



MEDIA RELEASE

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Anti-Discrimination Commissioner releases Motion for Respect: Report into Workplace Culture in the Tasmanian Ministerial and Parliamentary Services

Anti-Discrimination Commissioner, Sarah Bolt, in her capacity as Independent Reviewer, has today released the final report from the Independent Review into Parliamentary Practices and Procedures to Support Workplace Culture.

The report is titled: **Motion for Respect: Report into Workplace Culture in the Tasmanian Ministerial and Parliamentary Services.**

The Review examined workplace culture in the Tasmanian Ministerial and Parliamentary Services, in particular as it related to workplace discrimination, sexual harassment and bullying.

Ms Bolt has made 14 recommendations to improve workplace culture within the Tasmanian Ministerial and Parliamentary Services.

The recommendations are constructive, sensible and forward-focused, and designed strategically to build capacity across the Tasmanian Ministerial and Parliamentary Services to prevent and respond to instances of workplace discrimination, sexual harassment and bullying.

Ms Bolt is secure in the recommendations being founded on a strong and reliable evidence base.

As part of the Review:

- 26 written submissions were made
- 13 verbal submissions were taken

- A workplace survey had a 56.5% response rate
- Survey participants provided 620 substantive comments in free-text boxes

The rate of participation in the Review was extraordinary and Ms Bolt acknowledges the invaluable contributions of Review participants.

It became evident that the current culture and workplace practices are a culmination of siloed workplace structures coupled with a lack of oversight regarding disrespectful and unlawful behaviours expected in a contemporary workplace.

Adverse findings revealed in the Report are not to be taken as a reflection of all workers across Ministerial and Parliamentary Services. Evidence obtained through the Review process showed that the Ministerial and Parliamentary Services workforce is generally characterised by dedicated and talented individuals, who operate with integrity and compassion.

It was critically important that the Report ensured that the lived experiences of Review participants were reflected. This was possible through the bravery and candour of Review participants in sharing their observations and insights about working within the Tasmanian Ministerial and Parliamentary Services.

Independent Reviewer, Ms Bolt, said:

“I extend my sincerest thank you to all current and former Tasmanian Ministerial and Parliamentary Services employees who participated in the Review. I acknowledge that sharing your experiences of the workplace, particularly where those experiences are negative ones, is exceptionally difficult and requires courage and strength.”

Everyone benefits from safe and respectful workplaces and while the content of the Report may be confronting at times, it is only by facing hard truths and committing to challenging outdated and problematic behaviour that positive change can be achieved.

Support for the Review across party lines demonstrates a genuine and united desire for cultural change and improve of workplace practices across the Tasmanian Ministerial and Parliamentary Services.

Ms Bolt is optimistic that continued cooperation will result in the Ministerial and Parliamentary Services (MPS) Workplace upholding expected standards of workplace safety. There is the opportunity for significant reform, which should be adopted and embraced in order to ensure the MPS Workplace operates according to best practice principles and to a standard of which all Tasmanians expect.

To read the Report or Summary Report please go to the [Equal Opportunity Tasmania website](#).

For direct enquiries:

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