

Mr Michael Pettersson MLA
Minister for Skills, Training and Industrial Relations
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Dear Minister

I am writing to you following your letter of 19 December 2025 regarding the recruitment process for Dr McNeill.

The Board has welcomed the independent review into the recruitment process and has participated in the process. I am of the view that the report will show that the Board took all reasonable steps during the recruitment process.

I can confirm that the CEO has initiated a range of legal challenges to the NSW TAFE findings and the first decision on this was published on 13 March. This may result in media attention. The decision is available at
<https://www.caselaw.nsw.gov.au/decision/19cd9d6cfa65602626fdd58e>

If the release of the decision attracts media attention the Board will release a statement and a draft is below. The statement will also include a statement from Dr McNeill:

- The CIT Board is aware of legal proceedings involving Dr Margot McNeill and her former employer.
- These matters relate to Dr McNeill's previous employment and pre-date her appointment as CEO of CIT.
- Dr McNeill was appointed following a thorough merit-based National recruitment process which included seeking references from relevant parties. The Board remains satisfied with her performance and leadership as CEO.
- Dr McNeill has informed the Board from time to time regarding matters relating to her previous employment. The Board respects Dr McNeill's right to pursue legal avenues available to her.
- The Board remains focused on supporting Dr McNeill in leading CIT and delivering on the organisation's strategic priorities.
- As these matters relate to ongoing personal legal proceedings, the Board will refrain from further comment.

The Board continues to support the CEO, on the basis that these matters pre-date her employment at CIT and her performance. We are concerned for her psychosocial risks due to

the potential airing of these matters and we share your concerns about reputational damage for CIT.

Yours sincerely



Kate Lundy
CIT Board Chair
16 March 2026