



Inquiry into the CIT CEO recruitment process

Answer to question on notice

Asked by: Mr Thomas Emerson MLA

Addressed to: CIT Board Chair

Reference: CIT Board Chair

Hearing: 30 March 2026

In relation to: CIT CEO recruitment

Question received: 08 April 2026

Answer Due: 15 April 2026

- (1) At the time of her recruitment for the CIT CEO position, what reason was given by TAFE NSW for Dr Margot McNeill being on extended leave?
- (2) Is the board aware of any other TAFE NSW staff having been stood down at or around the same time as Dr McNeill was stood down from her role?
- (3) Were any of Dr McNeill's colleagues also found by TAFE NSW to have engaged in misconduct?
- (4) Has Dr McNeill declared, at any time, a conflict of interest in relation to TAFE NSW, given her ongoing legal dispute with the organisation, which is a key partner in the VET sector for CIT?
- (5) Do you have confidence in Dr McNeill's ability as CIT CEO to collaborate effectively with TAFE NSW, given her history with that institution and ongoing legal disputes in relation to that history, considering the importance of cross-jurisdictional collaboration between CIT and TAFE NSW?
- (6) How does the CIT Board plan to mitigate any relationship difficulties between CIT and TAFE NSW, and what measures were put in place to do so after the Board learned of Dr McNeill's history with that institution?
- (7) Has CIT recruited any staff from TAFE NSW since Dr McNeill was appointed as CIT CEO? If so, how many and in what roles?
- (8) Is Dr McNeill currently being investigated by NSW's ICAC?
- (9) How many current or former TAFE NSW staff have contacted the Board to raise concerns about Dr McNeill's appointment as CEO of CIT?

OFFICIAL

Tom Rogers: The answer to the Member's question is as follows:

- (1) I am advised that the Board was advised that Dr McNeill was working on Nationally significant special projects and that she had taken some leave for personal reasons.
- (2) I am advised that Dr McNeill was not stood down from her role. I am advised that the Board was aware of a change in Managing Director in NSW but not that staff were being stood down.
- (3) This is not within the knowledge of the Board.
- (4) The Board is now aware of this legal dispute and the potential for conflicts. I have been informed that Dr McNeill has notified TAFE Directors Australia and National TAFE Network Committee about potential conflicts as both CIT and TAFE NSW are members.
- (5) I am advised that there have not been any concerns raised with collaboration with TAFE NSW and CIT is currently developing an MOU with TAFE NSW.
- (6) CIT has a dedicated team tasked with managing strategic engagement efforts with key external stakeholders, such as TAFE NSW. Beyond this formal structure, CIT staff across various roles maintain ongoing professional relationships with other TAFE institutions, including TAFE NSW. This network of connections ensures collaboration and communication at multiple levels within the organization separate to the CEO.
- (7) This information is not readily available. The CEO has advised that she is not aware of any staff from TAFE NSW that have been recruited since she started.
- (8) Im advised that the previous Board Chair wrote to NSW ICAC and was advised that they were not investigating.
- (9) I am advised that the Board received four anonymous complaints, two via the Integrity Commission, which are likely from TAFE NSW staff with knowledge of the matter.

Approved for circulation to the Standing Committee on Public Accounts and Administration

Signature:



Date: 14 April 2026

By the CIT Board Chair, Tom Rogers