



Legislative Assembly for the
Australian Capital Territory

Standing Committee on Public
Accounts and Administration

Submission Cover Sheet

Inquiry into the CIT CEO recruitment process

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8 April 2026

Dear Chair *James,*

Thank you for the opportunity to provide this submission to the Standing Committee inquiry into the Canberra Institute of Technology (CIT) Chief Executive Officer (CEO) Recruitment Process.

I also thank you for the opportunity to appear before the Committee on 1 April 2026. I trust the answers I provided during the hearing, and those I will provide on notice in the coming days, will assist the committee in its inquiry.

An independent review into the recruitment process that led to the appointment of the CEO is currently underway. The review will examine the recruitment selection process conducted in early 2025 and consider the conduct of both the CIT Board and the appointee, including whether any issues of probity arise. It will investigate the due diligence undertaken by the recruitment selection panel and the Board and form a view as to the adequacy of the probity and due diligence actions taken.

As this review is not final, and findings have not yet been provided, this submission is intended to assist the Committee by clarifying the respective roles and responsibilities of the Minister, the CIT Board, and the ACT Public Service under the applicable legislative framework.

The CIT is established under the *Canberra Institute of Technology Act 1987* (CIT Act). Section 6 of the CIT Act outlines the functions of the CIT, including the conduct of an educational institution (s 6(1)(a)), and the performance of the role of a public provider of vocational education and training in the ACT (s 6(1)(d)).

CIT Board

The CIT Board is established under s9 of the CIT Act. The CIT is a territory authority, and the Board is a governing board per s76 of the *Financial Management Act 1996* (FMA). Members of the Board are appointed by the Minister (FMA, s 78) except for the CEO (who is also a Board member) (FMA, s 81). The Minister may also appoint a Chair and Deputy Chair (FMA, s 79). Per s77(1) of the FMA, the governing board has the following functions:

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- (a) setting the authority's policies and strategies;
- (b) governing the authority consistently with the authority's establishing Act and other relevant legislation.
- (c) ensuring, as far as practicable, that the authority operates in a proper, effective and efficient way;
- (d) ensuring, as far as practicable, that the authority complies with applicable governmental policies (if any).

CIT CEO

The CIT Board appoints the CEO per s 80 (2) after consulting with the Minister. The CEO is not a public servant and is not engaged under the *Public Sector Management Act 1994* (PSMA) although the CEO's remuneration is subject to a determination under the *Remuneration Tribunal Act 1995*.

The terms of the CEO's employment are outlined in the employment contract, including the basis for termination.

The role of the Minister

The Minister may tell the CIT, following consultation, the general policies that are to apply to the CIT (FMA, s103(1)) and the CIT must ensure, as far as is practicable that it complies with the policies. Per s 7 of the CIT Act the Minister may give a direction to the CIT in relation to its functions that are set out in s 6 of the CIT Act, and the CIT must comply with the direction.

While section 7 of the CIT Act allows the Minister to give directions to CIT in relation to the exercise of its functions, these powers are limited and do not extend to directing the Board in relation to individual employment matters or interfering with the Board's independent governance responsibilities.

The appointment of the CEO is a matter of significant public interest, and it remains my strong expectation that the CIT Board upholds the highest standards of honesty, care and diligence in the exercise of its functions. I have taken all reasonable and appropriate steps within my statutory role and within the limits of my powers to ensure that community confidence in the leadership of CIT is maintained.

I trust this submission assists the Committee in its consideration of this inquiry.

Yours sincerely



Michael Pettersson MLA

Minister for Skills, Training and Industrial Relations