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[REDACTED]

Submission:

I wish to bring to the attention of the review a very genuine concern regarding the conditions under which personal staff employed by a Member of Parliament can have their contracts terminated by determination by a Prime Minister under clause 12 & 13 of the MOPS Act. (1984). There is no transparency in regards to how such determinations are made both to allocate a number of personal staff or to terminate the number of staff who have been previously allocated. No guidelines. There is no clarity based upon any workplace assessment of personal staffing resources required by a Member or Senator . The decision could be political. No one knows. There is no evidence base by which to make a judgement. This is an extraordinary practice in a modern workplace.

A direct result of this practice is that personal staff who have been employed under a Clause 12 determination of a returning Member or Senator post election are afforded absolutely no job certainty despite having performed their duties at the highest standard required by their employer. All MAPS employees know what their situation is should their employer be unsuccessful at election. However in this case when their Member or Senator is returned, the personal staff appear to have job security only at the pleasure of the Prime Minister of the day.

[REDACTED] staff have recently had their services effectively terminated under this directive. No warning, no discussion. [REDACTED] no response was received from the Prime Minister's office before or on the date that the determination came into effect.

Further to this, as of 4pm on the Determination date July 1 MAPs had not made any direct contact with the affected staff. As [REDACTED] I have made a direct request for detailed written advice in regard to terminating the contracts of [REDACTED] staff but did not receive such written advice prior to the date the Determination took effect. This is extraordinary & places a

[REDACTED]

completely unacceptable burden of stress on [REDACTED] staff [REDACTED]
[REDACTED]. In no other workplace could I envisage this happening.

The determination clause 12 and 13 under the MOPS Act urgently needs review.

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