



Parliament of Tasmania

JOINT SESSIONAL COMMITTEE

WORKPLACE CULTURE OVERSIGHT

Motion for Respect Report Implementation Tracker – 3 September 2024

Expected completion dates start from the appointment of the Independent Project Manager: Motion for Respect (13 June 2023)

Acknowledge the need for change and initial steps for action

Recommendations 1*, 2*, 3

* Recommendations 1 & 2 have been implemented - see [webpage](#) – *Motion for Respect Report Completed Recommendations* 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	<p>In progress.</p> <p>Completion by MRPT.</p> <p>The Committee resolved to release the WRA Report. The Clerks of Parliament to determine date and time - see communicate for communication strategy. Clerks, DPAC Secretary and IPM to collaborate to facilitate delivery of WRA Report to Premier and Ministerial Services (PAMS) staff (03/09/24).</p> <p>Refer to Implementation Tracker - 17 July 2024 reporting detailed timeline of work progressed in relation to this recommendation.</p>	The Committee to further consider.	To be advised.



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Steps to create long-term change					
Recommendations 4, 5, 6, 7, 8, 9, 10					
Recommendation	Time frame	Status	Next steps	Expected completion	
4	Establishment of a centralised and independent human resources unit, accessible for all Ministerial and Parliamentary Services personnel, called 'MPS People, Culture and Change'.	12 mths	In progress. Completion by MRPT. Refer to Implementation Tracker - 17 July 2024 reporting work progressed by DPAC and the Parliament in relation to this recommendation.	Await the outcome of recommendation 3 structure. The Committee to further consider.	To be advised.
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 » Setting internal processes for dealing with conduct matters both informally and formally » Setting investigation procedures, protections against victimisation, sanctions, and policies containing information about external complaint bodies.	12 mths	In progress. MRPT researching and benchmarking systems in place in other jurisdictions (14 August 2024). Refer to Implementation Tracker - 17 July 2024 reporting work progressed by the Parliament in relation to this recommendation.	Await the outcome of recommendations 3 and 4.	To be advised.



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Steps to create long-term change (continued)					
Recommendations 4, 5, 6, 7, 8, 9, 10					
6	<p>Create and implement (in consultation with staff) the following:</p> <ul style="list-style-type: none"> » Ministerial and Parliamentary Services Code of Conduct for: <ul style="list-style-type: none"> - Parliamentarians - MPS personnel » Diversity and inclusion strategy » A family friendly workforce strategy » Performance management framework » Consumption of alcohol policy 	12 mths	<p>In progress.</p> <p>Refer to Implementation Tracker - 17 July 2024 reporting work progressed by MRPT, DPAC and the Parliament in relation to this recommendation.</p>	MRPT will continue to engage with stakeholders.	To be advised.
7	<p>Implementation of formal induction and exit processes which include training on acceptable workplace conduct, complaint processes, external reporting mechanisms and Workplace Support Contact Officers.</p>	18 mths	<p>In progress.</p> <p>Refer to Implementation Tracker - 17 July 2024 reporting work progressed by DPAC and the Parliament in relation to this recommendation.</p>		To be advised.



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Steps to create long-term change (continued)				
Recommendations 4, 5, 6, 7, 8, 9, 10				
Recommendation	Time frame	Status	Next steps	Expected completion
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	In progress. Refer to Implementation Tracker - 17 July 2024 reporting work progressed by DPAC and the Parliament in relation to this recommendation.	To be advised.
9	A minimum of 12 Workplace Support Contact Officers be appointed, maintained and appropriately trained across Ministerial and Parliamentary Services.	18 mths	In progress. MRPT advised training scheduled for September in Hobart for staff nominated from across parliamentary services and MPS unit. Sessions will also be delivered in Launceston – dates TBC (14/08/24). Refer to Implementation Tracker - 17 July 2024 reporting work progressed by DPAC and the Parliament in relation to this recommendation.	To be advised.



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Steps to create long-term change (continued) Recommendations 4, 5, 6, 7, 8, 9, 10					
Recommendation		Time frame	Status	Next steps	Expected completion
10	Completion of Our Watch’s Workplace Equality and Respect Standards across Ministerial and Parliamentary Services.	24 mths	In progress. Completion by MPRT. Refer to Implementation Tracker - 17 July 2024 reporting work progressed by the Parliament in relation to this recommendation.		To be advised.



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Measuring change Recommendations 11, 12, 13, 14					
Recommendation	Time frame	Status	Next steps	Expected completion	
11	A report of the progression of the implementation of the recommendations is to be published on the Tasmanian Parliament website homepage.	At 12 mths	In progress. Progress Report received by the Committee on 3 September 2024.	Report to be published when WRA Report is published to the Committee’s website.	To be advised.
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 progress. MRPT advised an audit of existing personnel surveys are underway (14/8/24). Refer to Implementation Tracker - 17 July 2024 reporting work progressed by the Parliament in relation to this recommendation.		To be advised.



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Measuring change Recommendations 11, 12, 13, 14					
Recommendation		Time frame	Status	Next steps	Expected completion
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	A Report will be published to the Committee’s webpage		To be advised.
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	In progress. Refer to Implementation Tracker - 17 July 2024 reporting work progressed by the Parliament in relation to this recommendation.		To be advised.