

[REDACTED]

[REDACTED]

[REDACTED]

Submission:
Submission.

I worked as Chief of Staff to [REDACTED] between [REDACTED].

I have witnessed bullying and harassment and inappropriate relationships between staff and MPs, or staff and senior staff during this time. Bullying and harassment are complex issues that the embedded structures and power imbalances within work under the MOPs Act.

Attempts to resolve issues between staff and MPs are unsatisfactory under the current provision in the Department and Act.

A change in the culture, rules and practices need to be implemented to protect staff from their employer, who has immense, unchallenged power over their livelihood, career, and well-being.

The capacity of the Department to protect the staff, WHO THEY EMPLOY, is nonexistent, because MPs are seemingly untouchable and not accountable to the Department, their party or... anyone.

In the past, the Department has skirted around protecting staff as they lacked the authority, structures or commitment to do so.

There needs to be an independent body to investigate staff complaints that are not resolved satisfactorily within the office at arm's length from MPs. Or the Department needs to be charged with this task and take their role of protecting staff seriously.

[REDACTED]

[REDACTED]

[REDACTED]