

Answer to question 3:

DP: the individuals can bring to, as with current employees, can bring to us any systemic issues at all. The barrier is on us investigating individual conduct in the sense of carrying out a full blown investigation of the, this happened to this person and then making a finding that they had individually been bullied.

Re: (i):

DP: Oh no no, we're not [leaving out events before 2006]. No that's that's why we're wanting that general commentary coming in because we thought that there was a likelihood that we would see people against whom accusations were being made ah 2000-2006, persons still in CSIRO, we might get actual instances post 2006 and make an individual finding in relation to that person that they had been bullied...

DP: The exclusions relate to the individual activity not to what they're...

MM: During Phase 2

DP: Yes during phase 2. We can't do them in phase 2. I mean once you have gone into the Court system, or once you've gone into the Comcare system, that's an option to, which the person has chosen to pursue and we can't as it were second guess that. But we can look at the patterns of conduct that have led to those people being in the other jurisdiction wherever it might be, the other domain, and I was expecting that we would get those very cases because they're the most serious, ah, quite clearly.

DP: Well I, I certainly thought that, that if we got information that was pointing to a pattern of behaviour over many years by an individual, we would be able to report in regard to that person, um, that there has been a continuous line of allegations being made against X...