



Completed recommendations

Recommendation		Description
1	<p>Statement of Acknowledgement</p> <p>Presiding Officers (The Speaker of the House of Representatives and the President of the Senate) should convene party leaders and heads of Parliamentary Departments to deliver Joint Statement of Acknowledgment.</p>	<p>Statement of Acknowledgement was delivered to Parliament on 8 February 2022. The Presiding Officers recommitted to the implementation of the recommendations on 30 November 2022 (the first anniversary of the tabling of the <i>Set the Standard</i> report).</p>
2	<p>Institutional leadership</p> <p>To demonstrate institutional leadership to ensure safe and respectful Commonwealth parliamentary workplaces, the Houses of Parliament should:</p> <p>(a) establish a leadership taskforce, with oversight by the Presiding Officers, chaired by an independent expert and supported by an Implementation Group, to oversee the implementation of the recommendations made in this Report. It should have the following responsibilities:</p> <ol style="list-style-type: none"> i. developing and communicating an implementation plan with specific timeframes ii. defining and communicating common values which can drive cultural change across parliamentary workplaces iii. preparing an annual public report of progress made in the implementation of recommendations iv. tracking, on a quarterly basis, key measures of a safe and respectful work environment to monitor progress in implementation. <p>(b) convene an annual parliamentary discussion in both Houses of Parliament for office- holders, parliamentary party leaders and parliamentarians to share progress on the implementation of recommendations.</p>	<p>The Parliamentary Leadership Taskforce and Implementation Group have been established and are holding regular meetings to monitor and progress the implementation of the recommendations.</p> <p>The Parliamentary Leadership Taskforce was re-established following the commencement of the 47th Parliament.</p> <p>The Parliamentary Leadership Taskforce is publishing a progress update against each of the 28 recommendations after each meeting. The Taskforce will continue to meet throughout 2023.</p> <p>Newsletter updates from the Taskforce Chair were published on 29 April, 30 June and 13 December 2022. Ms Kerri Hartland served as Chair until January 2023, and was succeeded by Dr Vivienne Thom from February 2023.</p> <p>The first annual public report on progress of implementing the Set the Standard recommendations was tabled on 8 February 2023, as part of the first annual Parliamentary discussion.</p> <p>The Parliamentary Leadership Taskforce has established a staff consultation group to engage with staff across different Commonwealth parliamentary workplaces on the implementation of the reforms.</p>
17	<p>Legislative amendments to Members of Parliament (Staff) Act 1984 (Cth)</p> <p>The Australian Government should ensure that the Members of Parliament (Staff) Act 1984 (Cth) is amended as follows:</p> <p>(a) sections 16(3) and 23(2) be amended to include that the written notice of termination must specify the reasons relied upon for making the termination decision.</p> <p>(b) for the avoidance of doubt and without limiting the application of other applicable laws, contracts or instruments, clarifying at the least, that a termination of employment under section 16(3) or section 23(2) is subject to and must comply with the requirements and provisions of:</p> <ol style="list-style-type: none"> i. the Fair Work Act 2009 (Cth) including, but not limited to, the general protections provisions set out in Part 3-1 and the unfair dismissal provisions set out in Part 3-2 ii. relevant anti-discrimination legislation iii. the employee’s contract of employment <p>(c) clarify that, for the avoidance of doubt, the Work Health and Safety Act 2011 (Cth) applies to a Member, Senator or officer in their capacity as employers of staff under the Members of Parliament (Staff) Act 1984 (Cth).</p>	<p>The Parliamentary Workplace Reform (Set the Standard Measures No. 1) Act commenced on 23 February 2022 (Bill passed Parliament on 15 February 2022).</p> <p>The Act:</p> <ul style="list-style-type: none"> • amended the Members of Parliament (Staff) Act 1984 (MoP(S) Act) to provide that reasons for termination of employment must be given in writing and to clarify that the existing legislative requirements apply to the termination of employment of MoP(S) Act employees (recommendation 17(a) and (b)); and • amended the <i>Work Health and Safety Act 2011</i> to clarify the duties parliamentarians owe under that Act (recommendation 17(c)).
18	<p>Comprehensive review of the Members of Parliament (Staff) Act 1984 (Cth)</p> <p>The Australian Government should undertake a comprehensive review of the operation and effectiveness of the Members of Parliament (Staff) Act 1984 (Cth) to ensure consistency with modern employment frameworks.</p>	<p>The Government publicly released the Department of the Prime Minister and Cabinet’s Review of the MoP(S) Act on 7 October 2022, agreeing in-principle to its 15 recommendations and indicating it would work with the Parliamentary Leadership Taskforce and consult across the Parliament in the course of implementation.</p>



Recommendation		Description
		Implementation of the reforms is being progressed alongside implementation of other Set the Standard recommendations, including the development of the new human resources entity (rec 11), the Independent Parliamentary Standards Commission (rec 22) and the final adoption of the Behaviour Standards and Codes for parliamentarians, parliamentarians’ staff and Commonwealth parliamentary workplaces (rec 21).
20b-e	<p>Expansion of the Parliamentary Workplace Support Service</p> <p>The Australian Government should expand, within three months, the scope of the new Parliamentary Workplace Support Service to:</p> <ul style="list-style-type: none"> (b) include all allegations of bullying, sexual harassment and sexual assault (c) establish a clear pathway for anonymous reporting, including through a digital platform (d) publish additional information on what happens with anonymous and bystander disclosures (e) include historic complaints of bullying, sexual harassment and sexual assault and those relating to people who have left the workplace. 	<p>The Parliamentary Workplace Support Service (PWSS) was expanded on 12 April 2022.</p> <p>The PWSS is now able to offer support and advice, including local resolution, to all Commonwealth Parliamentary Workplace participants in relation to serious incidents or misconduct, and other workplace conflict that relates to a work health and safety risk.</p> <p>The PWSS independent workplace review and resolution mechanism, available to current and former parliamentarians and MoP(S) Act employees, is now able to review all incidents of bullying, assault, sexual assault, harassment, sexual harassment, and unreasonable workplace conduct that amounts to a work health and safety risk. The PWSS is now able to review complaints concerning conduct that occurred prior to 18 May 2019.</p> <p>A digital platform has been established to receive anonymous complaints, and additional information is available about the handling of anonymous and bystander reports.</p>
24	<p>Ensure protections against age and disability discrimination</p> <p>The Australian Government, in line with recent amendments to the Sex Discrimination Act 1984 (Cth), should ensure that the Age Discrimination Act 2004 (Cth) and Disability Discrimination Act 1992 (Cth) are amended to clarify that the laws apply to staff and consultants employed or engaged under the Members of Parliament (Staff) Act 1984 (Cth).</p>	<p>The Parliamentary Workplace Reform (Set the Standard Measures No. 1) Act commenced on 23 February 2022 (Bill passed Parliament on 15 February 2022).</p> <p>The Bill amended the Age Discrimination Act 2004 and Disability Discrimination Act to clarify that these laws apply to staff employed or engaged under the MoP(S) Act.</p>
27	<p>Review of Parliamentary sitting calendar and Order/Routine of Business</p> <p>The Procedure Committees of the House of Representatives and the Senate should review the Parliamentary sitting calendar and the Order/Routine of Business with a view to enhancing wellbeing, balance and flexibility for parliamentarians and workers in Commonwealth parliamentary workplaces.</p>	<p>The first sitting calendar for the 47th Parliament was informed by considerations about wellbeing, balance and flexibility, as indicated by the Leader of the House on 27 July 2022. Changes were made to the House order of business on 27 July 2022 to defer divisions and quorums from 6.30 to 7.30pm on Mondays, Tuesdays and Wednesdays, enabling members who are not scheduled to speak or to otherwise be involved in proceedings, to leave the building and attend to family and other matters. Senate standing orders were similarly amended on 8 September 2022 to adjourn earlier on Mondays and defer divisions from 6:30pm on Mondays to Wednesdays. Also on 8 September, the House agreed to permit speeches to be made remotely in the Federation Chamber, on an ongoing basis, for any Member who has been granted leave of absence, such as for parental purposes.</p>




Recommendations in progress

Key - Implementation responsibility:

Parliamentary Leadership Taskforce / Implementation Group	Government	Political Parties	Presiding Officers / Parliamentary Departments	Joint Select Committee
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Recommendation	Status	Next steps	Expected completion
<div style="display: flex; align-items: center;"> <p>Leadership / Recommendations 1, 2, 4</p> </div>			
<p>4 Individual leadership</p> <p>To strengthen individual leadership to ensure a safe and respectful work environment:</p> <ul style="list-style-type: none"> (a) parliamentarians and senior Members of Parliament (Staff) Act employees, including chiefs of staff, should: <ul style="list-style-type: none"> i. engage in regular discussions to set expectations of conduct and champion the Codes of Conduct ii. create a safe reporting culture, including supporting people who experience misconduct iii. take responsibility for discharging work health and safety obligations iv. attend training on respectful workplace behaviour, people management and inclusive leadership v. support employees to attend relevant training (b) office-holders, parliamentary party leaders and leaders of parliamentary departments should: <ul style="list-style-type: none"> i. engage in regular discussions to set expectations of conduct, champion the Codes of Conduct and create a safe reporting culture ii. demonstrate and reinforce the message that those individuals who engage in misconduct will not be protected, rewarded or promoted (c) parliamentarians, party leaders and officeholders should report annually to the Parliament on the actions that they have taken to ensure a safe and respectful work environment. 	<p>Recommendations are ongoing, noting the Behaviour Standards and Codes are the subject of consideration by the Parliament (see Recommendation 21). The Government published the Prime Minister’s new Code of Conduct for Ministers and an updated Ministerial Staff Code of Conduct following the appointment of the Albanese Ministry.</p> <p>The Department of Finance has delivered a refreshed induction program for parliamentarians including six week and three month check-ins and a new induction program for MoP(S) Act employees.</p> <p>Training on safe and respectful workplace behaviour is available to parliamentarians and their staff. Further training programs are being rolled out as part of newly developed induction programs.</p> <p>The Taskforce has written to all parliamentarians and staff regarding this recommendation.</p> <p>Parliamentarian updates were made in the Parliament on 8 February 2023 at the first annual parliamentary discussion.</p>		<p>This is an ongoing measure.</p>



Recommendation	Status	Next steps	Expected completion
 <p>Diversity, equality and inclusion / Recommendations 5, 6, 7, 8, 9, 10</p>			
<p>5 Diversity among parliamentarians</p> <p>To advance gender equality, diversity and inclusion among parliamentarians, parliamentary party leaders should lead and champion a 10-year strategy which includes the following elements:</p> <ul style="list-style-type: none"> (a) targets to achieve gender balance and specific actions to support the achievement of the targets (b) specific actions to achieve gender balance and diverse representation across all parliamentary roles and portfolios (c) specific actions to increase the representation of First Nations people, people from CALD backgrounds, people with disability, and LGBTIQ+ people 	<p>The new Induction program delivered by the Department of Finance includes a section on the importance of creating a diverse and inclusive workplace.</p> <p>The political parties have provided updates in the Parliamentary Leadership Taskforce’s first annual report, published on 8 February 2023.</p>		<p>This is an ongoing measure.</p>
<p>6 Diversity among Members of Parliament (Staff) Act employees</p> <p>To advance gender equality, diversity and inclusion among Members of Parliament (Staff) Act employees, parliamentary party leaders should lead and champion a 10-year strategy that includes the following elements:</p> <ul style="list-style-type: none"> (a) specific actions to increase gender balance and diverse representation among Members of Parliament (Staff) Act employees, with a focus on senior roles (b) specific actions to increase the representation of First Nations people, people from CALD backgrounds, people with disability, and LGBTIQ+ people 	<p>The new Induction program delivered by the Department of Finance includes a section on the importance of creating a diverse and inclusive workplace.</p> <p>The political parties have provided updates in the Parliamentary Leadership Taskforce’s first annual report, published on 8 February 2023.</p>		<p>This is an ongoing measure.</p>
<p>7 Measurement and public reporting</p> <p>The Office of Parliamentarian Staffing and Culture (see Recommendation 11), together with the Department of the Senate and Department of the House of Representatives, should table an annual report to the Parliament with the following information:</p> <ul style="list-style-type: none"> (a) diversity characteristics of parliamentarians, including by party affiliation (where applicable), and gender representation across specific roles such as office-holders, ministerial portfolios and committee roles (Department of the Senate and Department of the House of Representatives) (b) diversity characteristics of Members of Parliament (Staff) Act employees, including analysis by party affiliation (where applicable), role, classification and pay scale (Office of Parliamentarian Staffing and Culture). 	<p>This is a matter for the HR entity to implement, once established. In the meantime, the PWSS has commenced early consultation on the design of this reform with the staff consultation group.</p> <p>The Behavioural Economics Team of the Australian Government (BETA) within the Department of the Prime Minister and Cabinet has completed scoping work on available data.</p> <p>This involved working with the departments and agencies to facilitate a confidential data collection process to inform</p>	<p>The outcomes of BETA’s work will be provided to the new staff consultation group and HR entity, once established.</p>	<p>This is a matter for the HR entity to implement, once established.</p>




Recommendation	Status	Next steps	Expected completion
	<p>recommended reporting by the HR entity, once established.</p> <p>The Parliamentary Leadership Taskforce noted the outcomes of this work at its 7 March 2023 meeting.</p>		
<p>8 Diversity and inclusion in the parliamentary departments</p> <p>Leaders of the parliamentary departments should advance gender equality, diversity and inclusion within parliamentary departments by:</p> <ul style="list-style-type: none"> (a) adopting specific actions to increase gender balance and diversity in leadership roles (b) collecting and publicly reporting on workforce composition and leadership by diversity characteristics. 	<p>The Behavioural Economics Team of the Australian Government (BETA) within the Department of the Prime Minister and Cabinet has completed scoping work on available data.</p> <p>This involved working with the departments and agencies to facilitate a confidential data collection process to inform recommended reporting by the HR entity, once established.</p> <p>The Parliamentary Leadership Taskforce noted the outcomes of this work at its 7 March 2023 meeting.</p> <p>Parliamentary departments have reviewed their work on diversity and inclusion and have identified actions to further support a culture of diversity, as well as opportunities to expand their collaboration on strategies and actions to support workplace diversity and inclusion.</p>	<p>The outcomes of BETA’s work will be provided to the new staff consultation group and HR entity, once established.</p> <p>Parliamentary departments will undertake an ongoing range of actions to support inclusion and diversity, as identified from their review process.</p>	<p>October 2023.</p>
<p>9 Access and inclusion</p> <p>The Presiding Officers, together with party leaders and parliamentary departments, should review the physical infrastructure, policies and practices within Commonwealth parliamentary workplaces to increase accessibility and inclusion.</p>	<p>A number of review actions are being progressed by the Department of Finance and parliamentary departments. The Department of the Prime Minister and Cabinet is undertaking a coordination role.</p> <p>Finance has completed an internal audit of physical infrastructure and accessibility in Commonwealth parliamentary workplaces administered by Finance against the Disability (Access to Premises) Buildings Standards 2010, internal</p>	<p>Consider the actions undertaken by the Department of Finance and parliamentary departments.</p> <p>Australian Network on Disability to commence drafting report in late 2023.</p>	<p>Subject to consideration by the responsible Minister and Presiding Officers.</p>



Recommendation	Status	Next steps	Expected completion
	<p>Minimum Physical Security Control Guidelines, and internal National Fitout Standards. The internal audit spanned electorate offices, Commonwealth Parliament Offices and former Prime Ministers’ Offices, to ensure compliance with current legislation and best practice.</p> <p>As part of its work on the Implementation Group, Finance has also developed principles and benchmarks for Commonwealth parliamentary workplaces to assess their access and inclusion measures.</p> <p>Australian Network on Disability is progressing the dignified access review of the Australian Parliament House.</p>		
<p>10 Everyday respect in the parliamentary chambers</p> <p>The Presiding Officers should review the Standing Orders and unwritten parliamentary conventions, including their application in practice, with a view to:</p> <ul style="list-style-type: none"> (a) eliminating language, behaviour and practices that are sexist or otherwise exclusionary and discriminatory (b) improving safety and respect in the parliamentary chambers 	<p>The House and Senate Procedure Committees considered these matters at the end of the last Parliament but did not report before the election period.</p> <p>The House Procedure Committee adopted an inquiry into recommendations 10 and 27 on 8 September 2022 and has held several public hearings.</p> <p>The President referred an inquiry into recommendation 10 to the Senate Procedure Committee in October 2022.</p>	<p>Procedure Committees to report on their inquiries.</p>	<p>Timing of these reports is a matter for the Procedure Committees.</p>



Recommendation	Status	Next steps	Expected completion
 <p>Performance</p> <p>Systems to support performance / Recommendations 3, 11, 12, 13, 14, 15, 16, 18, 19</p>			
<p>3 External independent review of progress</p> <p>The Australian Government should establish a follow up external independent review to examine the implementation of recommendations made in this Report within 18 months of its tabling in the Parliament</p>	<p>The Parliamentary Leadership Taskforce agreed to the review taking place 18 month after the new HR entity is established.</p>	<p>The Department of Finance will lead the establishment of the review and prepare terms of reference to be consulted with parliamentarians and staff.</p>	<p>2025.</p>
<p>11 Office of Parliamentarian Staffing and Culture (OPSC)</p> <p>The Australian Government should establish an Office of Parliamentarian Staffing and Culture, within 12 months, to provide human resources support to parliamentarians and Members of Parliament (Staff) Act employees that is:</p> <ul style="list-style-type: none"> (a) centralised and accountable to Parliament, with the enforcement of standards (b) designed to provide human resources support and administrative functions in the areas of policy development, training, advice and support, and education 	<p>Following consultations with MoP(S) Act staff and the Parliamentary Leadership Taskforce it has been agreed that the new human resources (HR) entity will be established as an independent statutory agency.</p> <p>Key settings for the new HR entity were discussed with the Taskforce at their March meeting, and also consulted with MoP(S) Act staff.</p> <p>Following this feedback, the Parliamentary Leadership Taskforce received an exposure draft of the bill to establish the new HR entity in May (exposure draft PWSS Bill).</p> <p>New funding of \$51.7 million over four years was also announced in May as part of the 2023-24 Budget for the establishment of the new HR entity.</p> <p>The new HR entity will integrate the functions currently provided by the Parliamentary Workplace Support Service (PWSS). It will also be called the PWSS instead of the OPSC, to reduce complexity and confusion.</p> <p>Consultation was held throughout May and June on the exposure draft PWSS Bill with the Parliamentary</p>	<p>Government is finalising legislation for introduction in the first sitting fortnight of the Spring sitting period to establish the HR entity.</p> <p>Subject to the passage of legislation, the new HR entity will be operational from October 2023.</p>	<p>2023.</p>




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	<p>Leadership Taskforce members, MoP(S) Act staff and other key stakeholders including unions and Parliamentary departments for their consideration and feedback.</p> <p>The Parliamentary Leadership Taskforce was provided with a detailed account of feedback from May / June consultations on 27 June 2023. A revised bill package was noted by the Parliamentary Leadership Taskforce on 21 July 2023.</p>		
<p>12 Professionalising management practices for Members of Parliament (Staff) Act employees</p> <p>The Office of Parliamentarian Staffing and Culture (see Recommendation 11) should establish standards and processes to professionalise management practices for Members of Parliament (Staff) Act employees with the following priorities to foster a safe and respectful work environment:</p> <ul style="list-style-type: none"> (a) guidance on office composition and staffing (b) merit-based recruitment with a focus on improving diversity (c) standardised induction for parliamentarians and Members of Parliament (Staff) Act employees to establish role clarity and expectations (d) performance management systems (e) management of misconduct (f) best practice respectful workplace behaviour policies that include referral pathways to the Independent Parliamentary Standards Commission. 	<p>The Department of Finance has delivered a refreshed induction program for parliamentarians including six week and three month check-ins, and is delivering a new induction program for MoPS(S) Act employees. The induction programs include content that addresses the elements of the recommendation, as relevant.</p> <p>The PWSS has commenced early consultation on the design of this reform with the staff consultation group.</p>	<p>The other elements of this recommendation are a matter for the HR entity once established.</p>	<p>This is matter for the HR entity to implement, once established.</p>
<p>13 Professional development for Members of Parliament (Staff) Act employees</p> <p>The Office of Parliamentarian Staffing and Culture (see Recommendation 11) should develop a professional development program for Members of Parliament (Staff) Act employees including a:</p> <ul style="list-style-type: none"> (a) framework of skills, competencies and capabilities linked to career pathways (b) structured learning and development program and informal and formal skills development opportunities. 	<p>This is a matter for the HR entity to implement, once established. In the meantime, the Department of Finance is undertaking preparatory work, including delivering a refined professional development program.</p> <p>The PWSS has commenced early consultation on the design of this reform with the staff consultation group.</p>		<p>This will be an ongoing measure following the establishment of the HR entity.</p>
<p>14 Best practice training</p> <p>To ensure that people working in Commonwealth parliamentary workplaces have the requisite knowledge and skills to prevent and respond to misconduct:</p>	<p>For 14 (a) & (b), new parliamentarians and MoP(S) Act employees are being offered Safe and Respectful workplace training.</p>		<p>Recommendations 14(a) and (b) will be an ongoing measure following the establishment of the HR entity.</p>



Recommendation	Status	Next steps	Expected completion
<p>(a) The Office of Parliamentarian Staffing and Culture (see Recommendation 11) should develop and deliver mandatory best practice training for parliamentarians and Members of Parliament (Staff) Act employees, to be conducted during induction and annually on:</p> <ul style="list-style-type: none"> i. respectful workplace behaviour ii. relevant Codes of Conduct <p>(b) the Office of Parliamentarian Staffing and Culture (see Recommendation 11) should develop and deliver best practice people management and inclusive leadership training for parliamentarians and senior Members of Parliament (Staff) Act employees</p> <p>(c) the parliamentary departments should review and implement mandatory best practice respectful workplace behaviour training.</p>	<p>An annual refresher program will also be offered to ongoing parliamentarians and MoP(S) Act employees.</p> <p>Further training and professional development are a matter for the HR entity, once established. In the meantime, the Department of Finance is undertaking preparatory work, including delivering a refined professional development program.</p> <p>The PWSS has commenced early consultation on the design of this reform with the staff consultation group.</p> <p>For 14(c), parliamentary departments have assessed their training offerings against the ‘best practice’ criteria as outlined in the <i>Set the Standard</i> report and identified any follow-on actions.</p>		
<p>15 Guidance material in relation to termination of employment for Members of Parliament (Staff) Act employees</p> <p>The Office of Parliamentarian Staffing and Culture (see Recommendation 11) should create and communicate new guidance materials and processes in relation to termination of employment for Members of Parliament (Staff) Act employees. These should reflect the requirements of applicable legislation, including the Fair Work Act 2009 (Cth), and address the:</p> <ul style="list-style-type: none"> (a) laws that apply to the termination of employment of Members of Parliament (Staff) Act employees (b) key categories of circumstances in, or reasons for, which Members of Parliament (Staff) Act employees may be dismissed, with specific guidance on when it may be lawful and appropriate to dismiss an employee based on ‘loss of trust or confidence (c) practical steps and processes that should be followed when effecting different categories of dismissals, in order to meet applicable legal requirements. 	<p>This is a matter for the HR entity to implement, once established.</p> <p>In the meantime, the Department of Finance has updated the termination form and guidance to reflect applicable legislation (see also Recommendation 17). This is also covered in the new Induction program.</p> <p>The PWSS has commenced early consultation on the design of this reform with the staff consultation group.</p>		<p>This is matter for the HR entity to implement, once established.</p>
<p>16 Fair termination of employment process for Members of Parliament (Staff) Act employees</p> <p>The Office of Parliamentarian Staffing and Culture (see Recommendation 11) should support parliamentarians to meet their legal obligations in relation to the termination of Members of Parliament (Staff) Act employees, by introducing the following process:</p>	<p>This is a matter for the HR entity, once established.</p> <p>In the meantime, the Department of Finance has updated the termination form and guidance to reflect applicable legislation (see also</p>		<p>This is matter for the HR entity to implement, once established.</p>




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<ul style="list-style-type: none"> (a) parliamentarians inform the Office of Parliamentary Staffing and Culture promptly in writing or orally of any proposed dismissal before it is effected (b) the Office of Parliamentary Staffing and Culture advises parliamentarians whether the proposed dismissal satisfies legal requirements, or identifies any deficiencies, and how to rectify these (Rectification Advice) (c) parliamentarians confirm in writing whether they will accept and implement any Rectification Advice (d) if a parliamentarian confirms that they will not accept and implement the Rectification Advice, or does not respond to the Rectification Advice, the Office of Parliamentary Staffing and Culture should notify the relevant Presiding Officer and make a record of this. 	<p>Recommendation 17). This is also covered in the new Induction program.</p> <p>The PWSS has commenced early consultation on the design of this reform with the staff consultation group.</p>		
<p>19 Monitoring, evaluation and continuous improvement</p> <p>The Office of Parliamentary Staffing and Culture, together with the Implementation Group (see Recommendation 2), should develop a shared monitoring and evaluation framework across Commonwealth parliamentary workplaces. This framework should ensure regular measurement and public reporting on key indicators to monitor progress in the prevention of and responses to bullying, sexual harassment and sexual assault.</p>	<p>This is a matter for the HR entity to implement, once established.</p> <p>The Behavioural Economics Team of the Australian Government (BETA) within the Department of the Prime Minister and Cabinet has completed preparatory work to inform the HR entity's monitoring and evaluation framework.</p> <p>The Parliamentary Leadership Taskforce noted the outcomes of this work at its 7 March 2023 meeting.</p> <p>The PWSS has commenced early consultation on the design of this reform with the staff consultation group.</p>	<p>The outcomes of BETA's work will be provided to the new HR entity, once established. The staff consultation group, once established, will be consulted on draft outcomes for a monitoring and evaluation framework. The new HR entity will lead this consultation.</p>	<p>This is matter for the HR entity to implement, once established.</p>
 <p>Accountability</p>	<p>Standards, reporting and accountability / Recommendations 17, 20, 21, 22, 23, 24</p>		
<p>20a Expansion of the Parliamentary Workplace Support Service</p> <p>The Australian Government should expand, within three months, the scope of the new Parliamentary Workplace Support Service to:</p> <ul style="list-style-type: none"> (a) make it available to all Commonwealth parliamentary workplace participants 	<p>The remaining elements of recommendation 20 were implemented on 12 April 2022, including the expansion of the PWSS support and advice mechanism, including local resolution, to all Commonwealth Parliamentary Workplace participants in relation to serious incidents or misconduct, and</p>	<p>Government will consider the expansion of the PWSS' formal review mechanism to all Commonwealth Parliamentary Workplace participants in the context of the establishment of the Independent Parliamentary Standards Commission.</p>	<p>Subject to the timing for the establishment of the Independent Parliamentary Standards Commission.</p>



Recommendation	Status	Next steps	Expected completion
	other workplace conflict that relates to a work health and safety risk.		
<p>21 Codes of Conduct</p> <p>To establish clear and consistent standards of conduct:</p> <p>(a) the Houses of Parliament should:</p> <ul style="list-style-type: none"> i. establish a Joint Standing Committee on Parliamentary Standards, within six months, to oversee standards and accountability, including developing: ii. a draft Code of Conduct for Parliamentarians iii. a draft Code of Conduct for Parliamentarians’ Staff iv. draft Standards of Conduct for the Parliamentary Precincts v. adopt a Code of Conduct for Parliamentarians, within 12 months, in the Standing Orders of both Houses of Parliament vi. adopt Standards of Conduct for the Parliamentary Precincts, within 12 months, in the Standing Orders of both Houses of Parliament <p>(b) The Australian Government should ensure that, within 12 months, the Code of Conduct for Parliamentarians’ Staff is included in the Members of Parliament (Staff) Act 1984 (Cth).</p>	<p>Parliament endorsed the draft Behaviour Standards and Codes (Senate 8 February 2023, House of Representatives 9 February 2023) as presented in the Joint Select Committee on Parliamentary Standards’ report (which was released on 29 November 2022), pending the establishment of the advisory and enforcement regime, and the final adoption of Behaviour Standards and Codes for parliamentarians, parliamentarians’ staff and Commonwealth parliamentary workplaces.</p>	<p>Pending the establishment of the advisory and enforcement regime (Recommendations 11 and 22).</p>	<p>Pending the establishment of the advisory and enforcement regime (Recommendations 11 and 22).</p>
<p>22 Independent Parliamentary Standards Commission</p> <p>The Houses of Parliament should establish, within 12 months, an Independent Parliamentary Standards Commission with delegated power that would:</p> <ul style="list-style-type: none"> (a) incorporate the new Parliamentary Workplace Support Service, including its advisory and support functions (and applying more broadly to misconduct covered by the Codes of Conduct) (b) operate a fair, independent, confidential and transparent system to receive disclosures, as well as handle informal and formal complaints and appeals about misconduct (c) make findings about misconduct (d) make recommendations on sanctions (in relation to parliamentarians, staff and others as relevant under the Standards of Conduct in the Parliamentary Precincts) (e) apply sanctions for a breach of the Code of Conduct for Parliamentarians where such sanctions do not interfere with the functions of the Parliament. 	<p>The Department of the Prime Minister and Cabinet is developing options for the establishment of the Independent Parliamentary Standards Commission for Government consideration.</p>	<p>Government to consider design of the Independent Parliamentary Standards Commission following agreement on the establishment of the new HR entity. The Parliament endorsed draft Behaviour Standards and Codes in February 2023 which would be enforced by the Independent Parliamentary Standards Commission (Recommendation 21 refers).</p>	<p>2023 (subject to passage of legislation).</p>
<p>23 Extend public interest disclosure protections to Members of Parliament (Staff) Act employees</p> <p>The Australian Government should, within 12 months, ensure that the Public Interest Disclosure Act 2013 (Cth) is amended to extend protections to people employed or engaged under the Members of Parliament (Staff) Act 1984 (Cth).</p>	<p>Partly implemented by the Government’s <i>National Anti-Corruption Commission Act 2022</i> which would enable MoP(S) Act staff to disclose corruption issues to the proposed National Anti-Corruption Commission and have strong protections under that Bill against</p>	<p>Government will consider further protections for MoP(S) Act staff who report misconduct in the context of implementing other recommendations in the Set the Standard report, in particular the establishment of the</p>	<p>Subject to Government consideration on the establishment of the Independent Parliamentary Standards Commission.</p>



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	reprisal and detriment for a disclosure.	Independent Parliamentary Standards Commission.	
 Safety and wellbeing / Recommendations 25, 26, 27, 28			
25 Work health and safety obligations The Implementation Group (see Recommendation 2) should work collaboratively to: <ul style="list-style-type: none"> (a) develop, agree, and document an intra- parliamentary understanding of the application of, and responsibility for management of, work health and safety duties in Commonwealth parliamentary workplaces. (b) review existing arrangements and consider ways to: <ul style="list-style-type: none"> i. ensure consistent approaches to identify, eliminate, minimise and communicate about work health and safety risks across these workplaces ii. take a broader and proactive approach to work health and safety responsibilities, including an increased focus on psychosocial risks iii. directly and effectively address bullying, sexual harassment and sexual assault as work health and safety issues (c) provide guidance, education and training on work health and safety obligations and duties in the context of bullying, sexual harassment, and sexual assault. 	Work is underway to review existing WHS arrangements in Commonwealth Parliamentary Workplaces. The roles and responsibilities of parliamentarians under the <i>Work Health and Safety Act 2011</i> have been clarified following legislative changes (recommendation 17(c)). An assessment of the current state of WHS in Commonwealth parliamentary workplaces has been undertaken to support the development of a more comprehensive and easier to use framework for proactively managing WHS.	Further develop a Framework for WHS arrangements in Commonwealth Parliamentary Workplaces. The intent of the Framework is to ensure that there is clarity for all workers and duty holders on the application of, and responsibility for, both prevention and addressing any incidents as they occur. This will include proactive management of both physical and psychosocial WHS risks. Once finalised and agreed with stakeholders, the Framework will support the development of materials to help all people in Commonwealth parliamentary workplaces understand and meet their WHS responsibilities.	Commonwealth Parliamentary Workplaces to provide first annual assurance of compliance with WHS laws and relevant Codes of Practice in areas of shared WHS responsibility in Q4 2023.
26 Parliamentary Health and Wellbeing Service The Department of Parliamentary Services should lead the establishment of a Parliamentary Health and Wellbeing Service. At a minimum, the Service should be adequately resourced to: <ul style="list-style-type: none"> (a) provide basic physical and mental health services (b) be available to all people in Commonwealth parliamentary workplaces (c) offer services onsite at Parliament House, as well as remotely, with appropriate privacy and confidentiality measures in place (d) be operated by trusted and independent practitioners with knowledge and understanding of these specific workplaces (e) proactively promote wellbeing and early intervention support. 	The feasibility study was completed on 30 November 2022. The report will be provided to the Parliamentary Leadership Taskforce for endorsement.	The Department of Parliamentary Services to continue examining options contained in the feasibility study.	Timing subject to future funding decisions.



Recommendation	Status	Next steps	Expected completion
<p>28 Alcohol policies</p> <p>The Implementation Group (see Recommendation 2) should:</p> <ul style="list-style-type: none"> (a) develop and implement consistent and comprehensive alcohol policies across Commonwealth parliamentary workplaces with a view to restricting availability in line with work health and safety obligations, and the principle of harm minimisation (b) support implementation of these policies through measures including: <ul style="list-style-type: none"> i. incorporating clear expectations and standards around the use of alcohol within respective Codes of Conduct for parliamentarians and Members of Parliament (Staff) Act employees ii. provision of support and a proactive focus on wellbeing and safety iii. provision of education, training and awareness raising opportunities iv. provision and encouragement of opportunities for networking and engagement that do not involve alcohol. 	<p>Common principles to underpin Commonwealth parliamentary workplace alcohol policies have been agreed by the Parliamentary Leadership Taskforce. A draft baseline alcohol policy for parliamentarians and their staff has been developed and reviewed by the Taskforce.</p> <p>Alcohol policies have been reviewed, and updated where appropriate, by parliamentary departments and press gallery members.</p>	<p>Staff will be consulted in August 2023 on the draft alcohol policy for parliamentarians and their staff.</p>	<p>Alcohol policy for parliamentarians and their staff expected to be in place by second half of 2023, following consultation.</p>