



Parliament of Tasmania

JOINT SESSIONAL COMMITTEE

WORKPLACE CULTURE OVERSIGHT

Motion for Respect Report Implementation Tracker – 17 September 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
<p>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.</p>	6 mths	<p>In progress.</p> <p>Completion by MRPT (Motion for Respect Project Team).</p> <p>The Clerks will present information in relation to the WRA Report at a Town Hall forum on Friday, 20 September 2024 at 10:00 am. Following the presentation, the WRA Report will be made available on the Committee’s website. Noting the IPM (Motion for Respect Independent Project Manager) and WRA (Workplace Research Associates) were unavailable to attend.</p> <p>Refer to Implementation Tracker - 17 July 2024 reporting detailed timeline of work progressed in relation to this recommendation.</p>	<p>The Clerks to implement WRA recommendations. Noting the WRA recommendations have been accepted in principle by the Clerks.</p> <p>DPAC Secretary and Clerks to have further consultation in relation to Electorate Officers consolidating within Legislature-General (recommendation 6 of the WRA Report).</p>	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 Implementation Tracker - 17 July 2024 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.	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>5 Implementation of a complaints and reporting framework for MPS People, Culture and Change to operate within including:</p> <ul style="list-style-type: none"> » The power to investigate complaints about discrimination, sexual harassment and bullying, including allegations against Members of Parliament (5.1) » Setting internal processes for dealing with conduct matters both informally and formally (5.2) » Setting investigation procedures, protections against victimisation, sanctions, and policies containing information about external complaint bodies. (5.3) 	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 Implementation Tracker - 17 July 2024 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>	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>6 Create and implement (in consultation with staff) the following:</p> <ul style="list-style-type: none"> » Ministerial and Parliamentary Services Code of Conduct for: <ul style="list-style-type: none"> - Parliamentarians - MPS personnel » Diversity and inclusion strategy » A family friendly workforce strategy » Performance management framework » Consumption of alcohol policy 	12 mths	<p>In progress.</p> <p>IPM reported Codes of Conduct and Diversity & Inclusion work is complete by MRPT; D&I information has been made available to all parliamentary services staff; work continues on other elements.</p> <p>Refer to Implementation Tracker - 17 July 2024 reporting work progressed by MRPT, DPAC Secretary and the Clerks in relation to this recommendation.</p>	<p>Refer to Motion for Respect Project Plan that coordinates sharing of responsibilities in relation to this recommendation.</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 Implementation Tracker - 17 July 2024 reporting work progressed by DPAC Secretary and the Clerks in relation to this recommendation.	Refer to Motion for Respect Project Plan that coordinates sharing of responsibilities in relation to this recommendation.	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 Implementation Tracker - 17 July 2024 reporting work progressed by DPAC Secretary and the Clerks in relation to this recommendation.	Refer to Motion for Respect Project Plan that coordinates sharing of responsibilities in relation to this recommendation.	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
9	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 WSCO training delivered in Hobart on 5 September 2024 for staff from the parliamentary services and MPS unit; second session and makeup sessions scheduled for staff unable to attend on these dates. Date for Launceston session to be confirmed.</p> <p>Refer to Implementation Tracker - 17 July 2024 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 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 Implementation Tracker - 17 July 2024 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.	To be advised.



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Measuring change

Recommendations 11*, 12, 13, 14

* Recommendation 11 has been completed - see [webpage](#) – Motion for Respect Report Completed Recommendations for further information

Recommendation	Time frame	Status	Next steps	Expected completion
<p>12 MPS personnel are surveyed to measure:</p> <ul style="list-style-type: none"> » Perceptions of the implementation of the recommendations arising from the Review » Experiences of workplace discrimination, sexual harassment and bullying since the Review » Changes to workplace culture » Improvements to employment conditions » Participation in training and perceptions thereof » View of and access to complaint and reporting processes » Problematic issues and perceptions that remain. 	At 18 mths	<p>In progress.</p> <p>MRPT to facilitate creation and delivery of survey through an external provider. Results provided to each organisation.</p> <p>Refer to Implementation Tracker - 17 July 2024 reporting work progressed by the Clerks in relation to this recommendation.</p>	<p>Refer to Motion for Respect Project Plan that coordinates sharing of responsibilities in relation to this recommendation.</p>	To be advised.



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Measuring change Recommendations 11*, 12, 13, 14 * Recommendation 11 has been completed - see webpage – Motion for Respect Report Completed Recommendations for further information					
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	Reports will be published to the Committee’s webpage.	Refer to Motion for Respect Project Plan that coordinates sharing of responsibilities in relation to this recommendation.	To be advised.
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	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 Implementation Tracker - 17 July 2024 reporting work progressed by the Clerks in relation to this recommendation.	Refer to Motion for Respect Project Plan that coordinates sharing of responsibilities in relation to this recommendation.	To be advised.