



Inquiry into annual and financial reports 2024–2025

Answer to question on notice

Asked by: Mr Thomas Emerson MLA

Addressed to: Minister for Skills, Training and Industrial Relations

Reference: CMTEDD EcoDev

Hearing: 19 November 2025

In relation to: CIT and Remedial Massage Program

Question received: 19 November 2025

Answer Due: 4 December 2025

1. Is it true that all three teachers of CIT's massage courses are on stress leave? If so, why?
2. Who is running the review of the massage certificate 4 and diploma?
3. When did the reviewers last meet with the teachers?
4. Have the reviewers checked on the welfare of the teachers during the review?
5. What will the three teachers be doing until the massage program recommences?
6. Will the massage certificate 4 and diploma be available in the first semester of 2026?
7. Did CIT fail an ASQA performance assessment/audit for its massage course(s)? If so, why?
8. Can you provide a copy of the ASQA assessment?

Michael Pettersson MLA: The answer to the Member's question is as follows:

1. Due to privacy expectations Canberra Institute of Technology (CIT) is unable to comment on staff members' leave status.

While CIT employees may access personal leave in accordance with ACT Government policy and the Enterprise Agreement, there is no leave type called "stress leave." To comply with privacy and employment legislation CIT is unable to comment on staff members' leave status.

2. CIT's internal review processes for courses are part of our self-assurance against the Revised RTO Standards 2025. Reviews for all courses within CIT occur through our governance process, including relevant committees who provide advice to the CEO and CIT Board.
3. Regular meetings have been held with the teachers who deliver massage programs – the most recent meeting was held on 26 November 2025.
4. CIT has checked on the welfare of the teaching team during the review.

CIT wellbeing advisors conducted checks on affected staff to ensure they felt supported and understood the services available to them.

CIT provides support to its staff by following a range of policies and procedures including the CIT Enterprise Agreement for General Staff and Educators, CIT resolving Staff Workplace Issues Policy, CIT WHS consultation procedure and CIT WHS risk management procedure.

Any WHS incidents are promptly reported through the appropriate channels including the ACT Government Safety Portal and actions are promptly identified and assigned.

All CIT staff (both permanent and temporary) and their immediate families are eligible to access ACT Public Service Employee Assistance Program (EAP) services through Converge International.

5. Staff who are qualified to deliver massage qualifications have been engaged in alternative curriculum development or teaching activities during the review period.
6. CIT is unable to pre-empt timeframes relating to governance and regulatory processes relating to its scope of registration and program delivery. Registered training organisations are required to apply to for an amendment to their scope of registration to the national VET regulator, the Australian Skills Quality Authority (ASQA). Once submitted to ASQA the application is assessed by the registrations team to make a determination. Please see the link to the ASQA website for more details [Change RTO scope | Australian Skills Quality Authority \(ASQA\)](#)
7. CIT attained re-registration as a Registered Training Provider of the maximum period of seven years, with no conditions. AQSA's Performance assessment is based on the institution as a whole and not individual courses. CIT did not fail an ASQA performance assessment/audit for its massage programs.

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8. The ASQA Assessment recommendations are used to inform CIT continuous improvement processes and are not intended to be made public. Therefore, CIT is unable to provide a copy of the ASQA assessment.

Approved for circulation to the Standing Committee on Economics, Industry and Recreation

Signature: 

Date: 11.12.25

By the Minister for Skills, Training and Industrial Relations, Michael Pettersson, MLA