



TRANSCRIPT OF PROCEEDINGS  
*Fair Work Act 2009*

**CEREMONIAL SITTING OF THE FAIR WORK COMMISSION  
TO WELCOME COMMISSIONER WALKADEN**

**Sydney**

**10.00 AM, TUESDAY 29 APRIL 2025**

PN1

JUSTICE HATCHER: Good morning, everybody. I would like to begin by acknowledging the Gadigal of the Eora Nation, the traditional custodians of this land, and I acknowledge their continuous connection to country, and I pay my respects to their Elders, past, present and emerging.

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The ceremony today is for the purpose of acknowledging the appointment to the Fair Work Commission of Commissioner Walkaden, and I welcome his family, the speakers at the Bar table and all the other guests present.

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I will now ask Ms Godden, who is Chief Counsel of the Department of Employment and Workplace Relations, on behalf of the Secretary of the Department, to address the Commission first. Ms Godden.

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MS S GODDEN: May it please the Commission. I begin today by associating myself with your Acknowledgement of Country, President.

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Noting that the Australian Government is currently subject to the caretaking conventions, it is an honour to be here representing the Secretary of the Department of Employment and Workplace Relations. I acknowledge Your Honour the President, all members of the Fair Work Commission, and representatives from the legal community, industry and the trade union movement here today.

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I welcome and acknowledge Commissioner Walkaden and the members of your family on this significant occasion.

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It has been over 15 years since the Fair Work Commission was established. For more than 100 years, the Commission and its predecessors have helped to shape Australia's workplace landscape. With Fair Work legislation covering the majority of Australian workplaces, the decisions of the Commission impact the country.

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The Commission is required to perform functions and exercise powers under the Fair Work Act 2009 in a manner that is just and fair, open and transparent and in a way that promotes harmonious and cooperative workplace relations.

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Commissioner Walkaden, you bring to the Fair Work Commission a wealth of knowledge and experience in workplace relations, having represented the interests of trade unions and their members, primarily in mining, energy and manufacturing, for approximately 20 years before your appointment to the Commission.

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In 2003, you graduated from Macquarie University with a Bachelor of Laws and a Bachelor of Arts, majoring in politics. You began your career at the Community and Public Sector Union as an organiser in 2004.

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From 2007 to 2013, you were a legal officer at the New South Wales branch of the Australian Manufacturing Workers' Union. As a legal officer, you advised and represented the union, its full-time officials and members in respect of a broad range of industrial employment and discrimination matters.

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From 2013 to 2022, you were a national legal officer at the Mining and Energy Division of the Construction, Forestry, Maritime, Mining and Energy Union. As a national legal officer, you continued to build your experience in providing advice and representation in relation to workplace relations matters. You also conducted legal and public policy research and prepared submissions on behalf of the union.

PN13

In 2022, you became the National Legal Director, a role you held at the Mining and Energy Union until your appointment to this Commission. In this role, you advised and represented the union, its executive officers and members in respect of the union's most significant workplace relations matters. Further, in 2024, you were recognised as a leading Australian in-house employment and work health and safety lawyer in Doyle's Guide.

PN14

In your career as a union official and lawyer, you made many appearances before this Commission and the Courts representing trade unions and their members. This experience has provided you with a deep knowledge of workplace relations and a broad skillset in negotiation and dispute resolution.

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Commissioner Walkaden, you bring to this role strong leadership experience, as well as your expertise and experience in workplace relations. You will be required to execute your duties with impartiality and diligence to support the Commission to discharge its functions and exercise its powers consistently with the Fair Work Act.

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Your Honour, great responsibility is placed upon members of this Commission. The balance and fairness of this system depends on the integrity, judgment and skills of the members of this tribunal and its senior leaders. If they are to discharge their responsibilities effectively, they require the goodwill, understanding and cooperation of parties, employers, employees and their representatives. I trust this will be forthcoming from all concerned to Commissioner Walkaden.

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Commissioner Walkaden, on behalf of the Secretary of the Department of Employment and Workplace Relations, I congratulate you on your appointment as Commissioner to the Fair Work Commission.

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Thank you, your Honour.

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JUSTICE HATCHER: Mr Mitchell, Assistant Secretary of the Australian Council of Trade Unions on behalf of the union movement.

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MR J MITCHELL: Thank you, your Honour.

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I would also like to acknowledge the traditional owners of the land we are meeting on today, the unceded lands of the Gadigal people, and pay my respects to Elders, past and present. No doubt many ceremonies have been held on this land and around it for tens of thousands of years. This always was, and always will be, Aboriginal land.

PN22

I would like to acknowledge you, your Honour, all the members of the Fair Work Commission here today and online, as well as members of the trade union movement, industry and legal community, especially the friends and family of the new Commissioner, we are welcoming here today.

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Your Honour, on behalf of the ACTU and our affiliated unions, the working men and women of this country, it is my honour to acknowledge Commissioner Walkaden and congratulate him on his appointment today.

PN24

You will now help lead one of our nation's most trusted and important institutions. The Commission and its predecessor have underpinned the industrial relations system that strives to achieve fairness at work and some of the highest living standards in the world. Your appointment will make one of our nation's most trusted and important institutions even more so.

PN25

A bit about Adam. Adam started out his legal tenure as a legal officer in the New South Wales branch of the AMWU, and then he moved to the Mining and Energy Division of the CFMEU in 2013, before becoming its National Legal Director in 2022 and helping rename the place the Mining and Energy Union, amongst a few other changes along the way. He led a high-performing legal team in which he tackled complex and significant issues, coming up against the most well-resourced opponents in the country. It is fair to say if you work in IR in the mining industry, you will not be twiddling your thumbs.

PN26

Some recent highlights of Adam's include significant success for Peabody workers at the Helensburgh Mine, with the Fair Work Commission and the Full Court of the Federal Court ruling that the redundancies of permanent workers in 2020 were not genuine as contractors on site were performing the same work. Peabody's appealed this matter to the High Court.

PN27

Workers successfully protecting their job security of a long-running dispute at a Port Kembla terminal over enterprise agreement and job security provisions involving a 50-day lockout of workers, and preventing Wollongong Coal from terminating an enterprise agreement covering Illawarra mine workers. While the EA was finally terminated, Adam's determination and multiple successful appeals saw the company's efforts delayed by about three years.

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Lastly, he was rightly recognised by his peers as a leading in-house employment and work health and safety lawyer in Doyle's Guide.

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Commissioner Walkaden's experience has also helped reshape the Fair Work Act itself. He has helped to advocate the common sense improvements to our bargaining system from changes to prevent the misuse of small cohort agreements through to employer applications to unilaterally terminate enterprise agreements.

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Significantly, Australia was one of the few OECD countries to allow labour hire workers to be paid less than directly employed workers for the same work. Adam was part of the MEU team that publicly advocated for an end to this pay discrimination for over a decade. He took a leading role in representing the trade union movement over the same job/same pay legislative reforms and, since then, he has initiated a long list of early and successful cases under the reforms, securing the very first regulated labour hire arrangements order at the Callide Mine in Queensland, and leading a test case on the boundary between contract for labour and one for services against BHP's family of companies.

PN31

It is fair to say that the Minerals Council and its membership might be a little bit pleased that Adam's departure from the MEU may see the pace of regulated labour hire order applications slow down just a little bit.

PN32

Australia's energy transition is, and will be, one of the biggest industrial upheavals this country has faced, and it is the MEU and Adam representing their members in coal-fired power generation and mining that know this better than anyone. He has seen power stations close without proper supports in place for workers and their communities that have powered this country for so long.

PN33

Adam has been key in thinking through the reforms that could best ensure that no one is left behind. That has delivered the Net Zero Economy Authority, an independent body up and running and engaging in supporting workers and

businesses around planned closures of power plants in Torrens Island and Eraring. Given the additional workload that Adam has helped create for this place maybe it is only right that he now steps in to assist.

PN34

Adam is a sharp legal thinker, a clear communicator, honest and upfront, and with a voice and laugh loud enough to be heard from Harry's downstairs. Additional insulation might be needed for the safety of the associates, your Honour.

PN35

He has a keen sense of fairness and justice and a tenacity in chasing down every legal argument. Adam is known and lauded by his colleagues as having a 'feel for a deal', an asset which will be invaluable in conciliation in his new role.

PN36

In Adam, the Commission is getting someone well known for hard work and the capacity to carry a high workload. But a word of warning. His colleagues tell us that the more pressure Adam has under, the more delays he has in getting those lovely curly locks cut. Let that be an early warning sign to slow down on giving him new work.

PN37

Finally, I am supposed to say that the rebalancing of the Commission is critically important for the trust and confidence in this most important institution and, of course, it is. In Adam, the Commission and Australia's IR system is getting one of the hardest working, sharpest and fairest practitioners in the country. That will be written across every page of the decisions that come out of this place with his name on it. We in the union movement will miss him. Our loss will be outweighed by everyone's gain.

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Congratulations again to Commissioner Walkaden.

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If it pleases the Commission.

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JUSTICE HATCHER: Mr Ward, on behalf of the Australian Chamber of Commerce and Industry, on behalf of employers generally.

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MR N WARD: If the Commission pleases, I acknowledge the traditional custodians of the land upon which we speak today, the Gadigal people.

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On behalf of the Australian Chamber and all employers in Australia, congratulations on your appointment.

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I have to acknowledge a debt to a mutual friend of ours, Alex Bukarica, who I rang yesterday to get some goss on you. I decided to cut most of it out because

there's an election on Saturday and I thought it was inappropriate to sort of raise half of it, but can I just start by saying that he identified two qualities which immediately indicated to me you were destined for high office - immediately. I suspect you possibly could be a first.

PN44

He told me, first of all, you were a Northern Beaches boy, and there aren't many of us that come to this place, so that was a big tick straight away, but then he blew me away completely because he also told me you were a Manly supporter, and I just thought those two things by itself warranted an appointment to this tribunal. It's never helped me, but it's clearly helped you, so I congratulate you with that.

PN45

On a more serious note, you cut your teeth, essentially, in what I would call the mining union, and from an employer's perspective, that union has always been seen as a very hard union, a union that fights to advocate for its members, but it's always been seen as an honourable union, a union that understands when a deal should be made and how to stand by a deal. It has also had an extraordinary reputation over the years for its legal tank. Some of the best union lawyers, putting aside the Transport Workers' Union for a moment, some of the best union lawyers have come from the mining union over the years, and it's clearly a very sound place to cut your teeth and develop your pedigree for this place. You have clearly undertaken leading work for the union, both in the bargaining space and, more recently, as the ACT have indicated, in the same job/same pay jurisdiction.

PN46

I took the liberty of asking the industrial community what they thought of you. I spoke to employers, friends in unions and some tribunal members, and this is what they said: 'He's a good lawyer; he's pragmatic and willing to sort out the problem; he's outcome-focused; not the sort of person to get personal about issues; a good advocate who knows his stuff; balanced and knows business has to operate effectively.' As you assume your new role, those are very fine qualities to bring to the job.

PN47

An appointment to this place is an honour. You will be involved day-to-day in conciliating and deciding matters that impact on how businesses operate and how employees live their working lives. On behalf of employers, I can indicate that we acknowledge that you will approach that role, given your pedigree, without fear or favour.

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I congratulate you on behalf of Australian employers on your appointment, and I wish you well for your new career.

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If the Commission pleases.

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JUSTICE HATCHER: Ms Ball, President of the Law Society of New South Wales, on behalf of the legal profession.

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MS J BALL: May it please the Commission, I would like to adopt my learned friends' acknowledgement of the Gadigal people of the Eora Nation on which this Commission meets. I, too, pay my respects to Elders, past and present, and extend that respect to any Aboriginal and Torres Strait Islander peoples here today.

PN52

It gives me great pleasure to address the Commission this morning on behalf of the solicitors of New South Wales. I would like to acknowledge your family, your wife, whom you have named as your biggest supporter, your parents and your children.

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When one is treated unfairly at work, one becomes uniquely vulnerable. The Fair Work Commission stands between worker and peril.

PN54

Commissioner, as a boy with working class roots, your career was not something that was predestined. Your parents, Phil and Jenny, ran a cleaning and lawn mowing business. You were a bright child, curious about the world. Even though your family wasn't political - they didn't sit around the table discussing world affairs or the latest polling - you read the news, and you developed a sense of fairness. You were, in your own words, 'always a practical person'. You wanted to be informed and you loved an argument.

PN55

Commissioner, you starred academically in your time at both school and university, where you met your wife, and your parents' abiding value of hard work stayed with you. Employment law was your favourite subject because it was practical. You knew you wanted to make a difference, and this was how.

PN56

You went to work for the Mining and Energy Union, where you became an unrelenting advocate for workers in need. Your very first case, almost 20 years ago, was one you were talked into, a case which an older, more experienced organiser convinced you had strong prospects of success. This, however, did not turn out to be true. You saw it disintegrate before you in court. The case was, in your own words, 'a stinker', but, Commissioner, you learned from this experience and it, fortunately, did not put you off pursuing difficult, ambitious cases in your career. Eventually, as we have heard, you worked your way up to become the MEU's National Legal Director, a position you held from 2022 until this appointment.

PN57

By the time you were appointed to this Commission, you were recognised as one of Australia's leading in-house employment and work health and safety lawyers and well respected across the board. A frequent opponent of yours told our team

that you remained the most professional, the most ethical and the most reasonable of many union advocates he has worked against.

PN58

Solicitors, whether working with you or on the other side, have described you as 'a supremely capable man and adept advocate, who is, above all, trustworthy as either an ally or an opponent'. You are easy to find in a crowd, not only because of your height, but because, as we have heard, your distinctive and frequent laughter.

PN59

Commissioner, those who have enjoyed the privilege of working with you say they have benefited beyond measure from your friendship, your guidance and your ability to see the bigger picture, which extends beyond what you have described as the 'stage craft' often presented in court.

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The union movement has, in turn, prized your leadership, Commissioner. One colleague has told my team that you are at home when on your feet, that you are resolutely practical and frequently turned to for advice. You have defended fiercely the rights and interests of your clients at work and you always come well prepared in your advocacy. Perhaps this is down to your family, the values you were imbued with in childhood, or perhaps you were born with an immutable moral compass and an unfailing work ethic.

PN61

This appointment then is an enormous loss for many solicitors, but that loss is balanced by the considerable gain for the Fair Work Commission and for any workers who may have reason to come before you.

PN62

Commissioner, you are known for your pragmatism and your ability to see beyond the immediate matter. Protracted industrial action is what happens when language fails. If I may paraphrase the writer Margaret Atwood, in your advocacy, Commissioner, you have prioritised manufacturing relationships between both sides, between the employer and the employee, which is so incredibly important in facilitating a successful return to work, and between yourself and opposing counsel because you hold dearly the ideal of fairness for all involved, but, Commissioner, of course, you are not just an idealist, you have never been one for unnecessary esoteric argument. You are solution-oriented and, in your own words, and the words of those who work with you, 'practical'.

PN63

Your opponent, who I mentioned previously, told our team of your ability to take sensitive, contentious matters and find your ways to resolutions all could accept, something he felt another advocate could not have done without litigating those matters to finality.

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One of your recent achievements with MEU was ensuring the implementation of same job/same pay laws by bringing higher wages and permanent jobs to members.

PN65

A key responsibility of the Fair Work Commission is to mend and strengthen trust between workers and bosses to ensure individuals receive the benefits of the rights to which the Fair Work Act 2009 entitles them. Shakespeare said, 'The labour we delight in physics pain', and through your labour, you have eased the pain of others in their work.

PN66

Now, Commissioner, you will be the one who decides the argument, the one who listens. It is a responsibility of the Fair Work Commission to ensure the legislation is applied fairly, but, Commissioner, you know how to look past the stage craft to the strength of one's argument. Those who know you say you will be an excellent Commissioner. You have called this Commission 'a practical tribunal that achieves a fair go for both sides', and so, Commissioner, we have a practical tribunal for a practical man.

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On behalf of the solicitors of New South Wales, I offer my sincere congratulations, Commissioner.

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As the Commission pleases.

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JUSTICE HATCHER: Thank you. I will now invite Commissioner Walkaden to speak.

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COMMISSIONER WALKADEN: Thank you, your Honour. I will commence by acknowledging the traditional owners of the land on which we meet, the Gadigal people of the Eora Nation.

PN71

I wish to also record my appreciation and thanks to Ms Godden, Mr Ward, Mr Mitchell and Ms Ball for their very kind words this morning.

PN72

I also wish to acknowledge and record my appreciation to the staff of the Fair Work Commission who assisted me with the transition over the past few weeks. Over the 17 or so years I've appeared before the Fair Work Commission and its predecessor tribunals, I have always appreciated the dedication, capacity and professionalism of the Commission staff from the associates, the registry staff and to everyone else working behind the scenes. I want to say thanks to each and every one of them. Most notably, I want to thank my associate, Tiana Gordon, for assisting me over the past few weeks, and Mirella, the President's associate, for organising this event.

PN73

I also wish to record my appreciation and thanks to my new colleagues on the Bench for their warm welcome, advice and willingness to assist.

PN74

I am extremely honoured to be appointed as a Commissioner of the Fair Work Commission, and what I would like to do today is take the opportunity to tell you a little bit about my journey to the Commission and to thank those who assisted me along the way.

PN75

I want to start by thanking my parents, who are here today, Phil and Jenny. I was lucky enough to be raised in a loving and supporting family, which included my two brothers, Mitchell and Chad. My parents gave me every opportunity they could.

PN76

As a teenager attending the local public school, as has been explained by Ms Ball, I began to take an interest in current affairs and developed a social conscience. It was at that time, when I was about 14 or 15 years old in the mid-1990s, that I had my first encounter with the world of industrial relations and what was then the Mining and Energy Division of the CFMEU. As history shows, that union has now transitioned to the Mining and Energy Union.

PN77

At that time, a significant industrial dispute was being played out in Weipa in Far North Queensland. My high school class was required to complete an assignment and we could complete the assignment on basically any topic. I chose to complete that assignment on the Weipa dispute, probably an unusual choice given the dispute was being played out over 3,000 kilometres from my home in Sydney and to which I had no connection and didn't grow up in a union or politically-active family.

PN78

In completing that assignment, I called the Mining and Energy Division to assist with my research, and the union promptly sent me a book 'Weipa: where Australian unions drew their "line in the sand" with CRA', and there might be some veterans of that dispute here in the room. I completed the assignment.

PN79

I tell that story to illustrate that my interest in industrial relations has been longstanding and my sense of fairness has been a constant feature of my life.

PN80

As you can probably guess, it was my social conscience and my desire to make a difference that sent me into the law. My parents strongly encouraged me to pursue tertiary qualifications and supported me wholeheartedly along the way. I thank them both for their love, guidance and support. I also thank my brother and their families for their love and support. At university, I made some great friends and I'm pleased that several of those friends are here today. I thank them all for their friendship and fun over the past two decades.

PN81

I was a fairly average student; however, there was one subject at university where I topped the grade and was awarded a prize for academic excellence, that being labour law.

PN82

However, by far the best thing that happened to me at university was meeting Sarah. Sarah and I have been together since meeting at uni, and I'll have more to say about her later. I will, however, now take the opportunity to thank Sarah's parents, David and Margaret, who are both here, my brother-in-law Adam and his family, and my sister-in-law Amy and her family for their love and support, not just for me but especially for Sarah and our three children. That love and support has been called on on a very frequent basis over the past 13 years as Sarah and I have raised the kids while both working in demanding jobs.

PN83

As has been explained, my first legal job was at the AMWU New South Wales branch. Perhaps like a lot of union jobs, it was sink or swim. About three months into my time at the AMWU, the other lawyer left, which left me, at the age of 26 with a few months' experience, as the most senior lawyer in the branch. The job basically consisted of 12 or so branch organisers, who had mostly been on the tools in strong union workplaces before working for the union, coming into my office or ringing me with whatever legal problem they needed advice on or case they wanted to run, sometimes more than once in a day - often, to be honest.

PN84

Needless to say, I got a lot of experience quickly. I began to frequently appear as an advocate, primarily in the predecessors to this tribunal, the Australian Industrial Relations Commission and then the Fair Work Authority - I can't remember. It was a very busy time where I was frequently appearing in unfair dismissal disputes, protected action ballot orders, when they were first legislated and often contested, applications involving allegations of unprotected industrial action, with unprotected industrial action being more prevalent in those days, and chasing unpaid wages into courts.

PN85

About 12 months or so into my time at the AMWU, I was very fortunate that Joe Kennedy commenced working in the branch as a lawyer. Joe and I worked together for several years and he was a great person to work beside as I figured out how to be a lawyer. Later, Leo Saunders joined the team and, for a while there, it was Joe, Leo and I. Both Joe and Leo are brilliant lawyers and are great to work with. I am very grateful that they are both here today. I also acknowledge the presence of Senior Deputy President Drake, who was a person I appeared in front of in those days and was pretty kind to me.

PN86

After six years at the AMWU, I have spent the last 11 and a half years working at the Mining and Energy Union. It was a great privilege to work at the MEU. The MEU is Australia's youngest union, being registered on 1 December 2023, and also one of the country's oldest unions with its predecessor unions first organising coal miners at least 150 years ago. It would be hard to argue against the

proposition that the MEU is one of this country's most effective unions. The MEU is a union that is prepared to invest in a highly competent in-house legal team, invest and commit to running strategic litigation, invest and commit to running difficult cases, and more generally deliver good outcomes and support for its members. It is also a really great place to work with a great culture and great colleagues. Those things, the union's willingness to invest and commit to running those cases, and the culture are decisions made and a reflection of the leadership of the MEU. I thank all the district branch leaders, some of whom are attending remotely, but especially Tony Maher and Grahame Kelly, who are both here. Tony and Grahame are responsible for the MEU being the strong, well-governed and successful organisation that it is. The past few years were certainly a bit bumpy at times, but also a period where the MEU has delivered excellent outcomes for its members. I thank Tony and Grahame for their support over the years.

PN87

My work at the MEU involved a mix of mostly bargaining-related advice and applications and also running individual matters for union members in the Hunter Valley, Central Western New South Wales, Central Queensland, the Latrobe Valley in Victoria, and over in WA. I spent a lot of time assisting in running cases for Bob Timms and Andy Davey in the coal mines and coal ports in Illawarra. Bob and Andy were both great to work with and I thank them both for being here today.

PN88

As mentioned, I worked in a highly competent in-house legal team and, for the last few years of my time with the MEU, I led the team. I want to thank those colleagues, including Jack Patrick, Eliza Sarlos, Adam Jacka, Elise Delpiano, Alistair Sage, and also Chris Newman, Aiden Nash and Stefan-Mueller. They are all fantastic lawyers and I enjoyed working with each of them and the friendly banter we enjoyed over the years.

PN89

I also wish to thank the barristers and solicitors that I briefed over the years, especially those that have engaged in significant litigation and disputes, including Steven Crawshaw SC, Herman Borenstein KC, Claire Howell, Philip Boncardo, Yasser Bakri, Phillip Pasfield, and Geoff Borenstein.

PN90

I want to especially thank three of my former colleagues at the MEU: Melanie Mitchell, Katrina Cutajar, and Courtney Masters. Each of them were totally dependable and provided me fantastic support. Thank you all very much.

PN91

Finally, I want to thank the other members of the national office staff, including Steve, Jackie, Nick, Fran, Ned and Alison. It's been great working together and I thank you all very much for the work we have done together and the friendly manner by which we got it done.

PN92

I wish to also record my appreciation for those I've appeared against who reached out and congratulated me on my appointment to this Commission. Even during a tough industrial dispute when passions are running high, I have always try to play the ball not the person. I have tried throughout my career to look for common ground, I have tried to focus on the actual issue or point to be argued and not focus on pointless technicalities. I thank those of my regular opponents who have the same approach. It sure makes for a more efficient and civil way to approach things, whilst still putting a very forceful argument, but I'm not sure about my opponent saying I'm the most reasonable person he's appeared in front of is a compliment, but anyway.

PN93

I look back and I'm proud of the contribution I have made and the outcomes I have achieved working with the people I have mentioned above.

PN94

I want to thank my family, Sarah, my wife, and my children Ziggy, Van and Indi for supporting me and their patience, especially when the phone kept ringing with the next crisis or problem to solve. I am incredibly proud of my children, who are all intelligent, good natured, active, fantastic kids. I love you all very much and hope in my role to set a good example of serving the community, showing respect to all people and being committed to fairness.

PN95

Sarah is my best friend and biggest supporter. She has been very successful in her own career and I am very proud of her. Since meeting at university, we have been on the same page, sharing the same values, but also having a lot of fun and laughs along the way. She has been an endless source of advice, encouragement, and has always had my best interests at heart. I cannot thank you enough and love you very much.

PN96

I look forward to serving as a Commissioner and I intend to do so by treating all parties with respect and by giving all parties a fair go all round.

PN97

I thank you all for coming.

PN98

JUSTICE HATCHER: On behalf of all my colleagues, I would like to congratulate you, Commissioner Walkaden, on your appointment. I want to extend my thanks to all of you who spoke today at the Bar table and your very gracious remarks, and I thank everyone who attended as guests. We have morning tea organised, I think on level 12, so you are all invited to attend there. For that purpose, we will now adjourn.

**ADJOURNED INDEFINITELY**

**[10.36 AM]**