



Inquiry into the CIT CEO recruitment process

Answer to question on notice

Asked by: Ms Jo Clay MLA

Addressed to: Dr McNeill, CIT CEO

Reference: CIT CEO

Hearing: 01/04/2026

In relation to: Confidentiality and disclosure requirements in Financial Management Act

Question received: 08/04/2026

Answer Due: 14/04/2026

1. What date did you first find out there were misconduct findings about you?
2. What did you do with that information and who did you share it with?
3. If you did not immediately tell the CIT Board about the misconduct findings, why?
4. Question Taken on Notice 5 says you advised the former Board Chair Kate Lundy verbally of the misconduct findings on Friday 12 December 2025. Did you wait two months after misconduct findings were made before informing the Board Chair and if so, why?
5. Did you see a draft of the letter sent from former Chair Kate Lundy to the Minister on 18 August? If you did not see that draft, did you know that letter was being sent or did you subsequently find out it had been sent, such as in a copy to CIT Board papers or otherwise?
6. Did you see a draft of the letter sent from former Chair Kate Lundy to the Minister on 27 October? If you did not see that draft, did you know that letter was being sent or did you subsequently find out it had been sent, such as in a copy to CIT Board papers or otherwise?
7. Documents provided by your lawyers to this committee indicate that TAFE NSW asked you to keep the misconduct investigation confidential 'as a TAFE NSW employee'. Is that the only confidentiality obligation that applied to you and if so, did it cease when you ceased to be a TAFE NSW employee?
8. Most confidentiality obligations come with exceptions. Were there any confidentiality obligations that prohibited you from applying redacted information, partial information or information required to be provided by law, contract or other process and if so, can you provide written details of that?
9. Can you provide written details of any confidentiality obligations that applied to you in relation to the misconduct investigation and the misconduct findings?
10. You stated in hearings, 'I was only permitted to disclose the existence of that process following my appointment and I did so confidentially and in accordance with the directions provided to me.'

Can you provide the directions you were provided, the dates these were provided to you and the dates on which you disclosed?

11. Hearings indicate that on 17 June 2025, you were able to disclose information about the misconduct investigation. Is this accurate? If so, why didn't you disclose on 17 June 2025?

12. What was the first date on which you asked TAFE NSW if you could share information about the existence of the investigation and the findings?

13. Did you ask TAFE NSW if you could disclose confidential information on a confidential basis during the recruitment process and if not, why not?

14. Section 84 of the *Financial Management Act 1996* requires the CEO of a territory authority with a governing board to immediately advise the board about significant events. Does this obligation apply to you and if so, do you think you have met it?

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

1. I refer to and repeat my answer to QTON 20.
2. I refer to and repeat my answer to QTON 19.
3. Not applicable.
4. I refer to and repeat my answers to QTON 19 and QTON 20.
5. No.
6. No.
7. No my ongoing confidentiality obligations in my employment contract with TAFE NSW are not the only source of confidentiality obligations. I refer to and repeat my answer to QTON 13.
8. Re the documents relating to the investigation, I refer to and repeat my answer to QTON 13. In relation to disclosure of TAFE NSW confidential information, I am not permitted to use or disclose confidential information acquired as a result of my employment without lawful authority.
9. I refer to and repeat my answer to QTON 13.
10. I refer to and repeat my answer to QTON 13.
11. I refer to and repeat my answer to QTON 13.
12. I refer to and repeat the answers I provided on page 3 of the transcript of the hearing on 1 April 2026 and the answer to QTON 13, and my answer to QTON 19.

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13. I refer to and repeat my answer to QTON 13 and the answers I provided on page 3 of the transcript of the hearing on 1 April 2026.
14. The obligations in section 84 applied to me from the time I commenced employment as the CEO of CIT. With reference to section 101 of the same Act in relation to the definition of significant events, I maintain that I have met these obligations at all times.

Approved for circulation to the Standing Committee on Public Accounts and Administration

Signature:

Date:

By the [Position], [name]