19, 157:5, 174:22, 178:27, 178:29, 179:19, 181:19, 181:20, 184:4</p> <p>officer [52] -</p>	<p>14:7, 14:13, 15:2, 15:21, 31:20, 31:28, 37:26, 38:13, 39:16, 42:6, 42:13, 42:19, 48:18, 55:20, 60:19, 60:24, 60:25, 61:2, 61:17, 61:23, 64:17, 64:24, 66:27, 68:8, 68:9, 71:21, 72:5, 72:13, 82:8, 82:27, 84:2, 84:6, 85:20, 86:7, 86:20, 88:26, 88:27, 91:19, 93:17, 94:16, 96:15, 119:21, 119:22, 121:29, 122:3, 127:7, 143:4, 146:2, 146:19, 156:23, 162:15, 163:24</p> <p>officers [9] - 11:14, 12:15, 12:16, 28:12, 30:11, 30:19, 66:4, 67:7, 67:16</p> <p>offices [2] - 60:26, 179:29</p> <p>official [4] - 11:17, 84:14, 138:3, 144:21</p> <p>often [2] - 137:1, 140:2</p> <p>Oghuvbu [11] - 32:24, 34:3, 34:5, 34:8, 34:26, 35:18, 40:20, 49:26, 56:21, 56:28, 177:13</p> <p>Oireachtas [3] - 9:22, 10:7, 11:10</p> <p>ON [1] - 5:1</p> <p>once [4] - 120:29, 160:13, 164:14, 164:16</p> <p>one [43] - 15:3, 15:19, 22:12, 23:6, 28:20, 29:12, 29:16, 30:23, 67:1, 72:25, 76:14, 92:14, 99:5, 101:17, 108:11, 108:12, 108:28, 116:20, 124:11, 127:25, 129:29, 130:2, 132:15,</p>	<p>134:9, 135:20, 135:23, 153:16, 163:13, 164:20, 164:21, 165:12, 165:25, 165:26, 166:1, 166:10, 166:13, 168:2, 168:3, 168:11, 170:8, 170:11, 185:16, 188:21</p> <p>ones [1] - 126:9</p> <p>ongoing [4] - 82:6, 84:1, 94:15, 178:4</p> <p>onset [1] - 179:23</p> <p>onward [1] - 60:14</p> <p>open [3] - 24:5, 64:28, 137:19</p> <p>Open [7] - 68:1, 68:4, 70:15, 71:8, 119:13, 119:17, 122:16</p> <p>opened [1] - 108:29</p> <p>OPENING [2] - 4:2, 9:4</p> <p>opening [9] - 8:27, 9:7, 22:21, 29:22, 80:18, 119:16, 124:24, 124:26, 124:27</p> <p>operation [3] - 68:17, 70:13, 121:17</p> <p>operational [4] - 43:6, 69:4, 100:13, 122:2</p> <p>operations [4] - 62:2, 68:10, 91:18, 119:23</p> <p>Operations [1] - 60:21</p> <p>opinion [6] - 52:15, 64:18, 66:26, 67:9, 82:12, 94:22</p> <p>opinions [1] - 176:16</p> <p>opportunity [4] - 58:24, 61:8, 73:27, 124:18</p> <p>option [8] - 37:5, 38:8, 44:4, 116:17, 149:25, 155:21, 156:1, 175:3</p> <p>options [4] - 38:3, 38:10,</p>	<p>153:15, 156:6</p> <p>order [12] - 5:25, 16:7, 40:11, 44:27, 58:3, 59:4, 80:15, 118:3, 126:8, 151:16, 158:29, 180:25</p> <p>ordered [2] - 145:3, 151:14</p> <p>ordering [2] - 153:8, 153:27</p> <p>orders [1] - 13:8</p> <p>Orders [1] - 10:8</p> <p>ordinary [7] - 29:25, 30:5, 30:27, 31:6, 31:17, 32:2, 51:9</p> <p>organisation [1] - 70:12</p> <p>organising [1] - 121:27</p> <p>original [5] - 45:14, 79:8, 108:20, 183:11, 183:20</p> <p>originated [1] - 62:19</p> <p>otherwise [5] - 23:11, 33:1, 33:7, 82:27, 180:12</p> <p>ought [1] - 62:1</p> <p>outcome [7] - 35:24, 58:10, 116:5, 172:27, 186:1, 186:28, 187:4</p> <p>outcomes [1] - 112:21</p> <p>outline [1] - 135:14</p> <p>outlined [26] - 11:21, 23:14, 23:18, 24:13, 25:29, 28:23, 29:22, 37:3, 42:27, 44:12, 47:21, 69:16, 74:4, 78:17, 81:26, 82:20, 85:23, 86:18, 86:24, 94:26, 102:29, 111:20, 112:21, 116:18, 119:16, 120:10</p> <p>outlines [1] - 86:3</p> <p>outlining [9] - 9:8, 15:1, 80:6, 80:14, 86:1, 90:13, 158:14,</p>	<p>158:18, 158:28</p> <p>outset [2] - 31:2, 80:18</p> <p>outside [19] - 38:18, 39:16, 39:29, 41:17, 42:6, 42:20, 45:1, 45:6, 72:18, 86:11, 121:16, 121:20, 143:4, 146:3, 146:19, 149:6, 156:24, 160:3, 160:4</p> <p>outstanding [1] - 65:12</p> <p>overall [2] - 68:8, 119:21</p> <p>overlap [2] - 13:2, 130:3</p> <p>overtime [3] - 24:23, 24:24, 99:26</p> <p>overview [4] - 9:8, 9:16, 21:10, 21:14</p> <p>owing [2] - 93:10, 94:3</p> <p>own [5] - 78:22, 126:3, 140:1, 165:22, 185:5</p>
P					<p>p [19] - 10:1, 13:3, 30:19, 56:16, 59:29, 64:5, 67:27, 71:10, 74:14, 78:6, 79:25, 81:20, 85:6, 88:12, 92:26, 97:5, 100:1, 102:2, 113:24</p> <p>pace [2] - 147:24, 185:8</p> <p>PAF [1] - 130:21</p> <p>page [42] - 73:20, 135:29, 137:20, 137:21, 141:1, 141:13, 142:24, 143:17, 143:22, 145:21, 145:22, 146:29, 147:1, 147:14, 156:18, 157:7, 157:19, 157:20, 158:7, 161:16, 165:24, 165:28, 166:17, 167:19, 167:28, 168:6,</p>

<p>168:13, 168:15, 168:16, 168:22, 168:24, 177:16, 178:25, 179:9, 181:27, 184:28, 185:1, 185:5, 185:6</p> <p>PAGE [1] - 4:1</p> <p>pages [1] - 122:22</p> <p>paid [1] - 24:25</p> <p>pain [1] - 83:9</p> <p>paper [1] - 66:24</p> <p>papers [3] - 138:24, 163:22, 176:9</p> <p>paperwork [2] - 65:12, 65:19</p> <p>parade [1] - 58:20</p> <p>paraded [1] - 129:19</p> <p>parades [1] - 88:1</p> <p>paragraph [8] - 11:5, 88:22, 143:21, 147:1, 156:18, 177:6, 178:25, 179:21</p> <p>parallel [1] - 105:6</p> <p>pardon [15] - 130:13, 130:26, 131:18, 140:20, 152:20, 159:7, 162:27, 164:15, 167:24, 172:4, 173:11, 175:22, 177:17, 181:10, 186:11</p> <p>Parental [1] - 93:7</p> <p>park [6] - 56:19, 57:12, 164:19, 164:22, 165:27, 166:21</p> <p>PARLIAMENT [1] - 3:10</p> <p>part [11] - 68:25, 71:1, 74:8, 77:12, 86:27, 106:12, 129:15, 134:14, 134:18, 148:20, 156:1</p> <p>particular [10] - 5:25, 8:20, 12:29, 48:17, 125:20, 130:11, 130:14, 134:21, 166:13, 171:2</p>	<p>particularly [1] - 54:21</p> <p>parties [9] - 9:18, 13:9, 19:5, 21:29, 22:3, 97:14, 122:21, 122:24, 123:2</p> <p>party [5] - 20:7, 21:18, 107:2, 122:24, 122:29</p> <p>party's [2] - 105:24, 106:12</p> <p>passed [2] - 161:21, 184:23</p> <p>passing [1] - 23:2</p> <p>patient [2] - 52:17, 52:27</p> <p>Patricia [1] - 89:5</p> <p>Patrick [7] - 5:8, 7:7, 14:29, 16:21, 17:23, 82:17, 84:5</p> <p>PATRICK [1] - 3:2</p> <p>patrol [3] - 73:1, 129:23, 138:3</p> <p>Paul [39] - 7:10, 9:9, 13:5, 22:11, 35:5, 37:22, 42:4, 43:11, 47:25, 47:27, 48:2, 51:5, 54:22, 70:24, 70:27, 70:28, 71:3, 73:19, 73:23, 77:4, 77:13, 77:27, 79:6, 79:13, 79:14, 79:15, 79:18, 82:23, 99:3, 107:24, 110:13, 110:17, 123:27, 137:28, 142:26, 143:26, 144:1, 145:25, 146:7</p> <p>PAUL [4] - 3:1, 3:7, 4:3, 124:5</p> <p>pay [16] - 30:29, 31:18, 31:21, 32:10, 49:22, 150:10, 150:12, 150:14, 150:17, 150:18, 150:20, 150:22, 174:5, 174:9, 183:28</p> <p>pending [3] - 36:5, 116:5, 169:21</p>	<p>pension [1] - 127:2</p> <p>Pensions [7] - 64:26, 65:3, 65:11, 65:14, 65:22, 65:27, 67:19</p> <p>pensions [1] - 64:28</p> <p>people [3] - 47:12, 67:6, 188:21</p> <p>per [2] - 24:23, 109:5</p> <p>perceived [1] - 112:18</p> <p>percent [1] - 59:16</p> <p>perfectly [3] - 8:14, 168:5, 188:25</p> <p>perform [5] - 72:5, 82:7, 84:2, 85:20, 94:15</p> <p>performance [1] - 16:7</p> <p>performed [1] - 97:11</p> <p>perhaps [23] - 6:11, 7:18, 130:28, 140:29, 142:23, 143:17, 146:29, 156:17, 157:7, 162:5, 163:28, 164:12, 166:15, 175:21, 175:23, 176:3, 176:13, 177:15, 178:19, 178:24, 179:20, 181:8, 184:10</p> <p>period [14] - 31:8, 31:15, 31:19, 31:22, 49:19, 49:23, 67:18, 69:2, 80:3, 82:28, 90:14, 125:8, 158:9, 181:6</p> <p>period" [1] - 113:1</p> <p>permanently [1] - 37:8</p> <p>permission [3] - 98:2, 98:17, 179:12</p> <p>Perry [1] - 6:5</p> <p>person [23] - 8:2, 12:3, 21:18, 23:4, 34:19, 54:9,</p>	<p>54:28, 55:8, 58:20, 63:7, 70:28, 76:19, 78:21, 79:16, 90:25, 106:24, 114:4, 115:8, 143:28, 164:18, 171:20, 171:21</p> <p>person's [1] - 77:9</p> <p>personally [1] - 160:15</p> <p>personnel [8] - 77:7, 77:11, 100:4, 109:14, 110:4, 118:22, 121:17, 121:20</p> <p>persons [6] - 8:21, 114:17, 116:21, 119:7, 136:16, 151:22</p> <p>perspective [2] - 139:24, 178:8</p> <p>persuaded [2] - 78:23, 79:17</p> <p>pertinent [1] - 124:15</p> <p>perusal [1] - 162:17</p> <p>perversion [4] - 17:16, 25:18, 101:6, 133:16</p> <p>perverted [5] - 16:23, 19:14, 21:1, 25:24, 103:26</p> <p>perverting [3] - 24:14, 29:2, 119:27</p> <p>Peter [3] - 9:26, 137:4, 166:26</p> <p>phone [9] - 60:23, 77:23, 161:9, 164:10, 164:12, 164:13, 165:15, 177:21, 178:13</p> <p>phoned [3] - 141:3, 153:1, 178:14</p> <p>phoning [1] - 181:3</p> <p>phrased [1] - 162:22</p> <p>physical [1] - 165:13</p> <p>physically [2] - 69:28, 166:2</p> <p>physician [1] - 32:25</p>	<p>physiotherapy [1] - 83:10</p> <p>pick [1] - 185:17</p> <p>pity [1] - 117:6</p> <p>place [18] - 13:6, 34:11, 35:12, 35:13, 35:27, 54:5, 54:24, 55:9, 55:11, 56:24, 69:13, 72:23, 93:12, 101:29, 110:23, 117:27, 149:18, 164:29</p> <p>placed [2] - 31:18, 121:4</p> <p>places [1] - 165:26</p> <p>plan [2] - 119:23, 121:15</p> <p>planning [2] - 68:14, 121:27</p> <p>planting [1] - 78:10</p> <p>play [1] - 77:12</p> <p>playing [1] - 76:9</p> <p>pleased [1] - 188:23</p> <p>plight [1] - 116:3</p> <p>point [14] - 75:26, 135:9, 140:15, 140:26, 142:5, 142:6, 144:5, 150:18, 150:22, 150:27, 154:11, 171:2, 180:20, 183:27</p> <p>pointed [3] - 37:23, 48:20, 149:2</p> <p>points [1] - 127:22</p> <p>police [1] - 129:22</p> <p>policing [16] - 13:29, 47:27, 57:4, 78:26, 85:10, 87:4, 87:11, 87:27, 88:3, 101:25, 121:12, 121:15, 121:27, 177:2, 184:6</p> <p>policy [23] - 14:25, 16:19, 17:29, 23:17, 24:3, 24:5, 40:27, 44:14, 46:22, 47:17, 80:20, 88:21, 93:5,</p>	<p>102:18, 104:20, 105:3, 113:5, 155:6, 155:21, 156:2, 171:20, 172:11, 172:28</p> <p>Policy [1] - 37:6</p> <p>portion [4] - 127:21, 160:25, 168:15, 168:22</p> <p>position [8] - 32:28, 52:16, 113:10, 113:15, 117:6, 149:28, 161:1, 180:4</p> <p>positive [1] - 14:27</p> <p>possibilities [1] - 38:9</p> <p>possibility [2] - 153:23, 170:2</p> <p>possible [2] - 124:28, 166:6</p> <p>possibly [1] - 186:3</p> <p>post [3] - 43:12, 161:3, 182:22</p> <p>postmortem [1] - 61:11</p> <p>potential [1] - 121:3</p> <p>power [1] - 37:24</p> <p>practicable [1] - 93:14</p> <p>practical [7] - 35:26, 36:29, 37:27, 38:1, 38:2, 48:15, 58:25</p> <p>practicality [2] - 35:16, 37:2</p> <p>practice [5] - 24:27, 32:28, 99:8, 129:11, 131:1</p> <p>practices [2] - 17:9, 58:26</p> <p>practitioner [5] - 31:9, 35:2, 35:15, 49:19, 52:1</p> <p>precisely [1] - 26:15</p> <p>predate [1] - 30:7</p> <p>preemptory [1] - 152:28</p> <p>preformed [1] - 138:9</p> <p>prejudice [2] - 35:24, 172:27</p> <p>preliminary [2] -</p>
--	---	--	--	---	---

<p>13:6, 22:1 preparation [1] - 132:11 prepared [4] - 5:16, 68:21, 108:4, 133:22 preparing [1] - 135:16 prescribed [1] - 23:4 presence [11] - 33:8, 59:22, 78:25, 87:3, 87:10, 93:11, 94:3, 119:12, 122:16, 180:9, 180:12 present [5] - 6:25, 7:28, 33:1, 86:3, 178:11 presentation [1] - 33:5 presented [1] - 53:25 press [1] - 167:22 pressing [1] - 181:27 pressurising [1] - 43:19 presumably [5] - 132:5, 132:12, 132:25, 140:24, 182:3 presume [1] - 145:16 prevail [1] - 90:2 prevented [1] - 16:24 previous [11] - 29:16, 58:18, 67:7, 136:16, 139:11, 164:20, 164:21, 166:1, 179:26, 188:20, 188:24 previously [8] - 53:16, 72:4, 85:19, 95:22, 115:24, 129:28, 145:17, 150:28 prima [1] - 106:5 primary [1] - 101:24 principle [3] - 21:24, 26:22, 151:10 priority [2] - 40:28, 180:21 prisoner [1] -</p>	<p>131:6 privacy [1] - 21:17 private [3] - 108:9, 109:1, 109:8 privileged [1] - 21:17 probability [1] - 20:21 problem [4] - 63:11, 67:17, 136:27, 167:26 procedure [2] - 142:6, 161:28 procedures [3] - 13:16, 14:25, 132:16 Procedures [1] - 37:7 proceed [7] - 45:21, 45:24, 46:12, 113:25, 113:27, 123:19, 163:11 proceeded [1] - 19:9 proceeding [1] - 13:13 proceedings [6] - 81:22, 84:19, 84:21, 84:25, 85:3, 92:28 process [7] - 26:12, 33:4, 84:14, 86:16, 106:8, 135:2, 180:21 processed [1] - 65:8 processes [1] - 35:24 produce [3] - 98:19, 98:21, 122:25 professional [2] - 25:14, 53:4 professionally [1] - 118:15 progress [5] - 50:1, 180:26, 181:1, 184:9, 185:8 progressing [1] - 41:23 promoted [2] - 13:24, 125:15 promotion [2] - 120:25, 125:23 promotions [1] -</p>	<p>125:17 promptly [2] - 21:7, 104:3 proofs [1] - 113:6 proper [6] - 16:24, 16:26, 33:27, 63:11, 91:17, 146:14 properly [3] - 111:9, 111:19, 112:8 properly" [2] - 21:8, 104:3 proposal [1] - 152:24 propose [2] - 21:10, 172:21 proposed [5] - 45:29, 74:26, 75:23, 90:11, 101:12 prosecution [6] - 20:6, 20:7, 20:11, 102:24, 106:16, 113:12 Prosecutions [6] - 19:29, 20:11, 102:22, 106:16, 106:21, 113:11 protect [3] - 21:16, 21:22, 122:28 protected [46] - 10:15, 10:18, 10:19, 11:15, 11:26, 12:2, 16:16, 16:17, 17:1, 17:3, 17:12, 20:25, 22:11, 22:17, 22:29, 23:15, 24:10, 25:1, 25:11, 25:20, 25:29, 26:3, 26:12, 26:23, 26:26, 28:13, 28:17, 28:24, 30:7, 30:13, 30:24, 33:24, 38:24, 47:18, 49:8, 51:26, 64:9, 79:29, 88:16, 103:22, 113:17, 114:13, 114:17, 119:8, 119:11, 182:20 Protected [5] - 22:18, 22:25, 26:27, 70:23,</p>	<p>113:17 Protection [1] - 32:6 provide [8] - 34:21, 36:21, 43:28, 49:14, 50:25, 52:15, 108:18, 115:10 provided [26] - 13:7, 13:9, 24:5, 34:27, 49:20, 52:3, 53:18, 56:25, 61:14, 64:23, 67:19, 81:28, 84:27, 90:25, 91:8, 91:13, 92:2, 94:7, 96:26, 97:16, 118:27, 122:3, 129:2, 143:18, 160:19, 172:28 providing [3] - 35:21, 36:26, 91:21 provision [3] - 44:8, 180:20, 180:22 provisional [1] - 21:29 provisions [1] - 141:26 prudent [1] - 67:9 psychiatrist [2] - 32:4, 34:25 psychological [1] - 76:10 public [16] - 8:2, 8:10, 9:18, 9:28, 10:24, 13:13, 21:11, 21:14, 22:7, 23:12, 26:8, 72:27, 88:5, 125:27, 136:22, 137:25 Public [6] - 19:29, 20:10, 102:21, 106:15, 106:20, 113:11 published [3] - 10:27, 13:16, 128:28 pulling [1] - 130:28 Pulse [18] - 74:17, 75:3, 75:7, 75:9, 75:15, 75:16, 76:3, 76:14, 76:15, 76:20, 76:27,</p>	<p>77:6, 77:10, 109:4, 109:6, 109:15, 110:4 PULSE [1] - 77:26 punish [1] - 32:8 punished [2] - 16:12, 29:3 punishing [1] - 140:7 punishment [1] - 100:20 PURCELL [1] - 3:8 Purcell [1] - 7:3 pure [2] - 95:20, 96:4 purpose [9] - 6:21, 108:19, 129:24, 130:5, 144:24, 144:26, 144:27, 162:29, 182:13 purposes [2] - 9:8, 108:12 pursuing [1] - 79:11 put [25] - 34:11, 35:13, 52:16, 52:26, 62:21, 63:5, 69:10, 70:14, 72:29, 84:17, 96:19, 99:21, 100:27, 101:23, 101:28, 111:29, 117:27, 120:3, 121:10, 123:11, 124:19, 139:5, 157:19, 159:14, 163:10 puts [1] - 139:24 putting [2] - 66:24, 89:9</p>	<p>questioning [1] - 62:4 questions [11] - 26:20, 34:16, 62:10, 91:24, 96:19, 101:23, 115:5, 116:17, 124:19, 144:23, 166:16 QUILTER [1] - 3:7 Quilter [23] - 7:3, 69:14, 70:10, 114:16, 115:19, 115:20, 115:27, 116:13, 116:26, 117:17, 117:23, 118:20, 118:25, 119:6, 119:10, 119:22, 119:27, 120:15, 120:28, 149:14, 149:20, 149:26, 171:26 quilter [22] - 15:21, 15:22, 19:25, 42:27, 60:18, 61:4, 63:23, 68:9, 68:13, 69:1, 69:10, 69:22, 70:14, 109:27, 120:3, 120:9, 120:15, 120:21, 122:6, 122:9, 122:14, 149:4 quilter's [3] - 47:9, 62:22, 169:29 Quilter's [2] - 47:10, 149:29 Quinn [11] - 78:9, 78:15, 78:23, 78:27, 79:7, 79:10, 79:15, 79:17, 90:22, 92:18, 99:8 quite [1] - 188:22 quote [1] - 174:1 quoting [2] - 144:9, 168:15</p>
Q					
<p>quality [1] - 106:8 QUAY [1] - 3:4 queried [4] - 61:3, 65:29, 91:20, 116:10 query [3] - 62:19, 114:14, 119:4 querying [1] - 43:28 questioned [2] - 53:15, 117:15</p>	<p>raise [2] - 123:3, 181:4 raised [6] - 40:26, 62:10, 99:3, 173:26,</p>				
R					

<p>175:17, 178:3 rang [6] - 76:22, 76:24, 77:16, 95:8, 95:10, 159:10 rank [4] - 12:16, 13:24, 48:16 rape [3] - 25:5, 71:14, 71:17 rape/sexual [2] - 16:25, 105:26 rather [3] - 12:27, 67:8, 171:25 Rathmines [3] - 13:21, 13:23, 125:7 rating [1] - 66:5 rationale [2] - 67:13, 170:22 re [2] - 112:14, 183:11 re-interviewed [1] - 112:14 reached [1] - 133:20 reactivate [2] - 78:15, 79:8 reactive [1] - 176:10 read [4] - 54:18, 124:26, 127:22, 128:25 reading [2] - 73:19, 123:9 ready [1] - 110:21 real [1] - 54:21 realised [3] - 72:23, 183:3, 183:8 reality [1] - 188:26 really [5] - 37:3, 180:15, 180:28, 185:18, 187:11 reason [18] - 29:18, 29:24, 69:13, 83:3, 90:23, 95:18, 96:3, 117:16, 120:6, 126:18, 127:29, 128:7, 130:11, 130:14, 136:29, 139:19, 145:1, 153:16 reasonability [2] - 35:16, 37:2 reasonable [10] - 35:26, 36:28,</p>	<p>37:27, 37:29, 38:2, 38:7, 48:15, 113:1, 185:8, 188:25 reasonably [1] - 93:14 reasons [12] - 41:9, 52:6, 64:23, 65:25, 65:28, 100:14, 106:19, 108:2, 133:13, 133:20, 134:9, 148:22 recalled [1] - 92:18 re-categorisatio n [1] - 67:3 receipt [1] - 24:22 received [24] - 9:9, 14:22, 20:17, 23:29, 24:4, 41:21, 55:17, 65:3, 65:22, 74:2, 90:6, 91:1, 107:29, 108:21, 111:13, 145:19, 158:19, 159:6, 159:8, 159:9, 161:10, 178:1, 179:7, 183:15 receiving [2] - 83:10, 162:17 recent [2] - 26:10, 58:10 recently [1] - 181:15 recited [1] - 162:9 reclassificatio n [1] - 33:18 reclassified [1] - 33:12 recollect [1] - 164:12 recollection [10] - 59:19, 77:14, 112:15, 118:11, 135:14, 147:29, 167:11, 174:13, 174:28, 175:13 recommend [1] - 20:7 recommendati on [5] - 20:1, 64:22, 67:15, 67:19, 102:23 recommendati ons [3] - 35:14, 58:4, 176:16</p>	<p>recommended [12] - 34:5, 34:10, 34:11, 35:22, 45:20, 45:23, 46:11, 57:4, 117:22, 117:27, 136:19, 176:29 recommending [1] - 136:16 reconsider [1] - 91:6 reconsidered [1] - 90:10 record [6] - 35:11, 52:10, 52:21, 132:20, 135:28, 143:29 recorded [12] - 29:24, 31:5, 31:10, 31:16, 45:28, 52:5, 64:20, 74:28, 75:2, 75:27, 76:2, 176:8 recording [2] - 31:13, 170:9 records [4] - 19:28, 52:3, 109:15, 110:4 recovery [1] - 50:1 rectified [1] - 77:17 redacted [2] - 21:21, 122:28 redactions [1] - 21:15 reduced [1] - 31:18 refer [7] - 80:2, 124:21, 124:22, 127:14, 141:17, 143:15, 158:9 reference [32] - 9:29, 10:23, 11:3, 11:6, 11:21, 11:25, 12:10, 13:3, 22:22, 28:5, 30:19, 56:16, 59:29, 64:5, 67:27, 71:10, 74:14, 78:6, 79:25, 81:20, 85:6, 88:12, 92:26, 97:5, 100:1, 102:1, 112:5, 113:24, 119:4, 122:15, 142:27, 143:20 referenced [3] -</p>	<p>13:18, 15:15, 26:28 referral [3] - 34:2, 39:19, 40:18 referred [20] - 15:18, 26:7, 34:26, 37:11, 39:27, 41:12, 48:22, 57:18, 60:22, 86:2, 86:20, 91:8, 91:25, 100:11, 128:24, 132:3, 132:10, 134:6, 147:13, 182:3 referring [11] - 36:10, 108:11, 114:14, 115:28, 117:22, 119:4, 121:9, 164:21, 169:25, 170:5, 176:26 refers [6] - 77:20, 128:28, 147:16, 177:18, 184:11, 184:12 reflect [3] - 111:19, 152:2, 181:23 reflected [1] - 100:21 refusal [1] - 117:2 refuse [2] - 32:7, 89:28 refused [16] - 33:19, 36:7, 42:16, 43:26, 44:14, 69:11, 74:19, 90:7, 90:17, 90:20, 91:3, 91:19, 93:23, 107:11, 120:4, 171:10 refusing [6] - 49:1, 58:20, 64:9, 65:18, 88:18, 92:24 refute [1] - 59:2 regard [12] - 14:28, 26:16, 41:23, 42:29, 70:13, 89:21, 96:2, 98:15, 118:21, 139:24, 177:5, 179:1 regarded [1] - 26:22 regarding [12] -</p>	<p>43:4, 43:8, 55:4, 59:22, 70:18, 78:16, 79:8, 99:4, 112:14, 119:4, 121:23, 138:16 regards [5] - 47:25, 60:13, 61:4, 62:19, 89:25 region [2] - 47:9, 118:22 Region [7] - 15:24, 17:20, 40:4, 42:22, 102:8, 116:20, 156:16 regional [7] - 60:15, 60:26, 62:1, 63:10, 63:12, 63:15, 63:28 regular [3] - 13:29, 61:9, 131:26 regularly [2] - 50:2, 177:1 Regulation [18] - 16:11, 18:13, 20:15, 28:28, 29:13, 82:18, 84:7, 84:9, 84:23, 85:3, 92:29, 94:28, 102:14, 102:27, 135:22, 146:5, 146:6, 146:7 regulations [8] - 20:22, 23:25, 59:7, 80:5, 113:15, 142:15, 150:19, 158:11 Regulations [13] - 16:12, 18:4, 18:14, 20:16, 28:29, 82:19, 84:7, 84:24, 85:4, 93:1, 94:29, 102:15, 102:28 reinvestigation [1] - 183:18 reiterate [1] - 151:11 reiterated [4] - 62:26, 110:3, 154:18, 156:23 reiterating [1] - 116:16 rejected [2] - 112:11, 116:28 relate [1] -</p>	<p>184:20 related [51] - 14:20, 15:11, 24:13, 29:21, 30:5, 30:28, 31:7, 31:11, 32:2, 32:5, 32:7, 32:29, 33:9, 38:27, 39:2, 39:25, 40:10, 40:13, 40:23, 41:16, 41:25, 42:14, 81:13, 100:18, 133:6, 141:5, 141:19, 142:26, 144:25, 144:29, 145:4, 145:8, 145:27, 146:16, 147:19, 150:3, 156:27, 159:22, 159:28, 163:15, 163:19, 164:1, 177:4, 177:23, 178:28, 184:15, 186:6, 186:10, 186:13, 187:8, 187:13 relates [3] - 106:3, 137:13, 184:10 relating [9] - 21:20, 23:10, 25:5, 83:19, 101:5, 128:20, 134:22, 141:26, 180:29 relation [48] - 11:6, 11:9, 16:23, 26:6, 29:9, 35:27, 51:12, 58:18, 58:28, 70:23, 75:14, 79:11, 80:6, 80:26, 82:8, 83:8, 84:3, 84:9, 89:15, 89:26, 94:16, 96:10, 97:27, 99:3, 105:25, 111:4, 117:21, 118:15, 127:16, 128:2, 132:12, 133:16, 139:10, 140:17, 141:1, 142:22, 143:1, 145:17, 150:1, 156:5, 157:27, 158:14, 176:8, 178:24, 183:5, 184:27, 185:9, 187:12 relations [2] - 148:16, 149:15</p>
---	---	--	---	---	---

<p>relationship [1] - 28:16</p> <p>relatives [2] - 126:15, 126:19</p> <p>relevant [23] - 9:17, 13:9, 23:1, 23:5, 23:6, 23:8, 30:16, 33:5, 60:24, 61:24, 64:17, 64:29, 92:8, 114:17, 119:7, 122:23, 124:15, 124:19, 127:4, 135:10, 161:20, 182:2, 182:6</p> <p>relied [3] - 109:13, 110:3, 186:4</p> <p>relieving [1] - 129:29</p> <p>remain [3] - 144:1, 144:10, 144:18</p> <p>remained [1] - 31:3</p> <p>remaining [1] - 19:9</p> <p>remains [1] - 147:3</p> <p>remember [1] - 129:9</p> <p>reminders [1] - 65:10</p> <p>remit [1] - 17:26</p> <p>removal [2] - 100:11, 100:17</p> <p>removed [1] - 48:22</p> <p>render [2] - 50:2, 177:1</p> <p>repeat [1] - 139:12</p> <p>repeating [1] - 116:17</p> <p>repeats [1] - 182:21</p> <p>replace [2] - 69:4, 122:1</p> <p>replied [4] - 66:2, 115:23, 117:3, 162:4</p> <p>reply [8] - 41:28, 42:26, 51:14, 55:28, 59:9, 96:19, 99:21, 101:23</p> <p>report [96] - 10:25, 10:27, 11:21, 12:2,</p>	<p>15:16, 18:26, 20:23, 22:24, 24:6, 29:9, 33:5, 34:26, 35:18, 40:24, 41:20, 49:26, 56:26, 56:29, 60:3, 60:23, 61:7, 61:8, 61:13, 61:16, 61:22, 61:25, 62:9, 62:12, 62:13, 62:19, 62:25, 62:27, 62:29, 63:1, 63:8, 63:9, 63:11, 63:13, 63:15, 68:28, 71:26, 72:15, 74:2, 80:26, 80:28, 81:4, 81:28, 82:4, 83:26, 83:29, 84:10, 85:12, 86:3, 86:9, 86:20, 90:13, 90:15, 91:8, 92:11, 94:7, 94:12, 95:11, 95:12, 96:6, 97:13, 97:16, 103:6, 105:17, 105:23, 111:12, 133:22, 133:27, 133:28, 136:5, 138:18, 142:22, 142:23, 142:27, 145:10, 145:18, 145:20, 146:15, 156:17, 162:18, 162:24, 176:13, 177:8, 177:18, 178:23, 184:9, 184:27, 184:29, 185:5, 185:12, 185:15</p> <p>Report [3] - 11:1, 13:18, 28:1</p> <p>reported [24] - 12:26, 14:18, 15:6, 29:20, 31:2, 39:8, 39:25, 40:22, 42:3, 49:17, 60:20, 61:29, 72:4, 74:3, 78:24, 85:19, 89:8, 103:4, 133:1, 145:25, 156:15, 161:15, 177:3, 180:9</p> <p>reporting [10] - 11:16, 12:28, 23:25, 23:28, 31:4, 60:13, 61:4,</p>	<p>62:24, 140:16, 142:15</p> <p>reports [7] - 10:5, 52:4, 161:20, 182:2, 182:6, 182:9, 185:3</p> <p>represent [2] - 141:2, 141:25</p> <p>representation [3] - 77:15, 136:14, 143:7</p> <p>representation s [2] - 75:12, 136:12</p> <p>representative [3] - 24:2, 57:22, 80:25</p> <p>representative s [4] - 6:13, 21:25, 80:26, 178:5</p> <p>request [13] - 33:18, 39:28, 49:14, 50:18, 75:13, 81:3, 81:17, 106:19, 114:14, 146:24, 164:6, 171:17, 181:18</p> <p>requested [22] - 9:27, 32:15, 40:24, 40:27, 42:21, 50:24, 59:22, 61:6, 65:28, 73:1, 77:23, 91:6, 97:14, 107:15, 111:12, 117:10, 143:4, 143:25, 149:5, 160:3, 181:17, 187:14</p> <p>requesting [7] - 65:12, 65:15, 79:28, 81:1, 111:8, 146:19, 159:16</p> <p>requests [2] - 13:8, 68:14</p> <p>require [5] - 33:4, 80:13, 121:20, 158:27, 170:28</p> <p>required [16] - 51:12, 61:13, 62:28, 63:1, 88:2, 92:7, 93:12, 94:4, 104:10, 120:11, 121:14, 129:15, 130:4, 130:24, 177:9, 180:22</p>	<p>requirement [3] - 12:9, 28:4, 185:3</p> <p>requirements [1] - 108:4</p> <p>requires [3] - 21:23, 64:17, 96:25</p> <p>requiring [3] - 60:3, 60:20, 97:7</p> <p>rescheduled [1] - 71:22</p> <p>reservation [1] - 162:20</p> <p>reserving [1] - 151:14</p> <p>resolutions [2] - 9:21, 10:7</p> <p>resolve [1] - 123:4</p> <p>resolved [1] - 9:22</p> <p>resolving [1] - 43:11</p> <p>Resort [1] - 119:17</p> <p>resort [1] - 68:4</p> <p>resource [1] - 87:8</p> <p>Resource [5] - 14:24, 80:12, 86:29, 177:28, 181:21</p> <p>resources [2] - 23:12, 122:3</p> <p>Resources [1] - 158:26</p> <p>respect [36] - 13:5, 15:29, 17:5, 17:26, 18:14, 21:19, 24:11, 27:1, 33:15, 35:10, 36:26, 39:20, 47:22, 57:19, 60:3, 67:3, 71:14, 81:23, 88:22, 93:1, 93:24, 95:4, 95:28, 100:8, 102:20, 104:21, 108:19, 110:22, 110:23, 111:22, 113:3, 113:9, 113:13, 118:18, 138:27, 182:25</p> <p>respectfully [1] - 147:4</p> <p>respective [1] - 129:25</p> <p>respects [1] -</p>	<p>103:12</p> <p>respond [1] - 169:23</p> <p>responded [4] - 29:10, 44:1, 111:17, 169:27</p> <p>response [16] - 9:12, 40:18, 45:15, 62:20, 63:5, 63:26, 64:2, 91:24, 92:23, 105:28, 109:12, 112:10, 115:29, 180:25, 181:28, 182:9</p> <p>responsibilitie s [1] - 37:26</p> <p>responsibility [13] - 38:5, 38:12, 45:27, 48:21, 62:29, 63:2, 63:7, 63:29, 68:8, 81:14, 88:4, 96:14, 119:21</p> <p>responsible [1] - 23:4</p> <p>rest [3] - 58:21, 123:20, 140:12</p> <p>result [6] - 29:26, 31:26, 47:29, 107:4, 117:24, 183:18</p> <p>resulting [2] - 30:28, 179:24</p> <p>resume [4] - 50:10, 51:12, 55:9, 188:9</p> <p>RESUMED [1] - 123:22</p> <p>resumed [1] - 53:26</p> <p>resuming [1] - 123:16</p> <p>resurrect [3] - 78:9, 78:24, 79:18</p> <p>retire [3] - 46:5, 65:5, 65:8</p> <p>retired [10] - 7:2, 9:9, 13:5, 22:10, 65:8, 66:18, 75:19, 99:6, 99:13, 127:2</p> <p>retiree [1] - 65:1</p> <p>retirement [6] - 13:26, 15:12, 70:1, 73:3, 87:18, 126:26</p> <p>retirement/ resignation [1] -</p>	<p>64:15</p> <p>Return [2] - 50:18, 50:25</p> <p>return [16] - 34:9, 35:5, 36:21, 36:25, 40:7, 43:12, 44:6, 48:5, 49:15, 52:6, 52:12, 52:15, 52:26, 96:14, 170:26, 180:25</p> <p>returned [9] - 15:9, 34:29, 50:5, 50:21, 51:5, 52:7, 57:25, 57:29, 64:29</p> <p>returning [1] - 57:3</p> <p>revert [1] - 117:10</p> <p>reverted [1] - 116:9</p> <p>review [7] - 18:25, 19:2, 34:8, 34:29, 46:10, 87:14, 108:2</p> <p>reviewed [4] - 34:3, 34:24, 67:15, 181:15</p> <p>revolved [1] - 43:5</p> <p>rights [3] - 21:16, 108:28, 122:29</p> <p>road [1] - 156:13</p> <p>Road [1] - 97:9, 97:11, 97:27, 98:3, 98:8, 98:18, 98:20, 98:23, 98:24, 99:4, 99:17</p> <p>Robert [1] - 7:3</p> <p>ROBERT [1] - 3:8</p> <p>role [3] - 41:15, 41:16, 118:6</p> <p>room [4] - 69:27, 148:14, 187:6, 187:7</p> <p>root [1] - 54:26</p> <p>Rosderra [1] - 26:10</p> <p>Rosemary [1] - 137:26</p> <p>roster [5] - 24:24, 68:21, 128:28, 129:8, 129:10</p> <p>rosters [3] - 91:26, 132:3,</p>
--	--	--	--	--	--

132:5 round [3] - 5:24, 124:3, 152:11 roundabout [1] - 68:23 route [2] - 51:7, 56:4 row [1] - 6:10 ruining [1] - 90:24 run [4] - 69:1, 74:4, 85:23, 86:24 running [2] - 38:6, 105:6	scheduled [1] - 71:20 scheduling [2] - 67:29, 71:7 scheme [1] - 13:16 screen [5] - 77:26, 124:23, 143:20, 167:19, 167:28 scroll [10] - 136:2, 136:28, 137:4, 141:13, 143:20, 145:22, 147:1, 162:12, 184:16, 184:17 sealed [1] - 13:1 SEAN [1] - 3:3 search [2] - 135:16, 135:27 second [16] - 24:9, 26:16, 45:14, 76:23, 136:25, 138:12, 147:1, 163:16, 164:7, 165:26, 167:29, 168:10, 168:11, 170:7, 178:25, 179:21 secretary [1] - 89:5 Section [3] - 26:19, 33:14, 93:6 section [9] - 22:29, 23:9, 37:6, 54:21, 56:23, 64:16, 64:17, 64:22, 77:16 sections [1] - 104:11 security [1] - 121:13 see [25] - 5:12, 5:22, 5:28, 7:15, 70:5, 116:4, 117:6, 137:5, 149:28, 160:15, 162:21, 162:23, 163:6, 166:18, 166:29, 167:4, 167:29, 171:27, 178:13, 179:11, 184:15, 185:5, 185:21, 187:26, 189:3 seeing [4] - 152:8, 160:13, 160:18, 160:19 seek [1] - 66:15	seeking [4] - 29:1, 146:28, 182:1, 185:4 seem [9] - 142:6, 144:9, 144:11, 148:24, 153:26, 162:20, 167:18, 178:18, 179:15 send [1] - 81:8 sending [5] - 53:12, 54:14, 108:9, 117:16, 160:8 senior [24] - 7:10, 7:21, 7:23, 7:28, 8:19, 10:20, 11:9, 11:14, 11:17, 12:12, 12:15, 28:8, 33:23, 38:22, 43:16, 49:7, 51:25, 56:23, 63:7, 75:7, 76:9, 76:26, 76:27, 118:5 seniority [2] - 28:12, 30:12 sense [1] - 182:20 sensible [1] - 188:8 sent [17] - 40:3, 41:7, 62:22, 68:14, 83:18, 105:18, 106:24, 109:7, 115:14, 115:18, 115:21, 116:10, 117:28, 118:18, 140:27, 160:29, 161:3 sentence [2] - 166:18, 180:2 sentiment [3] - 21:4, 25:27, 112:24 separate [6] - 18:19, 162:29, 163:12, 163:20, 186:20, 187:7 separated [4] - 162:26, 162:28, 163:9, 183:26 separately [1] - 163:9 September [25] - 39:5, 39:9, 39:12, 39:15, 39:23, 40:20, 41:13, 41:21, 45:20, 48:2, 75:29,	101:16, 142:20, 142:23, 142:28, 146:1, 146:11, 147:27, 151:4, 157:11, 158:16, 161:4, 165:22, 166:2, 182:22 sequence [1] - 181:23 sequencing [2] - 104:6, 105:1 sergeant [34] - 13:24, 19:20, 38:18, 46:3, 57:29, 62:24, 63:3, 91:4, 91:7, 91:29, 92:1, 92:2, 92:3, 96:10, 96:11, 97:18, 97:29, 98:4, 98:7, 98:16, 98:23, 105:18, 125:15, 129:16, 131:9, 131:27, 138:18, 138:21, 148:13, 149:3, 149:23 Sergeant [143] - 9:9, 11:9, 11:12, 13:5, 18:9, 22:11, 30:23, 30:29, 33:28, 36:25, 36:29, 37:27, 39:14, 39:15, 42:4, 42:16, 43:19, 44:27, 45:5, 49:14, 51:5, 51:11, 51:29, 54:28, 56:18, 59:2, 59:22, 60:2, 64:8, 64:11, 67:29, 70:13, 70:15, 70:21, 71:12, 72:2, 72:6, 72:12, 72:17, 74:5, 74:7, 74:17, 74:19, 77:27, 78:8, 78:9, 78:14, 78:23, 78:27, 79:7, 79:9, 79:17, 79:27, 79:28, 81:23, 82:3, 82:5, 82:10, 82:22, 83:25, 84:10, 84:14, 85:9, 85:17, 85:21, 86:4, 86:6, 86:10, 86:25, 87:1, 87:29, 88:15, 89:21, 89:25, 89:26, 90:22, 91:13, 92:10,	92:17, 93:1, 93:25, 94:11, 94:14, 94:20, 96:2, 97:7, 97:18, 98:5, 98:15, 98:21, 98:26, 98:27, 98:29, 99:3, 99:6, 99:13, 99:23, 99:24, 100:3, 100:27, 101:18, 101:21, 102:5, 102:12, 104:14, 105:11, 107:24, 107:28, 108:10, 110:8, 110:10, 110:14, 110:15, 112:19, 113:4, 114:13, 118:4, 118:16, 119:11, 119:25, 137:28, 138:1, 138:10, 138:23, 138:24, 141:19, 142:26, 142:28, 143:3, 145:25, 145:26, 145:29, 146:1, 146:5, 146:8, 156:21, 156:26, 157:22, 166:20, 173:4, 173:18 sergeant's [5] - 63:29, 72:29, 89:28, 95:10, 139:22 Sergeants [2] - 24:1, 80:24 sergeants [22] - 24:20, 38:16, 60:28, 62:22, 75:9, 76:13, 88:23, 88:25, 90:10, 90:13, 90:15, 91:20, 97:28, 98:3, 98:19, 99:7, 101:12, 131:24, 131:26, 132:2, 172:17, 172:22 serious [7] - 11:16, 12:26, 23:21, 66:24, 96:27, 104:1, 131:8 seriously [1] - 86:4 seriousness [1] - 183:9 served [16] - 13:23, 13:26,	16:10, 28:27, 122:21, 124:25, 125:7, 126:26, 127:16, 135:22, 135:23, 136:3, 138:10, 138:24, 140:4, 146:7 Service [12] - 32:15, 32:26, 34:3, 39:21, 40:19, 56:24, 64:14, 65:1, 65:20, 66:7, 148:3, 159:2 service [25] - 40:15, 40:28, 50:3, 53:16, 55:7, 64:10, 64:11, 64:19, 65:7, 65:24, 65:26, 65:29, 66:1, 66:8, 66:14, 67:7, 67:10, 67:13, 67:24, 128:7, 138:3, 164:24, 171:16, 177:3 services [2] - 147:5, 159:2 servicing [1] - 177:1 servicing [2] - 72:13, 86:8 set [7] - 9:29, 28:2, 37:1, 104:6, 105:2, 108:3, 176:9 sets [2] - 96:7, 105:3 seven [6] - 16:16, 80:15, 81:10, 130:19, 158:29, 159:17 seventh [1] - 26:3 severely [1] - 20:26 sexual [18] - 14:26, 15:5, 15:16, 19:25, 21:20, 103:3, 104:1, 104:15, 104:27, 105:10, 105:16, 106:9, 106:25, 107:12, 110:17, 133:6, 138:26, 140:17 sham [2] - 107:1, 112:23 sheet [6] - 89:2, 89:4, 89:10,
S					
safe [11] - 34:10, 34:21, 34:27, 35:21, 36:21, 36:27, 43:29, 47:6, 54:24, 55:11, 115:10 Sam [3] - 57:15, 59:3, 59:19 SAMS [3] - 31:15, 31:16, 141:1 sanction [3] - 24:26, 97:21, 99:11 sanctioned [4] - 24:17, 49:23, 97:14, 97:17 sanctioning [1] - 81:22 sat [2] - 59:15, 148:3 satisfactory [1] - 114:2 satisfied [3] - 18:27, 103:8, 113:14 satisfy [1] - 63:14 save [1] - 92:14 saw [5] - 54:18, 54:29, 71:2, 160:11, 160:15 SC [4] - 3:1, 3:7, 5:8 scale [1] - 121:15 scenario [1] - 171:29 scene [1] - 61:28 schedule [2] - 21:29, 22:4					

<p>89:11, 89:23 shift [1] - 57:13 shifts [1] - 50:27 shirt [1] - 51:10 short [3] - 77:24, 161:26, 184:27 short-circuit [1] - 161:26 shortage [1] - 38:16 shortened [1] - 173:13 shortening [1] - 173:12 shorter [1] - 173:7 shortly [3] - 115:13, 157:9, 182:11 show [3] - 23:6, 98:23, 137:1 showed [1] - 77:26 showing [1] - 8:3 shown [1] - 64:20 shows [1] - 58:4 Sick [1] - 33:14 sick [19] - 30:8, 30:27, 31:4, 31:8, 31:26, 33:18, 46:18, 49:22, 50:25, 69:28, 79:28, 132:23, 140:14, 143:26, 144:29, 150:18, 164:16, 181:14, 183:27 sickness [8] - 31:13, 41:9, 56:23, 132:22, 142:26, 147:18, 178:10, 185:14 Sickness [2] - 31:14, 132:17 side [2] - 182:2, 185:17 sight [5] - 109:25, 160:22, 160:26, 163:2, 180:11 sign [7] - 24:21, 32:21, 89:2, 89:13, 89:22, 99:5, 174:22 signature [1] - 55:24 signed [5] - 39:19, 60:24,</p>	<p>137:7, 139:8, 139:14 significant [1] - 188:27 signify [1] - 137:7 signing [1] - 24:24 similar [3] - 11:11, 144:3, 177:13 simply [3] - 7:17, 98:18, 139:25 since [1] - 57:17 singled [2] - 76:11, 98:9 Sinéad [1] - 5:9 Siochana [1] - 82:18 sit [1] - 124:8 sitting [8] - 5:28, 6:5, 6:7, 25:7, 57:11, 103:24, 123:18, 130:29 situ [1] - 24:28 situation [8] - 8:23, 11:11, 72:2, 84:27, 84:28, 85:17, 86:4, 150:13 situations [1] - 93:10 six [1] - 150:20 sixth [1] - 25:29 size [1] - 131:12 skewed [1] - 162:7 slept [1] - 140:23 slightly [1] - 162:6 small [1] - 136:1 SMITHFIELD [1] - 3:5 sneered [2] - 135:2, 135:24 so [1] - 107:4 Social [1] - 32:6 softly [4] - 111:5, 112:5 sole [2] - 38:5, 99:25 solely [3] - 45:15, 77:11, 100:18 Solicitor [1] - 134:1 solicitor [11] -</p>	<p>5:10, 7:11, 143:26, 144:2, 144:5, 152:4, 162:23, 163:12, 172:12, 181:26, 182:4 Solicitor's [1] - 5:18 SOLICITORS [2] - 3:3, 3:9 Solicitors [3] - 6:3, 6:24, 7:4 solicitors [3] - 181:4, 182:1, 187:10 solution [2] - 37:13, 117:2 someone [8] - 17:21, 41:17, 76:27, 117:28, 139:25, 157:25, 162:11, 171:16 sometimes [1] - 79:10 soon [3] - 54:26, 93:14, 139:20 sorry [29] - 6:28, 7:22, 7:24, 110:27, 124:9, 126:11, 137:9, 143:19, 148:6, 152:7, 153:2, 154:29, 164:20, 165:11, 165:18, 165:25, 165:29, 166:24, 166:29, 167:1, 167:21, 167:23, 168:27, 176:25, 177:17, 181:8, 183:7, 183:10, 188:12 sort [6] - 5:24, 151:27, 152:28, 174:7, 175:13, 176:9 sought [10] - 19:27, 20:17, 32:13, 39:26, 80:5, 97:13, 112:14, 118:25, 158:13, 179:11 sounds [1] - 188:5 source [2] - 40:12, 145:3 South [2] - 102:8, 125:12 Southeastern [1] - 17:20 Southern [5] -</p>	<p>15:23, 40:4, 42:22, 116:20, 156:16 speaking [4] - 118:12, 152:5, 168:13, 168:14 special [1] - 32:24 specialist [2] - 176:22, 176:26 specific [3] - 48:8, 108:5, 130:2 specifically [3] - 73:9, 76:25, 179:6 specified [7] - 14:19, 28:12, 30:12, 31:7, 64:26, 141:5, 145:26 spent [1] - 103:29 spoken [3] - 43:8, 144:5, 160:5 SR1 [1] - 141:17 staff [3] - 82:27, 110:7, 181:18 staffing [1] - 91:17 stage [18] - 37:28, 84:21, 84:25, 108:18, 124:21, 125:2, 127:2, 127:17, 142:13, 143:9, 153:22, 154:21, 155:22, 155:23, 159:28, 163:29, 174:26, 187:29 staged [1] - 121:12 stand [1] - 87:28 standard [3] - 64:18, 66:7, 141:2 standing [2] - 121:26, 179:16 start [6] - 7:24, 54:28, 55:12, 58:22, 123:17, 140:13 starting [1] - 178:18 state [1] - 133:21 State [2] - 5:18, 133:29 STATEMENT [2]</p>	<p>- 4:2, 9:4 statement [131] - 8:27, 9:7, 14:28, 15:27, 16:15, 16:21, 17:24, 23:17, 28:15, 28:26, 29:22, 31:24, 32:12, 32:24, 36:2, 36:23, 37:20, 39:6, 41:11, 42:11, 47:16, 47:20, 50:19, 51:2, 51:19, 53:22, 54:7, 55:14, 57:9, 58:8, 61:19, 62:18, 63:16, 63:25, 64:25, 66:10, 66:20, 68:25, 69:7, 70:4, 70:19, 71:4, 72:20, 73:8, 73:12, 73:16, 73:19, 74:22, 75:4, 76:6, 77:1, 77:19, 78:12, 79:3, 80:6, 80:11, 80:14, 80:18, 80:21, 81:7, 81:9, 83:1, 83:22, 87:6, 87:23, 87:28, 88:9, 88:29, 89:18, 90:28, 92:10, 92:17, 94:26, 95:7, 95:27, 97:24, 98:12, 98:29, 100:10, 101:8, 104:5, 104:22, 104:29, 107:7, 107:20, 108:20, 109:21, 109:29, 110:2, 110:21, 110:29, 111:21, 111:28, 112:1, 112:11, 112:28, 118:2, 118:10, 118:20, 119:16, 120:19, 120:27, 122:7, 127:14, 127:21, 128:24, 128:25, 134:18, 143:9, 150:9, 151:26, 157:23, 158:13, 158:17, 158:25, 158:28, 159:17, 159:19, 159:21, 160:26, 162:14, 162:17, 165:22, 169:8, 182:12, 182:17,</p>	<p>182:29, 183:3, 187:19 statements [6] - 9:12, 13:9, 19:27, 111:9, 112:2, 128:15 states [9] - 10:12, 58:15, 73:25, 77:20, 79:6, 79:15, 87:26, 93:7, 112:28 stating [17] - 32:4, 39:12, 44:1, 44:3, 45:3, 52:13, 52:25, 66:3, 72:10, 72:15, 85:8, 86:9, 93:25, 105:15, 108:26, 111:18, 117:4 station [72] - 15:17, 36:4, 37:8, 43:20, 43:25, 44:7, 46:4, 47:10, 47:12, 47:13, 48:8, 48:13, 50:17, 51:6, 52:8, 54:24, 55:11, 55:20, 56:19, 57:12, 58:16, 58:21, 59:13, 69:15, 72:27, 73:28, 75:4, 76:4, 77:9, 77:24, 77:27, 82:23, 84:6, 86:15, 95:8, 95:9, 99:7, 100:5, 103:4, 105:19, 108:16, 108:23, 109:3, 109:16, 109:25, 109:27, 115:25, 116:29, 117:12, 121:1, 125:12, 125:17, 130:8, 131:21, 133:1, 135:18, 135:19, 136:21, 137:27, 137:28, 137:29, 138:11, 138:13, 139:21, 141:3, 148:18, 164:24, 169:19, 171:2, 173:5, 175:6, 175:26 Station [44] - 10:25, 13:22, 13:23, 13:25, 13:28, 14:4, 14:9, 14:11, 14:16, 15:6, 15:10, 17:7,</p>
---	--	--	--	--	--

<p>24:12, 24:18, 24:22, 26:8, 29:12, 35:7, 37:25, 44:18, 45:10, 46:7, 47:6, 49:12, 51:8, 54:3, 54:5, 54:8, 54:9, 54:23, 55:18, 60:16, 71:18, 72:18, 72:24, 72:26, 73:22, 74:24, 75:23, 92:12, 108:11, 125:8, 130:15, 148:3</p> <p>stationed [3] - 13:25, 14:12, 76:17</p> <p>stations [8] - 37:28, 58:12, 76:19, 101:18, 129:18, 129:23, 149:1, 154:6</p> <p>statutory [1] - 22:24</p> <p>stay [3] - 37:25, 47:13, 144:20</p> <p>stayed [2] - 26:20, 118:13</p> <p>step [1] - 147:9</p> <p>steps [4] - 18:27, 34:21, 43:28, 115:10</p> <p>still [4] - 32:6, 109:6, 169:7, 183:27</p> <p>stint [1] - 188:22</p> <p>stirring [3] - 78:22, 79:16, 79:19</p> <p>stop [2] - 8:2, 143:23</p> <p>straightaway [1] - 149:25</p> <p>strands [2] - 187:21</p> <p>strange [1] - 116:21</p> <p>strangers [1] - 109:1</p> <p>Street [13] - 24:12, 45:9, 47:9, 60:15, 75:23, 76:3, 76:18, 86:15, 108:10, 108:16, 108:22, 109:16, 109:27</p> <p>STREET [1] - 3:10</p> <p>street [1] -</p>	<p>109:25</p> <p>stress [44] - 14:20, 29:21, 31:7, 32:29, 38:27, 39:2, 39:26, 40:10, 40:12, 40:23, 41:16, 41:25, 42:14, 69:29, 76:21, 81:13, 141:6, 141:19, 142:27, 144:25, 144:29, 145:4, 145:8, 145:27, 146:16, 147:19, 156:27, 159:23, 159:28, 163:15, 163:19, 164:2, 177:23, 181:14, 185:19, 185:20, 185:29, 186:6, 186:10, 186:13, 186:28, 187:2, 187:8, 187:13</p> <p>stressors [4] - 33:9, 180:10, 180:12</p> <p>strict [1] - 105:3</p> <p>strike [1] - 175:18</p> <p>structure [2] - 62:24, 108:3</p> <p>stupid [1] - 171:17</p> <p>subject [5] - 9:16, 126:8, 172:23, 186:26</p> <p>subject-matter [1] - 186:26</p> <p>subjecting [1] - 188:29</p> <p>subjective [1] - 66:23</p> <p>submission [4] - 19:8, 79:28, 138:26, 182:1</p> <p>submissions [3] - 19:2, 22:3, 78:18</p> <p>submit [11] - 50:9, 62:9, 80:14, 81:1, 90:12, 158:17, 158:28, 159:17, 163:4, 185:3, 185:11</p> <p>submitted [30] - 10:4, 18:21, 19:28, 20:22, 26:5, 29:9, 31:8, 41:4, 60:10,</p>	<p>62:12, 62:25, 63:12, 70:1, 79:1, 80:19, 81:10, 88:25, 90:15, 92:11, 102:17, 102:21, 104:21, 126:15, 133:28, 135:20, 141:22, 162:8, 162:14, 178:1, 182:9</p> <p>submitting [5] - 80:11, 157:17, 157:23, 158:25, 159:12</p> <p>subsequent [2] - 10:10, 12:28</p> <p>subsequently [10] - 11:16, 16:9, 17:15, 34:24, 44:11, 44:23, 60:13, 78:24, 80:29, 89:8</p> <p>substance [1] - 113:7</p> <p>substantial [1] - 124:24</p> <p>substantially [1] - 170:12</p> <p>succeed [1] - 28:10</p> <p>successful [1] - 128:12</p> <p>suffer [1] - 132:21</p> <p>suffered [4] - 28:11, 29:26, 30:11, 151:15</p> <p>suffering [5] - 32:20, 83:9, 146:11, 174:20, 175:14</p> <p>suffice [1] - 162:18</p> <p>sufficient [3] - 28:10, 30:10, 113:7</p> <p>suggested [2] - 40:13, 151:3</p> <p>suggesting [1] - 62:15</p> <p>suggestion [2] - 38:1, 38:2</p> <p>suggestions [1] - 58:2</p> <p>suitable [3] - 35:13, 67:1, 118:4</p> <p>suits [1] - 188:11</p> <p>summary [2] -</p>	<p>106:19, 108:2</p> <p>SUNLIGHT [1] - 3:9</p> <p>Super [1] - 59:15</p> <p>super [1] - 188:29</p> <p>Superintenden t [431] - 6:22, 7:2, 14:8, 14:14, 14:15, 14:23, 14:29, 15:2, 15:4, 15:20, 15:22, 15:25, 15:29, 16:2, 16:3, 16:10, 16:21, 16:22, 17:23, 18:7, 18:11, 18:12, 18:15, 18:18, 19:5, 19:9, 19:13, 19:16, 19:24, 19:25, 20:1, 20:14, 20:18, 20:20, 20:21, 20:22, 21:1, 21:5, 23:19, 23:21, 24:7, 24:14, 24:17, 24:26, 24:28, 25:7, 25:13, 25:24, 28:17, 28:20, 29:1, 29:10, 30:4, 30:21, 30:22, 31:27, 32:1, 32:12, 35:8, 36:1, 36:17, 36:23, 37:5, 37:13, 37:17, 37:22, 38:5, 38:13, 38:29, 39:9, 39:11, 39:19, 39:23, 40:6, 41:5, 41:6, 41:7, 41:20, 41:22, 41:23, 41:29, 42:8, 42:12, 42:18, 42:29, 43:3, 43:23, 43:29, 44:2, 44:11, 44:23, 44:29, 45:16, 45:26, 46:17, 46:21, 46:27, 46:29, 47:3, 47:5, 47:10, 47:11, 47:20, 47:21, 48:1, 48:4, 48:7, 50:8, 50:11, 50:14, 50:15, 50:28, 50:29, 51:19, 53:5, 53:9, 53:11, 53:22,</p>	<p>55:3, 55:19, 55:21, 55:29, 56:6, 56:15, 57:8, 57:10, 57:14, 57:18, 57:20, 58:1, 58:8, 58:28, 59:16, 60:6, 61:3, 61:6, 61:13, 62:8, 62:10, 62:18, 62:20, 63:6, 63:16, 63:20, 64:3, 64:7, 65:4, 65:6, 65:16, 65:23, 65:27, 66:2, 66:13, 66:20, 67:25, 68:2, 68:7, 68:9, 68:13, 69:1, 69:2, 69:3, 69:9, 69:10, 69:11, 69:14, 69:17, 69:22, 69:24, 69:27, 70:4, 70:10, 70:14, 70:18, 70:26, 71:19, 71:23, 71:26, 71:27, 72:8, 72:9, 72:26, 73:8, 73:16, 74:2, 74:6, 75:13, 77:1, 77:19, 77:22, 77:25, 77:28, 78:13, 78:21, 78:27, 79:3, 80:1, 80:29, 81:7, 81:18, 81:28, 81:29, 82:16, 82:17, 83:3, 83:5, 83:6, 83:16, 83:22, 83:25, 83:28, 83:29, 84:5, 84:10, 84:18, 85:4, 85:12, 85:13, 85:23, 85:28, 85:29, 86:2, 86:13, 86:17, 86:20, 86:24, 87:7, 87:15, 87:23, 88:10, 88:14, 89:3, 89:12, 89:15, 89:18, 90:12, 90:26, 90:28, 92:11, 92:24, 94:7, 94:8, 94:26, 94:27, 95:3, 95:18, 95:21, 95:27, 96:6, 96:20, 97:3, 97:8, 97:13, 97:19,</p>	<p>97:20, 98:1, 98:6, 98:12, 99:9, 99:15, 99:18, 99:22, 99:29, 100:9, 100:28, 101:3, 101:5, 101:8, 101:29, 102:4, 102:9, 102:13, 102:14, 102:17, 102:26, 103:1, 103:2, 103:7, 103:8, 103:11, 103:18, 103:24, 103:29, 104:5, 104:18, 104:25, 104:29, 105:15, 105:29, 106:5, 106:7, 106:17, 107:1, 107:11, 107:15, 107:20, 107:26, 108:6, 108:15, 108:25, 109:13, 110:1, 110:3, 110:16, 110:18, 111:1, 111:4, 111:12, 111:17, 111:27, 111:29, 112:4, 112:10, 112:27, 113:14, 114:12, 115:15, 115:18, 115:21, 115:23, 115:28, 116:9, 116:11, 116:16, 116:28, 117:10, 117:15, 117:20, 118:3, 118:19, 118:24, 119:2, 119:10, 119:13, 119:20, 119:22, 119:27, 120:2, 120:3, 120:4, 120:9, 120:11, 120:14, 120:15, 120:16, 120:21, 120:22, 120:27, 121:3, 121:10, 121:11, 122:1, 122:6, 122:8, 122:13, 122:16, 127:5, 127:11, 127:12, 127:24, 128:3, 128:5, 128:6, 128:8, 128:12, 128:20, 128:24, 132:10, 133:10, 133:14, 134:19, 134:23, 135:1, 135:5, 135:18, 137:1, 137:19,</p>
--	---	---	---	--	---

139:15, 139:23, 140:7, 141:9, 143:2, 143:11, 145:11, 145:19, 145:23, 146:27, 147:27, 148:2, 148:25, 149:4, 149:14, 149:20, 149:26, 149:29, 151:25, 152:13, 153:5, 153:25, 154:4, 155:29, 157:3, 158:2, 158:5, 159:10, 159:11, 160:11, 162:4, 164:8, 169:8, 169:28, 171:25, 171:26, 178:23, 183:2, 184:8, 184:9, 184:13, 184:18, 184:28, 185:2, 186:18, 187:17, 187:20 superintendent [48] - 12:17, 17:28, 18:2, 28:19, 36:8, 42:22, 48:21, 48:29, 49:2, 50:20, 56:15, 57:24, 57:27, 59:20, 60:25, 74:4, 91:16, 95:24, 96:9, 96:16, 98:9, 103:5, 120:23, 121:28, 122:9, 127:10, 127:19, 127:20, 127:24, 128:9, 133:10, 133:29, 143:25, 145:2, 145:7, 145:10, 145:21, 149:6, 151:23, 156:15, 170:7, 171:11, 171:18, 171:29, 172:8, 174:4, 182:11, 184:19 superintendent's [2] - 157:16, 170:29 superintendent s [2] - 60:28, 172:2 supervise [2] - 71:19, 91:7 supervised [1] - 120:14	supervising [1] - 63:3 supervision [3] - 121:5, 121:7, 172:13 supervisor [2] - 96:13, 133:4 supervisors [1] - 99:19 support [5] - 40:16, 48:11, 68:16, 121:16, 150:11 supportive [3] - 34:10, 34:27, 35:22 suppose [2] - 152:11, 186:5 supposed [1] - 149:16 Supreme [2] - 9:27, 26:11 surely [1] - 25:15 surgery [2] - 52:24, 53:24 surprise [1] - 188:21 surrounding [1] - 106:3 suspect [4] - 107:25, 108:7, 108:13, 110:17 suspects [1] - 15:20 sustain [2] - 20:6, 102:24 swear [1] - 53:8 switched [1] - 81:13 SWORN [1] - 124:5 system [12] - 31:13, 38:18, 75:3, 75:8, 75:9, 75:16, 76:3, 76:16, 77:6, 77:10, 122:29 System [1] - 132:17 Systems [1] - 31:15 Síochána [35] - 5:12, 5:14, 10:15, 10:17, 10:21, 12:13, 12:16, 13:21, 14:5, 15:13, 16:11, 18:3, 18:13, 20:16, 23:24,	24:6, 28:8, 28:28, 31:14, 38:12, 54:3, 54:6, 64:15, 72:4, 84:7, 85:3, 85:19, 92:29, 94:28, 102:15, 102:28, 104:12, 117:8, 125:4, 146:6 T tab [1] - 138:12 talks [1] - 175:5 target [17] - 30:22, 54:14, 58:23, 62:5, 62:14, 64:7, 70:25, 71:1, 88:14, 89:26, 95:21, 96:4, 102:4, 114:12, 118:13, 119:10, 136:15 targeted [33] - 10:19, 11:17, 16:28, 21:7, 29:23, 30:3, 30:17, 31:29, 51:24, 62:7, 66:12, 66:17, 69:21, 70:24, 70:27, 75:7, 75:17, 76:9, 76:26, 77:5, 78:13, 79:6, 89:15, 98:6, 100:9, 100:24, 101:2, 103:12, 104:2, 117:19, 119:3, 122:14, 128:8 targeting [39] - 12:10, 28:5, 28:11, 30:11, 33:23, 38:22, 43:16, 46:24, 49:7, 53:12, 54:28, 56:14, 58:15, 59:28, 64:4, 67:25, 70:28, 71:2, 71:9, 74:13, 78:5, 79:24, 81:18, 83:18, 84:13, 85:5, 88:11, 90:25, 90:29, 92:25, 97:4, 98:26, 98:27, 99:29, 101:29,	105:8, 112:7, 113:23, 117:25 tasked [1] - 145:5 team [4] - 5:6, 19:26, 100:18, 113:1 technical [2] - 77:9, 136:1 telephone [2] - 19:27, 65:10 temporarily [5] - 34:5, 37:7, 50:2, 176:29, 184:5 temporary [12] - 33:27, 35:26, 36:20, 36:27, 38:7, 57:5, 58:2, 114:14, 117:21, 117:24, 117:26, 119:5 ten [3] - 97:15, 113:29, 178:17 tenable [1] - 91:14 tendered [1] - 108:20 tends [1] - 23:6 Terenure [1] - 125:23 term [29] - 10:23, 11:3, 11:21, 11:24, 12:9, 13:3, 22:17, 22:22, 23:8, 28:5, 30:19, 56:16, 59:29, 64:5, 67:26, 71:10, 74:14, 78:6, 79:25, 81:19, 85:6, 88:12, 92:26, 97:5, 100:1, 102:1, 113:24, 119:4, 122:15 terminated [1] - 130:9 termination [1] - 130:6 terms [8] - 9:29, 10:3, 11:6, 70:8, 131:12, 151:20, 156:21, 187:7 tested [1] - 9:17 THE [3] - 5:1, 123:22, 189:6 THEN [2] - 123:22, 189:6 thereabouts [1] - 189:2	thereafter [1] - 93:15 therefore [3] - 12:25, 20:7, 109:7 therein [1] - 116:21 thinking [3] - 84:19, 165:16, 187:6 third [4] - 25:1, 122:28, 134:29, 168:16 thorough [2] - 18:28, 113:10 thoroughly [1] - 104:7 thread [1] - 115:21 three [19] - 17:12, 18:18, 18:19, 48:10, 82:11, 83:12, 94:21, 96:12, 103:20, 103:29, 104:10, 112:21, 119:28, 134:22, 135:4, 166:17, 167:1, 168:25, 187:21 throughout [5] - 6:7, 19:23, 75:18, 107:10, 128:6 Thurles [2] - 18:7, 102:9 Thursday [6] - 138:8, 188:9, 188:12, 188:13, 188:16, 189:3 THURSDAY [1] - 189:6 timeframe [2] - 64:27, 105:3 timekeeper [1] - 139:28 timekeeping [1] - 139:29 timeline [1] - 105:2 timely [1] - 142:9 Timmy [2] - 128:3, 128:5 tiny [2] - 137:4, 165:4 Tobin [3] - 34:24, 117:22, 117:28 today [3] - 52:12, 123:7,	123:12 today's [1] - 40:4 together [4] - 14:26, 68:1, 163:7, 163:10 tolerated [2] - 12:12, 28:7 Tom [1] - 127:11 tomorrow [2] - 123:18, 123:19 Tony [1] - 117:23 took [10] - 42:12, 54:23, 56:24, 110:23, 120:16, 120:21, 121:4, 126:23, 140:6, 140:8 top [9] - 166:18, 166:24, 166:25, 166:26, 166:27, 166:29, 167:1, 168:14 torment [1] - 109:9 totally [11] - 48:1, 49:2, 58:17, 58:23, 59:2, 70:27, 77:7, 77:13, 79:9, 79:19, 96:4 touch [1] - 160:7 tour [3] - 58:22, 62:26, 73:23 Tournament [1] - 70:16 tours [1] - 92:19 towards [3] - 12:11, 12:27, 130:29 towing [2] - 16:13, 29:3 traffic [5] - 92:2, 121:5, 121:13, 131:7, 140:3 transactional [1] - 118:7 transfer [85] - 17:6, 24:12, 26:6, 36:18, 37:7, 37:14, 38:6, 43:20, 43:25, 44:1, 44:4, 44:13, 44:17, 44:18, 44:20, 44:29, 45:9, 45:11, 45:14, 45:20, 45:23, 45:26, 45:29, 46:7, 46:9,
---	--	--	---	---	--

<p>46:10, 46:12, 46:18, 46:23, 47:17, 47:28, 48:28, 57:20, 58:12, 69:13, 73:5, 74:23, 74:24, 74:26, 74:27, 75:22, 75:23, 75:25, 76:26, 77:20, 86:14, 86:15, 87:20, 100:19, 100:27, 109:5, 115:25, 116:3, 116:16, 116:29, 117:12, 120:6, 125:20, 125:26, 126:8, 126:12, 128:2, 148:9, 148:12, 148:28, 151:12, 151:16, 151:17, 152:14, 152:16, 152:29, 153:12, 153:17, 154:19, 154:27, 155:6, 156:1, 170:25, 171:18, 172:2, 172:22, 175:7, 175:14, 175:25</p> <p>transferred [29] - 37:23, 45:5, 46:22, 46:28, 46:29, 72:17, 74:18, 75:8, 75:10, 76:13, 76:14, 76:19, 76:20, 76:21, 76:23, 76:25, 77:6, 86:10, 87:2, 87:9, 100:24, 101:16, 101:18, 109:16, 125:27, 126:1, 126:6, 151:24, 171:22</p> <p>transferring [5] - 46:19, 128:13, 149:24, 150:13, 170:26</p> <p>transfers [6] - 47:25, 74:20, 77:16, 87:14, 126:5, 174:11</p> <p>transmission [1] - 60:15</p> <p>travelled [1] - 77:24</p> <p>treated [1] - 100:22</p> <p>treating [3] -</p>	<p>21:7, 30:27, 104:2</p> <p>treatment [2] - 76:11, 128:14</p> <p>trend [1] - 55:12</p> <p>Tribunal [176] - 5:6, 5:7, 5:9, 5:16, 6:8, 8:18, 9:7, 9:10, 9:26, 10:9, 10:11, 10:12, 10:27, 11:2, 11:5, 11:7, 11:27, 12:18, 12:21, 12:24, 12:25, 13:7, 13:10, 13:17, 14:2, 16:15, 16:19, 20:28, 21:23, 21:28, 22:1, 22:18, 22:26, 23:14, 23:23, 24:9, 25:10, 26:25, 26:28, 27:3, 28:2, 28:15, 28:26, 29:5, 29:28, 30:9, 30:15, 31:24, 32:12, 32:24, 33:21, 36:2, 36:11, 37:10, 37:17, 38:20, 39:7, 41:1, 41:11, 41:28, 42:11, 42:26, 43:14, 46:14, 47:16, 47:20, 48:23, 49:5, 50:19, 51:2, 51:14, 51:19, 51:23, 52:4, 52:29, 53:18, 53:22, 55:3, 55:14, 55:28, 56:13, 57:10, 57:17, 58:8, 59:9, 59:26, 61:19, 62:18, 62:21, 63:5, 63:16, 63:25, 64:2, 64:25, 66:10, 66:20, 67:12, 67:23, 69:7, 70:4, 70:19, 71:4, 71:7, 72:20, 73:8, 73:12, 73:16, 74:11, 75:4, 76:6, 77:1, 77:19, 78:3, 78:12, 78:18, 79:3, 79:22, 80:21, 81:7, 81:16, 83:1, 83:14, 83:22,</p>	<p>84:17, 85:1, 87:6, 87:23, 88:9, 88:29, 89:18, 90:9, 90:18, 90:28, 91:24, 92:10, 92:17, 92:23, 95:7, 95:27, 96:19, 97:2, 97:24, 98:12, 98:29, 99:21, 99:28, 100:11, 101:8, 101:23, 101:28, 103:28, 104:5, 104:23, 104:29, 107:7, 107:20, 109:21, 109:29, 110:2, 111:24, 112:11, 112:22, 112:28, 113:21, 117:14, 118:2, 118:10, 118:20, 119:1, 119:25, 120:19, 120:27, 122:13, 123:6, 126:9, 127:15</p> <p>tribunal [1] - 9:23</p> <p>Tribunals [1] - 9:24</p> <p>tried [1] - 90:23</p> <p>triggered [1] - 142:7</p> <p>trouble [3] - 78:22, 79:16, 79:19</p> <p>true [1] - 70:16</p> <p>trust [1] - 47:13</p> <p>trusted [1] - 100:16</p> <p>try [4] - 43:10, 58:24, 145:12, 185:8</p> <p>trying [9] - 48:5, 48:9, 48:25, 143:10, 149:11, 153:28, 154:27, 170:18, 188:23</p> <p>TUESDAY [1] - 5:1</p> <p>Tuesday [1] - 101:11</p> <p>turn [2] - 120:23, 181:19</p> <p>turned [4] - 72:28, 96:11, 139:27, 151:22</p> <p>turning [1] - 167:21</p> <p>turns [1] -</p>	<p>120:15</p> <p>two [35] - 17:3, 25:8, 26:20, 29:11, 29:14, 32:9, 66:15, 66:17, 67:6, 69:26, 72:3, 73:3, 75:18, 85:18, 87:17, 90:10, 90:15, 100:12, 100:16, 100:19, 101:17, 103:25, 116:17, 131:26, 132:1, 132:25, 148:14, 153:15, 162:29, 163:12, 166:18, 166:25, 168:14, 183:23, 188:22</p> <p>Twomey [1] - 19:3</p> <p>type [3] - 84:27, 84:28, 97:22</p>	<p>121:6, 121:14, 142:14, 146:5, 155:6, 155:21, 156:1, 171:19, 172:10, 172:13, 172:28, 173:29, 174:4, 186:18</p> <p>undermine [1] - 16:7</p> <p>undermined [2] - 16:25, 100:17</p> <p>understood [8] - 41:15, 142:1, 144:25, 149:28, 153:13, 159:16, 181:23, 188:16</p> <p>undertake [1] - 151:2</p> <p>undertaking [2] - 151:27, 158:16</p> <p>unfit [6] - 31:11, 34:6, 49:21, 50:2, 145:27, 184:5</p> <p>unfounded [1] - 96:5</p> <p>unfriendly [1] - 154:24</p> <p>uniform [14] - 49:12, 50:17, 50:27, 51:9, 57:14, 57:16, 57:28, 58:28, 59:3, 59:5, 59:17, 59:19, 72:29, 137:26</p> <p>unit [28] - 13:29, 14:1, 58:21, 63:29, 72:28, 91:7, 100:3, 100:13, 100:24, 100:25, 100:29, 101:1, 101:2, 101:12, 101:17, 101:20, 101:28, 129:27, 129:29, 130:1, 130:2, 135:16, 138:20, 138:22</p> <p>units [1] - 129:24</p> <p>unknown [1] - 131:5</p> <p>unlawful [1] - 23:11</p> <p>unless [2] - 46:23, 171:22</p> <p>unlikely [1] - 96:25</p> <p>unpredictable [1] - 131:5</p>	<p>unreasonably [1] - 112:17</p> <p>unsafe [1] - 54:5</p> <p>unsatisfactory [1] - 138:18</p> <p>UNTIL [1] - 189:6</p> <p>untrue [4] - 48:1, 58:17, 71:5, 90:29</p> <p>unusual [3] - 24:16, 50:26, 118:21</p> <p>unwarranted [1] - 62:4</p> <p>unwilling [1] - 38:4</p> <p>up [28] - 8:3, 53:8, 63:9, 69:1, 78:22, 79:13, 79:16, 79:19, 96:12, 112:6, 115:14, 121:28, 123:11, 124:23, 126:23, 136:1, 137:4, 139:27, 145:20, 145:23, 146:15, 146:25, 148:6, 156:6, 166:26, 170:2, 184:29, 185:17</p> <p>upheld [1] - 113:6</p> <p>uphold [2] - 18:22, 102:19</p> <p>upset [1] - 53:19</p> <p>urge [1] - 79:1</p> <p>urgency [2] - 87:1, 87:9</p> <p>urgent [3] - 9:28, 32:13, 39:26</p> <p>urgently [2] - 9:28, 146:28</p> <p>uttered [1] - 26:17</p>
U					V
<p>ultimately [5] - 133:14, 134:11, 134:22, 135:8, 179:12</p> <p>unable [3] - 32:28, 71:21, 146:9</p> <p>uncertain [1] - 156:21</p> <p>uncomfortable [1] - 124:10</p> <p>under [6] - 9:23, 10:23, 11:2, 11:20, 11:24, 12:9, 14:25, 16:10, 16:18, 17:29, 18:3, 18:12, 20:15, 23:16, 23:24, 24:3, 26:19, 28:4, 28:28, 30:19, 31:20, 35:5, 35:11, 37:5, 38:12, 44:13, 64:22, 80:19, 82:17, 84:6, 84:23, 84:26, 85:3, 88:12, 92:28, 94:28, 95:24, 99:8, 100:1, 102:14, 102:18, 102:27, 104:19, 113:5, 113:17, 113:23,</p>					

<p>147:16 vehicle [3] - 24:5, 138:2, 138:4 verbally [3] - 73:2, 73:13, 89:9 version [1] - 182:21 vexatious [1] - 96:5 vicinity [1] - 68:27 victim [7] - 105:21, 106:25, 106:26, 107:3, 107:11, 107:17, 107:23 victimisation [2] - 75:17, 101:4 victimise [1] - 110:8 victimised [2] - 11:13, 109:24 victims [1] - 108:1 view [8] - 20:5, 84:13, 88:3, 109:1, 127:29, 142:5, 170:18, 185:16 viewpoint [1] - 49:3 views [4] - 105:24, 115:22, 116:22, 118:25 village [1] - 68:24 visible [3] - 166:28, 168:15, 168:24 visit [3] - 53:19, 53:24, 184:13 voice [1] - 148:6 Volume [2] - 11:1, 28:2 volumes [2] - 122:21, 122:26</p>	<p>138:10, 138:22 Wall's [1] - 136:26 Walsh [1] - 5:10 wand [1] - 148:28 Ward [10] - 60:8, 61:7, 61:15, 61:22, 61:25, 61:27, 61:29, 97:11, 100:12, 101:20 warning [2] - 138:15, 139:17 WAS [1] - 124:5 watching [1] - 135:25 Watergrasshill [2] - 165:5, 165:8 ways [2] - 70:25, 124:10 wearing [3] - 59:3, 59:5, 59:18 website [1] - 123:11 week [3] - 123:20, 140:23, 158:18 weeks [2] - 13:14, 48:3 welfare [2] - 40:15, 43:6 West [1] - 121:18 whatsoever [1] - 172:9 whereby [1] - 187:26 whilst [3] - 19:22, 76:19, 121:25 whistleblower [2] - 12:11, 28:6 whole [4] - 16:1, 67:8, 69:29, 183:10 wife [3] - 48:10, 83:9, 94:4 willing [5] - 36:18, 48:27, 58:5, 152:29, 154:5 wish [7] - 45:5, 72:17, 86:10, 124:22, 142:27, 159:1, 159:3 wished [5] - 14:24, 41:17, 42:19, 110:15, 156:23</p>	<p>wishes [1] - 122:25 withdrawn [2] - 126:13, 126:14 withholding [2] - 16:6, 19:19 witness [4] - 5:15, 123:7, 123:27, 123:29 WITNESS [1] - 4:1 witness's [1] - 124:29 witnesses [2] - 21:25, 124:10 wonder [1] - 167:29 wondered [1] - 54:20 wording [1] - 52:18 words [3] - 26:17, 26:18, 54:20 wore [1] - 59:6 work-related [31] - 14:20, 29:21, 31:7, 32:29, 38:27, 39:25, 40:10, 40:23, 41:16, 41:25, 42:14, 81:13, 141:5, 141:19, 142:26, 144:25, 144:29, 145:4, 145:8, 145:27, 146:16, 159:22, 159:28, 163:15, 163:19, 164:1, 177:23, 186:6, 186:10, 186:13, 187:13 worker [2] - 23:3, 23:7 worker's [1] - 23:8 workplace [25] - 31:27, 33:9, 33:28, 35:22, 35:26, 36:20, 36:27, 37:14, 37:18, 38:21, 48:6, 57:5, 58:2, 114:15, 117:21, 117:24, 117:26, 118:4, 119:5, 177:3, 178:28, 179:26, 180:10, 180:12, 185:28 works [1] -</p>	<p>50:27 worried [2] - 145:16, 175:10 worry [1] - 6:19 wrecking [2] - 140:18, 140:21 write [5] - 54:20, 63:20, 111:27, 153:29, 163:29 writing [7] - 53:7, 65:29, 73:2, 79:27, 157:19, 181:29, 183:15 written [3] - 80:5, 158:13, 158:17 wrongdoing [10] - 10:16, 11:13, 12:3, 12:25, 23:9, 24:7, 25:4, 26:2, 26:19, 81:2 wrongdoings [1] - 23:6 wrote [27] - 21:28, 33:12, 39:11, 44:2, 65:14, 65:16, 72:9, 80:29, 85:29, 86:17, 87:26, 105:14, 106:18, 108:15, 108:25, 115:28, 116:15, 142:22, 145:20, 146:27, 153:20, 157:2, 158:6, 179:19, 181:26, 183:22, 184:8</p>
Y			
<p>yard [2] - 59:13, 136:21 year [3] - 75:21, 176:1, 188:2 years [16] - 13:23, 18:20, 25:8, 55:7, 66:15, 66:18, 67:8, 72:3, 85:18, 95:23, 103:20, 103:25, 103:29, 119:29, 125:8, 178:17 years' [1] - 67:7 yourself [4] - 6:20, 126:6, 152:12, 162:5</p>			