



Code of Conduct for Members
Alcohol and Drugs Members' Statement
Independent Complaints Commissioner Resolution

Summary

This document details the following resolutions as agreed to by the House of Assembly on 3 December 2025:

- Code of Conduct for Members,
- Alcohol and Other Drugs Members' Statement, and
- Resolution establishing an Independent Complaints Commissioner.

In agreeing to these resolutions, the House of Assembly adopted the recommendations of the Joint Sessional Committee on Workplace Culture Oversight in its report titled 'Interim Report No. 2 – Code of Conduct for Members, Independent Complaints Commissioner Process, Alcohol and Other Drugs Members' Statement', dated 4 November 2025 and tabled in the House of Assembly on 5 November 2025.

Code of Conduct **1**

PART I PRINCIPLES AND SCOPE

- 1. Preamble 1
- 2. Scope 1

PART II ENFORCEABLE STANDARDS

- 3. Affirmation 2
- 4. General conduct in public office 2
- 5. Financial and other interests 2
- 6. Commitment to a safe and respectful workplace 2
- 7. Online behaviour 3
- 8. Information Management 3
- 9. Mandatory induction and training 3
- 10. Members' responsibilities as complainants 3

PART III GOVERNANCE

- 11. Ethics and integrity advice 4
- 12. Induction and Training – resourcing and awareness 4
- 13. Complaints and investigations 4
- 14. Findings, remedies, and sanctions 4
- 15. Review 4
- 16. Guidelines 4

Alcohol and Other Drugs Members' Statement **5**

Resolution establishing an Independent Complaints

Commissioner (ICC)

- 1.1 Functions 6
 - 1.1.1 Inclusions 6
 - 1.1.2 Exclusions 6
 - 1.2 Appointment of Commissioner and Deputy Commissioner 6
 - 1.3 Term of Appointment and Option for Re-Appointment 7
 - 1.4 Consultation 7
 - 1.5 Terms and Conditions 7
 - 1.6 Dismissal 7
-

1.7	Scope	7
1.8	Timeframes for Complaints	7
2.1	Guiding Principles	8
	Receiving Complaints	8
3.1.	Referral	8
3.2	Triage	8
3.3	Advice	8
3.4	Communication	9
3.5	Conciliation	9
3.6	Confidentiality	9
	Investigations, Referrals and Reports	9
4.1	Protocols	9
4.2	Referral to other integrity and Law enforcement agencies	9
4.3	Referral to Privileges Committee of the relevant House	9
4.4	Call for persons, documents and other elements	9
4.5	Refusal to cooperate with ICC	10
4.6	Remedies and Sanctions	10
4.7	Responsibilities of the Privileges Committee	10
4.8	Reporting duties	10
4.9	Records of the ICC	10
4.10	Review of this resolution	11

Code of Conduct for Members

Resolved (3 December 2025), With reference to the Interim Report of the Joint Sessional Committee on Workplace Culture Oversight (Paper No. 26), That for the current Parliament, unless otherwise ordered, the Legislative Council and the House of Assembly adopt a Code of Conduct for all Members of the Parliament of Tasmania in the following terms —

PART I PRINCIPLES AND SCOPE

1. Preamble

- 1.1 This Code sets out the ethical and behavioural standard of conduct expected of Members of Parliament elected by the people of Tasmania. The actions of Members of Parliament have an impact on the lives of all Tasmanian people through the legislation they enact, and the public confidence in parliament through the behaviours they model.
- 1.2 Members respect the rule of law and separation of powers.
- 1.3 Members commit to acting with respect, integrity, honesty, openness, accessibility, objectivity, selflessness, leadership, and accountability.
- 1.4 Members acknowledge Tasmanian Aboriginal people as Tasmania’s first people and continuing custodians of Tasmanian lands and waters. Members respect the deep history of Tasmanian Aboriginal peoples’ connection to Land, Waterways, Sea and Sky Country. Members respect Elders, past and present, and acknowledge their contribution and cultural knowledge.
- 1.5 Members ensure that bullying, harassment, sexual harassment or assault, discrimination or victimisation in any form is not tolerated, condoned or ignored in the parliamentary workplace. Members encourage the reporting of such behaviour and the importance of considering the welfare of those affected.
- 1.6 Members respect the roles, obligation to be impartial, rights and responsibilities of parliamentary staff, public servants and other staff who do not work at the direction of Members.
- 1.7 Members respect staff who work at their direction and support the rights and responsibilities of those staff while encouraging their adherence to the highest professional and ethical standards when acting on the Members’ behalf.
- 1.8 Members are entitled to be safe and respected in the workplace.
- 1.9 Members commit to the highest standards of respect and safety for all, especially children and vulnerable people.
- 1.10 Members protect confidential and official information in their possession or knowledge.
- 1.11 Members acknowledge that people have different cultural beliefs and customs, different religious beliefs, and diversity of identity. Differences of opinion and belief are part of political discourse, but should be expressed respectfully.

2. Scope

- 2.1 This Code applies at all times to Members of both Houses, including Presiding Officers and Ministers, in their capacity as Members of Parliament. A former Member may be held to account for a breach of this Code, for an act or omission committed when they were a Member.
- 2.2 While Members enjoy freedom of speech in the official proceedings of parliament, they should be mindful of the principles in this Code, in particular respect for others and the right to a safe workplace for all, including other Members.

PART II ENFORCEABLE STANDARDS

This part of the Code of Conduct is enforceable. Failure to comply with any of the standards may give rise to a formal complaint and a finding that the Member has breached the Code.

3. Affirmation

- 3.1 Each Member shall publicly affirm, in their respective House, their commitment to the enforceable standards in this Code within the first two sitting weeks of being elected.

4. General conduct in public office

- 4.1 Members shall comply with all relevant rules regarding employment and engagement of staff, including disclosure of any potential or perceived conflict of interest where there is a personal relationship outside of a professional context.
- 4.2 Members shall comply with all relevant rules regarding lobbying and shall not engage in paid advice or paid advocacy in any way that relates to their parliamentary work.
- 4.3 Members shall comply with all relevant rules, laws, and policies regarding the use of public resources.

5. Financial and other interests

- 5.1 Members shall not undertake any activity as a Member in return for the provision, promise or expectation of any improper benefit to the Member or to another person, and not accept any inappropriate benefit in connection with their activity as a Member.
- 5.2 Members shall not provide any form of significant financial or other benefit to another Member, which could reasonably be perceived as being motivated by gaining a political advantage or outcome.
- 5.3 Members shall comply with the *Parliamentary (Disclosure of Interests) Act 1996*.
- 5.4 Members shall take all reasonable steps to avoid a conflict of interest with the performance of their duties. Members shall disclose any direct financial or non- financial interest in proceedings of the Council and Committees which would give rise to a conflict of interest.

6. Commitment to a safe and respectful workplace

- 6.1 Members shall uphold the letter and spirit of workplace laws and will not behave in the parliamentary workplace in a manner that constitutes –
- discrimination
 - bullying
 - harassment
 - sexual harassment and sexual assault; or
 - victimisation.
- as defined by, and consistent with, the application of all relevant laws.
- 6.2 Members shall take appropriate steps to protect the health and safety of their staff if they observe or receive a report of unacceptable workplace behaviour towards them.
- 6.3 Members shall act on allegations of unacceptable workplace behaviour made about their staff.

7. Online behaviour

- 7.1 Members shall be open, honest and transparent in their use of social media and any other online activities including artificial intelligence (AI).
- 7.2 Members shall not use social media, messaging services, email or any other online activity in breach of the *Commitment to a safe and respectful workplace* section of this Code.
- 7.3 Members will not use AI in any way that breaches their obligation to maintain confidentiality.
- 7.4 Members shall be accountable for the use of social media and other online platforms by their staff when authorised by the Member to act on the Member's behalf.

8. Information Management

- 8.1 Members shall not use any information received in confidence in the course of their parliamentary duties unless strictly in connection with those duties. Such information must never be used for the purpose of financial gain or any personal benefit, or for the benefit or advantage of others.
- 8.2 Members shall keep confidential any information about individual constituents that comes into their possession, unless there is a valid reason to use the information in the proceedings of parliament, or with the consent of the individual, or unless required by law.

9. Mandatory induction and training

- 9.1 All Members shall participate in induction and training in relation to this Code and its enforcement, and in relation to workplace health and safety, provided by the Parliament within the first 12 months of the resolution of this Code and thereafter within 6 months of the election of new and returning Members.
- 9.2 The Clerks shall maintain a record of Members' participation in induction and training.

10. Members' responsibilities as complainants

- 10.1 A Member shall not make a complaint alleging a breach of this Code by another Member unless they have reasonable grounds to suspect non-compliance.
- 10.2 A Member shall not make a complaint of non-compliance against another Member that is frivolous or vexatious.

PART III GOVERNANCE

11. Ethics and integrity advice

- 11.1 Members should seek advice whenever required for the purposes of complying with this Code and for the purposes of deciding a course of action where ethical choices exist or this Code is silent on a matter.

12. Induction and Training – resourcing and awareness

- 12.1 The Clerks will be provided with reasonable financial resources to ensure that Members receive appropriate induction and ongoing training.
- 12.2 Members should assist staff working at their direction to be familiar with the workplace rights, obligations and policies applicable to those staff.
- 12.3 Members should ensure that their staff are aware of the Member’s obligations under this Code.

13. Complaints and investigations

- 13.1 An independent complaint, investigations and reporting process will be established by the Houses and resourced to provide the necessary level of service.

14. Findings, remedies, and sanctions

- 14.1 Investigations and reports of alleged breaches of this Code will be based on evidence, findings, remedies, and sanctions that are consistent with the principles of justice, proportionate, and not based on political advantage.
- 14.2 Members convicted of a breach of the criminal law or workplace law, may also be subject to a sanction or remedy if found to have breached this Code.

15. Review

- 15.1 This Code and any related procedures shall be reviewed not less than once every parliamentary term.
- 15.2 The review is to be conducted by the relevant Committee which shall consult with other relevant office holders who have responsibility for advice, oversight and enforcement of this Code.
- 15.3 A report of each review is to be tabled in both Houses regardless of whether any amendments are recommended.

16. Guidelines

- 16.1 The Presiding Officers, acting jointly, may publish guidelines for this Code. The Presiding Officers will consult with relevant committees, the Independent Complaints Commissioner, and external agencies when reviewing the guidelines.
- 16.2 Such guidelines are only for the purpose of assisting Members to understand and interpret this Code and are not enforceable provisions.

Alcohol and other Drugs Members' Statement

Resolved (3 December 2025), With reference to the Interim Report of the Joint Sessional Committee on Workplace Culture Oversight (Paper No. 26), that for the current Parliament, unless otherwise ordered, the Legislative Council and the House of Assembly agree to the following statement for Members in relation to alcohol and other drugs —

Our acknowledgements:

Attendance at social and community events, official functions, protocol, and other activities where alcohol is served are frequent features of the work of an elected Member of Parliament.

We value the reputation of the institution of Parliament, public trust in Members, and the safety and welfare of the people with whom we work.

We acknowledge that impairment from alcohol or other drugs can significantly increase risks to Work Health and Safety, including during work related travel.

We acknowledge that alcohol use is correlated with sexual harassment and assault.

We accept that our role as elected Members of Parliament does not excuse irresponsible consumption of alcohol or being more generally impaired by alcohol and other drugs.

Our commitments:

We commit to managing the risks associated with alcohol and other drug use and acknowledge our shared responsibility under the *Work Health and Safety Act* to maintain a safe and respectful workplace for all.

We commit to principles of responsible consumption of alcohol and preventing the adverse consequences of impairment from alcohol and drug use on staff and other Members in the workplace.

We respect the choice of an individual to not consume alcohol in any setting where alcohol is served.

We recognise and respond to inappropriate behaviour, intervening when needed, and encourage and support others to speak up.

Resolution establishing an Independent Complaints Commissioner (ICC)

Resolved (3 December 2025), With reference to the Interim Report of the Joint Sessional Committee on Workplace Culture Oversight (Paper No. 26), that for the current Parliament, unless otherwise ordered, That the Legislative Council and the House of Assembly Resolve to establish an Independent Complaints Commissioner in the following terms —

FUNCTIONS

1.1 The functions and exclusions of the Independent Complaints Commissioner (ICC) and Deputy are provided by this resolution.

1.1.1 Inclusions:

- (a) Receiving and assessing complaints in relation to any allegation that a Member of Parliament has breached the enforceable standards in the Members Code of Conduct, including a breach of the requirements of the *Parliamentary (Disclosure of Interests) Act 1996*. For the avoidance of doubt, this includes Ministers in relation to their duties and conduct as a Member.
- (b) Receiving complaints in relation to any allegation that a Minister has breached the enforceable standards in relation to the Code of Conduct *Commitment to a safe and respectful workplace*, regardless of whether the behaviour was in the context of the performance of ministerial functions. For the avoidance of doubt, any other alleged breach of a ministerial code of conduct shall not be investigated by the ICC or Deputy.
- (c) Offering services designed to facilitate the resolution of complaints including via the provision of information, problem solving, conciliation, and advice.
- (d) Investigating complaints that cannot, or should not, be resolved at a dispute resolution level.
- (e) Imposing remedies where investigations lead to a finding of a minor breach of the enforceable standards in the Code of Conduct for Members.
- (f) Making findings and recommendations (including recommended sanctions) to the Privileges Committee (*wherever this term is used, it means the relevant Committee in each House*) for action in the House where investigations relate to a major breach of the enforceable standards.
- (g) Providing information and education on the role of the ICC and Deputy and the processes associated with it.

1.1.2 Exclusions:

- (a) Investigating complaints involving proceedings of the House of Assembly, Legislative Council, or a committee of either or both of those Houses.
- (b) Investigating serious misconduct as defined in the *Integrity Commission Act 2009*, Part 1, section 4.
- (c) Investigating matters that would fall under the *Criminal Code Act 1924*.

1.2 Appointment of Commissioner and Deputy Commissioner

1.2.1 The Presiding Officers, acting jointly, with the assistance of the Clerks, shall join with an appropriately qualified and experienced person who will bring an understanding of the required skills of candidates, such person not being a current or former Member of Parliament (the Appointment Panel) to fill positions:

1. A suitably qualified person to be appointed to the position of Independent Complaints Commissioner (ICC) by not later than three months after the date of this resolution.

- The person appointed should not be a former Member of any Parliament.
 - It is preferable that the person resides in Tasmania.
2. A suitably qualified person to be appointed to the position of Deputy Independent Complaints Commissioner (Deputy) with the same requirements as above.
- 1.2.2 The appointments should reflect gender balance.
- 1.3 Term of appointment and option for re-appointment**
- 1.3.1 The term of appointment of the ICC and Deputy shall be for not less than three and not more than four years. The Appointment Panel may re-appoint the ICC and Deputy not more than once, so that they cannot serve more than two terms.
- 1.4 Consultation**
- 1.4.1 The Appointment Panel shall undertake a consultation process prior to making any appointment. The panel shall consult with a Consultation Group comprised of the Premier, the Leader of the Opposition, the leader of any other parties with more than one elected Member, a representative of the cross-bench in the House of Assembly, and a representative of the independent Members in the Legislative Council to be nominated by those groups.
- 1.5 Terms and conditions**
- 1.5.1 The Presiding Officers, acting jointly, may contract the ICC and Deputy on terms and conditions.
- 1.6 Dismissal**
- 1.6.1 The Presiding Officers, acting jointly, may, with agreement by majority of the Consultation Group, remove the Commissioner or Deputy from office for physical or mental incapacity that substantially reduces the capacity of the ICC or Deputy to perform their duties, OR for failing to act consistently with the Guiding Principles of their role as described in section 2.
- 1.7 Scope**
- 1.7.1 Only the following people may make a complaint to the ICC or Deputy about an alleged breach of the enforceable standards of the Members Code of Conduct:
- Members of the Tasmanian Parliament
 - Those employed pursuant to an Act of Tasmania or by Crown Prerogative, whose duties require them to engage with Members of the Parliament of Tasmania in their capacity as Members or Ministers
 - Contractors or sub-contractors engaged by any of the above
 - Volunteers, interns, or work placements with any of the above
- 1.8 Timeframes for complaints**
- 1.8.1 No complaint of a breach of the enforceable standards of the Code of Conduct for Members may be considered which is alleged to have occurred prior to its resolution in both Houses.
- 1.8.2 Complaints may be made against former Members who were Members at the time of the alleged conduct.
- 1.8.3 Complaints must be lodged within two years of the incident alleged to have occurred, unless this is not fair or reasonable to a complainant or Member, or former Member as determined by the ICC.

GUIDING PRINCIPLES

- 2.1 The Independent Complaints Commissioner (ICC) and Deputy are to be guided by the following principles in the performance of their functions:

Integrity – act with personal integrity in such a manner as to promote the integrity of the Parliament.

Independence – act in a manner free from political bias.

Fairness – promote and apply principles of procedural fairness, impartially consider all relevant facts and make decisions based on the available information.

Proportionality – any sanction recommended to a Privileges Committee or remedy imposed for a minor matter, will be based on the measure being consistent and proportionate to the breach.

Respect and safety – taking all reasonable steps to protect the welfare of complainants, witnesses, Members, and treating all persons with respect.

Accountability – responsive and honest in reporting relationships and within any limitations of this resolution, including confidentiality.

Efficiency - conduct investigations without unnecessary delay and resolve in as short a time as possible with due regard for other principles.

RECEIVING COMPLAINTS

3.1 Referral

- 3.1.1 The complaint or referral received must be assessed as eligible by the ICC or Deputy before the commencement of any investigation or other process permitted by this resolution.
- 3.1.2 If a complainant is referred to the ICC by another agency, the ICC shall in the first instance, verify the willingness of the complainant to proceed.
- 3.1.3 In relation to an alleged breach of the Code of Conduct on the basis of a prohibited workplace behaviour, the ICC is not to commence any examination unless the complainant is directly affected by the alleged behaviour.

3.2 Triage

- 3.2.1 Following the inaugural appointment of the ICC, the ICC shall be the first point of contact for complaints. If, on review, it is deemed appropriate by the Presiding Officers acting jointly, the ICC may establish protocols for the use of a complaints triage service (*an independent, contracted service that specialises in receiving complaints, determining eligibility, and directing the complainant to the correct entity*).
- 3.2.2 The triage service may be contracted by the Presiding Officers on terms and conditions that include the protocols developed by the ICC.

3.3 Advice

- 3.3.1 The ICC may seek advice from suitably qualified persons in relation to the nature of a complaint and jurisdictional issues arising.
- 3.3.2 The ICC may consult the Clerks on a matter of parliamentary procedure or privilege.

3.4 Communication

- 3.4.1 The ICC will communicate with the complainant and the Member at intervals requested and agreed on at the time the complaint is accepted.

3.5 Conciliation

- 3.5.1 Where possible, the ICC will facilitate early, confidential resolution/conciliation of a complaint without progressing to formal processes.

3.6 Confidentiality

- 3.6.1 Complainants, witnesses and any persons with knowledge of a complaint, who are not Members of Parliament, shall maintain confidentiality concerning all aspects of the complaint and investigation, unless otherwise provided by this resolution.
- 3.6.2 Members of Parliament should observe the same level of confidentiality, but nothing in this resolution overrides the parliamentary privilege of free speech.
- 3.6.3 In exceptional circumstances where fairness to either party is the primary concern, the ICC may publicly confirm the fact that a complaint has been made.
- 3.6.4 If the matter relates to a provision in the *Commitment to a safe and respectful workplace* section of the Code of Conduct, and the ICC has been unable to resolve the matter via early conciliation, a report will only be presented to the Privileges Committee if the complainant consents to the making of the report.
- 3.6.5 In determining whether to accept the recommendations of the ICC in a report to the Privileges Committee, the Committee will consider the ICC's advice as to the amount of information that should be made public in a report to the House. For this purpose the ICC may submit a summary report to the Privileges Committee.

INVESTIGATIONS, REFFERALS AND REPORTS

4.1 Protocols

- 4.1.1 The ICC shall develop leading practice protocols, and amended protocols from time to time, and may consult with the Privileges Committees and the Clerks. The protocols and any subsequent amendments shall be tabled in each House by the Clerks.

4.2 Referral to other integrity and law enforcement agencies

- 4.2.1 At any time a matter is received or being investigated, the ICC may cease the investigation and recommend to the complainant that they make a complaint to a relevant integrity or law enforcement agency, unless the matter comprises a duty as a mandated reporter in which case, the ICC will follow the mandated reporting procedure.

4.3 Referrals to Privileges committee of relevant House

- 4.3.1 Where the ICC's findings and recommended sanctions would require consideration and enforcement by the relevant House, the ICC shall transmit their report to the Privileges Committee.

4.4 Call for persons, documents and other elements

- 4.4.1 The ICC may require a person to attend a meeting with the ICC and may require a person to produce documents or other records in support of an investigation.

4.4.2 If a person fails to comply with a direction of the ICC, the ICC may report the failure to the relevant Privileges Committee.

4.5 Refusal to cooperate with ICC

4.5.1 The Commissioner may make a report to the relevant Privileges Committee if a Member or former Member refuses to cooperate with an investigation.

4.6 Remedies and Sanctions

4.6.1 The ICC may recommend and impose a remedy following conciliation or other process in relation to minor breaches, which may include inadvertent breaches of the Code, including the *Parliamentary (Disclosure of Interests) Act 1996*.

4.6.2 In the event that a Member does not agree to a remedy, the ICC may report the matter and recommended remedy to the Privileges Committee.

4.6.3 Where a matter involves a more serious breach of the Code, the ICC shall make a summary report of their findings and recommended sanction to the Privileges Committee.

4.7 Responsibilities of the Privileges Committee

4.7.1 Where the Privileges Committee receives a report from the ICC with findings and recommended sanctions the Privileges Committee shall:

1. Consider the report
2. Invite the Member to provide a written response regarding the sanctions recommended for its consideration.
3. Transmit a report to the House that contains:
 - a. Report or summary report of the ICC
 - b. The recommendations of the Privileges Committee regarding sanctions
 - c. An explanation for any differences between the recommendations of the ICC and the recommendations of the Privileges Committee.

4.8 Reporting duties

4.8.1 The ICC shall provide a yearly report of the following to the Clerks who shall cause the report to be tabled in each House:

- (a) data and trends including number of complaints received, number of complaints declined, number of complaints withdrawn (and at what stage this occurred), number of resolutions achieved at conciliation, number of referrals to Privileges Committee
- (b) any other relevant material with due consideration to section 3.6 of this resolution
- (c) reform needs, including amendments to this resolution; and
- (d) systemic issues and hazards.

4.8.2 Where significant circumstances warrant the ICC making additional reports, the ICC shall transmit such reports to the Clerks who shall cause the report to be tabled in each House.

4.9 Records of the ICC

4.9.1 Records kept by the ICC shall remain confidential and shall be deposited with the Clerks when the person ceases to hold the position of ICC.

4.9.2 The ICC may request that the Clerk provide access to documents relating to a prior complaint in support of an investigation.

4.10 Review of this resolution

4.10.1 Not later than two years after the commencement of this resolution, the Privileges Committees will review the operation of this resolution and report to the Houses, including any recommended amendments. The Committees will consult with the ICC, the Integrity Commission and any other office holders and persons for this purpose.

4.10.2 Nothing in this resolution overrides the powers and functions of the Integrity Commission contained in its establishing Act.

