



Parliament of Tasmania

JOINT SESSIONAL COMMITTEE

WORKPLACE CULTURE OVERSIGHT

Motion for Respect Report Implementation Tracker – 15 October 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  In progress.  Completion by MRPT (Motion for Respect Project Team).  The Clerks presented information regarding the WRA Report at a Town Hall forum on Friday, 20 September 2024 at 10:00 am. The <a href="#">WRA Report</a> is available on the Committee’s <a href="#">webpage</a> . Noting the IPM (Motion for Respect - Independent Project Manager) and WRA (Workplace Research Associates) were unavailable to attend.  Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting detailed timeline of work progressed in relation to this recommendation.	The Clerks to implement WRA recommendations. Noting the WRA recommendations have been accepted in principle by the Clerks.  DPAC Secretary and Clerks to have further consultation in relation to Electorate Officers consolidating within Legislature-General (recommendation 6 of the WRA Report).  Clerks and DPAC Secretary to provide progress updates.	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 <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by DPAC Secretary and the Clerks in relation to this recommendation.	The Clerks to implement practical measures to meet intent of this recommendation – HR unit established; rec 3 report delivered with organisational recommendations.  DPAC Secretary to implement practical measures to meet intent of this recommendation – addition of independent HR officers within DPAC and appropriate governance established. DPAC is recruiting two new HR officers who will independently support the MPS unit.  Clerks and DPAC Secretary to provide progress updates.	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
<p><b>5</b> Implementation of a complaints and reporting framework for MPS People, Culture and Change to operate within including:</p> <ul style="list-style-type: none"> <li>» The power to investigate complaints about discrimination, sexual harassment and bullying, including allegations against Members of Parliament (5.1)</li> <li>» Setting internal processes for dealing with conduct matters both informally and formally (5.2)</li> <li>» Setting investigation procedures, protections against victimisation, sanctions, and policies containing information about external complaint bodies. (5.3)</li> </ul>	12 mths	<p>In progress.</p> <p>IPM reported the MRPT is researching and benchmarking frameworks in other jurisdictions in relation to Members of Parliament (5.1 and 5.3).</p> <p>Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by the Clerks in relation to this recommendation.</p>	<p>Clerks to set internal processes in relation to 5.2 and 5.3.</p> <p>DPAC Secretary to set internal processes in relation to 5.2 and 5.3.</p> <p>Clerks and DPAC Secretary to provide progress updates.</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
<p><b>6</b> Create and implement (in consultation with staff) the following:</p> <ul style="list-style-type: none"> <li>» Ministerial and Parliamentary Services Code of Conduct for:               <ul style="list-style-type: none"> <li>- Parliamentarians</li> <li>- MPS personnel (6.1)</li> </ul> </li> <li>» Diversity and inclusion strategy (6.2)</li> <li>» A family friendly workforce strategy (6.3)</li> <li>» Performance management framework (6.4)</li> <li>» Consumption of alcohol policy (6.5)</li> </ul>	12 mths	<p>In progress.</p> <p>IPM reported Family Friendly Workforce Strategy (6.3) and Performance Management Framework (6.4) research has been provided to stakeholders to assist with their work in these areas.</p> <p>IPM provided Consumption of Alcohol Policy (6.5) to Committee about options for precincts.</p> <p>Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by DPAC Secretary and the Clerks in relation to this recommendation.</p>	<p>Clerks and DPAC Secretary to provide progress updates.</p> <p>The Committee to progress implementation of 6.1 and 6.5. The Committee to consult with Members of Parliament on Code of Conduct for Parliamentarians (6.1) and Consumption of Alcohol policy (6.5).</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	
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	In progress.  Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by DPAC Secretary and the Clerks in relation to this recommendation.	Clerks and DPAC Secretary to provide progress updates in relation to their staff.  IPM to provide progress updates in relation to Members of Parliament.  Refer to <a href="#">Motion for Respect Project – sharing of responsibilities for implementation of Motion for Respect Recommendations.</a>	To be advised.
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.  IPM reported research is underway in relation to Members of Parliament.  Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by DPAC Secretary and the Clerks in relation to this recommendation.	Clerks and DPAC Secretary to provide progress updates in relation to their staff.  IPM to provide progress updates in relation to Members of Parliament.  Refer to <a href="#">Motion for Respect Project – sharing of responsibilities for implementation of Motion for Respect Recommendations.</a>	To be advised.



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WORKPLACE CULTURE OVERSIGHT

## Motion for Respect Report Implementation Tracker – 15 October 2024

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<b>Steps to create long-term change (continued)</b>					
Recommendations 4, 5, 6, 7, 8, 9, 10					
<b>Recommendation</b>		<b>Time frame</b>	<b>Status</b>	<b>Next steps</b>	<b>Expected completion</b>
<b>9</b>	A minimum of 12 Workplace Support Contact Officers be appointed, maintained and appropriately trained across Ministerial and Parliamentary Services.	18 mths	<p>In progress.</p> <p>Completed by MRPT.</p> <p>IPM reported training for staff for WSCO was held on 5, 20 and 27 September; an additional Hobart session may be held for staff who missed their second session due to the extra estimates scrutiny day. Launceston date TBC – November.</p> <p>Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by DPAC Secretary and the Clerks in relation to this recommendation.</p>	WSCOs to be maintained and appropriately trained. Clerks and DPAC Secretary to provide updates.	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 MRPT.  Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by the Clerks in relation to this recommendation.	Clerks to embed Workplace Equality and Respect Standard into policy, process, procedure for the parliamentary services – include in Strategic Plan and seek funding to work with OurWatch.  DPAC Secretary to embed Our Watch’s Workplace Equality and Respect Standards into policy, process, procedure for the MPS unit.  Clerks and DPAC Secretary to provide progress update.	To be advised.



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WORKPLACE CULTURE OVERSIGHT

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Measuring change				
Recommendations 11*, 12, 13, 14				
* Recommendation 11 has been completed - see <a href="#">webpage</a> – <i>Motion for Respect Report Completed Recommendations</i> for further information				
Recommendation	Time frame	Status	Next steps	Expected completion
<b>12</b> MPS personnel are surveyed to measure: <ul style="list-style-type: none"> <li>» Perceptions of the implementation of the recommendations arising from the Review</li> <li>» Experiences of workplace discrimination, sexual harassment and bullying since the Review</li> <li>» Changes to workplace culture</li> <li>» Improvements to employment conditions</li> <li>» Participation in training and perceptions thereof</li> <li>» View of and access to complaint and reporting processes</li> <li>» Problematic issues and perceptions that remain.</li> </ul>	At 18 mths	In progress.  MRPT to facilitate creation and delivery of survey through an external provider. Results provided to each organisation.  Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by the Clerks in relation to this recommendation.		To be advised.





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<b>Measuring change (continued)</b>					
Recommendations 11*, 12, 13, 14					
* Recommendation 11 has been completed - see <a href="#">webpage</a> – <i>Motion for Respect Report Completed Recommendations</i> for further information					
Recommendation	Time frame	Status	Next steps	Expected completion	
<b>13</b>	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	Reports will be published to the Committee’s webpage.	Refer to <a href="#">Motion for Respect Project – sharing of responsibilities for implementation of Motion for Respect Recommendations.</a>	To be advised.
<b>14</b>	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	MRPT 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.  Refer to <a href="#">Implementation Tracker - 17 July 2024</a> reporting work progressed by the Clerks in relation to this recommendation.	Refer to <a href="#">Motion for Respect Project – sharing of responsibilities for implementation of Motion for Respect Recommendations.</a>	To be advised.