



Parliament of Tasmania

JOINT SESSIONAL COMMITTEE

WORKPLACE CULTURE OVERSIGHT

## Motion for Respect Report Implementation Tracker – October 2023

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

Acknowledge the need for change and initial steps for action				
Recommendations 1*, 2*, 3				
* Recommendations 1 & 2 have been implemented - see <a href="#">webpage</a> – Motion for Respect Report Completed Recommendations for further information				
Recommendation	Time frame	Status	Next steps	Expected completion
3	6 mths	<p>On 8 August 2023, a Minute seeking access to funding to engage a consultant project was approved. A procurement process has now taken place to engage a suitable consultant to undertake the review.</p> <p>Workplace Research Associates (WRA) have been selected by the Motion for Respect - Independent Project Manager (IPM) to undertake the review. Work commenced on 18 September 2023. WRA met with stakeholders on 18 and 19 September 2023.</p> <p>Three Motion for Respect project support staff commenced in September 2023.</p>	<p>On 19 September 2023, the Committee met with WRA and received a briefing outlining WRAs processes and priorities moving forward – for more detailed information see <a href="#">Meeting Communiqué – 19 September 2023</a>.</p> <p>WRA will consult with staff in November, including the Legislature-General managers to learn more about these</p>	Early 2024



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		<p>The Motion for Respect project support team are located in office space outside of both the parliamentary precinct and DPAC offices.</p> <p>WRA has met with all of the main stakeholder groups and has received information about a range of structural matters. It is currently analysing this information and continues to liaise with the Motion for Respect Project Management Team to clarify and seek further information as necessary.</p> <p>A meeting was held with the Project Reference Group (PRG) on 12 October to clarify details provided earlier to WRA.</p>	<p>teams and the role they play in supporting the parliament.</p>	
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<b>Steps to create long-term change</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>4</b>	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	Preliminary consideration as part of structure review		Structure review due to be completed in late February. Timeframe for further work regarding the HR unit to be advised.
<b>5</b>	Implementation of a complaints and reporting framework for MPS People, Culture and Change to operate within including: <ul style="list-style-type: none"> <li>» The power to investigate complaints about discrimination, sexual harassment and bullying, including allegations against Members of Parliament</li> <li>» Setting internal processes for dealing with conduct matters both informally and formally</li> <li>» Setting investigation procedures, protections against victimisation,</li> </ul>	12 mths			



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	sanctions, and policies containing information about external complaint bodies.				
<b>6</b>	Create and implement (in consultation with staff) the following: » Ministerial and Parliamentary Services Code of Conduct for: - Parliamentarians - MPS personnel » Diversity and inclusion strategy » A family friendly workforce strategy » Performance management framework » Consumption of alcohol policy	12 mths			
<b>7</b>	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			



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<b>Recommendation</b>		<b>Time frame</b>	<b>Status</b>	<b>Next steps</b>	<b>Expected completion</b>
<b>8</b>	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			
<b>9</b>	A minimum of 12 Workplace Support Contact Officers be appointed, maintained and appropriately trained across Ministerial and Parliamentary Services.	18 mths			
<b>10</b>	Completion of Our Watch’s Workplace Equality and Respect Standards across Ministerial and Parliamentary Services.	24 mths			



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<b>Measuring change</b> Recommendations 11, 12, 13, 14					
<b>Recommendation</b>		<b>Time frame</b>	<b>Status</b>	<b>Next steps</b>	<b>Expected completion</b>
<b>11</b>	A report of the progression of the implementation of the recommendations is to be published on the Tasmanian Parliament website homepage.	At 12 mths			
<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			



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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		
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		