



Joint Sessional Committee

Workplace Culture Oversight

MEETING COMMUNIQUE

Tuesday, 19 September 2023

On Tuesday, 19 September 2023 the Joint Sessional Committee on Workplace Culture Oversight (the Committee) met with the Motion for Respect - Independent Project Manager (IPM) and the newly appointed [Workplace Research Associates \(WRA\)](#) who were selected by the IPM to undertake an independent review of the Ministerial and Parliamentary Services (MPS) organisation and governance structure as set out in the Motion for Respect Report Recommendation 3, as follows:

Within six months, the Committee is to commission an independent review of the Ministerial and Parliamentary Services organisational and governance structure, including an audit of instruments of appointment, employment conditions, recruitment processes and pay structures.

WRA is a Canberra based firm with a highly qualified team providing services in the areas of recruitment, job analysis and design, job sizing, organisation structuring, research on a wide range of organisation issues, etc. Work commenced on 18 September 2023 and is expected to be finished by the end of February 2024.

At this meeting, WRA advised it had met with stakeholders and two consistent themes have emerged in relation to structure and governance. First, the structure and governance within Parliament between the three parliamentary entities of House of Assembly, Legislative Council, and Legislature-General is complex. There exists a dual management role for Clerks – managing their own departments, and managing shared services provided by Legislature-General, with a lack of clarity around reporting arrangements. The second theme to emerge is the differing employing authorities for electorate officers creating disparity across this cohort.

A priority for WRA is to review the [Motion for Respect Report](#) and produce an issues paper that draws out key components from the discussions and readings, and will later be used to develop structural options. Once it is well formulated, WRA will present it to the Committee. Alongside this, the Motion for Respect project team will review the report to identify areas which require clarification, such as the use of 'MPS'.

Previous work done by the Parliament in relation to structure and governance was acknowledged by the consultants and will be taken into consideration in this review.

WRA provided a brief overview of their process which will include examining comparable models in other parliaments in relation to structure and governance and consultation with the stakeholders. Updates will be provided to stakeholders and the Committee at intervals and it is anticipated these will identify issues that will inform further consultation and ultimately, options for reform. The WRA will report to the Committee through the IPM.

The IPM advised of a change to the Project Reference Group (PRG) which will now comprise of parliamentary entities' representatives only. The reason for this is that the project has progressed significantly and discussions are now related specifically to each workplace. It was agreed the Manager Premier and Ministerial Services would stand down and engage separately, noting there will be occasions in the future when both workplaces may need to meet together.

The Committee notes the importance of this review and encourages employees across each employee group to become fully informed and engaged to collectively work towards providing a better workplace for all employees.

The Committee further notes that change can be challenging and commits to providing ongoing updates to inform all interested parties. The Committee notes there will be opportunities to provide input into and participate in the work of the consultants and the IPM and her team.

For further information regarding the Committee's activity in overseeing implementation of Motion for Respect Report Recommendations, [Implementation Trackers](#) are available on the Committee's [webpage](#) to enable all interested parties, including all current and past employees of the MPS Workplace (as defined by the [Motion for Respect Report](#) to include elected Members of Parliament, Ministerial and Parliamentary Support employees, Parliament House employees and people performing contracted services) to access updated information in relation to progress of implementation of Motion for Respect Report Recommendations.

These documents will be updated regularly and any further relevant information provided to the Committee related to progress of the recommendations to ensure all interested parties have access to current information.

The Committee's next meeting will be held mid-October 2023.