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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 2.00PM

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

THE COMMISSIONER: Yes, Mr Rajalingam.

MR RAJALINGAM: Thank you, Commissioner. Ms Sharobeem, I'm going to show you a document in hard copy first. It's a spreadsheet. I've got a copy for the Commissioner. Ms Sharobeem, you will see from that document that it identifies all of your repayments to IWHS from September, 2015 to November, 2015 which were the only transfers back to IWHS the Commission could find and the total repaid appears to be there \$44,757.36. Would you agree with that figure?---I agree with what the document is showing.

Do you agree that you only repaid \$44,757.36?---No, I believe I paid more.

I'll give you the night to find any further transfers that you made to the IWHS account and I'm sure you can give that to your lawyer but I'll tender that document for the moment, Commissioner.

THE COMMISSIONER: Exhibit 44.

**#EXHIBIT 44 - SPREADSHEET SUMMARY OF REFUND PAYMENTS TO IWHS BY EMAN SHAROBEEEM**

MR RAJALINGAM: And there are copies as well.---Yes, I definitely paid more I'm sure.

Can you describe, Ms Sharobeem, your involvement with NESH. When did that start?---It started in 2006 when I received invitation from Audrey Lai and Mira Mitrovic, the former manager of NESH, to become a management member and aid them in managing the organisation. A board member, I'm sorry. The word board member.

Board member. Were you the chairperson of the NESH board in 2010?---I can't remember exactly when I start. '10. Sorry, one second. 2010, yes, I was.

In around July, 2010 had you urged the board to conduct a review using a consultant, Edwina Pickering. Is that right?---At that time it wasn't really my proposal and I didn't know Edwina but we were faced with a huge drama of various union bullying complaints made by the staff of NESH against Mira Mitrovic and we had to – as board we were called to look into at least five cases of bullying of staff and the management proposed the consultant to be used to review those cases and to give us some direction.

Ms Sharobeem, at some stage in 2012 did you become referred to as the president of NESH?---No. I can't remember that.

Did you know at that stage at least in 2012 that NESH was obtaining funds from Family and Community Services?---Yes.

I'm going to show you a document, volume 19, page 124. So that's obviously not the right reference. Do you know that in 2012 that funds were received from FACS for NESH?---Yes.

10

And did you know that the amount of funds in that year was around about \$300,000?---Roughly, whatever written in the contract, I can't really remember.

Page 123 of volume 19, is that your name there on the screen?---Yes.

Are you – is that your signature?---Yes.

20 And have you signed as a chair or president of NESH?---Yes. I think somebody said to put that but I, I wasn't known of that title. It's the chairperson I was.

That document - - -?---Or maybe president of the board, maybe at that time that's what was meant.

What did you mean by president?---No, not that I'm saying about this, but I'm saying also if you look at Audrey it's written member of management, it's supposed to be member of the board.

30 Ah hmm?---So the precise wording at that time didn't really, or wasn't a great deal for us. I was the chair and that's what's mentioned.

Who was the boss of NESH in 2012?---They had different coordinators or team leaders, I can't precisely remember who was the person at that time.

Do you recall attending the annual general meeting in November 2012 for NESH?---I, if I was there I would be there, yes, if I was the chair.

40 I'll take you to volume 19, page 153. Do you recognise that, Ms Sharobeem, as the minutes of the annual general meeting for 7 November, 2012?---It appear to be, it's written on it.

Yes. Do you remember if in that meeting you introduced Ms Watton?  
---If it's written in the document then it's there.

Do you recall that meeting yourself?---If I am there as present then I am there. I can't recall from 2012 right now.

And how did you know Ms Watton?---She's a community member. All our relations and the people's names mentioned is people working in the area and that's what we used to deal with or who we used to deal with.

10 Was it your idea for IWHS and NESH to form a consortium, to come together?---No actually, it was a collective idea to save NESH because NESH was greatly threatened by closure from the department due to the change of government funding to homeless organisation or organisation caring for homeless families and it was an idea made by different people and different people took this initiative of creating consortiums. It's not my creation.

Was the consortium created in the context of losing out the Going Home and Staying Home funding?---It was, yeah, talking about the funding, that's what I just mentioned.

So the funding that you're referring to was Going Home Staying Home by FACS, wasn't it?---It was FACS funding to NESH, yes.

20 Was it the case that in 2013 that funding was going to go?---I believe that we had several meetings as a sector, not only organisation, with the department and it's all minuted and public notes as well.

I'll show you then a document, volume 19, page 187. Do you recognise that document?---Yes, I can see that that's what we tried to create, a consortium with IRWN as well.

30 Did you draft that document?---It's a collective work of everybody on board, I can't claim that I did it by myself.

Do you know if – did you have anything to do with creating that document, Ms Sharobeem?---What do you mean – that's, it's our logo, NESH's logo and IRWN's logo, so everybody involved in it.

And yourself included?---I believe I was.

40 Do you know if this memorandum of understanding, which is dated 10 September, 2013, was actually ever presented to the board?---Presented to them? It's the board in it or signing on it.

So do you recall having a meeting with the board members of NESH and IWHS - - -?---Oh, yes.

- - - in which this memorandum of understanding was shown to the board members?---I can't remember before the meeting or after. I can't really remember.

Do you know if at any meeting of a NESH and IWHS meeting whether or not that document was shown to the board members?---Yes, of course. And they signed on it. Of course this is a print from the computer, but the actual one I believe it was signed on it by these people. And the content of it, I believe it was agreed also by the meeting.

Do you know where the signed copy of this document is?---It should be in the organisation. It should be there in the folder, NESH folder and IWHS folder.

10

I'll take you to page 232 of volume 19. Sorry, pardon me. I'll show you page 228 first. Is that the annual general meeting minutes for 28 November, 2014?---Yes, it has the details in it.

It says there that the IWHS manager has been acting as a CEO and managing the group work delivered to the community. Do you accept that this is first of all the minutes of a NESH meeting?---That's what's written on the document.

20

Do you accept that as of at least November 2014 you were the CEO of NESH?---No, not the CEO of NESH, no. When we had this meeting between the two entities, or IWHS and NESH, at that particular meeting we talked about the threats against NESH as a homeless organisation and that we didn't want the funding to be lost, and the only way ahead is for IWHS, which at that time was strong enough, to form a consortium with NESH and also include it or include any other entity in the area which might give power to NESH so it would keep the centres open. And at that time they said and because of Eman and her ability at that time to negotiate, then Eman would be caring for the two organisation as a CEO of the new entity we formed, and that's the other document we talked about.

30

Were you in late 2014 in charge of NESH?---Not fully in charge. I had the board with me at that time to support. And they were very aware of every step and everything done about NESH.

Didn't you become the CEO of NESH in late 2013?---I just reply to that and give definition of what it meant by that.

40

I'm going to take you to - - -?---And I would like to also say that in this paragraph, sir, there is a lot of facts about the relationship with the auditor and the bookkeeper so I would like please if you can to consider it part of the evidence also about other issues.

I want to show you page 55 of volume 19. I took you to the MOU which was dated September, 2013. Are these minutes of a board meeting of NESH and IWHS on 6 November, 2013 at 5.00pm?---That's what's written in the document.

The first paragraph refers to you welcoming the IWHS NESH board members to the special meeting. Do you agree with that?---Yes.

It then said that you gave background to partnership between IWHS and NESH for at least 10 years and said that there is an MOU between IWHS and NESH. Do you agree with that?---That's right. Yes.

10 At paragraph 3 is it suggested there that there would be a new CEO in charge of the joint consortium?---That's what I just said.

At paragraph 4 does it refer to the annual general meeting of the new partnership to occur on 12 December, 2013 at Parliament House?---Yeah, that's – it's written here.

Did that take place that annual general meeting?---I believe so.

At the annual general meeting was a board for the consortium elected?---I can't remember.

20 Was a CEO elected at Parliament House on 12 December, 2013 at the AGM?---If it's written somewhere then it's documented.

I'm asking you, I'm asking you if this - - -?---I can't - - -

30 - - - special occasion at Parliament House which was the consortium between IWHS and NESH, whether at Parliament House on 12 December, 2013 there was an election for a board, members to be on the board. Did that happen?---And I just answered that I can't remember now what happened four years ago at Parliament House where I was the MC and managing a big event of such.

I was the launch of the new entity wasn't it on 12 December, 2013?---If the documents say so.

And it was a pretty special occasion wasn't?---We had too many special occasions where I worked hardly to deliver to the community, too many to count.

40 You know what happened at Parliament House don't you?---I know that every occasion I try to raise the profile of education against all form of violence are used.

When was - - -?---Apart from what's happening to me now.

Who was elected as the CEO of this consortium?---Based on the document you just show, the CEO, it wasn't about election it was the request from the board that I work as the CEO of the two or the new entity. Not even work

but to represent the organisation with a token of payment for a short time until the new person come on board which I was training at that time.

You said token of payment, was that for you?---It was mentioned and it's in some document somehow.

And when was that mentioned, the payment to you?---You will, you will have all the documents with you.

10 Do you know, do you know how much you were meant to be paid?---You will have all the documents in your care.

From which service were you meant to be paid, NESH or IWHS?---I believe NESH. I believe NESH.

And how much were you to be paid by NESH?---The auditor and the bookkeeper managed that.

20 How much were you paid from NESH?---There is enough evidence around that but I can remember vaguely seven or 750 a fortnight or something. I can't really remember precisely.

It was \$750 a week wasn't it?---Yes, it could be.

And that equated to \$1,500 per fortnight, and that's how it was paid to you, wasn't it?---It could be if you have the evidence, if that's what the board allowed, and you can ask the other members as well.

30 Can you tell the Commission how your son, Richard Sharobeem, became employed with NESH?---There was the position and Nevine looked at his qualification and employed him. I wasn't involved in the slightest. And to avoid, and I told the board to avoid any implication of conflict of interest, I don't want to know anything about it, and even when Richard used to come, as a staff of NESH to IWHS, he used to call me Dr Eman instead of mum or mother, and other people can witness that.

40 Ms Sharobeem, first I'm going to show you volume 19, page 232?---And, sorry, sir, I also want to add that I didn't stay, since Richard was employed I didn't stay long as chairperson, I resigned straight after it, to my recollection.

Ms Sharobeem, weren't you the CEO of NESH up until about December 2014?---I wasn't the CEO of NESH, I was the CEO of the new entity. We didn't have a CEO position of NESH.

You were, you were regarded as the CEO of NESH, you were regarded as the CEO of IWHS and you were regarded as the boss of this new consortium, weren't you?---When you say regarded you give your own

impression to fact. I stick with the facts in this hearing, so if you give me any evidence instead of the regard, I will accept it or deny it.

I'll show you volume 19, page 232. Do you say there that you are exhausted by all your current responsibilities and new status awarded to her this year, namely - - -?---Since '06 I've been exhausted with NESH and I have enough documents to show that.

10 And it says that you would like to tender your resignation as chairperson on the NESH committee. Did you remember doing that?---This is when the resignation was documented but I actually did that way before when I was extremely injured from the amount of abuse and tireless work around the clock.

And wasn't it the case that on this day, although you were resigning as the chair you were still going to be the representative of NESH at public events?  
---No. I was requested by the board at that time to remain as an advisor to them because I had been involved with NESH for at least six or seven years to the extent that when was some threaten by FACS to take the funds, I  
20 made a lot of noise and I went to the minister directly and that upset the administration in Bankstown and I believe it led to another way of ganging against me where Nevine was used in that gang, hence my email I refer to before.

In May this year on the last - - -?---And I was directly told off because I went to the minister directly.

Now, in May this year you told the Commission that you purchased in  
30 December of 2014 a Mercedes vehicle and - - -?---That's my personal car.

- - - also a Honda vehicle?---The Honda was um, um, the Honda was NESH car.

I'll take you to page, volume 21, page 114.

Pardon my back, Commissioner.

Thank you, Commissioner.

40 Ms Sharobeem, is that the contract for the purchase of the Honda City vehicle which was meant to be for NESH?---That's right.

Was it the case that originally an IWHS cheque had been presented to purchase this vehicle and that later NESH reimbursed IWHS for the expense?---To my recollection the cheque was made by IWHS, I cannot remember the reimbursement from NESH to IWHS.

On the day you paid the deposit for the Honda City vehicle, the one that we're looking at at the moment, was Richard Sharobeem with you, your son?---Yes. I needed somebody to help me. I, I, I have no information about cars.

And so he helped you select the car, didn't he?---Not select the car but helped me in negotiation. I needed somebody and it was the weekend and usually I take somebody from my family to aid me in these purchases.

10 You accept that the vehicle was purchased in the Christmas period, don't you?---Yes, as soon as their sale I try to take advantage to increase the assets of any organisation I look after.

I'll take you to page 117 of the brief, volume 21. Is that the invoice that was created in order to reimburse NESH for this vehicle, for the Honda?---No, this is not an invoice created, this is a printout of either MYOB or something. Let me just read it carefully before I say created by whom. Well, I really don't know. This is not my handwriting and this – I don't know what is this. Is it an order of the car or whatever, but this is not my  
20 handwriting.

Ms Sharobeem, I'll just take you to page 125 of volume 21. Did you ask for the Honda City vehicle to be registered to the Immigrant Women's Health Service?---No, they register it wrong because of my, because of the cheque IWHS paid and then I went to the RTA and corrected the record.

So is this wrong here, this letter? That's your – that's you, isn't it, Dr Eman Sharobeem, asking for the Honda City to be registered to IWHS?---Yeah, that's, it's wrong, it's wrong, that's what I'm saying, it is wrong.  
30

When you purchased the Honda City vehicle did Richard drive it away once you, once you got it?---No, actually I asked Richard as the only person in NESH at that time to go and collect the car so he went and did that.

So he collected the car on the, when, 31 December, is that your recollection?---No, no, it was delayed because I believe there was some things to be done to secure the safety of the passengers and because we care for children we asked for the car to be secured in certain way, I can't remember, but it took a month or more than a month for it to be finished  
40 after.

By this stage in December was your son employed by NESH or not?  
---He was, yes.

I'll take you to volume 21, page 170. Was it the case that your son received his letter of employment from NESH on 19 January, 2015?---I don't know when Nevine really gave him the letter of employment. I believe it's after he started working, way after.

Do you know if other members of the board of the consortium or NESH or IWHS had any idea that your son, Richard Sharobeem, was working for NESH?---Yeah, all of them knew.

Did you know if they knew that Richard Shawky was actually your son, Richard Sharobeem?---I believe Nevine asked him to put this name to avoid any conflict with my name, but he was known to everybody as my son, even to the staff.

10

Apart from Nevine – okay. Do you know what his salary was when he started work in 2015?---No.

He gave evidence, Ms Sharobeem, at this inquiry in the compulsory examination, of course I take the Commissioner’s leave to refer to this?

THE COMMISSIONER: Granted.

20 **COMMISSIONER VARIES THE SUPPRESSION ORDER OVER EVIDENCE GIVEN BY RICHARD SHAROBEEM AT A COMPULSORY EXAMINATION HELD ON 21 NOVEMBER 2016**

MR RAJALINGAM: But when I asked him how much he was being paid at NESH he agreed first of all that it was a salary, page 81 point 6, and he said he was being paid, he believed it was \$50,000 at the time. Is that roughly the correct figure for his wage or salary?---I have no clue, and when my son gave evidence we were told not to discuss as family members so we didn’t discuss anything with each other.

30

I understand that, Ms Sharobeem, but were you aware that he was being paid \$50,000 a year for his work at NESH?---No. No, I, I know that and Nevine discuss the salary with me of all the staff, including herself. And I said follow the award. I even directed her. We looked at the award and I believe she printed that award rate from, from our computers at IWHS. That’s all to my recollection. But no specifics after that.

40 In 2015, when it appears that your son started work at NESH, do you know if he was driving the Honda City vehicle?---Nevine refused to drive it. Sorry, I can’t see without this. Nevine refused to drive it because she said she preferred to drive the other car, the white car, which is NESH car, and it gives her more comfortable support for her back. And she said Richard can drive it until we start the pool of staff, which is the other two staff member. And as soon as that happened, the car was put in the pool.

Was Ms Ghaly aware that the Honda City vehicle was actually purchased using NESH funds?---If it’s NESH car, NESH funds will be used. And the

car was offered to her as soon as it's purchased. Also upgrading and getting assets of any organisation, it's very important because we keep the assets and we increase the assets of the organisation. A NESH car was neglected by the staff for quite some time. That's why I used the opportunity to upgrade.

In 2015, after you purchased the Honda City vehicle, had you said anything to Nevine Ghaly about it being a NESH car?---Sorry, at the time I bought it?

10 I'll ask the question again.---Yeah, sorry.

In 2015, after you had purchased the Honda City vehicle using IWHS funds then later transferring NESH funds, did you tell Ms Ghaly that you had purchased the Honda City vehicle?---Before even receiving the car she was aware that we made this purchase.

I'll show you volume 21, page 134. Do you see that that is an email from Ms Ghaly to a number of people on the board of it would appear both IWHS and NESH? Do you agree that that's an email dated 26 August, 2015?

20 ---Yes, I can see that.

Yeah. And do you agree that Ms Nevine Ghaly is the writer?---I don't know.

Do you agree that the email says at paragraph 2, "It is important, however, that I communicate that at the time I was not given the opportunity to use the Honda. This is because I was never made aware that this was a NESH vehicle." What do you say about Ms Ghaly's suggestion that she didn't know that it was a NESH vehicle?---I disagree with her claim fully.

30 Entirely, fully I disagree. And the rest of the board can witness, I hope they can, because whoever sits here is having phobia or fear. But I can say that all the members can hopefully witness truly that Nevine at that time showed her true colour against me.

You were the boss of NESH effectively, weren't you, at around about that time, in August of 2015?---I never been the boss of NESH. I worked with a collective of board members to save the organisation from closure.

40 Do you know if the other board members considered you to be the boss of NESH and IWHS?---No.

Do you know - - ?---They consider me the CEO of the new entity.

So the board considered you to be the CEO of the new entity, namely Immigrant Refugee Women's Service, correct?---For a certain time, yes.

And indeed in 2015, August 2015, you were still being regarded as the boss of NESH, weren't you?---If you're going to re-use this word, I'm going to re-say again that I'm not the boss of NESH. It's just (not transcribable).

In 2015 were you still being regarded as the chairperson of NESH?---I can't remember the title at that time but documents can tell you.

In 2015 were you regarded as the chief adviser of NESH?---No. I can't remember that and I just said that.

10

Were you regarded do you know as an adviser of NESH in 2015?---I remember the board requested from me because of my years of experience in the area and because of my big mouth and big ability to speak to people about the injustice that they requested that I remain as an adviser to aid them with NESH and what's happening with her and because I speak strongly and advocate strongly they wanted me to be there and that's why I'm here because I speak strongly. I've been trapped strongly as well.

I'll show you volume 21, page 135.---I've been asked to shut up.

20

Sorry, Ms Sharobeem, do you see volume 21, page 135 in front of you?  
---(No Audible Reply)

Do you see that email?---I see it, yes.

Yeah. Is it an email dated 19 August by Ms Lai to other members of the board of NESH at least?---I can see the paper in front of me.

Does she refer in the email to having spoken to you about the NESH cars?

30

---That's what's written here.

This is the email which Nevine Ghaly responds to. Do you understand, Ms Sharobeem?---If that's what you make sense of it.

That's what I'm telling you, yeah. Do you see at the end of the first paragraph that is says, "Eman asked a staff member (Richard) to drive the car and keep it on the road." Ms Sharobeem, if Ms Lai knew that Richard was your son why would she refer to him as a – as simply a staff member in this email?---Because we were as board very careful in separating between the entity of Richard and myself. So we're teaching Richard as a staff member to remain ethical in his relations and that was repeated in different meetings including when he had any conflict with Nevine. He never came to me but he went to the other board members.

40

Can I take you to the second paragraph there. The middle of that does it say, "I would suggest in the future that you discuss any issues like this with Eman directly as NESH adviser and CEO"?---Because the board – the other board members noticed that Nevine started her aggressive attitude and

attacking me and stabbing me in the back and they all agreed that we have to control her to the extent that they had meetings with her which is called discipline meetings and it's all documented.

10 You gave your son, Richard Sharobeem, or you allowed your son, Richard Sharobeem, to use the NESH vehicle, the Honda City sedan for his personal use didn't you?---No, and it is documented that – or you can ask the other board members that Nevine refused to drive the car and prefer the other car and said it's easy to mobile the smaller car. I can't drive this one. Leave the white car with me. And she used to take it home and later on she was asked not to take it home because of the tax purpose.

I suggest to you that none of the board members knew, none of the board members of either IWHS, NESH or IRWS knew that Richard Shawky was your son, Richard Sharobeem.---That's not true. They all knew.

20 Did you know that Richard Shawky or Richard Sharobeem submitted a CV in support of his employment?---Definitely he did, and Shawky as I said and make it clear for the record it is Nevine's creation. She's the one requested that he use his name as his – and Shawky by the way is his grandfather.

Not only did you allow him to use the Honda City vehicle and, Ms Sharobeem, on that point Ms Hana gave evidence at this inquiry.---Who is Ms Hana?---

30 Ms Jihan Hana gave evidence at this inquiry and she as much as you can respond to this, Ms Sharobeem, Ms Hana said that she thought the Honda was Richard's personal car and you know what she also said, she said that she never saw Richard at NESH. What do you say about the suggestion that your son wasn't actually at the service when he was being paid to be there?--You can ask Nevine about that. Ms Hana worked at NESH for a very, very short period. She was actually employed there to maintain the opening of the service when we were – Nevine, myself and the rest of the board trying to secure funding. Yes, I recall this. NESH staff were working from IWHS office and we were rotating who should be in NESH office to maintain the opening of the service. Some days we would have Richard there. Some other days we would have Jihan there. Some other days we would have Nevine there. But mainly at that time we were writing the tender and we were very busy with it and it's public documents about the tender and the presence there. Whether Jihan is saying that she thought or didn't think I don't think this is a true statement to ask staff about other people car. It's not something to discuss publicly and in the beginning of your statement I – you said something. I wanted to disagree with it. That you said that I allowed my son. This is a false statement you're making to the Commission and misleading. I did not allow my son. Richard was staff. 40 The car was made to the organisation he worked for.

You used NESH funds to pay for your son's liposuction procedure, didn't you?---No.

Ms Sharobeem, I'm going to show you some documents about that. Firstly I'm going to ask you, Ms Sharobeem, do you recall your son's liposuction procedure?---Yes.

Do you recall that happening, and was that in about March 2015, sometime after he'd started at NESH?---I can't recall the date.

10

Do you recall that it was on 16 March, 2015?---I can't recall the date.

Did you go with him to the hospital on the day he had his procedure?---Yes.

Were you there that morning?---Yes, I was with him.

Did you use your personal credit card to pay \$3,000 towards his liposuction procedure?---Yes, I did.

20 Did that occur at 8.38 in the morning on 16 March, 2015?---I can't remember precisely the time.

It would have been in the morning, correct?---We went in the morning.

30 That credit card receipt ultimately made its way to reimbursement to your account, Ms Sharobeem. Firstly, what do you say about that general allegation?---The documents was taken from my desk by, as I explained before, as part of the framing, and I also would like to put here on record that at that time Nevine started to act openly very strangely against me and she said to me in one event, if I remember, something to the collection of, we are ready now to move from IWHS office to NESH office and we rather take all the documents because all NESH documents was there in IWHS office in Fairfield based on the request from the auditor as it's indicated in that report. So I said to her, "You can take it." And she actually took the cabinet folder which belongs to IWHS and she said, "We can reimburse you for the cabinet later on." After they left with all these documents I went to the bookkeeper in the room and I remember very much, very well that I walked in and on the shelf there was the Westmead Hospital, my son,  
40 Westmead Hospital invoice or receipt because it was blue and white, so I found it and I said to her, "What is this doing here? This is my own son's paper or invoice." And she said to me, "I don't know, I don't know," and she kept picking the paper and she then left the room. I took it back and said, "That shouldn't be here." I took it back with the impression that yes, it was taken by mistake and that's why they left it on the shelf. Later on, month after, this actually formed my understanding of how they did it, by taking everything from my desk and take it to the room and deal with it in their own way, and by mistake they left that invoice or receipt of Westmead Hospital on the shelf.

Ms Sharobeem, are you saying that you're using this instance where Neth has taken this \$3,000 credit card from your desk and then reimbursed you? Is that what you're saying?---This is part of what they were doing at that time. Whether it's Nevine took it or Neth, I don't know. One of them.

So how were you so sure that Neth took the \$3,000 Westmead credit card receipt, that particular one?---No, she didn't take that particular one only. She took everything as I said before.

10

But how do you know that that particular receipt, the Westmead receipt, was included in the bundle that she took for reimbursement?---Where else would she find it? It was on my desk. I'm not sure.

20

You said it was a blue and white receipt?---No, no. The receipt I'm talking about is Westmead Hospital receipt and it was in the bookkeeper room on the shelf. This is what I'm saying. That's when I asked her, "How do you have this and why it's here? This is my personal receipt." And she said, "I don't know. I don't know," and she left the room. That's exactly what happened. You can bring her back and ask her.

So did you assume, then, that she had taken your receipt at that stage and transferred money to your account?---No, I didn't assume that at all. I assumed a mistake.

30

What did you think? What did you think? I'll ask you that. You can respond to it.---I just said that I assumed it was taken by mistake. And they didn't know who to belong to, so they left it. At that time I wasn't really, nothing was making sense and I was tired of everything around me. So I didn't really connect the dots in my head. I just took it as an incident of, yeah, why it's here? And I actually talked to myself, and I usually do that, talk aloud between the two rooms, saying, "What was this doing here?" And maybe somebody heard me. But I remember that.

And do you know how much, how long later that was after Richard's liposuction procedure?---No, I can't remember that.

40

Was it a matter of days, months or weeks?---Always I remember about this, that I was shocked by the confrontation that this was paid back to me. And it wasn't even something I spend on my own self. It's my own son's operation. I mean, in the same year I had a major operation and because all the receipts were there - - -

Well, no, no. Look, Ms Sharobeem, I'm not asking about that. You've given evidence - - -?---Because you don't want me to say it.

All right. Okay. No, no, no. That's not the case. You continue.---I'm not going to say it, okay.

You continue. You continue.---No, I'm not.

You're not. Okay.---That's fine.

On 16 March, 2015, when Richard had his procedure, you stayed with him at the hospital, didn't you?---I stayed with him at the hospital?

10 Did you stay at the hospital on 16 March?---It was one-day surgery so I believe - - -

Were you there through the morning and through the day?---I'm not sure. Maybe I left and came back.

I think you stayed there till the next day, didn't you?---No, I didn't sleep in the hospital.

No?---No.

20 All right. But you were there for the day for his procedure with your son? ---During the procedure maybe I left to do work and came back. I can't remember more than that.

30 Firstly I'll show you an email at volume 21, page 10. 11, 11. Do you see it's an email from Randa Warda, on 11 March, talking to you about a meeting or a consultation with some ladies? Do you see that? I'm not asking you a question about it. I'm just asking if you see the email.---Of course you wouldn't ask me. That's what I'm referring to about Smith Family, that they were involved with us in everything. But, yes, thank you. What's the question, sir?

Well, answer. What would you like to say about this particular email, Ms Sharobeem?---What's your question?

No, you said you wanted to say something about STEPS to Employment. ---Um - - -

40 I'm not asking you about that but you wanted to offer the information. Go ahead.---I just wanted to say that that's how close Smith Family were with us, that we have regular consultations and talk. I didn't even read the email. I'm just referring to Smith Family.

Okay. The email doesn't talk about Smith Family at all, does it?---It's the Smith Family, Randa Warda.

All right. If you go to your reply to that email, which is the page before, do you see there that you say back to Randa on 16 March at 7.15am, "I'm not sure how many women will be there tomorrow but not less 10 for sure."

Next page. "My son is going into surgery for an operation now and I might still be engaged with him tomorrow morning. I am thinking on a safe side to check if we can postpone to Thursday if possible. What do you think?" I'm only ask you, Ms Sharobeem, if you stayed at the hospital with your son on 16 March, 2015. It's a very simple question.---I replied and said no.

You didn't stay with him?---I, I just said no.

10 Ms Sharobeem - - -?---What else would I say? I didn't sleep in the hospital.

No, no, no, did you stay there during the day? I'm not asking if you slept there, did you stay with him during the operation to support him?---During the operation, how do I support him? He's in the theatre. I just went and did my business and - - -

Ms Sharobeem, I'm not - - -?--- - - - when he came back I was there.

20 Ms Sharobeem, I'm not making an accusation against you, I - - -?---I really don't know what you're trying to get to. I'm telling you the truth, so let's stick with the truth.

I'm simply asking you if you were at Westmead Hospital on 16 March, 2015. Yes or no?---I already answered you.

What's your answer?---My answer was I was with him in the morning.

For how long were you with him in the morning?---Until he went into the theatre.

30 And when, how long were you there at the hospital, hours or what?  
---I can't remember how long, but until the, it was enough and he was waking from the, the operation.

Ms Sharobeem, on 16 March at 11.15am there is a transfer from NESH to your account for \$3,000?---Is this the same day of the operation?

40 That's right. So my suggestion to you is that on the morning, on 16 March at 8.35, you paid for his liposuction and two and half hours later the same amount was reimbursed to your account. You knew, didn't you, firstly you authorised that transfer to your account, didn't you, for \$3,000 on 16 March?---Oh dear. The ah, payment system of NESH required two tokens. Usually the bookkeeper facilitate the payment and then it was in the old days that she say, Eman, get in and authorise it, where I click authorise, authorise, authorise in every entry she put, and then when I became so busy maybe in 2015 she was doing two things, she would log in and put the entries and then she would log in and do authorisation. So I did not log in or do authorisation. The names written on the tokens is Audrey Lai and myself because we are the one received from Commonwealth Bank the

tokens and signed on receiving the tokens and then give it to Neth and Nevine.

You had one of the tokens for NESH, didn't you?---No, the two tokens in the hands of Nevine and Neth at that time.

10 I'll take you to page 4 of volume 12. This is the Commonwealth Bank transfer document and it shows that on 16 March at 11.00am you confirm the transfer of \$3,000, or someone using your token, and it's later also authorised by Audrey Lai?---It's neither authorised by Audrey nor made by me. As I explained before this is not my handwriting, it's the operation day of my son, I don't know that what happened - - -

How - - -?--- - - - and why this 3,000 is paid to me.

20 Yeah. How do you say that the \$3,000 is paid to your account at 11.00am if you would have still been at the hospital clutching your personal credit card receipt for \$3,000 and which had not yet been submitted for reimbursement to IWHS?---I have no explanation.

Did you call Neth and ask her to transfer money to your account?---How can she make that without even a document to support any claim made? There's no way. She have to have, well, my document to be able to do that and if I'm in the hospital then the \$3,000 definitely doesn't belong to this, definitely it's something else.

30 Did you do it remotely from the hospital, Ms Sharobeem, yourself, did you transfer that money to your account for your personal benefit?---I don't even have the skills to do that. I don't know how to do that.

THE COMMISSIONER: Who else would - - -?---And to be - - -

40 Who else would know about the \$3,000, you'd only just paid it?---No one, and the \$3,000 is my payment. Maybe I told Nevine, maybe he told Nevine, I really don't know, honestly, I have no understanding of this how, because 11.00am he would be out of the surgery or maybe inside the surgery still and I would be around the hospital in Westmead, I wouldn't go back to Fairfield or Guildford and I really cannot respond to this more than that. The tokens which is the way to access the Commonwealth Bank is in Nevine's hand and in Neth hand and this is a known fact and documented as well.

MR RAJALINGAM: Ms Sharobeem, isn't the only conclusion that you dishonestly reimbursed yourself \$3,000 using funds which were meant to be for NESH?---I disagree fully. I disagree with the claim. I disagree with the accusation. It didn't happen.

If you had made the transfer two and half hours after you had purchased or conducted the transaction, you agree that you would have known what it was for, right?---Um - - -

Your memory is not that bad is it?---I'm not sure what's your question, sir.

In 2015 were you suffering any serious issues with your memory?---You can ask my doctors.

10 All right. When the auditor asked you questions about this expense what did you tell him?---At that time I was – I remember very well that I was injured and when he said what is this Westmead it didn't click in my mind to the slightest that they did that or they paid that or even they took the invoice or paid to me the \$3,000 and it didn't click also in my mind the, the invoice I found. So all what I thought of is it might be that conference we talked about which is a domestic violence conference which I spoke at and we had agreement at Westmead Hospital. So that's where in – at that time I said well, it might be that. I even can't remember if I said it might be that or not. I was trying to finish off with this bullying and attitude against us at  
20 that time.

I'll show you a document, volume 21, page 2 and this is your email to the board about the \$3,000 expense that has been raised as an issue. Have a read.---This is what I'm referring to.

Yeah.---That's exactly what I'm referring to.

If you turn the page – or sorry, have a look at your email before that. Do you see that at the bottom?---Exactly. That's where I started to - - -  
30

Yeah, no, just read the whole thing.--- - - - wonder what's going on.

I'm going to turn the page. You don't know what you're reading, Ms Sharobeem. Go to the next page.---I just read the first one.

Yeah. Go to the next page. Have you finished with that page?---Um - - -

Go back. Have you finished with the last email dated 17 August, 2015 at 1.02?---This is what I was reading, yes.  
40

Yeah. Finish that first.---Yes, and, and, yes, that's what she said.

Finished. The next page.---Yes.

Do you understand that?---And she said that and I already say to the board exactly what happened.

So my understanding of these emails, Ms Sharobeem, correct me if I'm wrong of course, but don't you say to the other board members here that \$3,000 was paid because of an IWHS conference which you had contributed to?---I was trying to make sense of it and at the beginning of the email I was again wondering why the hospital, why Westmead Hospital was paid. That's all what I understood at that time from the shock. And I asked her and she say definitely it was made by mistake, where I remember very well that in her witness she kept saying that I went to her and I give it to her and I say to her pay it. First of all, this is a big lie and she lied to the  
10 Commission. Number 1, I do not treat people in such a way. I do not go and take documents or invoices and say to her, never did about any invoice, pay it. I always either leave it on the desk or if we have something emergency to be done at a particular time I would go to her to her office or call her to my office and say this is what's happening. This is the document supporting. Please assist us in doing that at the moment. I never treat  
20 people in such a way. She lied to the Commission on that particular statement.

Are you saying that in August of 2015 both you and Ms Chanthalangsy had  
20 a conversation about the mistake that this payment was?---If it's written this way it's definitely - - -

No, you tell me using your recollection, Ms Sharobeem. Did you have a conversation in August with Ms Chanthalangsy where you told her that it was a mistake to pay the \$3,000 from the NESH account, it should have been paid from the IWHS account?---If it's written to the details and these people lie, definitely I didn't lie in a statement I'm writing and I'm advising people of this information, so I am sure I had that conversation with her and that's what she said to me at that particular time.  
30

Ms Sharobeem, instead of saying to the board this was a payment for your son's liposuction procedure, you then, instead of that, you said that it was an expense for IWHS, didn't you?---To my best recollection at that time while I was trying to find out why the 3,000 is paid to me, I thought maybe, as I just said to the Commission, maybe it could be that program which I was working with Westmead Hospital to organise.

THE COMMISSIONER: What you said in the email is, "We traced the 3,000 in IWHS books as well and it's paid by me to Westmead Hospital" et cetera. You're making a definite statement there?---This is what she said to  
40 me at that time because I'm saying also in the email that I had a discussion with her, so if I am referring to that as we traced it and because I don't have authority or ability to trace, it would be her tracing in MYOB or would be her tracing in the bank statement, so if I'm saying the word tracing it means I ask her to check it and that's the answer she gave me.

MR RAJALINGAM: Ms Sharobeem, so in March of 2015 you took the \$3,000 from NESH funds to pay for your son's liposuction procedure, and then in August of 2015 you took the funds from IWHS instead, didn't you? ---First of all I didn't take funds from NESH to pay for my son. Second of all I didn't take funds from IWHS to pay for my son. I explained to the Commission in various occasions, in various moments that all these paper was taken during the time where I was framed and it's clearly indicated here.

10 You know that Westmead Hospital have told the Commission that there was never a paper that was presented by the IWHS?---There is actually various photos and the advertisement of that event or couple of events took place when I spoke and presented at paper at Westmead Hospital in two events I believe.

Well, that's completely inconsistent with what Westmead Hospital have told the Commission, Ms Sharobeem. Are you sure about this?---I can provide, I can provide the Commission with the evidence I just mentioned. I can provide the advertisement from Westmead Hospital with my name in it, I  
20 can provide the picture as well.

Have you repaid this amount to IWHS?---Yes, every cent, yes, every cent. The auditor said it was paid to me by mistake, they admit that it's their mistake and I paid it back immediately, and that's why hence this paper I said no, I paid more than that.

Pardon me, Commissioner.

30 THE COMMISSIONER: Sorry, you said the auditor said it was their mistake, how could it be their mistake?---The board said it was paid by mistake to me and in his statement also he said that it's double reimbursement, so they imburse me twice of some of the items. So Nevine or Neth would take an item and reimburse me and then reimburse me again to double implicate me in whatever framing she or he or whoever was doing.

Okay?---And I already paid that as soon as it was put to me and I said that in writing that it's not fair that I were put, I was put in this.

40 MR RAJALINGAM: Ms Sharobeem, I don't want to – I want to try and give you all the information. Go to paragraph – it's volume 5, page 74. And this is a statement from the – it's the director of finance and administration with Westmead Private Hospital, all right? Do you understand that I'm showing you a statement written by that person? Do you understand that, Ms Sharobeem?---When you show it to me, I'll understand.

I'm going to show you a statement from the director of finance and administration with Westmead Private Hospital. Do you understand that (not transcribable)?---I understand what you're saying.

Have you ever met the director of finance and administration with Westmead Private Hospital?---There is no need to meet such a person.

So you've never met that person?---Who is the person to know?

10 The person's name is Stephen John Wigmore. Ever heard of him?---I can't recall the name.

Yeah.---Maybe.

You've never met a Stephen John Wigmore, have you?---I don't know.

It would be unlikely for him to be trying to frame you, isn't it?---I don't know. No. I don't know.

20 Let's go to paragraph 8. He says, Ms Sharobeem, at the end of paragraph 8, last sentence, "I can confirm that, to the best of my knowledge, Westmead Private Hospital did not receive any other payments or contributions from either Eman Sharobeem or IWHS during that period," apart from what you see at the top of that paragraph, the payments for your son's liposuction procedure.---That doesn't defeat what I said. I didn't say that IWHS – I'm not sure anyway, but that doesn't defeat what I said. That doesn't contradict what I said.

30 Was anyone else being paid – pardon me. I'm going to take you to Neth's evidence, in fairness, Ms Sharobeem, and put it to you exactly how she said it. She was talking about the \$3,000 Westmead receipt at page 268 of the transcript, at line 22. I showed her the receipt. She says, "Yes, Westmead Hospital, Private Hospital." I asked her, "Is that the receipt that you say you were given?" "Yes." I asked her, "Can you describe actually getting the receipt?" She says, "She just hand it to me." The question is "Where were you in the office?" She said, "She called me to the office, her office, 'cause my one working at her office just next door. She said, 'Neth, can you come here?' and she just give it to me." She said that you said, "Can you claim this under the NESH maintaining because at the moment NESH got a lot of  
40 money and maintaining, fixing the Guildford office.' I just look at that. Westmead Hospital. I can say nothing." Do you remember that happening with Neth? You giving her the Westmead Hospital receipt to say pay this using NESH funds?---It did not happen. It did not take place. I, this is not my attitude to deal with people. If you can get any other witness that I am this kind of person, please be my guest. There are thousands of people dealt with me on a daily basis. If anyone can come forward and say that I deal with people in this manner, please let me know.

Was anyone else from IWHS being paid by NESH for work in relation to the consortium. Apart from you and your \$1,500 payment per fortnight, was anyone else getting paid from NESH?---All NESH payment in the payroll.

Come on, Ms Sharobeem. Was there anyone else being paid from NESH for their work in the consortium?---I don't understand what you're referring to.

- 10 You were the only one receiving a payment from NESH in relation to work for the consortium IRWS.---The consortium we established, and we registered the name, did not flourish to be a consortium because we lost the tender. And I was not doing any payroll with NESH, neither monitoring it nor following it up, so I can't really respond. I just said no.

All right. You know that some days after you paid for your son's liposuction procedure - - -?---I did not pay for my liposuction or my son's liposuction from any fund.

- 20 Well, you did. It's your personal credit card, isn't it, that you used at Westmead Hospital?---It is my own personal funds.

So I wasn't – the answer to the question is, yeah, you did purchase your son's liposuction procedure, isn't it?---It shouldn't be discussed here from the first place. It's a personal matter.

On 18 March – well, Ms Sharobeem, you used public funds to reimburse yourself for your son's procedure.---I disagree with you fully.

- 30 On 18 March, 2015 did you receive a letter from FACS, do you remember that?---I receive letters from FACS many, many times.

It was a letter about issues in relation to the previous financial year. Do you remember?---You can show me the letter. I would remember. I can't remember now from you just saying that.

- 40 What I'm going to do is, I'm just going to go to the response the board provided to FACS in relation to issues that had been raised. Can I take you to volume 19, page 299. In the financial year – the previous financial year there was a reference to community development, Ms Sharobeem, and money being spent under that topic. Do you understand?---No, not money being spent. I would rather freeze this word until I get a chance to explain.

Yes, of course. I'll show you the document. Page, volume 19, page 299. Do you see – I'm not going to take you through all of these issues. Ms Sharobeem. I just want to talk to you about community development. It says there that the new cost of \$55,612.50 relates to a partnership between

Immigrant Women's Health Service and NESH established in 2013-2014. Is that right?---I can read that.

10 And it says it includes 10 by 1,500 monthly repayments to IWHS for costs relating to the partnership and reimbursement invoice for two facilitators totalling, the next page, \$40,612.50. Do you understand that the response to FACS in relation to their query about community development and this \$1,500 payment that the board of NESH advised FACS that it related to two facilitators?---Then the work has been delivered. Since the time Mira was the manager of NESH she had an agreement with us to deliver this side of the contract, which is the community development, and we have been working alongside NESH since that time. My recollection, and this is what I was referring to when the question was made, that this was written or reported by the board of NESH but the money never came to, or never claimed by IWHS from NESH. It was only suggested that this amount is the calculation of the work delivered by IWHS to NESH but we never or IWHS never claimed the money from NESH.

20 Did you prepare any part of this document, Ms Sharobeem?---I can't recall now. It's different fonts. At that time I believe Audrey and Nevine and the others were working on it. If anyone ask me any question or sent me an email and I replied then it's my reply but I can't remember more than that.

Pardon me, Commissioner. Ms Sharobeem, I'm going to take you to another topic. Did you say in May last year that false CVs located on your computer – did you say in evidence in May this year that the false CVs located on your computer which the Commission found was just wishful thinking by you?---It was different attempt, yes.

30 So you used the word wishful thinking, do you remember that?---I do remember using this term.

I'm going to take you to academic qualifications allegation brief volume 15, page 7. Do you remember applying for Australian of the Year in the category New South Wales Local Hero Finalist 2015?---Vaguely.

I'll show you that document, page 7 of volume 15. Do you remember completing this document?---No.

40 Nevertheless, in that document are you identified as Dr Eman Sharobeem? ---That's my title.

And is the Dr a reference to your honorary doctorate?---That's right.

At page 8, the next page, do you identify yourself as the CEO of IWHS? ---That's the title the management give me.

In the details of your tertiary education have you included a PhD in psychology?---The, yes, it's there.

And also another PhD in management and organisational leadership?  
---I just said that it's wrong information.

And the remainder of those qualifications, they're all false, aren't they?  
---It's copy and paste and I can't really remember filling this.

10 Do you say that those qualifications are true?---I already said that to the Commission before that was the accumulation of my thinking of what was these qualification means or the explanation.

So it's incorrect, isn't it?---I already said that before. You're asking me again to, for a particular purpose which I don't know, but the answer was already given to the Commission before.

20 There's no reference in that document to your commerce degree which you say you obtained in Egypt, is there?---I can't see.

Well, in any event, Ms Sharobeem, if you agree with me that those qualifications there are a product of your wishful thinking, do you accept that your application to the National Australia Day Council in 2015 was also a product of your wishful thinking?---I can't remember I made this application to be quite honest. The um, the font of this is different than the rest so I can't really relate to this. I said to you that the, those CVs were on my computer so I can't really say more than what I've already indicated to the Commission before.

30 Did you work as a part-time Commissioner for the Community Relations Commission?---That was an appointment.

Yes. So you were appointed to the CRC, weren't you, in 2011?---Because of my involvement with communities to a very large scale and my hard work to create harmony within people and within religion and faith groups.

40 Do you agree that between 2011 and 2016 you were paid about, or paid exactly \$15,031.44, which is the advice the Commission has received from the Community Relations Commission?---It's not a favour done to me, this is actually the sitting fees.

No, I'm not asking if it's a favour, I'm just asking if you were paid that amount of money, Ms Sharobeem, it's a very simple question?---CRC pay the sitting fees.

Yes?---That's well known fact.

On the last - - ?---I never claimed anything else from CRC.

On the last occasion in May at this inquiry you agreed that you must have attended the CRC meeting on 12 December, 2007, when you were first introduced to the Commission. Do you remember that, me asking you those questions firstly?---Introduced in '07?

Yeah. I asked you some questions about you being introduced to the CRC in 2007. Do you remember that?---Ah - - -

10 I took you to the minutes of the meeting and I said, "Look, the minutes refer to you - - -?---Oh, yes, yes, sorry, yeah, I do.

- - - saying you're a psychologist," and you said, "Oh, I didn't say I was a psychologist?"---No, no, I didn't say that, it's clear. Please don't get the words tingled or tangled. It is clearly what I said. I'm not going to repeat it.

On 7 February, 2011, did you submit an application to be considered for appointment as part-time Commissioner for the CRC? I'll show you the document, volume 15, page 96?---Show me the document.

20

Have you got that there in front of you, is that your expression of interest to the CRC?---Um, could be.

Do you need to see the un-redacted version rather, would that be more helpful?---No.

Well, would you agree that that's the expression of interest? These are the documents the CRC has forwarded to the ICAC?---It's the document.

30 So you've seen that?---I saw the first page.

You see part 2, selection criteria?---Yes.

Now, before I take you to all of that, can I take you to page, the following page, 97. This was a CV that was found in the file of the CRC. The description of your educational background, Ms Sharobeem, is incorrect, isn't it? Just answer the question?---This - - -

40 The description there on this document in relation to your educational background is incorrect, isn't it?---It's, yes, and already we put that clearly before and I doubt that that was submitted with the application or the application for appointment because these in my wishful thinking were not there at that time. This wasn't the application or the CV sent at that time. No, I can't, I can't agree with that.

But the educational background recorded in this particular document, whoever recorded it, is incorrect, isn't it?---This is not associated with my appointment, no.

I'm not asking you about that, Ms Sharobeem?---Yes, you are putting them together.

No, no, no?---You're putting the application with this one.

The question, the question is, the details on this document area incorrect, aren't they?---We already asked this question before. Unless you have another purpose of addressing this question I don't know.

10

I'm asking you to answer it?---I already answered that before and I - - -

What's your answer?--- - - - already said to you that was my wishful thinking.

Page 100. Do you recognise this as selection criteria that you prepared for the appointment as Commission of CRC New South Wales?---Yes, could be.

20

I'll take you to page 101. Do you at the third paragraph suggest to the Community Relations Commission – I withdraw that. Do you, in the third paragraph, suggest to the Community Relations Commission that you were a highly-qualified practising psychologist with honours PhD?---This is what I understood about my honorary degree and honorary PhD.

Did you – you wrote that into that selection?---With honours. That's exactly, yes, with honours PhD, yes.

30

Can I take you to page 102. Do you identify yourself at the end of that selection criteria document as Eman Sharobeem, PhD?---That's what I know about myself with a PhD.

I'm going to take you to page 103, the next page. Is that your written expression of interest to the CRC, undated but registered with them on 7 February, 2011?---Yes.

And you sign off as Dr Eman Sharobeem?---Yes.

40

Is that your signature?---Yes.

Do you enclose in the letter a brief summary of your CV, spelt s-u-m-m-e-r-y?---Brief, yeah.

Yeah. Can you turn through pages 104, 105 to 106. That's 104, that's a form, expression of interest, agreed?---Mm.

And you refer to yourself as Dr Eman Sharobeem?---Yes.

You say that a document is attached in that there, that's your handwriting, isn't it?---Yes.

Next page. Is that your signature, dated 4 February, 2011?---Yes.

Next page. And is that a brief bio of Dr Eman Sharobeem referred to in the expression letter that we saw earlier?---This is not the CV that was presented that time. I thought of those in later days, not at that time.

- 10 There was no other CV presented to the CRC, Ms Sharobeem, and this is the advice that they have for us, that this document was presented in conjunction with your expression of interest. What do you say about that? ---I don't think so, because even at the bottom it's written brief bio, and in the actual application it's a brief CV, so there is something missing here, I can't make sense of it.

20 In any event, the details in this version of your CV are, in relation to your educational background are again incorrect, Ms Sharobeem, without having to go through the whole explanation again?---This wasn't there, this wasn't submitted.

I'm not asking about if you sent it, I'm not asking about if you sent it? ---This wasn't submitted in relation to my appointment as a Commissioner and also this appointment, it doesn't relate to your qualification, it relates your engagement with the community. The job I was doing there is to delegate with communities, talking with communities, reducing the harm of terrorism and radicalisation, and I did that to my best interests with many authorities to count nationally and, sorry, interstate and nationally as well.

- 30 You enclosed a false CV in your application to become - - -?---No, I didn't. - - - to become a part-time Commissioner of - - -?---That's not the - - - - - the CRC - - -?---That's - - - - - didn't you?---That's not the CV sent with it and it's actually a clear indication that this, the brief bio, and I mentioned brief CV. This is not the one.

- 40 Your reference to a PhD or rather the reference to a PhD registered with UTS is false isn't it?---I just mentioned and talked about that before.

So you're agreeing. You're not denying that are you?---Did I deny it before to deny it now?

Did you become a part-time commissioner on 2 March, 2011 for three years, Ms Sharobeem?---Sorry?

Did you become a part-time commissioner for about three years from 2 March, 2011?---Yes, I was appointed as - - -

I'll take you to, yeah.--- - - - commissioner for part-time.

Volume 15, page 93. That's the – that's your appointment isn't it dated 2 March, 2011. Agreed?---Yes. I didn't even see this paper before.

10 In September, 2013 did you apply for the position of chairperson of the CRC?---I was actually asked to put an application.

Were you appointed a part-time member of the CRC advisory board for a term of three years on 14 October, 2014, around about then?---Um - - -

20 CRC advisory board, Ms Sharobeem.---The change of the Community Relation structure happen at that time and because my term as a commissioner finish and they wanted my skills to continue with them as an advocate for women and girls on the board, when they change from Community Relation Commission into Multicultural NSW they reappointed me back. The minister reappointed me back.

When you applied for that appointment did you have to submit anything in writing?---I didn't submit anything. It was like continue the engagement as far as I remember.

30 When you – did you attend meetings of the CRC I think probably between September, 2011 and June, 2016. Is that fair Ms Sharobeem. That's on the advice of the CRC. I'm not just making those figures.---I attended majority of the meetings unless I was sick.

So you applied to become the chairperson of the CRC in 2013 didn't you? ---I didn't want to apply but I was advised to put an application forward. I didn't even – it wasn't even my desire.

And at the time was the chairperson I think Mr Kerkyasharian, was he the chairperson?---Yes. Yes.

40 So you were going for that job were you?---Not that I wanted to go for the job. I was advised to put an application in and it just had a bit of history about the organisation.

But you were going for the top job as the chairperson of the Community Relations Commission in 2013 weren't you?---Not because I am lacking the skills or the information or the ability but because I was pushed to apply for it.

Did you apply to become the chairperson of the CRC in 2013?---I put an application knowing that it's not going to be accepted from the first place because it's way higher than my political engagement. If I may say that.

Ms Sharobeem, a document was found on your home computer which addressed the selection criteria for the appointment as chairperson of the CRC. This is on your computer. Do you understand that? Do you understand, yes or no?---I didn't deny that I applied. I'm not sure why you're asking the question.

10

No, I'm talking of a document found on your home computer which addressed the selection criteria for appointment as chairperson of CRC. ---Maybe. I'm not sure but, yes, I was trying to apply or I applied.

And when you were trying to apply as chairperson of the CRC didn't you say you were a practising psychologist?---Maybe. I can't remember. At that time there was the confusion about the qualification and I indicated that before.

20

I'll take you to volume 14, page 225.---Yes.

Sorry, what are you answering yes to?---Just mentally getting ready for your questions.

30

Okay. Well, if I take you to page 227 of the selection criteria, you again suggest that you are a highly qualified practising psychologist with honours PhD.---This is what I meant by the honorary degree and it wasn't written properly. And just in relation to your word going for the top job, the chairperson of the community relation, it's a chairperson of the board. It's not a top job. At that time there was a separation order made by the government to separate the chairperson position from the chief executive officer, and chairperson position became part-time, and the board members were encouraged to apply. It's again a part-time appointment equal to what I had.

40

Do you accept that your suggestion here that you had, you were highly qualified is a reference to you having completed some study in psychology?---I'm highly qualified as a person who have worked nationally and internationally, and I have been working tirelessly around Australia to engage communities, work with people and highlight all forms of violation against human rights or in other spaces.

Do you accept that your original application to become a member of the CRC in 2011 had incorrect details relating to your educational background? I think you've already done that, accepted that.---I can't accept that the CV you showed is relating to the application at that time, because it was all trial during those years to recognise what was my qualification exactly as an honorary. Hence here I put "honours PhD".

In your application - - -?---Yeah.

- - - to become a member of the CRC you refer to being a highly qualified practising psychologist, and in your application to become the chairperson of the CRC you refer to being a highly qualified practising psychologist. Those representations to the CRC were false, weren't they, Ms Sharobeem?  
---Most likely it was copy and paste to fulfil the purpose of applying. At the same time the appointment as a chairperson or a board member, it's never based on the qualification and it's never requested. It is all about the engagement with the community in strong levels, and that's what I delivered to New South Wales.

Don't you accept the suggestion that you're a highly qualified psychologist was entirely misleading to the CRC?---It's never been taken as a point of reference. Many people with higher qualification than any of what's mentioned would be rejected from CRC and any other board. It is based, and people can comment on that as well from the public, and the appointment of this board is based on your connection, your relation and your integration with others in the community, which I was very successful in delivering to the state and other states as well.

Were you appointed a member of the Anti-Discrimination Board in 2012?  
---For the same reason.

Can I take you to volume 15, page 125? Is that the letter confirming your appointment?---I can see that.

Dated 15 January, 2013, it would seem.---I can see that.

So it wasn't in 2012. It was at the beginning of 2013. Is that fair, Ms Sharobeem?---Whatever is stated in the letter.

Can I take you to page 123. It's suggested that you were paid \$10,194.17 and that's in advice the Commission has received from the Anti-Discrimination Board, Ms Sharobeem. Would you like to see the whole thing? Go back a page.---This is a sitting fee which anyone entitled to receive. I don't even apply for it.

This is a letter from the Department of Justice, Ms Sharobeem, just so that you're clear as to what the document is.---Right.

Do you want to read the whole thing or are you happy to just skip to the part about your payment?---No, but I just discovered in the last fortnight that many letters at home were there closed, never opened, from many years ago. Those letters, when I try to open some of them, were my pay slips from – or pay advice from the Department of Justice about this appointment or others.

So I didn't really pay attention to all this, but it is the sitting fees of any board member.

I'll take you to page 142. This a note that was located on the Anti-Discrimination Board file in relation to you, it'll come on screen. It has your name there, Dr Eman Sharobeem. Did you write that or do you think someone else wrote that, Ms Sharobeem?---That's not my handwriting at all.

10 Pardon me, Commissioner.

Ms Sharobeem, there was also a brief CV with your name on it in the Department of Justice file, and you're aware that the Department of Justice is the old Anti-Discrimination Board. Would you accept that from me, you know that, don't you?---No, I don't.

20 Well, in any event, the Department of Justice has given us, given the Commission a file from when you were a member of the Anti-Discrimination Board. In your file was the following CV, volume 15, page 147. Do you see that – and again noting your previous explanations, Ms Sharobeem, would you agree with me that the educational background that's contained here contains incorrect details about your past?---This is actually support what I was just saying, that it was trial of understanding what is my qualification in the Australian term, hence this is different than the previous one.

30 THE COMMISSIONER: Do you agree that it's wrong?---The American University in Cairo, yes, and yes, it's about psychology and community management, that's what I was told, and with the American University, no, I did not complete that with the American University, and the others we already talked about, the '84 Faculty of Commerce, yes, it's exactly my qualification.

Nowhere there do you mention that it's an honorary degree?---Um - - -

40 There's a very big difference between an honorary degree and a real degree. If you put down on your CV that you've got a PhD without any other explanation, everyone's going to assume that you've actually studied for and been given a PhD?---That's very true, sir, and that's why later on with Nevine also I was trying to identify an honorary in that sense and it was actually suggested by her as well.

But there's no honorary word mentioned there, is there?---That's right, that's right, and that's where I'm just saying that later on in, in other years, in later on years I was trying to identify that as an honorary to be more specific when I get a chance.

That's later on, but here we're talking about a particular CV in which you have presented to a government office about your qualifications and it would appear that they are all wrong?---Not the first one – yeah, I take your point as an honorary, but qualification in '84 is, is my qualification as well, but I – the only explanation I can give at that time is the update of the CV and applying, in my mind the qualification presented in the CV wasn't to what I'm using to apply for, it's myself and my entity and my experience as a person connected with the community because it was - - -

- 10 But you can see, can't you, that if you present that to somebody it is completely misleading the person that you give it to, because the person is going to assume, quite reasonably, that you've got all those qualifications? ---Without the honorary word mentioned, yes, it would seem wrong, that's right. At the same time the advertisement for these posts did not require any educational qualification, did not require any credential in that field, it required engagement with the community. So in my own mind sending this out did not really reflect on this as such, but I was always looking at the rest of the CV which indicates my abilities and my skills and my experience within communities and that's what I always updated, so I didn't really look at the first page and it's my fault.
- 20

MR RAJALINGAM: Ms Sharobeem, just moving on from that. In January, 2013 you started with your appointment at the ADB. Correct?---If that's the document of what the document said.

And do you remember about a year later exchanging emails with a lady by the name of Ms Carley Tucker from the Anti-Discrimination Board about a media article that was going to be prepared about you?---Maybe.

- 30 I'll show you – Commissioner, I'm going to have to show the witness a hard copy bundle of documents and there's copies. Oh, it's on the, okay. I'll show it to you on the screen, Ms Sharobeem, so it's clear what we're looking at. Can I first take you to an email you sent Ms Tucker on 8 April, 2014 at 5.09pm. Yeah, 8 April, 2014, 5.09pm. I want you to look at this bottom where it's highlighted 5.09pm. The subject of your email is your first name Eman. Do you agree?---I can read that.

- The next page, there's no contents to the email, Ms Sharobeem. Sorry. I'm going to have to take you – it's the email before that. I want the other one.
- 40 The one with nothing attached to it. 5.07. Commissioner, it's a bit difficult to pinpoint the actual emails because they start in the middle of the page. You had it before. So on 8 April, 2014, Ms Sharobeem, did you send an email to Ms Tucker, can you see that, 5.07pm at the bottom of the page?---I can see, I can read that.

Okay. Turn the page. There's nothing that has been attached to this email or – and there is nothing written in the email, Ms Sharobeem. Do you recall

sending such an email to Ms Tucker, no contents and with no attachments just subject Eman. Do you remember that?---No, I don't.

Two odd minutes later did you send her another email at 5.09pm? This should be on the first page. Yeah. At the bottom of the page there you turn over to the next page, to the end of your email, and do you see at the end it says, "See attached file, Dr Eman Sharobeem Q and bio.docx. See attached file, CVE Sharobeem April 2014.pdf"?---I can read that.

10 Yeah. Do you recall attaching your bio and CV to an email you sent to Ms Tucker of the Anti-Discrimination Board?---It's written here. Recalling, no.

Yeah. The Department of Justice have confirmed that your email at 5.07pm on 8 April, 2014 had no content in it.---Okay.

So I've suggested that to you and we've looked at it. I've had it confirmed from their own computer database and looking at the system themselves that that email had nothing in it. The second email had the attachments "Dr Eman Sharobeem Q and bio" and "CVE April 2014". Do you recall Ms  
20 Tucker emailing you a copy of her proposed media article on 15 April at 9.25am a week later?---No, I don't.

You don't recall an email from Ms Tucker about her writing an article about you?---I would expect you to have the email, so if you would like to hear an answer from me, give me something I can respond to.

So on 15 April, 2014, Ms Sharobeem, Ms Tucker sent you a proposed article at 9.25 in the morning on the Tuesday. Do you remember that?---No, I don't.  
30

On the same day, at 12.19pm, do you see there in yellow highlight that you say, "Hi, Carley. Thanks for that. I did some changes. Please look at the attached then. Cheers, Eman." Do you see that?---I can read that.

Do you remember reviewing the article that Ms Tucker had sent you as a draft?---I hardly reviewed anything. I was overwhelmed with what I'm doing.

40 You don't say that you were overwhelmed in these emails, do you, to Ms Tucker about what you were doing?---Should I announce to the world that I'm overwhelmed? People can see and can sympathise with me.

Can you go to the proposed article? Ms Sharobeem, this is the attachment. Can you see that?---See, see the paper, yes, I can.

I want you to go to only one part of this document. I'm not sure if you made any other changes and I'm not really concerned with any other changes but this one. Can you go to paragraph 5, where in the proposed article sent by

Ms Tucker she says, quote, “She,” namely you, Eman Sharobeem, “has since undertaken several more degrees, a graduate diploma in community management, a master’s in social science, and PhDs in management and organisational leadership and psychology.” Do you see that?---Yes, I can read that.

Now I'm going to show you your email which you sent back in response to Ms Tucker sending you the proposed draft. And your email, firstly the email of 15 April at midday. No, no, to Carley. Yeah, we just showed it.  
10 Sorry, yeah. That’s the email you sent to Ms Tucker, isn't it? And you say, “Hi, Carley, thanks, I did some changes. Please look at the attached. Cheers, Eman.” I’m going to show you the attachment, Ms Sharobeem. The Department of Justice have advised the Commission, Ms Sharobeem, that this was the attachment you sent in response to Ms Tucker sending you the draft version of her article. First question is this. Did you make any changes to the proposed article sent by Ms Tucker?---Maybe, I can’t remember.

20 In your email of 15 April, you certain indicate that you have made some changes, didn’t you?---The email indicated that.

When you go to this copy of the article, it says, and the suggestion by the Department of Justice, Ms Sharobeem, is that you made this amendment when you sent it back, it says, “She has since undertaken several more degrees, a graduate diploma in community management, a masters in social science, PhD in management and organisational leadership and another PhD in psychology.” Ms Sharobeem, the suggestion is that you have specifically turned your mind to the issue here, namely that you wanted to clarify that you had obtained two PhD’s, not just one, when you were speaking with Ms  
30 Tucker about a proposed media article about you. What do you say about that?---I can’t remember writing that at all.

You certainly wanted Ms Tucker to know that you had obtained PhD’s, didn’t you?---I already said to the Commission before on several occasions and declared information about my honorary PhD.

40 You must have turned your mind to what your educational background was on 15 April, 2014 when you sent these emails, didn’t you?---I don’t believe that if any amendment is made it was in reference to this. I believe all my thoughts always goes into my story because the media took my personal story and every media source put different version to it, so whenever there is any new article I’m trying to correct the record, I’m trying to talk about what happened as a child and when I got married, so I don’t think I was in the frame of mind to talk about education or not, and as I said, the appointment in this board is not because of your education, it’s actually because of your experience, so I don’t think I did that. To me I’m reading it and it’s like I’m reading it for the first time.

Commission, can I tender the bundle that I've taken the witness through? It is a series of email exchanges between Ms Sharobeem and Ms Tucker in 2014.

THE COMMISSIONER: So all together in the one exhibit as 45.

**#EXHIBIT 45 - EMAILS BETWEEN EMAN SHAROBEEEM & CRC;  
AND CRC FINANCIAL RECORDS**

10

MR CHHABRA: No objection.

DE CASTRO LOPO: No objection from the department.

MR RAJALINGAM: There's also, which might more conveniently be added to the exhibit, a confirmation of the payments to Ms Sharobeem. I wonder if that can be the same exhibit or a separate exhibit.

20 THE COMMISSIONER: Are you happy about it being the same exhibit, Mr Chhabra?

MR CHHABRA: No objection to that course, no do I have any objection to the second document.

THE COMMISSIONER: Thank you.

MR RAJALINGAM: Thank you, Commissioner.

30 The other matter was I formally call on the email Ms Sharobeem referred to yesterday in her evidence that she said that Ms Ghaly had sent to her and which she had provided to her lawyers. I have spoken to Mr Chhabra about that through the day.

MR CHHABRA: Yes. I've had some conversations with my instructing solicitor. Perhaps if that email could be produced tomorrow?

MR RAJALINGAM: There's no issue with that.

40 THE COMMISSIONER: Yes, certainly.

MR CHHABRA: May it please.

MR RAJALINGAM: Commissioner, so far as I can say from considering much of the brief overnight as well to see if I've missed any issues, I probably have missed an hour's worth of examination total potentially. There might be three or four issues that I need to confirm with the investigator and my instructing solicitor, at most that would take another

hour with Ms Sharobeem. I don't think it would take any more than that. Essentially what I'm asking is that Ms Sharobeem not be excused at this stage, that she not have to give evidence tomorrow, that any further examination of her can take place in July over a very limited time and over a very limited basis as well. But so far as I can say I think I've covered all the issues, but there might be some financial documents that need to be introduced or presented to Ms Sharobeem in fairness to her. I don't intend on going over old ground at all.

10 THE COMMISSIONER: Mr Chhabra, what do you say about that?

MR CHHABRA: To be fully frank I can't refute the wisdom of that course.

THE COMMISSIONER: Okay. Do you need to speak to Ms Sharobeem about it? Are you happy about that course?---What was that, sir? Sorry, what?

20 What Mr Rajalingam is saying is that he's really finished with putting all the things that he needs to put to you. There may be some other odds and ends later on but it would only be just for a short time and it's suggested that it not occur tomorrow but when we come back in July.---Can I please ask you to stop them from torturing me any further, can you please do that?

30 Well, I can't stop them from asking you any further questions but it will be for a very limited time, no more than an hour and I'll keep them to that, at the date in July and that will give you time to recover from all of this but you will probably still need to be here because Mr Chhabra will probably need you to be here tomorrow in case you need to give him instructions about the other witnesses who will be called tomorrow.---I don't think I have the ability to do any further than this. I am finished. They managed to kill me, kill my soul and kill my body. I can't.

40 Okay. All right. Well, we'll do that. We'll adjourn the further hearing in relation to Ms Sharobeem until the first date in July. Tomorrow we were talking about starting at 9.30 again tomorrow. Unfortunately I have a report to go over for release in one of the other inquiries from the Commission and it needs to get out urgently and I have set aside between 9 o'clock and 10 o'clock tomorrow morning to do it so we can't resume this hearing until 10 o'clock in the morning.

MR RAJALINGAM: May it please the Commission.

MR CHHABRA: May it please.

THE COMMISSIONER: Thank you.---Sorry, sir, but that does mean that I am coming back in July again?

Yes. The hearing hasn't finished and there will be a number of days in July and - - -.---So I am coming back in July again?

Well, you can speak to Mr Chhabra about that but he would probably prefer you to be here in order to give him instructions about evidence that other witnesses are going to give.---But I'm coming back to this seat again in July?

Well, only for a very short time.---Please stop them.

10

So we'll adjourn.

**THE WITNESS STOOD DOWN**

**[4.03pm]**

**AT 4.03PM THE MATTER WAS ADJOURNED ACCORDINGLY**

**[4.03PM]**

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