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COMPULSORY  
EXAMINATION

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INDEPENDENT COMMISSION AGAINST CORRUPTION

STEPHEN RUSHTON SC  
COMMISSIONER

COMPULSORY EXAMINATION

OPERATION GERDA

Reference: Operation Gerda E17/0445

TRANSCRIPT OF PROCEEDINGS

AT SYDNEY

ON FRIDAY 1 FEBRUARY, 2019

AT 11.15AM

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

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

THE COMMISSIONER: Take a seat. This is a compulsory examination of Amyna Huda. Ms Huda, I understand that you're unrepresented?

MS HUDA: Yes.

THE COMMISSIONER: All right. And I also understand that in giving your evidence you would wish to take an oath on the Quran?

MS HUDA: Yes.

10

THE COMMISSIONER: We might have that done now and then I'll explain a few things to you.

MS HUDA: Okay.

<AMYNA HUDA, sworn

[11.24am]

THE COMMISSIONER: Now, Ms Huda, you've been summonsed here today to be examined in relation to the matters that were set out in your summons that the Commission is investigating. I propose to, before you give your evidence, just make some directions and I'll explain them as I go along.---Okay.

10 The first direction that I'm going to make concerns who can be present here today, and I'll do so now.

Pursuant to section 31A of the Independent Commission Against Corruption Act 1988 I direct that the following persons may be present at this compulsory examination – Commission officers, including transcription staff, and the witness, Amyna Huda. I also propose to make a direction the effect of which is that what happens here today stays here, that is you're not at liberty to go out and tell people what you were asked or what you said. Do you understand that?---Yes, sir.

20

So the direction that I'm about to make will prevent those present today, other than Commission officers, from publishing or communicating information relevant to your examination. It will permit Commission officers to publish or communicate information for statutory purposes or pursuant to any further order made by the Commission. The direction can be varied or lifted by the Commission without notification if the Commission is satisfied that it is necessary or desirable to do so in the public interest.

30 Being satisfied that it is necessary and desirable in the public interest to do so, I direct pursuant to section 112 of the Independent Commission Against Corruption Act 1988 that the evidence given by this witness, the contents of

any exhibits tendered, the contents of any documents shown to the witness, any information that might enable the witness to be identified and the fact that the witness has given evidence today shall not be published or otherwise communicated to anyone except by Commission officers for statutory purposes or pursuant to further order of the Commission.

**BEING SATISFIED THAT IT IS NECESSARY AND DESIRABLE IN THE PUBLIC INTEREST TO DO SO, I DIRECT PURSUANT TO SECTION 112 OF THE INDEPENDENT COMMISSION AGAINST CORRUPTION ACT 1988 THAT THE EVIDENCE GIVEN BY THIS WITNESS, THE CONTENTS OF ANY EXHIBITS TENDERED, THE CONTENTS OF ANY DOCUMENTS SHOWN TO THE WITNESS, ANY INFORMATION THAT MIGHT ENABLE THE WITNESS TO BE IDENTIFIED AND THE FACT THAT THE WITNESS HAS GIVEN EVIDENCE TODAY SHALL NOT BE PUBLISHED OR OTHERWISE COMMUNICATED TO ANYONE EXCEPT BY COMMISSION OFFICERS FOR STATUTORY PURPOSES OR PURSUANT TO FURTHER ORDER OF THE COMMISSION.**

20

THE COMMISSIONER: Now, so what happens here today stays here. Do you understand that?---Yes.

And I should tell you that if you breach that order you commit a criminal offence.---Okay.

All right. Now, let me explain to you a little bit about your rights and obligations as a witness before this Commission. As a witness you must answer all questions truthfully and you must produce any item that I ask you to produce during the course of your evidence. Now, you may object to answering a question or producing an item that I've asked you to produce,

30

but the effect of objecting is that you must still answer the question but the objection prevents your evidence from being used against you in any civil proceedings or, subject to an exception I'll draw your attention to, in any criminal proceedings. But to save you objecting every time a question is asked - - -?---Ah hmm.

- - - I can make an order called a declaration where all of your answers will be regarded as having been given on objection rather than you having to say, "I object" every time you're asked a question.---Okay.

10

Would you like to make a declaration to that effect? It will protect you. ---Okay.

Yes. All right. Before I do so, I should point out that the protection, that is the evidence you give can't be used against you in civil or criminal proceedings, has one very important exception and it's this. It does not prevent your evidence from being used against you in a prosecution for an offence under the ICAC Act of giving false or misleading evidence. If you give false or misleading evidence - - -?---Ah hmm.

20

- - - the declaration I'm about to make won't protect you.---Okay.

And to give false or misleading evidence to this Commission is a very, very serious matter and it can lead to the imposition of a penalty of up to five years imprisonment.---Okay.

It's a very serious criminal offence if you tell fibs, in other words.---Mmm.

All right. Do you understand that?---Yes.

30

Thank you. Pursuant to section 38 of the Independent Commission Against Corruption act I declare that all answers given by Ms Huda and all

documents and things produced by her during the course of her evidence at this compulsory examination are to be regarded as having been given or produced on objection and there is no need for the witness to make objection in respect of any particular answer given or document or thing produced.

**PURSUANT TO SECTION 38 OF THE INDEPENDENT  
COMMISSION AGAINST CORRUPTION ACT I DECLARE THAT**

10 **ALL ANSWERS GIVEN BY MS HUDA AND ALL DOCUMENTS  
AND THINGS PRODUCED BY HER DURING THE COURSE OF  
HER EVIDENCE AT THIS COMPULSORY EXAMINATION ARE  
TO BE REGARDED AS HAVING BEEN GIVEN OR PRODUCED  
ON OBJECTION AND THERE IS NO NEED FOR THE WITNESS  
TO MAKE OBJECTION IN RESPECT OF ANY PARTICULAR  
ANSWER GIVEN OR DOCUMENT OR THING PRODUCED.**

THE COMMISSIONER: Now, that's all I need to do at the moment, but  
20 just remind you, listen very carefully to the questions and answer them truthfully, as I'm sure you will.---Yeah.

Thank you.---Thank you.

MR BAINE: Thank you, Commissioner. Would you please state your name for the record.---Amyna Huda.

Could I ask, Ms Huda, that you just draw the microphone a little closer to you. That's great.

30

THE COMMISSIONER: We're taking a transcript here so it's - - -?---  
Okay.

- - - important we understand what you're saying.---All right.

MR BAINE: Thank you. Now, Ms Huda, what's your date of birth?--

[REDACTED]

And what's your residential address?---

[REDACTED]

And your email address?---

[REDACTED]

10

Now, do you have a mobile telephone?---Yes.

And what's that number?---

[REDACTED]

How long have you used that number for?---Few years. I can't exactly remember, but three or four years at least.

And you're the only person who uses that number, are you?---At the moment, before this, I think my daughter had this number, but at the moment, yeah, I, like, yeah, mostly I use it, yeah.

20

Now, Ms Huda, what's your occupation?---I'm a security officer at University of Sydney.

And who is your employer?---SNP.

Now, what do your roles and responsibilities at the University of Sydney include?---Like, I'm also, like, security officer, also search team leader and a control room operator. So, yeah, we've got to make sure everything, everyone on the campus is safe, dispatch the guards for the alarms if I'm in the control room, and make sure the team is working safely and, yeah, yeah, maintain the safety.

30

Now, you'll recall that the Independent Commission Against Corruption executed search warrants at the University of Sydney last year.---Right. Ah  
hmm.

Were you on campus that day?---I remember them coming in. Yeah, I was there, ah hmm.

And have many staff left SNP since that time?---As you mean the patrol  
10 officers?

Yes.---Some of them, yes.

So Emir Balicevac, has he left?---Yes.

Do you recall when he left?---Last year some time.

Towards the end of the year?---Something like that, yeah.

20 And Frank Lu?---Yeah, he left too.

And do you remember when he left?---In December.

And do you know where Emir or Frank went to go work after they left university?---Not sure, but I think Emir might have a cleaning business, but I'm not sure.

And what about Daryl McCreadie?---That I'm not sure where, what he's  
30 doing now.

But he's left too?---Yes.

Now, Ms Huda, did you submit time sheets to SIG for payment of overtime shifts?---We were asked to fax it to them, yeah.

Now, who asked you to fax it to SIG?---Like, the SNP management over there at the time.

Why did they ask you to do that?---Normally, like, to get paid or, like, even with the SNP at the moment we fax them time sheet so we get paid on time. Like, I mean, we just fax them. We don't, like, whatever.

10

SNP, who are your employer, would of course require time sheets of the hours that you worked for SNP.---Yes.

But why were SIG, a secondary party, paying you money?---Like, whatever overtime we did, we had to do it through them. SNP didn't give us overtime and we had asked them and we were introduced to SIG if we wanted to do overtime.

Now, who at SNP told you that they did not pay overtime?---They don't, like, they mostly, I don't think they told me that they don't pay overtime. It's just they didn't get any overtime shifts 'cause they have to pay more. But when we were asked, we were introduced to the subcontractor. Like, if I wanted to do overtime, so I have to go through them, and they would call me if I, and if I was available, then I would do the shift.

And was it always the case when you were working at the University of Sydney that you would have overtime paid for by SIG?---In the beginning, no. Like, I started 2008, December. I didn't get the overtime shifts till maybe, maybe 2013 or '14, yeah, before that.

30

So between 2008 and '13, did SNP pay you overtime shifts?---Probably very minimum, two, three shifts, maybe, you know. Not many overtime shifts, no. If, if I did, yeah, they would have paid, definitely, yeah.

Right, so because they paid so few overtime shifts, it was actually in your interests to claim through SIG because you could now work overtime, is that correct?---Yeah, just wanted to make extra, yeah, overtime money, yeah.

10 But do you remember who it was in 2013 or 2014 who told you that you could now get paid overtime through SIG?---At that time the SNP management was, I think her name was Ayla. I can't remember her last name, yeah.

And she was the person who told you.---She had come and asked, "Do you want to do overtime?" and we had to give our information and all that, yeah.

Now, did you submit shifts to SIG where you claimed shifts using the name of another person?---We, yes, we did. We, like, they didn't wanted us to do, like show our hours, , over certain hours, you know, like, 40 hours or  
20 whatever. So, yeah, they said, yeah, just put that name and you'll get paid and, for that reason.

Now, who is "they"?---SNP, who was in SNP management at the time.

So your recollection is SNP management told you to go to SIG, and when you submitted a shift through SIG, you should use a name that was not your own, is that correct?---Yes.

Why would they have been so concerned about not using your own name?  
30 ---Maybe, like, I mean, we, the hours were more than what we were supposed to do during the week.

So between 2013 or 2014 and 2018, how often would you submit time sheets where you used a name on that time sheet that was not your own?  
---That I am not sure. Maybe every 10 days, every week or every second week, depending what I got. So - - -

So quite commonly?---Yes.

And who was it that told you to do this? Was it Ayla?---At that time, Ayla wasn't there. She had left.

10

So who was it?---At the time, like, we had Emir.

Emir.---And Frank was representing SIG. So, yeah.

THE COMMISSIONER: Who within SNP management told you to put time sheets in in other people's names?---Like, we were given names by either the SIG representative or SNP representative, so either Emir or Frank.

MR BAINES: But did anyone else from SNP tell you that you should be using other people's names when submitting shifts to SIG?---No.

20

So Ayla was the person who told you to start putting overtime claims in with SIG.---Right.

Was there anyone else who told you that? Was there a former site manager who might have told you something like that?---No.

And what about people like Daryl McCreadie? Did he tell you that?---No. At that time he used to come in and out, like, he wasn't there all the time at the campus, but Ayla was the main SNP contact.

30

How old was Ayla?---She was young. Middle, late 20s I would say, yeah.

So was she a manager? Did she have a, was she a site manager at that time?---Yes, ah hmm.

And so that's the extent of your knowledge? You didn't know anyone else from SNP? You can't recall anyone else from SNP telling you?---No, no.

And in the four, potentially five years where you were submitting weekly claims to SIG using someone else's name, did you ever think it was a bit  
10 suspicious?---Thought about it, but there was, like, no one to talk to, you know. Like, I mean, just wanted to keep my job, do my work and, you know, needed the extra money, so just, you know, did what they said. And I understand it was wrong, yeah.

So when you say you wanted to keep your job, were you worried there would be repercussions if you made a complaint?---Yes.

Who were you worried about?---Mainly, like, I mean SNP or SIG, or I thought maybe I won't get any extra shifts.

20

What about people like Emir and Frank? Were you worried that they would, were you worried about how they would react?---Yes, like, they were friendly, I won't say that they weren't, but, yeah, like, I mean, I thought maybe I wouldn't get extra shifts so, you know, so that's why just kept doing what I, like, they ask me to.

And so how did you get extra shifts? How were they assigned?---They would just call and ask, you know, if you want to do the shift on my day off. I said yeah. Mostly, like, there were times I did use my name too. It wasn't  
30 just, if you check the time sheets, like, I must have done six days a week continuously, so that was okay, so I did use my name. It wasn't like I used other people's name all the time. Yes.

I see. But did, was it at the discretion of Emir and Frank if you would get extra work?---Probably they, they took care of the extra shifts. Frank was, like, representing SIG and giving shifts at that time, yeah.

Did you notice that any guards seem to work more extra shifts than what you did?---Yes.

10 And why do you think they worked more shifts than what you did?---They were probably getting more shifts from SIG.

But would they have asked for more shifts or would Emir and Frank have just given them more shifts?---That I'm not sure that they asked or they were just given.

So if you wanted to do more shifts, could you go to Emir and Frank and say, "Can I have another shift?"---Yeah, I can, I, yeah, I could have asked, yes.

20 And they would give it to you?---If available. If, if nobody, if they haven't given to other people, yeah.

Now, if you were working on an SNP rostered shift, a 12-hour rostered shift, and a job came up during that shift and Frank or Emir said to you, "Amyna, we'd like you to do this shift," would you claim that shift while you were also working your SNP shift?---That has happened. Like, as a team leader when I was working, they would tell me, "Oh, we don't have a controller. You've got to take care of it." And I said, they just said it's short staff. And then I asked why, and then they said, oh, okay, we are short-staffed and just put the name down and then they, they said, "You'll get your share." So that's what happened, yeah.

30

So what, sorry - - -

THE COMMISSIONER: Sorry, "You'll get your share"?---Yeah.

Who said that to you?---I don't remember the exact words like, like this, but that's what my, my understanding was. But probably Emir and Frank, like, they were doing, dealing with SIG, yeah.

Sorry.

10 MR BAINÉ: No, no, that's all right. Thank you. And what would happen is if you were working an SNP rostered shift, you would leave that shift to go do the shift that you were asked to perform, would you?---Oh, no, no, no, no. It was, like, yeah, control room operator shift or, like, as a team leader I would be doing my shift and managing control room and, like, I would call in the other guard who were controller too if I had to step out to do my job. So, like, whatever I did, like, am I sure I was there all the time and I did it to, like, completely, yeah. But, yeah, it wasn't like the right way but, yeah, I mean, sure, like I did it even though it was double jobs, so I made sure, like, nothing was left not undone or anything, yeah.

20

THE COMMISSIONER: But it wasn't just double jobs. It was double payment too, wasn't it?---Yes, yes.

MR BAINÉ: And who was it that told you about this double payment, this opportunity to make the double payment?---Probably starting probably with Aymna and Frank.

And do you remember how they told you about it?---Honestly, no.

30 And it obviously appealed because you could make more money, didn't it?  
---Yeah.

Now, did you ever submit time sheets where you claimed for shifts that you did not actually work?---No. No, as I said before, I made sure I was there otherwise (not transcribable), no.

And did you notice that there were any other people who might have claimed for shifts that they did not actually work?---Could have. Like, you saw names on time sheets when we were putting it in, and you hadn't seen them, so - - -

10 What do you mean by that?---Like, when I was faxing the time sheet and, like, so, like, maybe I wouldn't have seen that person or, you know, that name the night before or day before or something, and then it was there.

Did you ever raise the alarm with anyone that there were names on the time sheet and you hadn't seen those people on-site?--- No, I think SNP representative, they should have been, like, they knew what was going, and, like, when, even, even if you fax the time sheet, it went on the table, yeah.

20 Now, the Commissioner asked you about the double payment scheme that was developed by Emir and Frank. Do you think that anyone at the university knew that this was happening? And by that I mean university staff.---I'm not sure but I don't know, like, our guards representative from Sydney Uni, he was there too, so I don't know whether he checked the time sheet or not.

What was his name?---Dennis Smith at the moment, I mean, at that time, sorry, yeah. Yeah.

30 Now, did you have many dealings with Dennis Smith?---Like, when, during my, when I was on, yeah, I would go in and talk to him in the morning, what's, what to do that day, what's happening that day and all that, yeah.

And did you ever see him monitoring guards who were on-site? Did you see him going around and checking to see if guards were doing their duty? Or did he ever come up to you and say, "Hi, Aymna," you know, "tell me about the shift you're working at the moment"?---No.

Alright and did he have a good relationship with Emir and Frank?---I think so.

10 And what about Daryl?---He used to be there. I don't know how good relationship, but, like, we'd see them talking at the job, but after work or anything, I don't know.

Now, is there anything that you can tell the Commission about Emir and your dealings with Emir?---Like, I mean, he, he used to be my team leader before, and then when he, and then was opportunity come, become a team leader, he asked me to become a team leader because I was there doing control room and knew what was happening, like, what to do, what not to do. Then he was, I think when SNP, the contract was done again, Daryl was the account manager and Emir was his assistant. He was made assistant 20 before. We didn't have assistants, just a site manager, kind of, so, yeah. So, like, he, they were there all the time and, you know, Dennis, whatever Dennis needed he would ask them to do.

And so they were friendly?---Yeah, like, at work, yeah.

And in your experience, was Emir a good manager?---He was okay.

In your experience, did Emir ever show any signs of intimidation as a manager?---Not with me. I don't know about, but like, other people, yeah. 30

And what about Frank?---No. Towards me, no.

So culturally you didn't have any problems with the people that you immediately reported to?---No. I just, that's why, like, I only just did what, what they asked us to do, and went on soyeah, so, I mean, I didn't want any issues or any troubles. I just wanted to keep my job.

So after the Commission executed search warrants last year, what did people at the university talk about in relation to our investigation?---That, people at university, you mean the staff and the management?

- 10 No, I mean the guards that you worked with.---Like, we were worried, like, thinking what's happening, you know, why is this all happening and all that, yeah, mainly.

And what did you think was happening? What did you think the Commission was investigating?---Weren't sure at the moment but then, like, they were saying, yeah, like what's been happening, the wrongdoing and all that, they are investigating all that, who's doing it and why it's happening. It shouldn't be happening.

- 20 Were you worried?---Well, I worried in the sense, like, my name would come up as a team leader but, like, yeah, yeah, I know I did the double timing and all that is wrong, but that, I did it just to keep the job. Like, yeah, I was worried of course, and, but at that same time, I don't know, I, I just did it because I needed extra money, so yeah.

But did you hear any rumours about any other people who might have been claiming more or who might have been receiving gifts or benefits?---No. That I don't know.

- 30 Now, I want to ask you about gifts and benefits. Did SIG ever offer you any gifts and benefits?---Never extra nothing, no.

So, no gift cards, gift vouchers?---No.

And did you hear rumours that anyone at the university or at SNP were receiving gifts and benefits from SIG?---No, (not transcribable).

Did you ever meet anyone from SIG?---Lynn who used to work there, yeah.

And did you ever meet the boss?---I've, like, I've seen him, I said hi, hello, but like, weren't, like talking or anything, yeah, but, but like, before when  
10 we started SIG, when the subcontractor was, it was Lynn who used to give us the shifts. So that's why I know her. But then Frank took over later on, yeah.

So, what, in about 2013 or '14 when Ayla first said this is what's happening, it was originally Lynn who would give you - - -?---The shifts.

- - - the name of you could use for a shift, was it?---At that time, double timing and all that wasn't done, no. We had our, our normal overtime shifts. This started I think later on.  
20

Right, okay. So, when Ayla told you that you would work for SIG, you did so using your own name?---Yes.

Is that correct?---Yes, yes. Yeah.

Right. And then there was a time where Emir and Frank told you, no, use another name?---Yes.

And did I understand previously that you thought that the reason for using  
30 another name was so as to not arouse workplace health and safety suspicions?---Yes.

Did you ever think there might have been another reason?---No. I, I just wanted to do my job and, yeah, get the extra money. So - - -

THE COMMISSIONER: I think you said too, a little while ago, that you used the names of other people from time to time and you received other payments from time to time. Who else at the university campus was doing the same thing?---The other guards.

The other guards.---Yeah.

10

MR BAINÉ: Did you ever talk about that with the other guards, the hours that you were working in excess of your rostered shifts?---The guards over there, they knew, like, who is working overtime and who is not, yeah. And then some of the guards were directly from SIG, not all of them were from SNP. Yeah.

20

Do you recall seeing or hearing of guards working on-site for 48 or 72 hours straight?---That, like, I was four on four off, so I would stay two days and two nights. So, sometimes I was not there, so not sure if they were there and if I saw them and if they had used other names before I came in, so I wouldn't know that they were there. So even, I heard about it, like, they were there for long times but, like, wasn't there all the time so I can't say, yeah, I saw them there.

30

And did you ever see anyone sleeping on a shift?---Sleeping, like, mean resting, I myself, like, if it's a 12 hour shift, if I'm tired, if I, even I tell my teams when we have to drive to, come in to traffic run and take nap for half an hour because I don't want, because we have been, got to drive and patrol. So, that sort of thing, yeah, half an hour rest and all that. Yes. Me too, yeah. Just for safety, yeah.

Now, how were you paid by SIG?---In cash.

And can you tell the Commission about the process for collecting that cash?  
---Mostly someone went to SIG to collect the cash. Rarely somebody would bring it, like, Frank sometimes brought it or, you know, mostly they would go and collect it.

Did you go and collect it?---I have, yes.

And when you went to - - -?---That's where I went, met, met Tommy in his,  
10 in his office, yeah.

Who told you?---That's where I met Tommy, the boss.

Oh, that's where you met Tommy.---Yeah.

Okay. Now, who would tell you to go and collect the cash?---Anyone like, everybody knew, like, it was that day to collect the moneys, everybody needed it to pay the bills 'cause they were SIG guards also. So, yeah, one of the guards on the team would go and collect it.

20

So you would go out to – did you go out to Mascot?---Yes.

Did you go to Rockdale?---No. Rockdale, I haven't seen, no.

So you'd go to Mascot and you would collect a whole lot of people's cash envelopes?---Ah hmm.

And then you'd put them in a bigger envelope or something, would you, or a small bag and then - - -?---They would give it to us in a bigger envelope.

30

And then you'd take that back to the control room?---Ah hmm.

And guards would come in and get their cash?---When it, yeah, cash, yeah.

And do you recall approximately how much each week you might have been receiving?---Depending if I do one shift, two shift, depending on the shift, yeah. So if I did two shifts or one shift, yeah.

But your evidence is if you wanted an extra shift, you would ask Emir or Frank?---Yeah because - - -

10 Or they'd ask you?---In, in the beginning I would ask Lynn when it started. Yeah, but then if Frank was handling it, so in the end it was eventually with Frank mostly because he was handling SIG.

And were there ever any occasions where you asked Frank for a lot of shifts? Like, this week I'd like 10 or this week - - -?---Oh, not like 10.

- - - I'd like 20?---I can't, I can't do 10 or 20 in seven days, no.

20 But were you aware that other people were asking for as many as 10 or 20 shifts?---I heard about it, yes.

And who were the people that you'd heard were making those claims?---At that time, we had, like, George Boutros, Mina Boutros, Salam Al Zayadi, mainly, I can't remember, like, mainly these three, like, will be more, yeah.

And Emir?---Emir also, yes.

And Frank?---Frank was, yeah, doing his shift and plus other shift also.

30 And Daryl?---Daryl, he didn't do any shifts. He was - - -

So, did you have much to do with Daryl on a day-to-day basis?---Not really. Not much. Like, he was like, account manager sitting with the management in the other room. If I needed holidays or sick leave or something, uniforms or something like that, but mostly with Daryl, like, I didn't see him doing any shifts or anything, no.

So, the person that you reported to was actually Emir?---Most of the time, Emir or, yeah - - -

10 And that's how the management worked at the university, all of the guards would report to Emir? All the SNP guards would report to Emir?---And Daryl also. Some reported to, some spoke to Daryl, some spoke to Emir. So whoever they were conformable with, yeah.

And the SIG guards would also report to both Emir and Daryl?---Yes. If they needed something on the campus, like duty-wise and all that, yes. They would report to them, yeah.

Now, Ms. Huda, I asked you previously but I'll just ask you once again, did  
20 you receive any gifts and benefits from SIG?---Just, no, just the money for the shifts I did.

Alright, and did you know of anyone who was receiving gifts or benefits from SIG?---No.

No knowledge at all?---No gifts or benefits, no, no.

Now, I'd like to show you a small bundle of documents.

30 THE COMMISSIONER: While that's coming, can I ask you this. When is the last time you've had any contact from Mr Balicevac?---Last year sometimes he called.

All right.---Yeah.

What did he call about?---Yeah, his, he wanted to park on the campus and leave his car there over the weekend and go to the city, so just notifying that the car is there.

Have you discussed with him in recent times what was going on at the university in terms of claiming other people's names and double payment and the like? Have you discussed that with him?---He had mentioned that  
10 he's been investigated and all that that's happening, he said eventually everybody will be called and all that, yeah.

Did he tell you what he was going to say?---What he was going to say?

Yes.---No.

And did he tell you what you should say?---No.

20 MR BAINE: And did anyone else at the university mention that they had spoken with ICAC?---No.

So, but you heard Emir had spoken with ICAC?---Yes. Like he said he was investigated and eventually everybody else would be investigated, yeah.

Right. Now, Ms Huda, you've just been provided with a small bundle of documents. I'll take you through a few of these documents and I'll give you the opportunity to read them. The first one on page 1 is just an email down the bottom, sent on 8 October, 2014 by a man named Aaron Lucas. Do you  
30 remember Aaron Lucas?---He was, I think he was the site manager after Ayla.

Now, do you recall if he was someone who told you that you should use SIG for claiming overtime or was it, was it only Ayla?---I, like, I had already registered with SIG when Ayla was there, so it was just a continuation, like, yeah.

All right.---Yeah.

And you can see that the subject of the email is called “Staff Signing on and off Extra Shifts.”---Okay.

10

Now, if you just want to take a moment to read this email.---Okay.

Have you had the chance to read the email?---Yeah.

Now, Ms Huda, do you remember what the management style of Aaron Lucas was?---Like what, what do you mean, management style?

Was he very strict about things like this, the, the way that people sign time sheets?---Like, yeah, he liked discipline, like he wanted the right things and, yeah, like I see my name there but I don’t remember the email, but yeah, he must have sent it to us.

20

But do you remember that he was often concerned with things like this, making sure that people had correctly signed on to the time sheet, that they had identified what the shift was that they were working, that they had signed off at the end of the shift that they were working?---He must have. Like, I personally don’t remember him telling me but like overall he must have, like, I, if I see this email, yeah, but - - -

30 But you don’t have a strong recollection - - -?---No.

- - - of him doing that?---No.

All right. And what about Daryl when he was the site manager, do you have any memory or any recollection of Daryl coming up to you and saying, oh, Amyna, or other team leaders, make sure people are signing on and signing off correctly, make sure people are identifying the shift that they have worked. Did Daryl take as much interest in people fulfilling their responsibilities by signing on and off to the time sheet?---No, I don't remember that.

10 You don't remember that.---No.

And when you say you don't remember that, do you have no memory or do you think that he was not actually very engaged as far as - - -?---I don't think he was like - - -

- - - monitoring time sheets?--- - - - with the time sheets, yeah, like, no, it was either Ayla or Aaron or maybe Emir then, but Daryl I don't remember.

20 And what about Emir, did he ever come up to you and say, we need to make sure people are signing on and signing off to time sheets?---Mostly I think everybody used to do it. Um, if it wasn't done, like, or we'd just like, leave it blank and let them figure out and call the guards, you know.

All right.---Yeah.

Now, if you'd like to turn to page 2, this is a payment receipt. It appears to be signed by you - - -?---Ah hmm.

- - - and Ashlee.---Ah hmm.

30

Is this an example of where you went to the Mascot office of SIG and you collected the payslips for all of these people here?---Yes.

And so you signed this receipt - - -?---Ah hmm.

- - - acknowledging that you would be taking the envelopes of all of these people to the university and then those people would collect the cash from the university?---Ah hmm.

Now, can you identify your signature, Ms Huda, on this payment receipt?

---The one on the right.

10

It's the one on the right.---Yes.

Okay. All right. Thank you. Now, I'd like to ask you to turn to page 3 of the bundle of documents. Now, in fairness to you, Ms Huda, this is an email you will not have seen previously.---Okay.

So I'll give you the opportunity to read a paragraph in the email.---The bottom one?

20 But it'll be on page 4, I'll show you in a moment.---Okay.

But you can see that this is an email from Ryan Sierra. Do you remember who he is?---(No Audible Reply)

Okay. So he's a University of Sydney employee and he sent this email on 14 June, 2016, and the subject is, "SNP Audit." Now, before you read this email, do you remember that in approximately June 2016, KPMG conducted an audit of the Campus Security Unit?---I don't know who it was but I, excuse me, I remember it was a night shift and a couple of people had come  
30 and they wanted to talk to the guard.

Yes.---Like, we weren't told who's coming or who, what's happening or not. I can't remember what the actual idea where they were from or what. Maybe one guard or two guard, they were like, they said whoever wanted to talk to them, they're just doing audit, but like I don't know exact, can't remember what company they were from, but then I had mentioned to, yeah, at that time I heard like, next day or whenever I saw the management next time I had mentioned to them these people were here, or maybe did I, maybe I called them at that time, I don't know, but yeah, they said they were supposed to come during the time they were there rather than coming after hours.

10

Right.---So they wanted to be there when the guards were asked questions and all that, yeah.

Okay.---Yeah.

Well, I might draw your attention now to page 4, and over on page 4, it's the second-last paragraph from the bottom that commences with, "On a call with Daryl on 7 June." Would you mind just reading that paragraph to yourself.---Out loud or just - - -

20

Just to yourself.---Okay. Okay.

Now, do you have a recollection of this event?---This is what I just mentioned earlier, that somebody had come and, like, I had told the, called the team back to control room and said, okay, these people are here, they want to talk to you, it's up to you if you want to talk to them or not, and then I had, I guess I must have called Daryl at that time and, and then he had said, like, I mean, yeah, they were supposed to come and they were there not after hours or not when the management wasn't there, not to provide us with the documents, that I am not sure of that I told not to provide any documents or anything. Like, I mean, what sort of documents?

30

Well, I can tell you that the context for this site visit by KPMG was just to audit a number of matters that were occurring within the Campus Security Unit at that time. And this email, and I'm not asking you to read it in its entirety because there are matters that don't concern you, but the person who composed the email, Ryan Sierra, he identifies that the auditors from KPMG came on-site and Daryl put up a number of barriers to prevent the auditors from completing their job. And one of those barriers, it appears, was on 7 June, when the auditors actually came on-site while Daryl was not  
10 around but you were and it appears as though you sought instructions from Daryl about how to proceed. Is that correct?---Because like, because someone coming from outside, we don't know about are talking to guards. Like, we did not know they were doing auditing and all that and if they were Sydney Uni staff or who were they. So, just call them and then he goes, he they were, they, they were supposed to come but when he was supposed to be there or one of the management, you know, but, but, like, so I had called the guards and, to come and see who I wanted to speak, so whoever was ready to speak spoke to them and that, otherwise, like, not to show them any  
20 documents or anything. Like, they didn't come in, they were just at the after-hours counter. Yeah.

So do you have a recollection of your conversation with Daryl?---On the phone, yeah, like, I mean exactly, I would, must have said, like, some people are here, they want to speak to guard and all that. Mainly that. I don't know.

And do you remember if he told you that the guards – do you remember what he told you?---Mostly, like, I mean they were supposed to be there when they were there. Yeah, that's the main thing I remember.  
30

Do you remember if he told you to instruct the guards not to speak with anyone from KPMG?---No. Because I had called and asked the guards if they wanted, wanted to speak to them. It's up to them, yeah.

You can identify by the tone of this paragraph that the author is reporting that there was not a lot of cooperation from you on the day.---Meaning, like, I told them that I don't know nothing about if, if anyone, sorry, if anyone just comes up and says we're doing this, and especially it's after hours. Even if the police want to come to, to check the CCTV sometimes we ask  
10 the management is it okay to go into the control room or we log it in or we let them know they were there. But, yeah, anyone just to come up without previous knowledge or anything, yes, we don't let anybody in and, like, I had called the guards but I don't think the response was good, nobody wanted to say anything or talk to them. Maybe one or two had, I'm not sure how many. But, yeah, the guards themselves and I think I denied them but, like, I didn't know what was happening, we weren't informed before, like, we, if we were told these people are coming and this is going to happen, then that was a different story, we would have done it, yeah. There was no email - - -

20

Do you know why – sorry, I spoke over you.---Sorry?

Do you know why guards did not want to speak to anyone from KPMG?  
---No.

Do you think that it was because they might have had something to hide?  
---Maybe, maybe not, but it's just we weren't aware that these people were coming. If we were aware, like, I mean whatever questions they had asked, like you are asking me, I would have just given answers, but we were not  
30 made aware that these people were supposed to be coming, I suppose.

Do you recall radioing all of the guards?---I, yeah, called them, like, I didn't say it on the radio what, to, I just, I asked them to come in then let them know this is happening, if you want to go and talk to them, yeah.

And when the author of this email says you radioed the guards in another room, would that have been in the control room?---In the control room, yeah.

So they obviously don't have access to the control room?---No, no.

10

And then the author says KPMG had no problem idea what you said - - -? ---Okay, yeah. they wouldn't, yeah.

- - - to the guards and how the workers responded or if you definitely sent the message out. Do you have a recollection of notifying the guards about KPMG visiting?---I just told them there are people here, they want to ask questions. Whatever card they had given me, or, at that time, I must have given it to the guard and said these people are here, they need to ask some questions or you, like, talk to you, but none of the guards, I think maybe one or two had spoken. I'm not sure. I can't confirm but yeah, like, I didn't, after, like, Daryl said yeah, they were supposed to be there, so but they were supposed to be there during my time, when I am, the management is supposed to be there. But then, so that, that's where I called and, yeah, like, if they were willing to talk, I didn't stop them, no.

20

And what about the final sentence of this paragraph, which says according to you Daryl instructed the team not to provide any documentation?---That I don't remember, like, when they say documentation, what sort of documents? I'm not sure what, whether they had asked me or, like, like, what sort of documents they wanted.

30

Can you think why Daryl might have been concerned about auditors reviewing CSU documents?---No, not sure.

Do you think he would have been concerned that people would find out about things like the scheme involving claiming overtime?---When I'm thinking now, going back and when all of this was happening, maybe yes but at that time I did not know anything. So I can't say anything, no.

THE COMMISSIONER: Ms Huda, were you aware that KPMG were  
10 conducting an audit before you met their representatives on that day?---No.

You weren't.---Nothing. We weren't told anything. That's why, like, for us to talk to anyone or we let them in, we don't let anyone in, inside the control room, yeah. So, yeah, because even if they had spoken to someone, it must be outside. They were, like, they weren't allowed to come in, no. Yeah.

MR BAINE: Thank you, Commissioner. Now, Ms Huda, I might ask you to turn to page 5. Now, this is a time sheet that you submitted on the week ending 28 August, 2016. You can see a few things. First of all, as you  
20 indicated earlier, you worked some shifts under your own name.---Ah hmm.

I think 24 August, 2016 you've worked at Fisher for 10 hours using your own name.---Ah hmm.

But then you've also used some other people's names in the shifts below.  
---Ah hmm.

George Boutros, Malenka and Bernadette El-Cheikh.---Ah hmm.

30 Can I just ask very quickly, if you're performing a six-hour shift at the Graffiti Tunnel, are you static?---Yes. There must be an event or something going on.

Right.---And they probably required a - - -

Because the Graffiti Tunnel's not very long, is it?---No.

It would be about 50 metres long?---Probably, yeah, yeah, roughly.

And was your job to watch over people who were painting graffiti?

---Oh, no, no, no, no, like, some other event, not watching over people  
10 who's doing graffiti, they do it all the time, but maybe there was some sort  
of event or something, outside people, they must have rented that area to, a  
lot of times they do movies or some things like that.

All right.---Yeah.

Well, you can see in total that you've claimed 31.5 hours - - -?---Ah hmm.

- - - through SIG that week.---Ah hmm.

20 So that would be in addition to the approximately 40 hours that you worked  
for SNP.---Right.

Would you agree?---Right.

All right. Now, could I ask you to have a look at page 6. You'll notice that  
this is an entry on the Wednesday where you worked in Fisher Library using  
your own name.---Ah hmm.

Is that your signature?---Looks like my signature.  
30

It does look similar to the one that we looked at on the receipt.---But my

name, I'm not sure whether I've put that, write that name, yeah. The signature looks like mine, yeah.

Okay. And is that your licence number?---4-0-9-8-3-0-8-7-8, yeah.

Okay.---Mmm.

Now, would you turn to page 7. Once again you'll see at the top you're performing a team leader day shift - - -?---Ah hmm .

10

- - - on the Friday, the 26<sup>th</sup>.---Ah hmm.

Is that your name and signature?---Yes.

And on this occasion you recognise that as being your handwriting for your name?---Yes.

Now, if you turn over onto page 8 you can see the shift of George Boutros which you identified as working.---Ah hmm.

20

Do you recognise that to be your handwriting or your signature?---No.

So whose handwriting or signature might that be?---I'm not sure. I can't tell, no.

Who do you think it might have been?---I can't remember, honestly, I don't know, yeah.

If you were to take a guess of people who might have completed time sheets for you, who were they?---Time sheets, either Frank or Emir.

30

Okay.---But doesn't look like, yeah, I don't know, can't tell.

Did you know that they would have completed this time sheet for you?

---At that time honestly I can't remember. Maybe I did, maybe I didn't.

But typically if you were working a shift using someone else's name - - -?

---Mmm.

- - - would you sign the time sheet yourself, using that person's name? So would you usually have signed in as George Boutros and completed the  
10 time in and the time out and then the signature and then the description?

---So I wouldn't have like, yeah, like, I mean, yeah, sometimes I did write um, when I did like, the overlapping shifts, yeah, but that is not my writing there at that time.

So sometimes you did but there were other occasions where people completed it for you.---They could have, yeah, mmm.

And those people were usually Emir and Frank, were they?---They, well, they maintain like, the time rosters and all that, yeah.

20

Right. So would anyone else have completed it, other than Emir and Frank?

---Hmm, not that I know of, no.

All right. Now, if you turn over to page 9, this is on the Saturday and again you can see your name and signature, which appears to be your own handwriting.---Ah hmm.

Would you agree?---Yes.

30 And if you turn to page 10 you'll see the names of two of the other people that you used, Malenka and Bernadette El-Cheikh.---Ah hmm.

Do you recognise that to be your handwriting?---The, I think the Bernadette is mine, Malenka I'm not sure. So yeah, Bernadette is mine.

And is it your signature as well?---Think so, yeah.

And then the Graffiti Tunnel comment, is that also your handwriting?  
---Yes, ah hmm.

All right. But the Malenka you don't recognise as being your writing?  
10 ---Don't, yeah.

Now, if you turn to page 11 you'll see a document that has been prepared by the Commission, and what this document describes are the shifts that you have performed with SNP, they are shaded in blue, and then the shifts that you have performed with SIG where you have used your own name - - -?  
---Ah hmm.

- - - they are shaded in green, but the shifts where you used someone else's name, they're shaded in red. Do you see that?---Okay, assumed name.  
20

So do you see that on both the 26<sup>th</sup> and 27<sup>th</sup> you're working a shift under a name that's not your own at the same time that you're working an SNP shift?---Hmm, yes, ah hmm.

So can you explain to the Commission how you would prioritise your SNP work on 26 August in addition to your second CMS operator work, which job would be given priority?---Well, the team leader should have been the priority and the second CMS is in the control room, so watching the cameras and all that, so while I'm in the control room doing my team  
30 leading work I can do that too at the same time.

All right. And were there ever any times where you've left a shift completely unattended to go to another shift?---Like, I was always on the campus, even if I was like, going and doing another shift, also I had the radio 'cause the team leaders can go round and have the radio and the phone if they're needed. So if I had to leave the other shift or something I would make sure like, somebody's there, not just leave it, and then, you know, go back and relieve them.

All right.---Yeah.

10

What about this. MO2F, where is that?---MO2F is a Mallett Street building.

Okay.---One of the building on the campus.

So as a static guard at Mallett Street, what would that involve?---Sometimes it's giving access, so we would just open up the doors for the contractors and they would call us back when they need other doors or when they want to lock up.

20 Right.---So a lot of time static is that, yeah.

Okay. So for example on the 27<sup>th</sup>, if you were performing your team leader functions but then you got a request to do an access at Mallett Street - - -?  
---Ah hmm.

- - - you would walk to Mallett Street, you would let the person into the building, would you?---Ah hmm.

30 And then you might then return at some point. Would you then go back to your team leader functions?---Yes, yes, 'cause Mallett Street, like, they've got cars, so we use the car to go there and then come back and, yeah, so when they call us back, like, being a team leader I can do access and escorts

and everything too so it's not like being there, so we do get out and on the campus also, yeah.

And do you see how this shift says, "Half with Emir?"---Ah hmm.

Why would you have claimed half of that access shift with Emir?---Those shifts were like, given to us. They said, you do the shift and like, since it was doubling, so they would take half from us and even though, like, they were not there they told us to make sure the work was done, we did the  
10 work and like, then we were given half of whatever the thing was, yeah.

Can you just give me one moment?---Sure.

So are you saying, Ms Huda, that this shift might have actually been a nine-hour shift and you would go and do the access, so you would drive to Mallett Street, you would open the building, then you would return to your team leader function, and then the person who you shared the shift with – in this case Emir – at the end of the shift he would go back to Mallett Street and lock the building and then return to the university?---If he's on campus.  
20 If not, then I would go and do it.

Or you would go and do it. But it appears on this occasion that if you split the shift with someone, then it's not that you were static at Mallett Street for four and a half hours and then came back and Emir was static at Mallett Street for four and a half hours.---No, no, no.

It was actually just opening and - - -?---Opening, yeah, access, yeah.

- - - locking the building.---Yeah.

30

THE COMMISSIONER: As I understand the witness's evidence, I think you were suggesting that Emir may not even have been there.---Maybe not, yeah.

Did that happen from time to time, where you shared shifts with him and he wasn't there?---Yeah.

And what about Frank? Same thing?---Yes.

10 Anyone else?---Here I see Ali Syed's name. He was before Frank. He used to handle, so maybe, can't remember much but, like, he was only there for a short while so, yeah.

Thank you.

MR BAINE: And when the Commissioner asked you the question about Emir not being on shifts, you agreed with him. Was that something that everyone knew would happen? That Emir would often, and Frank, would often claim for shifts that they did not actually perform?---Well, I knew  
20 about it, so whoever they shared with. Yeah.

And how did you feel about that? That if you could potentially be paid, you know, a full shift but then you have to share it with Emir?---Well, that's how it worked so, and that's, like, I mean, I thought I'm already there and getting extra money doing that job, yeah.

So you obviously never complained to Emir, but did you complain to anyone else on-site?---No.

30 And what do you think would have happened if you did complain to Emir?  
---Maybe they would have given the shift to somebody else.

THE COMMISSIONER: I think what the witness is saying is that she was there anyway.---Yeah.

So whether she shared half or nothing - - -

MR BAINE: Of course.

THE COMMISSIONER: - - - or three-quarters, the witness was in front.  
---Yeah. Or they, they could have told us to go do it and we would have just  
10 put it as an access in the calendar, so we would have done it anyways, yeah.

MR BAINE: But would you also agree that if you drew to Emir's attention your frustration, he might also just not give you any more shifts?---Could have happened. I don't know but it could have happened, yeah.

Now, if you turn to page 12, you'll see that this is another, it's a scan that you didn't send but it was sent on 30 October, 2016. And then if you turn to page 13 you'll see your time sheet for the week ending 30 October, 2016.  
---Ah hmm.

20

And particularly on the Saturday, if you look at the three shifts there, Sibel, Daniel and Bernadette.---Ah hmm.

They're all names that you've used. Where is A14 tree?---Alpha 14 is the main building. If it's saying "tree", I think it was the time when they had planted a new tree and they didn't want anyone touching it or anything, so we were guarding the tree at night-time, like, during the whole, yeah.

Well, now, you can see on page 14 that there is a time sheet where you are  
30 the day shift team leader.---Ah hmm.

That appears to be your name and signature, would you agree?---Yes, ah  
hmm.

And then if you turn over onto page 15, you'll see the names of Sibel and  
Daniel.---Ah hmm.

Do you recognise those entries or signatures to be your own handwriting?  
---Mmm, not sure. They could be. Not sure. Not sure. That looks like my  
writing, so could have been, could not be.

10

If they are in fact not your handwriting, do you know whose they might be?  
---Whoever's completing the time sheet.

And if you go over onto page 16, you'll see the entry for Bernadette. Do  
you recognise that to be your signature or handwriting?---That's my  
handwriting, yeah. That looks like my handwriting.

20

And as you identified just a moment ago, if it's not your handwriting on an  
entry like the ones that I've shown you, it's likely to be Frank or Emir who  
are completing the site time sheets on your behalf.---Ah hmm. Yes, ah  
hmm.

30

Now if you turn to page 17, once again you'll see a document that's been  
prepared by the Commission, and you can see that on the 29<sup>th</sup> of October –  
I've just shown you that overlap, sorry, that's those site time sheets – but  
you can see that there's an overlap between the team leader role that you  
were performing in addition to these two A17 tree events, plus the Fisher  
Library additional, particularly there at 1700 hours, where you appear to be  
working on four different shifts at the same time. Was it common that there  
was an overlap in shifts worked by you?---Either some of the shifts were  
overlap or maybe whoever was sharing with me was there to cover at the  
end.

Why would a tree have required protection?---It is an expensive tree. There was a time we had a, that purple tree.

The jacaranda tree.---Yeah, that came down. And then they had got this tree from overseas somewhere and they had planted it, and they said it had costed them a lot just to make sure, like, it's rooted in properly and all that, so for a few days we had to make sure nobody's touching it and all that. So, yeah, we had to, a guard was there all the time.

10

And would you mind turning to page 18. Again this is from Maggie, who was one of the SIG administrative staff. Did you ever meet Maggie?---I met a few people. It could have been Maggie too. There was Lynn, Maggie, there were, like, two or three different people working there when I went, yeah.

And if you turn onto page 19, you'll see that there is a time sheet where you've submitted a few additional shifts, two of which were worked under the name Bishoy.---Ah hmm.

20

And they're lock-up shifts. So how long would it take you to complete a lock-up shift?---Normally it's a four-hour shift, but if you know what you're doing, where you're going, you can finish in two hours and just then do random patrols around the area.

Could you do it in less than two hours?---Depending how many doors were there to be secured on that day, yeah.

30 So it's possible someone could do it in half an hour, is it?---Not doing a good job then, no. Yeah.

Right. All right, thank you. And, Ms Huda, if you turn to the final page, what this is is the Commission executed search warrants, as you know, in April last year, and this is an envelope of the pay that was assigned to you for that week. We don't have a time sheet that you submitted that week, but this is the pay that was allocated to you. If you didn't have a time sheet, how would SIG have known that money that they were to pay to you?---If we didn't have a time sheet, maybe Frank told them because he used to assign us, like, what hours we doing or whatever. So maybe he had mentioned it to them.

10

And is this approximately, this records with approximately how much you think you were owed on the week that the Commission executed search warrants? So it's \$94.50.---I can't, are you asking me is that how much they should have given me or what?

That's right.---I can't remember how many hours work, yeah.

THE COMMISSIONER: Can I just ask you this, Ms Huda. You've said that from time to time you used other people's names. To your knowledge, did some of the guards use your name to, to put in - - -?---I had noticed that too. Sometimes when I was off and when I came and if the time sheet was on the desk and, you know, I saw my name too.

20

At times when you hadn't been there?---No, yeah. So, and yeah, well, I, I think one time SIG had called me to ask did you work that day and I would have said no. Yeah, no, yeah. To confirm like who to give the money to or whatever, as in, yeah, yeah.

Yes. I understand that, thank you.

30

MR BAINÉ: Now, just a few final questions, Ms Huda. First of all, how did you get the security licence number that you would record on time sheets for the guard of the - - -?---They would provide with the name.

Who's they?---Either Frank or Emir. Mostly, like, in the end, like, he used to handle SIG, so Frank or Emir, yeah.

And who gave you the name that you would use on the time sheet?---Mostly Frank. Very rarely used to be SIG. Yeah, very rarely but mostly - - -

10

Mostly Frank?---Yeah.

Now, if you sent a time sheet, a personal time sheet to SIG, recording all of the hours that you worked, were there ever any occasions where you got paid less than what you expected to get paid?---There were some times, yeah, and I would have asked SIG and they said, oh, somebody else had claimed it.

20

So what does that mean?---Like, I mean, if, if we were sharing or something, they, like, there was something for us to do and we were asked to do it and then, and I thought, like, they were, they were supposed to be sharing because that's, they would have given us the name. Maybe it's just a four hour, four hour excess going and coming, something like that, and so they would have said, no, somebody else has claimed it.

So you would go and do the work but someone else would claim all of the payment for the work that you did?---Very rarely it did happen, yeah.

But it did happen?---Yes.

30

And did SIG ever call you from time to time and say you can't use this name, it clashes with someone else on-site?---They would give us the name, like, we wouldn't just use any name or anything.

THE COMMISSIONER: They'd give you the name to use?---Yeah. Like, Frank or, they'd say, they would give us the name, like, you can't just have any name and put it, put it there.

MR BAIN: And were there ever any occasions where you got paid more  
10 money than you were expecting?---No.

So it was only ever less?---Yeah.

The correct amount or less.---Yeah.

Now, who controlled the site time sheet?---Time sheet, like, mostly Emir or Frank.

And where was it located?---Time sheet is located on the table in the control  
20 room.

And that was so guards could come in and - - -?---Come in and - - -

- - - sign it?---Yes.

What about guards who didn't have access to the control room?---We  
would, if they are there for a shift, like, static shift, didn't require access  
card, so we would let them in, they would call up in after hours and that  
they're there for a shift so we would let them in.  
30

And if the guard wasn't filling it in themselves, it would be Emir and Frank  
who would fill it in?---Yeah.

Was it?---Ah hmm.

And once the site time sheet for that day was scanned and sent to SNP, what happened to it?---Most of the time we just would put it on the management desk outside. Mostly they scanned it, but if needed, if they weren't in the, on the desk and if they needed it to make the payment to give us the pays, they would ask us to do it, but mostly, like, they would do it, once it's finished, they just put it on there, that's, or leave it in the folder there. You  
10 know, there's, like, it's in a folder, so yeah.

And if Dennis Smith walked by, could he see the site time sheet?---Oh, yes.

And he had easy access to it?---Yes, yes.

And did you ever see him reviewing the staff time sheet?---Not that I can remember, no.

And you answered this earlier, but you don't have – I withdraw that. Do  
20 you recall Dennis often inspecting to see if those guards were on-site?---I, like, I mean, he would have a time sheet in front of, like a roster in front of him, who was supposed to be there or, or not but then asking who is there every day or not, that I don't recall but he did have a roster in front of him, yeah.

Thank you, Ms Huda. Commissioner. I might tender that bundle of documents.

THE COMMISSIONER: Certainly. Just mark that bundle of documents  
30 Exhibit 31.

**#EXH-031 – BUNDLE OF DOCUMENTS SHOWN TO AMYNA  
HUDA IN THE COMPULSORY EXAMINATION 1 FEBRUARY 2019**

MR BAINE: Thank you. I don't have any further questions.

THE COMMISSIONER: Ms Huda, you probably know the Commission's going to commence a public inquiry on 11 February, so the week after next. You've been summonsed to appear before that and you may have to be  
10 called as a witness. You're certainly bound by that summons but we're going to review the number of witnesses we're calling because there are quite a few of them and no final decision has been made whether you will be called. So you may not be called but I can't – yes, I know, I thought you'd say that but I can't guarantee it but we're just going to see how we go. We don't want to inconvenience or embarrass people unnecessarily and so we'll let you know. That's right, isn't it, Mr - - -

MR BAINE: That's correct, Commissioner, yes.

20 THE COMMISSIONER: Yes. If we do decide that you have to be called, it might be in your interest, just so you feel a bit more comfortable, to have a lawyer here.---Okay.

And I'm not suggesting you go out and hire one that's going to cost you a lot of money. We have, I think the papers you were given, they talk about the Legal Representation Office.---That was, yeah, something, yeah.

Yes. So if you get confirmation that you are going to be called, it might be an idea just to give them a ring and they can come down here with you and  
30 explain things probably a bit better than I have.---Okay, all right. Okay. So, just a questions, like - - -

Yes, sure.---I've been summoned on the 11<sup>th</sup> but I have to come or do I have to wait until they ask me to come or - - -

You're probably better at explaining this than I am.

MR BAINE: Thank you, Commissioner. So that's correct, Ms Huda, you won't be called on 11 February.---Okay.

10 You will be notified approximately what date you will be called. It's obviously difficult to identify the exact date in advance because we can't guess how long a witness is going to - - -?---Do you know how many days advance notice or something, when they - - -

We'll try and give you as much notice as possible.---Okay. So on the 11<sup>th</sup>, I'm not supposed to come or am, am I supposed to come?

THE COMMISSIONER: No, don't turn up on the 11<sup>th</sup> but if we need you - - -?---Don't turn up, okay.

20 - - - you'll have to turn up on another day.---Okay, just want to confirm that I don't want to not turn up and they say where were you?

No, that's fine, that's fine.---Okay.

MR BAINE: No, we'll communicate with you in advance.---Okay.

However, you would have also seen in the material that we sent to you that you can listen to the inquiry remotely because it's going to be broadcast on the internet.---Okay.

30

So if you wanted to tune in and listen on the first day at 10 o'clock, for about the first hour Counsel Assisting the Commission will talk about the matters

that are under investigation and you will be now familiar with the matter in attending this compulsory examination.---Right.

He'll set out a number of things that the Commission will investigate during the course of its - - -

THE COMMISSIONER: Most of which don't concern you.---Okay, all right. Okay, okay. And sorry, is there a form which I need to, the, to fill out for me to gain, gain access to the website, do I need to do that?

10

MR BAINE: That's correct. You should do that.---I should do that and give it to?

You can give it to us today if - - -?---Okay. I've got the form, I haven't filled it out.

THE COMMISSIONER: That's okay. I'm going to adjourn in a moment. You can take your time and you can talk about the LRO as well, if you wish. But thank you very much, Ms Huda.---Thank you.

20

You've been very helpful and thank you again.---Thank you.

**THE WITNESS EXCUSED**

**[12.50pm]**

**AT 12.50PM THE MATTER WAS ADJOURNED ACCORDINGLY**

**[12.50pm]**