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PART C: Submission

1. How would you describe the workplace culture(s) of the Commonwealth parliamentary workplace(s) where you work/have worked? Please outline specific strengths and/or weaknesses in terms of workplace culture(s), based on your experiences, as appropriate.

I've worked in a new electorate office as a casual staff member, as well as a full time staff member in an established Electorate office.

The stark differences in how EOs are structured, the big thing I've noticed is that a lot of offices seem to lack proper inductions and workplace standards. I'm lucky enough to be in one that has those in place but following staff meetings where department staff have presented many other offices mentioned that they did not have these in place.

In terms of workplace culture, there is always the expectation that staff need to be available almost 24/7 dependent upon your boss. The hours are incredibly varied and while the salary package does try to account for this the time away from home in addition to inconsistent hours the reimbursement doesn't entirely match the expectation.

2. Based on your experiences, what are the factors that already do, or could contribute to a safe and respectful environment in Commonwealth parliamentary workplaces?

Office processes for dealing with complaints, access to raise issues externally if issue is with employer

3. Based on your experiences, what are the factors that may contribute to workplace bullying, sexual harassment or sexual assault in Commonwealth parliamentary workplaces?

Sense of entitlement from a lot of the personalities around parliament.

4. Are you familiar with any Commonwealth parliamentary workplace policies, processes and/or practices in relation to staff and worker safety and wellbeing, workplace bullying, sexual harassment or sexual assault? If so, please outline your understanding of how these policies, processes and/or practices operate.

No, because even when the department heads tried to explain them it seemed there were very little in place.

5. During your time working in a Commonwealth parliamentary workplace(s), have/did you receive any education or training in relation to worker safety and wellbeing, and/or how to prevent or respond to workplace bullying, sexual harassment or sexual assault? If yes, please outline your experience of the training and whether it was useful in increasing your knowledge and/or skills in relation to preventing and responding to workplace bullying, sexual harassment or sexual

assault.

Yes, workplace bullying was part of our induction.

6. Are you aware of how you and/or other people working in Commonwealth parliamentary workplaces can report workplace bullying, sexual harassment or sexual assault (either formally or informally)? If yes, please specify what reporting options exist, and outline your experience with accessing and/or using those reporting options if applicable.

I know I can report to Office Manager, or my employing member. If neither of those options are available we can contact MAPS.

7. Are you aware of any supports available in Commonwealth parliamentary workplaces to people who experience workplace bullying, sexual harassment or sexual assault? If yes, please specify what supports exist, and outline your experience with accessing and/or using those supports if applicable.

Employee Access Scheme. We now seem to get an email every month.

8. Based on your experiences, do you have any suggestions or recommendations on how to improve the prevention of and responses to workplace bullying, sexual harassment and sexual assault in Commonwealth parliamentary workplaces?

Independent processes to deal with complaints. Culture needs to be fixed from the ground up in the 2 major political parties.

9. Is there anything else you would like to tell the Commission?

You're not going to be able to achieve much when the issues just aren't staff against staff but also MPs.

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