

**INDEPENDENT COMMISSION AGAINST CORRUPTION**

**STATEMENT IN THE MATTER OF: Operation Gerda**

**PLACE:** Sydney, NSW

**NAME:** Linda Kim Willard

**ADDRESS:** Known to ICAC

**OCCUPATION:** National Scheduling Manager Protective Services

**TELEPHONE NO:** Known to ICAC

**DATE:** 19 December 2018

**States: -**

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1. This statement made by me accurately sets out the evidence which I would be prepared, if necessary, to give in Court as a witness. The statement is true to the best of my knowledge and belief, and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated in it anything which I know to be false or do not believe to be true.
  2. I am 45 years of age.
  3. I am currently employed as the National Scheduling Manager, Protective Service with SNP Security. I have held this position since August 2016 but I have been with SNP since 2007. I was originally employed as the National Payroll Manager and have also held the roles of project manager rostering systems and IT project manager Microster.

Signature



Witness



**STATEMENT IN THE MATTER OF: Operation Gerda  
NAME: Linda Kim Willard**

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4. In my current role the National Operations Centre (“NOC”) manager, Dominic Giardini, reports to me and the NOC reports to him. I oversee the NOC from a higher level and part of my role is to ensure the contracts are still profitable. I basically work with the rostering of officers, as per the contract which at times can involve dealing with any major issues or claims. I will be involved in performance meetings for subcontractors normally as well.
5. I am based at SNP’s head office in West Ryde.
6. I making this statement as an addendum to my previous statement to the Commission dated 28 November 2018.
7. In my statement dated 28 November 2018 I make reference to two emails, as follows:
- (i) Dated 1 September 2017 at 15:23:17 to Tamara Bayly, Fawad Walizada and copied to Daryl McCreaqdie and Lisa Cooper from me with the subject of S International; and
  - (ii) Dated 9 February 2017 at 10:57:40 to Daryl McCreadie and copied to Michael Fenwick, Emir Balicevic and Sue Matley from me with the subject of “Re: Advise from HR”. (This is a typo and should actually read “advice” not “advise”).

Signature 

Witness 

**NSW ICAC EXHIBIT**

**STATEMENT IN THE MATTER OF: Operation Gerda  
NAME: Linda Kim Willard**

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**I PRODUCE THE TWO EMAILS AS DESCRIBED IN PARAGRAPH 7  
(AND REFERRED TO IN MY PREVIOUS STATEMENT DATED 28  
NOVEMBER 2018)**

Signature 

Witness 

## S International

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**From:** Linda Willard <lwillard@snpsecurity.com.au>  
**To:** Tamara Bayly <tbayly@snpsecurity.com.au>, Fawad Walizada <fwalizada@snpsecurity.com.au>  
**Cc:** Daryl McCreddie <daryl.mccreddie@sydney.edu.au>, Lisa Cooper <lcooper@snpsecurity.com.au>  
**Date:** Fri, 01 Sep 2017 15:23:17 +1000  
**Attachments:** S International.xls (75.78 kB)

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Hi Tamara

As discussed earlier in the week, S International should be called in for a performance meeting.

Lisa would have quite a bit to discuss and I don't believe we have met with them in years. It is probably long overdue, as they provide services in excess of 2000 hrs per week to SNP, yet we have not really managed them as a supplier.

I have attached the sites that they currently work at.

It would be wonderful if we can organise a meeting and (if possible) even get you down for the day and tee up some other meetings of suppliers we have not seen in a very long time.

Your thoughts?

Contacts:

### **S INTERNATIONAL GROUP PTY LTD**

**P:** 61 2 9669 5200 **F:** 61 2 9693 5277 **E:** [accounts@sinternationalgroup.com](mailto:accounts@sinternationalgroup.com) **A:** Suite 1.11/46-50 Kent Road, Mascot NSW 2020

[tommy@sinternationalgroup.com](mailto:tommy@sinternationalgroup.com)  
[roster@sinternationalgroup.com](mailto:roster@sinternationalgroup.com)

Regards

### **Linda Willard**

National Workforce Planning Manager Protective Services

937-941 Victoria Rd West Ryde NSW 2114

T 02 8762 6616

M 0418 429 572

E [lwillard@snpsecurity.com.au](mailto:lwillard@snpsecurity.com.au)

[www.snpsecurity.com.au](http://www.snpsecurity.com.au)



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# Licensee Roster Report

## 1001233 - AFTRS - Moore Park Building 130 122 Lang Road MOORE PARK 2021 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500663	Nader Gad	Mon	21/08/2017	1800-2200	GUARD	4.00
553641	MAHMOUD IBRAHIM	Mon	21/08/2017	1000-2200	GUARD	12.00
500663	Nader Gad	Tue	22/08/2017	1800-2200	GUARD	4.00
553641	MAHMOUD IBRAHIM	Tue	22/08/2017	1000-2200	GUARD	12.00
553642	HAITHAM AL-SHOUBAKI	Tue	22/08/2017	0700-1100	GUARD	4.00
500663	Nader Gad	Wed	23/08/2017	1800-2200	GUARD	4.00
553642	HAITHAM AL-SHOUBAKI	Wed	23/08/2017	0700-1100	GUARD	4.00
553641	MAHMOUD IBRAHIM	Wed	23/08/2017	1000-2200	GUARD	12.00
500663	Nader Gad	Thu	24/08/2017	1800-2200	GUARD	4.00
553642	HAITHAM AL-SHOUBAKI	Thu	24/08/2017	0700-1100	GUARD	4.00
553641	MAHMOUD IBRAHIM	Thu	24/08/2017	1000-2200	GUARD	12.00
553642	HAITHAM AL-SHOUBAKI	Fri	25/08/2017	0700-1100	GUARD	4.00
553642	HAITHAM AL-SHOUBAKI	Fri	25/08/2017	1100-1800	GUARD	7.00
553642	HAITHAM AL-SHOUBAKI	Fri	25/08/2017	1800-2200	GUARD	4.00
553641	MAHMOUD IBRAHIM	Fri	25/08/2017	1000-2200	NO SHOW	0.00

Client Totals

15 Shifts

91.00

## 1001482 - RIDBC - North Rocks 361-365 North Rocks Road NORTH ROCKS 2151 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500635	METIN NIYAZI	Mon	21/08/2017	0000-0715	GUARD	7.25
500643	ELIZABETH HAGARTY	Mon	21/08/2017	1600-0015	GUARD	8.25
500635	METIN NIYAZI	Tue	22/08/2017	0015-0715	GUARD	7.00
500643	ELIZABETH HAGARTY	Tue	22/08/2017	1600-0015	GUARD	8.25
500635	METIN NIYAZI	Wed	23/08/2017	0015-0715	GUARD	7.00
500643	ELIZABETH HAGARTY	Wed	23/08/2017	1600-0015	GUARD	8.25
500635	METIN NIYAZI	Thu	24/08/2017	0015-0715	GUARD	7.00
500643	ELIZABETH HAGARTY	Thu	24/08/2017	1600-0015	GUARD	8.25
500635	METIN NIYAZI	Fri	25/08/2017	0015-0715	GUARD	7.00
500643	ELIZABETH HAGARTY	Fri	25/08/2017	1600-2215	GUARD	6.25
500655	MD KHAN	Fri	25/08/2017	2215-0715	GUARD	9.00
500635	METIN NIYAZI	Sat	26/08/2017	0715-1915	GUARD	12.00
500655	MD KHAN	Sat	26/08/2017	1915-0715	GUARD	12.00
500645	GURJEET SINGH	Sun	27/08/2017	0715-1915	GUARD	12.00
500635	METIN NIYAZI	Sun	27/08/2017	1915-0000	GUARD	4.75

Client Totals

15 Shifts

124.25

## 1001713 - Sydney University - Traffic Codrington & Abercrombie Streets Services Building G12. CAMPERDOWN 2050 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
550520	MEDHAT TADROS	Mon	21/08/2017	1200-2000	TRAFFIC OFFICER	8.00
550520	MEDHAT TADROS	Tue	22/08/2017	1200-2000	TRAFFIC OFFICER	8.00
550520	MEDHAT TADROS	Wed	23/08/2017	1200-2000	TRAFFIC OFFICER	8.00
500897	S International	Thu	24/08/2017	1200-2000	TRAFFIC OFFICER	8.00
550520	MEDHAT TADROS	Thu	24/08/2017	0700-1500	TRAFFIC OFFICER	8.00
550520	MEDHAT TADROS	Fri	25/08/2017	1200-2000	TRAFFIC OFFICER	8.00

Client Totals

6 Shifts

48.00

## 1001714 - Sydney University - Patrols Codrington Street DARLINGTON 2008 NSW

# NSW ICAC EXHIBIT

E17-0445-AS-7-1-PR0057 NUIX

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500644	GEORGE CISMAS	Mon	21/08/2017	1800-0600	PATROL-EXT	12.00
500673	ZAIN ABIDIN	Mon	21/08/2017	0600-1800	PATROL-EXT	12.00
552651	SEIF MOTAWI	Mon	21/08/2017	0600-1800	PATROL-EXT	12.00
500648	ISLAM EID	Tue	22/08/2017	1800-0600	PATROL-EXT	12.00
500673	ZAIN ABIDIN	Tue	22/08/2017	0600-1800	PATROL-EXT	12.00
552651	SEIF MOTAWI	Tue	22/08/2017	0600-1800	PATROL-EXT	12.00
500644	GEORGE CISMAS	Wed	23/08/2017	0600-1800	PATROL-EXT	12.00
500673	ZAIN ABIDIN	Wed	23/08/2017	1800-0600	PATROL-EXT	12.00
552651	SEIF MOTAWI	Wed	23/08/2017	1800-0600	PATROL-EXT	12.00
552651	SEIF MOTAWI	Thu	24/08/2017	1800-0600	PATROL-EXT	12.00
500673	ZAIN ABIDIN	Thu	24/08/2017	1800-0600	PATROL-EXT	12.00
500644	GEORGE CISMAS	Fri	25/08/2017	0600-1800	PATROL-EXT	12.00
552058	SYED IMRAN	Fri	25/08/2017	0600-1800	PATROL-EXT	12.00
500644	GEORGE CISMAS	Sat	26/08/2017	0600-1800	PATROL-EXT	12.00
500897	S International	Sat	26/08/2017	0600-1800	PATROL-EXT	12.00
500644	GEORGE CISMAS	Sun	27/08/2017	1800-0600	PATROL-EXT	12.00
500673	ZAIN ABIDIN	Sun	27/08/2017	0600-1800	PATROL-EXT	12.00
552651	SEIF MOTAWI	Sun	27/08/2017	1800-0600	PATROL-EXT	12.00
500897	S International	Sun	27/08/2017	0600-1800	PATROL-EXT	12.00

**Client Totals** 19 Shifts 228.00

## 1001715 - Sydney University - Rozelle Balmain Road ROZELLE 2039 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500666	SALAM AL ZAYADI	Wed	23/08/2017	1800-0600	GUARD	12.00
500666	SALAM AL ZAYADI	Thu	24/08/2017	1800-0600	GUARD	12.00
500666	SALAM AL ZAYADI	Fri	25/08/2017	1800-0600	GUARD	12.00
500666	SALAM AL ZAYADI	Sat	26/08/2017	1800-0600	GUARD	12.00
500672	WILLIAM CONSTANTINE	Sat	26/08/2017	0600-1800	GUARD	12.00
500454	IKHLASS NORELDIN	Sun	27/08/2017	0600-1800	GUARD	12.00

**Client Totals** 6 Shifts 72.00

## 1001719 - Sydney University - Cumberland Gate 2 76 East Street LIDCOMBE 2141 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
550265	MOHAMMAD ALAM	Tue	22/08/2017	0600-1800	GUARD	12.00
550265	MOHAMMAD ALAM	Wed	23/08/2017	0600-1800	GUARD	12.00

**Client Totals** 2 Shifts 24.00

## 1001721 - Sydney University - Camden 425 Werombi Street CAMDEN 2570 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
501129	MARISOL GARCIA	Mon	21/08/2017	1800-0600	GUARD	12.00
550912	MOMIR PETROVIC	Mon	21/08/2017	0600-1800	GUARD	12.00
501129	MARISOL GARCIA	Tue	22/08/2017	1800-0600	GUARD	12.00
550912	MOMIR PETROVIC	Tue	22/08/2017	0600-1800	GUARD	12.00
500283	IHAB BARGHACHOUN	Wed	23/08/2017	0600-1800	GUARD	12.00
550912	MOMIR PETROVIC	Wed	23/08/2017	1800-0600	GUARD	12.00
500283	IHAB BARGHACHOUN	Thu	24/08/2017	0600-1800	GUARD	12.00
550912	MOMIR PETROVIC	Thu	24/08/2017	1800-0600	GUARD	12.00
500283	IHAB BARGHACHOUN	Fri	25/08/2017	1800-0600	GUARD	12.00
500283	IHAB BARGHACHOUN	Sat	26/08/2017	1800-0600	GUARD	12.00
501129	MARISOL GARCIA	Sun	27/08/2017	0600-1800	GUARD	12.00

**Client Totals** 11 Shifts 132.00

## 1001722 - Sydney University - Libraries cnr Abercrombie & Codrington Street DARLINGTON 2008 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500454	IKHLASS NORELDIN	Mon	21/08/2017	0800-1600	GUARD	8.00
500683	HOSAM EL SAMMAN	Mon	21/08/2017	1600-2200	GUARD	6.00
501130	BISHOY GIRGIS	Mon	21/08/2017	1800-2200	GUARD	4.00
550566	SHERIF HAFEZ	Mon	21/08/2017	1815-2215	GUARD	4.00

# NSW ICAC EXHIBIT

E17-0445-AS-7-1-PR0057 NUIX

500454	IKHLASS NORELDIN	Tue	22/08/2017	0800-1600	GUARD	8.00
550566	SHERIF HAFEZ	Tue	22/08/2017	1815-2215	GUARD	4.00
500683	HOSAM EL SAMMAN	Tue	22/08/2017	1600-2200	GUARD	6.00
501130	BISHOY GIRGIS	Tue	22/08/2017	1800-2200	GUARD	4.00
500454	IKHLASS NORELDIN	Wed	23/08/2017	0800-1600	GUARD	8.00
500683	HOSAM EL SAMMAN	Wed	23/08/2017	1600-2200	GUARD	6.00
550566	SHERIF HAFEZ	Wed	23/08/2017	1815-2215	GUARD	4.00
501130	BISHOY GIRGIS	Wed	23/08/2017	1800-2200	GUARD	4.00
500454	IKHLASS NORELDIN	Thu	24/08/2017	0800-1600	GUARD	8.00
500683	HOSAM EL SAMMAN	Thu	24/08/2017	1600-2200	GUARD	6.00
550566	SHERIF HAFEZ	Thu	24/08/2017	1815-2215	GUARD	4.00
501130	BISHOY GIRGIS	Thu	24/08/2017	1800-2200	GUARD	4.00
500454	IKHLASS NORELDIN	Fri	25/08/2017	0800-2000	GUARD	12.00
501130	BISHOY GIRGIS	Fri	25/08/2017	1800-2200	GUARD	4.00
500683	HOSAM EL SAMMAN	Sat	26/08/2017	0900-1700	GUARD	8.00
500683	HOSAM EL SAMMAN	Sun	27/08/2017	1300-1700	GUARD	4.00

**Client Totals** **20 Shifts** **116.00**

**1001723 - Sydney University - Additional cnr Abercrombie & Codrington Streets CAMPERDOWN 2050 NSW**

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500648	ISLAM EID	Mon	21/08/2017	0000-0800	GUARD	8.00
500654	MD BHUIYAN	Mon	21/08/2017	0600-1000	GUARD	4.00
500897	S International	Mon	21/08/2017	0500-1300	GUARD	8.00
500897	S International	Mon	21/08/2017	2200-0800	GUARD	10.00
500897	S International	Mon	21/08/2017	2200-0200	GUARD	4.00
500897	S International	Mon	21/08/2017	0600-1000	GUARD	4.00
500897	S International	Mon	21/08/2017	0600-1000	GUARD	4.00
500897	S International	Mon	21/08/2017	0600-1000	GUARD	4.00
500897	S International	Mon	21/08/2017	0600-1000	GUARD	4.00
500897	S International	Mon	21/08/2017	0600-1000	GUARD	4.00
501130	BISHOY GIRGIS	Mon	21/08/2017	0000-0800	GUARD	8.00
501130	BISHOY GIRGIS	Mon	21/08/2017	2200-0200	GUARD	4.00
550265	MOHAMMAD ALAM	Mon	21/08/2017	2215-0215	GUARD	4.00
551048	MINA BOTROUS	Mon	21/08/2017	2200-0800	GUARD	10.00
551689	DEVIRIM KILIC	Mon	21/08/2017	2230-0230	GUARD	4.00
552197	MILANKA DOKMANOVIC	Mon	21/08/2017	0000-0800	GUARD	8.00
552474	ATIF ALI	Mon	21/08/2017	0600-1000	GUARD	4.00
500654	MD BHUIYAN	Tue	22/08/2017	0600-1000	GUARD	4.00
500897	S International	Tue	22/08/2017	0600-1000	GUARD	4.00
500897	S International	Tue	22/08/2017	2200-0800	GUARD	10.00
500897	S International	Tue	22/08/2017	0500-1300	GUARD	8.00
500897	S International	Tue	22/08/2017	0600-1000	GUARD	4.00
500897	S International	Tue	22/08/2017	0600-1000	GUARD	4.00
500897	S International	Tue	22/08/2017	0600-1000	GUARD	4.00
500897	S International	Tue	22/08/2017	2200-0200	GUARD	4.00
501130	BISHOY GIRGIS	Tue	22/08/2017	2200-0200	GUARD	4.00
551048	MINA BOTROUS	Tue	22/08/2017	2200-0800	GUARD	10.00
550566	SHERIF HAFEZ	Tue	22/08/2017	2215-0215	GUARD	4.00
551689	DEVIRIM KILIC	Tue	22/08/2017	2230-0230	GUARD	4.00
552651	SEIF MOTAWI	Tue	22/08/2017	1800-2100	GUARD	3.00
552474	ATIF ALI	Tue	22/08/2017	0600-1000	GUARD	4.00
500654	MD BHUIYAN	Wed	23/08/2017	0600-1000	GUARD	4.00
500897	S International	Wed	23/08/2017	0600-1000	GUARD	4.00
500897	S International	Wed	23/08/2017	0600-1000	GUARD	4.00
500897	S International	Wed	23/08/2017	0500-1300	GUARD	8.00
500897	S International	Wed	23/08/2017	0600-1000	GUARD	4.00
500897	S International	Wed	23/08/2017	0600-1000	GUARD	4.00
500897	S International	Wed	23/08/2017	1200-2030	GUARD	8.50
500897	S International	Wed	23/08/2017	2200-0800	GUARD	10.00
500897	S International	Wed	23/08/2017	2200-0200	GUARD	4.00
501130	BISHOY GIRGIS	Wed	23/08/2017	2200-0200	GUARD	4.00
551433	LINA CHAMI	Wed	23/08/2017	2000-2030	GUARD	0.50
550566	SHERIF HAFEZ	Wed	23/08/2017	2215-0215	GUARD	4.00



# NSW ICAC EXHIBIT

E17-0445-AS-7-1-PR0057 NUIX

551689	DEVIRIM KILIC	Wed	23/08/2017	2230-0230	GUARD	4.00
552046	ADNAN SAEED	Wed	23/08/2017	0600-1500	GUARD	9.00
552058	SYED IMRAN	Wed	23/08/2017	2200-0800	GUARD	10.00
552474	ATIF ALI	Wed	23/08/2017	0600-1000	GUARD	4.00
500648	ISLAM EID	Thu	24/08/2017	1800-0600	GUARD	12.00
500654	MD BHUIYAN	Thu	24/08/2017	0600-1000	GUARD	4.00
500897	S International	Thu	24/08/2017	0600-1000	GUARD	4.00
500897	S International	Thu	24/08/2017	0600-1000	GUARD	4.00
500897	S International	Thu	24/08/2017	1800-0600	GUARD	12.00
500897	S International	Thu	24/08/2017	2200-0800	GUARD	10.00
500897	S International	Thu	24/08/2017	0500-1300	GUARD	8.00
500897	S international	Thu	24/08/2017	0600-1000	GUARD	4.00
500897	S International	Thu	24/08/2017	0600-1000	GUARD	4.00
500897	S International	Thu	24/08/2017	1800-0600	GUARD	12.00
500897	S International	Thu	24/08/2017	1800-0600	GUARD	12.00
500897	S International	Thu	24/08/2017	2200-0200	GUARD	4.00
550153	OLIVERA BEJATOVIC	Thu	24/08/2017	2200-0800	GUARD	10.00
501130	BISHOY GIRGIS	Thu	24/08/2017	2200-0200	GUARD	4.00
550265	MOHAMMAD ALAM	Thu	24/08/2017	2215-0215	GUARD	4.00
552107	LINCOLN NOCK	Thu	24/08/2017	0600-1000	GUARD	4.00
551689	DEVIRIM KILIC	Thu	24/08/2017	2230-0230	GUARD	4.00
552474	ATIF ALI	Thu	24/08/2017	1000-1900	GUARD	9.00
552110	SAMEH HAROUN	Thu	24/08/2017	1800-0600	GUARD	12.00
552474	ATIF ALI	Thu	24/08/2017	0600-1000	GUARD	4.00
500648	ISLAM EID	Fri	25/08/2017	1800-0600	GUARD	12.00
500654	MD BHUIYAN	Fri	25/08/2017	0600-1000	GUARD	4.00
500897	S International	Fri	25/08/2017	0600-1000	GUARD	4.00
500897	S International	Fri	25/08/2017	0600-1000	GUARD	4.00
500897	S International	Fri	25/08/2017	2200-0200	GUARD	4.00
500897	S International	Fri	25/08/2017	0500-1300	GUARD	8.00
500897	S International	Fri	25/08/2017	0600-1000	GUARD	4.00
500897	S International	Fri	25/08/2017	0600-1000	GUARD	4.00
500897	S international	Fri	25/08/2017	1800-0600	GUARD	12.00
500897	S International	Fri	25/08/2017	1800-0600	GUARD	12.00
500897	S International	Fri	25/08/2017	1800-0600	GUARD	12.00
500897	S International	Fri	25/08/2017	2000-0900	GUARD	13.00
550153	OLIVERA BEJATOVIC	Fri	25/08/2017	2000-0900	GUARD	13.00
501130	BISHOY GIRGIS	Fri	25/08/2017	2200-0200	GUARD	4.00
550265	MOHAMMAD ALAM	Fri	25/08/2017	2215-0215	GUARD	4.00
551689	DEVIRIM KILIC	Fri	25/08/2017	2230-0230	GUARD	4.00
552107	LINCOLN NOCK	Fri	25/08/2017	0900-1300	GUARD	4.00
552474	ATIF ALI	Fri	25/08/2017	0600-1000	GUARD	4.00
552110	SAMEH HAROUN	Fri	25/08/2017	1800-0600	GUARD	12.00
552196	ESLAM ALI	Fri	25/08/2017	2000-0900	GUARD	13.00
500320	YOUNAN YOUSIF SHIBA	Sat	26/08/2017	0800-1700	GUARD	9.00
500648	ISLAM EID	Sat	26/08/2017	1800-0600	GUARD	12.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0900-1500	GUARD	6.00
500897	S International	Sat	26/08/2017	0900-1500	GUARD	6.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00
500959	GEORGE BOUTROS	Sat	26/08/2017	0700-1700	GUARD	10.00
500897	S International	Sat	26/08/2017	0700-1700	GUARD	10.00

# NSW ICAC EXHIBIT

E17-0445-AS-7-1-PR0057 NUIX

500897	S International	Sat	26/08/2017	0900-1500	GUARD	6.00
500897	S International	Sat	26/08/2017	0900-1500	GUARD	6.00
500897	S International	Sat	26/08/2017	0900-1500	GUARD	6.00
500897	S International	Sat	26/08/2017	0900-1500	GUARD	6.00
500897	S International	Sat	26/08/2017	1700-0500	GUARD	12.00
500897	S International	Sat	26/08/2017	1800-0600	GUARD	12.00
501129	MARISOL GARCIA	Sat	26/08/2017	0700-1700	GUARD	10.00
550265	MOHAMMAD ALAM	Sat	26/08/2017	1800-0600	GUARD	12.00
550520	MEDHAT TADROS	Sat	26/08/2017	0600-1700	GUARD	11.00
501130	BISHOY GIRGIS	Sat	26/08/2017	1800-0600	GUARD	12.00
550153	OLIVERA BEJATOVIC	Sat	26/08/2017	1700-0500	GUARD	12.00
551689	DEVREM KILIC	Sat	26/08/2017	0800-1700	GUARD	9.00
550564	KEREM AKKAN	Sat	26/08/2017	0700-1700	GUARD	10.00
552196	ESLAM ALI	Sat	26/08/2017	1700-0500	GUARD	12.00
552053	MEHDI FARATI	Sat	26/08/2017	1800-2200	GUARD	4.00
552651	SEIF MOTAWI	Sat	26/08/2017	1800-0600	GUARD	12.00
500683	HOSAM EL SAMMAN	Sun	27/08/2017	1700-0000	GUARD	7.00
500897	S International	Sun	27/08/2017	1700-0000	GUARD	7.00
500897	S International	Sun	27/08/2017	0500-1300	GUARD	8.00
500959	GEORGE BOUTROS	Sun	27/08/2017	0500-1300	GUARD	8.00
501130	BISHOY GIRGIS	Sun	27/08/2017	1700-0000	GUARD	7.00
552053	MEHDI FARATI	Sun	27/08/2017	1800-2200	GUARD	4.00
552107	LINCOLN NOCK	Sun	27/08/2017	0500-1300	GUARD	8.00

<b>Client Totals</b>				<b>128 Shifts</b>		<b>925.00</b>
<b>1001822 - NCAT - Penrith Ground Floor 2-6 Station Street Penrith 2750 NSW</b>						
Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500897	S International	Tue	22/08/2017	0830-1630	GUARD	8.00
500897	S International	Wed	23/08/2017	0830-1630	GUARD	8.00
500897	S International	Thu	24/08/2017	0830-1630	GUARD	8.00

<b>Client Totals</b>				<b>3 Shifts</b>		<b>24.00</b>
<b>1001823 - NCAT - Campbelltown Level 1, Centre Court 101 Queen Street Campbelltown 2560 NSW</b>						
Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
550159	WISAM ALZOHAYRI	Thu	24/08/2017	0830-1630	GUARD	8.00

<b>Client Totals</b>				<b>1 Shifts</b>		<b>8.00</b>
<b>1001824 - NCAT - Liverpool Level 3, 33 Moore Street Liverpool 2170 NSW</b>						
Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
550159	WISAM ALZOHAYRI	Tue	22/08/2017	0845-1615	GUARD	7.50
550159	WISAM ALZOHAYRI	Wed	23/08/2017	0845-1615	GUARD	7.50
550159	WISAM ALZOHAYRI	Fri	25/08/2017	0845-1615	GUARD	7.50

<b>Client Totals</b>				<b>3 Shifts</b>		<b>22.50</b>
<b>1001825 - NCAT - Sydney Level 12 175 Castlereagh Street Sydney 2000 NSW</b>						
Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500897	S International	Mon	21/08/2017	0830-1630	GUARD	8.00
500897	S International	Mon	21/08/2017	0830-1630	GUARD	8.00
500897	S International	Tue	22/08/2017	0830-1630	GUARD	8.00
500897	S International	Tue	22/08/2017	0830-1630	GUARD	8.00
500897	S International	Wed	23/08/2017	0830-1630	GUARD	8.00
500897	S International	Wed	23/08/2017	0830-1630	GUARD	8.00
500897	S International	Thu	24/08/2017	0830-1630	GUARD	8.00
500897	S International	Thu	24/08/2017	0830-1630	GUARD	8.00
500897	S International	Fri	25/08/2017	0830-1630	GUARD	8.00
500897	S International	Fri	25/08/2017	0830-1630	GUARD	8.00

<b>Client Totals</b>				<b>10 Shifts</b>		<b>80.00</b>
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# NSW ICAC EXHIBIT

E17-0445-AS-7-1-PR0057 NUIX

## 1002084 - Sydney University - Camden Adho 425 Werombi Road Camden 2570 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
550912	MOMIR PETROVIC	Sat	26/08/2017	0830-1630	CAR SECURITY	8.00
550912	MOMIR PETROVIC	Sun	27/08/2017	0830-1630	CAR SECURITY	8.00

**Client Totals** 2 Shifts 16.00

## 1002136 - Sydney University - CET Sydney University DARLINGTON 2006 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
550265	MOHAMMAD ALAM	Mon	21/08/2017	1700-2100	GUARD	4.00
552474	ATIF ALI	Tue	22/08/2017	1700-2100	GUARD	4.00
552474	ATIF ALI	Wed	23/08/2017	1700-2100	GUARD	4.00
550265	MOHAMMAD ALAM	Thu	24/08/2017	1700-2100	GUARD	4.00
552474	ATIF ALI	Fri	25/08/2017	1700-2100	GUARD	4.00

**Client Totals** 5 Shifts 20.00

## 1002745 - NCAT - Parramatta 1-3 George Street Court Room No. 10, Level 3 Garfield Barwick Commonwealth Law Courts Building PARRAMATTA 2150 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
550154	RAM ALZOHAYRI	Wed	23/08/2017	0845-1630	GUARD	7.75
550154	RAM ALZOHAYRI	Thu	24/08/2017	0845-1630	GUARD	7.75
550154	RAM ALZOHAYRI	Fri	25/08/2017	0845-1630	GUARD	7.75

**Client Totals** 3 Shifts 23.25

## 1005920 - Sydney University - Team Leader Codrington Street DARLINGTON 2008 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
551397	BEN PFITZNER	Mon	21/08/2017	0600-1800	TEAM LEADER	12.00
551397	BEN PFITZNER	Wed	23/08/2017	0600-1800	TEAM LEADER	12.00
551431	FRANK LU	Thu	24/08/2017	0600-1800	TEAM LEADER	12.00
551397	BEN PFITZNER	Fri	25/08/2017	1800-0600	TEAM LEADER	12.00
551397	BEN PFITZNER	Sat	26/08/2017	1800-0600	TEAM LEADER	12.00

**Client Totals** 5 Shifts 60.00

## 1005921 - Sydney University - CRO Codrington Street DARLINGTON 2008 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
552110	SAMEH HAROUN	Mon	21/08/2017	1800-0600	CONTROL ROOM	12.00
552110	SAMEH HAROUN	Tue	22/08/2017	1800-0600	CONTROL ROOM	12.00
500897	S International	Wed	23/08/2017	1800-0600	CONTROL ROOM	12.00
551048	MINA BOTROUS	Fri	25/08/2017	0600-1800	CONTROL ROOM	12.00
551048	MINA BOTROUS	Sat	26/08/2017	0600-1800	CONTROL ROOM	12.00
551048	MINA BOTROUS	Sun	27/08/2017	1800-0600	CONTROL ROOM	12.00
552110	SAMEH HAROUN	Sun	27/08/2017	0600-1800	CONTROL ROOM	12.00

**Client Totals** 7 Shifts 84.00

## 1005923 - Sydney University - Bus Drivers Codrington Street DARLINGTON 2008 NSW

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500283	IHAB BARGHACHOUN	Mon	21/08/2017	0630-1030	CAR SECURITY	4.00
500283	IHAB BARGHACHOUN	Mon	21/08/2017	1530-2100	CAR SECURITY	5.50
500320	YOUNAN YOUSIF SHIBA	Mon	21/08/2017	0800-1800	GUARD	10.00
551689	DEVIRIM KILIC	Mon	21/08/2017	1600-2230	GUARD	6.50
500897	S International	Mon	21/08/2017	1600-2100	GUARD	5.00
500320	YOUNAN YOUSIF SHIBA	Tue	22/08/2017	0800-1800	GUARD	10.00
551689	DEVIRIM KILIC	Tue	22/08/2017	1600-2230	GUARD	6.50
500897	S International	Tue	22/08/2017	1600-2100	GUARD	5.00
500320	YOUNAN YOUSIF SHIBA	Wed	23/08/2017	0800-2000	GUARD	12.00
500897	S International	Wed	23/08/2017	1600-2100	GUARD	5.00
551689	DEVIRIM KILIC	Wed	23/08/2017	1600-2230	GUARD	6.50
500320	YOUNAN YOUSIF SHIBA	Thu	24/08/2017	0800-1800	GUARD	10.00
500897	S International	Thu	24/08/2017	1600-2100	GUARD	5.00

551689	DEVIRIM KILIC	Thu	24/08/2017	1600-2230	GUARD	6.50
501129	MARISOL GARCIA	Thu	24/08/2017	0630-1030	CAR SECURITY	4.00
501129	MARISOL GARCIA	Thu	24/08/2017	1530-2100	CAR SECURITY	5.50
500897	S International	Fri	25/08/2017	1600-2100	GUARD	5.00
501129	MARISOL GARCIA	Fri	25/08/2017	1530-2100	CAR SECURITY	5.50
500320	YOUNAN YOUSIF SHIBA	Fri	25/08/2017	0800-1800	GUARD	10.00
551689	DEVIRIM KILIC	Fri	25/08/2017	1600-2230	GUARD	6.50
501129	MARISOL GARCIA	Fri	25/08/2017	0630-1030	CAR SECURITY	4.00

<b>Client Totals</b>				<b>21 Shifts</b>		<b>138.00</b>
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**1005926 - Sydney University - Addn CRO Codrington Street DARLINGTON 2008 NSW**

Employee ID	Employee Name	Day	Date	Shift Time	Task	Hours
500959	GEORGE BOUTROS	Mon	21/08/2017	0900-1700	CONTROL ROOM	8.00
500959	GEORGE BOUTROS	Tue	22/08/2017	0900-1700	CONTROL ROOM	8.00
500959	GEORGE BOUTROS	Wed	23/08/2017	0900-1700	CONTROL ROOM	8.00
500959	GEORGE BOUTROS	Thu	24/08/2017	0900-1700	CONTROL ROOM	8.00
500959	GEORGE BOUTROS	Fri	25/08/2017	0900-1700	CONTROL ROOM	8.00

<b>Client Totals</b>				<b>5 Shifts</b>		<b>40.00</b>
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<b>Roster Totals</b>				<b>287 Shifts</b>		<b>2,276.00</b>
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## Re: Advise from HR

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**From:** Linda Willard <lwillard@snpsecurity.com.au>  
**To:** Daryl McCreddie <daryl.mccreadie@sydney.edu.au>  
**Cc:** Michael Fenwick <mfenwick@snpsecurity.com.au>, Emir Balicevac <emir.balicevac@sydney.edu.au>, Sue Matley <smatley@snpsecurity.com.au>  
**Date:** Thu, 09 Feb 2017 10:57:40 +1100

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Hi Daryl

We see no issue as long as the points previously covered by Tammy is adhered to and Michale may contact you re: covering off safety.

Again, this is a great initiative from you and Emir. I have included Sue in the email for the documentation.

Sue, I'll pop around today to give the background.

Regards

**Linda Willard**

National Workforce Planning Manager Protective Services

937-941 Victoria Rd West Ryde NSW 2114

T 02 8762 6616

M 0418 429 572

E lwillard@snpsecurity.com.au

www.snpsecurity.com.au



On 8 February 2017 at 17:59, Daryl McCreddie <daryl.mccreadie@sydney.edu.au> wrote:

Hi Linda,

-

Copy of John's liability insurance attached.

-

Couple of questions regarding John:

-

- He is currently not registered for GST, does this need to occur or is he okay to invoice SNP without GST ? It obviously means SNP won't pay John invoice plus GST – his BAS and tax is his issue anyway

-

## **NSW ICAC EXHIBIT**

- 2017 Pricing confirmed that using John as a supplier, SNP will get a 20% gross margin on all components (Current only 5% when using Complete Linemarking or Moore&Moore Signs)

- If all okay, can you see any objections to me organising upgrades to crossings, speed humps and advisory lettering. I'm looking to kick into gear from Saturday 11<sup>th</sup> Feb so I can get some work done before O Week and start of Semester at the end of Feb ?

- Kind regards,

Daryl

-  
-  
**From:** Linda Willard [<mailto:lwillard@snpsecurity.com.au>]  
**Sent:** Tuesday, 31 January 2017 9:42 AM  
**To:** Emir Balicevac  
**Cc:** Daryl McCreadie; Michael Fenwick  
**Subject:** Re: Advise from HR

-  
**Excellent - thank you Emir**

**Linda Willard**

National Workforce Planning Manager Protective Services

937-941 Victoria Rd West Ryde NSW 2114

T 02 8762 6616

M 0418 429 572

E [lwillard@snpsecurity.com.au](mailto:lwillard@snpsecurity.com.au)

[www.snpsecurity.com.au](http://www.snpsecurity.com.au)



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-  
**On 30 January 2017 at 10:38, Emir Balicevac <[emir.balicevac@sydney.edu.au](mailto:emir.balicevac@sydney.edu.au)> wrote:**

**Hi Linda,**

-  
-  
**Please find attached John Dirienzo compliance.**

**NSW ICAC EXHIBIT**

-  
-  
I'm waiting from John for public liability insurance paper work.

-  
-  
Kind Regards

-  
**From:** Daryl McCreadie  
**Sent:** Monday, 30 January 2017 10:31 AM  
**To:** Emir Balicevac; Linda Willard  
**Cc:** Michael Fenwick  
**Subject:** RE: Advise from HR

-  
Hi Linda,

-  
Thank you for looking in to this. I would only be looking to engage John to paint on a Saturday/Sunday when he is off work. Smaller stencilling jobs that would only take 30-60 minutes can be scheduled around his normal 8 hour day.

-  
Kind regards,

Daryl

-  
**From:** Emir Balicevac  
**Sent:** Friday, 20 January 2017 9:08 AM  
**To:** Linda Willard; Daryl McCreadie  
**Cc:** Michael Fenwick  
**Subject:** RE: Advise from HR

-  
Hi Linda,

-  
Thank you for response.

-  
Yes definitely we will be monitoring Fatigue Management Guidelines / policy to make sure we all on safe side and apply HR advice.

-  
Thank you

## **NSW ICAC EXHIBIT**

-  
-  
**Kind Regards**

-  
-  
**Emir Balicevac**  
Campus Security Unit| Campus Infrastructure Services

**THE UNIVERSITY OF SYDNEY**  
22 Codrington Street, Darlington | The University of Sydney | NSW | 2006  
T +61 2 8627 4226 | F +61 2 9351 4555 | M 0404 538 751  
E emir.balicevac@sydney.edu.au

-  
-  
-  
-  
**From:** Linda Willard [<mailto:lwillard@snpsecurity.com.au>]  
**Sent:** Friday, 20 January 2017 8:55 AM  
**To:** Emir Balicevac; Daryl McCreadie  
**Cc:** Michael Fenwick  
**Subject:** Advise from HR

-  
**Hi Emir & Daryl**

-  
**There is no problem if John subcontracts for SNP as a painter, however we need to be mindful of fatigue and working hours.**

-  
**Here is the advice from HR:**

-  
**I advised that the key thing SNP would need to manage is the individuals' fatigue and we cannot claim ignorance as we are in control of his security hours and how much painting work he undertakes on our behalf.**

-  
**If the individual was injured there are likely to be implications in relation to the amount of WC weekly benefits as there would be a security component and an ABN component.**

-  
**Daryl as the Site Manager would need to keep on top of this on a weekly basis. This weekly review should involve ensuring minimum 10 hour type breaks between all work activities and that there is at least one complete 24 hour period off each week and one 48 hour period off each month (reference regarding these points should be from our current Fatigue Mgmt Guidelines / policy which is available on QMS).**

-  
**It may also pay to have the WHS team undertake a risk assessment and they may be able to provide some additional guidelines re safe work practices etc.**



**NSW ICAC EXHIBIT**

We would also need to ensure we don't treat this individual differently than other employees in terms of any requests he makes eg annual leave or in terms of OT being offered (the individual can decline and this should be recorded in the same manner as any other individual declining OT).'

You can talk to John and ask him to submit his paperwork and agree on the rates etc.

Daryl, I'll liaise with Michael from safety when he is in next at West Ryde and ask him to contact you so that we can ensure that everything is covered from a safety perspective.

Regards

Linda Willard

National Workforce Planning Manager Protective Services

937-941 Victoria Rd West Ryde NSW 2114

T 02 8762 6616

M 0418 429 572

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[www.snpsecurity.com.au](http://www.snpsecurity.com.au)

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## **NSW ICAC EXHIBIT**

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