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J Gordon:dk

19 May 1995

Mr Barry Byrnes



6/01039

Dear Barry

I am pleased to confirm our offer of employment as Revenue Accountant commencing Monday, 22 May 1995.

Conditions of employment and salary will be in accordance with the Local Government (State) Award. You will be paid a salary of \$788.00 per week (PRO2.34). Your appointment is subject to a probationary period of twelve (12) months.

In addition to your salary, an Industrial Agreement exists between Council and its staff for an over-award payment of \$2.00 per week in the first year of service, \$4.00 per week in the second and \$6.00 per week after three years' service.

Long service leave and other conditions of employment will be in accordance with the Award.

I look forward to you having a long and happy association with Council and ask that you sign and return the attached copy to accept the above position.

Yours faithfully

A handwritten signature, likely of John Gordon, consisting of a stylized 'J' and 'G'.

JOHN GORDON
PERSONNEL MANAGER

I, Barry Byrnes accept the position as Revenue Accountant under the above conditions.

A handwritten signature of Barry Byrnes, written in cursive.
.....
Signature

19.5.95
.....
Date

2



Your Ref:

Our Ref: HR/Byrnes

30 October 2015

Mr Barry Byrnes
c/- Finance
Botany Bay City Council

Dear Barry

Re: Casual Employment - Fixed Term

I am pleased to offer you casual employment as a Project Officer (Finance) working in the Finance and Administration Department effective 17 August 2015 for a period of twelve (12) months. Ongoing employment beyond this date cannot be guaranteed.

Your rate of pay will be \$77.6098 per hour which is equivalent to a base salary of \$62.0878 plus penalties and loadings in lieu of leave for approximately 21 hours per week.

As a casual employee you will be employed on a day to day basis and will be paid according to the number of hours worked.

Please sign and return the attached copy of this letter as your acceptance of the above conditions of employment.

Yours sincerely


Janice Farquharson
Manager, Human Resources

I agree with and accept the above conditions of employment

.....Date 2/11/15
Barry Byrnes

3

Your Ref:

Our Ref: HR/Byrnes

3 November 2015

Mr Barry Byrnes
c/- Finance
Botany Bay City Council

Dear Barry

Re: Higher Grade Pay

Effective 11 October 2015, you will be paid higher grade pay (HGP) while acting in the role of Chief Financial Officer while the recruitment process is being undertaken to fill the role or these arrangements are revoked.

Your casual rate of pay will be \$85.8516 per hour which is equivalent to a base salary of \$68.6812 per hour plus penalties and loadings in lieu of leave. Hours to be worked will be in consultation with the Deputy General Manager/General Manager on a weekly basis.

You will also be entitled to a Hyundai i40 under the leaseback scheme at a cost of \$75 per week.

Yours sincerely

Janice Farquharson
Manager, Human Resources

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PERSONAL DETAILS

NAME:

Barry Lloyd Byrnes

DATE OF BIRTH:



MARITAL STATUS:

Married, with two children.

QUALIFICATIONS:

Higher School Certificate

Associate Diploma in Local Government Administration

Certificate as Local Government Clerk (No. 1899)

FURTHER EDUCATION:

Professional Officers' Development Course, 1991.

Performance Indicators for Local Government Course, 1991.

Implementing AAS27 Course, 1992 (Charles Sturt University).

Implementation AAS27 Course, 1993 (Price Waterhouse Urwick).

BARRY LLOYD BYRNES - EXPERIENCE

Botany Municipal Council - (19. 4.1971 to 8. 8.1975)

I commenced employment in Local Government in April, 1971 with Botany Municipal Council where I held various positions, including those of Records Clerk, Cashier, Enquiry Clerk and Assistant Rates Clerk. During this period I gained an overall knowledge of Council functions.

Sutherland Shire Council - (11. 8.1975 to 17. 9.1979)

In August, 1975, I obtained the position of Accounting Assistant in the Rates Department of Sutherland Shire Council, and in November, 1976 I was promoted to Assistant Debt Recovery Officer. I gained the position of Assistant Rates Clerk in March, 1978 and held this position until I resigned.

Canterbury Municipal Council - (18. 9.1979 to 3. 2.1984)

I commenced employment with Canterbury Municipal Council in September, 1979, as Chief Rates Clerk. The duties of the position included the supervision of a staff of twelve (12) persons, responsibility for all rating and valuation functions of the Council, debt recovery, maintenance of electoral rolls, daily opening and distribution of mail, and the sale of properties under Section 602 of the Local Government Act.

In June, 1981 I was appointed to the position of Administrative Assistant. The duties of that position included attendance at meetings of Council and Committees as directed, the preparation of correspondence and reports, and general assistance in administrative matters.

In February, 1982 I was appointed to the position of Accountant, and following re-organisation of the Council's staff, I was re-classified as Treasurer on 25th April, 1983.

As Treasurer I was responsible for the following:-

- (i) the supervision of the day-to-day functioning of Council's Finance Department comprising Accounts Section, Rates Section and Computer Section, having a total staff of twenty-five (25);
- (ii) preparation of Annual Statements of Accounts, Annual Estimates and Quarterly Form 2A Reviews;
- (iii) investment of surplus funds; and
- (iv) investigation and reports on matters of a financial nature.

Barry Lloyd Byrnes - Experience (cont'd)

- 2 -

Canterbury Municipal Council (cont'd)

From January, 1983, all accounting functions, apart from Trust Fund, were processed in the Council's in-house Quantel computer system, which was purchased in December, 1981. I was involved in the installation and adaption of the new computer system for the Council's accounting functions. Prior to this, the Council's accounts were maintained by both in-house computer and accounting machines.

Marrickville Council - (20. 2.1984 to 20.9.1994)

My employment with Marrickville Municipal Council commenced in February, 1984 in the position of Assistant Treasurer, and I was appointed Treasurer in August, 1986.

As Treasurer, I was responsible for the following areas of Council's activities:-

- * Rates
- * Payroll
- * Accounts
- * Computer.

On 29th October, 1991, I was appointed to the position of Manager, Financial Services, following a re-organisation of Council's structure. In this position I was responsible for the following functions:

- * Rates
- * Payroll
- * Accounts
- * Data Input
- * Financial Management

Council's 1993 Budget was \$48 million, it has a staff of approximately 650 and serves a diverse population of 85,000.

In my position as Manager, Financial Services, I was a member of:

- * The Expenditure Review Committee (Chairperson) - consisting of representatives from all Divisions of Council; and
- * The Property Development Taskforce - consisting of representatives from all Divisions of Council.
- * Assets Task Force - consisting of Director, Technical Services, Manager, Works & Expenditure Accountant.

/3.

Barry Lloyd Byrnes - Experience (cont'd)

- 3 -

In September, 1993 I was appointed to the position of Manager Financial Control with responsibility for the following functions:-

- * Rates
- * Accounts
- * Purchasing
- * Stores
- * Financial Control/Management
- * Data Entry

BARRY LLOYD BYRNES - SUMMARY

During my employment with Marrickville Council, I initiated a number of improvements, including the introduction of Program Budgeting, the timely completion of annual financial statements, which were not previously completed within the statutory period, computerisation of the annual statements of accounts, and the continuing maintenance of sound financial management of Council.

Three (3) year financial planning was introduced to Council in conjunction with the 1992 Estimates, and in association with the presentation of the 1993 Budget, a Five (5) Year Resources Plan was prepared and presented to Council, together with levels of service for all activities undertaken by Council.

At Marrickville Council, I was responsible for twenty (20) staff and during the period October, 1990 to September, 1991, I was a member of Council's Senior Staff Management Team which met on a regular three-weekly basis.

I consider that during my period of involvement with Council's Senior Staff Management Team I exhibited a corporate approach to decision making and the ability to form a good working relationship with all members of the Senior Staff.

During my employment with Council I undertook the duties of Deputy Town Clerk on a number of occasions, the longest period being for three (3) months between July and September, 1990, and have acted as Substitute Returning Officer for Council Elections.

I regularly attend Council and Committee Meetings and am well acquainted with meeting procedure and minute taking.

During the period 1st April to 30th September, 1991 I was appointed by Council to assist the General Manager-Town Clerk in the corporate restructuring of the Council, and the preparation of a Corporate Plan. The work undertaken during that time led to the appointment of four (4) Directors and the corporate structure currently in place.

Council resolved in 1993 to call for tenders to replace/upgrade its existing mainframe computer system. I was appointed by Council, on a full time basis, to assist in assessment of the tenders and the introduction of the new system with all major finance systems operating from 1st January, 1994. I was involved in the tender assessment, systems assessment and contract negotiations with the successful tender. The successful tender was Genasys/Hewlett Packard which replaced the Datamation/Wang computer system previously operated by Council.

Following Council's decision to restructure its Financial Section in September 1994, I did not seek reappointment to a position with Council. Since October 1994, I have been engaged as Financial consultant with Botany Council.

Barry Lloyd Byrnes - Summary (cont'd)

- 2 -

References: Mr. C. Mills, General Manager, Marrickville Council
Marrickville Council - Reference under Seal
Mr. J. Whitmarsh, Town Clerk, Canterbury Municipal Council
Sutherland Shire Council - Reference under Seal
Canterbury Municipal Council - Reference under Seal

Referees: Mr. John Owen, Director, Technical Services,
Willoughby Council (former Director, Technical Services, Marrickville
Council) Phone 412 9100
Mr. Dennis Brunson, Corporate Planner, Ashfield Council (former Deputy
Town Clerk, Marrickville Council) Phone 797 0222
Mr Robert White, (former Municipal Engineer,
Marrickville Council) Phone 546 8107
Mr Maurie Smith, Director, Development & Environmental Services,
Marrickville Council Phone 335 2000

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*Fisher Street
Petersham
2049*

COUNCIL'S REFERENCE E.9015.CRM.JH.

YOUR REFERENCE: 1st September, 1994.

TO WHOM IT MAY CONCERN

This is to certify that I have known Mr. Barry Byrnes for the past four (4) years, following my appointment to the position of General Manager of Marrickville Council in September, 1990, and during that period we have worked closely together.

Barry commenced his service in Local Government in 1971 and has spent the last ten years at Marrickville Council, being appointed as Assistant Treasurer in February 1984 and Treasurer in 1986. In 1992, following the restructuring by Council of its establishment, Barry was appointed as Manager of Financial Services and in 1993 was appointed Manager of Financial Control within the Corporate Services Division.

Barry has a thorough knowledge of all facets of Local Government Accounting and is recognised within the industry as being technically sound.

Following the introduction of the new Local Government Act in July, 1993 and the adoption by Local Government of the AAS.27 accounting standards, Barry has been responsible for the implementation of new budgeting procedures within Council's establishment, which has resulted in the creation of new ledgers, and has undertaken the preparation of the 1993 annual statements in the AAS.27 format. As well, Barry has given assistance in the preparation of the new management plans which Council is now required to prepare, and over the last nine months has been involved in the implementation of Council's new computer system.

Throughout his service with Council Barry has proved himself to be a most loyal and conscientious officer, always happy to assist his colleagues with any problems which might arise in respect of the financial management of Council's resources. He has also been of considerable assistance to me personally in other areas of local government administration, and undertook the responsibilities of Substitute Returning Officer for the 1991 Local Government Elections.

Barry is worthy of any position requiring personal integrity, honesty and stability of character, and he carries with him my best wishes for success in the future.

C. R. Mills.
GENERAL MANAGER.



All communications
to be addressed to
The Town Clerk
Box 77, PO Campsie
NSW 2194

Canterbury Municipal Council
137 Beamish Street Campsie 2194

In reply please quote

30th December, 1982.

TO WHOM IT MAY CONCERN

THIS IS TO CERTIFY that MR. BARRY LLOYD BYRNES has been employed by Canterbury Municipal Council since 18th September, 1979, being promoted to Accountant on 25th February, 1982. However, prior to being officially appointed as Accountant, he had been acting in that position for approximately 6 months.

Canterbury Municipal Council is one of the largest in the State of New South Wales with a population of 135,000, staff of 620 and expenditure in excess of \$25m. Most services applicable to general purposes Councils are carried out and accounting procedures are performed by computer and mechanical accounting method.

Mr. Byrnes has an excellent knowledge of rating and accounting procedures and was responsible for the preparation of the Statements of Accounts for 1981 and the Estimates of Income and Expenditure for the years 1982 and 1983. He is also responsible for the supervision, control and direction of Accounting and Costing Department Staff and the preparation of other financial reports required to be submitted to Council.

Since his appointment as Accountant, Mr. Byrnes has also received training in report writing, preparation of agendas and minutes of Council and committee meetings and would be familiar with the procedure adopted by Council.

During his service with Council, Mr. Byrnes has proved to be a most capable and conscientious employee and the fact that he has been promoted to Accountant bears testimony that he has carried out his duties in an efficient manner and to Council's complete satisfaction.

This reference is being furnished to Mr. Byrnes as I will be retiring from Council on 2nd January, 1983, but I would be pleased to supply further personal testimony if so required at any future time.

A handwritten signature in dark ink, appearing to read 'J.E. Whitmarsh'.

J.E. WHITMARSH,
TOWN CLERK.

ADMINISTRATION CENTRE,
ETON STREET,
SUTHERLAND.
PHONE: 521-0011

Office Hours:
Monday to Friday, 9 a.m. to 4 p.m.



ADDRESS ALL COMMUNIC.
THE SHIRE CLERK
P.O. BOX 17
SUTHERLAND, N.S.W. 2

and in reply
Please quote:

DX 11035 MIRANDA/CARINGBAH

28th September 1979

TO WHOM IT MAY CONCERN

This is to certify that Mr. Barry Lloyd Byrnes of [REDACTED] commenced employment with Sutherland Shire Council on 11th August 1975 as an Accounting Assistant within the Rates Section. He resigned of his own accord on 17th September 1979.

Mr. Byrnes's earlier Local Government work and experience had been with Botany Municipal Council where he had carried out a variety of duties including those of Assistant to the Rates Clerk. With this background he very quickly adapted to this Council's rating system and within eighteen months was promoted to Assistant Debt Recovery Officer, Grade 6. In March 1978 Mr. Byrnes was successful in obtaining the position of Assistant Rates Clerk, Grade 7. He carried out the responsibilities and duties of this position up to the date of his resignation. He left Sutherland Shire Council to take up the position of Rates Clerk with Canterbury Municipal Council.

During the time that Mr. Byrnes worked with Sutherland Shire Council he had exposure to the latest methods of rating procedures using Council's own computer installation. He assisted in designing and implementing the new system for handling supplementary issues.

He has backed up this work experience by continuing with his Local Government studies through Mitchell College of Advanced Education.

He has always maintained excellent relations with staff at all levels and during his time with this Council has given excellent service. Council wishes him well for the future.

The Common Seal of the Council of)
the Shire of Sutherland was here-)
unto affixed in pursuance of a)
resolution of the Council passed)
on 24th March 1975.)

A. Andrews
Shire President

A.G. Hill
Shire Clerk



Canterbury Municipal Council

137 Beamish Street Campsie 2194

Office Hours:

Monday to Friday, 9 a.m. to 3.30 p.m.

Telephone: 789 2333

All communications to be addressed to
The Town Clerk, Box 77, PO Campsie NSW 2194

(DX 8569 BURWOOD)

In reply please quote

79/2660

If telephoning or calling regarding this matter
Please Contact

7th February, 1984.

TO WHOM IT MAY CONCERN

THIS IS TO CERTIFY that Mr. Barry Lloyd BYRNES was employed continuously by this Council from 18th September, 1979, until 3rd February, 1984, when he resigned of his own accord.

Mr. Byrnes initially was appointed as Senior Rates Clerk, however, in February, 1982 he was promoted to the position of Accountant.

In March, 1983 he was re-classified Treasurer, and was placed in charge of the newly formed Finance Department, incorporating the previously separate Accounts and Rates Departments. In this position he performed his duties in a satisfactory and competent fashion and gained a sound knowledge of local government accounting principles.

He was well liked by his fellow workers, and at all times was co-operative, courteous and punctual.

The best wishes of Council and staff are extended to Mr. Byrnes for his future career.

The Common Seal of the Council)
of the Municipality of Canterbury)
was hereunto affixed on 7th)
February, 1984.)

MAYOR.

TOWN CLERK.

Barry Lloyd Byrnes - Summary (cont'd)

- 2 -

References: Mr. C. Mills, General Manager, Marrickville Council
Marrickville Council - Reference under Seal
Mr. J. Whitmarsh, Town Clerk, Canterbury Municipal Council
Sutherland Shire Council - Reference under Seal
Canterbury Municipal Council - Reference under Seal

Referees: Mr. John Owen, Director, Technical Services,
Willoughby Council (former Director, Technical Services, Marrickville
Council) Phone 412 9100
Mr. Dennis Brunsdon, Corporate Planner, Ashfield Council (former Deputy
Town Clerk, Marrickville Council) Phone 797 0222
Mr Robert White, (former Municipal Engineer,
Marrickville Council) Phone 546 8107
Mr Maurie Smith, Director, Development & Environmental Services,
Marrickville Council Phone 335 2000

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TEL: (02) 335 2000
FAX: (02) 335 2029

POSTAL ADDRESS
BOX 14, PETERSHAM 2049
DX3910 - ANNANDALE

ALL COMMUNICATIONS TO BE
ADDRESSED TO THE
GENERAL MANAGER



*Administrative Centre
Fisher Street
Petersham
2049*

COUNCIL'S REFERENCE: *E.9015.CRM.JH.*

YOUR REFERENCE: *7th October, 1994.*

TO WHOM IT MAY CONCERN

This reference is provided under the Common Seal of Marrickville Council for Mr. Barry Lloyd Byrnes whose service with Council terminated on 20th September, 1994 when the position of Manager, Financial Control which he occupied, was made redundant following Council's adoption of a revised organisation structure for its Finance Section.

Mr. Byrnes has served in local government for over twenty-three years, with the last last ten and a half years being spent at Marrickville Council, where he was appointed as Assistant Treasurer in February 1984. In August, 1986 he was appointed as Treasurer with responsibility for the areas of Rates, Payroll, Accounts and Computer Services within Council's structure.

Following Council's decision in 1992 to restructure its establishment, Mr. Byrnes was appointed as Manager of Financial Services within the Corporate Services Division, and in 1993 was appointed as Manager, Financial Control.

In January, 1993 the AAS 27 accounting standards were adopted by the local government industry and in July of that year the new Local Government Act was introduced. As a result of these two major changes in what had been established practice within the industry, Mr. Byrnes assumed responsibility for the implementation of new budget procedures within Council's establishment, which resulted in the creation of a new set of ledgers, and undertook the preparation of the 1993 annual statements in the AAS.27 format. Under the terms of the 1993 Local Government Act, Council is required to prepare management plans and Mr. Byrnes also gave valuable assistance with the preparation of these plans, as well as being actively involved in the implementation of Council's new computer system.

Mr. Byrnes is recognised within the local government industry as being technically sound and he has a very thorough knowledge of all facets of local government accounting.

- 2

When required, Mr. Byrnes has always been willing to be of assistance in other areas of local government administration, and in 1991 assumed the responsibilities associated with the position of Substitute Returning Officer for the local government elections held throughout the Marrickville Council area.

Mr. Byrnes has proved himself to be a most conscientious and loyal officer of the Council, well-liked and respected by the staff under his control, and he has a reputation for always being willing and able to assist his colleagues with any problems which might arise in their particular areas of operation concerning the management of Council's financial resources.

Mr. Byrnes is particularly known and respected in the local government industry for the personal dedication he shows in his work, his honesty and integrity, and his undoubted stability of character.

Mr. Barry Byrnes takes with him the best wishes of Council and its Staff for success and happiness in the future.

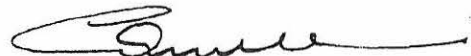


C. R. Mills
GENERAL MANAGER

*The Common Seal of
Marrickville Council was
hereunto affixed in accordance
with the resolution passed at
a duly constituted meeting of
the Council held on Tuesday,
16th October, 1990.*



MAYOR



GENERAL MANAGER

5



TO : General Manager
 FROM : Deputy General Manager
 DATE : 14 October 2015
 SUBJECT : Mr Barry Brynes

Ms General Manager

In May/June we discussed a change in the employment status of Mr. Barry Brynes from permanent to casual/contract (3 days/week). It was proposed, at that time, that Mr Brynes would be engaged for a 6 month period to assist in skill and knowledge transfer within the section and to undertake a number of specific projects.

Mr Brynes started his new role in August to assist with the completion of the annual Financial Statements. As such the period of the appointment will be from August 1, 2015 – 31 January 2016. Thereafter, the arrangement will be on a month to month basis.

Given recent events, it is critical that there is sound leadership in the Finance area. His assistance in ensuring we comply in providing whatever information/data that is requested of Council is equally important.

I recommend that:

1. We confirm an offer of a 12month contract, 3 days per week, at a salary of \$113,000pa (same rate as the Coordinator Finance) plus a casual loading of 25% to cover leave entitlements.
2. Mr Brynes' assume the role of Acting CFO until such time as a permanent appointment is made. During this time he be paid a salary of \$125,000pa plus a casual loading of 25% to cover leave entitlements.
3. Mr Brynes be provided with access to a motor vehicle, on the current weekly leaseback fee applicable to an i40.

Regards

Lorraine Cullinane
 Deputy General Manager

Agreed.

23.10.2015.
 (Fixed Term)

New employment offer ①

Casual Position - Finance Project offer.

commencing 1 Aug 15
 up to 21 hours/week

\$113,000 pa plus 25% casual loading

Letter

②

HCIP as CFO from Monday 2.
 not a law 15 of \$125K plus casual loading

6

Julie Kneebone

From: Goodman, Gary
Sent: Tuesday, 11 August 2015 1:02 PM
To: Lara Kirchner
Subject: Barry Byrnes

General Manager

As you are aware Barry Byrnes retired from Councils service some 4 weeks ago. His position has not been replaced.

Barry has offered to provide assistance to Council in a role similar to that which he occupied , for a period of 12 months

Barry has 43 years experience in Local Government Finance, including positions of Treasurer Canterbury, Treasurer Marrickville , Deputy Town Clerk Marrickville, Rates Clerk Sutherland.

It is proposed that Barry would be responsible for completing all Financial and Administrative returns, cost shifting surveys , annual accounts, financial data returns, waste return.

He would also be responsible for all financial aspects of the operations of Councils Business Unit, including the preparation of monthly profit and loss accounts.

This is particularly important with a new contract and other contract works in the offing.

It is proposed to pay a remuneration of 75.00 per hour, which is his previous salary with a casual loading and superannuation.

Barry would work 3 days per week unless circumstances dictated otherwise.

Appointment would be as a contractor and as such would not attract any employee costs.

Appointment would be for a period of 12 months only.

This has previously been discussed with the Deputy General Manager and has her support

Regards

Gary Goodman

Chief Financial Officer
Botany Bay City Council
PO Box 331
Mascot 2020
Ph 02 93663666
Fax 02 93663777
Mob [REDACTED]

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File Note re Suman Sharma
1 May 2001

Mr Barry Byrnes reported the previous day to Mr Gary Goodman a conversation he had with Ms Sharma, which initially concerned a request for educational assistance she had made directly through the General Manager (it was approved).

Ms Sharma said to Mr Byrnes she knew that her manager, Mr Goodman, was not happy that the assistance had been approved and asked why Mr Goodman disliked her. She went on to say that if he wanted her to she would ask the General Manager to withdraw his approval. If Mr Goodman was not nice to her, she knew of FBT irregularities and knew who to go to report them. Mr Byrnes believed that it was said with an attempt to threaten Mr Goodman or Council. Ms Sharma asked Mr Byrnes to tell Mr Goodman.

3:45pm Lorraine Cullinane and John Gordon. Suman Sharma was asked into Lorraine Cullinane's office and Ms Cullinane briefly relayed the reason for speaking with her and asked Suman if her reported comments were directed towards Mr Goodman. Ms Sharma said no and that she had no objection to Mr Goodman being invited to join.

Mr Goodman outlined the content of Mr Byrnes' verbal report and expressed serious concern at the implied threat relating to the supposed FBT irregularities. Ms Sharma denied she had made such comments and claimed to know nothing about FBT other than what she had heard Mr Byrnes saying at an earlier date that he was not able to sign the FBT return.

Mr Byrnes was then asked to come to the meeting. Mr Byrnes reiterated the comments made the previous day to Mr Goodman and stated that he had no doubt Ms Sharma had implied the threat that if Mr Goodman was not nice to her, claimed FBT irregularities would be reported. Ms Sharma again denied making such statement.

Ms Sharma was asked again if she knew of any FBT irregularities or any other matters which were of concern to Council. She said no. Ms Sharma was then informed by John Gordon that Council had a Code of Conduct of which she had been given a copy. The Code of Conduct indicates that if any staff member becomes aware of unethical or corrupt conducts, etc., they must report it to a senior officer and that breach of this Code could lead to disciplinary action. Ms Sharma indicated she knew of her obligations.

Mr Gordon also counselled Ms Sharma on her obligation of discretion in her new supervisory role. She will be seen as part of management with knowledge that subordinates were not privy to and her words will seem to be those of management. If she is flippant or critical it will result in negativity in the team, which will impact on morale etc.

Ms Sharma was given the benefit of doubt.

3.

8

Leave Cash Out

Type of Leave: Annual Leave
Name of Employee: Barry Byrnes
Employee Number: 01039
Number of Days To Cash Out: 80
Number of Hours to Cash Out: 560
Hourly Rate: \$42.59
Gross Value of Leave: \$23,848.00

Week Ending: 31/8/07

Processed in Payrun Number: 323

Adjustment made in Leave Register: ✓

Adjustment in CHRIS (LVA): ✓

Salary Sacrifice to Super

Tim ✓

PYE - Extra Pay ✓

PYF ✓

NPA = SUPS \$ 23848 . ✓

- And ✓ netv = \$ 0 ✓



BOTANY BAY CITY COUNCIL
LEAVE APPLICATION FORM
INDOOR STAFF

PAYROLL NO. 1039 NAME B BYRNES

DATE 29, 8, 07 SIGNATURE Boyers

PERIOD OF LEAVE COVERED BY THIS LEAVE APPLICATION

LEAVE FROM / / TO / / DATE TO RESUME / /
FIRST DAY OFF WORK LAST DAY OFF WORK RETURN TO WORK

PAYMENT OF EXCESS LEAVE BALANCES

LEAVE TYPE	DATE FROM TO	DATE	No of Days	Hrs : Min (if applicable)
SICK LEAVE Reason _____	____/____/____	____/____/____		:
CARER'S LEAVE Explanation _____	____/____/____	____/____/____		:
ANNUAL LEAVE	____/____/____	____/____/____	80	:
LONG SERVICE LEAVE	____/____/____	____/____/____		:
OTHER LEAVE* <i>see below</i> _____	____/____/____	____/____/____		:

*EXAMPLES OF OTHER LEAVE TYPES

- Leave without pay
- Bereavement
- Time in Lieu
- RDO/FLEXI
- Study
- Xmas special

Please pay me: ☐ In Advance ☐ Weekly

Salary Sacrifice
to Super.

**NOTE: APPROVAL OF ANNUAL/LONG SERVICE LEAVE REQUESTS WILL
APPEAR ON THE BOTTOM OF YOUR PAYSリップ**

Medical Certificate attached Yes ☒ No ☐

AUTHORISED BY: [Signature] DATE: 29/8/07

Office Use Only

PAID WEEK ENDING / / SIGNED RESUMES

- ☐ Payslip advice to employee ☐ Email advice to Supervisor ☐ Entered in Leave Register

Date: _____

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Perry Martyn

To: Byrnes, Barry
Subject: Your Super

Barry

I have attached spreadsheets produced by Mark summarising the 9% SGL payments CoBB has made on your behalf.

From pay 550 to 575 - 29 June 2012 your payment was processed correctly

From pay 576 to 584 – 21 August 2012 your payments have been over paid to the amount of \$3,181.74

I have discussed the best way to correct this error with LGSS and they have advised that we suspend further payments on your behalf until the amount has been recouped.

The attached schedule shows the suspension plan going forward resulting in the amount being recouped and payments starting again as at 3 June 2013.

This arrangement will start from the week ending 18 January 2013 unless you advise otherwise.



Super B Super B
Byrnes 2.xlsx Byrnes.xlsx

Martyn Perry
Manager - Governance and Human Resources
Botany Bay City Council
P 9366 3501
F 9366 3699
M [REDACTED]

NSW ICAC EXHIBIT

Staff Number	Staff Member	Payrun Number	Gross	Allowance After Tax	Overtime	Superable	Su
1039	Byrnes B L	550	1723.99	1	0	1722.99	
1039	Byrnes B L	551	1724	1	0	1723.00	
1039	Byrnes B L	552	1723.99	1	0	1722.99	
1039	Byrnes B L	553	1723.99	1	0	1722.99	
1039	Byrnes B L	554	1723.99	1	0	1722.99	
1039	Byrnes B L	555	1723.99	1	0	1722.99	
1039	Byrnes B L	556	1723.99	1	0	1722.99	
1039	Byrnes B L	557	1723.99	1	0	1722.99	
1039	Byrnes B L	558	1723.99	1	0	1722.99	
1039	Byrnes B L	559	1723.99	1	0	1722.99	
1039	Byrnes B L	560	1723.99	1	0	1722.99	
1039	Byrnes B L	561	1723.99	1	0	1722.99	
1039	Byrnes B L	562	1723.99	1	0	1722.99	
1039	Byrnes B L	563	1723.99	1	0	1722.99	
1039	Byrnes B L	564	1723.99	1	0	1722.99	
1039	Byrnes B L	565	1723.99	1	0	1722.99	
1039	Byrnes B L	566	1723.99	1	0	1722.99	
1039	Byrnes B L	567	1723.99	1	0	1722.99	
1039	Byrnes B L	568	1723.99	1	0	1722.99	
1039	Byrnes B L	569	1723.99	1	0	1722.99	
1039	Byrnes B L	570	1723.99	1	0	1722.99	
1039	Byrnes B L	571	1723.99	1	0	1722.99	
1039	Byrnes B L	572	1723.99	1	0	1722.99	
1039	Byrnes B L	573	1723.99	1	0	1722.99	
1039	Byrnes B L	574	1723.99	1	0	1722.99	

NSW ICAC EXHIBIT

Gross	Allowance After Tax	Overtime	Superable	Super (9%)	Company Super	Difference
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-160.09		
				-140.03	\$20.06	
				-3181.74		

super From P/RUN 606 to 624 INCLUSIVE.
625 HAS TO BE ONLY 8 20-06 OIVA
 '6 = NORMAL 9% (PUT IN SUP SCREEN).

10

NSW ICAC EXHIBIT

Barry Byrnes - Long Service leave calculation

		TOTAL	
35 hrs/wk	1.3 wks/yr	682.50	903.63
35 hrs/wk	2.2 wks/yr	154.00	
35 hrs/wk	2.2 wks/yr	64.17	
35 hrs/wk	2.2	2.96	
LONG SERVICE LEAVE ACCRUED		903.63	

		TOTAL	
21 hrs/wk	2.20 wks/yr	46.20	61.60
21 hrs/wk	2.2 wks/yr	15.40	
LONG SERVICE LEAVE ACCRUED		61.60	

TOTAL LSL ACCRUED	965.23
LESS TAKEN	1375.5
BALANCE	-410.27

NSW ICAC EXHIBIT

Barry Byrnes - Long Service leave calculation


		TOTAL	
35 hrs/wk	1.3 wks/yr	682.50	903.63
35 hrs/wk	2.2 wks/yr	154.00	
35 hrs/wk	2.2 wks/yr	64.17	
35 hrs/wk	2.2	2.96	
LONG SERVICE LEAVE ACCRUED		903.63	

		TOTAL	
21 hrs/wk	2.20 wks/yr	46.20	61.60
21 hrs/wk	2.2 wks/yr	15.40	
LONG SERVICE LEAVE ACCRUED		61.60	

TOTAL LSL ACCRUED	965.23
LESS TAKEN	0
BALANCE	965.23

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Termination Pay Calculations			
Name	Barry Byrnes	Standard hours	21
Position	Financial Accountant	Weekly rate	\$1,126.86
Payroll No	01039	Hourly rate	\$53.6600
Date of Birth	9/07/1950	Commenced	22/05/1995
		Term date	1/07/2015



City of
Botany Bay

payroll input

TLSA	0.00
ANNT	56473.37
TLLS	0.00
LSLT	-9,220.40
TLSC	456.11 ETP
	47709.08
 TAX	 17524.00
CTAX	75.26
	17599.26
 NETT	 \$30,109.83

Check \$0.00

Miller
J. Sanguin
ARM
8/7/15

Termination Pay Calculations

Name **Barry Byrnes** Standard hours **21**
 Position **Financial Accountant** Weekly rate **\$1,126.86**
 Payroll No **01039** Hourly rate **\$53.6600**
 Date of Birth **9/07/1950** Commenced **22/05/1995**
 Term date **1/07/2015**



Annual leave

Entitled	1043.2493	Total Hours	Hourly Rate	Total Value
Accrual	9.1803	1052.4296	53.6600	56,473.37
Total Hours	1052.4296			
Tax Calculation		Gross	Tax	Nett
Accrued up to 17/8/93 @ 31.5%		0.00	0.00	0.00
Accrued from 18/8/93 @ Marginal rates		56473.37	21112.00	35361.37
Total Value		56473.37	21112.00	35361.37

Sick leave as at 15/2/93

	Total Hours	Hourly Rate	Total Value
	0.00	53.6600	0.00
Tax Calculation		Gross	Tax
Accrued prior to 1/7/1983 @ NIL tax		0.00	0.00
Accrued from 1/7/1983 @ 16.5%		0.00	0.00
Total Value		0.00	0.00

Other Leave

	Total Hours	Hourly Rate	Total Value
Time In Lieu	8.5	53.6600	456.11
Gratuity	0	53.6600	0.00
Tax calculation		Gross	Tax
Accrued prior to 1/7/1983 @ 0.00 NIL tax		456.11	75.26
Accrued from 1/7/1983 @ 31.5%		0.00	0.00
Total Value		456.11	75.26

Long Service leave

Service Hours	34890.24	Hours	LSL Hours
		34890.24	Full Time 35 h/w 903.63
Less Leave Without Pay Hours	0.00	0	Part Time 21 h/w 100.1
Total Service Hours	34890.24	34890.24	Total 1003.73
		Less LSL Hours Paid out 29/08/07	1175.56
		LSL Balance	-171.83
		Total Hours	Hourly Rate
		-171.83	53.66
			Total Value
			-9220.40
Tax calculation		Gross	Tax
Accrued prior to 15/8/78 95% Tax Free		0.00	0.00

Termination Pay Calculations

Name	Barry Byrnes	Standard hours	21
Position	Financial Accountant	Weekly rate	\$1,126.86
Payroll No	01039	Hourly rate	\$53.6600
Date of Birth	9/07/1950	Commenced	22/05/1995
		Term date	1/07/2015



payroll input

Check \$0.00

TLSA	0.00
ANNT	56473.37
TLLS	0.00
LSLT	-9,220.40
TLSC	456.11 ETP
	47709.08

TAX	17524.00
CTAX	75.26
	17599.26

NETT	\$30,109.83
------	--------------------

ORIGINAL PAID

Termination Pay Calculations

Name **Barry Byrnes** Standard hours **21**
 Position **Financial Accountant** Weekly rate **\$1,126.86**
 Payroll No **01039** Hourly rate **\$53.6600**
 Date of Birth **9/07/1950** Commenced **22/05/1995**
 Term date **1/07/2015**

**Annual leave**

Entitled	1043.2493	Total Hours	Hourly Rate	Total Value
Accrual	9.1803	1052.4296	53.6600	56,473.37
Total Hours	1052.4296			
Tax Calculation		Gross	Tax	Nett
Accrued up to 17/8/93 @ 31.5%	0.00	0.00	0.00	0.00
Accrued from 18/8/93 @ Marginal rates	56473.37	21112.00	35361.37	
Total Value	56473.37	21112.00	35361.37	

Sick leave as at 15/2/93

	Total Hours	Hourly Rate	Total Value
	0.00	53.6600	0.00
Tax Calculation		Gross	Tax
Accrued prior to 1/7/1983 @ NIL tax	0.00	0.00	0.00
Accrued from 1/7/1983 @ 16.5%	0.00	0.00	0.00
Total Value	0.00	0.00	0.00

Other Leave

	Total Hours	Hourly Rate	Total Value
Time In Lieu	8.5	53.6600	456.11
Gratuity	0	53.6600	0.00
Tax calculation		Gross	Tax
Time in Lieu tax @ 16.5%	456.11	75.26	380.85
Accrued from 1/7/1983 @ 31.5%	0.00	0.00	0.00
Total Value	456.11	75.26	380.85

Long Service leave

Service Hours	34890.24	Hours	LSL Hours
		34890.24 Full Time 35 h/w	903.63
Less Leave Without Pay Hours	0.00	0 Part Time 21 h/w	100.1
Total Service Hours	34890.24	34890.24 Total	1003.73
		Less LSL Hours Paid out 29/08/07	1175.56
		LSL Balance	-171.83
		Total Hours	Hourly Rate
		-171.83	53.66
		-9220.40	
Tax calculation		Gross	Tax
			Nett

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Barry Byrnes		Termination Payment Correction 13 Aug 2015			
Type of Leave		Was Paid	Should have been Paid		Nett Result
Annual Leave		\$56,473.37	\$56,778.58 *		\$305.21
Time In Lieu		\$456.11	\$458.58 *		\$2.47
Long Service Leave		-\$9,220.40	-\$19,939.92 *		-\$10,719.52
			over paid 198.69 hours @\$53.95		
	LESS				
Tax		\$17,524.00	\$13,260.00		-\$4,264.00
C Tax		\$75.26	\$77.96		\$2.70
NETT		\$30,109.82	\$23,959.27		OVER PAYMENT \$6150.5

*Industry Allowance not included in original calculation. \$0.29 has now been included in all calculations

JB Byrnes
13/8/15

Termination Pay Calculations

Name	Barry Byrnes	Standard hours	21
Position	Financial Accountant	Weekly rate	\$1,126.86
Payroll No	01039	Hourly rate	\$53.6600
Date of Birth	9/07/1950	Commenced	22/05/1995
		Term date	1/07/2015



payroll input

WAS

Check

\$0.00

Should BE

TLISA 0.00

ANNT 56473.37

TLLS 0.00

~~LSL~~ LSL -9,220.40

TLSC 456.11 ETP

47709.08

TAX 17524.00

CTAX 75.26

17599.26

NETT \$30,109.82

56,778.58 ANNT

- 19,939.92 LSL

458.58 ETP

13,260.00 TAX

75.67 CTAX

13,335.67 TOTAL TAX


23,961.57

NETT OWED BY B. BYRNES -
= 6148.25

Your Ref:

Our Ref: HR/BByrnes

13th August 2015

Mr Barry Byrnes


Dear Barry,

We are writing to you in relation to your recent termination payment from Council.

After a recent internal check on termination payments, an error was found with the calculation of your long service leave, specifically the hours cashed out and paid to you 29/08/07.

Our records show that 1375.50 hours were cashed out, however during our final calculations, the hours was incorrectly entered as 1175.56 hours, resulting in an **overpayment of 198.69 hour LSL.**

Unfortunately, this means that you were overpaid 200 hours in LSL. After adjustments to gross and tax, the **nett overpayment is \$6,150.55.** In doing a thorough examination of your termination payment, the industry allowance of 29 cents/hour has now been included in all calculations as well. The attached Table details the figures.

While it is very regrettable that the errors were not detected at the time, we are

Name	Barry Byrnes	Standard hours	21
Position	Financial Accountant	Weekly rate	\$1,132.95
Payroll No	01039	Hourly rate	\$53.9500
Date of Birth	9/07/1950	Commenced	22/05/1995
		Term date	1/07/2015



Summary			
	Gross	Tax	Net
Total ETP	458.58	75.66	382.91
Total Leave	36838.66	13260.00	23578.66
TOTAL	37297.23	13335.66	23961.57
Rolled over to nominated Superannuation			0.00

Date _____

Commonwealth Bank

Commonwealth Bank of Australia

SOUTH HURSTVILLE NSW

Date 14-10-15

Pay City of Batany Bay or bearer \$ 6,150-55

The sum of six thousand one hundred

and fifty dollars 55 cents

B L & S BYRNES

S Byrnes

⑈000572⑈ 062⑈253⑈

RECEIVED & BANKED
15/10/15

13

Sandra Kaltoum

Subject: FW: PRIVATE & CONFIDENTIAL - Office of the General Manager

From: "Byrnes, Barry" <ByrnesB@botanybay.nsw.gov.au>
Date: 24 February 2016 at 7:24:58 AM AEDT
To: Lara Kirchner <gm@botanybay.nsw.gov.au>
Subject: FW: PRIVATE & CONFIDENTIAL - Office of the General Manager

Lara,
My apologies for not responding to this request in a timely manner ,however, I only became aware of it on Monday 22/2 and needed to consider my response.
Yesterday due to a prior dental appointment and being unwell I was not able to attend work.
In reply to the request I have to advise I must decline the invitation to participate at this time due to reason that will become apparent in the near future.

Regards
Barry Byrnes

From: Hart Kirsty
Sent: Friday, 19 February 2016 4:14 PM
To: Byrnes, Barry
Subject: PRIVATE & CONFIDENTIAL - Office of the General Manager

PRIVATE & CONFIDENTIAL

Please find attached correspondence from the General Manager, Ms Lara Kirchner.

Kind Regards

Kirsty Calleja
General Managers Office
Council of the City of Botany Bay
Ph: (02) 9366 3604

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Please consider the environment before printing this email.

14



TO : General Manager
FROM : Deputy General Manager
DATE : 24 February 2015
SUBJECT : Authority to operate Council's Bank Accounts

Ms General Manager


I refer to my discussion with you earlier today regarding a procedure being put in place for the temporary operating of Council's bank accounts for EFT and Payroll file transfers.

These arrangements will need to be formalised through an appropriate authority cancellation and authorisation application being made to the Commonwealth Bank.

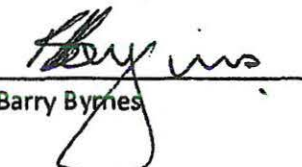
At 1:55 today the following occurred:

Access by Mark Thompson assigned to Fred Saad
Password changed to a password only known by Fred Saad
Commonwealth Bank code device handed to Fred Saad
Entries will continue to be recorded in the name of Mark Thompson


Mark Thompson


Fred Saad

Access by Barry Byrnes assigned to Martyn Perry
Password changed to a password only known by Martyn Perry
Commonwealth Bank code device handed to Martyn Perry
Entries will continue to be recorded in the name of Barry Byrnes


Barry Byrnes


Martyn Perry

You will also need to complete a form to withdrawal authority for the signing of Council cheques. At present, the following officers are authorized to operate Council's accounts:

Lorraine Cullinane
Barry Byrnes
Mark Thompson

Regards



Lorraine Cullinane
Deputy General Manager