



Joint Sessional Committee

Workplace Culture Oversight

MEETING COMMUNIQUE

Tuesday, 17 October 2023

On Tuesday, 17 October 2023 the Joint Sessional Committee on Workplace Culture Oversight (the Committee) met with the Motion for Respect - Independent Project Manager (IPM) and team members.

The Committee received an update in relation to Motion for Respect recommendation 3. Recommendation 3 reads 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.

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. Meetings took place in Hobart with key stakeholders on 18 and 19 September 2023. The Committee met with WRA on 19 September 2023 and received a briefing outlining WRAs processes and priorities moving forward – for more detailed information see previous [communique](#).

The Motion for Respect Project Team (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. WRA will commence consultation with staff in November, including the Legislature-General Managers to learn more about these teams and the role they play in supporting the parliament.

On 12 October 2023, the MRPT met with the Project Reference Group¹ (PRG) to clarify a range of matters and to seek further information.

To assist with the organisational structure review, the MRPT has considered Members' surveys conducted in other parliaments. Given the purpose and timeline for the review, the team has designed a brief satisfaction survey to gauge simply whether Members are satisfied with services provided across various areas within Parliament, with options to provide comments. The Committee resolved to endorse this approach. A more comprehensive survey designed to elicit nuanced information will be considered later in the project when implementing Motion for Respect recommendations related to measuring change.

It is anticipated this survey will be provided to Members on a sitting day in coming weeks.

¹ As previously advised – a change to the Project Reference Group now comprises 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.

Motion for Respect recommendation four has received preliminary consideration as part of the structure review. Recommendation four reads as follows:

Establishment of a centralised and independent human resources unit, accessible for all Ministerial and Parliamentary Services personnel, called ‘MPS People, Culture and Change’.

The structure review is due to be completed in late February. Timeframe for further work regarding the human resources unit to be advised.

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-November 2023.