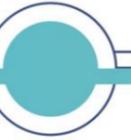




Completed recommendations

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.</p>
2a	<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>	<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>
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> <p>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</p> <p>ii. relevant anti-discrimination legislation</p> <p>iii. the employee’s contract of employment</p> <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) Bill passed Parliament on 15 February 2022.</p> <p>The Bill:</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 Work Health and Safety Act 2011 to clarify the duties parliamentarians owe under that Act (recommendation 17(c)).
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> <p>(b) include all allegations of bullying, sexual harassment and sexual assault</p> <p>(c) establish a clear pathway for anonymous reporting, including through a digital platform</p> <p>(d) publish additional information on what happens with anonymous and bystander disclosures</p> <p>(e) include historic complaints of bullying, sexual harassment and sexual assault and those relating to people who have left the workplace.</p>	<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 MOPS 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>



Recommendation		Description
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) Bill passed 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.</p>



Recommendations in progress

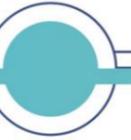
Key - Implementation responsibility:

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="background-color: #004a7c; color: white; padding: 5px; display: flex; align-items: center;"> Leadership / Recommendations 1, 2, 4 </div>			
<p>2 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> <ul 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>The Parliamentary Leadership Taskforce is publishing a progress update against each of the 28 recommendations after each meeting (recommendations 2ai and 2aiv).</p> <p>Newsletter updates from the Taskforce Chair were published on 29 April and 30 June 2022.</p>	<p>The Parliamentary Leadership Taskforce has resumed meeting monthly following commencement of the 47th Parliament to discuss and track progress of the implementation of recommendations.</p> <p>Format and timing of the annual public report on progress of implementing the Set the Standard recommendations (recommendation 2aiii) is being considered by the Parliamentary Leadership Taskforce</p>	<p>Ongoing.</p> <p>The first annual public report is expected in early 2023 and will coincide with the first annual Parliamentary discussion (recommendation 2b).</p>
<p>2b</p> <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>Options for an annual discussion are under development.</p>	<p>Format of the annual discussion to be finalised in the second half of 2022.</p>	<p>The first annual parliamentary discussion is expected in early 2023, and will coincide with the annual public report (recommendation 2aiii).</p>
<p>4 Individual leadership</p> <p>To strengthen individual leadership to ensure a safe and respectful work environment:</p> <p>(a) parliamentarians and senior Members of Parliament (Staff) Act employees, including chiefs of staff, should:</p> <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 	<p>Recommendations are ongoing, noting the Codes of Conduct are the subject of consideration by the Joint Select Committee on Parliamentary Standards (see Recommendation 2i). 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 format and timing of an annual public report on the actions taken to ensure a safe and respectful work environment (recommendation 4c) will be considered by the Parliamentary Leadership Taskforce in the second half of 2022.</p> <p>The Taskforce will write to all parliamentarians and staff regarding this recommendation.</p>	<p>This is an ongoing measure.</p>



Recommendation	Status	Next steps	Expected completion
<p>(b) office-holders, parliamentary party leaders and leaders of parliamentary departments should:</p> <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 <p>(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>	<p>The Department of Finance has delivered a refreshed induction program for parliamentarians including a six week check-in and is delivering 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 will be rolled out as part of newly developed induction programs.</p>		
<div style="display: flex; align-items: center;">  <p>Diversity, equality and inclusion / Recommendations 5, 6, 7, 8, 9, 10</p> </div>			
<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 Parliamentary Leadership Taskforce Chair has written to party leadership to highlight the need to progress this recommendation.</p> <p>The new Induction program delivered by the Department of Finance included a section on the importance of creating a diverse and inclusive workplace.</p>	<p>For consideration by the Parliamentary Leadership Taskforce and political parties.</p>	<p>Subject to political party processes, noting progress will be reported in the annual report to Parliament (recommendation 2aiii).</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 Parliamentary Leadership Taskforce Chair has written to party leadership to highlight the need to progress this recommendation.</p> <p>The new Induction program delivered by the Department of Finance included a section on the importance of creating a diverse and inclusive workplace.</p>	<p>For consideration by the Parliamentary Leadership Taskforce and political parties.</p>	<p>Subject to political party processes, noting progress will be reported in the annual report to Parliament (recommendation 2aiii).</p>



Recommendation	Status	Next steps	Expected completion
<p>7 Measurement and public reporting</p> <p>The Office of Parliamentary 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 Parliamentary Staffing and Culture). 	<p>This is a matter for the Office of Parliamentary Staffing and Culture to implement, once established.</p> <p>The Behavioural Economics Team of the Australian Government (BETA) within the Department of the Prime Minister and Cabinet is leading scoping work on currently available data in relation to both Recommendation 7(b) and 8(b).</p> <p>This involves working with the departments and agencies to facilitate a confidential data collection process to inform recommended reporting by the Office of Parliamentary Staffing and Culture, once established.</p> <p>The Parliamentary Leadership Taskforce was briefed on this work at its meeting on 12 September 2022.</p>	<p>Participating agencies will be asked to provide data to PM&C by mid-October 2022. PM&C will then work with participating agencies to present the outcomes of the preliminary data collection exercise to the Parliamentary Leadership Taskforce.</p>	<p>This is a matter for the Office of Parliamentary Staffing and Culture to implement, once established.</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>Parliamentary departments are reviewing existing and planned diversity and inclusion activities and identifying opportunities for greater collaboration.</p> <p>The Behavioural Economics Team of the Australian Government (BETA), within the Department of the Prime Minister and Cabinet is leading scoping work on currently available data in relation to both Recommendation 7(b) and 8(b).</p> <p>This involves working with the departments and agencies to facilitate a confidential data collection process to inform recommended reporting by the Office of Parliamentary Staffing and Culture, once established.</p>	<p>Participating agencies will be asked to provide data to PM&C by mid-October 2022. PM&C will then work with participating agencies to present the outcomes of the preliminary data collection exercise to the Parliamentary Leadership Taskforce.</p>	<p>October 2023.</p>

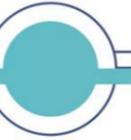
Recommendation	Status	Next steps	Expected completion
	The Parliamentary Leadership Taskforce was briefed on this work at its meeting on 12 September 2022.		
<p>9 Access and inclusion</p> <p>The Presiding Officers, together with party leaders and parliamentary departments, should review the physical infrastructure, policies and practices within Commonwealth parliamentary workplaces to increase accessibility and inclusion.</p>	The Department of the Prime Minister and Cabinet, the Department of Finance and parliamentary departments are developing proposals for conducting the review, for consideration by responsible Minister and Presiding Officers.	Commence review in line with approach agreed by responsible Minister and Presiding Officers.	End of 2022, subject to consideration by the responsible Minister and Presiding Officers.
<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 	The House and Senate Procedure Committees considered these matters at the end of the last Parliament but did not report before the election period.	To be considered by incoming Presiding Officers and/or Procedure Committees early in the 47th Parliament.	Subject to consideration by Presiding Officers in Q3 2022.
 <p>Systems to support performance / Recommendations 3, 11, 12, 13, 14, 15, 16, 18, 19</p> <p>Performance</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>	Planning to commence in early 2023.	Project planning activities for establishment of the external independent review.	To commence by June 2023.
<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>The Parliamentary Leadership Taskforce discussed and agreed a proposal for consultation with MoP(S) Act employees on the Office of Parliamentarian Staffing and Culture (OPSC).</p> <p>The Taskforce agreed that consultation with staff is essential to ensure that the proposed OPSC will effectively serve their needs and encourage consideration of the best possible approach to support staff.</p>	Consultation with MOP(S) Act staff on the Office of Parliamentarian Staffing and Culture will proceed throughout September.	November 2022.



Recommendation	Status	Next steps	Expected completion
<p>12 Professionalising management practices for Members of Parliament (Staff) Act employees</p> <p>The Office of Parliamentary 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 a six week check-in 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 other elements of this recommendation are a matter for the Office of Parliamentary Staffing and Culture once established.</p>	<p>This is matter for the Office of Parliamentary Staffing and Culture to implement, once established.</p>
<p>13 Professional development for Members of Parliament (Staff) Act employees</p> <p>The Office of Parliamentary 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 Office of Parliamentary Staffing and Culture to implement, once established. In the meantime, the Department of Finance is undertaking preparatory work, including developing options for a professional development program.</p>		<p>This will be an ongoing measure following the establishment of the Office of Parliamentary Staffing and Culture.</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> <ul style="list-style-type: none"> (a) The Office of Parliamentary 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: <ul style="list-style-type: none"> i. respectful workplace behaviour ii. relevant Codes of Conduct (b) the Office of Parliamentary 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 (c) the parliamentary departments should review and implement mandatory best practice respectful workplace behaviour training. 	<p>For 14 (a) & (b), new parliamentarians and MoP(S) Act employees are being offered Safe and Respectful workplace training. 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 Office of Parliamentary Staffing and Culture, once established. In the meantime, the Department of Finance is undertaking preparatory work is being undertaken, including developing options for professional development program.</p>	<p>For 14(c), parliamentary departments to share assessments of relevant training programs against 'best practice' criteria.</p>	<p>This will be an ongoing measure following the establishment of the Office of Parliamentary Staffing and Culture.</p>



Recommendation	Status	Next steps	Expected completion
	For 14(c), Parliamentary departments are sharing information on existing training and assessing their offerings against criteria against for 'best practice'.		
<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 Office of Parliamentarian Staffing and Culture 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>		This is matter for the Office of Parliamentarian Staffing and Culture to implement, once established.
<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> <ul style="list-style-type: none"> (a) parliamentarians inform the Office of Parliamentarian Staffing and Culture promptly in writing or orally of any proposed dismissal before it is effected (b) the Office of Parliamentarian 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 Parliamentarian Staffing and Culture should notify the relevant Presiding Officer and make a record of this. 	<p>This is a matter for the Office of Parliamentarian Staffing and Culture, 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>		This is matter for the Office of Parliamentarian Staffing and Culture to implement, once established.
<p>18 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>	Review commissioned in February 2022. Review opened for submissions 28 February 2022 and closed on 1 July 2022.	The review is to provide a final report to the Prime Minister by 30 September 2022.	30 September 2022.



Recommendation	Status	Next steps	Expected completion
<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>Survey sent to current and former staff and closed 26 August 2022.</p> <p>This is a matter for the Office of Parliamentary Staffing and Culture to implement, once established.</p> <p>The Behavioural Economics Team of the Australian Government (BETA), within the Department of the Prime Minister and Cabinet is working with stakeholders on data collection and reporting processes that the Office of Parliamentary Staffing and Culture can implement, once established.</p> <p>The Department of the Prime Minister and Cabinet is also conducting preparatory work to inform the Office of Parliamentary Staffing and Culture’s monitoring and evaluation framework.</p>	<p>Participating agencies will be asked to provide data to PM&C by mid-October 2022. PM&C will then work with participating agencies to present the outcomes of the preliminary data collection exercise to the Parliamentary Leadership Taskforce.</p> <p>PM&C to present its work on a preliminary monitoring and evaluation framework to the Parliamentary Leadership Taskforce in Q1 2023.</p>	<p>This is matter for the Office of Parliamentary Staffing and Culture to implement, once established.</p>
<div data-bbox="121 1163 320 1373" style="background-color: #0056b3; color: white; padding: 5px;">  <p>Accountability</p> </div> <p style="text-align: center;">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> <p>(a) make it available to all Commonwealth parliamentary workplace participants</p>	<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 other workplace conflict that relates to a work health and safety risk.</p>	<p>Government to 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
<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>The Joint Select Committee on Parliamentary Standards was established in February 2022 to inquire into and report on matters relating to the development of codes of conduct for Commonwealth Parliamentary Workplaces.</p> <p>The Joint Select Committee on Parliamentary Standards ceased to exist at the commencement of the election period on 11 April 2022.</p> <p>The Joint Select Committee was re-established on 27 July 2022, following the commencement of the 47th Parliament.</p> <p>The Committee is still inviting submissions.</p>	<p>This matter is subject to the operation of the Joint Select Committee on Parliamentary Standards which is expected to report by 1 December 2022.</p>	<p>This matter is subject to the operation of the Joint Select Committee on Parliamentary Standards.</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, noting that this work will be related to the development of Codes of Conduct (Recommendation 21) by the Joint Select Committee on Parliamentary Standards.</p>	<p>Subject to the development of Codes of Conduct (Recommendation 21) by the Joint Select Committee on Parliamentary Standards.</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>Implementation of this work is underway.</p>	<p>The Department of the Prime Minister and Cabinet is working with the Attorney-General's Department to progress this recommendation.</p>	<p>November 2022.</p>

Recommendation	Status	Next steps	Expected completion
 <p>Safety and wellbeing / Recommendations 25, 26, 27, 28</p> <p>Safety and wellbeing</p>			
<p>25 Work health and safety obligations</p> <p>The Implementation Group (see Recommendation 2) should work collaboratively to:</p> <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. 	<p>Work is underway to review existing WHS arrangements in Commonwealth Parliamentary Workplaces.</p>	<p>The Implementation Group is documenting an intra-parliamentary understanding of WHS arrangements in Commonwealth Parliamentary Workplaces.</p>	<p>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.</p>
<p>26 Parliamentary Health and Wellbeing Service</p> <p>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:</p> <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. 	<p>The procurement process to select a consultant to undertake the feasibility study is complete and work has commenced.</p>	<p>The Department of Parliamentary Services to review outcomes of the feasibility study.</p>	<p>Feasibility study expected to be completed by December 2022. Future timing subject to decision following the feasibility study.</p>
<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 	<p>A risk assessment tool has been developed that will identify and manage WHS risk associated with alcohol in Commonwealth Parliamentary Workplaces.</p>	<p>Common alcohol policy principles across Commonwealth Parliamentary Workplaces will be developed, for consideration by the Parliamentary Leadership Taskforce.</p>	<p>Responsible agencies will develop or update policies as required, taking into account common principles agreed by the PLT and in consultation with workers, by Q4 2022.</p>



Recommendation	Status	Next steps	Expected completion
<p>(b) support implementation of these policies through measures including:</p> <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 employeesii. provision of support and a proactive focus on wellbeing and safetyiii. provision of education, training and awareness raising opportunities provision and encouragement of opportunities for networking and engagement that do not involve alcohol.	<p>Risk assessment tools are being completed.</p>		