



Joint Sessional Committee

Workplace Culture Oversight

MEETING COMMUNIQUE

Tuesday, 14 November 2023

On Tuesday, 14 November 2023 the Joint Sessional Committee on Workplace Culture Oversight (the Committee) met with Julia Agostino, Motion for Respect - Independent Project Manager (IPM) and Motion for Respect Project Team (MRPT) members.

The Committee received an update in relation to Motion for Respect Recommendation 3. Recommendation 3 reads as follows:

Acknowledge the need for change and initial steps for action	
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.

As previously advised, Workplace Research Associates (WRA) were selected by the IPM to undertake this review. WRA, led by Principal, Dr Julie West commenced work on 18 September 2023 with key stakeholder meetings taking place that week. On 19 September 2023, the Committee met with WRA and received a briefing outlining processes and priorities moving forward – for more detailed information see a previous [communique](#).

Since WRAs appointment, the MRPT have been working with Dr West to ensure WRA has all the information needed to progress the work in accordance with the project timelines, as well as research and other tasks related to this recommendation.

During November, WRA will consult with parliamentary staff including Legislature-General managers to learn more about these teams and the role they play in supporting the Parliament. Consultation meetings are also scheduled with the Clerks and Presiding Officers.

On 1 November 2023, to assist with the review, a Members' satisfaction survey was conducted at Parliament. The survey results suggested overall satisfaction with services, but with some areas requiring attention. Results were provided to the Clerks and Presiding Officers, with comments provided only to WRA to assist with preparation ahead of consultation meetings in November.

The IPM provided a WRA Progress Report for the Committee's information.

The Committee resolved at the previous meeting that the IPM provide a plan for implementation of Motion for Respect Recommendations 4, 5 and 6. At today's meeting, a copy of the above-mentioned plan was tabled, which provided high-level forward planning detail for each recommendation.

Also, the MRPT has commenced consideration of Motion for Respect Recommendations 7, 8, 9 and 10. For further details in relation to recommendations 3 to 10 see current implementation tracker [here](#).

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 WRA and the MRPT.

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-December 2023.