



Our Ref: R25-0071

Contact: Ariana

Kate Lundy
Board Chair
Canberra Institute of Technology ('CIT')

Via email: Kate.A.Lundy@gmail.com

Dear Ms Lundy,

Disclosure of corruption report under s.71(4) of the *Integrity Commission Act 2018*

The ACT Integrity Commission ('**Commission**') received an anonymous corruption report (**report**) on 5 June 2025 which raises concerns regarding Dr Margot McNeill's ('**Dr McNeill**') recent appointment as the new Chief Executive Officer ('**CEO**') of CIT. The reporter alleges that Dr McNeill was the subject of multiple reports of wrongdoing from November 2023 through to the end of 2024 in her previous role at TAFE NSW. The reported wrongdoing includes alleged breaches of the TAFE NSW code of conduct and the NSW Public Service Commission's Code of Ethics and Conduct for NSW Government Sector Employees. Reports were allegedly made to the TAFE NSW Integrity Unit, the NSW ICAC and the NSW Ombudsman, some of which had investigations pending at the time of her resignation.

The Commission has not attempted to validate any of these claims and has no position regarding their veracity.

The Commission has considered the allegations contained within the report and determined that the report should be dismissed as the allegations are not within the jurisdiction of the Commission because Dr McNeill was not an ACT public official at the time of the alleged wrongdoing.

The *Integrity Commission Act 2018* enables the Commission, when dismissing a corruption report, to give the report to another entity that has the power to investigate the subject matter of the report. Given the concerning nature of the allegations contained in this report, I have determined that the provision of this report to you is appropriate, given your role as Chair of the Board and involvement in her recent appointment as the CEO of CIT. The provision of this report to you will enable you to determine whether appropriate disclosures were made by Dr McNeill as part of the recruitment process, including any adverse findings against her or investigations relating to her conduct, in her previous role/s at TAFE NSW. It is at your discretion to decide what, if any, further action is warranted.

The report is attached in its entirety.

Should you require any further information or assistance from the Commission please contact me on 02 6207 1883.

Contact

P (02) 6205 9899
E info@integrity.act.gov.au

Postal Address

GPO Box 1949
CANBERRA ACT 2601



Yours sincerely,

Judy Lind
Chief Executive Officer
ACT Integrity Commission
13 June 2025



Webform Complaint

Does your report relate to conduct involving a public official or public entity within the Commission's jurisdiction?: Yes

Is the report about corrupt conduct?: Yes

What is your source of the information?: I have witnessed possible corrupt conduct., I have information from another source about possible corrupt conduct.

Which public entity does your report relate to?: Canberra Institute of Technology

Who is your report about?: Margot McNeill

Organisation: Formerly TAFE NSW, just announced as new CEO of CIT

Position (if known): Formerly Chief Product and Quality Officer TAFE NSW, just announced to be appointed as new CEO of CIT

Describe the possible corrupt conduct and/or disclosable conduct. (Be sure to include all relevant information): I am concerned that there is a huge risk for the public sector and the VET sector specifically with the announcement yesterday that Margot McNeill is to be the new CEO of CIT and feel obligated to report it here, especially given the history of the previous CEO at CIT.

I am aware that multiple reports alleging wrongdoing have been made relating to Dr Margot McNeill dating from November 2023 through to the end of 2024. These reports raised concerns with the behaviour and conduct of Margot McNeill in her role at TAFE NSW and reported numerous breaches of the TAFE NSW code of conduct and the NSW Public Service Commission's Code of Ethics and Conduct for NSW Government Sector Employees. These reports were made to TAFE NSW Integrity Unit, to ICAC and the NSW Ombudsman.

Initial findings were that out of the multiple complaints and PIDs submitted, there were over 40 categories of wrongdoing that warranted investigation and these included reports of maladministration of salaries budgets, maladministration of temporary and contract staff, chronic and substantial waste of public money (over \$100M), conflicts of interest in recruitment, conflicts of interest in procurement, improper engagement of private contractors, GIPA avoidance, misleading parliament, lying in Budget Estimate hearings, intentionally providing misleading information to Treasury, suppressing information from government agencies and committees, unethical behaviour, mismanagement of educational and institutional risks, and bullying and harassment.

An external team of investigators were retained by TAFE NSW in around March 2024, along with forensic accountants and conducted an investigation into these allegations and after six months they had sufficient evidence gathered that met the threshold required to stand her down pending investigation of over 140 separate allegations. On October 16 2024 she was quietly stood down on full pay. The public reason given by the MD was that she was being moved onto a special project. From this moment on she has not been allowed contact with anyone in Product & Quality Group at TAFE NSW, nor was she allowed on campus until last Thursday when she tendered her resignation effective immediately, and Level 2 of A Block in Ultimo was cleared for her to remove her belongings from her office. The NSW Minister for Skills was briefed by TAFE NSW Legal Counsel and in January 2025, the Minister sacked the MD under who's leadership the wrongdoing took place and was allowed to continue despite formal complaints and reports around the wrongdoing.



The matter is only weeks away from conclusion and implementation of the corrective actions with complainants being informed that they could be confident that Margot McNeill would never work at TAFE NSW again, and that her name would be entered on a NSW Government Probity register to ensure other government agencies are aware of the risks of hiring her if they were to do due diligence. ICAC has been involved and kept briefed on the investigation, and Margot McNeill has been advised that the investigation will continue to progress despite her resignation, and any matters that meet the required threshold will be referred to the DPP for prosecution.

I have raised my concerns with TAFE NSW Integrity Unit and they have advised that it is not ideal, but that with the investigation not formally concluded Margot had the right of resignation and they are not able to do anything to alert CIT of the matters I'm flagging here. I do not want anyone to go through what TAFE NSW staff have had to endure, the colossal waste of public money and the damage this appointment could do to the public sector and public VET sector reputation.

Were there any witnesses? (Witnesses are people who can provide first-hand information about what happened. If Yes, please list full names and contact details for witnesses.: TAFE NSW Integrity Unit, ICAC and the NSW Ombudsman investigations would have these details.

Have you reported this matter anywhere else? If so, please identify the entity, or person, you reported to: Yes

To Whom: TAFE NSW Integrity Unit