

TARLOPUB00251  
03/05/2017

TARLO  
pp 00251-00280

PUBLIC  
HEARING

COPYRIGHT

INDEPENDENT COMMISSION AGAINST CORRUPTION

THE HONOURABLE REGINALD BLANCH AM QC

PUBLIC HEARING

OPERATION TARLO

Reference: Operation E15/1982

TRANSCRIPT OF PROCEEDINGS

AT SYDNEY

ON WEDNESDAY 3 MAY, 2017

AT 2.00PM

Any person who publishes any part of this transcript in any way and to any person contrary to a Commission direction against publication commits an offence against section 112(2) of the Independent Commission Against Corruption Act 1988.

This transcript has been prepared in accordance with conventions used in the Supreme Court.

THE COMMISSIONER: You're still on the same affirmation you took earlier to – thank you.

**<CHANTHANETH CHANTHALANGSY, on former affirmation  
[2.10pm]**

10 THE COMMISSIONER: Yes, Mr Rajalingam.

MR RAJALINGAM: Thank you, Commissioner. Mr Chanthalangsy, I'm going to take you to another transfer receipt on page 157 of volume 3 of the allegation brief. Do you agree that that relates to a transfer on 12 May, 2015?---Yes.

And were you working on that day at 9.55am?---Sorry, can I have the list back, the working list?

20 Yes?---Yeah, before gone.

If the witness could be provided - - -?---Thank you.

- - - with the summary of time sheets?---Yes.

So you were working on that day?---Yes.

So I'll take you to the next document on page 158. Again, is that your writing underneath the reimbursement form?---Yes.

30 Does the reimbursement form in effect relate to two transfers, one on 11 May and one on 12 May?---Yes.

Does it record there that the transfer of 11 May was for \$5,000?---Yes.

I'll take you to page – I think I did take you to this prior to the adjournment, page 156. Do you see that that is a transfer on 11 May at 11.48am for \$5,000, do you agree with that?---Yes.

40 Can you tell the Commission if you were working on 11 May?---I did work that day.

You did not work?---I did work.

You did work. I'll take you to page 159. Would you agree that the receipts in relation to those two transfers would have been placed in that plastic bag? ---Yes.

For the \$5,000 transfer and the \$513.50 transfer?---Yes.

Can I take you to page 164. Do you recall seeing these receipts or invoices? Firstly we'll take it one by one. They relate to, both documents relate to the same purchase, don't they?---I just want to check. 683, 683. Yes.

It's essentially a continuation of the other document. Do you agree that it's a receipt from Harvey Norman?---Yes, it was receipt Harvey Norman.

10 For a fridge and a toothbrush. Do you agree with that?---Yes.

Do you recall seeing this invoice when you processed this transfer for reimbursement?---Sorry?

Do you remember seeing this invoice from Harvey Norman?---Yes, yes.

Do you recall at the time you saw the invoice there being a fridge delivered to the service?---I don't know that's the fridge delivers the service or not.

20 You don't know?---I don't know, I just see the receipt.

Did you raise any concerns with Ms Sharobeem about this invoice?  
---No.

Do you see that on the left-hand side of the page there's a reference to the delivery address being to a location in Wetherill Park, do you see that?  
---Ah hmm, yes.

30 But is it your evidence, Ms Chanthalangsy, that if you were given receipts you would process them for reimbursements?---Yes.

Commissioner, I'm going to show the witness a copy of the document which is not redacted.

THE COMMISSIONER: Yes. Thank you.

MR RAJALINGAM: Ms Chanthalangsy, I think you agreed earlier that you could see the delivery address. Do you agree that it's blacked out on the screen?---Yes, yes, is covered all of that one, yes.

40 But do you see on my copy of that document a delivery address of Wetherill Park?---Mmm.

Did you notice that when you saw this receipt back in 2015?---No. I just saw the amount reimburse that's all. I don't know was delivery to her place.

Would you agree that that's a little strange?---Yes.

I'll show you page 165. Were you working on 10 June, 2015 at 10.43am?

---10 of the June, 10 of the June, no.

MR CHHABRA: Commissioner, I'm loath to interrupt the questioning. I'd seek leave to have short access to the document that was shown to the witness a moment ago, the unredacted address.

THE COMMISSIONER: Yes, certainly. Yes.

10 MR RAJALINGAM: Maybe that could be provided. So on 10 June were you at work?---No.

So if you go through those receipts, well, the next page is the reimbursement form. There's a figure at the bottom in handwriting. Is that your handwriting do you know or is it unclear?---Unclear. Not clear this one. They not clear this one.

The next page 167, is that your writing?---Yes, this one in the plastic bag of filing.

20 All right. The next page 168 there are – there is the letter G written on each of those receipts and then on one of them “groups”. Do you agree with that?---That's Dr Eman writing.

Do you know what it was referring to, the letter G?---Probably group. Short of group. I'm not sure.

The next page there's the letter F and then on another receipt the words “food, petrol”. Do you know what the letter F - - -?---That's her writing, also her writing.

30 Do you know what that is referring to?---Probably under account food, F.

Just turn to the next page 170. Do you see there again the letter F?---Yeah, that's her writing.

And then “food” written on that same receipt on the bottom left-hand corner?---Yeah. That's her writing F, F, F. That's food, the top, the total 257.50, that's my writing.

40 But the single letter Fs are all Ms Sharobeem's writing?---Yes, correct.

The next page 171. Do you see on the top left and the bottom right there's the letter O?---Yeah, also her writing that one.

Do you know what that refers to?---I'm not sure. Probably before I done I double-check with her before I put in.

That's her writing, the O?---Yes. And also G on the bottom here, that's her writing.

I see that, thank you. The next page is another reimbursement form. The writing on this page, is that, that's yours?---My writing, and approval - - -

All of it?--- - - - that's her signature, signature, approval.

10 The following page, 173, again is that your writing on the - - -?---Yes.

- - - resealable bag?---Yes, my writing on the plastic bag.

The next page, 174, the letter S, who has written that?---Dr Eman Sharobeem.

On all of those receipts?---Yes.

Do you know what it stood for?---Not sure.

20 On the next page again, the letter S, is that Ms Eman Sharobeem's writing? ---Yes.

The next page, the letter S?---Yes.

And the next page, the letter S, 177?---Yes, yes.

Is that Ms Eman Sharobeem's writing?---Yes, Dr Eman.

30 And the final reimbursement transfer, Ms Chanthalangsy, is on 16 June, 2015, at page 178. Do you agree that's got 16 June at 9.32am?---16 June, yes.

Were you working on that day?---Yes.

And you agree it's for a transfer for \$2,397.83?---Yes.

And is the form on the next page the reimbursement form?---2,397.83. Yes.

40 The writing at the top, "Dr Eman repaid," whose writing is that?---My writing.

What does it mean?---That's mean that's Dr Eman reimbursed for her.

What does, why does it say, "repaid?"---She set up like that. Each time she pay like this she put repay, that's why tell us to put repay, that's her reimbursement.

The next page, 180, is that your writing?---Yes.

And the following page are the receipts. And is that your writing at the top right-hand corner in relation to food?---Yes.

How would you have known to have marked these, or that receipt, food?

---I follow what she ordered me to do.

Would that have been an oral instruction or a written instruction?

10 ---Written instruction or verbal, sometimes if she's in the office sometime I have the chance to ask.

So you're not, you're not sure how you received that particular instruction?

---Yes. It could be verbally, it could be a piece of yellow paper, the note.

During your time as a bookkeeper at the Immigrant Women's Health Service, I'm going to ask you if you recall processing reimbursements in relation to particular types of invoices. I won't show you exactly what they are, but I'll ask you to remember processing these types of invoices?

20 ---Okay.

Do you remember processing invoices or receipts in relation to Harvey Norman?---Not remember.

I showed you a receipt from Harvey Norman, do you remember that?---Yes, that's before.

In relation to the fridge?---Yes, but never see the fridge, only see the invoice.

30 Did you, do you recall processing invoices from Harvey Norman for reimbursement to Ms Sharobeem?---If, if she pay by her credit card it was paid to Eman West.

Do you have any recollection of the types of invoices that you did pay anymore? Or would it be the case that I'd need to show you those receipts?

---You need to show me that receipt.

You don't remember off the top of your head, do you?---No. Too many - - -

40 Were you, Ms Chanthalangsy, provided with time sheets in relation to facilitators? Facilitator invoices?---Yes.

And would you have to pay those invoices?---Yes.

When you were at the service, did you come to know some of the facilitators that were working at the Immigrant Women's Health Service?

---I have no idea that's how they run, how many people work for facility. I know only when the invoice come I have to pay, that's all.

So you don't know - - -?---Who is who and who is do what job.

What type of details were recorded on the facilitator time sheets? What details?---They had their name. They have ABN and they have account to put on.

10 Were there some facilitator invoices which appeared to be incomplete when they were submitted to you?---If some of them not complete, I have to double-check with Dr Eman before I process.

Did you double-check with anyone else in the office in relation to facilitator invoices?---I'm not allowed to talk to anybody except Dr Eman Sharobeem.

20 I'll show you two documents in relation to facilitator invoices at the moment, at volume 3 of the facilitator allegation page. Pardon me, volume 3 of the brief statements, page 266. Volume 1, sorry. Volume 1, page 266. Do you see that is a facilitator invoice with – sorry, a transfer for 22 May at 4.49pm? 22 May, 2014 at 4.49pm, do you agree with that?---I remember seeing it, because I'm the one who put in the computer. This one Dr Eman pay.

Sorry, how do you know that Ms Sharobeem paid this?---4.49. I work up till 2.30.

Okay. On 22 May, 2014?---22 May. Let me check that I work or not that day. That day, 22<sup>nd</sup>, I did work that day too.

30 Okay. The next page. Do you see the name is Rachie Kakel?---Ah hmm.

And the rate is \$30 per hour.---Yes, I see that.

And there are dates, days and times from Monday to Friday in that week. ---Ah hmm. Ah hmm.

And the amount is \$900.---Yes, I see that.

Do you see there is no ABN? Do you agree with that?---Yeah, no ABN.

40 There's no tax file number.---Yeah.

How did you know how to process this invoice? Or pardon me - - -?  
---When - - -

Sorry, I'll withdraw that. Your evidence was that you didn't process the invoice.---Yeah.

I'll go to the next page. Page 271. Have a look at that. That was on 12 January, 2015 at 10.31am. Were you at work at that time?---12 January. I think we go through one more. 12 January, '15. Yes.

At 10.31am were you at work?---Yes.

So if we go to the next page. Now, this is a reimbursement form. Does it relate to facilitator fees?---(No Audible Reply)

10 Do you know what it relates to looking at the reimbursement form?---They have the code here tell what it is. For 3-2-8-7 minor equipment access, access. Staff amenity 506.60. Staff training conference 1-0-4-8 (not transcribable).

And the next page – that's the same document. The next page relates to the same amount but is it a typed version of what you've just, of what you've just seen? Go back to the - - -?---So one written down before typing in. Could be that.

20 And is that your writing on page 271?---Yes, my writing this one.

Can I show you some more of these documents. Allegation brief, allegation, volume 7, page 21. Do you agree that that relates to a transfer on 13 May at 6.03pm?---13 May, 13 May, '14. By look at that time it's not my writing 5.03pm.

But were you working on 13 May, 2014?---I'm checking now.

30 Yeah.---13 of May, 13 of May. No. No.

Your answer is no?---No.

Turn to the next page. It's a transfer for 27 May, 2014. Do you agree? ---27. 27 May still not working. Not working.

Ms Chanthalangsy?---Yes?

40 I'll just take you back to 13 May, 2014, the page before. It's 2014. You weren't working on 13 May, 2015. But the last page of the timesheets, if you go to that, I think you were working on 13 May, 2014.---'14. Maybe I say '15. 13, 5<sup>th</sup>.

It's a Tuesday.---Yes, yeah, '14.

And you were working?---Yeah, 13 of the 5<sup>th</sup>, '14. Not '15, yeah.

So 13<sup>th</sup> of May, 2014 you were working?---Yes.

But were you working at 5.03pm?---Strange.

Is the answer yes or no? Were you working at 5.03pm?---Normally I didn't work up to after-hour. Only if emergency or really, really need. Normally never work.

Whose writing is on the transfer receipt that reads “to be pay another”?  
---That’s my writing, this one. When we put data entry, so we know.

10 All right. Well, it says, “To be pay another \$600. Pay on 27 May.”  
---Mmm.

The next transfer is for 27 May - - -?---Yeah.

- - - at 1.26pm. Now, do you agree first of all you were working on 27 May, 2014?---27, 27 May, '14. Yes, working in here.

Now, if you turn over you'll see a number of facilitator forms. So one for  
Ms Emma Adly, on the next page for Emma Adly, and on the next page for  
20 Emma Adly.---Mmm.

Did you know who Emma Adly was when you - - -?---I have no idea who it is.

Did you suspect that it might have been Eman Sharobeem when you first saw these receipts or invoices?---I have no idea who it is, Emma Adly.

Did you think when you were looking at these invoices that the times claimed for were a bit excessive?---The writing similar like Dr Eman, but  
30 I'm not sure.

Okay. Can I take you to – sorry, if you just can confirm. Pages, first 23. Is that Eman Sharobeem’s writing on that - - -?---Similar like her writing but I'm not guarantee.

Okay. What about the signature at the bottom?---Signature, I don't know.

Okay.---When she initial my one, different one.

40 The next page, on page 24, does that look like her signature?---That’s her signature.

That’s her signature. Does that look like her writing?---Similar.

On page 24? Similar. And what about page 25?---Yes. Similar.

Similar. And what about the signature?---Different.

Sorry, on page 25?---Different signature.

There's an hourly rate there of \$35 per hour. Do you know what the regular facilitator rate was?---Individual. It's all different rate.

What about the majority of facilitators? What rate?---20-something. Some people 30.

10 How many people do you think were making \$30 an hour for facilitating?  
---Few. My one 30.

Were you a facilitator?---No. I mean, the rate in there. Very (not transcribable) 35, no.

But not 35?---Not 35. Very hard to get 35.

35 is high? Is that what you're saying?---Very high.

20 On page 25, the writing on the bottom right-hand corner next to the  
signature, to the right-hand side. Is that your writing or Ms Sharobeem's  
writing?---Which one? The amount paid?

Yes, where it says "Eman 870 paid".---Yes, that's my writing.

All of it, the total?---Yeah, the total and short 600 and that the total 3990,  
that's my writing, this one.

30 Do those two figures reflect the transfers that were made in relation to the,  
to these documents? – I'll withdraw that?---Yeah.

I'll take you now to page 45. Is that a transfer of 25 June, is that a transfer  
on 25 June at 7.24pm?---(No Audible Reply)

Is that a transfer at 7.24pm?---Yes, yes, yes.

Were you working on 25 June, 2014?---Even I work I didn't do 7.30.  
7.24pm, very late.

40 Yep. But what about the day, do you know if you were working that day?  
---25/6, hang on.

I'm just trying to check all of it off, Ms Chanthalangsy, so I appreciate what  
you're saying?---25/6, not - - -

So you weren't working that day?---No.

It's an amount, it's for an amount of \$4,800. Do you agree?---Yes.

If you could have a look at the next two pages or the next page, 46. Do you recognise the handwriting?---Similar like Eman.

What about the signature?---Signature, that's like another one we see before (not transcribable).

Page 47, does the handwriting look familiar to you?---Yeah, all similar.

To who?---The one, the previous that you show me.

10

Are you saying they're similar to Ms Sharobeem's writing or similar to the writing that I showed you before?---Similar like Dr Eman Sharobeem writing and similar to one that it was before.

All right. I'll take you to page 65. Is that a transfer for 19 August, 2014 at 6.16pm?---19 of August. I did not work that day.

Okay. Do you see the initial at the bottom of that page?---Yes.

20

I'll take you to page 75, just I might ask you some questions about that document later, page 75. Were you working on 17 June, 2014?---Yes.

At 10.34am?---Yes.

Do you recognise the initial at the bottom of that page?---Yes, Dr Eman Sharobeem.

Is this transfer in relation to an amount of \$1,225?---Yes.

30

The next page, 76, is that a facilitator invoice in the name of Emy Adel? ---Yes.

Being paid \$35 per hour?---Yes.

For Monday to Friday between 9.00 and 4.00, 9.00am and 4.00pm? ---Mmm, yes.

What do those numbers at the bottom mean?---Ah, that's the bank account to transfer the money.

40

Now, one minute later, if you take it from me that that transfer took place at 10.34am, the next page, 77, one minute later, there was a transfer at 10.35am for \$1,225 as well. Do you agree that that's the transfer?---Yes, yes.

If you turn the page. Again it relates to Emy Adel. Do you agree?---Yes.

For another period Monday to Friday?---Yes, I see that.

9.00 to 4.00.---9.00 till 4.00.

Do you recognise the writing on this page?---Similarly that Eman writing.

The following page 79 is a transfer two minutes after the one I just, after the one I just showed you for the same amount. Do you agree?---Yes.

10 The next page 80 relates to Emy Adel.---Yes.

Again for a Monday to Friday time between 9.00 and 4.00.---Yes.

And the same amount. Would you agree with that?---Yes.

Ms Chanthalangsy, there's no account details on this, on this invoice. How would you know - - -?---When - - -

- - - where to - - -?---Yeah.

20 - - - pay this?---When the person being paid one time it record in the MYOB already their account so if you see the name you just go to the account they have already in the account the bank detail.

So after you paid Emy Adel once - - -?---Once then - - -

- - - you wouldn't have to - - -?---Then they have their record account already.

30 You wouldn't have to input the account number again would you?---No.

Okay. Now, approximately 50 minutes after that transfer on the same day, if I get you to go to page 81. Do you agree that's for 11.23am?---Ah hmm.

For the same amount?---Yes.

In relation to Emy Adel?---Yes.

40 If you turn the page to page 82 do you agree again that is in relation to days between Monday and Friday and times between 9.00 and 4.00?---Yes.

At a rate of \$35 an hour?---Yes.

There aren't any account details on this form. Would you agree with that?---Yes.

Whose signature does that look like at the bottom?---At the bottom that's, hardly tell.

Hmm?---At the top the signature that's different. At the bottom that's Dr Eman Sharobeem.

Oh, I see. Sorry. The last – the notation under manager's comments and signature do you say that that is Eman's, Eman Sharobeem's signature?  
---Yes.

Do you know whose signature appears next to signature?---I don't know.

10 I'll take you to page 96. Do you agree that that is a transfer for 25 June at 7.26pm?---Yes.

For an amount of \$3,000?---Yes.

The next page 97. Just before we go onto the invoice, can you tell the Commission if you were working on 25 June, 2014?---25 June. No. No.

Are you sure?---Yeah. Haven't got here 25 June, '14.

20 I think you're right about that. I'll take you to page 118. I think on 10 June you were working. Would you agree?---Let me check 10 of the June, of the 6. Yes. Yes.

But at 7.49pm would you have been at work?---No.

Do you agree that that is a transfer in front of you in relation to 10 June, 2014 at 7.49pm for \$150?---150, yeah.

30 If we turn the page to 119, is that the facilitator invoice in relation to that transfer?---Yes.

It relates to one day, for 6 June. Do you agree?---Yes.

Do you agree that the notation at the bottom of that document under manager's comments and signature, appears to be Ms Sharobeem's signature?---Yes.

And I take you to page 127. Were you working on 13 May, 2014?---Yes.

40 But at 6.04pm were you at work?---No, left work already.

Do you recognise a transfer to be one in relation to that date and time for an amount of \$900?---Yes.

If we turn the page, is that a facilitator invoice for \$900 - - -?---Yes.

- - - for a facilitator by the name of Charl Gamal?---Charl Gamal, yes.

Do you agree with that?---Yes.

For six days' work. Do you agree with that?---Yes.

Do you see Ms Sharobeem's signature at the bottom of that document or something that looks similar to her signature?---Yes, her signature.

Page 131, do you agree that that's a transfer for 12 August, 2014, at 6.44pm?---Yes.

10

Were you working on that day?---12 of the 8, 12 of the 8, no.

I'll take you to another document, page 142. Now, were you working on 10 June, 2014?---Yes.

But were you working at 7.51pm?---No.

Do you agree that the transfer here is for that date and time and relates to an amount of \$750?---Yes.

20

The next page, 143, do you recognise Ms Sharobeem's signature on that document?---Yes.

Where?---At the manager comment.

At the bottom of the document?---Yeah.

I'll take you to page 172, sorry, page 184. Were you working on 13 May, 2014?---No.

30

Yes, I think you were. The last page, 13 May, 2014?---13 May, 13 May. Yes.

But were you working at 6.05pm?---No.

Does this transfer relate to that date and time for an amount of \$900?---Yes.

Next page, 185. Do you recognise Ms Sharobeem's signature on that document?---At the bottom, yeah.

40

Take you to page 188. Were you working on 10 June, 2014?---10 June. Yes.

But were you working at 7.50pm?---No.

Do you recognise that transfer for an amount of \$150 for that date and time?---Yes.

The next page, 189. Do you recognise Ms Sharobeem's signature on that document?---At the bottom, yes.

Is that a facilitator invoice?---Yes.

You've said in your evidence, Ms Chanthalangsy, that on some occasions when transfers were conducted you were at work but not at work at the relevant time.---Mmm.

10 If you were not at work at the time of the transfer, could you have made the transfer remotely? So I'm asking you could you have made bank transfers when you're not in the IWHS office?---Oh, no, you can't. Just only in the office only.

Did you ever make any online transactions when you're not in the office?  
---No.

20 Did you ever make any online transactions for the IWHS when you're not in the office?---I never make.

If I can show you volume 8, page 292. Were you working, Ms Chanthalangsy, on 24 February, 2015?---Yes.

Were you at work on that day at 7.25pm?---No.

Is this a transfer to an Andrea Toma for an amount of \$600 on that day at that time I've referred to?---Yes.

30 Did you make this transfer?---No.

Do you recall ever making any transfers to Andrea Toma in your time at IWHS?---For this time, for this date?

Yes.---No.

What about any other day or time?---I can't remember on the name.

40 Do you know how much Ms Sharobeem was being paid for her work as a chief executive officer?---\$35 an hour, 85 hours fortnight. So - - -

And was she paid a fortnightly wage?---Fortnight.

Do you know that between some point in 2014 onwards, there were payments made to her account for her work in relation to NESH as well?  
---Yes, I see that.

Do you recall doing those payments yourself?---Because she paid herself and I have to reimburse. She pay from IWHS then have to reimburse from NESH. Go through IWHS account.

I'll show you - - -?---For 1,500, I think, a fortnight, that one.

Was it \$1,500 a fortnight that she was receiving as a payment in relation to NESH work?---Yes.

10 And was that in addition to her salary as a CEO?---I don't know what that for but that amount that's to pay.

Was it in addition to her normal wage?---That one that's NESH payment for her.

Was that – did that have anything to do with IWHS?---No.

I'll show you brief statements volume 1, page 289. 289. When did you start – when did you make transfers in relation to NESH payments for  
20 Ms Sharobeem do you know?---I can't remember, can't remember the date.

If you look at that document, that was on 11 March, 2014.---I can't remember the date. 11 of March.

And that relates to a payment of \$1,500. Do you agree?---Yes.

If you go to the next page and, the next page. Is that the type of document you would receive from Ms Sharobeem in relation to these NESH payments?---That's her writing, yes.  
30

Okay. That's her writing. Do you recall receiving these types of invoices for payment?---Yes.

Do you know how many payments Ms Sharobeem conducted herself?---I can't remember how many.

Okay. If I can show you page 286. Do you recall in your time as a bookkeeper at the Immigrant Women's Health Service making payments in relation to SDRO Enforcements?---Yes.  
40

How many do you think – how many payments do you think you made in relation to SDRO Enforcement orders?---I think quite a lot. I can't remember how many but I see a lot (not transcribable).

What about – yeah. What about – were the issued to the Immigrant Women's Health Service and Ms Sharobeem?---I have no idea sent through the office or not because my part just only whatever invoice to me to pay, that's it.

Who would give you these SDRO notices to pay?---Dr Eman Sharobeem.

How would she give them to you?---Just handling, just can you pay that for me.

Is that what she would say?---Yeah.

What about - - -?---Or sometime initial please pay.

10

What about in relation to penalty notices, do you know the difference between a penalty notice and an enforcement order?---(No Audible Reply)

They look different.---They look different. I have no idea.

Okay.---Just see the invoice, that's it. But quite a lot.

Do you recall making payments in relation to fines essentially?---Yeah, yes.

20

Do you recall making payments in relation to fines that had been sent to Ms Sharobeem?---Um - - -

Pardon me, Commissioner. I'm going to show you volume 5, page 398. Volume 5 of the allegations. Ms Chanthalangsy, do you recall receiving this email from Ms Sharobeem?---Yes.

On 28 June, 2015, is it the case that Ms Sharobeem has processed a payment for you?---Yes. That's what she said on the email.

30

So you knew that Ms Sharobeem was capable of using the St George online website banking?---All the time. Not only me, her. She do it too.

Can I show you page 400? It was an email from Ms Sharobeem on 23 March, 2015.---Yes.

Again, would you agree that Ms Sharobeem was capable of conducting transactions online using the St George Bank website?---Yes.

40

Do you know how often she would use the website?---I have no idea, but she can use the password, and that only Dr Sharobeem and me know that. And all the token, that's with her office all the time.

Towards the end of your time at the Immigrant Women's Health Service, did you notice a transaction for \$3,000?---For the hospital?

Yes.---That's the one. I remember that one, that's the receive from hospital. And I been told that's to claim the NESH. That time NESH just office at Guildford, the maintaining, fixing the office. Can you claim from the NESH

fixing the office, maintain that? I say okay, then we claim. And the last day when I handle the work, I go there and I don't know how they find out, and the NESH ask or something, I have no idea. That's the last day I handle. And she say, "Neith, come. You remember this 3,000? That, that, that?" I said, "Yes, I remember. Of course I remember, because it's different. That's hospital and you tell me to get the NESH money to cover this." "Oh, no, no, no, no, no. Didn't tell you." "Yes, you did but you forgot. You did." That's what I did. Then later on when I heard Watfa and that tell me this, she email to the boss say "I mistake of that one. Neith transferred the wrong account." That's why I remember this 3,000.

So you're saying that you remember it particularly well because you were being blamed - - -?---Of course I was upset too, because I didn't do wrong.

Can I - - -?---I didn't transfer the wrong account.

Can I take you to allegation volume 21, page 1. Now, is that a – it's a document recording transactions on 16 March, 2015, isn't it?---Yes.

20 From the Commonwealth Bank?---Yes.

Attached to that document is a receipt, would you agree?---Yes, Westmead Hospital. Westmead Private Hospital.

Is that the receipt that you say you were given?---Yes.

Can you describe actually getting the receipt?---She just hand to me.

30 Where were you in the office?---She called me to the office, her office, because my one working at her office just next door. "Neith, can you come here?" And she just give to me. "Can you claim this under the NESH maintaining, because at the moment NESH got a lot of money and maintaining, fixing the Guildford office." I just look at that. Westmead Hospital. I can say nothing.

Did you find it strange at that point?---Very, very strange.

40 Did you find it strange that she was asking you to essentially allocate it to maintenance?---Yes, for the NESH, not the IWHS. Very upset.

It says there at 16 March, 2015 at 11.00am, that it was confirmed by Eman Sharobeem and then also authorised by Eman Sharobeem. Do you see that?---Yes.

Do you know what the, those lines mean?---They have one for authorise, put in first, the confirm, that's the second token for confirm. Two token to transfer.

But you had Ms Sharobeem's token, did you?---Yes, she give to me to do the work.

So if you used her token it would come up as Ms Sharobeem?---Yes, only her name.

I'll take you to page 4. Do you see there at 11.07am it says authorised Audrey Lai?---(No Audible Reply)

10 Do you know why that might be there?---Audrey had the authorise too, Dr Eman have authorise too.

How do you know that Audrey Lai had authority?---They have their name in the bank for authorise and they have the list. When, when, when you process, they have the list, either Eman can do, either Audrey can do for the second authorise.

20 Do you recall processing this transaction and authorising the transaction or just processing it?---Say again the question?

Did you use both tokens to do this transaction?---They give to me both token later on.

But in relation to this \$3,000 transaction - - -?---Yes.

- - - did you use both of the tokens?---Yes.

30 Did you know to whom each token was registered to?---Each name, each token, they have their name. It belong a number individual.

And do you know what names belong to which token?---Yes.

What were the names?---Audrey Lai, they have one, different number, different token too.

And what about Ms Sharobeem?---Eman Sharobeem got token and the number.

40 I'm going to take you to page 8. Do you recognise this document?  
---Yes.

What is, what is this? On the top right-hand corner it says, "recipient created tax invoice."---Oh, this one you create in the MYOB Excel, the software.

Who created this document?---My one, I.

You, you, you, you - - -?---Yes.

Why did you make this document?---We have to create this one for MYOB and attach with the receipt of 3,000 hospital.

Did you recall some of these things that happened in relation to the \$3,000 payment in your personal notebook?---I had this one copy, only this one.

Which one?---Because the copy of the receipt of this one, a copy.

10 This page 8?---Yeah.

Yeah, page 8?---Then after that, Nevine needed, I had to give to Nevine, that's all, then I haven't got anymore, and Nevine give to the whatever, Satish.

And would you agree that on this document at page 8 it says, "Eman asked to claim tools by verbal, 16 March?"---That's my writing to remember what it is, otherwise I will forget, there's too many thing, that's my writing there.

20 And I think you were talking about Satish, and he's referred to in that document as well, so did you give the credit card receipt to Satish?  
---I give to Nevine and Nevine give to whoever, whatever. I give to Nevine. Nevine, that's the boss of NESH.

Did you give that through Satish, is that what you're saying?---She gave to that that's why not – I didn't give. I give to Nevine only.

And did you think it was going to go to Satish?---That's what Nevine said.

30 I see.---Then I just wrote down my, I give to Nevine, that's all.

Just briefly, Ms Chanthalangsy, you talked about your notebook and you talked about this particular document, did you write anything in your notebook?---I just copy the receipt of hospital, Westmead Hospital, that's all.

You didn't write anything in your notebook?---No. See only this one.

40 Did – was – did you have a conversation with Ms Sharobeem on the last day of your work about your personal notebook?---I didn't talk but before I left she ask me, "Can I have your little book?" I said, "No, you can't. That's my personal." I buy it, I write what, what I do and what I supposed to do. That's my personal. I didn't give to her.

Did she say anything else?---No, that's all. She asked, "Can I have your book?" I said, "No."

What was her reaction when you refused to give her your notebook?

---Normal, just not happy because I didn't give. That's mine and I buy it myself by my money.

When, when you were having this conversation or when Ms Sharobeen spoke to you about your notebook, did she tell you why she wanted it?---No, she didn't say. She just say oh, you finished work, can I have your book, that's all, the last day.

10 Did you have a key to the IWHS office?---Yes, I have.

When were you given a key?---When I resign I gave.

Oh, no, when were you actually given the key in the first place?---Huh?

When, when did they give you the key?---I work there for a while then – I'm not sure when but I have to work there for a while until they trust me and they give me the key.

20 Okay. And given - - -?---Not straightaway when I first start.

Despite the fact that you had a key - - -?---Yeah.

- - - would you go into work when you were not meant to, meant to be there?---Oh, no, we can't. They have camera, they have everything. No, no, no, no, we can't go.

When you were working at the Immigrant Women's Health Service did you have a family?---Yes.

30 You have – you were married?---Yes.

You have kids?---Three kids.

And how old were they when you were working as a bookkeeper?---Oh, they 30 something the first one, the second one 24, the last one 20.

Were they all living with you - - -?---Yes.

40 - - - when you were working - - -?---Yes.

Those are the questions.

THE COMMISSIONER: Yes. Thank you. Yes, Mr Chhabra.

MR CHHABRA: Could the witness please be shown the document at statement volume 1, page 243. Ma'am, do you recognise that document as one that you were shown earlier?---Yes.

Are you aware that – I withdraw that. The transfer name is that of Eman West.---Yes.

You would agree?---Yes.

Do you see below that name a BSB 7-3-2-0-7-2?---Yes.

Are you aware that BSB is part of Westpac?---Yes.

10

And were you aware at that time you were transferring to a Westpac account?---Yes, by BSB.

And are you aware that at that time the name Eman West was used to identify that this was a Westpac account?---Yes.

Can I ask you, to the best of your knowledge, did Ms Nevine Ghaly ever have access to the tokens?---On IWHS?

20 Yes.---Never.

How about NESH tokens?---NESH tokens, she had the name on later.

MR RAJALINGAM: Sorry, I didn't catch that answer.---Yes, she had the name on the token.

MR CHHABRA: And is it the case that quite often Ms Sharobeem's office, her personal office, was unlocked?---Can you repeat that question?

30 Is it the case that often Ms Sharobeem's office was unlocked and accessible?---It's being locked all the time when go home.

During the day?---During the day not locked because people work there.

People going in and out?---People work there every day. I don't know. I go only Tuesday.

Okay. And is it the case, I appreciate you've given evidence that you had done work for IWHS, but is it also the case that you did work for NESH?

40 ---Yes.

And when you did work for NESH, that was on days other than a Tuesday? ---Wednesday.

Okay. So there were Wednesdays when you would do work for NESH? ---Yes.

And you would do that work for NESH at the IWHS office?---For the first time, yes.

And is it also the case that there were times on a Wednesday, whilst working for NESH, you would also do some IWHS work?---If they urgent sometimes only.

Because there'd be times that, as you just said, IWHS work would be urgent.---Only urgent.

10

And would there also be times that you didn't complete the work on Tuesday for IWHS, so you completed it on the Wednesday when you were doing work for NESH?---I only do urgent by Dr Eman's ask.

You also gave evidence that there were times when certain transfers of monies that had to be below the \$10,000 limit, correct?---Limit of 10,000 a day.

20

So there'd be days, perhaps on the Wednesday, the following day, you'd do another payment for IWHS, correct?---Following day I can't do. Have to be following week Tuesday.

Would you make payments for IWHS on the Wednesday when you were there working for NESH?---Only, only urgent ask by Dr Eman Sharobeem.

But you would agree, then, based on your answer, that you would. There were times when you made transfers from IWHS on the Wednesday?  
---Only I be ask from Dr Eman.

30

Thank you, ma'am. I just wanted to ask you a couple of questions regarding what's been referred to as the stack or bundle of receipts. Would there be times when you'd be given a bundle of the receipts or you would collect a bundle of the receipts and Ms Sharobeem would say to you just sort out the business ones and the personal ones?---She will bundle them and sort it out this much for this thing, this much for this thing, this much for this thing. It could be mix.

40

Mmm. It would be mixed. I understand that. And she'd tell you to sort them out, correct?---Before we read, we have to sort anyway. But sort it out in certain of that – she say, okay, like, this one for STEPS Employment only this thing, and this thing for MESH or this thing. So you have to sort it out, the bundle that she give.

Yes, but in that bundle, when she's give it to you or you would collect that bundle, she would also say to you to sort out the personal ones, to separate them?---Never. Never tell me to separate the personal or not personal. I don't know which one personal her, whatever she claim we have to pay her.

Nothing further.

THE COMMISSIONER: Thank you. Anything, Mr Rajalingam?

MR RAJALINGAM: Just briefly, Commissioner.

In relation to your work for NESH, did you work at NESH every week on  
Wednesday, once you started at the IWHS?---When I first start, not yet, just  
10 recently probably a year, then we work for NESH.

So one year before you resigned - - -?---Yeah.

- - - you were working at NESH?---Yes.

And do you recall working at NESH weekly?---Yes.

On the Wednesday?---Wednesday.

20 And what were your usual hours at NESH?---9.30 to 2.30.

And when I say at NESH, you were still working out of the Fairfield office,  
weren't you?---Yes, from the first start because the office Guildford not  
finished yet. Soon they finish that, we move to Guildford.

That's the evidence.

THE COMMISSIONER: Yes, thank you.

30 Thank you, Ms Chanthalangsy. Thanks for coming in?---Thank you.

You are excused if you'd like to leave?---Yeah, thank you.

**THE WITNESS EXCUSED**

**[3.26pm]**

THE COMMISSIONER: Yes, Mr Rajalingam.

40 MR RAJALINGAM: Commission, I call Ms Joanne Pappas.

THE COMMISSIONER: Ms Pappas, will you take an oath or an  
affirmation?

MS PAPPAS: I'll have an oath.

THE COMMISSIONER: Oath, yes, certainly. Thank you.

THE COMMISSIONER: Thank you. Just take a seat there, and I'll make an order to protect you from any consequences of anything you say today?  
---Yes.

10 So pursuant to section 38 of the Independent Commission Against  
Corruption Act, I declare that all answers given by this witness and all  
documents and things produced by this witness during the course of the  
witness's evidence at this public inquiry are to be regarded as having been  
given or produced on objection and there is no need for the witness to make  
objection in respect of any particular answer given or document or thing  
produced.

20 **PURSUANT TO SECTION 38 OF THE INDEPENDENT  
COMMISSION AGAINST CORRUPTION ACT, I DECLARE THAT  
ALL ANSWERS GIVEN BY THIS WITNESS AND ALL  
DOCUMENTS AND THINGS PRODUCED BY THIS WITNESS  
DURING THE COURSE OF THE WITNESS'S EVIDENCE AT THIS  
PUBLIC INQUIRY ARE TO BE REGARDED AS HAVING BEEN  
GIVEN OR PRODUCED ON OBJECTION AND THERE IS NO  
NEED FOR THE WITNESS TO MAKE OBJECTION IN RESPECT  
OF ANY PARTICULAR ANSWER GIVEN OR DOCUMENT OR  
THING PRODUCED.**

30 THE WITNESS: Thank you.

THE COMMISSIONER: Yes, Mr Rajalingam.

MR RAJALINGAM: State your full name for the record?---Joanna Pappas.

How do you spell your last name?---P-a-p-p-a-s.

Are you currently working?---Yes.

40 Where do you work?---At Commercial Associates.

And how long have you been working there?---Five years.

Are you a Certified Practising Accountant?---Yes.

Do you have a degree in commerce?---Yes.

Where did you obtain that degree?---At Western Sydney at Werrington.

In August or September 2015 were you employed by the Immigrant Women's Health Service?---Yes.

How did you get the job?---It was through someone my father knew, a friend of his, knew Eman and she was looking for someone and then sort of said, do you want to do this bookkeeping.

Did you work at 92 Smart Street, Fairfield?---Yes.

10 Did you work as the bookkeeper?---Yes.

Did you know Ms Sharobeem as Dr Sharobeem?---Yes, I did.

Did you also know her as the chief executive officer of the organisation?  
---Yes.

You thought she was the boss?---That's what I thought, yes.

20 Were you employed one day per week, sorry, one day per fortnight?---Yes.

What was your role essentially as bookkeeper?---It was to pay the bills, so going for one – each fortnight pay whatever bills are outstanding, reconcile the bank for that fortnight and then file the previous fortnight's bills that Eman would have approved, would have reviewed and then approved.

So is it the case that you would make payments on invoices?---Yeah.

You would pay wages?---(No Audible Reply)

30 And would you reimburse staff as well?---Yes.

And would you also record those payments or transactions in the MYOB software?---That's correct.

Did you ever work outside the Fairfield office?---There were two occasions when there was issues with the internet so I had to work from home.

Do you know when that was?---I can't remember the dates.

40 Do you know what day of the week that would have been?---It's, I only work Saturday so it would have been the Saturday.

It would have been a Saturday?---Yeah.

Sorry. You worked every Saturday?---Every fortnight on a Saturday.

Was there anyone else in the office when you were at work on a Saturday?  
---My dad would help me. He's also a bookkeeper.

Okay.---And, and she knew that.

How many hours would you do on the Saturday?---It varied, depending. But we probably were there between three to four hours.

I'm not sure if I asked, but had you done any bookkeeping work prior to the IWHS?---Just generally, do you mean? Like - - -

10 Yes.---Yeah, I do bookkeeping, yeah.

But had you done it prior to starting at the IWHS?---Sorry, I'm not sure I understand. Like, what do you mean? Like, do bookkeeping?

Had you done bookkeeping work before you started your work at - - -?  
---Yes.

Yeah, okay.---Yeah, yeah.

20 Did the IWHS have a reimbursement policy?---I was never shown any policy.

Were you told something in relation to reimbursements?---I would have been told that they put their reimbursement and then there's receipts attached to that reimbursement.

Would there be details recorded on the receipts?---Yes.

30 What sort of details?---There would have been details of what was purchased. And I believe whether it was from Bankstown or there was different areas, I believe, if I remember correctly.

Were there any notations on the receipts that you were given?---Can't remember, to be honest.

How long did you work at the Immigrant Women's Health Service from August 2015?---I think until end of January, beginning of February. So it was probably five months or so.

40 So you weren't there for not even a year?---No.

Not even six months?---No.

When you were first employed, did Ms Sharobeem say something to you about a tray?---Yes.

What did she say?---She said to me there's a tray in the administration office and whatever's in there is approved to be paid.

Did she tell you who had approved the receipts?---I assumed it was her.

Why did you assume that?---Because that's what she said, that she's approved them.

What colour was the tray, do you remember?---There was a red tray we would put them in.

10 Sorry?---There was a red tray we would put them in.

When you had this conversation with Ms Sharobeem about the tray and the receipts, were you ever asked to sort out what were personal and what were work-related receipts?---No. No, never. That never came up.

Did you ever ask Ms Sharobeem to have a meeting in relation to your role reimbursing people?---Yeah, because, yeah, I just found it, the way they were doing it just wasn't, didn't really seem right, so I wanted to have a meeting so we can sort it out, work out, so I can get an understanding as well what belongs to what projects. Obviously there's funding and you've got to try and match it. And the way it was getting done, I felt like you couldn't do that. So I asked if we could have a meeting so she could explain it to me.

Was essentially your problem being able to allocate payments?---Against the relevant funding, yeah.

Did you know where funding was coming from?---I knew it was coming from the NSW Government. Is that what you mean? Yeah.

30 Yes.---Yeah.

Did you know specifically which department?---I would say when, like, a receipt would come in it would say. But I didn't have a full understanding of exactly what funding they were entitled to and how that office works. I guess that's what I was trying to achieve, to get a better understanding of it.

Did you ever have a sit-down with Ms Sharobeem to go over the nuts and bolts of your job?---Not really. Like, pretty much not long after I started, she fell ill. So she wasn't even around after, so it was a bit hard. And because I only worked once a fortnight on a Saturday, we just never managed to have that meeting. Because before I knew it, actually, when she first started she was a month off on leave, then came back, and within a few weeks she was sick. So it just never happened.

Were you in charge of the IWHS bookkeeping and the NESH bookkeeping?---Just the IWHS, yeah.

All right. And in relation to online payments, was it the case that you were given a password?---Yes.

Who gave you that password?---Eman.

10 Towards the end of your time at the Immigrant Women's Health Service did you notice a questionable payment?---Yeah. So there was some council rates in that tray which I paid but then I thought oh, when I saw the address it wasn't the Fairfield one. I know there was I think another centre possibly at Cabramatta but I wasn't sure and so Eman wasn't around then so I asked the board. I said who's is this council because I've paid it.

Who did you ask?---One of the board ladies. I think Audrey. It was one of the board ladies that came in when she was sick and I said I've paid it and they said no, that's her personal council rates. I said what should we do and so we reduced her wage by the amount that we paid to try and fix it.

20 So you were told that a receipt that had been left in a tray you were meant to reimburse using IWHS funds was actually in relation to a personal property of Ms Sharobeem's?---Yeah, it was, yeah, it was in that tray for payment so – but then as soon as I processed I thought oh my goodness, this is – might not be.

Yeah.---And so I asked.

Just pardon me for one moment.---Yeah.

That's the evidence, Commissioner.

30 THE COMMISSIONER: Yes. Yes, Mr Chhabra.

MR CHHABRA: Commissioner, if I could just have one moment. No questions.

THE COMMISSIONER: Okay. Thank you. And thank you for coming. You're excused.---Thank you. Thanks for that.

You can go. And on that note we'll adjourn until - - -

40

**THE WITNESS EXCUSED**

**[3.36pm]**

MR RAJALINGAM: I was just wondering if I could raise something about tomorrow. Tomorrow might be a shorter day and that's all I know at this stage but we might finish early I think. We'll try and get someone in for the afternoon, perhaps the auditor, but we're – I think we're still trying to work that out.

THE COMMISSIONER: All right.

MR RAJALINGAM: We'll try and make use of the time somehow but there might be an issue tomorrow filling the day.

THE COMMISSIONER: We'll see what happens tomorrow. But you've got – how many witnesses have you got for tomorrow?

10 MR RAJALINGAM: We've got two witnesses but they'll be pretty short.

THE COMMISSIONER: Okay.

MR RAJALINGAM: And the issue with the other witnesses is that they're simply not available this week.

THE COMMISSIONER: Okay.

20 MR RAJALINGAM: Except the auditor who might be available.

THE COMMISSIONER: All right.

MR RAJALINGAM: I might have another update tomorrow morning.

THE COMMISSIONER: We'll see what happens. Adjourn.

**AT 3.37PM THE MATTER WAS ADJOURNED ACCORDINGLY**  
**[3.37PM]**

30