

Mr Michael Pettersson MLA  
Minister for Skills, Training and Industrial Relations  
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Dear Minister

I am writing following your correspondence of 21 July regarding anonymous allegations about the conduct of Dr McNeill prior to her appointment as CIT CEO.

Your letter seeks advice about the due diligence undertaken by the Board during the recruitment process. I can advise that the Board undertook a Nationwide search for a new CEO. 30 applications were received. The applications were considered by a panel that I chaired, along with Ms Kate Starick from CMTEDD and Mr Don Zoellner who is a vocational education expert. Shortlisting was undertaken by the panel, and shortlisted applicants had a screening interview with the recruiter. The panel considered the information from this screening interview and then interviewed four applicants. From these four interviews a second interview was scheduled with three applicants, but one withdrew. The Board Governance and Nomination Committee attended the second interviews.

The panel received two references from Dr McNeill's referees. In addition, the Board sought a reference directly from the head of TAFE NSW which highlighted no concerns and conferred with the head of the HR division in TAFE NSW. Finally, I sought independent verification of Dr McNeill's skills from a trusted TAFE expert. After these steps, Dr McNeill was invited to present to the entire CIT Board before the Board made a final decision about appointment. This presentation included what Dr McNeill would do in the first 100 days and then a detailed question and answer session. The Board also had an opportunity for one-on-one discussions with Dr McNeill over lunch.

I believe that the Board took all reasonable steps to ensure that Dr McNeill was suitable for appointment. Since I wrote to you about this issue, I have sought legal advice on the issues. The legal advice, which is attached, supports the view that the Board took all reasonable steps in the recruitment process.

To finalise this matter, I have written to TAFE NSW and Dr McNeill asking for further advice

when the TAFE NSW process is finalised. If there are any findings against Dr McNeill, I will provide advice to your office and I will seek further legal advice.

Yours sincerely



Kate Lundy  
CIT Board Chair  
18 August 2025