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LR On my reading of that, it is the red and purple matters which result in a show cause letter.

W Yes.

LR So that's taking disciplinary action?

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W No, that's pre-discipline. So all of these are pre-discipline. So we – a 'please explain' is more of a gentle way of saying 'there's some issues here that you need to address'. It results more often in a performance management discussion. Whereas, the show cause is we think this has got potential and it could well be something more serious and it could be then related to a suspension.

LR Right. So effectively all these colour coded things are dealt with as a management issue initially?

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W Yes, that's correct.

LR And the explanation then given in the last two instances isn't sufficient, then you escalate it to either discipline and/or criminal?

W Yes, that's correct.

LR Thank you. Thank you, Chair.

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PO Thank you. Anything arising, Ms FOTHERINGHAM?

CA No thank you, Chair.

PO Thank you, Mr FRANCISCO, you're excused. Thanks for coming.

W Thank you.

PO And we'll adjourn now until 10 tomorrow.

40

CA Yes.

PO Is that right?

CA Yes.

HRO This hearing is now adjourned.

END OF SESSION