



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><a href="#">Statement of Acknowledgement</a> was delivered to Parliament on 8 February 2022. The Presiding Officers <a href="#">recommitted</a> 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> <ul style="list-style-type: none"> <li>(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: <ul style="list-style-type: none"> <li>i. developing and communicating an implementation plan with specific timeframes</li> <li>ii. defining and communicating common values which can drive cultural change across parliamentary workplaces</li> <li>iii. preparing an annual public report of progress made in the implementation of recommendations</li> <li>iv. tracking, on a quarterly basis, key measures of a safe and respectful work environment to monitor progress in implementation.</li> </ul> </li> <li>(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.</li> </ul>	<p>The <a href="#">Parliamentary Leadership Taskforce</a> 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 47<sup>th</sup> 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 <a href="#">first annual public report</a> 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 <a href="#">staff consultation group</a> to engage with staff across different Commonwealth parliamentary workplaces on the implementation of the reforms.</p>
10	<p>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"> <li>(a) eliminating language, behaviour and practices that are sexist or otherwise exclusionary and discriminatory</li> <li>(b) improving safety and respect in the parliamentary chambers</li> </ul>	<p>The House Procedure Committee adopted an inquiry into recommendations 10 and 27 on 8 September 2022 and presented its <a href="#">report</a> on 7 August 2023. The Committee made several recommendations which are subject to ongoing consideration.</p> <p>The President referred an inquiry into recommendation 10 to the Senate Procedure Committee in October 2022. The committee presented its <a href="#">report</a> on 12 September 2023.</p>
11	<p>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"> <li>(a) centralised and accountable to Parliament, with the enforcement of standards</li> <li>(b) designed to provide human resources support and administrative functions in the areas of policy development, training, advice and support, and education</li> </ul>	<p>The <i>Parliamentary Workplace Support Service Act 2023</i> which establishes the Parliamentary Workplace Support Service (PWSS) as an independent statutory agency commenced on 1 October 2023.</p> <p>The statutory PWSS provides human resources services to parliamentarians and their staff and supports Commonwealth parliamentary workplaces to be safe and respectful, including undertaking the functions of the former PWSS to provide support and review services for certain misconduct. It is intended the statutory PWSS will undertake these review services until the establishment of the proposed Independent Parliamentary Standards Commission (see recommendation 22).</p> <p>The Government has committed \$51.7 million of new funding over four years from 2023-24 (and \$12.4 million per year ongoing) to establish the statutory PWSS as an independent statutory agency. This is in addition to funding associated with functions that transferred to the statutory PWSS from the Department of Finance, and funding allocated to the former PWSS.</p>



Recommendation		Description
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> <ul style="list-style-type: none"> <li>(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.</li> <li>(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: <ul style="list-style-type: none"> <li>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</li> <li>ii. relevant anti-discrimination legislation</li> <li>iii. the employee’s contract of employment</li> </ul> </li> <li>(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).</li> </ul>	<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"> <li>• 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</li> <li>• amended the <i>Work Health and Safety Act 2011</i> to clarify the duties parliamentarians owe under that Act (recommendation 17(c)).</li> </ul>
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> <p>The <i>Members of Parliament (Staff) Amendment Act 2023</i>, which implements the legislative recommendations of the MoP(S) Act Review, commenced on 17 October 2023.</p> <p>Implementation of other Review recommendations is being progressed alongside implementation of other Set the Standard recommendations, including through the statutory PWSS, the proposed Independent Parliamentary Standards Commission (recommendation 22) and the final adoption of the Behaviour Standards and Codes for parliamentarians, parliamentarians’ staff and Commonwealth parliamentary workplaces (recommendation 21).</p>
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"> <li>(b) include all allegations of bullying, sexual harassment and sexual assault</li> <li>(c) establish a clear pathway for anonymous reporting, including through a digital platform</li> <li>(d) publish additional information on what happens with anonymous and bystander disclosures</li> <li>(e) include historic complaints of bullying, sexual harassment and sexual assault and those relating to people who have left the workplace.</li> </ul>	<p>The former <a href="#">Parliamentary Workplace Support Service</a> (PWSS) was initially expanded on 12 April 2022.</p> <p>Since 1 October 2023, the statutory PWSS has functions to provide support and complaint resolution to all current and former Commonwealth Parliamentary Workplace participants for relevant conduct, including bullying, sexual harassment and sexual assault.</p> <p>The statutory PWSS also has a function to undertake reviews of complaints about relevant conduct from current and former parliamentarians, MoP(S) Act employees or Parliamentary Service employees. Complaints may be made by those people against a person who at the time of the alleged conduct was a parliamentarian, MoP(S) Act employee or other person who performed work predominantly at a Commonwealth parliamentary workplace (called ‘non-core participants’ in the Parliamentary Workplace Support Service Act 2023).</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) 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> <p>The House of Representatives Standing Committee on Procedure presented its <a href="#">report</a> relating to recommendations 10 and 27 on 7 August 2023.</p>




Recommendations in progress

Key - Implementation responsibility:

Parliamentary Leadership Taskforce / Implementation Group	Government	Political Parties	Presiding Officers / Parliamentary Departments	Joint Select Committee	Parliamentary Workplace Support Service
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Recommendation	Status	Next steps	Expected completion
 <p>Leadership / Recommendations 1, 2, 4</p> <p><b>Leadership</b></p>			
<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"> <li>(a) parliamentarians and senior Members of Parliament (Staff) Act employees, including chiefs of staff, should:               <ul style="list-style-type: none"> <li>i. engage in regular discussions to set expectations of conduct and champion the Codes of Conduct</li> <li>ii. create a safe reporting culture, including supporting people who experience misconduct</li> <li>iii. take responsibility for discharging work health and safety obligations</li> <li>iv. attend training on respectful workplace behaviour, people management and inclusive leadership</li> <li>v. support employees to attend relevant training</li> </ul> </li> <li>(b) office-holders, parliamentary party leaders and leaders of parliamentary departments should:               <ul style="list-style-type: none"> <li>i. engage in regular discussions to set expectations of conduct, champion the Codes of Conduct and create a safe reporting culture</li> <li>ii. demonstrate and reinforce the message that those individuals who engage in misconduct will not be protected, rewarded or promoted</li> </ul> </li> <li>(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.</li> </ul>	<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 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 <a href="#">has written</a> 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"> <li>(a) targets to achieve gender balance and specific actions to support the achievement of the targets</li> <li>(b) specific actions to achieve gender balance and diverse representation across all parliamentary roles and portfolios</li> <li>(c) specific actions to increase the representation of First Nations people, people from CALD backgrounds, people with disability, and LGBTIQ+ people</li> </ul>	<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>The political parties have provided updates in the Parliamentary Leadership Taskforce’s <a href="#">first annual report</a>, 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"> <li>(a) specific actions to increase gender balance and diverse representation among Members of Parliament (Staff) Act employees, with a focus on senior roles</li> <li>(b) specific actions to increase the representation of First Nations people, people from CALD backgrounds, people with disability, and LGBTIQ+ people</li> </ul>	<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>The political parties have provided updates in the Parliamentary Leadership Taskforce’s <a href="#">first annual report</a>, 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"> <li>(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)</li> <li>(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).</li> </ul>	<p>This is a matter for the statutory PWSS to implement. The former PWSS 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 have been provided to the statutory PWSS.</p>	<p>This is an ongoing measure.</p> <p>From the financial year commencing 1 July 2024, the statutory PWSS must prepare an annual report for tabling in the Parliament, with information on gender and diversity characteristics of parliamentarians and MoP(S) Act employees, and gender equality in relation to remuneration for those groups. The <i>Parliamentary Workplace Support Service Act 2023</i> sets out other information that must be included in the annual report.</p>



Recommendation	Status	Next steps	Expected completion
	<p>recommended reporting by the statutory PWSS</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"> <li>(a) adopting specific actions to increase gender balance and diversity in leadership roles</li> <li>(b) collecting and publicly reporting on workforce composition and leadership by diversity characteristics.</li> </ul>	<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 statutory PWSS.</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. Updates have been included in the departments' respective annual reports for 2022–23.</p>	<p>The outcomes of BETA's work have been provided to the statutory PWSS.</p> <p>Parliamentary departments will undertake an ongoing range of actions to support inclusion and diversity, as identified from their review process.</p>	<p>This is an ongoing measure.</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>The Department of the Prime Minister and Cabinet took an initial coordination role. A number of review actions are being progressed by the Department of Finance and parliamentary departments.</p> <p>Finance has completed an internal audit of physical infrastructure and accessibility in Commonwealth parliamentary workplaces</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>administered by Finance against the Disability (Access to Premises) Buildings Standards 2010, internal 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>DPS facilitated surveys to both visitors and building occupants, seeking advice on their accessibility experience at Australian Parliament House. As a result, The Australian Network on Disability is progressing the <a href="#">dignified access review</a> of the Australian Parliament House. A corresponding report is expected to be provided late 2023.</p>		
 <p>Systems to support performance / Recommendations 3, 11, 12, 13, 14, 15, 16, 18, 19</p> <p><b>Performance</b></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 months after the statutory PWSS 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>12 Professionalising management practices for Members of Parliament (Staff) Act employees</p>	<p>The Department of Finance has delivered a refreshed induction program for parliamentarians including six week and three month</p>	<p>The other elements of this recommendation are a matter for the statutory PWSS.</p>	<p>This is an ongoing measure.</p>


Recommendation	Status	Next steps	Expected completion
<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"> <li>(a) guidance on office composition and staffing</li> <li>(b) merit-based recruitment with a focus on improving diversity</li> <li>(c) standardised induction for parliamentarians and Members of Parliament (Staff) Act employees to establish role clarity and expectations</li> <li>(d) performance management systems</li> <li>(e) management of misconduct</li> <li>(f) best practice respectful workplace behaviour policies that include referral pathways to the Independent Parliamentary Standards Commission.</li> </ul>	<p>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 statutory PWSS commenced early consultation on the design of this reform with the staff consultation group.</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"> <li>(a) framework of skills, competencies and capabilities linked to career pathways</li> <li>(b) structured learning and development program and informal and formal skills development opportunities.</li> </ul>	<p>This is a matter for the statutory PWSS to implement. Finance undertook preparatory work, including delivering a refined professional development program.</p> <p>The statutory PWSS commenced early consultation on the design of this reform with the staff consultation group.</p>		<p>This is an ongoing measure.</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"> <li>(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: <ul style="list-style-type: none"> <li>i. respectful workplace behaviour</li> <li>ii. relevant Codes of Conduct</li> </ul> </li> <li>(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</li> <li>(c) the parliamentary departments should review and implement mandatory best practice respectful workplace behaviour training.</li> </ul>	<p>For 14 (a) &amp; (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 being conducted by the statutory PWSS. The Department of Finance undertook preparatory work, including delivering a refined professional development program.</p> <p>The statutory PWSS commenced early consultation on the design of this reform with the staff consultation group.</p>		<p>Recommendations 14(a) and (b) are ongoing measures.</p>





Recommendation	Status	Next steps	Expected completion
	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>15 Guidance material in relation to termination of employment for Members of Parliament (Staff) Act employees</p> <p>The Office of Parliamentary 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"> <li>(a) laws that apply to the termination of employment of Members of Parliament (Staff) Act employees</li> <li>(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'</li> <li>(c) practical steps and processes that should be followed when effecting different categories of dismissals, in order to meet applicable legal requirements.</li> </ul>	<p>This is a matter for the statutory PWSS to implement.</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 statutory PWSS commenced early consultation on the design of this reform with the staff consultation group.</p>		This is an ongoing measure.
<p>16 Fair termination of employment process for Members of Parliament (Staff) Act employees</p> <p>The Office of Parliamentary 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"> <li>(a) parliamentarians inform the Office of Parliamentary Staffing and Culture promptly in writing or orally of any proposed dismissal before it is effected</li> <li>(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)</li> <li>(c) parliamentarians confirm in writing whether they will accept and implement any Rectification Advice</li> <li>(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.</li> </ul>	<p>This is a matter for the statutory PWSS.</p> <p>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 statutory PWSS commenced early consultation on the design of this reform with the staff consultation group.</p>		This is an ongoing measure.
<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 statutory PWSS to implement.</p> <p>The Behavioural Economics Team of the Australian Government (BETA) within the Department of the Prime Minister and Cabinet has completed</p>	<p>The outcomes of BETA's work have been provided to the statutory PWSS.</p> <p>The staff consultation group, will be consulted on draft outcomes for a monitoring and evaluation framework.</p>	This is an ongoing measure.




Recommendation	Status	Next steps	Expected completion
	<p>preparatory work to inform the statutory PWSS' 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 statutory PWSS commenced early consultation on the design of this reform with the staff consultation group.</p>	<p>The statutory PWSS will lead this consultation.</p>	
<div data-bbox="121 787 320 997" style="background-color: #0056b3; color: white; padding: 5px;">  <p>Accountability</p> </div> <div data-bbox="320 787 2861 997" style="background-color: #00a0c0; padding: 5px;"> <p>Standards, reporting and accountability / Recommendations 17, 20, 21, 22, 23, 24</p> </div>			
<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 PWSS's support function was initially expanded on 12 April 2022 to all current and former 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>Since 1 October 2023, the statutory PWSS has functions to provide support, and complaint resolution, to current and former Commonwealth parliamentary workplace participants for relevant conduct, including bullying, sexual harassment and sexual assault.</p> <p>The statutory PWSS also has a function to undertake reviews of complaints about relevant conduct from current and former parliamentarians, MoP(S) Act employees or Parliamentary Service employees. Complaints may be made by those people against a person who at the time of the alleged conduct was a parliamentarian,</p>	<p>Government will further consider if any further expansion should be made to who can make a complaint to initiate an investigation (or review) in the context of establishing the proposed Independent Parliamentary Standards Commission.</p>	<p>Subject to the timing for the establishment of the proposed Independent Parliamentary Standards Commission.</p>



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	MoP(S) Act employee or other person who performed work predominantly at a Commonwealth parliamentary workplace (called 'non-core participants' in the <i>Parliamentary Workplace Support Service Act 2023</i> ).		
<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"> <li>i. establish a Joint Standing Committee on Parliamentary Standards, within six months, to oversee standards and accountability, including developing:</li> <li>ii. a draft Code of Conduct for Parliamentarians</li> <li>iii. a draft Code of Conduct for Parliamentarians' Staff</li> <li>iv. draft Standards of Conduct for the Parliamentary Precincts</li> <li>v. adopt a Code of Conduct for Parliamentarians, within 12 months, in the Standing Orders of both Houses of Parliament</li> <li>vi. adopt Standards of Conduct for the Parliamentary Precincts, within 12 months, in the Standing Orders of both Houses of Parliament</li> </ul> <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>	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.	Pending the establishment of the proposed Independent Parliamentary Standards Commission (recommendation 22).	Pending the establishment of the proposed Independent Parliamentary Standards Commission (recommendation 22).
<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"> <li>(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)</li> <li>(b) operate a fair, independent, confidential and transparent system to receive disclosures, as well as handle informal and formal complaints and appeals about misconduct</li> <li>(c) make findings about misconduct</li> <li>(d) make recommendations on sanctions (in relation to parliamentarians, staff and others as relevant under the Standards of Conduct in the Parliamentary Precincts)</li> <li>(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.</li> </ul>	The Department of the Prime Minister and Cabinet is developing options for the establishment of the Independent Parliamentary Standards Commission for Government consideration. The Parliamentary Leadership Taskforce discussed a principles document on the Independent Parliamentary Standards Commission at its October meeting.	Government to consider design of the proposed Independent Parliamentary Standards Commission and consult further with the Parliamentary Leadership Taskforce. The Parliament endorsed draft Behaviour Standards and Codes in February 2023 which would be enforced by the proposed Independent Parliamentary Standards Commission (recommendation 21 refers).	First half of 2024 (subject to passage of legislation).
<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)</p>	Partly implemented by the Government's <i>National Anti-Corruption Commission Act 2022</i> which enables MoP(S) Act staff to	Government will consider further protections for MoP(S) Act staff who report misconduct in the context of implementing other recommendations	Subject to Government consideration on the establishment of the proposed



Recommendation	Status	Next steps	Expected completion
<p>Act 1984 (Cth).</p>	<p>disclose corruption issues to the proposed National Anti-Corruption Commission and has strong protections under that legislation against reprisal and detriment for a disclosure.</p>	<p>in the Set the Standard report, in particular the establishment of the proposed Independent Parliamentary Standards Commission.</p>	<p>Independent Parliamentary Standards Commission.</p>
<div style="display: flex; align-items: center;">  <div style="margin-left: 10px;"> <p>Safety and wellbeing / Recommendations 25, 26, 27, 28</p> </div> </div> <p><b>Safety and wellbeing</b></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"> <li>(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.</li> <li>(b) review existing arrangements and consider ways to: <ul style="list-style-type: none"> <li>i. ensure consistent approaches to identify, eliminate, minimise and communicate about work health and safety risks across these workplaces</li> <li>ii. take a broader and proactive approach to work health and safety responsibilities, including an increased focus on psychosocial risks</li> <li>iii. directly and effectively address bullying, sexual harassment and sexual assault as work health and safety issues</li> </ul> </li> <li>(c) provide guidance, education and training on work health and safety obligations and duties in the context of bullying, sexual harassment, and sexual assault.</li> </ul>	<p>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)).</p> <p>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.</p>	<p>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.</p> <p>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.</p>	<p>Commonwealth parliamentary workplaces will consider ongoing arrangements to manage shared WHS responsibilities 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"> <li>(a) provide basic physical and mental health services</li> <li>(b) be available to all people in Commonwealth parliamentary workplaces</li> <li>(c) offer services onsite at Parliament House, as well as remotely, with appropriate privacy and confidentiality measures in place</li> <li>(d) be operated by trusted and independent practitioners with knowledge and understanding of these specific workplaces</li> <li>(e) proactively promote wellbeing and early intervention support.</li> </ul>	<p>The feasibility study was completed on 30 November 2022.</p> <p>DPS provided an options paper to the Presiding Officers following the feasibility study. The PLT was provided with an options paper in October 2023. Noting this paper, the Presiding Officers approved DPS to begin consultative work with the PWSS to promote publicly available medical services through an online directory. This directory will</p>	<p>The Department of Parliamentary Services will continue work alongside the PWSS to create an online directory of pre-existing health and wellbeing services and promote publicly available medical services.</p>	<p>This is an ongoing measure for the Department of Parliamentary Services and the PWSS.</p> <p>The online directory will be complete by the first half of 2024.</p>



Recommendation	Status	Next steps	Expected completion
	<p>complement all pre-existing health and wellbeing services at APH, and is expected to be completed in the first half of 2024.</p> <p>Noting the provision of the options report to the PLT, this recommendation is now satisfied by the Department of Parliamentary Services.</p>		
<p>28 Alcohol policies</p> <p>The Implementation Group (see Recommendation 2) should:</p> <ul style="list-style-type: none"> <li>(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</li> <li>(b) support implementation of these policies through measures including: <ul style="list-style-type: none"> <li>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</li> <li>ii. provision of support and a proactive focus on wellbeing and safety</li> <li>iii. provision of education, training and awareness raising opportunities</li> <li>iv. provision and encouragement of opportunities for networking and engagement that do not involve alcohol.</li> </ul> </li> </ul>	<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 on the draft alcohol policy for parliamentarians and their staff when the consultation draft has been settled by the Parliamentary Leadership Taskforce.</p>	<p>Consultation and implementation of alcohol policy for parliamentarians and their staff anticipated in the first half of 2024.</p>