



Inquiry into the CIT CEO recruitment process

Answer to question taken on notice

Asked by: Ms Clay MLA, Ms Tough MLA

Addressed to: Dr Margot McNeill

In relation to: Disclosure of findings to Ms Lundy in December 25

Hearing: 1 April 2026

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Answer Due: 10 April 2026

Dr McNeill took on notice the following question(s):

MS CLAY: Yes. And Kate sent another letter to the minister on 19 December. Have you seen that letter?

Dr McNeill: Not from my memory.

MS CLAY: Right. So that letter from Kate to the minister said that, "The TAFE New South Wales investigation has returned a finding of misconduct against Dr McNeill." How was it that Kate Lundy was able to disclose that to the minister? Had the rules about disclosure of this changed by that stage? Is the matter now public?

Dr McNeill: I will have to go back to take that on notice as well because it is outside of the recruitment, which I thought was the terms of reference for the committee.

MS CLAY: Sure. So I think the chair has already explained to you that it is not up to a witness to determine the scope of the inquiry. And our terms of reference are quite broad and they include any other relevant matter. I believe my colleagues would find this quite a relevant matter so I think you saying that this is beyond scope is not a valid reason not to answer the question. Am I correct here?

THE CHAIR: Yes, that is absolutely right, yes.

Dr McNeill: All right. Well, I will certainly take that on notice and come back to the committee.

MS CLAY: Yes, so what I would love is for you to check whether there are any written records of this second quite significant conversation you had with Kate Lundy that led to the 19 December letter from her to the minister in which she was able to tell the minister about a finding of misconduct. Now, we have got some other records here. Was there any point at which Kate Lundy directly asked you if there was a finding of misconduct against you, between September and December, and you directly told Kate Lundy there was no finding?

Dr McNeill: Again, I will go back and look through my notes, but I do not recall a direct question.

MS CLAY: So you think Kate Lundy did not ask you, knowing that there was an investigation on foot, you think Kate never sort of revisited the topic of "are there findings"?

Dr McNeill: I will go back and look through my notes and get back to you with the details from my notes.

[...]

MS TOUGH: The next one, I just wanted to also check, when you were then—so building on from my colleague Ms Clay asking you about discussions with Ms Lundy around October 2025 and providing information to Ms Lundy that the anonymous complaint was false, which appears to have given Ms Lundy the idea that there was nothing happening. And then in December—that there was nothing going on at that time. And then in December, Ms Lundy wrote to the minister to say that she had been advised that there was an investigation that has returned the finding of misconduct at TAFE New South Wales.

Were you the one to disclose that to Ms Lundy? In what form did you disclose that? And what other disclosures and updates have you given the board since that time? So Ms Lundy on Monday mentioned that she has had some disclosures from you over the last few months about different aspects, but I am interested were they verbal disclosures or discussions to Ms Lundy, Ms Lundy and the board were they written or were they through legal representatives?

Dr McNeill: I will have to go back for some specific details, but that December conversation was literally a conversation.

MS TOUGH: Okay. Yes.

Dr McNeill: And I can give some more detailed but yes, it was a verbal conversation.

MS TOUGH: Yes, and you disclosed the finding had been made. Did you disclose to Ms Lundy at the time what the findings were in that conversation?

Dr McNeill: I will have to go back to my notes specifically.

MS TOUGH: Thank you. And then any discussions with the board and updates to the board since December, have they been verbal or written or a mixture?

Dr McNeill: Mostly verbal but I can then go back and have a check.

MS TOUGH: Thank you. If there are any written ones, is that something you will be able to table with us or just provide what they were?

Dr McNeill: Yes. Well, I will have a look back.

MS TOUGH: Yes.

Dr McNeill: I am thinking mostly of verbal ones, but I will have a look back.

Dr McNeill: The answer to the Member's question is as follows:

Following the first disclosure to Ms Lundy on 17 June 2025, I have continued to make confidential disclosures to Ms Lundy to the extent of disclosure permitted, and to the extent possible in the circumstances.

Between September and December 2025 I received privileged legal advice in relation to the ongoing investigation process.

On 11 December 2025 the investigation process was completed and a final decision was made. I had a verbal discussion with Ms Lundy shortly afterwards to the effect that the investigation was finalised and findings of misconduct had been made.

My communications with Ms Lundy and the CIT Board about this matter have been verbal.