ASL by Level - Wellbeing

Level	2025 Approved Budget	2025 Forecast	2024 Actual	2023 Actual	2022 Actual	2021 Actual	2020 Actual	2019 Actual	2018 Actual	2017 Actual	2016 Actual	2015 Actual
All Levels	**26.15**	**28.57**	**28.04**	**27.56**	**26.25**	**28.79**	**24.56**	**29.73**	**32.21**	**28.76**	**29.25**	**27.40**
Employees	**26.15**	**28.57**	**28.04**	**27.56**	**26.25**	**28.79**	**24.56**	**29.73**	**32.21**	**28.76**	**29.25**	**27.40**
Teaching	19.15	20.83	19.64	18.95	18.19	20.06	16.36	20.85	21.88	18.52	20.64	20.29
Classroom Teacher	18.15	19.83	18.39	17.95	17.19	18.84	14.57	19.79	20.19	16.19	18.65	18.39
TL1	13.40	14.30	14.09	12.33	11.79	14.17	12.08	15.78	16.28	12.91	15.46	15.22
TL2	4.00	4.00	3.54	4.42	4.26	3.17	1.88	3.24	2.19	1.04	1.21	1.04
Casual Teacher	0.75	1.53	0.77	1.20	1.15	1.51	0.62	0.77	1.72	2.23	1.98	2.13
Education Manager	1.00	1.00	1.25	1.00	1.00	1.22	1.79	1.06	1.69	2.33	1.99	1.90
Admin	7.00	7.75	8.40	8.62	8.06	8.73	8.20	8.88	10.33	10.24	8.61	7.10
Administrative Service Officers	4.00	3.25	4.13	4.46	3.48	3.83	3.88	4.53	5.69	5.39	3.85	2.83
ASO2	1.00	-	0.50	1.14	0.79	0.11	-	-	-	0.42	1.00	0.93
ASO3	-	-	-	-	0.07	0.71	1.00	0.38	0.25	0.64	1.20	0.87
ASO4	1.00	1.81	1.92	1.32	1.00	1.33	1.71	2.15	4.25	3.33	0.65	0.03
ASO5	1.00	0.44	0.71	1.00	0.62	0.97	1.00	1.00	1.00	1.00	1.00	1.00
ASO6	1.00	1.00	1.00	1.00	1.00	0.71	0.17	1.00	0.19	-	-	-
General Service Officers	2.00	3.43	3.27	3.16	3.58	3.89	3.33	3.35	3.64	3.02	2.77	2.28
GSO2	-	-	-	-	-	0.02	-	-	-	2.29	2.77	2.28
GSO3	2.00	3.43	3.27	3.16	3.58	3.87	3.33	3.35	3.64	0.73	-	-
Technical Officer	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.83	2.00	2.00

		YTD 2025	2025 Actual	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
GSOs	Basic salaries	232,465	273,937	234,629	218,609	263,101	263,227	226,973	205,827	207,915	177,302	150,792	126,587
	Penalties	31,579	36,836	36,312	32,891	30,551	26,603	24,964	26,415	27,264	23,860	24,513	22,551
	oncosts	32,577	38,725	34,160	30,982	32,122	32,797	31,291	26,909	30,629	21,567	22,237	14,843
	Subtotal	296,621	349,498	305,101	282,482	325,774	322,627	283,228	259,151	265,808	222,729	197,542	163,981
ASO5	total	33,355	49,339	79,975	100,886	57,762	139,623	95,722	96,613	105,394	87,843	84,901	81,117
Total GSO and ASO	total	329,976	398,837	385,076	383,368	383,536	462,250	378,950	355,764	371,202	310,572	282,443	245,098
				0.145591551	0.141723351	0.122089996	0.124595881	0.137862213	0.130736006	0.147315009	0.121639914	0.147468035	
				0.15	0.15	0.12	0.10	0.11	0.13	0.13	0.13	0.16	

C8 - Payment for Shift Workers

Payment of shift-penalties

C8.1 An employee who is a shift worker and who is rostered to perform and performs ordinary duty on a shift, any part of which falls between the hours of 6:00 pm and 6:30 am, will be paid an additional 15% of the employee's ordinary hourly rate of pay, for that shift.

C8.2 An employee who is a shift worker and who is required to work ordinary hours continuously for a period exceeding 4 weeks on a shift falling wholly within the hours of 6:00 pm and 8:00 am, will be paid an additional 30% of the ordinary hourly rate of pay for that shift.

C8.3 The additional payment prescribed by this clause will not be taken into account in the computation of overtime or in the determination of any allowance based upon pay. The

additional payment will not be paid for any shift for which any other form of penalty payment is made under this Agreement, or under the provisions of the PSM Act or the PSM Standards under which the employee is employed.

Payment while on annual leave

C8.4 Additional payment for shift duty, as provided by this clause, is to be made in respect of any such duty that an employee would have performed had the employee not been on approved annual leave.

I. Fit & Well cost codes

Revenue cost code	33722
staff cost code	33720

II. Fees in 2025 ı/services/cit-fit-and-well/fitness-centre

charged by Memberships

1. 10 Visit membership (12 mon expiry)

General Public	$167
CIT Staff/Students	$156
Senior / HEAL	$76
Yoga Classes	$97

2. General Public - Adult

12 Month Membership	$580
6 Month Membership	$404
3 Month Membership	$237
1 Month Membership	$107

3. Students

12 Month Membership	$355
6 Month Membership	$226
3 Month Membership	$140
1 Month Membership	$56

4. Senior/HEAL (over 60) majority 8am-2pm

12 Month Membership	$400
6 Month Membership	$226
3 Month Membership	$129
1 Month Membership	$48

5. CIT Staff

12 Month Membership	$382
6 Month Membership	$226
3 Month Membership	$140
1 Month Membership	$56

6. CIT Students

12 Month Membership	$323
6 Month Membership	$226
3 Month Membership	$140
1 Month Membership	$56

7. Special Population none

12 Month Membership	$323
6 Month Membership	$194
3 Month Membership	$108
1 Month Membership	$40

8.CORPORATE MEMBERSHIPS

1. Canberra Hospital and Canberra North Hospital, ACT government employees

12 Month Membership	$409

2. Yurana Centre, ICT staff and lendlease

12 Month Membership	$382
6 Month Membership	$226
3 Month Membership	$140

III. Payment is collected directly to our bank account, and revenue is journaled to the department upon bank records.

IV. Cost to run the Gym: open 88 hours a week, 30hours class programs, 30-37 hours instructions(ASO5)

Opening hours Monday to Friday 6am to 8pm (14hours * 5=70 hours)

Saturday, Sunday and Public Holidays 8am to 5pm (9hours * 2 =18 hours)

	ASL	
ASO5	1	Margaret Everett
GSO3	2.5	all the casual GSOs
Total	**3.5**	

0.6

CIT Fit & Well new opening hours from 2 April 2026

			GSO weekly hou	FTE	Basic Salaries	on cost	Penalties/daylight equivalent	Total GSO3 cost
• Monday to Thursday: 6am to 8pm			56	1.52	$99,237	$14,885	14,885	
• Friday: 6am to 7pm			13	0.35	$23,037	$3,456	3,456	
• Saturday to Sunday: Closed			0	-	$0	$0		
• Public Holidays: Closed			0	-	$0	$0		
total GSO3 hours			**69**	1.88	$122,274	$18,341	$18,341	$158,956

Year	Employment Typ	Employm	Cost Code	Position Num	Salary Level	Pay Period	Nominal S	Super Sche	FTE	Annual Sal	Salary	Superannu	Prod Super	HDA	Allowance	Deduction	Leave	Overtime	Compensa	Penalties	Terminatio	Other Staff	Nominal P	Separation	Source Yea	Staff cate	Staff sub-c	Class regr	Cost Cent	Cost Cent	ED 2024	EBM 2024	College	nt	Month
2025	Casual	1658	C10463	GSO3	Pay 14	GSO3		0.25	62860	758	119.37	0	0	0	0	0	0	0	196.73	0	0	C10463	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10463	GSO3	Pay 15	GSO3		0.1	62860	328	40.99	0	0	0	0	0	0	0	0	0	0	C10463	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10465	GSO3	Pay 14	GSO3		0.5	62860	1,516	208.9	0	0	0	0	0	0	0	300	0	0	C10465	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10464	GSO3	Pay 14	GSO3		0.47	62860	1,435	194.68	0	0	0	0	0	0	0	122.95	0	0	C10464	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10464	GSO3	Pay 15	GSO3		0.14	62860	451	59.43	0	0	0	0	0	0	0	24.59	0	0	C10464	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10640	GSO3	Pay 14	GSO3		1.08	62860	3,258	403.56	0	0	0	0	0	0	0	250.82	0	0	C10640	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10640	GSO3	Pay 15	GSO3		0.19	62860	574	65.99	0	0	0	0	0	0	0	0	0	0	C10640	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10467	GSO3	Pay 14	GSO3		1.02	62860	3,094	392.91	0	0	0	0	0	0	0	322.15	0	0	C10467	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10467	GSO3	Pay 15	GSO3		0.13	62860	410	47.13	0	0	0	0	0	0	0	0	0	0	C10467	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10469	GSO3	Pay 15	GSO3	PSSDB	0.04	62860	123	37.5	3.69	0	0	0	0	0	0	0	0	0	C10469	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10473	GSO3	Pay 14	GSO3		0.24	62860	738	87.67	0	0	0	0	0	0	0	24.59	0	0	C10473	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10473	GSO3	Pay 15	GSO3		0.06	62860	205	26.39	0	0	0	0	0	0	0	24.59	0	0	C10473	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10472	GSO3	Pay 14	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10472	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10462	GSO3	Pay 15	GSO3		0.04	62860	123	14.14	0	0	0	0	0	0	0	0	0	0	C10466	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10454	GSO3	Pay 14	GSO3		0.12	0.01	369	42.42	0	0	0	0	0	0	0	0	0	0	C10454	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10457	GSO3	Pay 14	GSO3		0.25	62860	779	100.3	0	0	0	0	0	0	0	93.43	0	0	C10457	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1658	C10457	GSO3	Pay 15	GSO3		0.1	62860	328	42.23	0	0	0	0	0	0	0	39.34	0	0	C10457	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10463	GSO3	Pay 16	GSO3		0.29	62860	902	145.29	0	0	0	0	0	0	0	260.66	0	0	C10463	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10465	GSO3	Pay 16	GSO3		0.19	62860	574	70.51	0	0	0	0	0	0	0	39.34	0	0	C10465	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10464	GSO3	Pay 16	GSO3		0.34	62860	1,045	146.32	0	0	0	0	0	0	0	125.41	0	0	C10464	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10640	GSO3	Pay 16	GSO3		0.88	62860	2,664	318.44	0	0	0	0	0	0	0	104.92	0	0	C10640	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10467	GSO3	Pay 16	GSO3		0.71	62860	2,152	272.91	0	0	0	0	0	0	0	221.32	0	0	C10467	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10470	GSO3	Pay 16	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10470	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10454	GSO3	Pay 16	GSO3		0.04	0.01	123	14.14	0	0	0	0	0	0	0	0	0	0	C10454	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10457	GSO3	Pay 16	GSO3		0.21	62860	635	77.58	0	0	0	0	0	0	0	39.34	0	0	C10457	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Jan
2025	Casual	1577	C10463	GSO3	Pay 17	GSO3		0.51	62860	1,537	229.01	0	0	0	0	0	0	0	295.09	0	0	C10463	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10465	GSO3	Pay 17	GSO3		0.49	62860	1,496	229.73	0	0	0	0	0	0	0	501.65	0	0	C10465	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10464	GSO3	Pay 17	GSO3		0.34	62860	1,045	146.32	0	0	0	0	0	0	0	125.41	0	0	C10464	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10640	GSO3	Pay 17	GSO3		1.04	62860	3,135	406.39	0	0	0	0	0	0	0	398.37	0	0	C10640	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10467	GSO3	Pay 17	GSO3		0.97	62860	2,951	389.14	0	0	0	0	0	0	0	432.81	0	0	C10467	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10469	GSO3	Pay 17	GSO3	PSSDB	0.08	62860	246	75.01	7.38	0	0	0	0	0	0	0	0	0	C10469	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10473	GSO3	Pay 17	GSO3		0.04	62860	123	14.14	0	0	0	0	0	0	0	0	0	0	C10473	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10472	GSO3	Pay 17	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10472	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10462	GSO3	Pay 17	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10466	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10454	GSO3	Pay 17	GSO3		0.08	0.01	246	28.28	0	0	0	0	0	0	0	0	0	0	C10454	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10457	GSO3	Pay 17	GSO3		0.21	62860	656	84.46	0	0	0	0	0	0	0	78.68	0	0	C10457	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10329	GSO3	Pay 17	GSO3		0.22	61704.22	669	79.12	0	0	0	0	0	0	0	19.31	0	0	C10329	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10463	GSO3	Pay 18	GSO3		0.29	62860	881	128.6	0	0	0	0	0	0	0	147.55	0	0	C10463	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10465	GSO3	Pay 18	GSO3		0.42	62860	1,271	180.61	0	0	0	0	0	0	0	300	0	0	C10465	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10464	GSO3	Pay 18	GSO3		0.41	62860	1,250	175.01	0	0	0	0	0	0	0	150	0	0	C10464	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10640	GSO3	Pay 18	GSO3		1.12	62860	3,381	428.17	0	0	0	0	0	0	0	341.81	0	0	C10640	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10467	GSO3	Pay 18	GSO3		0.91	62860	2,746	350.02	0	0	0	0	0	0	0	297.55	0	0	C10467	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10469	GSO3	Pay 18	GSO3	PSSDB	0.08	62860	246	75.01	7.38	0	0	0	0	0	0	0	0	0	C10469	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10470	GSO3	Pay 18	GSO3		0.04	62860	123	14.14	0	0	0	0	0	0	0	0	0	0	C10470	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10471	GSO3	Pay 18	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10471	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10473	GSO3	Pay 18	GSO3		0.2	62860	615	76.36	0	0	0	0	0	0	0	49.18	0	0	C10473	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10472	GSO3	Pay 18	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10472	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10462	GSO3	Pay 18	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10466	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10454	GSO3	Pay 18	GSO3		0.12	0.01	369	42.42	0	0	0	0	0	0	0	0	0	0	C10454	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10457	GSO3	Pay 18	GSO3		0.32	62860	984	122.17	0	0	0	0	0	0	0	78.68	0	0	C10457	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Feb
2025	Casual	1577	C10465	GSO3	Pay 19	GSO3		0.11	62860	348	59.29	0	0	0	0	0	0	0	167.22	0	0	C10465	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10640	GSO3	Pay 19	GSO3		1.08	62860	3,279	403.94	0	0	0	0	0	0	0	233.62	0	0	C10640	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10467	GSO3	Pay 19	GSO3		1.02	62860	3,074	396.21	0	0	0	0	0	0	0	371.32	0	0	C10467	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10469	GSO3	Pay 19	GSO3	PSSDB	0.08	62860	246	75.01	7.38	0	0	0	0	0	0	0	0	0	C10469	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10470	GSO3	Pay 19	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10470	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10471	GSO3	Pay 19	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10471	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10473	GSO3	Pay 19	GSO3		0.34	62860	1,025	129.15	0	0	0	0	0	0	0	98.35	0	0	C10473	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10472	GSO3	Pay 19	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10472	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10454	GSO3	Pay 19	GSO3		0.16	0.01	492	56.56	0	0	0	0	0	0	0	0	0	0	C10454	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10457	GSO3	Pay 19	GSO3		0.35	62860	1,066	131.59	0	0	0	0	0	0	0	78.68	0	0	C10457	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1658	C10455	GSO3	Pay 19	GSO3		0	58792	0	0	0	0	0	0	0	0	0	0	588.12	0	C10455	0	2024-2025	Admin	General Se	GSO3	33722	CIT FIT&WI	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10463	GSO3	Pay 20	GSO3		0.71	62860	2,152	333.52	0	0	0	1239.15	0	0	0	516.41	0	-1239.15	C10463	1239.15	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10465	GSO3	Pay 20	GSO3		0.46	62860	1,414	220.3	0	0	0	0	0	0	0	501.65	0	0	C10465	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10640	GSO3	Pay 20	GSO3		1.03	62860	3,115	426.94	0	0	0	0	0	0	0	597.55	0	0	C10640	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10467	GSO3	Pay 20	GSO3		1.19	62860	3,607	476.14	0	0	0	0	0	0	0	533.62	0	0	C10467	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10469	GSO3	Pay 20	GSO3	PSSDB	0.08	62860	246	75.01	7.38	0	0	0	0	0	0	0	0	0	C10469	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10470	GSO3	Pay 20	GSO3		0.04	62860	123	14.14	0	0	0	0	0	0	0	0	0	0	C10470	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10473	GSO3	Pay 20	GSO3		0.13	62860	410	49.96	0	0	0	0	0	0	0	24.59	0	0	C10473	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10472	GSO3	Pay 20	GSO3		0.08	62860	246	28.28	0	0	0	0	0	0	0	0	0	0	C10472	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10454	GSO3	Pay 20	GSO3		0.08	0.01	246	28.28	0	0	0	0	0	0	0	0	0	0	C10454	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10457	GSO3	Pay 20	GSO3		0.31	62860	963	119.81	0	0	0	0	0	0	0	78.68	0	0	C10457	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Mar
2025	Casual	1577	C10463	GSO3	Pay 21	GSO3		0.36	62860	1,086	163.43	0	0	0	0	0	0	0	221.32	0	0	C10463	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10465	GSO3	Pay 21	GSO3		0.51	62860	1,537	210.31	0	0	0	0	0	0	0	291.81	0	0	C10465	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10640	GSO3	Pay 21	GSO3		1.06	62860	3,217	400.35	0	0	0	0	0	0	0	263.94	0	0	C10640	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10467	GSO3	Pay 21	GSO3		1.08	62860	3,279	417.23	0	0	0	0	0	0	0	349.19	0	0	C10467	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10469	GSO3	Pay 21	GSO3	PSSDB	0.08	62860	246	75.01	7.38	0	0	0	0	0	0	0	0	0	C10469	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10473	GSO3	Pay 21	GSO3		0.32	62860	984	126.69	0	0	0	0	0	0	0	118.03	0	0	C10473	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10472	GSO3	Pay 21	GSO3		0.12	62860	369	42.42	0	0	0	0	0	0	0	0	0	0	C10472	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10454	GSO3	Pay 21	GSO3		0.16	0.01	492	56.56	0	0	0	0	0	0	0	0	0	0	C10454	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10457	GSO3	Pay 21	GSO3		0.27	62860	820	103.88	0	0	0	0	0	0	0	83.6	0	0	C10457	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr
2025	Casual	1577	C10329	GSO3	Pay 21	GSO3		0.16	63771.89	492	56.56	0	0	0	0	0	0	0	0	0	0	C10329	0	2024-2025	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Apr

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2025	Casual	1577	C10329	GSO3	Pay 11	GSO3		0.08	63489	248	29.81	0	0	0	0	0	0	0	0	0	0	C10329	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Nov
2025	Casual	1577	C10457	GSO3	Pay 11	GSO3		0.04	63489	124	14.9	0	0	0	0	0	0	0	0	0	0	C10457	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Nov
2025	Casual	1577	C10463	GSO3	Pay 12	GSO3		0.27	63489	849	123.24	0	0	0	0	0	0	0	99.35	0	0	C10463	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10465	GSO3	Pay 12	GSO3		0.48	63489	1,490	218.17	0	0	0	0	0	0	0	327.86	0	0	C10465	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10464	GSO3	Pay 12	GSO3		0.43	63489	1,325	192.88	0	0	0	0	0	0	0	158.98	0	0	C10464	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10640	GSO3	Pay 12	GSO3		0.95	63489	2,918	407.43	0	0	0	0	0	0	0	476.89	0	0	C10640	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10467	GSO3	Pay 12	GSO3		0.53	63489	1,614	231.29	0	0	0	0	0	0	0	312.96	0	0	C10467	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10469	GSO3	Pay 12	GSO3	PSSDB	0.12	63489	373	113.63	11.18	0	0	0	0	0	0	0	0	0	C10469	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10472	GSO3	Pay 12	GSO3		0.08	63489	248	29.81	0	0	0	0	0	0	0	0	0	0	C10472	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10454	GSO3	Pay 12	GSO3		0.4	63489	1,242	153.79	0	0	0	0	0	0	0	39.74	0	0	C10454	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10329	GSO3	Pay 12	GSO3		0.04	63489	124	14.9	0	0	0	0	0	0	0	0	0	0	C10329	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10463	GSO3	Pay 13	GSO3		0.51	65124	1,573	265.2	0	0	0	0	0	0	0	466.95	0	0	C10463	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10465	GSO3	Pay 13	GSO3		0.4	65124	1,242	186.58	0	0	0	0	0	0	0	312.96	0	0	C10465	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10464	GSO3	Pay 13	GSO3		0.42	65124	1,283	183.61	0	0	0	0	0	0	0	129.17	0	0	C10464	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10640	GSO3	Pay 13	GSO3		0.77	65124	2,360	298.65	0	0	0	0	0	0	0	129.16	0	0	C10640	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10467	GSO3	Pay 13	GSO3		0.42	65124	1,283	186.78	0	0	0	0	0	0	0	273.22	0	0	C10467	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10469	GSO3	Pay 13	GSO3	PSSDB	0.08	65124	248	75.76	7.45	0	0	0	0	0	0	0	0	0	C10469	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10470	GSO3	Pay 13	GSO3		0.04	65124	124	14.9	0	0	0	0	0	0	0	0	0	0	C10470	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10472	GSO3	Pay 13	GSO3		0.08	65124	248	29.81	0	0	0	0	0	0	0	0	0	0	C10472	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec
2025	Casual	1577	C10454	GSO3	Pay 13	GSO3		0.46	65124	1,407	176.05	0	0	0	0	0	0	0	59.61	0	0	C10454	0	2025-2026	Admin	General Se	GSO3	33720	Sport, Fitn	Education	Education	Health, Co	Wellbeing	Dec

Row Labels	Sum of Salary	Sum of Superannuation	Sum of Prod Super	Sum of HDA	Sum of Allowances	Sum of Leave	Sum of Compensation	Sum of Penalties	Sum of Termination Payments	
Pay 14	12,193	1,578	-	-	-	-	-	1,311	-	
Pay 1	11,684	2,132	-	-	-	-	-	1,845	-	
Pay 10	10,246	1,472	7	-	-	-	-	1,383	-	
Pay 11	9,914	1,417	7	-	-	-	-	1,316	-	
Pay 12	10,183	1,485	11	-	-	-	-	1,416	-	
Pay 13	9,769	1,417	7	-	-	-	-	1,371	-	
Pay 15	2,541	334	4	-	-	-	-	89	-	
Pay 16	8,341	1,073	-	-	-	-	-	791	-	
Pay 17	12,596	1,738	7	-	-	-	-	1,851	-	
Pay 18	12,603	1,677	7	-	-	-	-	1,365	-	
Pay 19	10,267	1,337	7	-	-	-	-	949	588	
Pay 2	7,945	1,183	20	-	-	-	-	893	-	
Pay 20	12,521	1,772	7	-	-	-	-	2,253	-	
Pay 21	12,521	1,652	7	-	-	-	-	1,328	-	
Pay 22	13,928	1,814	7	-	-	-	-	1,328	-	
Pay 23	10,636	1,479	4	-	-	-	-	1,925	-	
Pay 24	11,353	1,546	4	-	-	-	-	1,734	-	
Pay 25	12,726	1,687	7	-	-	-	-	1,424	-	
Pay 26	11,353	1,538	-	-	-	-	-	1,886	-	
Pay 3	13,837	1,987	7	-	-	-	-	1,818	-	
Pay 4	10,111	1,462	7	-	-	-	-	1,383	-	
Pay 5	8,838	1,294	7	-	-	-	-	1,311	-	
Pay 6	8,217	1,200	7	-	-	-	-	1,292	-	
Pay 7	9,997	1,449	11	-	-	-	-	1,359	-	
Pay 8	9,004	1,333	11	-	-	-	-	1,305	-	
Pay 9	9,914	1,493	7	-	-	-	-	1,910	109	
Grand Total	**273,240**	**38,549**	**176**	**-**	**-**	**-**	**-**	**36,836**	**697**	**349,498**

From: Jane Madden
To: Murdoch, Max (ACTGOV)
Cc: von Guttner, Georgia (CIT); Griffin, Daniel (ACTGOV); Harriott, Mark (ACTGOV); Manuel, TaniaL (CIT)
Subject: Re: Mr. Cain Briefing: CIT Fit & Well Gym 03062026
Date: Wednesday, 24 June 2026 7:49:09 PM

Caution: This email originated from outside of the ACT Government. Do not click links or open attachments unless you recognise the sender and know the content is safe.

Thanks Max. Georgia is taking the lead on this and will advise.
Kind regards, Jane

Jane Madden

[redacted]

On 24 Jun 2026, at 17:16, Murdoch, Max <Max.Murdoch@act.gov.au> wrote:

OFFICIAL

Hi Jane, Georgia

Mr Cain's office has followed up on the below.

Is there an estimated timeframe that I can provide his office for when we'll get back to them?

Thanks
Max

From: Murdoch, Max
Sent: Wednesday, 3 June 2026 11:51 AM
To: [redacted] von Guttner, Georgia (CIT) <Georgia.vonGuttner@cit.edu.au>; Harriott, Mark <Mark.Harriott@act.gov.au>
Cc: Griffin, Daniel <Daniel.Griffin@act.gov.au>
Subject: FW: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

Hi all

Thanks again for today.

Please see below Mr Cain's thanks for your time.

Also below is his office's record of the follow-ups required. You'll see I've tempered that a bit as do think the record they provided goes a bit above what was discussed.

Grateful if you could please collate what we can provide so I can then provide to Mr Cain's office.

Thanks
Max

From: Murdoch, Max
Sent: Wednesday, 3 June 2026 11:49 AM
To: Caggiano, Michael <Michael.Caggiano@parliament.act.gov.au>; PETTERSSON <PETTERSSON@act.gov.au>
Cc: CAIN <CAIN@parliament.act.gov.au>
Subject: RE: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

Hi Michael

Thanks for following up.

A bit of a rocky start to the meeting but glad it improved throughout.

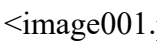
Acknowledging receipt of the below. Some of the detail goes a little beyond my notes, but we'll endeavour to get back to you with what we can, when we can.

The letter will be with you first, arriving today. Apologies for the short delay. We have a few staff absences so some of our administrative processes are taking slightly longer than usual.

Thanks
Max

Max Murdoch | Chief of Staff
Office of Michael Pettersson MLA
Minister for Skills, Training and Industrial Relations
Minister for Business, Arts and Creative Industries

Minister for Children, Youth and Families
Minister for Multicultural Affairs
Member for Yerrabi
P: 6207 6199 | **E:** max.murdoch@act.gov.au





From: Caggiano, Michael <Michael.Caggiano@parliament.act.gov.au>
Sent: Wednesday, 3 June 2026 11:36 AM
To: PETTERSSON <PETTERSSON@act.gov.au>; Murdoch, Max <Max.Murdoch@act.gov.au>
Cc: CAIN <CAIN@parliament.act.gov.au>
Subject: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

Hello Max and team,

Peter wanted to thank you for your time today and for the initial discussions regarding the changes to the CIT Fit and Well classes.

He also asked that his thanks be passed on to the CIT attendees for the constructive and positive way they have engaged with him throughout his consideration of these matters.

We also appreciate the confirmation provided during the meeting that CIT is currently reviewing a number of loss-leading programs in light of the organisation's broader budgetary constraints.

As discussed, could you please provide the following:

1. A copy of the final signed Minister's letter, which Max confirmed was signed at approximately 5:30pm yesterday, and which was referenced during the meeting and shown to attendees in unsigned form;
2. Confirmation of the exact dollar savings achieved through the cancellation of weekend Fit and Well classes, including a breakdown by operational expenditure type and by day;
3. Confirmation as to whether the gym will be closed to all users on weekends;
4. Copies of the Fit and Well program timetables before and after the

changes were implemented;

5. A copy of the correspondence sent to members advising them of the changes,
6. Confirmation of any other loss-leading programs currently under review within CIT.

Again, thank you for your time today. We look forward to meeting again once the above information has been provided.

Kind regards,
Michael

Michael Caggiano
Senior Adviser | Office of Peter Cain MLA
Liberal Member for Ginninderra
Shadow Minister for Community Services and Disability
Shadow Minister for Government Services
Shadow Minister for Seniors
Shadow Minister for Veterans
Assistant Speaker
ACT Legislative Assembly | 196 London Circuit, Canberra ACT 2601
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Website Facebook Instagram Twitter
<image003.png>

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From: Murdoch, Max
To: CIT_MAG
Cc: [redacted]; [redacted]); Nichols, Scott (CIT); von Guttner, Georgia (CIT); CIT_MAG; Harriott, Mark (ACTGOV); Griffin, Daniel (ACTGOV); Manuel, TaniaL (CIT)
Subject: RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026
Date: Wednesday, 1 July 2026 3:51:06 PM

OFFICIAL

Hi Liza

Many thanks to the team for pulling this together. I have provided the below to Mr Cain's office.

I'm sure I'm not alone in anticipating further questions about this in estimates – particularly pressing for further information in relation to the final answer.

Thanks again
Max

From: CIT_MAG <CIT_MAG@cit.edu.au>
Sent: Monday, 29 June 2026 8:30 AM
To: Murdoch, Max <Max.Murdoch@act.gov.au>
Cc: [redacted]; [redacted] [redacted]>; Nichols, Scott (CIT) <Scott.Nichols@cit.edu.au>; von Guttner, Georgia (CIT) <Georgia.vonGuttner@cit.edu.au>; CIT_MAG <[redacted]>; Harriott, Mark <Mark.Harriott@act.gov.au>; Griffin, Daniel <Daniel.Griffin@act.gov.au>; Manuel, TaniaL (CIT) <TaniaL.Manuel@cit.edu.au>
Subject: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

OFFICIAL

Dear Max,

My apologies for the delay in providing the information requested by Mr Cain's office after our briefing with him on 3 June 2026, and the letter from the Minister also provided on 3 June.

I'm pleased to provide you with the following information which can be forwarded to his office in response to their queries:

1. **A copy of the final signed Minister's letter, which Max confirmed was signed at approximately 5:30pm yesterday, and which was referenced during the meeting and shown to attendees in unsigned form**

2. **Financial assessment made to help inform decision making about changes to**

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Kind Regards,
[redacted]

[redacted]
Office of the Chief Executive Officer &
Ministerial & Government Services

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T: MS Teams or (02) 6207 6586 | E: citofficeofthechiefexecutive@cit.edu.au
Address: C544, Level 5, 36 Bradley Street, Phillip, 2606 ACT | GPO 826, Canberra, ACT 2601
Connect with CIT: cit.edu.au | Facebook | Twitter | YouTube | LinkedIn

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Sent: Wednesday, 24 June 2026 5:17 PM
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Cc: Griffin, Daniel (ACTGOV) <Daniel.Griffin@act.gov.au>; Harriott, Mark (ACTGOV) <Mark.Harriott@act.gov.au>
Subject: RE: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

OFFICIAL

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Thanks
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Cc: CAIN <CAIN@parliament.act.gov.au>
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Hi Michael

Thanks for following up.

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Max Murdoch | Chief of Staff
Office of Michael Pettersson MLA
Minister for Skills, Training and Industrial Relations
Minister for Business, Arts and Creative Industries
Minister for Children, Youth and Families
Minister for Multicultural Affairs
Member for Yerrabi
P: 6207 6199 **| E:** max.murdoch@act.gov.au

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Sent: Wednesday, 3 June 2026 11:36 AM
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Cc: CAIN <CAIN@parliament.act.gov.au>
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Hello Max and team,

Peter wanted to thank you for your time today and for the initial discussions regarding the changes to the CIT Fit and Well classes.

He also asked that his thanks be passed on to the CIT attendees for the constructive and positive way they have engaged with him throughout his consideration of these matters.

We also appreciate the confirmation provided during the meeting that CIT is currently reviewing a number of loss-leading programs in light of the organisation's broader budgetary constraints.

As discussed, could you please provide the following:

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6. Confirmation of any other loss-leading programs currently under review within CIT.

Again, thank you for your time today. We look forward to meeting again once the above information has been provided.

Kind regards,
Michael

Michael Caggiano
Senior Adviser | Office of Peter Cain MLA
Liberal Member for Ginninderra
Shadow Minister for Community Services and Disability
Shadow Minister for Government Services

Shadow Minister for Seniors
Shadow Minister for Veterans
Assistant Speaker
ACT Legislative Assembly | 196 London Circuit, Canberra ACT 2601
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Website Facebook Instagram Twitter

This email, and any attachments, may be confidential and also privileged. If you are not the intended recipient, please notify the sender and delete all copies of this transmission along with any attachments immediately. You should not copy or use it for any purpose, nor disclose its contents to any other person.

From:	CIT MAG
To:	Murdoch, Max; CIT MAG
Cc:	[redacted] Nichols, Scott (CIT); von Guttner, Georgia (CIT); CIT MAG; Harriott, Mark (ACTGOV); Griffin, Daniel (ACTGOV); Manuel, TaniaL (CIT)
Subject:	RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026
Date:	Monday, 20 July 2026 1:13:00 PM

Hi Max,

Thanks for your message.

Please see responses in red text which have cleared by the CIT Board Chair:

1. **The correct baseline staffing cost** for the Fit and Well Gym prior to the change in operating hours. The table provided shows a total annual staffing cost of **$349,488**, however the explanatory text refers to **$398,837**. Could you please confirm which figure is correct and explain the discrepancy?

$349,488 is the correct total for the comparison between 2025 and 2026. The reference to $398,837 was an error in the explanatory text and should be disregarded.

2. **The basis of the comparison.** The table compares 2025 actual costs with a "2026 rate" model. Could you please confirm whether the only change between the two scenarios is the removal of weekend and public holiday operations, with weekday staffing levels, rostered hours, opening hours and staffing profile otherwise remaining identical? If not, could you outline what other assumptions differ between the two models?

The weekend and public holiday operations and exercise class timetables were considered.

3. **Public holiday costs.** Could you please provide the total staffing cost attributable to public holiday opening during the 2025 calendar year, including a breakdown of salaries, on-costs and penalty payments. This will assist in understanding the proportion of the reported savings attributable to public holidays as distinct from weekend operations.

The total staffing cost attributable solely to public holiday operations is not available as a discrete data set and would require a detailed manual review of rosters, payroll records and associated on-costs to calculate.

However, the following penalty rates generally apply:

- Saturday shifts: 50% shift penalty
- Sunday shifts: 100% shift penalty
- Public holiday shifts: 150% shift penalty
- Shifts commencing before 6:30am or concluding after 6:00pm: 15% shift penalty applies to the entire shift

4. Confirm the opening and closing hours of the gym that underpin the 2025 model.

The 2025 operating model assumed the following opening hours:

- Monday to Friday: 6:00am–8:00pm
- Saturday, Sunday and public holidays: 8:00am–5:00pm

Please let me know if you need anything further.

Thanks,
[redacted]

[redacted]
Office of the Chief Executive Officer &
Ministerial & Government Services
Canberra Institute of Technology

From: Murdoch, Max <Max.Murdoch@act.gov.au>
Sent: Tuesday, 14 July 2026 6:54 PM
To: CIT_MAG <CIT_MAG@cit.edu.au>
Cc: [redacted]; Nichols, Scott (CIT) <Scott.Nichols@cit.edu.au>; von Guttner, Georgia (CIT) <Georgia.vonGuttner@cit.edu.au>; CIT_MAG <CIT_MAG@cit.edu.au>; Harriott, Mark (ACTGOV) <Mark.Harriott@act.gov.au>; Griffin, Daniel (ACTGOV) <Daniel.Griffin@act.gov.au>; Manuel, TaniaL (CIT) <TaniaL.Manuel@cit.edu.au>
Subject: RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

OFFICIAL

Hi Liza

Please see follow-up questions from Mr Can's office

1. **The correct baseline staffing cost** for the Fit and Well Gym prior to the change in operating hours. The table provided shows a total annual staffing cost of **$349,488**, however the explanatory text refers to **$398,837**. Could you please confirm which figure is correct and explain the discrepancy?
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I think a few of these we can provide clarification/correction, but appreciate that question 3 may or may not be readily available. I'd suggest that, much like responses to QONs, we should provide relevant information in a form that exists. If the information does not exist in the form desired by the Member, and it would be unreasonable to divert resources to present the information in that way, then we can just provide what we have.

Thanks
Max

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To: 'CIT_MAG' [redacted]>
Cc: [redacted]) <[redacted]>; Nichols, Scott (CIT) <Scott.Nichols@cit.edu.au>; von Guttner, Georgia (CIT) <Georgia.vonGuttner@cit.edu.au>; CIT_MAG <[redacted]>; Harriott, Mark <Mark.Harriott@act.gov.au>; Griffin, Daniel <Daniel.Griffin@act.gov.au>; Manuel, TaniaL (CIT) <TaniaL.Manuel@cit.edu.au>
Subject: RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

Hi[redacted]

Many thanks to the team for pulling this together. I have provided the below to Mr Cain's office.

I'm sure I'm not alone in anticipating further questions about this in estimates – particularly pressing for further information in relation to the final answer.

Thanks again
Max

From: CIT_MAG <CIT_MAG@cit.edu.au>
Sent: Monday, 29 June 2026 8:30 AM
To: Murdoch, Max <Max.Murdoch@act.gov.au>
Cc: [redacted]; [redacted]>; Nichols, Scott (CIT) <Scott.Nichols@cit.edu.au>; von Guttner, Georgia (CIT) <Georgia.vonGuttner@cit.edu.au>; CIT_MAG [redacted]>; Harriott, Mark <Mark.Harriott@act.gov.au>; Griffin, Daniel <Daniel.Griffin@act.gov.au>; Manuel, TaniaL (CIT) <TaniaL.Manuel@cit.edu.au>
Subject: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

OFFICIAL

Dear Max,

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briefing with him on 3 June 2026, and the letter from the Minister also provided on 3 June.

I'm pleased to provide you with the following information which can be forwarded to his office in response to their queries:

1. **A copy of the final signed Minister's letter, which Max confirmed was signed at approximately 5:30pm yesterday, and which was referenced during the meeting and shown to attendees in unsigned form**

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Table 1. Staff cost comparison CIT Fit and Well Gym to help inform change of opening hours

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Subject: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026
Date: Monday, 29 June 2026 8:30:00 AM
Attachments: Correspondence from Minister Pettersson.msg
2026 Group Exercise Timetable.pdf
NEW Group Exercise Timetable APRIL 2026.pdf
Upcoming changes to the Fit Well Fitness Centre.msg

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Subject: RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026
Date: Tuesday, 14 July 2026 6:53:55 PM

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Max Murdoch | Chief of Staff
Office of Michael Pettersson MLA
Minister for Skills, Training and Industrial Relations
Minister for Business, Arts and Creative Industries
Minister for Children, Youth and Families
Minister for Multicultural Affairs
Member for Yerrabi
P: 6207 6199 **| E:** max.murdoch@act.gov.au

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Cc: CAIN <CAIN@parliament.act.gov.au>
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Again, thank you for your time today. We look forward to meeting again once the above information has been provided.

Kind regards,
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Michael Caggiano
Senior Adviser | Office of Peter Cain MLA
Liberal Member for Ginninderra
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ACT Legislative Assembly | 196 London Circuit, Canberra ACT 2601
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Website Facebook Instagram Twitter

This email, and any attachments, may be confidential and also privileged. If you are not the intended recipient, please notify the sender and delete all copies of this transmission along with any attachments immediately. You should not copy or use it for any purpose, nor disclose its contents to any other person.

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To: CIT_MAG; CIT_MAG
Cc: [redacted] Nichols, Scott (CIT); von Guttner, Georgia (CIT); CIT_MAG; Harriott, Mark (ACTGOV); Griffin, Daniel (ACTGOV); Manuel, TaniaL (CIT)
Subject: RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026
Date: Monday, 20 July 2026 5:24:53 PM

OFFICIAL

Thanks [redacted]. I have provided this to Mr Cain's office.

Cheers, Max

From: CIT_MAG <CIT_MAG@cit.edu.au>
Sent: Monday, 20 July 2026 1:14 PM
To: Murdoch, Max <Max.Murdoch@act.gov.au>; CIT_MAG <CIT_MAG@cit.edu.au>
Cc: [redacted] <[redacted]>; Nichols, Scott (CIT) <Scott.Nichols@cit.edu.au>; von Guttner, Georgia (CIT) <Georgia.vonGuttner@cit.edu.au>; CIT_MAG <CIT_MAG@cit.edu.au>; Harriott, Mark <Mark.Harriott@act.gov.au>; Griffin, Daniel <Daniel.Griffin@act.gov.au>; Manuel, TaniaL (CIT) <TaniaL.Manuel@cit.edu.au>
Subject: RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

OFFICIAL

Hi Max,

Thanks for your message.

Please see responses in red text which have cleared by the CIT Board Chair:

1. **The correct baseline staffing cost** for the Fit and Well Gym prior to the change in operating hours. The table provided shows a total annual staffing cost of **$349,488**, however the explanatory text refers to **$398,837**. Could you please confirm which figure is correct and explain the discrepancy?

$349,488 is the correct total for the comparison between 2025 and 2026. The reference to $398,837 was an error in the explanatory text and should be disregarded.

2. **The basis of the comparison.** The table compares 2025 actual costs with a "2026 rate" model. Could you please confirm whether the only change between the two scenarios is the removal of weekend and public holiday operations, with weekday staffing levels, rostered hours, opening hours and staffing profile otherwise remaining identical? If not, could you outline what other assumptions differ between the two models?

The weekend and public holiday operations and exercise class timetables were considered.

3. **Public holiday costs.** Could you please provide the total staffing cost attributable to

public holiday opening during the 2025 calendar year, including a breakdown of salaries, on-costs and penalty payments. This will assist in understanding the proportion of the reported savings attributable to public holidays as distinct from weekend operations.

The total staffing cost attributable solely to public holiday operations is not available as a discrete data set and would require a detailed manual review of rosters, payroll records and associated on-costs to calculate.

However, the following penalty rates generally apply:

- Saturday shifts: 50% shift penalty
- Sunday shifts: 100% shift penalty
- Public holiday shifts: 150% shift penalty
- Shifts commencing before 6:30am or concluding after 6:00pm: 15% shift penalty applies to the entire shift

4. Confirm the opening and closing hours of the gym that underpin the 2025 model.

The 2025 operating model assumed the following opening hours:

- Monday to Friday: 6:00am–8:00pm
- Saturday, Sunday and public holidays: 8:00am–5:00pm

Please let me know if you need anything further.

Thanks,
Liza

Liza Marando
(pronounced "Leeza")
Executive Officer
Office of the Chief Executive Officer &
Ministerial & Government Services
Canberra Institute of Technology

From: Murdoch, Max <Max.Murdoch@act.gov.au>
Sent: Tuesday, 14 July 2026 6:54 PM
To: CIT_MAG <[redacted]>
[redacted]; [redacted]>; Nichols, Scott (CIT) <Scott.Nichols@cit.edu.au>; von Guttner, Georgia (CIT) <Georgia.vonGuttner@cit.edu.au>; CIT_MAG <CIT_MAG@cit.edu.au>; Harriott, Mark (ACTGOV) <Mark.Harriott@act.gov.au>; Griffin, Daniel (ACTGOV) <Daniel.Griffin@act.gov.au>; Manuel, TaniaL (CIT) <TaniaL.Manuel@cit.edu.au>
Subject: RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

OFFICIAL

Hi[redacted]

Please see follow-up questions from Mr Can's office

1. **The correct baseline staffing cost** for the Fit and Well Gym prior to the change in operating hours. The table provided shows a total annual staffing cost of **$349,488**, however the explanatory text refers to **$398,837**. Could you please confirm which figure is correct and explain the discrepancy?
2. **The basis of the comparison.** The table compares 2025 actual costs with a "2026 rate" model. Could you please confirm whether the only change between the two scenarios is the removal of weekend and public holiday operations, with weekday staffing levels, rostered hours, opening hours and staffing profile otherwise remaining identical? If not, could you outline what other assumptions differ between the two models?
3. **Public holiday costs.** Could you please provide the total staffing cost attributable to public holiday opening during the 2025 calendar year, including a breakdown of salaries, on-costs and penalty payments. This will assist in understanding the proportion of the reported savings attributable to public holidays as distinct from weekend operations.
4. Confirm the opening and closing hours of the gym that underpin the 2025 model.

I think a few of these we can provide clarification/correction, but appreciate that question 3 may or may not be readily available. I'd suggest that, much like responses to QONs, we should provide relevant information in a form that exists. If the information does not exist in the form desired by the Member, and it would be unreasonable to divert resources to present the information in that way, then we can just provide what we have.

Thanks
Max

From: Murdoch, Max
Sent: Wednesday, 1 July 2026 3:51 PM
To: 'CIT_MAG' <CIT_MAG@cit.edu.au>
Cc: [redacted]; Nichols, Scott (CIT) <Scott.Nichols@cit.edu.au>; von Guttner, Georgia (CIT) <Georgia.vonGuttner@cit.edu.au>; CIT_MAG <CIT_MAG@cit.edu.au>; Harriott, Mark <Mark.Harriott@act.gov.au>; Griffin, Daniel <Daniel.Griffin@act.gov.au>; Manuel, TaniaL (CIT) <TaniaL.Manuel@cit.edu.au>
Subject: RE: Responses to Mr Cain queries: Mr. Cain Briefing: CIT Fit & Well Gym 03062026

Hi Liza

Many thanks to the team for pulling this together. I have provided the below to Mr Cain's office.

I'm sure I'm not alone in anticipating further questions about this in estimates – particularly pressing for further information in relation to the final answer.

Thanks again