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INDEPENDENT COMMISSION AGAINST CORRUPTION

THE HONOURABLE REGINALD BLANCH AM QC

PUBLIC HEARING

OPERATION TARLO

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TRANSCRIPT OF PROCEEDINGS

AT SYDNEY

ON THURSDAY 15 JUNE, 2017

AT 9.30AM

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

THE COMMISSIONER: You're still on the same affirmation, Ms Sharobeem.

<EMAN SHAROBEEEM, on former affirmation

[9.36am]

THE COMMISSIONER: Thank you. Yes, Mr Rajalingam.

10 MR RAJALINGAM: Thank you, Commissioner. Ms Sharobeem, yesterday I asked you some questions about Charlie Sharobeem's facilitator fees, and I asked you a question which I have to say to you, in full frankness, was incorrect. So I'm going to correct it for the record. Yesterday I said to you, at page 915, line 14, "What do you say about your son's evidence at the compulsory examination, that is, Charlie Sharobeem, he said that he never worked at the IWHS." And I asked you to respond to that suggestion. Do you remember that?---I remember you said that.

20 Yes. And what in fact your son Charlie Sharobeem's evidence was at the CE was that he had done some work for the annual reports. Do you agree with that?---Yes.

For the IWHS. But that he did not know what a facilitator was.---Yes.

Would you accept that?---Yes.

30 Would you also accept that there was no recruitment process for Charlie Sharobeem to become a facilitator?---Charlie was not a facilitator. I explained what a facilitator is.

Well, I just thought I'd clarify that issue with you before we continue. ---Thank you.

What I'll do now is I'll show you another document which isn't in the electronic brief, Ms Sharobeem. But I can provide the Commission with a copy of it and have it on the screen as well. Mr Chhabra has a copy, I understand. Is that a transfer, the first page, to Charl Gamal? And that's your son's account, isn't it?---And that's his name as well.

40 Yes. Okay. On 6 November, 2009, isn't it?---Um - - -

Yeah, at the top.---Oh, sorry. I'm looking at the second page. Yes.

Oh, no, the first page, the first page.---Yeah, first page, yes.

Well, Ms Sharobeem, do you want to look at the screen so we're just clear as to what we're - - -?---Oh, sorry. - - - which page, we don't make any mistakes?---Yes.

All right. The next page is a facilitator invoice for Charl Gamal in relation to developing the annual report, and he's charged \$990. Is that fair?---I can see that.

Yeah. And the next page is another transfer to Charl Gamal for 1,100. Do you see that?---I can see that.

10 And the next page is an invoice for \$1,100. Do you agree?---I can see that.

But it's not a facilitator invoice, just simply a work – it's an ordinary invoice, isn't it, he's created and given to the IWHS for payment, correct? Is that right, Ms Sharobeem? It's not a facilitator invoice, is it?---Yes.

Okay. The next page is a transfer on 16 December, 2011, isn't it?---Yes.

For \$1,000, correct?---Yes.

20 And your initial squiggle is on that page?---Yes.

And indeed I think your, if you flick through the transfers, your initial is on all of those transfers, isn't it?---I already explained to the Commission how the initial was on the page.

Yes, yes, but it is on this document. I'm not asking you how it got there, but just for the sake of the record, Ms Sharobeem, it's on this piece of paper, isn't it? The transfer on - - -?---Not on this piece of paper.

30 Yes. But the transfer for \$1,000. And if you turn the page, is that another invoice from Charl Gamal for \$1,000 for two hundred compact discs? ---Yes.

Ms Sharobeem, it's being suggested to you - - -?---No.

Sorry?---If that's the same account, yeah, I'm, I'm not sure. Not sure at the moment.

40 Yes. If you go back to the transfer, do you see it's the same account number?---If it's the same account number, yeah.

Yes. All right. Ms Sharobeem, it's being suggested to you by the Commission that although Charlie may have done some work for the Immigrant Women's Health Service in preparing these annual reports as is reflected in these invoices that I've just shown you, that the other facilitator forms that I showed you yesterday were false. What do you say about that? ---I disagree fully with you. If you look at the paper you presented to me it's representing year '09 and year '011. Charlie continued to provide the service and with the advance in technology he also did our graphic work and

design for the report. It wasn't – at the beginning it wasn't CD and then it developed into a DVD and advanced technology. We became green and we announced that the organisation is not going to print reports anymore, hence the work continued with us in different levels.

Ms Sharobeem, yesterday when I was asking you questions about Richard Sharobeem doing work at the IWHS did you say that he had done some cleaning work there?---Cleaning work, yes.

10 Yes. I showed facilitator forms for Rachie Kamol. Do you agree with that?---Yes.

And, sorry, Rachel Kamol. Do you agree with that?---Yes.

And Rachie Kakel. Do you agree with that?---Yes.

And they were for invoices where the hourly rate was above \$20 an hour or including?---It depends on the work was provided.

20 Some of them were weren't they?---It depends on the work was provided.

Some of the invoices I showed you for Rachel Kamol yesterday were for an hourly rate of more than \$20 an hour. Correct?---It depends on the work was provided.

30 The Commission has done a further search for the facilitator invoices and I'll show you another document. These are separate to the ones that I showed you yesterday. I've got a copy for the Commission. If you flick through these documents, Ms Sharobeem, you'll see that there are facilitator invoices for Rachel Kamol here and they're clearly identified as Fairfield cleaning. Do you agree with that?---Yes, it's here.

And the rate for Rachel Kamol is less than \$20 per hour in these invoices isn't it?---I can see that, and this is what I'm referring to that it depends on the work provided.

40 There were other occasions which I didn't take you to but which I must, Ms Sharobeem, for the sake of completeness. It seems that there were some transfers to your sons on other occasions where an invoice was not even submitted at all. I'm going to suggest to you the following. On 6 June, 2014 \$900 was transferred to your son Richard Sharobeem for facilitator fees under the name of Rachie Kakel. What do you say about that?---That's part of the framing definitely.

No invoice was submitted in support of that transfer.---And definitely you can think about why that happened at that time because there is enough evidence that I supported invoices for everything that was done. For money

to be transferred without even a supported document definitely there was something behind it. Somebody else did it.

Similarly, Ms Sharobeem, on 14 January, 2015 there was a transfer to Rachel Kamol for \$450 without any invoice.---That's very - - -

What do you say about that?---That's very similar answer. That definitely was done even without – this is even new to me. I was – every work done by Charlie or Richard or myself was done I submitted invoices for.

10

On 21 January, 2015 a further \$600 was transferred to Richard Sharobeem's account under the name of Rachel Kamol, what do you say about that, without an invoice?---And this is part of the framing as well. This is part of the framing as well.

And was there any reason why these payments were made at the end of the financial year to Mr, to your son?---I wasn't even there for this payment to be made or done, I was able to provide invoices for everything was done by the boys and if this was done without even invoice, definitely the
20 Commission can see what was happening at that time against me and the plan against me at that time.

Pardon me, Commissioner.

How many people at Immigrant Women's Health Service knew that Rachel Kamol was your son, Richard?---You even sir yesterday presented to me
- - -

30 The question, Ms Sharobeem - - -?--- - - - a paper from SBS from my own diary - - -

Yes?--- - - - not my handwriting with all these names there, so an investigation has to be done about this handwriting and who wrote this because I didn't.

Ms Sharobeem, I understand your evidence about that particular topic?
---Yeah.

40 But can I ask you about whether or not anyone at the office, whether or not you were aware anyone at the office knew - - -?---I believe Nevine was aware and I believe the bookkeeper were aware, was aware.

And was anyone aware that Rachie Kakel was your son, Richard Sharobeem?---I believe Nevine and the bookkeeper were aware.

What about Charl G, did they know that Charl G was Charlie Sharobeem?
---Yes.

What about - - -?---I believe they - - -

- - - Charl Gamal, did they - - -?---I'm not - - -

- - - know that Charl Gamal was Charlie Sharobeem?---Sorry, one second, one second, let me, let me just ah, ah, go back to this. Charlie Gamal, they know who is Charlie Gamal. Gamal is his father's name.

Pardon me, Commissioner.

10

Did you ever seek approval from the IWHS board to use names such as Emma Adly to claim facilitator fees?---No, I didn't.

And did you ever claim approval from the board to use the other names such as Emy Adel for facilitator fees?---We didn't have a board, it's called the management committee, and no, I didn't.

Well, Ms Sharobeem, did you ever seek approval from the management committee to use those aliases, Emma Adly, to claim facilitator fees?

20

---I already declared to the Commission before that I used this name to avoid any complication because I wasn't really getting the payment as a facilitator from the Health Department.

Did you ever say to the board or the management committee of the IWHS – I withdraw that. Did you ever say to the management committee of the Immigrant Women's Health Service that you were claiming fees as a facilitator under the name of Emy Adel?---Yes, I did, towards the end.

30

Did you ever say to the Immigrant Women's Health Service management committee that you were claiming fees under the name of Emma Adly? ---Yes, I did, towards the end.

When?---Ah, when I was um, ah, when I had the nervous breakdown in the office and I was confronted with the fraudulent invoice was made for those Inada chairs, I actually, I can't remember on the same day or after I told them, I can't really precise remember that.

40

Is it fair to say that prior to the auditor raising these allegations of fraud, you had not told the management committee that you were claiming fees as Emma Adly. Correct?---Who, sorry, who did that, the allegation of fraud, who said that?

Prior to - - -?---The auditor?

- - - the auditor raising issues?---The auditor did not raise allegation of fraud.

Prior - - -?---The auditor - - -

Ms Sharobeem - - -?--- - - - presented questions.

Ms Sharobeem?---Yes.

I'll just, I'll withdraw that question and ask you another one?---Sure.

10 Prior to the auditor's involvement in this, in the IWHS matter in 2015, had you raised the fact that you were claiming facilitator fees under the name Emma Adly with the IWHS management committee?---And the response to that, the auditor never stop being involved in the organisation and always have an open policy with the bookkeeper to talk to her and examine the paper at any given time, not only in June. And the other, the other side of, the other part of the question is about did I tell them, I can't remember I did at this particular time of my mental life or mental status, but I remember discussing this with them, I remember I did that.

20 Ms Sharobeem, is it fair to say that when you first started claiming fees under the name of Emma Adly, you hadn't told the management committee you were doing so?---No, at the beginning, no.

And at the beginning when you first started claiming fees as Emy Adel, you hadn't told he management committee either, had you?---No, at the beginning, no.

30 And when you first started claiming fees for your son, Richard Sharobeem, as Rachel Kamol, you hadn't said that to the management committee? ---I already said that to the Commission before and I already put it on record that I used these names to avoid any complication, but their bank accounts and all other identification was clearly made to the bookkeeper which is the main important person in these particular financial details.

Ms Sharobeem, I need to move on from this topic. I'm going to ask you to try and answer the question?---Yeah.

40 When you were claiming fees for your son, Richard Sharobeem, for the first time under the name of Rachel Kamol, had you told the Immigrant Women's Health Service management committee that you were using that name, Rachel Kamol?---No, but the bookkeeper was aware, not the management committee.

And you - - -?---The management committee are not informed on every day and no management committee at all in this world involved in everyday running of any organisation.

Ms Sharobeem, can I ask you the same question. When you claimed fees for Richard Sharobeem under the name of Rachie Kakel first, for the first time, had you told the Immigrant Women's Health Service management

committee that you were doing it in that way?---No. The management committee is not involved our daily life.

And similarly, Ms Sharobeem, the answer to this question, when you were claiming fees for Charlie Sharobeem under the name of Charl Gamal, was the management committee of IWHS aware of that initially?---No. The management committee is not aware of any fees made to any facilitator at all at any given day.

10 And what about Charl G, when you first started claiming fees under his name for your son, Charlie Sharobeem, was the management committee of the IWHS aware?---No. The management committee is not requested to be hands-on everyday work of any organisation in New South Wales.

Why did you use so many names to claim facilitator fees for yourself and members of your family?---No, I didn't do that. It's not so many names. It's the name I presented and I already said that it's because of the implication of other people saying I can do the work and then going through the trouble of getting the work done in such a short time with such a small
20 organisation and such a small task as well.

I'll take you to volume 11, page 235, and I was asking you questions about this yesterday and I that was the point when your lawyer objected and then we adjourned, so I'm going to continue from that point. Do you understand, Ms Sharobeem?---If you talk about the point in particular I'll be able to continue.

Yes, thank you. Do you accept that that is a six-monthly report for the STEPS to Employment program for the period July to December 2013?
30 ---It's dated that.

Is that your name, Eman Sharobeem, on the first page of the form?
---Yes.

Did you complete that form?---I don't know the rest of the form to say but let me see.

I'll show you section 2.1 is at the bottom. Do you agree that you've, someone has recorded the number of adults there as 255 attending programs across that period?---The number represent the records.
40

And at section 2.1 would you agree that also 103 children had attended the program, if you add those numbers, 63, 20 and 20?---Where are those numbers?

Just at the bottom of the page, 63, 20 and 20 for people under 18?---Oh, sorry.

Would you accept that as the addition?---What's your question, accept the calculation?

Yes, do you accept the calculation?---Um - - -

It's 104?---Well, that's - - -

103, sorry?---It's your calculation, fine, it's just calculation.

10 I'll take you to section 3.2?---Why should I accept it?

Well, Ms Sharobeem, it's right, isn't it? But anyway, section 3.2. At that part of the report are you identifying places where the program was conducted, the STEPS to Employment program was conducted?---Yes.

Is the first address - - -?---As I said before.

- - - the NESH address?---Yes, it's NESH address.

20 And the next page, the next address is the Fairfield IWHS centre?---Yes.

And is that 52 Stanbrook Street the Assyrian Sports Club?---I already answered this yesterday.

But is it the Assyrian Sports Club?---I'm not sure at this moment.

52 Stanbrook Street is the Assyrian Sports Club, isn't it, Ms Sharobeem? ---I'm not sure at this moment. If you already made an investigation, fine.

30 If it was the Assyrian Sports Club, that would be incorrect to use it there as a place where the program was conducted, correct?---No, not correct because yesterday I already cleared the record about that.

THE COMMISSIONER: You did explain, yes.

MR RAJALINGAM: All right. Page 256. So just going to the end of that report. Is that a picture, sorry, is that a picture depicting you, isn't it? Isn't that you?---Yes, that's me.

40 All right. Next page. Next page. Sorry, 256. Ms Sharobeem, is that a STEPS to Employment progress report for the period January to March 2014, a quarterly report?---It stated that.

Is that your name on it, on the front page?---It stated that.

I'll take you to section 2.1. Is it recorded there that 374 adults participated in the program for that three-month period?---Yes, it stated that.

And does it also record 32 children, 23 children and three children under the age of 18 years of age?---Stated that.

I think that's a total of 58. Can you go to the final page of that document? That's it. Sorry, go back. Do you here volunteer again names of people involved with the STEPS to Employment program?---What do you mean by volunteering it?

10 Are you here in this document suggesting that the people listed, namely yourself, Jihan Hana, Bugul Mustafa and Thi Le Biukh, were involved in the STEPS to Employment program?---Definitely they did some work in that area.

Commissioner, I wonder if I could tender the first bundle in relation to Rachel Kamol's cleaning facilitator invoices, if I could describe it that way.

THE COMMISSIONER: Exhibit 42.

20 **#EXHIBIT 42 - PAYMENTS TO RACHEL KAMOL FOR CLEANING SERVICES**

MR RAJALINGAM: And also Charl – just to be precise about this – Charl Gamal's facilitator invoices. There are three of them, specifically the three invoices. Not necessarily facilitator invoices.

THE COMMISSIONER: Exhibit 43.

30 **#EXHIBIT 43 - PAYMENTS TO CHARL GAMAL FOR IT SERVICES**

MR RAJALINGAM: May it please the Commission. Ms Sharobeem, sorry about that. I'll take you to page 1 of volume 11. Page 12, sorry, page 1 of volume 12. Do you agree that your name is recorded there as the person having completed the form?---Yes, it state that.

40 Section 2.1. Next page. Do you record 560 adults attending over the relevant period?---Yes, it state that.

And do you record 109 children attending over the relevant period if you add up those figures, 55, 40 and 14? If the addition is correct, would you agree with that?---Yes, it state that.

Section 3.2 Do you suggest there that the program was being conducted for the period January to June 2014 at both the IWHS centre and the NESH centre?---It state that.

Section 6.1, the first part of that section in comments says “590 members of the community attended the various sessions the project conducted in the service areas”. Is that accurate, Ms Sharobeem?---It’s stated.

10 Is it accurate?---If the report is indicating that then at that time this is the information I had in hand it was written. That’s all that I can say.

Ms Sharobeem, isn’t it the case with respect to this report that you had only identified 560 adults who attended the program over the period January to June, 2014?---Commissioner, if I may say that this report happened three years ago and was submitted to the manager responsible about the grants and was reviewed and approved. Three years later when ICAC, the body of investigation, is asking me this question there is too many things wrong here. Number 1 is if there is any question about this it would be raised from the beginning from Smith Family manager. Number 2 is if there is no other
20 physical information was given to the Smith Family at that time they would question me or question the project or stop the funding. So I can’t really remember everything about this but at that time no question came back from the Smith Family to me or to the organisation and the project continued.

Ms Sharobeem, when you say it was reviewed firstly, are you referring to the quarterly reports being submitted to the Smith Family?---Every report submitted to the Smith Family was reviewed and the funding was approved and continued after that.

30 Who was responsible for reviewing the Smith Family reports?---The manager of the Smith Family partner project changed several times so the manager’s name should be written at the first page.

Who from the IWHS was responsible for preparing the report?---In different times I was to look at them but then if I am not there somebody during the years will aid me. I can’t precisely say who but somebody would be there aiding me.

40 You agree that you told this inquiry that you were responsible for preparing these reports weren’t you?---Definitely at that time when you ask me that’s the answer I gave or I give another answer but in my mind I was solely responsible about everything in the organisation.

Ms Sharobeem, can I take you back to the report. You agree that it included a reference to 560 adults attending over the period January to June, 2014 don’t you?---That's what’s stated in the report.

And you agree yesterday that when you calculated those figures you thought that you were talking about occasions of service weren't you?---I was also confused between the way we do reporting for IWHS or the way we do reporting. That's why I referred back to the guideline of every reporting because that's what I follow when I write the report.

10 And if 560 adults was a representation of occasions of service, the reference to 590 members of the community attending sessions is incorrect isn't it?
---No, sir. Definitely the number was reviewed. The service was serving hundreds of people and I was serving hundreds of people at any given time in any given event organised by, by myself or the organisation in co-operation or our partners or stakeholders who will have between 500 and 590 people. So if this report is about three month or six month, whatever it is, and this number is there, yes, sir, it's definitely true. You can check our records and see the number of people have been served.

20 You said at the bottom of that page that three childcare centres reported back that they received 25 new applications from project participants enrol for part-time service for their children. Can you explain to this Commission what is meant by that?---Smith Family manager received this particular report in 2014 and discussed it with me. My memory cannot aid me any longer with these particular micro details but you definitely can ask Smith Family. They are the one responsible about the funding. I can't give you more information than that.

Ms Sharobeem, aren't you the one that's responsible for preparing and completing this form?---I was the manager of the service and I was doing everything.

30 You don't seriously suggest that it was the Smith Family responsibility to review numbers being reported by you about the service you were managing?---It's their core, it's their core service to review the reports we submit. Yes, it is their position to do that before they approve any funding. And if they didn't know that the service is provided at that particular time, they would not give us funding.

Ms Sharobeem, I'll take you to page 107 of volume 12. Is that your name recorded as completing the form?---Yes.

40 Section 2.1. Have you recorded – oh, it's the next page. Have you recorded a total of 590 adults attending the STEPS to Employment program - - -?
---Written on the page.

- - - for the period July to December 2014?---As written on the page.

Section 2.1 also records 139 people under the age of 18 attending the program, doesn't it?---As indicated on the page.

Section 3.2. Next page. Does that record the program being conducted only at the IWHS centre and the NESH centre?---As indicated on the page.

Go to section 6.1. You say there that 590 members attended the various events the project conducted in the service areas. That is, you agree, the same thing you wrote for the report I just showed you for the previous six-month period? Isn't that right?---What's written on the page is there.

10 It's exactly the same number for the period July to December 2014 that you've written, which was the number for the January to June period, wasn't it?---I, I really can't talk or comment about the report from three years, but definitely if there was any comment from the manager reviewing our reports, she would have represented to us at that time.

Is it really a coincidence, Ms Sharobeem, the number 590 appears in both reports?---I can't really respond to that. If it's written in the report, then it is what the report's saying at that time.

20 Section 6.2. Are you depicted in that picture, Ms Sharobeem?---I can't remember that. I can't see. I, no, no.

I'll take you – what is it? What's it a picture of?---It's the project we did with STEPS to Employment and participant received the certificate. That was the graduation at the end. And by the way, that's the extension you were asking about yesterday.

30 So were any of these people facilitators of the STEPS to Employment program?---I can't remember, really. I'm trying mentally to isolate myself from all this trauma but I can see some familiar faces. But definitely Smith Family was involved. They were located, like, three minutes' walk away from us.

I'll take you to volume 12, page 184. Is that your name recorded as the person completing the form for the period January to June 2015?---The page indicate that.

40 Section 2.1, does that record 596 adults attending the, the STEPS to Employment program over the relevant period, January to June, 2015? ---The page indicate that.

And my addition of the number of people under 18 id 154, Ms Sharobeem. Would you agree with that?---The page indicate that.

Section 3.2 suggest that the STEPS to Employment program was being conducted at NESH. Would you agree with that?---The page indicate that.

So in 2015 do you say the STEPS to Employment program was being conducted at NESH?---The page indicate that.

Was, Ms Sharobeem, without looking at the page was the STEPS to Employment program being conducted at NESH in 2015 at the NESH premises?---Yes, some programs were run there.

Who was responsible for conducting that program at NESH in 2015?
---Myself and other facilitators.

Who were those other facilitators involved with the program at NESH?
10 ---From my memory it's Safwat and Reda did some work for us over there.

Who, sorry?--- Safwat Shehata and Reda Shehata did some work for us from - - -

The Shehatas?--- - - - my memory and I was asked about this and I said it already before.

Section 6.1, again is that simply another, is that another reference to 590
20 members attending the various events the project conducted in the service areas, the same number?---The page indicate that.

You're aware of a jewellery-making course aren't you?---Yes.

That was being conducted at the IWHS?---And the different other places and there is a documentary about that in a DVD as well.

The jewellery-making course, one of them was being funded by TAFE wasn't it?---No, not the STEPS to Employment. The TAFE one, it was
30 introductory, somehow another program, but it wasn't in the beginning of it. When we refer to any program done at Immigrant Women's Health we don't refer to one location, we don't refer to one program and even when we say Arabic speaking doesn't mean one program. I'm just making this for the record.

So when you say Arabic-speaking group it could be many different programs couldn't it?---And that refer to the jewellery, refers also to the childcare, the sewing, the cooking, any other program.

So is it the case that sometimes you would count a program more than once
40 in your reporting of it to government authorities?---How can you count a program twice if the guideline is saying count it once. I can't understand that.

Did you do that?---No. If the guideline is saying you need to count each participant once then this is the guideline to follow and as I said the organisation had an open-door policy. Everything we used to do was made to public and by the public. I wasn't guiding and babysitting the organisation and closing it. It's actually an open place for everybody so

everything was monitored and calculated and transparent to the community and the stakeholders at large and Smith Family is one of the stakeholders. If any doubt about any of the reports we submitted at that time we would be questioned at that time.

Ms Sharobeem, are you aware of the Barrington Training Services program that was conducted in partnership with IWHS?---Yes, I remember the name vaguely.

- 10 Did that have anything to do with the STEPS to Employment program?
---Not really remembering. Not sure but I remember the name.

The Commission has a statement from the training operations manager from Barrington, Mr Moutzouris, dated 7 March, 2017. Ms Sharobeem, he said the following, that Barrington's initial involvement with IWHS was in 2013. Does that sound right?---I even can't remember the name to yet to remember the year. I can't remember. I can't comment.

- 20 Do you know if a Barrington's Training Service was conducting a retail course at IWHS?---I remember the retail course, yeah.

And it was being funded by State Training Services, wasn't it?---More than one course, we had more than one retail course.

But in relation to the retail course being conducted by Barrington, wasn't it funded by the State Training Services?---Whatever the record indicates to you.

- 30 And you're aware, aren't you, that in relation to that course, the costs of facilitators was covered by Barrington's?---I, I can't really comment. My memory doesn't help me - - -

You know the cost - - -?--- - - - but you do have all the documents in the files I left over there.

Well, Mr Moutzouris suggests that the costs of that program - - -?---I don't even know that name.

- 40 - - - was covered by Barrington Training Services. Would you agree with that?---No, I disagree, I can't remember, can't.

IWHS simply provided a venue for the program, didn't it?---I can't remember, I can't comment. You have all the documents in your hand. You're asking a fade memory, very fade.

I'll show you a statement, volume 3, page 304. Do you recognise that as the flyer for the Barrington's Training Services course in retail services?
---I remember seeing that before in the wall, yeah, yes.

This was not part of STEPS to Employment, was it?---Yes, it was.

Was it part of the Smith Family funding?---STEPS to Employment was Smith Family funded.

This refers to STEPS to Employment, doesn't it?---STEPS to Employment program, yes.

10 Yes. But do you accept that IWHS was not spending any money on the training services program - - -?---No, I disagree.

- - - provided by Barrington's?---We did.

Sorry?---I disagree, we did. If the name is here then we definitely put, participated in different ways and means in the program.

In what way did IWHS provide funds for the Barrington Training Services program?---Well, this is um - - -

20

Did you just see that - - -?--- - - - going back - - -

- - - at the bottom of the page, Ms Sharobeem, that the project is funded by State Training Services?---As I said before, all flyers had different than one purpose. One important purpose of any flyer made is to acknowledge the funding bodies and number 2 is to announce the program and recruit participants, and if it's in English, then the program run in English, if there is translation, then we do the translation to recruit members of the community and as you notice down there, all the funding bodies involved in this particular program indicated. So I'm not sure.

30

Ms Sharobeem, I'm suggesting that you've acknowledged the fact that you're receiving funding from the Smith Family here but I'm suggesting to you that you did not use those funds in relation to the Barrington Training Services program?---Disagree with you fully.

Okay?---Disagree with you fully, definitely, and at that time, I was looking for the year but I can't remember which year is that, but definitely there was money paid for this. I can't remember what, but sometimes we pay for childcare or the facilitators who does the translation or we participate with providing the facilities or we provide the food and entertaining and the morning tea and afternoon tea or transportation or organising groups or administration, so it's wide variety of service we provide in partnership with our stakeholders.

40

I'll take you to page 295 of volume 3, and I want you to read paragraph 6?
---Yes, I read it.

Is that correct?---Yes. 2013.

10 What activities were done in relation to the STEPS to Employment program, for which you received funds from the Smith Family and for which you used those funds from the Smith Family?---All the activities was done for this project was reported on, on every three month and every six month. The report was submitted in details to the manager of the Smith Family, was reviewed, and was discussed and negotiated. I, we had a monthly meeting with the Smith Family. We had partners meeting with the Smith Family. Smith Family manager often was in the office. In particular she was part of the Immigrant and Refugee Women's Network. We had open relation with them. If the services reported on was not provided, then we will be questioned. That's all what I can say at this stage.

20 Ms Sharobeem, I did not ask you if you reported the activities you were conducting under the STEPS to Employment program to the Smith Family. I asked you what the activities you were doing in those programs, in the groups for STEPS to Employment.---The activities on those programs was reported on in the reports there.

No, no. I'm asking you what they were. I'm asking you what the activities you did under the STEPS to Employment program, not if you reported what they were to the Smith Family. Do you understand that question?---I do understand.

So what were the activities you conducted under the STEPS to Employment program funded by the Smith Family?---I would ask you, please, to look at the reports I submitted because my memory cannot aid me more than that.

30 Well, can I show you - - -?---The detailed one you just show me, I forgot all about it and you just reminded me.

I'll show you volume - - -?---I can't remember more than what I said.

I'm going to show you volume 12, page 1. Do you need to read the report? Because I can't discern from this report what activities were being conducted.---If the Smith Family had any issues to discuss with us at that time, they would offer. And maybe they did.

40 The Smith Family – I am not from the Smith Family, Ms Sharobeem. I'm asking you a question about the activities.---And I responded to my best interest.

Do I need to show you the report?---I responded to my best recollection.

Well, I'll show you the report. Volume 12, page 1.---I already said to you, sir, that - - -

But what you're saying, Ms Sharobeem, isn't right.---Sorry?

What you're saying isn't right. Look at the report.---How would you determine it was right?

Well, have a look at the report. Have a look at the - - -?---Were you with us in the 2013?

10 What you're saying is that the type of activities was reported in the reports to the Smith Family, aren't you?---Well, it's whatever requested from us, we reported on it.

So this is volume 12, page 1. The report for January to June 2014.---Yeah.

This is the first page. Can you tell from the first page what activities were being conducted under the STEPS to Employment program?---Maybe there was with the report some supporting documents to indicate that. I'm not sure now.

20 Go to the next page. Is there anything on that page that indicates what type of activities were being conducted?---It depends on – I can't remember anything.

Next page. Is there anything on that page which indicates what programs were actually being conducted?---If the question would ask, it would be answered. It has to be a question.

30 I'm asking the question. Can you answer it?---The reports to the Smith Family, it's done in a formula. So we receive this formula with all this information and we respond to it. And the – all reports presented to the Smith Family at any given time had supporting documentation with it. So this, in my own memory, would have flyers of the programs or other reports from the facilitators or other evaluation reports presented at that time. I can't say more than that.

40 Can you have a look at the next page. Would you agree there that the types of activities conducted are not referred to in the report at page 4?---The report we receive, if you look at the empty format you will find that we receive the report with a lot of information and we just fill the information about the location or specific information as it's in 3.3.

Next page. You're not answering my question. On page 5, would you agree that there's nothing - - -?--- So if you look at the format itself.

Ms Sharobeem, there's nothing on page 5 that indicates what activities were being conducted, is there?---You can check with the Smith Family, the format they provide to the partners.

You're not answering the question. Page 6.---I am answering the question to my best interest.

Again, on this page can you turn - - -?---You don't want to listen because you would like to mislead the public of my answer.

10 Not at all. Commissioner.---My answer is please ask Smith Family about the formula and they will tell you, because this goes back three years back and they report, they have been receiving this reports not only from us but from other partners as well.

Ms Sharobeem - - -?---And you can check with them.

THE COMMISSIONER: Can I just ask you this.---Yes.

20 The information in this report is that the total information that you gave the Smith Family?---No. Usually the information is given with supporting documents and the supporting documents is given here and also during the months because they were partners. Not partners electronically but partners on the ground.

Yes. Thank you.---So they were participating in our activities.

So you're saying to me that there was other material that was tendered?
---That's right.

30 And you're also saying I understand that now you cannot remember what activities they were?---I already mentioned the activities but he is asking me why the activities is not here. We receive a formula and the formula we fill only.

No, I understand what you're saying but - - -?---But the activities - - -

40 But you're saying now that you can't remember what the activities were?
---Not all of them but yesterday I mentioned that we did all the one to one and we did – he reminded me of the detail now. There is a hospitality course, there is English for work, there is English for employment, there is also dress for success, the, the clothe I used to buy for them and we do the sessions for preparing the CV, the visibility study, the arrangement with the childcare to do the legality of doing the family care, day care services.

Are they the activities that you're talking about that - - -?---In these reports.

- - - relate to this report?---These reports and also the jewellery project. One of, one of – sorry, I was about to say something. One – a different one of events where we do community engagement and in these events we encourage community to come and hear and learn about it. We do also – I did many major activities for children and their parents to educate them

about the program and also recruit new members to the programs. Smith Family attended these programs. Other stakeholders participated. We had information stalls and it's all documented.

Okay. Thank you.---And that's why we have large numbers sometimes.

Okay. Thank you.

10 MR RAJALINGAM: Thank you, Commissioner. Ms Sharobeem, can I suggest to you that the English class that you were referring to in your evidence just a moment ago was being conducted and funded by TAFE?
---No. We had many English classes, more than seven at least.

You referred to a dress for success program didn't you?---The model of dress for success not the organisation itself. There is an organisation called Dress for Success. I'm referring to the model of dress for success.

20 Sorry, the model?---The model of dress for success which referring to what to wear when I go to an interview, the right and the proper clothing to wear when I go to an interview. That's the principle.

Was that program being conducted in 2015?---I can't remember the year.

Was - - ?---2015 I was not well so it might be '14 or '15. I can't really remember.

30 Do you know if – who was the project co-ordinator for that, was it Joelle Moukhaiber?---Joelle was doing different projects so I can't really remember which one.

Well, she's provided a statement to the Commission that she wasn't aware of the dress for success or dress to success program being conducted by IWHS.---I don't know why I recommend her name.

Do you know who was involved in that program?---I was buying the clothes and I was doing the one to one. I'm saying that I can't remember that Joelle was involved in that. I didn't say that.

40 Who were the attendees of that program?---Different and various women actually. Different women and they all - - -

And what clothes would you purchase?---What clothes. Clothes.

Why were you purchasing clothes?---Well, the name of the project itself indicate why.

Why would that program be appropriate for the Immigrant Women's Health Service, to dress people for jobs?---It's STEPS to Employment so we're doing it for - - -

But you're the Immigrant Women's Health Service CEO aren't you?---I'm the manager. The CEO was a title given to me without any privilege at all.

Is it your evidence that you were buying clothes for people – for clients of the service?---Sir - - -

10

Were you giving them the clothes to dress them for interviews or did you retain the clothes?---STEPS to Employment – what?

Did you give them the clothes or did you retain the clothes?---No, we give them the clothes and ah - - -

20

So you gifted them the clothes for the purposes of an interview. Is that your evidence?---This is part of the STEPS to Employment project. We were trying to dress women for interviews and this is a methodology used in different places, not only us, and it's not Immigrant Women's Health Service as he is trying to direct the Commission to feel that I'm doing something wrong, no, I'm not, I'm actually doing my best interest for the women and their families.

THE COMMISSIONER: Okay, well, that answers the question, thank you.

30

MR RAJALINGAM: Ms Sharobeem, I'm going to move to, back to the multicultural parenting program. I was asking you some questions about that yesterday. You know Ms El-Baf, don't you?---I employed her.

She has given evidence at this inquiry. You know that, don't you?---Yes.

She said the program, the multicultural parenting program, was being conducted for about two or three years. What do you say about that?
---She wasn't a good worker to know what's happening in the organisation. That's all that I can say out loud.

40

She said the facilitators of the multicultural parenting program were Ashraf Sedrak and Bann Khoshaba. What do you say about that?---Ashraf Sedrak and Bann Khoshaba were one of the people started with the AAPP the beginning of the parenting program.

But she said, Ms El-Baf said the program had not been conducted since 2012. What do you say about that?---Disagree fully. This woman didn't know what's happening in the organisation, but I have to give her the benefit of the doubt because she only worked with us for two days equal 10 hours for the week so she's not expected to know everything and anything. I expect from them and it was a struggle on the go and members of the

management committee knew about that, that they were not capable of running the show, hence we had the daily actions and issues because they were not able to deliver what's requested from them to the extent that many times I would see the flyers lying down here or there without anyone attending to it. Well, it's the fact of the matter I tried my, all my abilities to give employment and opportunities to women [REDACTED]. So if she's saying something like that, tough luck, on record you have how many partners participated in the program with us since the beginning until I finished and left the organisation.

10
20
Giving Ms El-Baf the benefit of the doubt, she did say at transcript 189 line 48, that she was confident, Ms Sharobeem, that the multicultural parenting program was not conducted in 2015. Would you agree with that?---So Smith Family is lying and I'm lying and the participant attend is lying and our stakeholder is lying and the flyer is lying. If she will look at the flyer she's printing she will find the multicultural parenting program there. If she will pay a bit of attention in her job the 10 hours she used to work with us to see what's happening or pay attention to the numbers of programs we deliver or even pay attention to entering the data properly she would know and respond properly. This is not the matter to discuss here but I try to direct her to pay more attention to her work, [REDACTED].

She said, Ms El-Baf said that even after the multicultural parenting program stopped, it was being advertised in the IWHS newsletter. Would you agree with that?---Absolutely false statement.

30
She said – and I took her to the IWHS newsletter for April to June of 2015, and if that could be shown at program brief volume 12, page 164?---Which she never ever those programs did once correct. I have to go and check and say check again, review again, look at the language, review the language, use the translator, so no, I disagree that she paid attention to her work.

THE COMMISSIONER: Now, you understand that it's necessary for Counsel Assisting to give you the opportunity of answering the evidence that she's given, so it's - - -?---I'm trying.

40
It's simply a matter of you answering it, not in an expansive way, but saying I disagree or that's wrong. Okay?---Thank you for the direction. It's just make me more frustrated.

I understand. Okay. Well, don't get frustrated, just - - -?---Sure, I'm sorry.

It's necessary to give you the opportunity to respond to those various things?---Sure. I'll try to be short.

MR RAJALINGAM: Ms Sharobeem, I'll take you to – that's the newsletter for April to June of 2015, agreed?---Yes.

That I'm showing you?---Yes.

It does refer to STEPS to Employment there but I'm going to take you to page 2 first. Do you see a reference to the multicultural – it says parenting program supported by the Smith Family and the C4C initiative. That is a reference to the MPP, isn't it?---Can you just put the cursor around it?

10

Sure. Do you see that?---Yes.

Wednesday in Fairfield at 10.00am to 12.00pm.---Yes.

It's suggested that there was a multicultural parenting program.---Yes.

20

Ms El-Baf essentially said that that would be impossible for that time because the yoga classes were being conducted, the English classes were being conducted, and then later the Turkish group would come in during the middle of the day. What do you say about that? My suggestion to you is that the MPP program was not being conducted in 2015 and falsely advertised in the IWHS newsletter.---I believe the Commissioner just indicated to me that you're giving me a chance to say yes or no, but you're accusing me that this is false advertisement. These programs took place at particular times. Sometimes we advertised to recruit members and we start the program. If the program is not appealing to the community, it doesn't continue, then we change the way we advertise. We had in this little centre, and it was shown in the pictures, several places to have programs. In many occasions we also used the room.

30

THE COMMISSIONER: All right. Well, once again what's being - - -? ---Sorry. I will say yes or no.

- - - what's being put to you is that that was the evidence that was given previously. And you're saying that that evidence is wrong.---It's wrong.

Yes. Okay.---Sorry. I'm trying to defend myself and it's frustrating, sorry.

40

Okay. Thank you.---It's wrong.

MR RAJALINGAM: Did you accept in your answer that you gave, the longer version, that if programs were not being conducted you would still advertise them in the newsletter in the hope of obtaining people to attend to form a group?---This is the meaning of advertisement.

Yes. And, Ms Sharobeem, that is what Ms El-Baf said. She said that you told her that when she raised with you these groups that were not being conducted but still advertised that you told her, "Whoever ring say yeah,

take names and number and we, tell them we contact them when we have the amount of people to form a group.” Is that right?---We had registered not to those words. We had registry in the organisation that we advertise what we have in place, and also if anyone calls and say, “I have such and such problem. Is there any program you run?” So the person on the reception or the trainee or the student take information about the program requested and the need for the program, and then every month I look at how many programs requested, the type of program and the number of people, and then I seek funding or I look at our funding and try to organise it.

10 That’s the system.

Ms Sharobeem, then looking at this newsletter for Wednesday at Fairfield, is it possible the multicultural parenting program was not actually running but you were advertising it to obtain the numbers for a group?---No, it’s not true. We run the program in several occasion. The program wasn’t really a program of two weeks as it would draw the attention of Mrs El-Baf, or Ms El-Baf or Mrs El-Baf, to say yes or no about it. It is an advertisement of the program and we run the program several times.

20 Ms Sharobeem, if you go to the first page of that newsletter for Monday in Fairfield, it refers to a STEPS to Employment program between 9.30am and 2.30pm. Would you agree that that is there on the newsletter?---It is in the newsletter.

And it’s the newsletter for term 2 of 2015, isn’t it?---Yes.

Ms Abboud said that the STEPS to Employment program was never conducted. What is your response to her suggestion?---I disagree with her. Many of the programs are – without going to explanation, I disagree with her.

30

And you agree that Ms Abboud had been there for much longer than you, hadn’t she, at the IWHS?---Than who?

Than you.---She was a facilitator of the Arabic group before I started. No, she wasn’t before me. I give her the employment as an administrator.

I understand. But she started in 2001, didn’t she?---I don’t know. Sorry, come again. I don’t know.

40

Did Ms Abboud say that she started in - - ?---She was, sir.

Do you know if Ms Abboud started at IWHS in 2001?---No, I don’t know that.

But she was there before you, wasn’t she?---I don’t know when she started.

And she worked on a regular basis, didn't she, on Mondays, Tuesdays, Thursdays and Fridays?---No. They had hours to my best recollection as administrator was Monday, Tuesday and Friday, no, sorry, Monday and Friday I think, Monday, Thursday or - - -

But in her, all of her involvement - - -?---Yeah.

10 - - - with the IWHS she was at the service on Mondays, Tuesdays, Thursdays and Fridays, either as an administrator or a facilitator, wasn't she?---With the facilitator she worked there for three hours, with the administration she was there for five hours.

Part of her job as an administrator was the register programs on the computer database at the IWHS, wasn't it?---I tried my best to get her to do that but she wasn't up to technology to do that, so we tried to educate Watfa to do that job. She was towards the end maybe.

20 Yes. Ms Sharobeem, similar to what Ms Abboud said about the STEPS to Employment program, Ms El-Baf said that it had, although a flyer had been prepared for it, that the program had never been conducted. What do you say?---Disagree.

Ms Sharobeem, the figures you included in the reports to the Smith Family were false, weren't they?---No, it's not true. They're actual.

30 The figures, the figures you included in relation to the Smith Family program, STEPS to Employment, were false, weren't they?---No, they are not false, they are true and many people attended, Smith Family themselves participated in many of them.

The STEPS to Employment program was never conducted, was it?---Not true.

Both, not only Ms El-Baf but Ms Jihan Hana at transcript reference 318 and Ms Abboud at transcript reference 120 have given evidence that, at this inquiry that although a flyer was created, Ms Sharobeem, the program was never conducted?---Not true.

40 Do you still maintain your evidence that a STEPS to Employment program was being conducted - - -?---Absolutely.

- - - at the IWHS?---Yes, I do.

Did you ever ask your staff to alter the database to increase the number of attendees of programs of IWHS?---No.

Ms El-Baf has said the following to this inquiry, and I'll ask you to listen to what she said, then I'm going to ask you some questions about it. Do you understand?---(No Audible Reply)

10 Ms El-Baf said that you'd received a call from a lady from a New South Wales Government department. Do you remember receiving a call, Ms Sharobeem, from a lady from a New South Wales Government department about a database report?---The question is very vague. A lady from a department about – if the question is a bit more clearer I would be able to answer.

Ms El-Baf said that you had a conversation with a lady from a New South Wales Government department, namely Women's Health New South Wales. Her name was Denele Crozier. Do you remember her?---Denele is not from the department, Denele is the CEO of the peak body, not a department.

20 Which, who is she a CEO of, what is she a CEO of?---The peak body, Women's Health New South Wales, it's a peak body for the NGO Women's Health, it's a NGO itself, Denele is.

Right. So she's the CEO of Women's Health New South Wales. Is that right?---It's an NGO.

It's an NGO, okay. Ms El-Baf said that that lady, Denele, was asking about a database report for the period 2012 to 2013. Do you remember a conversation with Denele about that?---We had many conversations about the database, but I can't precisely about this date.

30 And Ms El-Baf said that you told her to deal with Ms Crozier. Do you remember saying that to Ms El-Baf about a database report?---No, I can't, because I usually deal with Denele directly.

40 This is what Ms El-Baf said about what she did. She said that she called the lady from the New South, sorry, from New South Wales Women's Health and asked her how to print out the database report. Ms El-Baf said that she accessed the computer database and printed out the database report with Ms Crozier's help on the phone, and that she sent the database report to her and that she rang you at home and spoke to you about having sent it to her. Do you recall having a conversation with Ms El-Baf about her having sent a database report to Ms Crozier?---I remember having a conversation with Watfa about sending out reports without my review of the report before it's sent out, it's my duty to do that.

It's your duty, isn't it, to review all reports, correct, that you're submitting to government bodies?---If I am well enough, I at least try my best to look at the report before it's sent out or at least to acknowledge that I know it so when I'm asked I can give some answer.

She said that when she called you and talked to you about sending the database report to Denele Crozier that you said, “How can you do that? Why you send it to her without me approving it?” Is that true?---I can’t say true about the wording but I just said that.

Words to that effect, yeah.---I just said that.

10 And did Ms El-Baf say words to the effect, “Well, you told me to deal with it.” Do you remember that? It’s a simple conversation about sending a report.---And if it’s a simple conversation and you’re asking me to say yes or no about a simple conversation, that’s not fair, sir.

Well, do you remember her saying that to you, that she said, “Well, you told me to deal with the database report”?---I can’t remember conversations to that extent.

20 Did you say to her, “But you have to tell me, and it should be through me not through you”?---Amazing that a woman in her physical capacity can remember details to that extent from many years, unless she recorded it.

You know about the IWHS computer database, don’t you?---It’s a trial started by NGO Women’s Health NSW peak body to help us, as women’s health NGOs, to capture the data and to help us with our KPIs.

30 Did you know that the computer database contained details of programs that were being conducted by the IWHS?---The trial itself on its own didn’t have the programs in detail so I was in touch and in touch – sorry, and in details with other managers and with the person who started the database to, to fine-tune it to suit our service as a unique service for migrant and refugee women.

Ms El-Baf said that she also had a conversation with you in the office about you asking her to change figures on a database report. Do you remember that?---No.

40 She said that she gave you a printout of a database report and you said words to the effect, “Look, these aren’t the right number. I receive so many clients you don’t know about. Even when you leave home, you go to home, I stay in here and I receive so many phone calls.” Do you remember saying that to Ms El-Baf?---I remember talking to Marie and Watfa in many occasions about the lack of attention to the database, and as a trial period we’re trying to capture as much as we can from what’s happening in the service to be able to truly report back to the department.

Ms El-Baf said that after you said that to her you then started writing on the database printout that she had given you. Is that right?---I was giving her at any given time, in different occasions, examples of what the programs she is

missing recording, names of the programs she's missing recording, and also numbers of people attending those programs and she's not putting it in the database, and giving her examples.

Ms Sharobeem, I'll show you a statement, volume 2, page 96. Is that a database, IWHS database report, for the period 1 July, 2012 to 30 June, 2013?---No, it's a template she printed so I can teach her what to do.

10 But is it for that period?---No, it's not a report of such. It's a template. I ask her to print one template so I can teach her what to do and how to calculate numbers so we can capture all the things happen at the organisation in different locations.

When you say it's a template you asked her to print for you to teach her how to – are you suggesting that that's your writing on the document?---You look, you look up there - - -

20 Is that your writing?--- - - - and you will find the name, the date, Tuesday, 25 March, 2014, and then the reporting period. This is what I'm saying. I asked her to put any date so we can talk and discuss about this trial of the database.

Ms Sharobeem, is that your handwriting on this document?---Not all of it.

On the first page Ms El-Baf identified that to be your handwriting.---I said not all of it.

30 And you go to pages – the next two pages. There are amendments throughout that document. Do you agree?---Sorry, what – agree of what?

On page – there are amendments and handwritten – sorry.---It's not amendments. As I said - - -

Page 2 – you're right. Page 2.---This is just - - -

Yeah.--- - - - I'm teaching her.

40 Go back a page. There, is that your handwriting? It looks like it.---Many numbers. I was teaching her as I said.

When you say you were teaching her, you were teaching her by including those numbers weren't you?---I'm giving her examples of – and teaching for more than three hours and giving me a document which surprisingly she kept to show me here. Well, I'm giving her a lesson of how to do it. This is not a report we submit.

When you say how to do it, what are you talking about?---I'm talking about how to capture everything according to our KPIs. Sir, our KPIs clearly

indicated in the funding agreement that the number of phone calls we receive, the number of people we see, the number of people knocking on the door, the number of people receiving service, the number of people we aid. Everything is about numbers. This is a document by the Health Department, Mrs Chow can be asked about that, and I was requested by the department and by our peak body to capture everything because we were in a stage where there is changes in the funding arrangement and agreement by Health.

- 10 How did you propose to capture everything in the database report?---The database as I said, it's not – was not used as a form to capture everything. The database was one of the forms. It was a trial and we were trying to educate our staff. Other services from other NGOs were doing the same thing as well.

When you gave her the database report with your handwritten notation - - - ?---I didn't give her. She was sitting next to me and I was giving her examples so I can teach her because Denele Crozier from - - -

- 20 I understand. When you're having - - -,--- - - - the funding body - - -

Yes, I understand.--- - - - try to tell me educate them. She send many times her staff and they had limited resources to educate her and she wasn't able to understand so I was giving her another lesson of how to capture.

- 30 Did she say to you, consistent with what you're saying, "I can't do it on database. It won't be possible because it's many field. I don't know how to fill with – fill it with these numbers. I don't know, really I don't know how to do it." Did she say something like that?---If she said that then I said to her come next to me and I will teach you how to capture the numbers. That's – if she's declaring that she doesn't know it's my duty to help her and give her education as much as I can to my knowledge. I, I can't even do it there because I am not familiar with the database. I'm just talking about the paper and how to capture.

Did you later provide a database printout with handwritten amendments to Ms Abboud?---I did the same with Marie. She sat next to me and I tried to educate her as well.

- 40 And did you ask Ms Abboud to give the document with your handwritten notations to Ms El-Baf?---What do you mean by that?

Did you ask Ms Abboud to give your – the document, the database printout with your handwritten amendments to Ms El-Baf to continue with what you had started?---I can't recall but if we started something from an education session and then they continue with it that's – maybe I did. I can't really recall all these little conversations.

I'll take you to page 99 of volume 12. 99, sorry. Did I say 9? Page 99. Sorry, statements, volume 2, page 99. Ms Sharobeem, is that essentially the same form I just showed you but with a notation on it on the top left-hand corner?---(No Audible Reply)

I'll take you to the first page of the document I just showed you before. Page 96.---Yeah.

10 Do you see that, do you see those figures 900, 1,100, 800 under Q1? The first figure is for the first quarter.---And I just aid that not every figure here is my handwriting.

But if you go to page 99 do you agree that that's essentially the same document?---Yeah, it is.

And then you agree that there's a note on that which reads, "Dear Watfa, this is from Eman, she asked you to continue."?---I can see that.

20 Did you ask Ms Abboud to pass the document on to Ms El-Baf?---If the training I was doing for Marie or then, yes, and then continue with Watfa, that's, I'm just giving explanation to what's in front of me. Can't remember the event you're referring to.

30 What did you mean by continuing, continue with?---As I said, there was certain time when, at the beginning of the trial with the database I left it to them putting confidence in them instead of babysitting everybody or baby steps with people, give them the confidence enough to manage the database. After many months and maybe years I discovered that they are not entering the data and that actually frustrated me to the extreme level because all the work we've been doing it's not captured and the reporting, it's, it's not there. I had been using other methods to collect data than the database and there came a time that the department requested to see what's the database has been capturing, so when I looked at it and I saw that they are not really capturing the information properly I started to educate them, I started to talk to them and it was very crucial time for me physically and emotionally as well, so I can't really remember all the details.

40 Weren't you asking Ms El-Baf to substitute the figures in the computer database with the figures you had provided on the handwritten document printout?---If Australia had been seeing the number of people attending and participating in the service in the thousands, why would I do such a thing? There are many witnesses of the work we do. For me to go and do that, it's just unreasonable. We have many people including journalists, including media figures coming to our events and see the number of people we see and the number of people we serve. Why would we change figures, why?

When Ms Abboud refers to your message, namely that you asked Ms El-Baf to continue, by continue were you simply referring to Ms El-Baf simply adding numbers to groups?---What's the question?

I'll repeat it. When Ms Abboud refers in her note to what you said, namely that you asked Ms El-Baf to continue, by continue, do you mean for Ms El-Baf to simply add numbers to group participants in the IWHS database?
---The note is written by Marie addressed to Watfa. Ask both of them, please.

10

I will show you an email that you have written about this particular topic, statement, volume 2, page 111. Is this an email that you sent to Ms El-Baf?
---Yes, it's as indicated.

20

And what do you mean by, "I'd better leave it for you to finish." What are you asking her to do?---The session of education I give her so she capture or she re-look at the numbers or revisit the number of calls we received which she never captured or revisit the number of people making inquiries or even the incidence reports which she never capture over the years. So it's clearly indicating what I was just saying.

Mr El-Baf told the inquiry that she understood your email to mean that you wanted her to continue increasing numbers of attendees of IWHS programs. What's your response to that?---She never said to me that's what she understood.

30

In 2015 did you again ask Ms El-Baf to amend figures in the IWHS computer database, Ms Sharobeem?---I always talk to both of them about lack of attention to the database and that we need to report back to the people who created the database so we can formulate it and request from them exactly the reporting system we want from them, because we paid for it equally to any other NGO.

Ms El-Baf said that in 2015 that she had a conversation with you when you were sitting or standing next to her at the computer desk. Do you remember that? And a conversation about the database report. Do you remember such a conversation?---I had many conversations with them about the database.

40

She said that in this particular conversation that you asked her to open the database and open the section relating to groups. Do you remember doing that with Ms El-Baf?---Maybe. I can't really recall that.

She said in evidence to this inquiry that you asked her to add to each group an additional 10 attendees. Do you remember doing that?---No.

Did you ask her to add 10 attendees to each group on the IWHS computer database?---When we were looking, I don't remember this specific, but when we were looking at the way she was doing the reporting we

discovered that she didn't capture hundreds of people attending different programs. And I can't remember what was the resolution to deal with this problem while we are nearly getting into the reporting time and I need to report the right figures and she didn't really capture everything properly yet.

10 So is it possible that you said to her just add 10 people to each group because you were concerned that you weren't going to get the figures in on time?---It's not that I'm concerned. It's the true service we provided. It's not a personal concern. Many people witness how many people we serve but it has to be captured in paper, and it's my duty to do that for the sake of them and the community.

So - - ?---So I can't really recall specific.

20 But do you recall having a conversation with Ms El-Baf in which you asked her to deal with the problem with the numbers of attendees in the IWHS computer database?---The word "deal with the numbers" might be used in different conversation, but I can't really be specific of saying such a thing. It's great that they remember conversation to that (not transcribable) details, which I doubt.

30 Did you ever have a conversation the effect of which was for Ms El-Baf to increase the numbers on the IWHS computer database?---My conversation with her is always to seek or try to remember or to capture another way of all these numbers we missed capturing before. And maybe in one or two conversation we talked about, so if we add 10 here or we minus 10 from there that would make the balance of our number. And that is very common when people, for many months and many years, forget to capture or to address a database trial in their hands and they are not really addressing that properly.

THE COMMISSIONER: Can I just ask you this?---Sure.

40 I understand you're saying that they just weren't capturing all the things that you did, and you needed to report on everything that you did in order to comply with your requirements and address your key performance indicators. How did you work out what to add?---From my recollection I asked them if there is any place in the database to add incidental counselling, and we couldn't find that. So in my discussion with them, for example, we would talk about how many calls you receive incidental counselling and they would roughly say maybe 10 per day. Another person would say maybe we have five. Then we would all agree on, all right, if that's the case and we don't have a place in the database to respond to that, maybe you need to add to this group 10 or to take, or to put five into that so at least we will be able, if we don't have the area in the database to address the service we provide, then we add the number to other groups.

So you're just estimating in order to get up what you think is a fair report?

---Yes. And that's not only based on me but also based on the number of people in the organisation. So, for example, about the lawyers or the psychologists, how many calls, how many people the psychologists receive. So they would say, no, according to the book she only received five. And I would then say but she also received three calls and you didn't capture the calls, and the calls were incidental counselling. So we add those numbers to this. So that was the conversation or the training I had with them in several occasions.

10 I understand what you're saying. We'll take morning tea adjournment for 20 minutes.

SHORT ADJOURNMENT

[11.05am]

THE COMMISSIONER: Yes, Mr Rajalingam.

20 MR RAJALINGAM: Thank you, Commissioner. Ms Sharobeem, I was asking you questions about a conversation you were having with Ms El-Baf – that she said you had with her in 2015. Do you understand?---I understand what you said.

Yes. My suggestion to you is that in that conversation about the middle of 2015 you were asking Ms El-Baf to simply add 10 to the number of each group per day. What is your response to that?---I explained that already to the Commission.

30 But would you agree that that's what you told her to do?---No, not in that sense, no.

40 So what did you tell her to do exactly in your own words?---As I explained to the Commission before that the database did not capture everything we do or deliver and accordingly we had to as a group, as a collective to look into ways to capture these events. For example, I used to receive calls at 3.00am, 5.00am of women in desperate situation needs to talk about domestic violence or need to know what to do, how to go to the police, what to say at the police. They are in fear or need somebody to talk to. All this was not captured. That's just an example.

Ms Sharobeem, would you agree that you received a text message from Ms El-Baf about your request of her to change the numbers of group participants on the IWHS database?---I can't remember. You have the text message.

I will show you. I'll take you to miscellaneous brief volume 22, page 156. Volume 22, page 156. Can you read that text message to yourself, Ms Sharobeem. Just consider it. Have you read that text?---I remember - - -

Have you read the text first?---Yes, I did.

Do you understand what Ms El-Baf is saying to you?---I can understand the words.

Firstly, isn't she saying to you that she was thinking of your request to change the numbers of participants of groups on the IWHS database?
---That's what the words are saying.

10

And she was asking questions wasn't she about how to change the number of participants on the database. Correct?---That's the words saying.

And was she asking questions about how long it would take her, wasn't she?---Whatever the words saying.

Was she concerned, Ms Sharobeem, that the alteration of the numbers of attendees would be recorded on the database itself?---That's the words saying.

20

And she was also concerned that the database would show when that updating occurred wasn't she?---That's what the word is saying and also, sir, I recall when I received this number 1, I called her and I, I ask her what is this about and who wrote this message because this is not her words. Watfa was not clever in using her words to that extent in writing and we don't use the message of SMS's and I shared my doubts about what's going on, there is something fishy, something smelly in this and I said to her who is asking you to do or what all this about. And then I shared my doubts with the management committee and particularly Nada and Audrey and then
30 Nada disclosed to me that she saw Watfa at her office. Nada used to work at the Health Department and she saw Watfa going there and speaking there and she said to me I don't know why Watfa is there and what's happening behind your back. Somebody wrote that for her.

You agree that you - - -?---And that's why I was questioning this.

Yes. Do you agree that you received that text message from Ms El-Baf though don't you?---If you found it on my phone.

40

Yeah. Well, you said that you received the text message and you even gave her a call.---I already – I remember I said that I remember talking to Nada and Audrey about it.

About this text message?---About my doubt about Watfa and the way she is behaving at that stage.

You knew what she was talking about in this text message didn't you?---I actually called her and said what are you talking about, what's going on, and then I can't remember if I responded or not because - - -

So my suggestion is that you did recall receiving this text, didn't you?---Um

You're giving evidence that after you received - - -?---It's my name - - -

10 - - - the text you then called her?--- - - - my number and this so even if I can't recall, it is in front of me right now.

I'll take you to page 157. Don't you say to her – so go back a page. The message to you was sent at 4.42pm. You respond, next page, on 17 June, 2015, you respond, next page, at 5.35pm, don't you, an hour later?---5.35, yes.

Yeah, 5.35pm on the same day, don't you?---It's written here.

20 Yes. And you say to her that you understand, don't you?---It's read as it is in the screen.

You didn't have a conversation with her on the phone after you sent, after she sent you her text message, did you?---I can't remember talking to her before, during that hour, or after, but I did talk to her about it.

You didn't talk to her immediately after you received her text message, did you?---Sorry, come again?

30 You didn't talk to her on the phone immediately after you received her text message, did you?---My reply is I can't remember talk to her during this hour or after.

You didn't – is it your evidence that you talked to her between 4.42pm and 5.35pm on 17 June, 2015?---I can't remember before I text her or after, I just, just said that.

40 What did you mean by your text message? I apologise – what's the end of your answer?---I just said that I can't remember if I discussed her message with her before I wrote the reply or after.

What did you mean by your text message?---I'm clearly saying that we need to include and capture everything. I got the okay from the consultant and the department after I talked with you, yeah, well.

Yes, and who is the consultant that you spoke to?---We had a consultant at that time, can't remember that I talked to her before or after, I can't really remember, but our consultant was, I remember her name, and we paid - - -

What was her name?---Sorry, I was just saying I will remember her name.
She - - -

Well, can you remember her name first before describing what she did?
---As soon as I remember I'll, I'll just say it.

10 Well, who was the person that you spoke to from the department?---She was paid. Our consultant from the department is Christina Pollachini and she's the one always asked me to capture everything we do.

I'll take you to page – does Ms El-Baf then respond to you and ask you to tell her how to do the job? She's asking you how to do the job, isn't she, in her text?---No, no.

20 Five minutes later?---She's, basically wasn't asking me how to do her job, she wanted me to, to write what I wrote to her so she would use it as she was advised by whoever was advising her so she would have evidence as to what led us to here today.

I'll take you to page 158. Isn't that you saying to her, "No, dear, just add the number as I told you before. I am saying that I got approval to top up the numbers on the database, I will explain when I, I will explain further when I see you."?---Yes, and that what happened, and that's what I just said.

30 And when you say, "Just add the number as I told you before," what specifically had you told her before about adding numbers?---I can't say specifically but I just explained to the Commission that I already trained her on the things the database is not capturing and that's what we need to add.

When you say, "Just add the number as I told you before," aren't you referring to increasing the number of attendees of each group per day by 10?"---No, and you can't really say that.

Well, Ms El-Baf is asking you to email her details about what the department and the consultant have said to you, isn't she?---Where is that, the last one?

40 The last one, yeah?---Exactly, and that's when I started - - -

Did you email - - -?--- - - - to feel that there is definitely something fishy about Watfa and what she's doing.

Did you email her those details from the consultant and the department?---I can't remember. We had a conversation about that and I discovered that she is not really lacking the skills to do the job but rather she is framing or part of the framing at that time, and it's obvious. We've been together for many years and this is the first time she is doing such an action. Not her English,

not her words. Asking me as her mentor and friend to do such an action in email definitely raised my suspicion about her. It's not her words. It's not words she used as suggested. It's not Watfa's words. So I started to wonder what's going on behind the scene, but at that time I didn't understand. Now I do. But definitely she's referring to the training I gave her at that time about the numbers and capturing it. And as I said before, sir, I didn't have any need to add numbers or fabricate numbers or put in numbers. Our numbers was very transparent to the community at large. It wasn't highlighted by me. It was highlighted by the media, by the community, by the politicians, by the number of people visited the places and saw the number of women we see. And you can see that from the propaganda the media is doing right now.

Ms El-Baf ultimately was reluctant to do it as you had asked, wasn't she? ---Based on the advice she's getting from whoever was influencing her or brainwashing her.

You then asked Ms Abboud to assist you with the amendments to the database, didn't you?---At that time we didn't understand that Watfa had been recruited in the camp against me.

But had you then asked Ms Abboud to assist you with the process of clarifying what was on the database?---At that time they were both my staff and I had to ask them to do the job they are requested to do. I had to.

And Ms Abboud certainly agreed with what you're saying. Are you suggesting that she was asked? Ms Abboud said that she was asked by you in about 2015 to alter the database.---Alter it?

Yes.---How can you alter it if you don't have – oh, sorry, the word “alter it” I didn't understand at the beginning. I just explained that. I just answered to that. I just said what happened.

Sorry, just did you approach Ms Abboud about what you had approached Ms El-Baf about?---Marie and Watfa, both of them are one person. They both make one person. So if I shared something with one, the other one would know about it.

So did you speak to Ms Abboud about what you had spoken to Ms El-Baf about?---I just said before the break that I trained both of them when I saw that they are not doing the job and they don't understand what they're doing.

At transcript - - -?

THE COMMISSIONER: Can you just answer the question?---Sure.

Did you ask Ms Abboud to do it?---To change the numbers?

Yes.---No. I asked both of them to understand the meaning of capturing the data in the database as a trial.

MR RAJALINGAM: Ms Abboud said, transcript reference 125.26, said you had asked her to alter figures on the database.---Alter figures, no. But I asked them to capture all the information, all the kinds, maybe - - -

All right. I understand.--- - - - (not transcribable) in the database.

10

But when you asked her in 2015 to do what you're talking about, had you asked her to include the names of facilitators, namely Luong and Ghaly, in the database?---I can't remember that specific details.

And Ms Abboud said that at this inquiry. Is that possible, that you asked her to include names of Luong and Ghaly as facilitators?---I can't remember that. I can't remember, sorry.

20

But do you accept – who was Ms Luong?---The only Luong I know is the Cabramatta coordinator.

Yeah. And Ms Ghaly? Who is she?---She's very famous by now. She aided you enough.

She was the project coordinator of NESH, wasn't she?---She is – she actually carried the title of coordinator at Immigrant Women's Health at certain times before she was employed at NESH.

30

But Ms Luong wasn't a facilitator, was she?---Luong was the project coordinator of Cabramatta.

And Ms Ghaly wasn't a facilitator, was she?---As I said, the word "facilitator" is very open and many people would be paid under that word.

Ms Abboud said that when you asked her to alter the figures on the database that she asked you to send her an email confirming what you were asking her to do. Do you remember that?---If there is emails sent, I will see it and read it with you.

40

All right. I'll show you that email. Statement volume 1, page 25. Firstly, Ms Sharobeem, is that an email dated, in the middle of the page, 25 June, 2015 from you?---Yes, it appears like that.

Do you see that? And do you remember sending that email to Ms Abboud? ---I can see it was sent in June, four days before my operation.

June, 2015 was when you were texting Ms El-Baf about altering the figures wasn't it?---Sorry, come again, June, '15.

June, 2015 was the same time you were asking Ms El-Baf to alter the database wasn't it?---If that's the date was shown.

Yeah. And the text messages that were exchanged between you and Ms El-Baf were in June, 2015 weren't they?---If that's the date was shown.

10 I'll show you volume 22, page 158. Go back a page. Back a page. Do you see there that that text from Ms El-Baf was sent on 17 June, 2015?---It's – that appears here, yeah.

So you accept that it was in that period June, 2015 that you were asking both Ms El-Baf and Ms Abboud to amend figures on the IWHS computer database. It's fairly clear isn't it?---I refuse your word amend figures. I refuse it.

20 What is the word you would use, Ms Sharobeem?---Correct the database. Correct the figures. They have been wrongly put mistakenly or deliberately not recording everything we do.

I will show you again the email that you sent to Ms Abboud. Volume 1, page 25 of the statements. Was this email that I'm going to show you the way in which you were suggesting to Ms Abboud that you wanted her to correct the database?---What, sorry, what did you say?

Was this email the way in which you told Ms Abboud how to correct the IWHS database?---I am giving her the name of the programs they missed to put it in and giving her the details of it.

30 Are you telling her in this email to add programs to the database?---Other groups to add. The groups they did not add and when we talked about it it wasn't there mentioned in the database so I'm just telling her here are the groups you need to add.

And you were also telling her to add number of participants to those groups aren't you?---The number of people we – attended the services or whatever the details in here in this email.

40 Ms Abboud said that none of the programs listed in your email were being conducted in 2015. What's your response to that?---She was based in Fairfield office. She didn't know anything about anything else. She even didn't want to travel to Bankstown because of her personal limitation.

Were any - - ?---How would she say that she doesn't know. She doesn't even know because she wasn't involved.

Ms Sharobeem, one of the programs listed in this email is based in Fairfield, Women's Network. Do you see that?---(No Audible Reply)

Where in Fairfield was the Women's Network based Wednesday of each month?---This is the program I just mentioned before which is called Immigrant and Refugee Women's Network and we had under that the cultural linguistically diverse child bride and forced marriage network.

10 Yes. And the IRWN has got nothing to do with IWHS in terms of funding does it?---How, how can you say that if it's our project and we do that for it and you had other documents where I'm applying for funding for it and we receiving the funding for it.

Do you know if IRWN is referred to in the IWHS constitution?--- Constitution. We have the general constitution as an NGO.

So it's not referred in the model constitution is it obviously?---And neither of – any of our programs referred in it neither.

20 Is IRWN refer to any – referred to in any IWHS policy document or any document, Ms Sharobeem?---Plenty of documents and it's all in your hand and you know that.

It's a separate organisation isn't it?---No, it's not.

So it's a part of the Immigrant Women's Health Service, is it?---It is.

30 So are you suggesting that Ms Abboud should add groups that were attending, that were in the IRWN program to groups in the IWHS database? ---As I just said that we were, the organisation who is managing, sorry, I'm trying to find the word, Immigrant and Refugee Women's Network is under our umbrella, that's the right term is used. It is a project where it gather all the stakeholders so we had many ministers receiving us and talking to the stakeholders, we had a lot of activities done, a lot of publications and the investigator team have all of it in their hands. And I'm just taking roughly the number of sessions or times so we respond appropriately because it wasn't captured in any of the years before but we put a lot of resources in that particular events happening, not only every month but also three or four times a year. Audrey and Nada and Julie can be also asked about that.

40 You are asking Ms Abboud to add an arbitrary number to each group per day, aren't you, in this email?---What do you mean by that?

A random number?---Some of them are random, some of them are true, and I just explained why random, because definitely there is another area which is not captured at all in the groups which is incidental counselling and also as I said, during the night or after hours and also big main events and also calls coming in or people dropping in. They did not register people dropping in at all, and the service in any given time you will have at least 10 or 20 people around the reception. These people received service from that

time from me and inquiries and referral as well. It wasn't captured. We didn't have a place to put any referral in that database, hence Denele Crozier was in touch all the time and now she is the chairperson of Immigrant Women's Health and she know all what I'm talking about.

Later in 2015 in about October, had you asked Ms El-Baf to amend the database again?---Amending is the wrong word.

10 What did you ask her to do later in 2015?---It's the same topic we're talking about, it's the correcting the database because we did not capture everything.

She said that you asked her to add 20 attendees to groups. What do you say about that?---I can't remember the details but I already talked about the summary of everything.

20 She said, Ms Sharobeem, that you wouldn't provide her with the names of the people you were asking her to add to the groups. Is that right?---I can't remember the details.

You were never able to provide her with names of people you were saying were attending the programs, were you?---She said something and you don't have a proof of it. What can I say except I myself can't remember.

30 You were responsible for amending the database yourself, weren't you, in one of the financial years?---I don't know how to deal with the database. I don't know. I actually dealt with the database for the precise reply once when I had a meeting with Christina Pollachini and Josephine Chow from the department and they said to me, can you bring a sample of the database, so I asked Marie or Watfa, I can't remember who was in the office at that time, can you quickly print any report or a sample or even just something to take with me, and they said, oh, it was Marie, and she said, "No, Eman, I can't, I don't know how to print reports." So I logged in next to her because it was only one computer with a database and I tried to fiddle with it and then I printed an empty or a hardly any numbers in it report and I took it with me to the meeting, and I even until now have that report in my care. So I didn't, I never looked at the database, put any numbers in it or even checked the database and its details. I left it as I said from the beginning to them to know.

40 I'll show you volume 12 of the allegation brief, page 113. Sorry, go to page 116. Sorry, you have to go to page 115. I'm going to show you an email, Ms Sharobeem, that you sent to Ms El-Baf on 6 October, 2015, at statements, volume 2, page 115. At the bottom of that page is your email that I'm referring to, Ms Sharobeem, can you see it?---(No Audible Reply)

Do you see it?---I see your email, I see the page.

Do you agree that it's dated 6 October, 2015?---Yes.

Do you agree that you wrote the email? If you tell me when you've finished with that page and I'll turn to the next page so you can make sure. So I'll go to the next – are you done with that? I'll go back. I'll go back. Tell me when you're finished with that part of your email.---Oh, great. Counselling is mentioned here finally.

10 Sorry, which part are you – Ms Sharobeem, your email is 6 October, 2015, at the bottom - - -?---I'm reading the page as you said.

Okay.---Yes, that's the meeting I'm referring to. Can you get to the second page, please. Yes.

So that's the last part of your email on 6 October, 2015, isn't it?---That's exactly what I'm saying about the meeting, and that's what the meeting outcome, and I'm sharing it with her.

20 So you agree you sent that email to Ms El-Baf?---It is here.

And go back to page 115. You agree that Ms El-Baf sent you an email on 7 October, 2015?---I can see that.

And at the bottom of that email, doesn't she ask you for the names of the meetings? Correct? See there at the bottom of the email?---Yes.

Isn't she asking you also for how many people would be attending those groups?---That's what's written here.

30 She's asking you about details of the venue for each group?---Yes, that's what's written here.

And she wanted that information so that she could do what you were asking her to do, correct?---That's what's written here.

Do you know what you sent to Ms El-Baf in reply to her email?---No, I can't remember.

40 I'll show you page 114, your email dated 7 October, 2015 at 2.27. Do you say there, sorry, go down. Bottom of the email. Do you see that one, Ms Sharobeem? The one at the bottom?---Which one you want me to read?

Yeah, that. Read that. It's pretty clear from that email that you're asking her to add 20 people per group per day, aren't you, Ms Sharobeem?---I can't remember what's that in reference to. It's just clearly talking about the meetings.

Don't worry about what's it in reference to. Just think about what the email is saying. Do you agree that what you're saying to Ms El-Baf is to simply add 20 people per group per day?---No, not per group. If you read it carefully, it's the meetings not the groups. Because at any meetings I do, it's at least 20 people, so I'm saying roughly add this number.

Is there a difference between meeting and groups?---Absolutely.

10 Are you asking her to add 20 people per day per meeting?---Per group, per, the time of the meeting.

Per group now, is it? What is your evidence?---Um, while you're trying to mislead people again, I'm going to be very carefully replying. This particular sentence is talking about the meetings I attended which is in reference to advocacy or in reference to lobbying on behalf of the organisation or doing any work with the stakeholders and roughly in those meetings, at least roughly 20 people would be attending, so I'm just saying to her this is the roughly, rough number you put there.

20 You're talking about meetings that you attend, aren't you?---It's clearly indicated.

And aren't you talking about meetings – sorry, the attendees of meetings in that email?---Yes.

30 And aren't you talking about adding an additional 20 people per day to those meetings that you say you were attending?---So I would – that's the language we use in the service, maybe it's foreign to you, but the language we use is very precise and quickly, and don't forget, please, that during this time I was, did not even heal from my health problem but I was actually dragging on and then not long after I had the nervous breakdown. Now, going back to this, it exactly talking about how to capture, and again it's part of the education I giving to her, so if we don't have a particular place to talk about the meetings then she will try to put the name of the meeting as a group because we don't have a place for meetings indicated in the database and also if you, if you, if she can't find a place to put the purpose or whatever then she add the 20 people, this is details of how or details followed the conversation we had. I'm just trying to the best interests of my ability now to remember that conversation or vaguely what happened in
40 those conversation.

Those 20 people you're referring to don't exist, do they?---Yes, they do.

You were never able to tell Ms El-Baf what their names were, were you?
---I can't answer your question, I don't know what you're aiming or trying to get from that.

Don't worry about what I'm aiming for, just answer the question?---I don't know, I really don't know.

Did you tell Ms El-Baf what the names of the people you say were attending these groups which you wanted her to add?---I might of. I might of. I might of.

You might have?---Yes, I might of.

- 10 All right. Well, we'll go to the email that Ms El-Baf sent you immediately after your email. Is that an email that Ms El-Baf is sending you on 7 October, 2015?---Yes.

Do you want to read it?---That's exactly what I'm saying. She can't find any field or section to enter nationality of each attendee, so the database was not ready for us as an organisation, specifically the only organisation helping migrant and refugees and it didn't have a place for the nationality. That's why we were trying to fix it.

- 20 Because you weren't able to send her names of participates, she was reluctant to amend the database, wasn't she?---She was basically complaining about the hours because she wanted more hours and then I had a conversation with her and said from the beginning I wanted to give you more hours [REDACTED] that's why we kept it at 10 hours. If you want me to increase your house, I will. So we had that conversation and I remember that.

- 30 And you also told this Commission that you yourself never accessed the database in effect, didn't you?---I just said that I did once before that meeting took place and I reported back to the staff about it because I really needed to have - - -

When was that, that you accessed the database?---You have the date.

When?---The date is in the report and with the Health Department and if you can - - -

- 40 Which report?--- - - - look at the email I believe you just presented here that I'm saying I had the meeting yesterday with Health, then you will know that the meeting took place the day before.

Did you amend the database in 2015 yourself, Ms Sharobeem?---No, I didn't.

I suggest to you that you did - - -?---No, I did not.

- - - Ms Sharobeem?---No, I did not.

Are you sure about that?---No, I did not. No, I did not.

Did you tell Ms El-Baf that you were going to access the database and do it yourself?---I had a conversation in the reception with everybody. There were even clients sitting and I was running like crazy trying to prepare the report before I go to this meeting and as I said I asked Marie and then I went into the database and I said hold on, I'll try just to print anything. I just
10 opened whatever pages and printed and took this as a sample with me to Christina and Josephine.

Not only did you access and print the database you changed the figures as well didn't you?---No. The figures I took to them it's ridiculous because it was a sample.

Did you change the figures in the IWHS computer database when you accessed it in 2015?---I can't remember I did that. I'm just trying to be precise again because I can see that he's trying to trap me anything so I'm
20 just going to try to be careful here. I cannot remember or recall something like that.

In an email to Ms El-Baf on the same day you say to her at 3.10, "I don't think adding extra names in the database is extra work yet if you can't do it please let me know and I will do it myself".---That's when I became desperate with her complains and complains all the time and you can see the trace of a person who doesn't want to do the work but always complain regularly.

30 And it's the case that indeed you had altered the database in the previous financial year hadn't you in 2014?---No, sir, I did not.

And you're asking your staff in 2015 to do what you wanted them to do with the database. Correct?---No, sir. Don't imagine things and believe it or, or even offer it to people to believe it. No, it did not happen.

I'm going to move to a different topic, Ms Sharobeem. Firstly, I'm going to ask you some questions about things that I missed when I was asking you questions about your psychology qualifications. First of all, can you just
40 agree or disagree with these propositions. Did you write references on behalf of other people using your doctorate qualifications?---I may of. Don't – can't remember.

I suggest that you wrote a reference for a priest with your doctorate qualifications. Do you remember that?---I do have an honorary degree, an honorary doctorate.

But just - - ?---And it was clearly indicated in the Commission before.

Just focus on the question. Do you recall sending a reference on behalf of a priest with your honorary doctorate qualifications?---As I just said I can't remember further than what I just said.

I'm also – I don't think I showed you your client list on the last occasion but I will. Volume 15, page 62, and I'm going to ask you to look at that document and consider it.---And all these people were not captured in the database and more.

10

Ms Sharobeem, you might need the unredacted version so I'll get that for you. Do you recognise this document or what you can see of it as the client list for you in 2015? Yeah. So I'm showing you the hard copy, page 62 of volume 15.---Thank you.

And you can see the names there. You don't have to refer to those names - - ----Yes.

- - - in your evidence but you can look at them.---Yes.

20

And familiarise yourself with the document.---Yes.

Ms Sharobeem, have you – you're looking at the hard copy aren't you? ---Yes.

And you can see the first page of that document both on the screen and the hard copy?---Yes.

30

And I'll show you the second page and you can turn on the hard copy. Do you see all that?---Yes.

Third page. Turn the page.---Yes.

And look through that document. Do you agree that that's your – those, those were all your clients - - -?---Yes.

- - - in 2015 weren't they?---Yes. That's how busy I was. With all the other things you just mentioned and all these people were not captured in the database.

40

And you were seeing those people as a psychologist weren't you?---No.

You were referring to them as your patients weren't you?---Sometimes when – in desperate time when I need to write quickly as indicated before.

Did you tell them when you were seeing them that you were providing them with psychological care?---Psychological care? What do you mean?

Did you tell them when you were seeing them that you were providing them with psychological counselling?---As soon as I see a client I ask what they want or how can I help them, and then I make a statement that anything and everything said in this room will not be disclosed to anyone unless the person I'm seeing in harm, to harm themselves or harm anyone else, that it's my duty of care to report to the police as a caseworker or case manager or the manager of the organisation.

10 Did you have, in 2015 at least, any qualifications in social work, Ms Sharobeem?---I have been - - -

Qualifications, not experience.---Oh, okay.

Qualifications from a university, so I can keep the question-and-answer short. Did you have any qualifications in social work?---In social work, no.

Okay. Were you providing psychological care specifically to a man by the name of [REDACTED] And I'll ask that this reference be suppressed.

20 THE COMMISSIONER: Yes, I suppress his name.

**COMMISSIONER – ALL REFERENCES THAT IDENTIFY
[REDACTED] TO BE SUPPRESSED**

THE WITNESS: No, not psychological care. [REDACTED]

30 [REDACTED] I was the only one in the community knows about his situation. The family was ashamed of what the young person is doing and I was the trusted person to care for him, and he accepted to hear and listen from me. And he was referred to the psychologist.

MR RAJALINGAM: Did you ever tell anyone that you were providing him with psychological counselling?---I was not providing him with psychological counselling.

40 Did you tell anyone that you were providing him with psychological treatment?---I was not giving him treatment.

Were you purporting to be his treating psychologist, Ms Sharobeem?---I did not report to anyone that I'm his treating psychologist. I said that I am the manager of the organisation. I know him. He comes to me. And I actually made appointments for him to see the psychologist at the service.

Were you treating him as a psychologist when he was released to parole in about 2011?---I just replied to that. No.

You weren't?---No, I, I - - -

Are you sure about that?---I saw the man as the aunty and I believe his mother witnessed to that and said that as well.

Did you know that he had been released to parole when you were seeing him?---I remember his trouble in different occasions.

10 Did you know that he had been released to parole when you were seeing him in 2011?---I remember him in such troubled time. I, I don't want to talk much about him in court.

Well, it's being suppressed, Ms Sharobeem, and it's not going to be publicised. I'm asking you the question. Did you know that he was released to parole when you were seeing him in 2011?---His mother told me.

Yes. So you did know?---His mother told me.

20 Did you know what sort of problems Mr [REDACTED] had?---Now? Not in specific details.

At the time did you know that he had issues with drugs?---Yes.

He had issues with gambling?---No.

30 I'm going to take you to a report. Pardon me, Commissioner. Can I take you to – I'm going to show you what is Mr [REDACTED] breach of parole report prepared by the New South Wales Department of Corrective Services in effect. Do you understand that, Ms Sharobeem?---I understand what you said.

In this report of 15 August, 2011, Ms Sharobeem, this report says, where it's highlighted, that [REDACTED] psychologist stated that she continues to work closely with both the offender and his family [REDACTED]

[REDACTED] Do you agree the report says that, first of all?---I can read that.

[REDACTED]

[REDACTED]

Do you recall having a conversation with the writer of this report about working closely with Mr [REDACTED] and his problems?---I can't recall, no, but I know that I have been working with the family and supporting them, all of them. No psychologist would do that.

Did you just say that most psychologists would do that?---No psychologist will do it.

No psychologist would do that?---No. As far as I know a psychologist will care for a case, not a family. [REDACTED]

[REDACTED] right now I remember that we - - -

10 No, no, I'm not asking you about gambling?--- - - - referred - - -

I'm not asking you about gambling?---We referred the client to the gambler counsellor we have.

Did you tell the writer of this report or anyone from the Department of Corrective Services in about 2011 that you were a psychologist?---I don't think I did that. I can't remember doing that.

20 Is it possible that you did say to them that you were a psychologist?
---I don't remember saying that.

Is it possible, Ms Sharobeem?---I don't remember saying that.

If you had said that - - -?---I don't remember saying that.

- - - you'd know about it, wouldn't you?---I don't remember saying that. I don't, I can't remember.

30 You in fact had been having conversations with Corrective Services about Mr [REDACTED] since July 2011, wasn't it?---I remember I had calls from them about him and I said that he's trying to, maybe he's trying to correct his services or work or something. I was trying to aid the family, but it's also my position in the community to support anyone comes to us, whether they are neighbours or friends or strangers.

THE COMMISSIONER: That's not the issue. The issue is why did the parole officer here write that he'd spoken to the offender's treating psychologist?---Yes.

40 And it would appear that he'd done that because he understood that you were the treating psychologist. But why would he understand that?---If I am the treating psychologist, would I refer him to psychologist and his name already attended sessions with the psychologist from the place, the gambling psychologist and the other psychologist as well. He is already in our, not database here, but in this, in registration as to see psychologist. So if I'm his psychologist why would I refer him to others?

But the question is, why did the parole officer have, express the view that he had spoken to his treating psychologist?---Maybe he told her that.

MR CHHABRA: I object, Commissioner. I appreciate the line of questioning thus far has been regarding the fact – the representations made in that report by the officer he’s been speaking to a treating psychologist. The question has been put to this witness whether she induced or said – induced in him that sentiment or said anything to that effect. The nature of the question now being asked is asking the witness to speak to the state of mind of another person.

10 THE COMMISSIONER: Yes, well, that’s true. Did you speak to the person at Corrective Services?---I remember vaguely somebody speaking about [REDACTED] with me, and I remember saying that the whole family is trying to support, and I was part of the family. I remember vaguely those words. That’s what I – my recollection. That particular young man, he’s being in trouble, a lot of trouble, and caused his family a lot of (not transcribable).

No, I understand, I understand.---And I attended to their home and I was actually in events, helping in many, many events. So I can’t really refer to a particular time, and this is 2011, like, six years ago.

20

MR RAJALINGAM: I’m going to take you to a report that was made a month prior, on 7 July, 2011. Sorry, another report in July 2011. It’s for 6 July, 2011, for the record. Just go back to that page. Do you see there that the report refers to a scheduled appointment with Mr [REDACTED] and his psychologist on 7 July, 2011?---Yes, I can read that.

Did you see him on 7 July, 2011, do you know?---Of course I wouldn't remember.

30 Do you recall providing him with psychological treatment in the middle of 2011?---I don’t provide psychological treatment to anyone.

I understand that. Next page. Does that refer there to further contact with Mr [REDACTED] treating psychologist on 8 July, 2011?---That’s for treating here.

And there it says that Mr [REDACTED] had failed to attend the appointment and one had been rescheduled for 11 July, 2011. Does that trigger your memory in relation to your dealings with Mr [REDACTED] -I just said what's my dealing with Mr [REDACTED]

40

Do you accept that you were seeing him in the middle of 2011, providing him with support, if I could put it that way?-- [REDACTED].

Did you know that when you were meeting him that your time was, your time with him was important to his rehabilitation?---I was doing my best to support and aid the family, yes.

Did you know that when you were meeting with Mr [REDACTED] it was also the parole authority's expectation that you would provide him with counselling?---I don't know that.

You had told them that you were his treating psychologist, hadn't you?---I don't think I did.

10 You knew that they were expecting you – when I say “they” I mean the parole authority – was expecting you to provide him with psychological treatment.---He was provided with appointment with the psychologist we have at the service. We did our best to provide him with the service we offered. But as an aunty, as a person from the community, I also did my best to my best ability to support him as a person close to the family.

20 On 20 July, 2011, did you have a conversation with the Bankstown Community Corrections officer who was considering – and you're going to say you won't be able to remember, Ms Sharobeem, but I'm going to tell you something about it. The officer was considering breaching Mr [REDACTED] parole at about that time. Do you remember that conversation? ---I wouldn't remember and you just said that no-one would remember. So long ago.

I'm going to show you a record of your conversation with an officer from Bankstown Community Corrections. Do you see that?---Yeah, I can.

Do you see that your name is referred to there as Dr Eman Sharobeem? ---Yes, that's my title even.

30 Do you say that Mr [REDACTED] has seen you for three face-to-face interviews? ---Yes, he attended to my office many times.

40 Do you say at the bottom of that page and do you recall saying to the Bankstown Community Corrections officer the following, that you will continue to counsel Mr [REDACTED] but you're unsure if this is the most appropriate treatment for him, however acknowledging that he stated that gaol could be seen as positive and he would have food, bed, smokes and drugs. Do you remember saying that to the Bankstown Community Corrections officer?---If it's in the record then it was said and that's exactly what I'm saying. I was seeing him. I was talking to him and we offered him counselling.

Had you given the officer from Bankstown Community Corrections on that day the impression that you were a psychologist?---I, I can't really reflect on an impression people took but the wording here is clearly indicating what I just say.

I'll take you to the page before that for an entry on 12 July, 2011. Do you see that in blue?---(No Audible Reply)

There's reference on 12 July, 2011 to Mr [REDACTED] psychologist isn't there?---I can see that.

And it refers to his problematic gambling doesn't it?---You can see also agencies. That's the agency, if it's referred to that agency and as I said we made appointments for him.

10

Sorry. where are you – what are you talking about?---The blue area, contact relevant gambling counselling agencies.

Oh, I see. Yeah. All right. So here in this entry you agree that the offender is [REDACTED] isn't it?---That's what's written here.

And in terms of who the offender's psychologist was wasn't that you? ---Where is that mentioned?

20 Well, I'm asking you. Weren't you his psychologist?---I'm not a psychologist to be his psychologist.

Well, weren't you purporting, weren't you saying to Bankstown Community Corrections that you were his psychologist?---No, I didn't.

I'll take you to an entry for 29 August, 2011 and it would seem that Mr [REDACTED] went off and did some rehabilitation and he was unsuccessful. ---I actually arranged for him to go.

30 In about August and had discharged himself. Just, Ms Sharobeem, I'm trying to summarise what the evidence is. In about August it seems that he discharged himself. Do you remember that?---No.

From a rehabilitation centre?---I remember talking to different people to send him to rehab.

Do you see that entry for 29 August, 2011, Ms Sharobeem?---Yes.

40 Do you remember talking to officers from Bankstown Community Corrections saying that you would no longer be providing psychological counselling to Mr [REDACTED] because it was a waste of time?---Maybe that's the report I got from the psychologist he was seeing.

You were his psychologist weren't you, Ms Sharobeem?---No. We had a psychologist seeing him at the service. I referred him myself.

You were the only psychologist at the service weren't you, Ms Sharobeem?

---No, I was not the psychologist of the service. We had Transcultural Mental Health and STARTTS and usual – and I remember [REDACTED] was – oh, I also remember that we had Lifeline psychologist at the service as well at that time. I just remember that now.

THE COMMISSIONER: Who was the psychologist?---The one was registered for him could be Mariette but I can't remember her surname.

10 MR RAJALINGAM: Do you know if - - -?---But it's in the schedule of psychologists providing service.

Do you know if Ms Marriott was practising as a psychologist at the IWHS?
---She was the psychologist employed by Lifeline and our partner at that time.

So she wasn't working at the service was she, at the centre at Fairfield?
---Yes, she was.

20 All right. I'll take you to another document. This is the covering, file coversheet for the Corrective Services file that they have sent to the Commission. Do you see that you're referred to there and your name is misspelt?---Yeah.

Would you agree that that name, misspelt, is closer to your name than it is to Ms Marriott?---Sorry?

You were, you told the officers from the Department of Corrective Services that you were his treating psychologist, haven't you?---No.

30 Can I take you to page 4 of that document. You'll have to see the un-redacted version. They've recorded you there as Eman Sharobeem. That's correct, that's your correct spelling, isn't it?---(No Audible Reply)

Isn't it?---And the one before that is my son.

Yes. All right. He's referred to as a friend. Aren't you referred to as a professional?---I am professional.

40 Weren't you referring to yourself as a psychologist - - -?---To them?

- - - to members of Corrective Services?---No, I don't think I did.

You recall telling this inquiry in May last year that you had never practised as a psychologist, didn't you, you said that?---I saw many people and that's clearly here in the schedule and I did a lot of counselling based on my experience and also based on the honorary degree in the psychology of women and girls, but I don't have a licence and I never gained any benefit as a psychologist. I remember that in the same Commission we talked about

me signing as a psychologist. It was my mistake that I didn't write in full that it's an honorary degree in the psychology of women and girls, maybe because I was trying to find something to shorten it, but it's, I never claimed any benefit, never registered myself, never have any Medicare associated with myself, never, yeah, treated anyone or prescribed medicine for anyone.

Ms Sharobeem, when I asked you have you been practising as a psychologist, in May last year, you said, "I am known as one, but never, I acknowledge every time I have a client with me in the office that all the information is kept confident, but no, I don't." And this is the important part, Ms Sharobeem, this is what you said. "And I never claimed one, never registered for one." Ms Sharobeem, when you said that to this Commission in May last year, did you mean – May this year – did you say, were you saying that you had never claimed that you had told anyone you were a psychologist?---That's when my lawyer said to me, when you say never, when do you refer to never, and I became very careful of the words I use because I notice what he is trying to do. When I say never I mean that it's not in my mental clarify that I am one, but I am holding this honorary degree in the psychology of women and girls and it took me different times and different trials trying to find an abbreviation for it, so sometimes it was signed as a psychologist, sometimes people present, saw me as a psychologist, but in this particular case it was referred to, I did not make a claim that I am one, I rather referred ██████ to one which he, which she saw him at the service and she can witness to that.

And is that the person you referred to with the name Marriott?---Mariette, yes.

Mariette, okay?---I can't remember her surname but she is in record, she is employed at that time by Lifeline.

You're clearly claiming to be a psychologist, aren't you, with members of the Corrective Services?---I just responded to that.

MR CHHABRA: If I may – and it's not so much an objection – not wishing to dent Counsel Assisting's enthusiasm for this line of questioning, I respectfully suggest that the line of questioning has been asked and answered many times now.

40 THE COMMISSIONER: I think that's probably right, Mr Rajalingam.

MR RAJALINGAM: Yes. Commissioner, I'm nearly done. I'll withdraw that question. (not transcribable) accept the objection. Ms Sharobeem, in addition to suggesting to the greater world that you were a psychologist, wasn't it the fact that you were using that qualification in applications for funding for IWHS, suggesting that it had an on-site mental health worker? ---Yes, we had on-site mental health worker. Yes, we had a partnership with, I remember now, Lifeline and Transcultural Mental Health and

STARTTS, and they always provided us regularly with mental health professionals.

Do you accept that you used the fact that you had an on-site mental health worker in your applications for funding for IWHS?---Yes, and I have letters from the Department of Health acknowledging the partnerships with those organisations and acknowledging that we did well and praising us for the work we did to have on-site counselling or mental health professional, and I can present those letters if needed.

10

Do you recall the auditor questioning payments made by IWHS to the State Debt Recovery Office during the 2014-2015 financial year?---‘14/’15. I can't remember that.

Do you remember the board's response to Mr Boyd, saying that "The board does not support fines to be acquitted against service funding."---Yes, '14/'15.

20

"Fines are responsibility of a driver of the vehicle at that time. Reimbursement of the amount is made to IWHS." And you know that the IWHS had made several payments to the SDRO, hadn't it?---What's your question?

Well, firstly, did you know that the IWHS had made payments to the SDRO?---Yes.

And it had been making payments to the SDRO for a very long time, hadn't it?---Yes.

30

In the 2014-2015 financial year, there was about 10,000 paid to the SDRO, wasn't there, in relation to penalty notices and fines?---You know the number. I wouldn't know the number.

Sound about right?---I, I can't really - - -

You would know the number as well, wouldn't you, Ms Sharobeem?---No, I can't.

40

You were the CEO of the organisation.---I will refer you back to that particular title that it is a token of appreciation for the work I do and I'm not getting paid for it.

Did you know in September 2015 or thereabouts that it was wrong to use IWHS funds to pay for any fine?---No, it's not. We don't have any policy about that and the car is part of my package as the manager.

Did you know in about 2015 that it was wrong to use IWHS funds to pay for traffic penalty notices?---No, it's not wrong.

As opposed to fines generally, Ms Sharobeem.---No, it's not wrong and the management committee, when they wrote back to the auditor this particular point, they didn't consult with me and I was injured in that time, and I said to them in a conversation that we don't have a policy, and they retracted that and that particular fine I said to them, "Look, I have enough from this man and what he's trying to damage us with. I will pay it and get it over and done with." And when I went to pay it, I found that they already paid it because they understood that we didn't have a policy to limit the
10 organisation from paying for the fines.

Ms Sharobeem, the Commission has obtained records from SDRO itself in relation to all payments made by IWHS between 2007 and 2016 to the SDRO. Do you understand that?---From '07 to '16 it's nine years, right? Isn't it?

The total amount paid between 2007 and 2016, the maths which you can do yourself, was \$34,634, Ms Sharobeem. You're well aware of that, aren't you?---No.
20

You're well aware of the fact that about \$30,000 was paid to the SDRO using IWHS funds, aren't you?---No.

And you're well aware that that amount related to 40-odd offences.---No.

They related to infringement notices that had been issued to vehicles registered to you, your son and IWHS. You were aware of that, weren't you?---No.

30 Ms Sharobeem, there's a whole folder of penalty notices and traffic penalty notices that were either sent to the IWHS or addressed to you or your son and which were paid using IWHS funds. Do you see this volume here?---If I make the mistake, we pay for it.

Do you see the volume here? Do you see this volume?---I'm not blind.

Okay.---Yet.

40 Well, these are all the penalty notices - - -?---Right.

- - - and other documents that relate to this, not the 30,000 but the \$10,000 that were paid – that was paid in the 2014-2015 financial year.---What's your question?

What do you, what do you say about that?---What's your question?

What's your response?---To what?

The allegation that you're using IWHS funds to pay for your own tickets?
---What do you mean using? It's part of my package.

That's just - - -?---The car is part of my package.

- - - unbelievable that you are suggesting that in this – in evidence isn't it?
---Why?

10 You know that it was improper for you to use IWHS funds to pay for your tickets wasn't it?---So who should pay it?

You should pay it, Ms Sharobeem.---It's part of my package.

You committed an offence didn't you at some stage in your driving history?---So if I am injured during that time wouldn't the organisation pay compensation for me?

20 This is not about injuries, Ms Sharobeem. This is about you breaking the traffic law. Do you understand that?---Do we have a policy against it?

It's not about your IWHS having a policy, it's about what you as an individual are doing.---Did anyone - - -

Do you accept that you were using those funds to pay - - -?---I don't accept - - -

- - - for your fines?---I don't accept, no.

30 You don't accept it now?---Because from '07 the organisation have been paying – not from '07, from the beginning, since I start to drive the car or leave the car at the service or using my own car or using my son's car to drive to any place and make any offence it's the organisation paying for it so when all of a sudden the new auditor is coming and saying no, you can't I came back and I would say why I can't. I have been and the auditor have been seeing that and no one is saying anything and most probably other managers in other organisations have the same package. Why, why only me wouldn't have the same package. I don't understand.

40 Ms Sharobeem – excuse me. Ms Sharobeem, this practice of you using IWHS funds to pay for your parking tickets, penalty notices and fines started in 2007 – sorry, I withdraw that. I'm not sure parking tickets is included. This practice of you using IWHS funds to pay for your fines and penalty notices started in 2007 didn't it?---I don't know.

And even in that year had you asked Ms El-Baf to falsely nominate herself as the driver of a vehicle which you had been driving in a speeding offence?---I don't think so.

Do you remember that?---I don't think so.

Do you remember ever asking your son Charlie to falsely nominate himself?---Charlie falsely nominate himself for me?

Yeah, for a penalty notice. Do you remember that?---No, of course.

10 I'm going to take you to what Ms El-Baf has said in her statement to the Commission. She said that in sometime in 2007 you said to her at IWHS, "I want you to sign this form for me that you were driving this car because I don't have many points left in my licence and I won't be able to drive anymore if I lose it." Do you remember saying that to Ms El-Baf in 2007?
---No, of course.

20 Did you also say to her at that point, "I know you don't have a car so you won't be affected by losing two points. I will pay for it but you sign it for me"?---How would I know that she even have a licence if she never had a car. That doesn't make sense. If a person is not driving how would they have a licence?

Commissioner, I'm nearly done with this section. The investigator needs to find a document then I would have to move to another section, a fairly large, the next allegation. Is it appropriate to take a break now and come back earlier?

THE COMMISSIONER: There's a message coming through.

30 MR RAJALINGAM: Can I take you to volume 6 reimbursement briefs, page 22. Ms Sharobeem, I'm going to show you in fairness to you the ticket you asked your son Charlie Sharobeem to falsely nominate himself as the driver. Do you understand that?---If you want to show me something.

Yes, I'll show it to you and then we can get this section done. Page 22. Just put this up first. You have it. All right. Ms Sharobeem, this is the ticket that was issued to you in November of 2007. Do you recall saying to the officer who pulled you over, "I can't believe it. I've had problems." Do you see that?---See what?

40 MR CHHABRA: I object, Commissioner. I query the relevance to this inquiry the topic of nominating certain persons as drivers.

MR RAJALINGAM: The false nomination of people as drivers goes to firstly the suggestion that she's dishonest in this respect, in terms of submitting these SDRO penalty notices, and the fact that the witness has denied submitting them is another reason why, in the context of this inquiry, these questions are important.

THE COMMISSIONER: So I'll allow the question.

MR CHHABRA: May it please.

MR RAJALINGAM: Do you see there in November 2007 what you said to the police officer? Do you see that?---I can see that, yes.

Yes. And do you see the cross with the arrow pointing up?---Yes.

10 Ms Sharobeem, you can take it from me that the "F" relates to a female driver in the driver's seat of a four-seater car, essentially. So the boxes there represent a vehicle. The quadrants. Do you understand that?---Okay.

Do you remember committing this offence in November 2007?---No.

20 Can you turn to the next page. Is this the statutory declaration completed by your son Charlie Sharobeem? Just pardon me, Ms Sharobeem. I'm just going to check something. Do you recall completing any part of this document, which I'm going to put on the screen again? What part of that document is your handwriting, Ms Sharobeem?---The signature.

Yeah. Anything else?---I can't really remember.

Is that your son Charlie Sharobeem's handwriting, then?---Yes.

And do you recall - - -?---That could be mine also.

- - - asking him to nominate himself for a penalty notice which you had been given by a police officer, it would appear?---Um - - -

30 You didn't get that other ticket in the mail, did you? It was given to you, wasn't it, in person?---I can't remember.

Well, go back to it.---I can't remember in '07. But I - - -

Go back to it. No, no. Just hold on.---Just trying to make sense of it. I'm not going to make sense - - -

40 Just hold on, hold on. If you look at the comments on the penalty notice there - - -?---Okay.

- - - it would appear as though you had been pulled over, Ms Sharobeem. ---I can't remember.

Well, don't worry about remembering. Just have a look at the document. Don't you accept that in about November 2007 you were in a vehicle, you were speeding, you were pulled over, and then following page you later nominate your son as the driver. Isn't that the case?---No, it's not.

Isn't it the case that you've made a false nomination that your son was the driver of that vehicle on that day?---No, it's not.

Can I take you to page 31.---That doesn't make sense.

Sorry, page 27. I'm going to show you now the infringement notice which you asked Ms El-Baf to falsely nominate herself. That's a penalty notice summary, isn't it?---I can see that.

10 It's a speed camera penalty notice, isn't it?---Yes.

And is it for an offence on 25 November, 2007, on the Hume Highway in Bankstown?---Right.

Is it for a vehicle – sorry, where's the registration, it's redacted – it's a vehicle registered to the Immigrant Women's Health Service, isn't it?
---Yes.

20 Page 30, I'm going to show you a picture. That's the car that was registered in relation to this offence. Is that your Ford Territory that you were using at the service?---It's the service car, yes.

No one else drove the IWHS car, apart from you?---That's not true.

Who else drove the car, the IWHS car?---The car was available most of the time in the organisation. Anyone can drive it. There is always the other key on my desk.

30 I'll show you page 31. Ms Sharobeem, do you recognise any of the writing on this document as yours? It's all of it, isn't it?---Not really all of it, no.

So what's not yours?---(No Audible Reply)

Do you agree that the signature's yours at the section where it says - - -?
---The signature's mine.

- - - declarant's signature?---Yes.

40 And is it signed on 5 May, 2008?---Yes.

That's when the declaration was made?---The declaration is by Marie's husband.

And did you understand when you were making this declaration that a person who intentionally makes a false statement in statutory declaration is guilty of an offence - - -

MR CHHABRA: I object, Commissioner.

MR RAJALINGAM: - - - the punishment for which may include imprisonment for a term of up to seven years?

MR CHHABRA: Again appreciating that the inquiry at present is into the submission of SDRO fines or penalty infringement notices to which this witness was not entitled for repayment by the organisation, nominations or claims related to false nominations simply do not form part of that calculus and should not be the subject of questioning.

10

MR RAJALINGAM: Commissioner, the problem with that objection in my submission is that all of these notices were submitted for reimbursement from IWHS and the dishonesty involved in this aspect must flow through to the reimbursement of it to Ms Sharobeem's account.

THE COMMISSIONER: So the find here was paid by - - -

MR RAJALINGAM: Yes.

20 THE COMMISSIONER: Yes. Okay.

THE WITNESS: All the fines was paid by the organisation because it's part of my package.

MR RAJALINGAM: Did you understand that it was a serious offence, Ms Sharobeem, when you made that declaration?---I didn't, I can't remember asking Watfa, I can't remember driving the car at that time and it's Marie's husband signing this, so I can't really recollect '07 or '08 in this regard and I'm trying hard to dig deep in my mind but I can't. So it's, Watfa's name is here, Marie's husband's name is there and it's the organisation vehicle and I just said to the Commission that I wasn't the only driver at the organisation all the time.

30

Ms Sharobeem, I'll show you another document in hard copy. M Sharobeem, is that a transfer on 11 February, 2011 for an amount of \$136 by BPAY to the SDRO?---Yes.

And was that done on 11 February, 2011?---Yes.

40 Was that done at 1.43pm?---Yes.

Is that your initial squiggle on it, on that page?---Yes.

Can you turn the page over. Is that your writing where it says, "Linda, I tried to fight this yet mayor advised to pay and get it over?---Yes.

So is that your instruction to the bookkeeper, to pay this penalty notice or enforcement order rather?---Um - - -

Is that your instruction to Linda to ask her to pay this enforcement order?
---Mentioning the mayor here means I was - - -

No, no, no?--- - - - in an event with the mayor and the parking officers give us a ticket and I tried to seek his support to cancel it and he said to me it's better to pay it and get it over.

10 Did he tell you to pay it using IWHS funds?---It is a ticket during working hours and it is a ticket given to the organisation while I was working.

How did you form the view that State Debt Recovery Office fines and penalty notice was part of your package at the Immigrant Women's Health Service as the CEO?---Because when, as the manager of the organisation when I received my work I was told about the car and everything associated with it is part of your package.

Who told you that?---The management committee who employed me.

20 Who on the management committee told you that, Ms Sharobeem?---The members of the management at that time, I remember a person called Rana and I remember a person called Margaret and Linda, that's from 2004.

No, no, but this relates to 2011, Ms Sharobeem?---The condition didn't change, responsibility added, I was running and that's why it is only fear that if I make a mistake driving that during working hours the organisation carry on. If anyone would give me different direction I would either argue or discuss or I would come up with a deal with them maybe to pay half or to deal with whatever payment, but no one from the management give me any
30 direction all these years at all.

I'm nearly finished, Commissioner.

Ms Sharobeem, then is it the case that since 2004 you had been directing the bookkeeper of the IWHS to pay SDRO fines and penalty notices?---It's part of my package as a manager of the organisation to, for the car, because my salary was very limited, that the car is covered by the organisation.

40 I understand by your answer that you're not denying what I've put to you?
---It's not an offence to be paid of the work I provide and be covered by the organisation. I am covered during the, around the clock by the organisation, I never claimed any time in lieu, hence my work is around the clock as well. I am the public officer so I go everywhere for advocacy and mistakes happens driving.

Do you know if anyone else at the service was claiming their penalty notices and infringement notices, apart from you and your family?---My family, no, not my family, but in relation to the organisation the car was available for

everybody to use, if anyone would come to me with notice and I believe yes, now, Luong came with a fine and yes, it was paid to her. I just now remember.

And how much was that fine? We'll have a look for it, Ms Sharobeem?

---Yes, go ahead, but I can't remember the details.

Do you know how much it was for? Do you know how much it was for?---

No, I can't remember the details, no.

10

Commissioner, that's the end of that section.

THE COMMISSIONER: It's 1 o'clock so we'll adjourn for lunch.

MR RAJALINGAM: Commissioner, I apologise. Just before we break for lunch and before things may be published, can I just ask the Commissioner for you to for good measure suppress the names [REDACTED] [REDACTED] [REDACTED] and any sense of information relating to them.

20

THE COMMISSIONER: Yes. I make an order suppressing the name of the [REDACTED] or any information relating to them. I think I already made an order.

MR RAJALINGAM: And I understand my instructing solicitor will go through the transcript and identify particularly sensitive information that should not be published and make that available for those who may need it.

THE COMMISSIONER: All right.

30

MR RAJALINGAM: Oh, and I need to tender the bundle as well, which is, which was the DCS un-redacted – oh, no, can I tender that transfer document.

THE COMMISSIONER: The transfer document - - -

MR RAJALINGAM: No, it's in – sorry, Commissioner. We can adjourn.

THE COMMISSIONER: We can adjourn. Thanks.

40

2 o'clock.

LUNCHEON ADJOURNMENT

[1.04pm]