



Standing Committee on Education and Community Inclusion

Inquiry into Annual and Financial Reports 2021-2022 **ANSWER TO QUESTION ON NOTICE**

Asked by: Ms Lee MLA

Reference: Hearing on 7 November 2022, Annual Report of 2021-2022

In relation to: CIT Staff Surveys

Since 1 July 2022, has CIT undertaken any staff surveys, consultations, or feedback gathering initiatives? If yes, please advise:

1. The number of surveys/consultations/feedback initiatives
2. The number of participants in each survey/consultation/feedback initiatives
3. The terms of reference of each survey/consultation/feedback initiatives
4. Whether each survey was undertaken by CIT or an external provider
5. For any work delivered by external providers, please provide:
 - a) The name of the provider
 - b) A copy of the contract
 - c) Request for tender documentation
 - d) A statement of work
6. For any work delivered by external providers, the fees charged for each contract
7. How many employees participated in each survey/consultation/feedback initiative?
8. Please provide a copy of any reports, briefings or summary documents produced in relation to the survey/consultation/feedback initiative

Chris Steel MLA: The answer to the Member's question is as follows:–

CIT, an independent body with a governing board, advises:

1. The following staff consultations, surveys and feedback gathering initiatives have occurred in the CIT since 1 July 2022:
 - Staff feedback box process
 - Staff consultation on annualised teaching hours
 - Have your say on professional learning - What do you want to learn and how do you want to learn it?

This answer doesn't include standard consultations with staff or groups of staff around any proposed organisational changes (i.e. reclassification of positions or any organisational structure changes).

2. Regarding each initiative:
 - 124 individual submissions were received through the feedback box process conducted between 20 June 2022 and 12 August 2022.
 - The annualised teaching hours consultation was open to all staff.
 - The 'have your say on professional learning' was open to all teaching staff.
3. There were no terms of reference for these survey/consultation/feedback initiatives.
4. Regarding each initiative:
 - CIT managed the feedback box process, and an external provider analysed the feedback.
 - The annualised teaching hours consultation was managed internally.
 - The 'have your say on professional learning' was managed internally.
5. For the feedback box process, the provider was Communication Link. The documents requested may contain information that is commercial in confidence and cannot be released.
6. The fees charged for the feedback box process were \$13,200.00.
7. Regarding each initiative:
 - Approximately 90 employees submitted feedback through the feedback box process.
 - Regarding the annualised teaching hours consultation, there were 31 direct emails. In addition, some staff provided their feedback to unions, with feedback provided to the CIT by the AEU.
 - The 'have your say on professional learning' had 139 responses.
8. Regarding each initiative:
 - Information and reporting obtained from the staff feedback box process and the annualised teaching hours consultation may be available under the *Freedom of Information Act 2016*.
 - The 'have your say on professional learning' survey has recently closed and the results will feed into future programs.

Approved for circulation to the Standing Committee on Education and Community Inclusion

Signature:



Date:

13/12/22

By the Minister for Skills, Chris Steel MLA