Hearing Process INTEGRITY IN PUBLIC LIFE **Opening Remarks and Introductions** Outline process to be followed Any Questions? ESC Respondent **Preliminary Matters** ESC Respondent Presentation of Cases See **ESC** chart Respondent overleaf Opportunity to Sum Up Respondent Adjourn to consider if a breach Announce decision on breach and reasons No Breach Breach End of proceedings **Submissions on Mitigation and Sanction** Respondent and any Witnesses they call Adjourn to consider sanction Consideration of any impact statements Announce Sanction Decision and reasons. received If applicable, explain right of appeal **Hearing Concludes** Written Decision issued and published

Presentation of Cases

ESC: Outline background to complaint and outcome of investigation

Lead any witnesses

Opportunity to cross examine witnesses by Respondent/Respondent's representative

Any questions from Hearing Panel

Opportunity to re-examine by ESC

Any submissions as to whether there has been a breach of the Code

Any questions from Hearing Panel

Panel: Question any witnesses Standards Commission has cited, opportunity to cross examine by Respondent / Respondent's representative

Respondent:

Outline background

Lead any witnesses

Opportunity to cross examine witnesses by ESC

Any questions from Hearing Panel

Opportunity to re-examine by Respondent/Respondent's representative

Submissions as to whether there was a breach of the Code

Any questions from Hearing Panel