

# Jenkins Report Implementation Tracker

Parliamentary Leadership Taskforce (PLT) Responsibility	Government Responsibility – PLT oversight (Govt.)	External Stakeholder or Implementation Group (IG) Responsibility	Presiding Officers /Parliamentary Departments Responsibility	Complete
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	Recommendation	Status
1	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 <i>(6 months)</i>	<b>Complete</b> <ul style="list-style-type: none"> <li>Statement of Acknowledgement delivered 8 February 2022.</li> </ul>
2	The Houses of Parliament should: <ul style="list-style-type: none"> <li>(a) Establish a Leadership Taskforce, with oversight by the Presiding Officers, to guide implementation, including developing implementation plan, conducting quarterly tracking and annual reporting of progress <i>(within 6 months)</i></li> <li>(b) Convene annual parliamentary discussions to share progress <i>(first one 12-18 months)</i></li> </ul>	PLT and IG established. <ul style="list-style-type: none"> <li>PLT to progress tracking and implementation reporting within 6 months.</li> </ul>
3	External Independent review of implementation progress <i>(within 18 months)</i>	To action no later than June 2023.
4	To strengthen individual leadership within offices: <ul style="list-style-type: none"> <li>(a) Parliamentarians and senior staff should foster a culture based on Codes of Conduct</li> <li>(b) Office-holders, party leaders and leaders of Parliamentary Departments should reinforce this culture</li> <li>(c) Parliamentarians, party leaders and office-holders should report annually on actions taken <i>(within 12-18 months)</i></li> </ul>	In Progress <ul style="list-style-type: none"> <li>Further to establishment of Codes of Conduct.</li> </ul>
5	Parliamentary leaders should lead and champion a 10 year strategy for diversity among Parliamentarians	In Progress <ul style="list-style-type: none"> <li>For consideration by Parliamentary leaders.</li> </ul>
6	Parliamentary leaders should lead and champion a 10 year strategy for diversity among staff engaged under the <i>Members of Parliament (Staff) Act 1984 (Cth) (MoP(S) Act) (within 6 months)</i>	
7	The Office of Parliamentary Staffing and Culture (OPSC), with the Departments of the Senate and House of Representatives, should table an annual report with diversity characteristics <i>(within 12-18 months)</i>	In Progress <ul style="list-style-type: none"> <li>Department of the Prime Minister and Cabinet (PM&amp;C) are leading scoping work on the data.</li> <li>OPSC to consider once established.</li> </ul>
8	Leaders of the Parliamentary Departments should advance gender equality, diversity and inclusion by adopting specific actions and collecting and publicly reporting on workforce composition <i>(within 12-18 months)</i>	In Progress <ul style="list-style-type: none"> <li>PM&amp;C are leading scoping work on the data.</li> </ul>
9	The Presiding Officers, with party leaders and Parliamentary Departments, should review physical infrastructure, policies and practices to increase accessibility and inclusion <i>(within 6-12 months)</i>	In Progress <ul style="list-style-type: none"> <li>Departments developing proposals for conducting the review for consideration by the Presiding Officers.</li> </ul>
10	The Presiding Officers should review the Standing Orders and conventions to eliminate language, behaviour and practices that are sexist or exclusionary and improve safety and respect in the chambers <i>(within 6 months)</i>	In Progress <ul style="list-style-type: none"> <li>For consideration by the Presiding Officers.</li> </ul>
11	The Government should establish the OPSC, to provide HR support to Parliamentarians and staff <i>(within 6-12 months)</i>	In Progress <ul style="list-style-type: none"> <li>Departments are developing options for the establishment of the OPSC for consideration.</li> </ul>
12	The OPSC should establish standards and processes to professionalise the management practices for MoP(S) Act employees to foster a safe and respectful workplace, including developing guidance, policies, and a standardised induction <i>(induction process within 6 months; systems and processes within 6-12 months)</i>	This is matter for OPSC, once established <ul style="list-style-type: none"> <li>In the meantime, Department of Finance will have in place a new induction program for MoP(S) Act employees post-election.</li> </ul>

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13	The OPSC should develop a professional development program for MoP(S) Act employees ( <i>within 6-12 months</i> )	This is a matter for OPSC, once established <ul style="list-style-type: none"> <li>In the meantime, preparatory work being undertaken by Finance, including developing options for professional development program.</li> </ul>
14	(a) The OPSC should deliver mandatory best practice training for Parliamentarians and staff, on induction and annually (b) The OPSC should deliver best practice training on people management and inclusive leadership for Parliamentarians and senior staff (c) The Parliamentary Departments should implement mandatory best practice respectful workplace training ( <i>review and training within 6 months; professional development program within 6-12 months</i> )	In Progress <ul style="list-style-type: none"> <li>Safe and Respectful workplace training for Parliamentarians and staff introduced.</li> <li>Further training and professional development are a matter for the OPSC, once established. In the meantime, preparatory work being undertaken, including developing options for professional development program.</li> </ul>
15	The OPSC should create guidance on requirements and processes for termination of employment of MoP(S) Act staff ( <i>within 6-12 months</i> )	This is a matter for OPSC, once established.
16	The OPSC should introduce processes for termination of staff to support Parliamentarians to meet legal obligations in relation to termination of MoP(S) Act staff, which should include a requirement to inform and engage with the OPSC before effecting a termination ( <i>within 6-12 months</i> )	This is a matter for OPSC, once established.
17	The Government should amend the MoP(S) Act to provide for notification of reasons for termination, clarification that existing legislative requirements apply to terminations of MoP(S) Act employees, and clarify that the WHS Act applies to Members, Senators or officers in their capacity as employers under the MoP(S) Act ( <i>legislative reform within 6 months</i> )	Complete <ul style="list-style-type: none"> <li>The Parliamentary Workplace Reform (Set the Standard Measures No. 1) Bill passed Parliament on 15 February 2022.</li> </ul>
18	The Government should undertake a comprehensive review of the operation and effectiveness of the MoP(S) Act ( <i>review initiated within 6 months; enact reform within 6-12 months</i> )	In Progress <ul style="list-style-type: none"> <li>Review commissioned in February 2022. Review opened for submissions 28 February 2022 and will close on 8 April 2022.</li> </ul>
19	The OPSC, with the IG, should develop a framework for monitoring, evaluation and continuous improvement ( <i>collect baseline data within 6 months; first OPSC report within 6-12 months</i> )	This is a matter for the OPSC, once established.
20	The Government should expand the Parliamentary Workplace Support Service (PWSS) to make it available to all workplace participants, include all allegations of bullying, sexual harassment and sexual assault, have clear pathways and processes for anonymous and bystander reporting, and include historic complaints ( <i>within 3 months</i> )	In Progress <ul style="list-style-type: none"> <li>PWSS expansion from March 2022.</li> </ul>
21	(a) The Houses of Parliament should establish a Joint Standing Committee to develop and adopt codes and standards of conduct for Parliamentarians, staff and Parliamentary Precincts (b) The Government should ensure that the code of conduct for staff is included in the MoP(S) Act ( <i>JSC established within 6 months; code of conduct adopted within 6-12 months</i> )	In Progress <ul style="list-style-type: none"> <li>Joint Select Committee on Parliamentary Standards established 14 February 2022.</li> </ul>
22	The Houses of Parliament should establish an Independent Parliamentary Standards Commission (IPSC) that would incorporate the PWSS, receive disclosures and handle informal and formal complaints, make findings about misconduct and recommendations on sanctions, and apply sanctions where they do not interfere with the functions of the Parliament ( <i>within 6-12 months</i> )	In Progress <ul style="list-style-type: none"> <li>Proposals being developed.</li> </ul>
23	The Government should amend the Public Interest Disclosure Act to extend protections to people employed under the MoP(S) Act ( <i>within 6-12 months</i> )	In Progress
24	The Government should clarify that the Age and Disability Discrimination Acts apply to staff and consultants employed under the MoP(S) Act ( <i>within 6-12 months</i> )	Complete <ul style="list-style-type: none"> <li>The Parliamentary Workplace Reform (Set the Standard Measures No. 1) Bill passed on 15 February 2022</li> </ul>
25	The IG should document understanding of the application of WHS duties in Commonwealth Parliamentary Workplaces, review existing arrangements and consider ways to improve, and provide guidance, education and training on WHS obligations and duties ( <i>within 6 months</i> )	In Progress <ul style="list-style-type: none"> <li>IG to develop proposal for consideration by PLT</li> </ul>

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26	DPS should lead the establishment of a Parliamentary Health and Wellbeing Service for all people in Commonwealth Parliamentary Workplaces ( <i>feasibility study within 6 months; PHWS established within 12-18 months</i> )	In Progress <ul style="list-style-type: none"> <li>Options for feasibility study being considered</li> </ul>
27	The Procedure Committees of the House of Reps and the Senate should review the sitting calendar and Order/Routine of Business to enhance wellbeing, balance and flexibility ( <i>within 6 months</i> )	For Discussion <ul style="list-style-type: none"> <li>For consideration by Procedure Committees</li> </ul>
28	The IG should develop and implement alcohol policies, supported by incorporating clear expectations and standards on the use of alcohol, providing support, providing of education and training, and encouraging networking that does not involve alcohol ( <i>review and risk assessment within 6 months; implementation of policies within 6-12 months</i> )	In Progress <ul style="list-style-type: none"> <li>Finance is leading scoping work on policy options</li> </ul>