



Parliament of Tasmania

JOINT SESSIONAL COMMITTEE

WORKPLACE CULTURE OVERSIGHT

Motion for Respect Report Implementation Tracker

Completed Recommendations (as at 20 October 2025)

Acknowledge the need for change and initial steps for action		
Recommendations 1, 2, 3*		
* Recommendation 3 is currently in progress – see webpage – <i>Motion for Respect Report Implementation Tracker</i> for further information		
Recommendation		Description
1	Within one month, the House of Assembly, Legislative Council, and Legislature-General, jointly or separately, release a public statement about the importance of Ministerial and Parliamentary Services being a safe workplace which is free from discrimination, sexual harassment and bullying, and commit to assisting with the implementation of accepted recommendations.	<p>On 29 August 2022 a joint media release on the Independent Motion for Respect – Report into the Workplace Culture in the Tasmanian Ministerial and Parliament Services (the Motion for Respect Report) was delivered. The Premier, Presiding Officers, party leaders and independents committed to improving the parliamentary workplace in accordance with recommendations contained in the report.</p> <p>On 6 September 2022 the Premier in the House of Assembly moved a motion in relation to the Bolt Motion for Respect Report. The Motion was agreed to. For further information regarding the Motion and debate, the Hansard can be accessed here.</p> <p>On 7 September 2022 the Legislative Council considered the above motion from the House of Assembly and it was agreed to. For further information regarding the Motion and debate, the Hansard can be accessed here.</p> <p>On 16 June 2023 the Joint Parliamentary Sessional Committee on Workplace Culture Oversight issued a media release regarding Recommendations 1 and 2.</p>



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Recommendation	Description
2	<p>Within three months, the Committee is to be formalised as a Joint Committee and an appropriately resourced independent project manager is to be appointed to execute implementation of accepted recommendations.</p> <p>Terms of Reference <i>That a Joint Sessional Workplace Culture Oversight Committee be appointed with power to send for persons and papers and with leave to report from time to time, to oversee the implementation of any recommendations, by the relevant employer, contained in the report Motion for Respect – Report into Workplace Culture in the Tasmanian Ministerial and Parliamentary Services.</i></p> <p>Membership of the Committee* The President; Ms Forrest; Mrs Hiscutt; and Ms Lovell The Speaker, The Premier; Ms O'Connor, and Ms White</p> <p>* Noting the membership of this committee differs from the original committee. The establishment and membership of this committee was debated by the Tasmanian Parliament by Notice of Motion. The House of Assembly debate can be accessed here and here. The Legislative Council debate can be accessed here.</p> <p>For Committee activity please visit the Committee's webpage.</p>



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Recommendation		Description
2	The project manager is to report to the Committee, and is to work with the Presiding Officers, Clerks and Deputy Clerks of each House of Parliament, and other key stakeholders, regarding such implementation.	<p>After an extensive recruitment process, the Motion for Respect Independent Project Manager (IPM) was engaged and commenced on 13 June 2023.</p> <p>The IPM met and reported to the Committee on 27 June 2023. The Committee agreed to meet with the IPM on a monthly basis to receive reports. See the following communiqué from this meeting.</p>



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Key – Implementation responsibility:		Independent Project Team ➤ Members	Clerks ➤ Parliamentary Services Staff	Manager, PAMs (DPAC) ➤ MPS unit
See sharing of responsibilities table for implementation of Motion for Respect Recommendations for further information				
Steps to create long-term change Recommendations 4, 5*, 6*, 7*, 8*, 9, 10* * Recommendations currently in progress – see webpage – <i>Motion for Respect Report Implementation Trackers</i> for further information				
Recommendation		Description		
4	Establishment of a centralised and independent human resources unit, accessible for all Ministerial and Parliamentary Services personnel, called ‘MPS People, Culture and Change’.	A People and Culture Unit (2 FTE) has been created within the Legislature-General and currently operates in support of the Legislative Council, the House of Assembly and the Legislature-General. Additional People and Culture resources will be engaged if required as a component of the Change Management process associated with structural reform to support ongoing operations.		
		Two new staff have been appointed in DPAC HR to support MPS providing HR support for Government, Labor, Greens and Independent Members and their staff. Meetings will be held with key stakeholders. The team are also responding to queries from individual MPS staff and offices. Support will be ongoing.		



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Steps to create long-term change Recommendations 4, 5*, 6*, 7*, 8*, 9, 10* * Recommendations currently in progress – see webpage – <i>Motion for Respect Report Implementation Trackers</i> for further information				
Recommendation		Description		
9	A minimum of 12 Workplace Support Contact Officers be appointed, maintained and appropriately trained across Ministerial and Parliamentary Services.	WSCO training complete. The WSCO network have had their first meeting with second scheduled for February. MRPT attended to provided initial support.		
		WSCOs have completed the required training. There are currently two WSCOs within Parliament of Tasmania staff. WSCOs have undergone training in the accredited Mental Health First Aid Training (MHFA). A communication to all staff regarding the WSCO team has been sent. Continual review and improvement will be ongoing.		
		19 WSCOs throughout MPS. WSCOs have been trained and are now available to support staff. This has been coordinated by the IPM. DPAC continues to work with WSCOs to ensure they are receiving ongoing support and training as required.		



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Measuring change Recommendations 11, 12,* 13,* 14* * Recommendations currently in progress - see webpage – <i>Motion for Respect Report Implementation Trackers</i> for further information		
Recommendation		Description
11	A report of the progression of the implementation of the recommendations is to be published on the Tasmanian Parliament website homepage.	Recommendation 11 Progress Report delivered 30 August 2024 to the Committee by the IPM and published on the Committee's webpage on 20 September 2024.