Parliament of Tasmania

JOINT SESSIONAL COMMITTEE

WORKPLACE CULTURE OVERSIGHT

Motion for Respect Report Implementation Tracker – 27 October 2026

Please note: Expected completion dates start from the appointment of the Independent Project Manage (IPM): Motion for Respect (13 June 2023)
The IPM resigned in January 2025 and Mr Andrew Young was appointed shortly after to act as an independent consultant to the Committee and work alongside the Motion for Respect Team (January 2025).
The Motion for Respect Team contract expired in September 2025. Mr Andrew Young, Independent Consultant completed recommendations assigned - 30 April 2026.

Key – Implementation responsibility:	Independent Project Team ➢ Members	Clerks ➢ Parliamentary Services Staff	Manager, PAMs (DPAC) ➢ MPS unit

See sharing of responsibilities table for implementation of Motion for Respect Recommendations for further information

Acknowledge the need for change and initial steps for action

Recommendations 1*, 2*, 3

*Recommendations 1&2 complete – see Motion for Respect Report Completed Recommendations Tracker for further information.

Recommendation		Time frame	Status	Next steps	Expected completion
3	The Committee is to commission an independent review of Ministerial and Parliamentary Services organisational and governance structure, including an audit of instruments of appointment, employment conditions, recruitment processes and pay structures.	6 mths	On 20 September 2024, the Clerks communicated WRA Report to staff at a Town Hall and by email. The WRA Report is available on the Committee's webpage. No additional resourcing has been provided to the Parliament to implement the recommendations of the WRA Report. Nonetheless, Parliament is undertaking a strategic re-structure of its corporate functions to address capability gaps identified in the report. This report is being undertaken on an incremental basis with constraints of available resources. Risk and Audit Committee have undertaken two reviews of governance within the Parliament. Implementation of	Continual review and improvement.	Complete.

Motion for Respect Report Implementation Tracker – 27 October 2026

			the recommendations from these reviews is largely complete. Letter of Offer Templates for all forms of employment have been created and undergo consistent review in line with the continuous improvement cycle. Employee Value statements have been drafted and are featured in position descriptions and job ads. Psychometric testing is required for all recruitment campaigns (excluding casual positions and those roles where only one internal applicant wins the role or is selected from a merit list). Results have been highly valuable. Surveys, discussion with managers and staff, as well as performance of new employees are being monitored. Policy, procedure and associated forms/guides/templates launched.		
			Recommendation 6 of the WRA report suggested the combining of responsibility for electorate officers into one entity (ie: Legislature-General). This is a complex matter requiring significant industrial and role definition considerations of the two Houses. This is not being progressed as a priority at this stage.	On hold.	On hold.

Parliament of Tasmania

JOINT SESSIONAL COMMITTEE

WORKPLACE CULTURE OVERSIGHT

Motion for Respect Report Implementation Tracker – 27 October 2026

Key – Implementation responsibility:	Independent Project Team ➢ Members	Clerks ➢ Parliamentary Services Staff	Manager, PAMs (DPAC) ➢ MPS unit

See sharing of responsibilities table for implementation of Motion for Respect Recommendations for further information

Steps to create long-term change

Recommendations 4*, 5, 6, 7, 8, 9*, 10

* Recommendations 4 and 9 complete – see Motion for Respect Report Completed Recommendations Tracker for further information.

Recommendation		Time frame	Status	Next steps	Expected completion
5	Implementation of a complaints and reporting framework for MPS People, Culture and Change to operate within including: » The power to investigate complaints about discrimination, sexual harassment and bullying, including allegations against Members of Parliament (5.1) » Setting internal processes for dealing with conduct matters both informally and formally (5.2) » Setting investigation procedures, protections against victimisation, sanctions, and policies containing information about external complaint bodies. (5.3)	12 mths	On 5 November 2025, the Chair tabled an Interim Report recommending adoption by resolution of an Independent Complaints Commissioner Process. Along with a Members Code of Conduct and Alcohol and Other Drugs Members' Statement. Each House adopted the three resolutions in the first week of December 2025. At the Committee's meeting on 11 August 2026, the Committee noted the current funding arrangements are inadequate for implementing the Resolutions of both Houses and wrote to the Premier urging further consideration be given to ensure Resolutions can be implemented in their entirety.	The Clerks to appoint a Commissioner and Deputy Commissioner – subject to funding.	To be advised.
			On 1 June 2024, a suite of policies, procedures and forms were launched. These include a Code of Conduct, with policies on bullying, sexual harassment	Continual review and improvement.	Complete.

Motion for Respect Report Implementation Tracker – 27 October 2026

			and discrimination, as well as complaint and grievance procedures. Training was completed in workshop #1 – Purpose, Vision, Mission and Core Values. The Australian Human Rights Commission eLearning Workplace Behaviour Course for all staff has been approved and funded. Training was rolled out to all staff. Staff have completed the training - September 2025. New staff will complete the training as part of their onboarding.		
			Complaints framework for Government MPS staff completed and available. The framework is now available on the MPS intranet for Government MPS staff. A complaints framework for non-government MPS offices is now available on the newly developed iParliament intranet site. This will stand as the current version noting that DPAC welcomes feedback from offices and will update accordingly. This has been sent to Chiefs of Staff.		Complete.

Motion for Respect Report Implementation Tracker – 27 October 2026

6	Create and implement (in consultation with staff) the following: » Ministerial and Parliamentary Services Code of Conduct for: - Parliamentarians - MPS personnel (6.1) » Diversity and inclusion strategy (6.2) » A family friendly workforce strategy (6.3) » Performance management framework (6.4) » Consumption of alcohol policy (6.5)	12 mths	On 5 November 2025, the Chair tabled an Interim Report recommending adoption by resolution of a Members Code of Conduct and an Alcohol and Other Drugs Members' Statement. Along with an Independent Complaints Commissioner Process. Each House adopted the three resolutions in the first week of December 2025.		Complete.
			Code of Conduct delivered with organisational values providing an overarching position for ways of working. The Code of Conduct offers inclusivity and diversity elements. The Parliament are members of the Diversity Council Australia (DCA) which has been communicated to staff. Management team (Band 8 and above) requested to complete four online training modules (suggested by IPM). 100% completion rate (16/16) as of 3 February 2025. Family friendly elements contained within the Flexible Work Policy & Procedure. The Parliament has a policy framework for managing performance and discipline. Drug and Alcohol Policy & Procedure launched in August 2024.	A Diversity and Inclusion Strategy is planned. A Performance management framework, including performance development and review, is under development.	To be advised.

Motion for Respect Report Implementation Tracker – 27 October 2026

			The Code of Conduct for Government MPS staff completed. The Code of Conduct for non-Government MPS staff is also complete and available on the iParliament intranet. Important to note that broad elements relating to conduct are included in employment contracts. Diversity and Inclusion strategy will be largely based around the Workplace Equality and Respect Standards (WERS). Work still to progress on this. A link to the WERS standards will be placed on the iMin site for Government MPS staff and a link to WERs has been placed on iParliament for non-Government MPS staff, through the staff induction program. Family friendly workplace strategy still to progress. Performance management framework still to progress noting that a policy will be developed first and exploration of a learning management system to deliver templates and workflow is being explored. Learnings from the rollout of the DPAC performance management framework will be utilised to develop a similar framework for MPS employees. Government MPS Consumption of Alcohol policy has been drafted and will	Development of these strategies and frameworks is continuing.	To be advised.

Motion for Respect Report Implementation Tracker – 27 October 2026

			be finalised in the near future. The policy will then be offered to non-government offices, noting an approach will take into consideration the work of the Clerks of the Parliament and the Motion for Respect Team. Policies, procedures and guidelines for Government MPS staff are accessible on the newly updated iMIN intranet. Policies, procedures and guidelines for non-Government MPS staff are accessible on the new iParliament intranet site.		
7	Implementation of formal induction and exit processes which include training on acceptable workplace conduct, complaint processes, external reporting mechanisms and Workplace Support Contact Officers.	18 mths	Recommendations 7 and 8 are being considered together. In May 2026, the Independent Consultant has provided a final induction and training plan for the Committee to consider.	The Committee is currently considering a draft report on this recommendation.	To be advised.
			Onboarding checklists created. Exit templates created. Policies and procedures for complaints went live on 1 June 2024. Workplace Support Contact Officers (WSCOs) have completed the required training. There are currently two WSCOs within Parliament of Tasmania staff. WSCOs have undergone training in the	Continual review and improvement.	Complete.

Motion for Respect Report Implementation Tracker – 27 October 2026

			accredited Mental Health First Aid Training (MHFA). A communication to all staff regarding the WSCO team has been sent. A workplace health and safety framework that encompasses elements of recommendation 7 has been approved.		
			The Government MPS induction processes are complete, and the exit processes are in place and available on the intranet. Induction also includes a basic workplace health and safety module. An induction program is also available for non-MPS staff through a link of the iParliament site to the E-Learning system. Exit procedures are already in place. Departing staff have the opportunity to complete an anonymous survey or to meet with a senior person to discuss their feedback. Exit surveys are sent to HR who will discuss any trends or patterns with the relevant MPS office. E-Learning Workplace Health and Safety training is also now live and can be accessed by all staff across the MPS network.	Deliver the induction program through DPAC's ilearn system to enable structured delivery and the collation and analysis of data such as progress and course completion.	Complete. Note: Induction program into ilearn being progressed as an additional feature. Both an induction and work health and safety module has been developed and is at varying stages of adoption across the MPS network.

Motion for Respect Report Implementation Tracker – 27 October 2026

8	Mandatory external in-person workplace conduct training to be undertaken by all current Ministerial and Parliamentary Services personnel, including Members of Parliament; people management training to be undertaken by all Ministerial and Parliamentary Services personnel who have staff reporting to them; and a structured training plan be developed.	18 mths	Recommendations 7 and 8 are being considered together. The Independent Consultant has provided a final induction and training plan for the Committee to consider.	The Committee is currently considering a draft report on this recommendation.	To be advised.
			Workplace Behaviour Policy and Procedures have been launched (visible on intranet). These include a Code of Conduct, with a policy framework for bullying, sexual harassment and discrimination, as well as complaint and grievance procedures. A roadmap to creating an inspiring culture includes building awareness and commitment for employees with workplace behaviour workshops. Training was completed in workshop #1 – Purpose, Vision, Mission and Core Values. The Australian Human Rights Commission eLearning Workplace Behaviour Course for all staff has been approved and funded. The training was rolled out to all staff. Staff have completed the training September 2025. New staff will complete the training as part of their onboarding.		Complete.
			As at June 2025, more than 80% of MPS Government staff had undertaken mandatory workplace bullying and cultural training. This program is tailored to the MPS working environment.	Further training to occur in the coming months for MPS Government staff with details of the trainer to be provided to non-	Underway.

Motion for Respect Report Implementation Tracker – 27 October 2026

			Following completion this training will be rolled out regularly to ensure all new staff are captured. The trainer's details and the course outline will be available to non-government offices via the iParliament intranet. Mental Health First Aid training is also being organised for Government MPS staff. Progress on considering options for people management training have been delayed due to competing priorities. This will be revisited in 2027.	government MPS offices via iParliament. People management training to be considered in 2027.	
10	Completion of Our Watch's Workplace Equality and Respect Standards across Ministerial and Parliamentary Services	24 mths	Keeping Children Safe Policies and Procedures in line with the *Child and Youth Safe Organisations Act 2023* have been approved and made live effective 16 May 2025.	Further consideration of this recommendation is required.	To be advised.
			The Workplace Equality and Respect Standards (WERs) is integrated into: • Staff induction • Code of Conduct • Workplace conduct training WERS information is now will available on the iParliament intranet in the staff induction program through iLearn. WERS is also used to inform the various policies that MPS staff are required to adhere to (eg. family violence leave, grievance and complaints policy). WERS will be used as a basis for the Diversity and Inclusion strategy.	The standards will also be posted up on the iMIN system for Government MPS staff and on iParliament for non-Government MPS staff.	Underway.

Motion for Respect Report Implementation Tracker – 27 October 2026

Parliament of Tasmania

JOINT SESSIONAL COMMITTEE

WORKPLACE CULTURE OVERSIGHT

Motion for Respect Report Implementation Tracker – 27 October 2026

Key – Implementation responsibility:	Independent Project Team ➢ Members	Clerks ➢ Parliamentary Services Staff	Manager, PAMs (DPAC) ➢ MPS unit

See sharing of responsibilities table for implementation of Motion for Respect Recommendations for further information

Measuring change

Recommendations 11*, 12, 13, 14

* Recommendation 11 complete – see Motion for Respect Report Completed Recommendations Tracker for further information.

Recommendation		Time frame	Status	Next steps	Expected completion
12	MPS personnel are surveyed to measure: » Perceptions of the implementation of the recommendations arising from the Review » Experiences of workplace discrimination, sexual harassment and bullying since the Review » Changes to workplace culture » Improvements to employment conditions » Participation in training and perceptions thereof » View of and access to complaint and reporting processes » Problematic issues and perceptions that remain.	At 18 mths	In May 2026, the Committee received a final report from the Independent Consultant on results of survey.	The Committee is currently considering a draft report on this recommendation.	To be advised.
			Three engagement surveys have been completed with Parliament of Tasmania staff. The surveys have indicated positive to stable shifts in all areas. First survey completed between 28 Nov 2022 and 11 Dec 2022. Total participation result of 55%, 72% of permanent/fixed term employees completed the survey, 55% engagement score. 2023 engagement survey live from 5/2/24 to 19/2/24. Total participation result of 61%, 78% of permanent/fixed term employees completed the survey, 63% engagement score.	Continue surveying Parliament staff.	No further action.

Motion for Respect Report Implementation Tracker – 27 October 2026

			2024 engagement survey live from 4/11/24 to 18/11/24. Total participation result of 60%, 78% of permanent/fixed term employees completed the survey. 62% engagement score. 2025 engagement survey is on track for 26 October 2025.		
			Agreement has been reached regarding funding of the previously used survey. This will be coordinated by Mr Andrew Young/DPAC.		No further action.
13	A report outlining the implemented recommendations, any subsequent survey findings (Recommendation 12), steps remaining and any adjustments needed to ensure the purpose of the recommendations is achieved, is published on the Tasmanian Parliament website homepage.	At 24 mths	In May 2026, the Independent Project Consultant provided a final report.	The Committee is currently considering a draft report on this recommendation.	To be advised.
			Publication of the 24 month report is a matter for the Committee. Relevant information will be provided to the Committee as required.		No further action.
			Publication of the 24 month report is a matter for the Committee. Relevant information will be provided to the Committee as required.		No further action.
14	A Ministerial and Parliamentary Services Workplace Culture Survey is to be created and administered by MPS People, Culture and Change, to all personnel on at least a bi-annual basis, with results published on the Tasmanian Parliament website.	Bi-annually	To facilitate creation of survey through an external provider for use by the Parliamentary entities and MPS unit reporting directly to the Committee on results.	The Committee to consider.	To be advised.
			Implementation of a MPS Workplace Culture Survey is a matter for the Committee. The Parliament will continue to undertake its annual engagement survey.		

Motion for Respect Report Implementation Tracker – 27 October 2026

			Implementation of a MPS Workplace Culture Survey is a matter for the Committee. The Orima survey framework is available for completion by all Tasmanian State Service staff annually. This will require a budget submission with the cost likely to be in the vicinity of approximately $15,000.		