

**Motion for Respect Project**  
**Sharing of responsibilities for implementation of Motion for Respect Recommendations**  
**September 2024**

<b>Recommendation</b>	<b>Independent Project Team</b> ➤ <b>Members</b>	<b>Clerks</b> ➤ <b>Parliamentary Services Staff</b>	<b>Manager, PAMS</b> ➤ <b>MPS unit</b>
<b>Rec 3:</b> Independent review of organisational and governance structure	Delivered	Implementation of recommendations	Implementation in relation to Electorate Officers
<b>Rec 4:</b> Within 12 months, establishment of a centralised and independent human resources unit, accessible for all Ministerial and Parliamentary Services personnel, called 'MPS People, Culture and Change'	Delivered: Options examined to meet intent of this recommendation – to provide sufficient and independent HR support. Advice provided to stakeholders and Committee.	Implement practical measures to meet intent of this recommendation – HR unit established; rec 3 report delivered with organisational design recommendations	Implement practical measures to meet intent of this recommendation – addition of independent HR officers within DPAC and appropriate governance established
<p><b>Rec 5:</b> Within 12 months, implementation of a complaints and reporting framework for MPS People, Culture and Change to operate within including:</p> <p>5.1 The power to investigate complaints about discrimination, sexual harassment and bullying, including allegations against Members of Parliament</p> <p>5.2 Setting internal processes for dealing with conduct matters both informally and formally</p> <p>5.3 Setting investigation procedures, protections against victimisation, sanctions, and policies containing information about external complaint bodies.</p>	<p>Design complaints and reporting framework with –</p> <p>5.1 The power to investigate complaints about discrimination, sexual harassment and bullying, including allegations against Members of Parliament</p> <p>5.3 Provide information and advice about investigation procedures, protections against victimisation, sanctions, and policies containing information about external complaint bodies.</p> <p>*This recommendation will require stakeholders to provide their internal policies to be included in an overarching framework.</p>	<p>5.2 Setting internal processes for dealing with conduct matters both informally and formally</p> <p>5.3 Setting internal investigation procedures, protections against victimisation, sanctions, and policies containing information about external complaint bodies.</p>	<p>5.2 Setting internal processes for dealing with conduct matters both informally and formally</p> <p>5.3 Setting internal investigation procedures, protections against victimisation, sanctions, and policies containing information about external complaint bodies.</p>

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<p><b>Rec 6:</b> Within 12 months, create and implement (in consultation with staff) the following:</p> <p>6.1 Ministerial and Parliamentary Services Code of Conduct for: – Parliamentarians – MPS personnel</p> <p>6.2 Diversity and inclusion strategy</p> <p>6.3 A family friendly workforce strategy</p> <p>6.4 Performance management framework</p> <p>6.5 Consumption of alcohol policy</p>	<p>6.1 Ministerial and Parliamentary Services Code of Conduct for Parliamentarians</p> <p>6.5 Consumption of alcohol policy – consideration of precincts policy</p>	<p>6.1 Code of Conduct for Parliamentary Services personnel</p> <p>6.2 Diversity and inclusion strategy</p> <p>6.3 A family friendly workforce strategy</p> <p>6.4 Performance management framework</p> <p>6.5 Consumption of alcohol policy</p>	<p>6.1 Ministerial and Parliamentary Services Code of Conduct for MPS unit</p> <p>6.2 Diversity and inclusion strategy</p> <p>6.3 A family friendly workforce strategy</p> <p>6.4 Performance management framework</p> <p>6.5 Consumption of alcohol policy</p>
<p><b>Rec 7:</b> Induction framework be implemented across MPS within 18 months. Induction should specifically address:</p> <p>7.1 Standards of behaviour including regarding workplace discrimination, sexual harassment and bullying</p> <p>7.2 Accessing policies and complaint and resolution processes</p> <p>7.3 Bystander action</p> <p>7.4 Finding Workplace Support Contact Officers</p> <p>7.5 External options for complaints</p>	<p>Design induction framework relating to Members:</p> <p>7.1 Standards of behaviour including regarding workplace discrimination, sexual harassment and bullying</p> <p>7.2 Accessing policies and complaint and resolution processes</p> <p>7.3 Bystander action</p> <p>7.5 External options for complaints</p>	<p>Design induction framework for parliamentary staff:</p> <p>7.1 Standards of behaviour including regarding workplace discrimination, sexual harassment and bullying</p> <p>7.2 Accessing policies and complaint and resolution processes</p> <p>7.3 Bystander action</p> <p>7.4 Workplace Support Contact Officers</p> <p>7.5 External options for complaints</p>	<p>Design induction framework for MPS staff:</p> <p>7.1 Standards of behaviour including regarding workplace discrimination, sexual harassment and bullying</p> <p>7.2 Accessing policies and complaint and resolution processes</p> <p>7.3 Bystander action</p> <p>7.4 Workplace Support Contact Officers</p> <p>7.5 External options for complaints</p>

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<p><b>Rec 8:</b> Within 18 months</p> <p>8.1 Mandatory external in-person workplace conduct training to be undertaken by all current Ministerial and Parliamentary Services personnel, including Members of Parliament</p> <p>8.2 People management training to be undertaken by all Ministerial and Parliamentary Services personnel who have staff reporting to them</p> <p>8.3 A structured training plan be developed.</p>	<p>8.1 External in-person workplace conduct training for Members of Parliament</p>	<p>8.1 Mandatory external in-person workplace conduct training to be undertaken by all current parliamentary services staff</p> <p>8.2 People management training to be undertaken by all personnel who have staff reporting to them</p> <p>8.3 A structured training plan be developed.</p>	<p>8.1 Mandatory external in-person workplace conduct training to be undertaken by all current MPS staff</p> <p>8.2 people management training to be undertaken by all personnel who have staff reporting to them</p> <p>8.3 A structured training plan be developed.</p>
<p><b>Rec 9:</b> Within 18 months, a minimum of 12 Workplace Support Contact Officers be appointed, maintained and appropriately trained across Ministerial and Parliamentary Services</p>	<p>IPT has negotiated an EOI with the organisations to appoint WSCOs and will facilitate initial training</p>	<p>WSCOs to be maintained and appropriately trained</p>	<p>WSCOs to be maintained and appropriately trained</p>
<p><b>Rec 10:</b> Within 24 months, completion of Our Watch’s Workplace Equality and Respect Standards across Ministerial and Parliamentary Services.</p>		<p>Embed Workplace Equality and Respect Standards into policy, process, procedure for the parliamentary services - include in Strategic Plan and seek funding to work with OurWatch.</p>	<p>Embed Our Watch’s Workplace Equality and Respect Standards into policy, process, procedure for the MPS unit.</p>
<p><b>Rec 11:</b> At 12 months, a report of the progression of the implementation of the recommendations is to be published on the Tasmanian Parliament website homepage.</p>	<p>At 12 months, a report of the progression of the implementation of the recommendations is to be published on the Tasmanian Parliament website homepage.</p>		

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<p><b>Rec 12:</b> At 18 months, MPS personnel are surveyed to measure:</p> <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>	Facilitate creation and delivery of survey through an external provider. Results provided to each organisation.	Agree to allow survey to be conducted by external provider, facilitated by the MFR project.	Agree to allow survey to be conducted by external provider, facilitated by the MFR project.
<p><b>Rec 13:</b> At 24 months, 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.</p>	Report on the implemented recommendations, any subsequent survey findings (Recommendation 12), steps remaining and any adjustments needed to ensure the purpose of the recommendations is achieved.	Report on the implemented recommendations, any subsequent survey findings (Recommendation 12), steps remaining and any adjustments needed to ensure the purpose of the recommendations is achieved	Report on the implemented recommendations, any subsequent survey findings (Recommendation 12), steps remaining and any adjustments needed to ensure the purpose of the recommendations is achieved
<p><b>Rec 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.</p>	Facilitate creation of survey through an external provider for use by the Parliamentary entities and MPS unit reporting directly to the Committee on results.	A Ministerial and Parliamentary Services Workplace Culture Survey once every two years with results published on the Tasmanian Parliament website.	A Ministerial and Parliamentary Services Workplace Culture Survey once every two years with results published on the Tasmanian Parliament website.