



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>The Presiding Officers delivered a Statement of Acknowledgement to the Parliament on 8 February 2022 and 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). The Presiding Officers again acknowledged the findings of the <i>Set the Standard</i> report on 8 February 2023 and 7 February 2024 to coincide with the tabling of the Parliamentary Leadership Taskforce’s annual reports.</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"> (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"> 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. (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>The Parliamentary Leadership Taskforce and Implementation Group were established and have met regularly 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 published progress updates against each of the 28 recommendations after each meeting.</p> <p>Annual reports on progress of implementing the Set the Standard recommendations were tabled on 8 February 2023 and 7 February 2024, as part of an annual parliamentary discussion.</p> <p>The Parliamentary Leadership Taskforce established a staff consultation group to engage with staff across different Commonwealth parliamentary workplaces on the implementation of the reforms.</p> <p>The Taskforce has agreed the timeframe of the Taskforce be extended until October 2024.</p>
8	<p>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 have each embedded policies and practices to support a diverse and inclusive working environment, with some publishing additional data about their workforce diversity. Updates are included in the departments’ respective annual reports.</p> <p>Diversity and inclusion actions and opportunities are also identified, discussed and shared across the Parliament of Australia Human Resources Advisory Panel, which comprises members from the parliamentary departments, PWSS and Department of Finance.</p> <p>The Department of Parliamentary Services, in partnership with the other parliamentary departments, led the establishment of several employee networks that come together based on their shared identity, life experience, and allyship. These activities include the establishment of a Parliamentary Service Disability Employee Network, and the continuation of a Parliamentary Service Indigenous Employee Network.</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"> (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 Procedure Committee adopted an inquiry into recommendations 10 and 27 on 8 September 2022 and presented its report on 7 August 2023. Responses to the Committee’s report were presented by the Speaker and the Government on 16 May 2024.</p> <p>The President referred an inquiry into recommendation 10 to the Senate Procedure Committee in October 2022. The committee presented its report on 12 September 2023.</p>



Recommendation		Description
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"> (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 <i>Parliamentary Workplace Support Service Act 2023</i> established the Parliamentary Workplace Support Service (PWSS) as an independent statutory agency 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>
12	<p>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 PWSS Learning Academy was launched in April 2024 to streamline professional development offerings and improve convenience of access to provide MoP(S) Act employees with a range of formal and informal skills development opportunities.</p> <p>Future planned initiatives include:</p> <ul style="list-style-type: none"> • A pool of Executive Coaches to support MoP(S) Act employees who are navigating complex issues to achieve breakthrough insights. • A professional development strategy that clearly identifies the key capabilities, competencies and frameworks of skills required by MoP(S) Act employees across diverse settings, and connects learning and development to career pathways. • Partnerships with universities and research institutions to develop leading practice in parliamentary workplace education content and delivery.
13	<p>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>The PWSS Learning Academy was launched in April 2024 to streamline professional development offerings and improve convenience of access to provide MoP(S) Act employees with a range of formal and informal skills development opportunities.</p> <p>Future planned initiatives include:</p> <ul style="list-style-type: none"> • A pool of Executive Coaches to support MoP(S) Act employees who are navigating complex issues to achieve breakthrough insights. • A professional development strategy that clearly identifies the key capabilities, competencies and frameworks of skills required by MoP(S) Act employees across diverse settings, and connects learning and development to career pathways. • Partnerships with universities and research institutions to develop leading practice in parliamentary workplace education content and delivery.



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14	<p>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>(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>The PWSS Learning Academy was launched in April 2024 to streamline professional development offerings and improve convenience of access to provide MoP(S) Act employees with a range of formal and informal skills development opportunities.</p> <p>Future planned initiatives include:</p> <ul style="list-style-type: none"> • A pool of Executive Coaches to support MoP(S) Act employees who are navigating complex issues to achieve breakthrough insights. • A professional development strategy that clearly identifies the key capabilities, competencies and frameworks of skills required by MoP(S) Act employees across diverse settings, and connects learning and development to career pathways. • Partnerships with universities and research institutions to develop leading practice in parliamentary workplace education content and delivery. <p>For 14(c), parliamentary departments have assessed their training offerings against the ‘best practice’ criteria as outlined in the Set the Standard report and identified any follow-on actions.</p>
15	<p>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> <p>(a) laws that apply to the termination of employment of Members of Parliament (Staff) Act employees</p> <p>(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</p> <p>(c) practical steps and processes that should be followed when effecting different categories of dismissals, in order to meet applicable legal requirements.</p>	<p>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 reminded parliamentarians of their new obligations in relation to terminating staff and prepared guidance material to support their decision making as employers. Those aspects are also incorporated into all relevant training sessions as is the positive duty employers now have to prevent all aspects of discrimination on the basis of gender in their workplace. Education sessions covering termination obligations continue to be available to parliamentarians and their authorised persons.</p>
16	<p>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>(a) parliamentarians inform the Office of Parliamentarian Staffing and Culture promptly in writing or orally of any proposed dismissal before it is effected</p> <p>(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)</p> <p>(c) parliamentarians confirm in writing whether they will accept and implement any Rectification Advice</p> <p>(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>	<p>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 supports parliamentarians and their authorised persons to uphold fair processes when termination of employment is being considered.</p>



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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"> (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. (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"> 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 (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>The <i>Parliamentary Workplace Reform (Set the Standard Measures No. 1) Act 2022</i> 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 <i>Members of Parliament (Staff) Act 1984</i> (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> <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>
20-a	<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"> a. make it available to all Commonwealth parliamentary workplace participants 	<p>Implementation was phased.</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, MoP(S) Act employee or a ‘non-core participant’ under the <i>Parliamentary Workplace Support Service Act 2023</i> (in this case, these are persons who are not a Parliamentary</p>



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		<p>Service employee, APS employee or COMCAR driver and who perform work predominantly at a Commonwealth parliamentary workplace).</p> <p>The Parliamentary Workplace Support Service Amendment (Independent Parliamentary Standards Commission) Bill 2024, which passed both Houses of the Parliament on 12 September 2024, would replace the PWSS 'review' function with the IPSC on commencement of that legislation. The IPSC's commencement will further expand the range of people who can seek an investigation (as a complainant) to certain APS employees, volunteers or others who provide support to parliamentarians and non-core participants such as certain members of the Press Gallery.</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"> (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 former Parliamentary Workplace Support Service (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 a 'non-core participant' under the <i>Parliamentary Workplace Support Service Act 2023</i> (in this case, these are persons who are not a Parliamentary Service employee, APS employee, or a COMCAR driver and who perform work predominantly at a Commonwealth parliamentary workplace).</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>
22	<p>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 Independent Parliamentary Standards Commission (IPSC) will be established by the Parliamentary Workplace Support Service Amendment (Independent Parliamentary Standards Commission) Bill 2024 which passed both Houses of the Parliament on 12 September 2024. The provisions establishing the IPSC will commence on a day to be fixed by Proclamation. The Government continues to work towards commencement of the IPSC from 1 October 2024.</p>
23	<p>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 enables MoP(S) Act staff to disclose corruption issues to the National Anti-Corruption Commission and has strong protections under that legislation against reprisal and detriment for a disclosure.</p>



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		The Independent Parliamentary Standards Commission (IPSC) will be established by the Parliamentary Workplace Support Service Amendment (Independent Parliamentary Standards Commission) Bill 2024 which passed both Houses of the Parliament on 12 September 2024. That legislation will provide protections to people, including MoP(S) Act staff, who make a complaint to, or refer a conduct issue to, the IPSC as well as to people who give information to the IPSC. It will be an offence to take reprisal action against a person who makes a protected disclosure. A person who makes a protected disclosure will not be subject to any criminal, civil or administrative liability for making the disclosure. In addition, allegations of reprisal could be investigated by the IPSC.
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 <i>Parliamentary Workplace Reform (Set the Standard Measures No. 1) Act 2022</i> commenced on 23 February 2022 (Bill passed Parliament on 15 February 2022).</p> <p>The Bill amended the <i>Age Discrimination Act 2004</i> and <i>Disability Discrimination Act 1992</i> to clarify that these laws apply to staff employed or engaged under the MoP(S) Act.</p>
25	<p>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>Existing work health and safety (WHS) arrangements in Commonwealth parliamentary workplaces have been reviewed and 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>The parliamentary departments, Department of Finance and the PWSS have developed a new framework to help manage shared WHS duties and risks between different workplaces. The framework provides greater clarity about the roles and responsibilities for WHS, particularly where risks are shared between multiple entities. A range of actions are being taken to implement the Framework in consultation with staff, including updating joint governance arrangements and escalation pathways from existing WHS committee structures.</p> <p>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 are implementing ongoing arrangements to manage shared WHS responsibilities. This has included the establishment of a Parliament of Australia Human Resources Advisory Panel, with membership drawn from the parliamentary departments, PWSS and Department of Finance.</p>



Recommendation		Description
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 2022, 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 report relating to recommendations 10 and 27 on 7 August 2023. Responses to the Committee’s report were presented by the Speaker and the Government on 16 May 2024.</p>



Ongoing recommendations

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>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> <ol 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>(b) office-holders, parliamentary party leaders and leaders of parliamentary departments should:</p> <ol 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>This is partly implemented, noting the Behaviour Standards and Codes are subject to the Parliament’s consideration (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 Taskforce wrote 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>Training on safe and respectful workplace behaviour is available to parliamentarians and their staff. A range of initiatives have been rolled out to strengthen the leadership and managerial capabilities of MoP(S) Act employees and parliamentary service staff.</p> <p>Since March 2022, parliamentary departments have actively supported the implementation of recommendations with Department Heads meeting regularly to discuss updates and opportunities for collaboration.</p>	<p>PWSS to develop a communications strategy to support the implementation of the Behaviour Standards and Codes once adopted by the Parliament.</p>	<p>This is an ongoing measure.</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> <p>(a) targets to achieve gender balance and specific actions to support the achievement of the targets</p>	<p>The political parties have provided updates in the Parliamentary Leadership Taskforce’s annual reports, published on 8 February 2023 and 7 February 2024.</p>		<p>This is an ongoing measure.</p>



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<ul style="list-style-type: none"> (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>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 political parties have provided updates in the Parliamentary Leadership Taskforce’s annual reports, published on 8 February 2023 and 7 February 2024.</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>The PWSS has established a data analytics function and framework for reporting.</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>	<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>Partly implemented.</p> <p>A number of review actions have been progressed by the Department of Finance and the Department of Parliamentary Services (DPS).</p> <p>The Department of Finance 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 Minimum Physical Security Control Guidelines, and internal National Fitout Standards. The internal audit spanned electorate offices,</p>	<p>On 18 March 2024, the AND Dignified Access Review of Australian Parliament House was published on the APH website; accompanied by a response from the Secretary of DPS: Dignified Access Review – Parliament of Australia (aph.gov.au). This review of APH complements the work undertaken by DPS and other agencies in relation to access and inclusion within Electorate Offices and Commonwealth Parliament Offices.</p> <p>The AND Report makes over 340 recommendations and identifies a comprehensive range of opportunities to enhance</p>	<p>This is an ongoing measure.</p> <p>The Presiding Officers have completed the review for Recommendation 9, noting further work may be completed by others, including ongoing upgrade work by DPS.</p> <p>DPS has prepared a consultation plan in relation to the recommendations.</p> <p>The Access and Inclusion Champions Group has developed a procedure for tracking and closing recommendations and is consulting with the ACCESSAbility employee network on the progress of recommendations.</p>



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	<p>Commonwealth Parliament Offices and former Prime Ministers’ Offices, to ensure compliance with current legislation and best practice.</p> <p>DPS, on behalf of the Presiding Officers, commissioned a dignified access review of Australian Parliament House to understand barriers to access and to develop recommendations on how to enhance accessibility. The report from this review is available publicly on the Australian Parliament House website.</p>	<p>accessibility and the experience of people visiting and working within APH.</p> <p>DPS has prepared a consultation plan in relation to the recommendations to be undertaken with the Parliament, the parliamentary departments, Department of Prime Minister and Cabinet, and the Department of Finance.</p>	
19	<p>Monitoring, evaluation and continuous improvement</p> <p>The Office of Parliamentarian 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>The PWSS has established a data analytics function and framework for reporting.</p>	<p>From the financial year commencing 1 July 2024, the 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. Section 22 of the <i>Parliamentary Workplace Support Service Act 2023</i> sets out other information that must be included in the annual report.</p>
26	<p>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>A feasibility study was completed on 30 November 2022 which considered options to support physical health, mental health, access to pharmaceutical services and promotion of wellbeing services.</p> <p>An online directory has been published on the APH Services website, which complements pre-existing health and wellbeing services at Parliament House. The directory also details publicly available services that are within close proximity to Parliament House, alongside Telehealth information to ensure accessibility to all Commonwealth parliamentary workplace participants.</p>	<p>DPS, in consultation with PWSS, will continue to progress measures to support the health (including mental health), and wellbeing of Commonwealth parliamentary workplace participants.</p> <p>This is an ongoing measure for the Department of Parliamentary Services (DPS), in consultation with the PWSS.</p> <p>The online directory of available services has been published online.</p> <p>All staff are entitled to access these medical and wellbeing services through their enterprise agreements.</p>



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>Partly implemented.</p> <p>Common principles to underpin Commonwealth parliamentary workplace alcohol policies have been agreed by the Parliamentary Leadership Taskforce.</p> <p>Alcohol policies have been reviewed, and updated where appropriate, by parliamentary departments and press gallery members.</p> <p>A draft baseline alcohol policy for parliamentarians and their staff has been developed and reviewed by the Taskforce.</p>	<p>The PWSS commenced consultation on the draft alcohol policy for parliamentarians and their staff in May 2024</p>	<p>Following consultation, the policy will be referred to the PWSS Advisory Board with a proposal that it be made mandatory.</p>



Pending recommendations

Recommendation	Status	Next Steps	Expected completion
<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>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>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>Following commencement of the Parliamentary Workplace Support Service Amendment (Independent Parliamentary Standards Commission) Bill 2024 it is proposed the Parliament finally adopt the Behaviour Code for Australian Parliamentarians and the Behaviour Standards for Commonwealth Parliamentary Workplaces by resolutions in both Houses.</p> <p>Commencement of those Codes to coincide with commencement of the Behaviour Code for Parliamentarians’ Staff which is proposed to be determined as a term and condition of employment under subsection 13(2) of the MoP(S) Act.</p> <p>The Parliamentary Workplace Support Service has commenced education on the Behaviour Standards and Codes.</p>	<p>Expected to occur shortly after the Independent Parliamentary Standards Commission commences (on a date to be fixed by Proclamation).</p>