

QUESTION 1:

Can you please provide the cost of the travel undertaken by the State Development Committee for the Undergrounding inquiry?

RESPONSE:

The total travel costs associated with the State Development’s inquiry into the feasibility of undergrounding the transmission infrastructure for renewable energy projects was \$58,076.82. The breakdown of these costs can be seen in the table below.

Standing Committee on State Development		
<i>Feasibility of undergrounding the transmission infrastructure for renewable energy projects</i>		
26 and 27 July 2023	Hearings at Tumut and Armidale	Charter flights - \$29,040.00
		Catering - \$1,147.40
		Accommodation - \$1,918.35
		Bus - \$2,314.00
		Cabs - \$1,088.11
		Venue - \$550.00
		Broadcasting (<i>Webex support only</i>) - \$1,100.00
16 August 2023	Hearing at Deniliquin	Charter flights - \$20,922.00
		Catering - \$419.60
		Bus - \$500.00
		Cabs - \$ 769.11
		Venue - \$150.00
		Broadcasting (<i>Webex support only</i>) - \$550.00

Please note that this does not include the AV costs associated with broadcasting regional hearings, which are covered by the Department of Parliamentary Services AV budget.

QUESTION 2:

How does the Library innovatively support the Parliament?

RESPONSE:

The Parliamentary library has been developing a more proactive service to support Members and the Parliament. Examples of these services include:

- **Bills Assist Guides.** Bills Assist is an online tool which provides a one-page compilation of background material on upcoming bills, including general information, relevant documents that were referred to in the second reading speech, legislation, media, and relevant comparative legislation and information from other Australian jurisdictions.

The Library has designed the guide to save Members and staff valuable time by providing a quick fire, reading list of general information about the Bill. The guide will be available very soon after the Second Reading speech. The guides can be found on the [library website](#).

- **LibSearch – This new service provides a single search portal for all library materials, including the parliamentary library catalogue, subscription databases, electronic journal titles, news clippings and media releases.** LibSearch has been described as “Google for the Library”. A simple search providing access to authoritative information, curated by the NSW Parliamentary Library. No need to worry about which catalogue or database to search, it's all in the one place accessible via one search. LibSearch will find books, eBooks, peer reviewed articles, media releases, news clippings, government publications, journals and more.
- **Outreach to Electorate Offices.** One of the Parliamentary Library’s key initiatives for the 58th Parliament is an Electorate Office (EO) Outreach Program. The aim of the program is to contact and/or visit each of the electorate offices across New South Wales, over the life of this Parliament.

The main purpose of each EO contact/visit is to provide a detailed walk-through of the resources available to all EO staff via the library’s intranet and is also an opportunity to discuss specific interests and issues for the EO: anything where the Library may be able to provide assistance. For example, following feedback from an EO visit the library is producing a guide providing information on portfolios and ministerial responsibilities to assist EO staff with constituent enquiries.

- **Using Power BI to create Electorate and People in Parliament guides on library website.** Power BI is a data visualisation platform that provides software services, apps, and connectors that work together to turn unrelated sources of data into coherent, visually immersive, and interactive insights. For example, in the case of the People in Parliament guide, data was drawn from excel spreadsheets and the parliament website to produce an interactive visual site that enables users to learn more about the history of our parliamentarians. The ministerial responsibility guide mentioned above is also being created using Power BI. Further guides are in development.
- **Launching Parlimento.** An image database for use by internal staff with historic images from Parliamentary archives available externally via the Parliament website.
- **Continuing to supply real time access to all media via the Stream platform.**

QUESTION 3:

How does the Research Service innovatively support the Parliament?

RESPONSE:

The Research Service is continually looking for opportunities to innovate and better support the Parliament of NSW and welcomes feedback from Members and their staff about possible topics and products of interest.

In 2022-23 efforts were focused on:

- **Developing new mechanisms to bring external expertise into Parliament.** In 2023 Parliament received ongoing funding from Treasury to enable the Research Service to source reliable and objective research and analysis from external experts on matters before the Parliament and of interest to Members, particularly for matters that are specialised and technical. These external experts support the work of committees and provide papers and other products to inform the Parliament.
- **Continuing to expand data offerings to members.** The Research Service has provided data from the Australian Census by electorate for some time. In 2023 the Research Service built on these electorate profiles to publish new interactive dashboards and tables of important housing and education indicators by electorate. New indicators, and dashboards on other topics will be developed in 2024.
- **Taking a new approach to supporting the commencement of the 58th Parliament.** Since 2011, at the commencement of each new Parliament, the Research Service has published an overview of key issues for members and NSW. In 2023 a new approach was taken to support the 58th Parliament, with the publication of papers on 9 topics that are likely to be of significant interest during the parliamentary term. The papers provided an impartial and authoritative overview of key issues, explained complex concepts and presented data to support understanding of these important topics.
- **Putting in place performance measures regarding work on requests for customised research.** Where there is a timeframe agreed for a response to a request for research the Research Service met that timeframe 99% of the time in 2022-23. The Research Service will continue to look at ways of gaining feedback from Members and their staff to continually improve its service.

QUESTION 4:

How do we support education and engagement in the Parliament?

RESPONSE:

The NSW Parliament provides a broad education and engagement program focused on civics education, aligned with the Australian Curriculum and broad community engagement. The offer ranges from outreach programs, Member support programs, onsite programs including House Tours and curriculum-linked programming, Virtual Excursions, and online resources.

NSW Parliament’s Professional Development Programs for Teachers

- Our Education and Engagement unit supports teachers in their teaching of the Parliament and democracy in our state.
- As part of this, the unit delivers free professional development courses for teachers throughout the year. For example, in the last couple of years the team ran professional development sessions for those teaching:
 - Stage 3 (years 5- 6) history, where our educators introduced resources and tips to engage students and boost their understanding of democracy; and explained the role of NSW in Australia becoming a nation.
 - Stage 5 (years 9 -10) commerce, where our participants explored elections, the separation of powers and the law-making process.
 - Stage 6 (years 11-12) Legal Studies, where participants deep dived into key concepts such as the separation of powers, the role of the legislature, parliamentary committees, delegated legislation and the law-making process.
- Our parliamentary educators delivered the above to 191 teachers in 2023.
- The Parliamentary Education and Engagement unit also successfully applied to become an accredited professional development training provider endorsed by the NSW Education Standards Authority (NESA). This presents a unique opportunity – becoming a leader in supporting teachers to teach (& students to learn) civics education. Legal Studies teachers undertaking the Parliament’s *Legal Studies and the Legislature for Teachers* program after 28 June 2023 will be able to use the course to fulfil the mandatory hours needed to continue practising as a teacher in NSW.
- Our Parliament’s programs are unique in being fee-free, and other training providers tend to charge for their professional development offerings.
- The process to become a NESA accredited training provider is rigorous and we are proud of gaining accreditation relatively smoothly this year.
- We are looking forward to delivering our first NESA-accredited program in early 2024.

NSW Parliament House tours offer visitors unique opportunities to learn about the parliamentary process, explore our historic chambers, and gain insights into the legislative process in NSW. They provide a firsthand look at the oldest Parliament in Australia. The tours are conducted by knowledgeable Chamber Support employees, expertly versed in the workings of Parliament due to their everyday work on the chamber floor ensuring sitting days run smoothly.

- NSW Parliament House, the oldest working parliament in Australia, offers free tours for the public and schools. Offering tours at no cost is a deliberate choice to ensure accessibility and inclusivity in democratic institutions.

- Visiting offers a unique opportunity to engage with the parliament, fostering a better understanding of how government works, promoting civic education, encouraging active citizenship, and enabling constituents to connect with their elected members.
- The Department of Parliamentary Services plays a crucial role in increasing tour numbers to share the story of democracy in NSW. We are actively dedicated to enhancing engagement and fostering awareness and our efforts are yielding substantial results. In the past year, we have witnessed a significant increase in the number of attendees compared to 2022.
- In 2023, tours have been attended by a range of visitors, including students, community groups, tourists, and individuals. The groups include but are not limited to schools, Lions, Rotary, Probus and U3A groups, tourism providers, NSW government departments, historic tour organisers and interest groups such as history and legal associations.
- Nearly 8000 participants have visited the Parliament of NSW on a public or school tour or educational program in 2023 (as of August). This includes more than 60 schools (as of September). In 2022, a total of 11,536 people visited which included 56 schools.
- School students are encouraged to tour the Parliament of NSW. These tours play a vital role in civics education and align with both the primary and high school curriculum. They provide students with a practical understanding of government processes, history, and the importance of civic participation, which complements their classroom learning.
- School tours align with educational objectives set out by the Department of Education, helping students gain a deeper understanding of the legislative process and the parliamentary history of their state.
- The Communications, Engagement and Education branch use a range of channels to attract visitors, through our website, social media platforms, collaborations with cultural institutions and by spreading awareness with tourism organisations. We have spent much of 2023 engaging with schools, tourism operators, cultural institutions and government bodies to broaden exposure and ensure that the experience remains relevant and meaningful.

QUESTION 5:

How does Parliament utilise its twinning program to support the enhancement of democracy in the region?

RESPONSE:

The NSW Parliament has a partnership arrangement with the parliaments of the Autonomous Region of Bougainville (the Bougainville House of Representatives) and the Solomon Islands (the National Parliament of Solomon Islands).

The partnership arrangements are part of the Commonwealth Parliamentary Association's (CPA) twinning program, established in June 2007. Over the past 15 years, staff and members of the NSW Parliament have participated in dozens of twinning initiatives.

Like all strong relationships, twinning is a long-term partnership built on collaboration and understanding, and one that puts people first. For 15 years, our twinned relationships have grown and flourished, introducing our members and staff to new experiences and new friends, as we promote democratic values.

In July 2022, the then Deputy Speaker, the Hon Leslie Williams, led a delegation of members to the Bougainville House of Representatives (BHOR). The delegates included: Mr Mark Taylor MP, Mr David Mehan MP and Ms Sue Higginson MLC.

In October 2022, a delegation of the NSW Parliament went to the National Parliament of Solomon Islands. The delegates included: then Assistant President Rod Roberts, Legislative Council member the Hon Aileen MacDonald, and Legislative Assembly members Melanie Gibbons and Stephen Bali.

Delegations from both parliaments visited NSW Parliament recently (18-24 October) as part of a professional development program. The delegations comprised 5 members, including the deputy speakers of each parliament, and four parliamentary officers.

QUESTION 6A:

(a) Are there existing plans to renovate or refurbish the café and dining facilities on Level 6 of Parliament House, known as Café Quorum?

RESPONSE:

The Café Quorum renovation project was postponed to reduce disruption to the Parliament following the March state election. Parliament is currently considering the timeframe for various capital works projects including the upgrade of Café Quorum, giving consideration to project priorities, budget availability and limiting the disruption of the operation of the Parliament.

QUESTION 6B If so:

i. Is this plan currently being progressed?

RESPONSE:

See above.

ii. Will the plan be progressed at any stage in the future?

RESPONSE:

See above.

iii. When can Members and staff expect the facilities to be renovated or refurbished?

RESPONSE:

As noted above, consideration is being given to timeframe for various capital works projects including the upgrade of Café Quorum, giving consideration to project priorities, budget availability and limiting the disruption of the operation of the Parliament. At this stage it is unlikely that the work will occur during this financial year 2023-24.

iv. Has the Parliament received any feedback on the current quality of the café and dining facilities on Level 6?

RESPONSE:

Parliamentary Catering receives, and welcomes feedback from members, staff and visitors on all our facilities, including the café and dining facilities on level 6. Catering receives feedback verbally to staff in the Café and via email. The feedback is responded to and actioned where possible. For example, recent feedback included the inclusion of more healthy food options, which has resulted in Parliamentary catering establishing a stand-alone fridge with a variety of healthy salads and other options. Other feedback has included having frozen food items for members and staff to heat up in their rooms during busy sitting evenings. Parliamentary catering was able to accommodate these options, to ensure members and staff have the necessary sustenance particularly during lengthy sitting periods.

QUESTION 6C If not:

- i. Were there previous plans to renovate or refurbish the facilities that have since been abandoned?*

RESPONSE:

See above.

- ii. Was any such planned renovation or refurbishment previously approved?*

RESPONSE:

Concept drawings for Café Quorum were endorsed by the Presiding Officers of the 57th Parliament.

- iii. Has the Parliament received any feedback on the current quality of the café and dining facilities on Level 6?*

RESPONSE:

See above.

QUESTION 7A.

Have there recently been any alterations to the operating hours, particularly to shorten the operating hours of the café?

RESPONSE:

No, the operating hours of Café Quorum have not been altered.

QUESTION 7B:

Have there recently been any proposed alterations to the operating hours, particularly any suggestions to shorten the operating hours of the café?

RESPONSE:

There are no current plans to alter the operating hours, however Parliamentary Catering will continue to review our services, including operating hours. As is always the case, any changes to services will take into consideration the impact on members, staff and the community, ensuring we are providing accessible, high quality, and cost-effective dining services.

QUESTION 7C:

Has the Parliament considered the role of the Café as a critical service to Members and Staff during its irregular work hours, as opposed to being a business alone, in determining the café's current or planned operating hours?

RESPONSE:

Services to Members and staff during irregular work hours including sitting periods is a priority for Parliamentary Catering. A range of services are provided across our venues, including Members' specials in the Members' Dining room, room service, and extended hours for Café Quorum. The Café remains open for Members and staff until 30 minutes after the last House rises.

QUESTION 8:

How many security passes enabling access to the Parliamentary precinct on Macquarie Street are currently on issue?

RESPONSE:

3,254 Active Passholders in the system. (This number includes Electorate Office Staff)

QUESTION 8A:

How many are on issue to former members?

RESPONSE:

25

QUESTION 8B:

How many are on issue to ministerial drivers?

RESPONSE:

60

QUESTION 8C:

How many are on issue to authorised media representatives excluding those in the NSW Press Gallery?

RESPONSE:

237. This includes Camera operators, Photographers, Reporters, Presenters (16 of these profiles are Press Gallery Members).

QUESTION 8D:

How many are on issue to members' spouses/partners/family members?

RESPONSE:

68

QUESTION 8E:

How many are on issue to volunteers?

RESPONSE:

19

QUESTION 8F:

How many are on issue to interns?

RESPONSE:

8.

QUESTION 8G:

How many are on issue to contractors?

RESPONSE:

341

QUESTION 8G(i):

How many are on issue to catering casuals?

RESPONSE:

29

QUESTION 8G(ii):

How many are on issue to building contractors?

RESPONSE:

294

QUESTION 8H:

How many are on issue to lobbyists?

Answer

Lobbyists are not required to declare their status as lobbyists when applying for a pass through a member.

QUESTION 8H(i):

Please list each lobbyist with a pass, including the organisation they represent and the person recorded as providing them with the authorisation/signature required to obtain the pass.

As above.

QUESTION 9:

Please list each of the Broderick Review recommendations for which the PEG is responsible for implementing, with the status of implementation for each recommendation.

RESPONSE:

The table below reflects a list of each of the Broderick Review recommendations for which the PEG is responsible for implementing, with the status of implementation for each recommendation. Note that 36 Recommendations, constituting 54% of the total, have been referred to other agencies/organisations.

Topic	Recommendation	Status
1 - LEADERSHIP		
1 - LEADERSHIP	1.1 - BUILDING SHARED LEADERSHIP RESPONSIBILITY	
	1.1 (a) All leaders champion safe and respectful workplaces and access training to ensure that they are skilled in providing a trauma-informed response to complaints.	Completed
	1.1 (b) These responsibilities should be made explicit as the core business of all leaders, through position descriptions and Codes of Conduct for each cohort and be supported by best practice training and mentoring.	Completed
1 - LEADERSHIP	1.2 - DEVELOPING A STATEMENT OF ACKNOWLEDGEMENT	
	1.2 The Presiding Officers should convene a working group of PEG, PAG and survivors to prepare and deliver a jointly-endorsed, trauma-informed Statement of Acknowledgement.	Completed
	This should acknowledge the harms caused by bullying, sexual harassment and sexual misconduct in Parliamentary workplaces; acknowledge the experiences of diverse survivors; and commit to action and shared accountability to achieve safe and inclusive workplaces.	
1 - LEADERSHIP	1.3 - STRENGTHENING GOVERNANCE & COORDINATION	
	1.3 (a) The Parliamentary Advisory Group (PAG) should continue to provide strategic advice on the prevention of and response to bullying, sexual harassment and sexual misconduct in NSW Parliamentary workplaces, including implementation of the recommendations of this review. The PAG should be further strengthened by:	Underway/ Ongoing
	* Setting clear Terms of Reference and aims.	
	* Clarifying the relationship between the PAG and the PEG.	
	* Strengthening membership of the PAG through:	
	- Ensuring that membership includes representatives from each party and the crossbench (including MPs and staff) and staff of the Parliamentary Departments.	
	- Creating at least one designated role of Survivor Representative(s) and ensuring that those position(s) are remunerated for their contribution and have access to support as required.	
	* Inviting external subject matter experts to join the PAG, either as permanent members or secondees	
	1.3 (b) The PAG should report annually to the Parliament on outcomes.	Underway/ Ongoing
1 - LEADERSHIP	1.4 - STRENGTHENING COLLABORATION ACROSS THE PARLIAMENTARY SYSTEM	

Topic	Recommendation	Status
1.4 (a)	PEG to collaborate with other key leaders within parliamentary workplaces including leaders of political parties.	Underway/ Ongoing
1.4 (b)	PEG to collaborate with the Department of Premier and Cabinet (DPC).	Underway/ Ongoing
1.4 (c)	PEG to collaborate with unions representing departmental and members' staff.	Completed
1.4 (d)	Develop a coherent leadership approach to preventing and responding to bullying, sexual harassment and sexual misconduct, and harmonising policies and processes to the fullest extent possible.	Underway
1.4 (e)	Each relevant union should develop strategies to address barriers to support and advice for staff from across the political spectrum.	Completed
1.4 (f)	PEG should identify and address any organisational barriers within Parliamentary workplaces that prevent workers from engaging with union support.	Completed
2 - CULTURE		
2 - CULTURE	2.1 - STRENGTHENING AND RESOURCING WORK ON DIVERSITY AND INCLUSION	
2.1 (a)	In order to create consistency across Parliamentary workplaces, PEG and party leaders should work together to strengthen the whole of Parliament approach to diversity and inclusion, with a view to increasing access to leadership and authority roles for women, First Nations people, people from culturally and linguistically diverse (CALD) backgrounds, people who identify as LGBTQI+ and people with disability.	In planning
2.1 (b)	This could include setting targets to ensure representation of these groups in positions of leadership and authority, and increased resourcing to implement existing Diversity and Inclusion Strategies.	Completed
2.1 (c)	DPS to commission independent expert training on diversity and inclusion to increase awareness across Parliamentary workplaces about the additional obstacles to progress that may be experienced by marginalised groups, and that targets and merit can go hand in hand.	Underway
2 - CULTURE	2.2 - ADDRESSING POWER AND IMBALANCES AND STRENGTHEN ACCOUNTABILITY	
2.2	The Parliamentary Privilege and Ethics Committees of the LA and LC should clarify the conduct of an MP that can be investigated as a potential breach of the Code of Conduct.	Completed
2 - CULTURE	2.3 - REVIEWING AND IMPROVING WORKING HOURS AND CONDITIONS FOR MoPS STAFF	
2.3 (a)	The Presiding Officers (POs) and the Independent Parliamentary Remuneration Tribunal should review workloads within offices of members, in consultation with members and staff, to determine whether current staffing conditions are appropriate and sustainable. This review should identify opportunities to reduce conditions that exacerbate risk, particularly in offices staffed by a single individual and late-night settings.	Underway
2.3 (b)	The Presiding Officers should professionalise the role of MoPs staff through (i) development of clear and detailed Position Descriptions and (ii) establishment of consistent expectations regarding performance development and access to training support.	Underway
2 - CULTURE	2.4 - REDUCING THE HARMS ASSOCIATED WITH ALCOHOL CONSUMPTION ACROSS PARLIAMENTARY WORKPLACES	

Topic	Recommendation	Status
2.4 (a)	The PEG, in consultation with the PAG, the broader Parliamentary community, and experts in alcohol-related harm minimisation, should develop an Alcohol Policy that covers all workers within parliamentary workplaces, to address alcohol accessibility and consumption in Parliamentary workplaces and at work-related events. This should be with a view to continuing to make alcohol available on an appropriate basis, while mitigating the health and social risks to the safety of others that can be associated with intoxication.	Underway
2.4 (b)	DPS should strengthen and monitor the obligations of those hosting events in formal event spaces in Parliament House where alcohol is served, including in relation to compliance with the newly discovered Alcohol Policy; the responsible service of alcohol; responding to individuals behaving inappropriately and care for anyone who is intoxicated.	Underway
2.4 (d)	DPS should provide expert annual training on the Alcohol Policy and Parliamentary leaders support attendance to all those who routinely work in Parliamentary workplaces. Specific additional training should be provided to catering staff on managing requirements of Responsible Service of Alcohol.	In planning
2 - CULTURE	2.5 - ESTABLISHING A TASKFORCE TO REDUCE SPECIFIC RISKS FOR LGBTQ+ PEOPLE IN PARLIAMENTARY WORKPLACES	
2.5	The PEG in consultation with Pride @ Parliament and the PAG, should convene a taskforce to examine the specific drivers of vulnerability for sexuality and gender diverse people within NSW Parliamentary and develop and resource a tailored strategy to reduce risk and improve access to reporting and support.	Delayed
3 - POLICY		
3 - POLICY	3.1 - REVIEWING AND STRENGTHENING THE CODES OF CONDUCT FOR EACH HOUSE	
3.1 (b)	PEG should commission DPS to review and update the Code of Conduct for Members' Staff (2018) that includes the key barriers to reporting (either as complainant or witness) such as the loyalty clause and how these are addressed.	Underway
3 - POLICY	3.2 - REVIEWING THE MEMBERS OF PARLIAMENT STAFF (MoPS) ACT 2013 AND UPDATING THE RELEVANT WRITTEN EMPLOYMENT AGREEMENTS	
3.2 (a)	PEG and the political leadership should commission an independent expert review of the Members of Parliament Staff (MoPS) Act (2013)	Completed
3 - POLICY	3.3 - REVIEWING AND UPDATING THE POLICY FRAMEWORK COVERING BULLYING, SEXUAL HARASSMENT AND SEXUAL MISCONDUCT	
3.3 (a)	PEG should develop a stand-alone policy on bullying, sexual harassment and sexual misconduct. That policy should reflect contemporary best practice and address bullying, sexual harassment and sexual misconduct as a WHS issue. Specifically address experiences of Indigenous, CALD, LGBTQ+ people and those with disabilities / include strong focus on prevention and early intervention / include proportional outcomes for breaches / encourage and support witnesses to come forward / prevent victimisation / keep victims safe during investigations / offer specialist support for complainants, respondents and witnesses.	Underway

Topic	Recommendation	Status
3.3 (b)	PEG should update related policies including policies related to the accessibility and consumption of alcohol within Parliamentary workplaces. Policies related to security, in particular: - access to Authorised Passes, with a view to reducing the number of people with permanent, unlimited access to parliamentary workplaces, particularly after hours / relevant information technology policies / coverage of CCTV cameras in common areas (such as function areas) where there may be a higher risk of harmful behaviours.	Underway
4 - TRAINING		
4 - TRAINING	4.1 - PROVIDING BEST PRACTICE TRAINING ON BULLYING, SEXUAL HARASSMENT AND SEXUAL MISCONDUCT	
4.1 (a)	PEG should commission and resource a revised program of training that is highly interactive, delivered by an independent expert and in line with best practice adult education. This should include: assessing the cohort's learning needs and tailoring the training to those needs and key knowledge gaps (eg tailored training for MPs and senior staff in each MP's office regarding their leadership and management responsibilities); encompassing a wider range of learning styles (including scenarios and storytelling); and requiring follow up discussions and action planning in each office as a result of key learnings coming from the training.	Completed
4.1 (b)	As part of this training, DPS should explore options for MPs and senior staff to hear survivors' stories in a psychologically safe environment, in order to deepen their understanding of the lived experience of those who have suffered harm in the workplace.	Completed
4.1 (d)	As staff of Independents and cross-benchers do not have access to party mechanisms, DPS should work with those staff to develop tailored induction, training and support networks as appropriate.	Completed
4 - TRAINING	4.2 - PROVIDING BEST PRACTICE LEADERSHIP AND MANAGEMENT DEVELOPMENT FOR MPs AND SENIOR STAFF	
4.2 (a)	The PEG should increase investment in leadership and management development for MPs and senior staff, with a focus on strengthening people management skills. This leadership development should include access to coaching and external programs.	In planning
4 - TRAINING	4.3 - IMPLEMENTING STRATEGIES TO IMPROVE ACCESS TO AND UPTAKE OF TRAINING	
4.3 (a)	PEG should explore options for making training on preventing and responding to bullying, sexual harassment and sexual assault, as well as employer responsibilities, mandatory training for all who routinely work in Parliamentary workplaces including MPs.	Completed
4.3 (c)	PEG should explore options for monitoring compliance with completion of key training programs among MPs and MoPS staff, such as annual reporting via the register of disclosures.	Completed
4.3 (d)	PEG should develop a communications strategy to increase awareness of policy expectations and reporting pathways and options, once the suite of policies has been revised. This could include videos covering the relevant scenarios.	Underway
4.3 (f)	PEG should enable MPs to access backfilling arrangements, so that staff can be released to participate in training.	Completed
5 - SAFE REPORTING		

Topic	Recommendation	Status
5 - SAFE REPORTING	5.1 - INVESTIGATING THE POTENTIAL TO CREATE AN INDEPENDENT BODY TO PROVIDE ADVICE AND EARLY INTERVENTION, RECEIVE AND INVESTIGATE REPORTS AND SUPPORT ALL PARTIES IN A COMPLAINT	
	5.1 (a) The NSW Parliament should, as a matter of urgency, investigate the feasibility of establishing an independent reporting body. This independent body would have responsibility for receiving and investigating reports, and provision of advice and early intervention strategies to all those seeking support.	Completed
5 - SAFE REPORTING	5.2 - RESOURCING, TRAINING AND GUIDANCE FOR DPS STAFF TO ENABLE TRAUMA-INFORMED AND HUMAN-CENTRIC RESPONSES TO INQUIRIES AND REPORTS	
	5.2 (a) PEG should provide additional resources to the DPS to increase capacity, training and guidance on trauma-informed and human-centric responses to bullying, sexual harassment and sexual misconduct.	Underway
5 - SAFE REPORTING	5.3 - DEVELOPING STRATEGIES TO IMPROVE ACCESS TO THE ICO	
	5.3 (a) House Departments should work with PAG to develop strategies to reduce barriers to accessing the Independent Complaints Officer, particularly to ensure political independence and to ensure that the function has access to the resources required to meet its responsibilities, and the ICO should be able to address any impediments in the scope of the resolution.	Completed
5 - SAFE REPORTING	5.4 - UPDATING AND EXPANDING PATHWAYS FOR REPORTING	
	5.4 PEG in consultation with PAG should redesign reporting pathways, ensuring that people experiencing bullying, sexual harassment and sexual misconduct have access to formal, informal and anonymous reporting options that are human-centric and provide support from the first disclosures. The reporting pathways should emphasise the agency of the individual in choosing the pathway that is most appropriate for them and the value of seeking advice and/or reporting early (ie early intervention options).	Completed
5 - SAFE REPORTING	5.6 - PROVIDING ACCESS TO SUPPORT FOR ALL PARTIES	
	5.6 (a) PEG should ensure that survivors have access to an appropriate range of external supports, including the EAP and specialist trauma-informed psychologists (depending on individual need); and that there is also access to services with expertise in providing tailored responses to specific groups (in particular LGBTQI+ people and Aboriginal and TSI people).	Completed
	5.6 (b) Supports should also be made available to other parties in a complaint, including eyewitnesses, the respondents and any affected team members.	Underway
5 - SAFE REPORTING	5.8 - STRENGTHENING PROTECTIONS AROUND STANDING ORDER 52	
	5.8 The Legislative Council Procedure Committee should lead a process to secure a commitment that papers relating to bullying, sexual harassment and sexual misconduct will not be included in calls for papers under Standing Order 52. Amendments to the Standing Order or relevant amendments to legislative protections should be progressed to maximise the confidentiality of complainants.	Completed
5 - SAFE REPORTING	5.9 - DEVELOPING NEW PRINCIPLES ON CONFIDENTIALITY AND TRANSPARENCY	

Topic	Recommendation	Status
5.9 (a)	PEG should develop new principles on confidentiality and transparency, with a focus on: eliminating Non-Disclosure Agreements, unless specifically requested by the complainant / enabling de-identified reporting on action taken on substantiated breaches of relevant policy / Code of Conduct provisions regarding bullying, sexual harassment and sexual misconduct.	Completed
5.9 (b)	PEG and PAG should brief MPs, including party leaders on these new principles with a view to them being adopted more broadly by all political parties.	Completed
5 - SAFE REPORTING	5.10 - IMPLEMENTING AN EDUCATION CAMPAIGN TO INCREASE AWARENESS OF REPORTING PATHWAYS	
5.10	PEG and PAG should develop an information campaign promoting the revised reporting pathways and support options that is readily accessible to all people working in NSW Parliament workplaces.	Completed
6 - TRANSPARENT MONITORING		
6 - TRANSPARENT MONITORING	6.1 - DEVELOPING A PROCESS FOR ROUTINE MONITORING OF PREVALENCE	
6.1	PEG and PAG should develop and implement a Monitoring and Evaluation Framework through: agreeing on indicators of progress for each of the domains of this Framework of Action, including indicators to measure activity and outcomes; establishing a mechanism for annual collection of de-identified data and reporting to Parliament; building capacity in analysing data trends and identifying opportunities for early intervention and; allocating resources to implementation of the Monitoring and Evaluation Framework.	Underway
6 - TRANSPARENT MONITORING	6.3 - IDENTIFYING 'HOTSPOTS'	
6.3	DPS should monitor data on staff turnover or expenditure on redundancies related to harmful behaviours, with a view to identifying workplaces where additional support, development or accountability may be required.	Underway/ Ongoing
6 - TRANSPARENT MONITORING	6.4 - COMMISSIONING AN INDEPENDENT EVALUATION OF PROGRESS IN 2-3 YEARS TIME	
6.4	PEG should commission an independent evaluation in 2-3 years' time after the completion of the review, to assess progress in relation to the implementation of these recommendations.	In planning

QUESTION 10:

What specific exemptions does Parliament have from NSW and/or Federal laws that apply in other workplaces?

RESPONSE:

Parliament is not a *National System Employer* as defined for the purposes of the Federal *Fair Work Act 2009*.

Parliament is subject to all NSW workplace legislation with the exception of the *Industrial Relations Act 1996*, and that exception only applies in respect of the employment of those persons employed under the *Members of Parliament Staff Act 2013*.

QUESTION 11:

Is smoking permitted anywhere within the Parliamentary precinct?

RESPONSE:

The Parliament has a Smoke and Cigarette Free Parliament House policy, which was most recently issued in September 2015.

The Policy provides for limited areas of Parliament House where smoking is permitted, in line with requirements under the *Smoke Free Environment Act 2000*.

Designated smoking areas are:

- Level 9 Rooftop Garden- not within 4 metres of building entrance
- Hospital Road entrance - designated smoking and cigarette use area only
- Level 7 balcony adjacent to the Strangers Bar
- Members' office balconies
- Speakers' Garden- not within 4 metres of entrance, NOTE access by invite only.

The policy is due for a review in the current Parliament.