



Chris Steel MLA

Minister for Planning
Minister for Skills and Training
Minister for Transport
Special Minister of State

Member for Murrumbidgee

RESPONSE TO QUESTION ON NOTICE

Questions on Notice Paper No 41

12 April 2024

Question No. 1779

ELIZABETH LEE MLA: To ask the Minister for Skills and Training

- (1) Can the Minister (a) outline all training courses available to CIT staff for Fraud and Corruption training and (b) identify which courses are mandatory for staff to complete.
- (2) For all courses that are identified in part (1); (a) what percentage of staff have completed this training and (b) provide a separate breakdown for all CIT executives who have completed the training.
- (3) How long do staff have to complete the training after on boarding.
- (4) Do staff have to repeat the training; if so, (a) when do they have to repeat the training and (b) how many of the staff identified in part (2) have (i) never completed the training and (ii) failed to repeat the training.
- (5) What steps, in detail, does CIT take to ensure that staff complete the mandatory training.
- (6) What are the consequences for not completing the mandatory training.

MR STEEL MLA - CIT, an independent body with a governing board, advises that:

- (1) (a) In 2023 all CIT staff had access to the CIT eLearn module 'Fraud and Ethical Behaviour' as part of the annual refresher/core training modules.

In addition, the following courses were available for staff to access on the WhoG LMS platform:

- Reporting Corruption to the ACT Integrity Commission
- ACT with integrity – an interactive game

(b) The above courses are not mandatory, but they are recommended as part of the CIT's Learning and Development Priorities 2023. CIT is in the process of reviewing all recommended training and aligning with the CMTEDD core training calendar.

- (2) (a) In 2023 there was a completion rate of 36.5% of the CIT training Fraud and Ethical Behaviour.
- (b) The current CIT learning management system has limited access to this data therefore it is not able to be retrieved within the required timeframe. CIT is in the process of migrating to the Whole of Government Learning Management System platform which will provide a better reporting mechanism in future.
- (3) CIT recommends new starters complete the core training within six weeks of commencement, including the *CIT Fraud and Ethical Behaviour* module.
- (4) (a) Employees are asked to complete the core training modules and training identified as the Learning and Development Priorities annually in line with the annual performance cycle. The frequency of required completion of these modules as well as policies for mandatory learning are currently under review as part of the migration to the Whole of Government Learning Management System platform.
- (b) (i) The current CIT learning management system has limited access to this data therefore it is not able to be retrieved within the required timeframe. CIT is in the process of migrating to the Whole of Government Learning Management System platform which will provide a better reporting mechanism in future. The frequency of required completion of this module as well as policies for mandatory learning are currently under review as part of this migration.
- (b) (ii) This information is not available as the Fraud and Ethical Behaviour module was only identified as a Learning Priority in 2023.
- (5) CIT communicates the recommended training to staff on induction to the organisation and regularly through staff emails and the weekly newsletter that also resides on the CIT intranet. Reminders are also provided through relevant leadership team forums.
- (6) CIT courses are currently recommended only and subsequently not attached to consequences pending the review of policies for mandatory learning.

Approved for circulation to the Member and incorporation into Hansard.

Chris Steel MLA
Minister for Skills and Training

Date:.....8/5/24.....

This response required 3 hrs 30 mins to complete, at an approximate cost of \$303.88.