

# NSW ICAC EXHIBIT

EXHIBIT 8

37	Instant Messages	14/05/2013 8:03:44 PM(UTC+10)	From: murray.kear [REDACTED]	Thanks Greg, it was the hardest day of my career, but I had to make the decision that I believe is best for the SES. I am so grateful to you for your message, it makes a hard day a little brighter, Murray
38	Instant Messages	14/05/2013 8:05:26 PM(UTC+10)	From: murray.kear [REDACTED]	Look forward to it
39	Instant Messages	15/05/2013 7:20:00 AM(UTC+10)	From: [REDACTED]	Good morning Murray I can't imagine how difficult yesterday would have been. I wanted to say thank you for making the right decision and then carrying it out. Before yesterday you had my 100% support. Yesterday that doubled. Helen
40	Instant Messages	15/05/2013 7:31:41 AM(UTC+10)	From: murray.kear [REDACTED]	Thanks Helen, it was a decision made after months of attempted resolution and personal reflection. Probably the hardest and loneliest day of my career, I am very grateful for your support and message, thanks Murray
41	Instant Messages	15/05/2013 8:02:40 AM(UTC+10)	From: [REDACTED]	Commissioner Leadership by a Leader Best wishes Boss Dave C
42	Instant Messages	15/05/2013 8:06:56 AM(UTC+10)	From: murray.kear [REDACTED]	Dave, difficult and lonely decision making, nice to receive your message, Murray
43	Instant Messages	16/05/2013 8:05:52 PM(UTC+10)	From: [REDACTED]	Yeah I think it was well and truly out there
44	Instant Messages	16/05/2013 8:12:16 PM(UTC+10)	From: [REDACTED]	Ouch - guess it's not unexpected. Not smart but not unexpected.
45	Instant Messages	16/05/2013 8:12:16 PM(UTC+10)	From: murray.kear [REDACTED]	FYI - Tara's termination being covered on radio, eg 2UE at 7.00 pm, Murray K
46	Calendar	17/05/2013 11:30:00 AM(UTC+10)		ICAC Teleconference with Jacqueline Fredman - Manager Assessment Section - [REDACTED]
47	Instant Messages	20/05/2013 7:44:24 PM(UTC+10)	From: [REDACTED]	Murray - just wondering whether we advised NRMA of Tara's departure? If not, might be an idea to.....
48	Instant Messages	21/05/2013 3:08:47 PM(UTC+10)	From: [REDACTED]	Really appreciate you making the time. It makes people feel important having you attend. Thanks
49	Instant Messages	21/05/2013 7:44:32 PM(UTC+10)	From: [REDACTED]	Leaving now. Still some work to do in the morning. Not much luck finding emails so will check Tara's PC in the morning
50	Calendar	22/05/2013 9:30:00 AM(UTC+10)		Phone discussion between NSW SES Commissioner Murray Kear & Stuart Clark, Clayton Utz
51	Instant Messages	22/05/2013 8:10:08 PM(UTC+10)	From: murray.kear [REDACTED]	He was OK, surprised and annoyed at Tara's latest allegations. I think he is feeling pretty awful about it. But ready to face whatever Tara will raise next.
52	Instant Messages	23/05/2013 7:56:16 AM(UTC+10)	From: [REDACTED]	Check your emails mate
53	Instant Messages	28/05/2013 2:07:28 PM(UTC+10)	From: + [REDACTED]	[REDACTED]
54	Instant Messages	30/05/2013 11:14:40 AM(UTC+10)	From: [REDACTED]	Good morning baby face! Just wanted you to know that there is always someone worse off than you. Eddie MACGUIRE and Adam Goodes. Xxxx
55	Instant Messages	30/05/2013 12:03:44 PM(UTC+10)	From: [REDACTED]	Forgot to state that the previous text was from Leanne , so no I am not calling u baby face :)
	Instant Messages	31/05/2013 1:52:32 PM(UTC+10)	From: [REDACTED]	Just finished being interviewed by IAB and heading back to FRNSW for a coffee then need to leave town at 2:30 to get to the doctors. Give me a ring if u need to/want to  Steve
57	Notes	3/06/2013 9:26:31 AM(UTC+10)		All.<div> </div><div>I wanted to send out another email to explain my previous email sent out on 15 May.</div><div> </div><div>This email concerned my decision in relation to Deputy Commissioner Tara McCarthy.</div><div> </div><div>This email was meant to provide open and transparent information, however, I realise it has caused concern to many people. With hindsight I could have done that better.</div><div> </div><div>...</div><div> </div><div>On 15 May I sent out an email to all members of the NSW SES and informed them that I had terminated the Executive Service contract of Ms Tara McCarthy. This email was to provide open and transparent information to the thousands of NSW SES members.</div><div> </div><div>I am aware that this email was widely circulated and broadcast across some media outlets.</div><div> </div><div>Realising that I wish to .....</div>
58	Instant Messages	7/06/2013 4:55:59 PM(UTC+10)	From: + [REDACTED]	Good onya mate. You r a great bloke and friend and everything will work out. Besides, who's bday is it on Monday, mmmmm
59	Instant Messages	7/06/2013 5:06:40 PM(UTC+10)	From: murray.kear [REDACTED]	Talk to you tomorrow
60	Instant Messages	7/06/2013 8:39:39 PM(UTC+10)	From: + [REDACTED]	Hey you Scotch addict . R u two grey nomads keen for a visit on Sunday morning for a morning tea and coffee. Say around 1000 hrs  Bourbon Addict
61	Instant Messages	9/06/2013 8:32:32 AM(UTC+10)	From: [REDACTED]	We will b there at 1000. Do u need is to pick u up any supplies on the way through as we r stopping at Woolworths to get some groceries for later on
62	Instant Messages	20/06/2013 8:44:08 PM(UTC+10)	From: [REDACTED]	'kay - you staring to come out the 'other side' yet with the Tara stuff??