

[REDACTED]

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Submission:

I believe that comprehensive training must be provided and required to all MPs who manage staff. This should include pro-active training about good staff management, as well as preventative training in things like harassment, bullying and discrimination.

Furthermore, all MOPS staff should have a way of lodging a complaint about inappropriate staff or MP behaviour to an independent, qualified person. This should be a skilled employee services person within the department (NOT part of any political party or internal staff) who can investigate, mediate and negotiate solutions. There should also be penalties for MPs and MOPS staff who are found to have transgressed appropriate behaviour more than once. Processes should be available that are outside the court system, that will enable a solution and appropriate recourse (such as formal agreements, an apology and training) are possible.

[REDACTED]

[REDACTED]