



DEPARTMENT OF THE NSW LEGISLATIVE COUNCIL

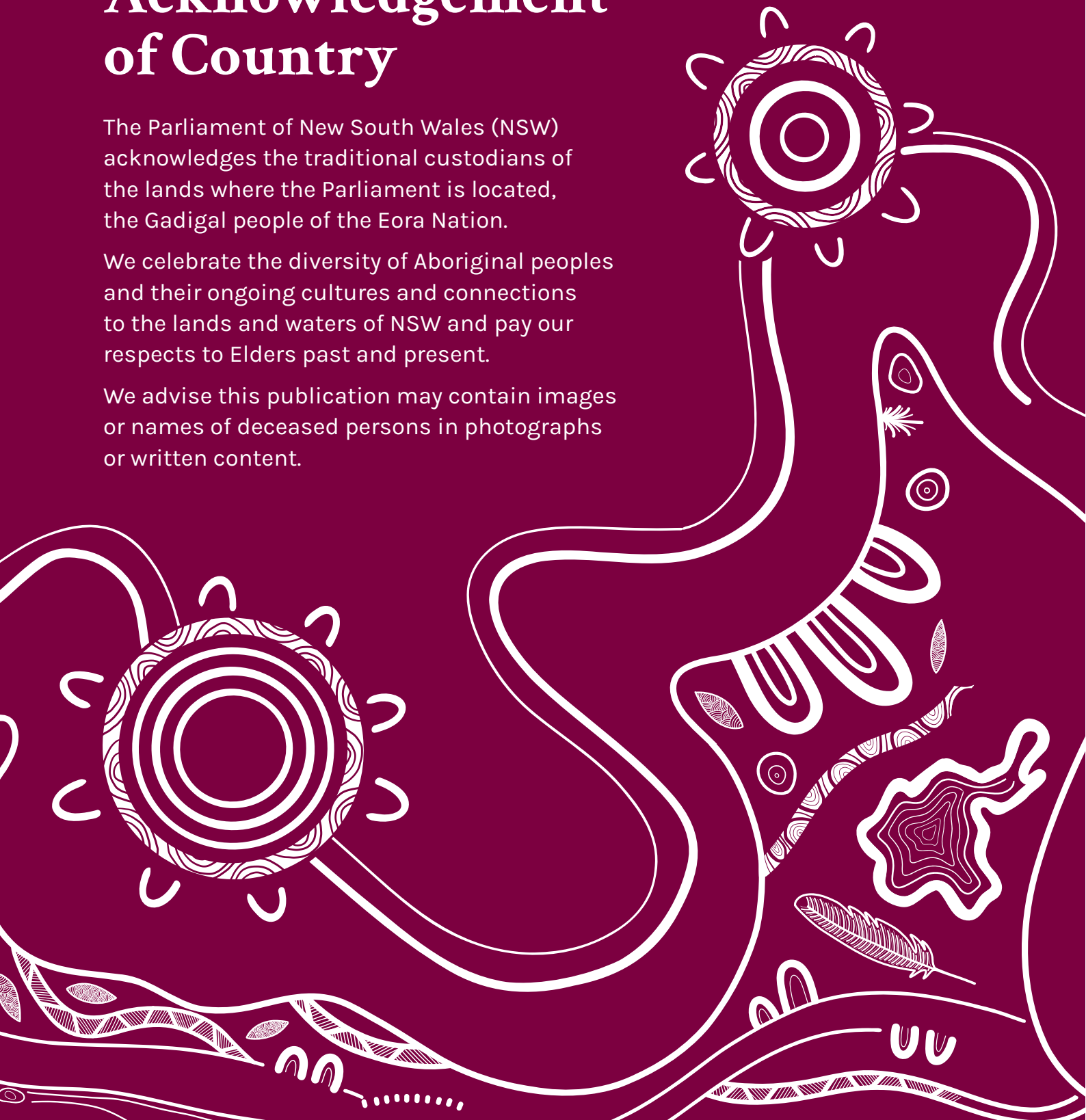


# Acknowledgement of Country

The Parliament of New South Wales (NSW) acknowledges the traditional custodians of the lands where the Parliament is located, the Gadigal people of the Eora Nation.

We celebrate the diversity of Aboriginal peoples and their ongoing cultures and connections to the lands and waters of NSW and pay our respects to Elders past and present.

We advise this publication may contain images or names of deceased persons in photographs or written content.





# Letter of Transmittal

The Hon Ben Franklin MLC  
President of the Legislative Council

NSW Parliament House  
6 Macquarie Street  
Sydney NSW 2000

Dear Mr President,

It is with pleasure that I submit for your information and presentation to the House the Annual Report for the Department of the Legislative Council for the year ended 30 June 2024.

As you are aware, the Department of the Legislative Council is not legislatively required to table an annual report. However, as has been customary over previous years, the opportunity to provide information on the performance of the Department is embraced.

The content of the report incorporates the reporting requirements of the *Annual Reports (Departments) Act 1985* and the *Government Sector Audit Act 1983*, particularly in regard to the Department of the Legislative Council's aims, objectives, operations and financial performance.

I commend the report and hope you find it informative.

Your sincerely,

**David Blunt AM**  
Clerk of the Parliaments

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## VISIT US

The Legislative Council chamber and public areas of NSW Parliament House are open to the public on weekdays between 9am and 5pm, excluding public holidays. Free tours are also run on Mondays and Fridays, with more information available at [www.bit.ly/tour-PH](http://www.bit.ly/tour-PH)

On parliamentary sitting days, public access to the chamber is limited to the visitors' gallery, where members of the public are welcome to watch the proceedings of the House. The sitting day calendar is available from the Parliament's homepage at [www.parliament.nsw.gov.au](http://www.parliament.nsw.gov.au)



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# President's Foreword



## ROLE OF THE PRESIDENT

The President is the independent and impartial representative of the Legislative Council.

The principal role of the President is to preside over the chamber, maintaining order and applying the practices and procedures of the House. The President is also the spokesperson of the House.

As one of two Presiding Officers of the Parliament of NSW, together with the Speaker of the Legislative Assembly, the President is also jointly responsible for the parliamentary precincts. Learn more at [www.bit.ly/about-the-president](http://www.bit.ly/about-the-president)

This year, it has been a true honour to serve as President of the Legislative Council and to work so closely with the Clerk of the Parliaments, David Blunt AM and his brilliant team.

Together, the Legislative Council continued our Bicentenary celebrations and built on our foundations of excellence, integrity and collaboration.

The Bicentenary program of events and activities was designed to **Reflect** on our past, **Celebrate** our achievements and **Imagine** the future of democracy in New South Wales (NSW).

It is my commitment that our Parliament is the Parliament for all of NSW and to that end the Bicentenary program provided an ideal platform for the Council to host a series of Regional Roadshows across the state, complete with community forums, educational seminars, youth roundtables and an extraordinary Secondary Schools Public Speaking Competition. This is in addition to the fantastic work done by the Chamber Support team and Committees who regularly engage with members of the public.

We opened the doors to NSW Parliament to new audiences through Seminars, Events, Tours and Exhibitions in the Fountain Court from around the state, including a wonderful exhibit by the Boomalli Aboriginal Artists Co-operative celebrating 25 years of the Parliament's dedicated Reconciliation Wall.

With an international focus, I assumed the role of President of the Commonwealth Parliamentary Association, attended the annual Commonwealth Parliamentary Conference in Ghana and hosted Ambassadors, Consuls and Diplomats at NSW Parliament, strengthening ties with nations around the world.

The NSW Parliament maintains its strong connection with its twinned parliaments of the National Parliament of Solomon Islands and Autonomous Region of Bougainville House of Representatives, hosting a significant professional development program involving members and staff of both Pacific parliaments and participating in the induction program of new Members of the National Parliament of Solomon Islands in June 2024.

Throughout the reporting period, the Council continued to embed and apply its new standing orders and the Procedure Committee considered a number of proposals for further reform, which will be reported in next year's report.

I'm delighted to present the Department of the NSW Legislative Council Annual Report 2023/24, which provides an overview of this year's key achievements, featuring outreach and engagement highlights, and a summary of the Department's ongoing efforts to deliver high-quality support for the operation of the Legislative Council.

Regards,

**The Hon Ben Franklin MLC**  
President, NSW Legislative Council





## ABOUT THE LEGISLATIVE COUNCIL

Celebrating its Bicentenary in 2024, the NSW Legislative Council is the oldest legislative body in Australia. It consists of 42 members, who are elected by a system of proportional representation to represent the entire state of NSW. Members serve eight-year terms, with one half of the Council elected every four years at the state election.

Alongside the Legislative Assembly, the Legislative Council shares responsibility for making and amending state laws. Most importantly, the Council is a robust 'House of Review', with a critical role in scrutinising and holding to account the government of the day. In the chamber, the Council performs this function by reviewing legislation, questioning ministers, and ordering the production of documents. Beyond the chamber, the Council scrutinises a wide range of issues through parliamentary inquiries conducted by its very active committee system.

## ABOUT THE DEPARTMENT OF THE LEGISLATIVE COUNCIL

The Department of the Legislative Council supports the work of the House and its committees by facilitating parliamentary sittings and hearings. Staff provide a wide range of corporate, governance, and protocol services, covering procedural, analytical, and administrative functions. These efforts enable Council members to carry out their parliamentary responsibilities efficiently and help the community engage with the Council's work.

The Department is accountable to the President of the Legislative Council and is headed by the Clerk of the Parliaments (learn more about the Department's structure from p34). Departmental staff also work closely with staff in the Department of the Legislative Assembly and the Department of Parliamentary Services to ensure the effective running of the Parliament.

Learn more about the work of the Department, including the values staff uphold, at [www.bit.ly/LC-department](http://www.bit.ly/LC-department)

# The Year at a Glance

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THE YEAR AT A GLANCE

OUR STRATEGIC PRIORITIES

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FINANCIALS & GOVERNANCE

APPENDICES

# Clerk’s Review



As the Council of the 58th Parliament forged ahead in 2023/24, the Department of the Legislative Council continued its vital work in support of the House. Reflecting on all that the Department has delivered and achieved, but also the manner in which this work has been carried out, it is apparent that the past year has been marked by a spirit of innovation and inclusivity.

Commenced in 2022, the Council’s Bicentenary program picked up pace in the past year, under the vision of President of the Legislative Council, the Hon Ben Franklin. Amidst other exciting events, Regional Roadshows took our special brand of democracy directly to regional youth for the very first time – testament to the Department’s commitment to engaging with new and diverse audiences. We look forward to reporting on the remainder of the program of Bicentenary activities in next year’s report.

In 2023/24, the House and its committees continued their exceptional work. The Regulation Committee commenced their newly expanded scrutiny role in 2024, into the making of delegated legislation in NSW. A custom-built website was delivered to support the expanded function, including the publication of Delegated Legislation Monitor reports during each sitting week.

Elsewhere, a world-first inquiry into birth trauma broke ground in a number of ways and prompted similar inquiries in other jurisdictions like the UK. Receiving over 4,000 submissions, the Committee heard first-hand from people with lived experience and made adjustments to standard inquiry practice in recognition of the sensitive nature of the inquiry’s subject matter.

On a personal note, it was a pleasure to work closely with the Clerk of the Legislative Assembly, Helen Minnican, on cross-parliamentary matters. I also extend a heartfelt thank you to the Chief Executive of the Department of Parliamentary Services, Mark Webb and his team, whose support across Bicentenary events in particular has been invaluable. The close collaboration of the parliamentary leadership team was evident in the cooperative and generous approach taken to ensure the Department of the Legislative Council was able to continue to support the sittings of the House and the work of its committees, notwithstanding budgetary challenges. Thank you Helen, Mark, President Franklin and Speaker the Hon Greg Piper MP.

It has been an honour to continue to lead and work alongside the entire Department of the Legislative Council team this year. My sincere thanks in particular to Deputy Clerk Steven Reynolds and all of our Department’s leaders. In 2023/24, our staff maintained their exemplary record of professionalism and service. I look forward to all the good work we’ll be doing together in the year to come.

**David Blunt AM**  
Clerk of the Parliaments

## ROLE OF THE CLERK

The Clerk of the Parliaments, also known as the Clerk of the Legislative Council, provides expert advice on parliamentary law, practice and procedure to the President, ministers and members of the Upper House. The Clerk is also responsible to the President for the efficient and effective administration of the Department of the Legislative Council. The Clerk works collaboratively with the Clerk of the Legislative Assembly and the Chief Executive of the Department of Parliamentary Services in relation to the administration of matters relating to the Parliament as a whole.





THE YEAR AT A GLANCE

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FINANCIALS & GOVERNANCE

APPENDICES

92

bills passed with 114 considered

KEY STATISTICS 2023/24

459.67

sitting hours across 46 sitting days

656

questions asked during Question Time

952

notices of motion given

37

new and 44 active committee inquiries

7,752

submissions received for committee inquiries

139

inquiry hearings including 49 for Budget Estimates

70+

visiting delegations

26

Bicentenary program events

11,663

public and school tour attendees

FINANCIAL SUMMARY

	2023/24	2022/23	2021/22	2020/21
Net costs of services for the Legislative Council	\$42,999,000	\$39,581,000	\$34,022,000	\$32,445,982
Operational, committees, and other costs	\$14,007,000	\$11,409,000	\$9,571,000	\$8,586,305

# Highlights 2023/24

## BICENTENARY

- ▶ Hosted *The Spark: The Act that Brought Parliament and the Supreme Court to NSW* conference, exploring the stories and figures surrounding the NSW Act 1823.
- ▶ Launched the *Bicentenary Seminar Series* with *Then & Now: People, Power & Representation* unpacking the ground-breaking moments in the Council's 200-year history.
- ▶ Engaged communities across regional NSW with *Regional Roadshows* including high school public speaking competitions, youth forums, community workshops and public sector seminars.
- ▶ Presented the *Bicentenary Concert Series* in Parliament's Fountain Court, showcasing classical and contemporary music performances.



## PROCEDURE

- ▶ The Regulation Committee commenced new scrutiny functions into the making of delegated legislation in NSW, using principles outlined in the *Legislation Review Act 1987*.
- ▶ New webpage supporting Regulation Committee's expanded scrutiny function, with features like Disallowance alerts, a new interface for managing Disallowable Instrument status and Indexes of Instruments and Undertakings.
- ▶ Review into resources for members and the Clerks at the Table, ensuring compliance with the 2023 standing orders and streamlining proceedings.
- ▶ Recommendations adopted from 'root and branch' review to improve how orders for papers and related procedures are recorded in minutes and on our website.





## COMMITTEES

- **New ‘one-stop shop’ LC Committee Members’ Hub** for members to access inquiry documents.
- Groundbreaking, **world-first inquiry into Birth Trauma** received over **4,000 submissions**, inspiring similar inquiries in other jurisdictions like the UK.
- **Auslan interpreters used in all hearings of Portfolio Committee No. 3 – Education** inquiry into children and young people with disability in NSW educational settings.
- The newly established **joint Modern Slavery Committee** published its first report on the *Review of the Modern Slavery Act 2018*.



## DELEGATIONS AND PROTOCOL

- **Royal visit from HRH Prince Edward Duke of Edinburgh** as Patron of the Duke of Edinburgh’s Award.
- Large delegations, including a 25-person contingent from **The National People’s Congress of the People’s Republic of China**.
- Meetings with other Presiding Officers including the **Nepali National Assembly Chairperson** and the **Speaker of the Fijian Parliament**.
- **Concert performance by famed a capella group, the Whiffenpoofs of Yale University.**





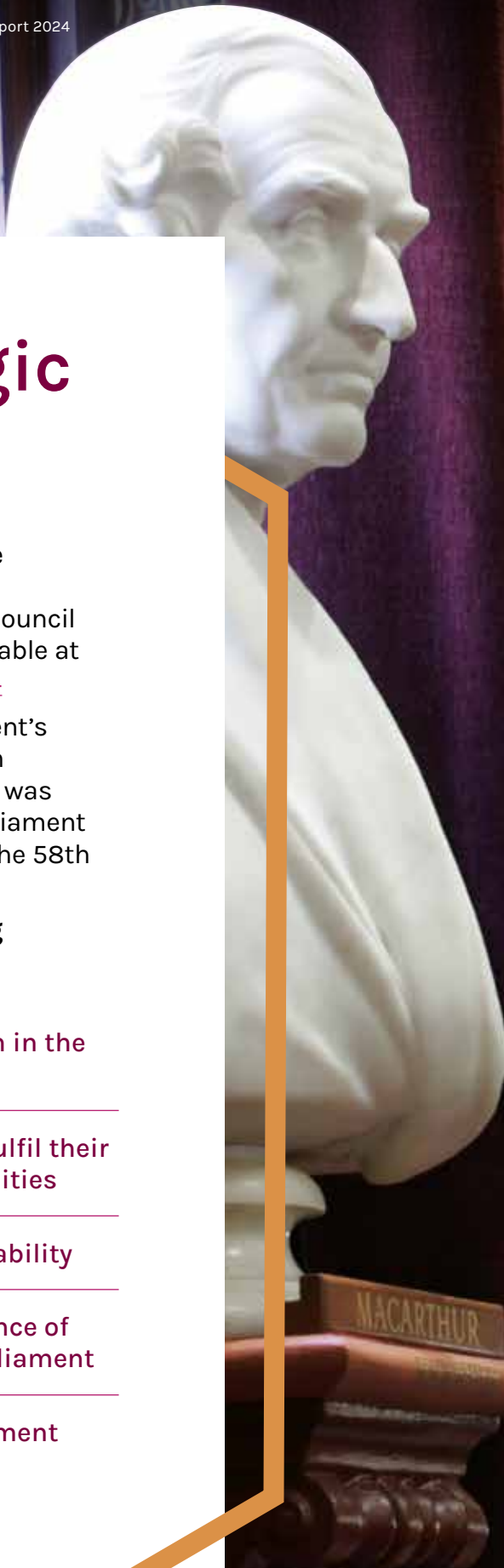
# Our Strategic Priorities

During 2023/24, the work of the Department was guided by the Department of the Legislative Council Strategic Plan 2023/2024, available at [www.bit.ly/strategic-plan-23-24](http://www.bit.ly/strategic-plan-23-24)

The plan outlines the Department's key priorities and project action areas for the financial period. It was developed to align with the Parliament of NSW Strategic Priorities for the 58th Parliament 2023-2027.

**The Department's overarching priorities were:**

1. Encouraging participation in the peoples' Parliament
2. Supporting members to fulfil their parliamentary responsibilities
3. Enhancing workforce capability
4. Upholding the independence of a strong and effective Parliament
5. Modernising of the Parliament



STRATEGIC PRIORITY 1

# Encouraging Participation in the Peoples' Parliament

Fostering community connections, promoting engagement with the Legislative Council's work, and reinforcing trust in the democratic institution of Parliament continue to be central priorities for the Department. In 2023/24, this was achieved through a range of public engagement activities, many linked to the 2024 Bicentenary of the Legislative Council.

## BICENTENARY OF THE LEGISLATIVE COUNCIL – PUBLIC PROGRAMS

The Bicentenary of the NSW Legislative Council marks 200 years since the Council sat for the first time on 25 August 1824.

During the reporting period, the Department’s Office of the Black Rod worked with the President and the Clerk to deliver a comprehensive program of events and activities to commemorate this milestone. The Bicentenary is a chance to reflect on our past, celebrate our progress and imagine our future.

### REGIONAL ROADSHOWS: DEMOCRACY ON THE MOVE!

The Bicentenary Regional Roadshows initiative was the first of its kind. It saw NSW Parliament representatives travel to four locations across the State from April to June 2024. Visiting Lismore, Port Macquarie, Bathurst and Batemans Bay, the roadshows ensured that regional communities played a significant role in marking the Bicentenary. The roadshows delivered a bespoke program of events and activities comprising of:

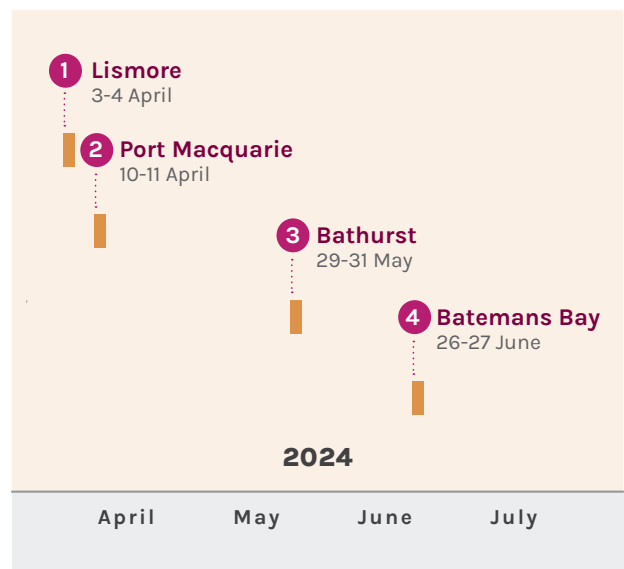
- a regional public speaking competition on the topic ‘Actions Speak Louder than Words’
- a youth forum for student leaders from schools across each region
- free workshops for schools, local community groups and public servants.

The roadshows provided the opportunity to identify and platform young speakers and offered spaces for young leaders in the regions to meaningfully engage with members of Parliament, senior parliamentary

staff and government representatives and voice their concerns on various issues. Participation also allowed young people to connect with their peers and fostered the development of networks to support them in their leadership journey.

Free parliamentary workshops were conducted to educate school students and local community groups about the NSW Legislative Council, democracy, representation and parliamentary processes – from how laws are made to the committee inquiries that investigate issues affecting the public. A series of tailored workshops offered practical seminars for public sector employees to learn how the Council performs its function as a ‘House of Review’.

### Roadshow schedule







Lismore public speaking competition



Port Macquarie youth forum



Bathurst public service seminar



Batemans Bay community workshop



### BICENTENARY CONCERT SERIES

During the reporting period, the Bicentenary Concert Series staged nine concerts in the Parliament's Fountain Court. The lunchtime concerts took place on each sitting week in 2023 and each sitting month in 2024.

The concerts featured talented musicians from Sydney Youth Orchestras and Sydney Conservatorium of Music, who played pieces ranging from classical through to contemporary movements. Concert attendees were delighted by the musical stylings of young performers on a range of instruments from string quartets, to guitar duos, trombone quartets and Chinese instrumental duos.

The Concert Series has since seen substantial increase in popularity since its introduction in 2023. Attendance grew each month, reaching a peak of 100 registrations for the 19 June 2024 concert.

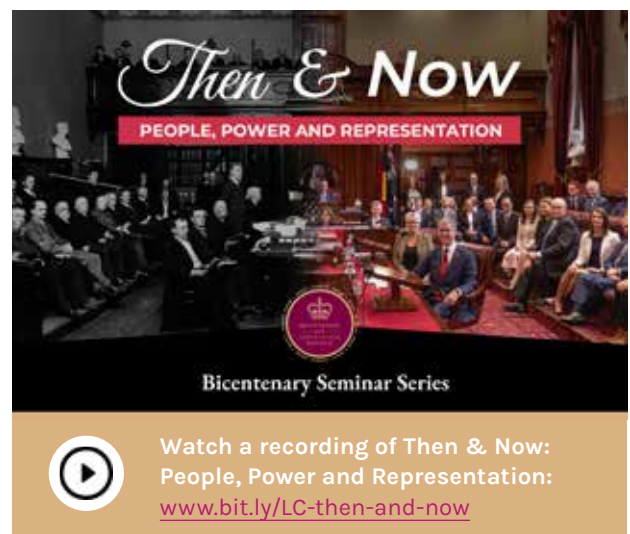
### BICENTENARY SEMINAR SERIES

The Bicentenary Seminar Series began in April. A series of 'in conversation' style seminars held throughout 2024 provided an opportunity to build awareness about the Legislative Council among new audiences. Each seminar focused on a particular theme, with members past and present and other notable panellists exploring and reflecting on the complex, colourful and powerful stories behind the Legislative Council and broader Parliament.

The first seminar on 18 April 2024, *Then & Now: People, Power and Representation*, discussed the groundbreaking reforms in the wake of abolition threats that transformed parliamentary democracy and delivered social change. It also examined the trails blazed by

people inside and outside the chamber that shaped the modern Council we have today in NSW. Panel members spoke to the key milestones in the Bicentenary's historical arc, the Council's strengths, achievements and impact through the lens of personal insights, stories and experiences.

*Then & Now* was a sold-out event, with 80 people attending the seminar and engaging in the content. It concluded with a lively Q&A session. Attendees gained a stronger awareness of the Upper House and its value to parliamentary democracy, as well as insights into the aspirations and motivations of the Council's current and former members.



Planning for a further three Bicentenary Seminars was undertaken in the reporting period, with these seminars held in the second half of 2024.





## EXHIBITIONS AT THE PARLIAMENT

The Department's Office of the Black Rod manages the Fountain Court and Reconciliation Wall exhibition spaces for the Parliament, showcasing a range of engaging and visually captivating exhibitions throughout the year.

These exhibitions provide opportunities to welcome more visitors to Parliament House, enhancing its role as both the centre of democracy in NSW and a prominent cultural destination in Sydney.

The Fountain Court exhibition space, centred around the Parliament's iconic Woodward Fountain, hosts regular and free exhibitions that are relevant to NSW and are hosted by members of Parliament.

Located on the western side of the Fountain Court, the Reconciliation Wall is part of the Parliament's commitment to reconciliation with Aboriginal and Torres Strait Islander people. Through hosting exhibitions of high-quality art on the Reconciliation Wall, the Parliament aims to better engage with and promote Aboriginal and Torres Strait Islander artists in NSW.

During the 2023/24 period, the Parliament hosted 14 exhibitions across the Fountain Court and Reconciliation Wall. This included a special exhibition featuring the works of Boomalli Aboriginal Artists Co-operative which filled the entire Fountain Court exhibition space between November 2023 and January 2024 in recognition of an important milestone – the 25th anniversary of the Reconciliation Wall.



Titled *Restoration of Truth*, the exhibition was supported by two 'Artist Talk' events, where four of the featured artists shared stories of their family and culture, artistic processes and the inspiration behind their work.

Details of past, current and future exhibitions can be found at [www.bit.ly/events-and-exhibitions](http://www.bit.ly/events-and-exhibitions)



## PUBLIC AND SCHOOL TOURS

Tours of Parliament House and the Legislative Council chamber offer a unique opportunity for the public to engage with and learn about the workings of their democratic institutions. Led by knowledgeable staff from the Department's Chamber and Support Team, the tours are designed to provide an insightful experience for a variety of groups, including primary and secondary school students, members of the public, special interest groups and visiting dignitaries.

Visitors not only gain a deeper understanding of the history and functions of the Legislative Council but also explore the significance of its role within the broader parliamentary system. For school groups, the tours include interactive role-play activities that allow students to step into the shoes of parliamentarians, enhancing their understanding of how laws are made and debated. This engaging experience fosters a greater appreciation of the democratic process and encourages active civic participation.

During the reporting period, tours were delivered to 213 schools consisting of 9,208 students. There were also 161 public tour groups delivered in 2023/24.



## LEGISLATIVE COUNCIL IN PRACTICE SEMINARS

The Legislative Council in Practice seminar program is aimed at public servants who are looking to develop their knowledge and understanding of the role and functions of the Legislative Council. The seminars are presented by senior parliamentary officers and include a visit to the Council chamber where participants debate and pass a mock bill. A highlight for many participants is the interactive members' panel session, which involves several Council members discussing their backgrounds and parliamentary roles and answering participants' questions.

In 2023/24, four public service seminars were held by the Department, with nearly 200 public sector staff attending. As in previous years, the seminars received consistently positive feedback.

A condensed version of the public service seminar was also presented during the Bathurst Regional Roadshow, with the Deputy President and senior departmental staff explaining the role and operations of the Council to public servants in the region. Participants particularly appreciated the effort of the members and staff to engage directly with public servants in regional areas.

## NCOSS COMMITTEE SEMINARS

During the year, Committee Office staff continued a successful and long-running program of workshops in conjunction with the NSW Council of Social Services (NCOSS), aimed at facilitating the engagement of staff from non-government agencies in parliamentary inquiries. During the reporting period, one workshop was held at Parliament House on 6 December 2023.

## COMMUNICATIONS AND ONLINE ENGAGEMENT



Throughout the 2023/24 financial year, the Department maintained an active and comprehensive content calendar across social and digital media, aiming to enhance awareness and engagement throughout the community. This included live coverage of sitting days, updates on parliamentary inquiries, promotion of events and exhibitions, including Bicentenary events and the production of content exploring the Council's 200-year history. High-quality videos, photography, interactive web content and stories produced by the Office of the Black Rod brought this content to life, making it accessible and engaging to a broad audience.

Explore the Council's 200-year history in our 6-minute animated video, *The Story of the Legislative Council*: [www.bit.ly/3VCLBNK](http://www.bit.ly/3VCLBNK)



# 83%

increase in engagement with content on Facebook compared to the previous year

# 5,500+

visits to The House in Review blog across the year

### ENGAGEMENT CHANNELS

In 2023/24, the Department utilised a range of platforms, including:

- **Facebook:** [@nswupperhouse](https://www.facebook.com/nswupperhouse)
- **X (formerly Twitter):** [@nsw\\_upperhouse](https://twitter.com/nsw_upperhouse)
- **The House in Review blog:** [www.thehouseinreview.com](http://www.thehouseinreview.com)

Additionally, content produced by the Department was frequently shared on the Parliament of NSW website and amplified through Parliament's LinkedIn, Instagram and Facebook accounts, broadening its reach.

Highlights from this period included:

- An 83% increase in engagement with content on Facebook compared to the previous year (engagement being likes, comments and shares) and a 38% increase in impressions (the 'number of opportunities' content had to be seen).
- More than 5,500 visits to The House in Review blog across the year.

### INTERNAL COMMUNICATIONS

The August 2023 launch of the Legislative Council's newsletter, *The Legislatest*, marks a significant step in uplifting internal communications and fostering a unified culture. This publication is a key resource for members and staff, sharing timely updates on the work of the Legislative Council and broader parliamentary activities.

Published and distributed once every month the House sits, *The Legislatest* aims to inform and engage the parliamentary community, bringing together contributions from different teams in one place.







## STRATEGIC PRIORITY 2

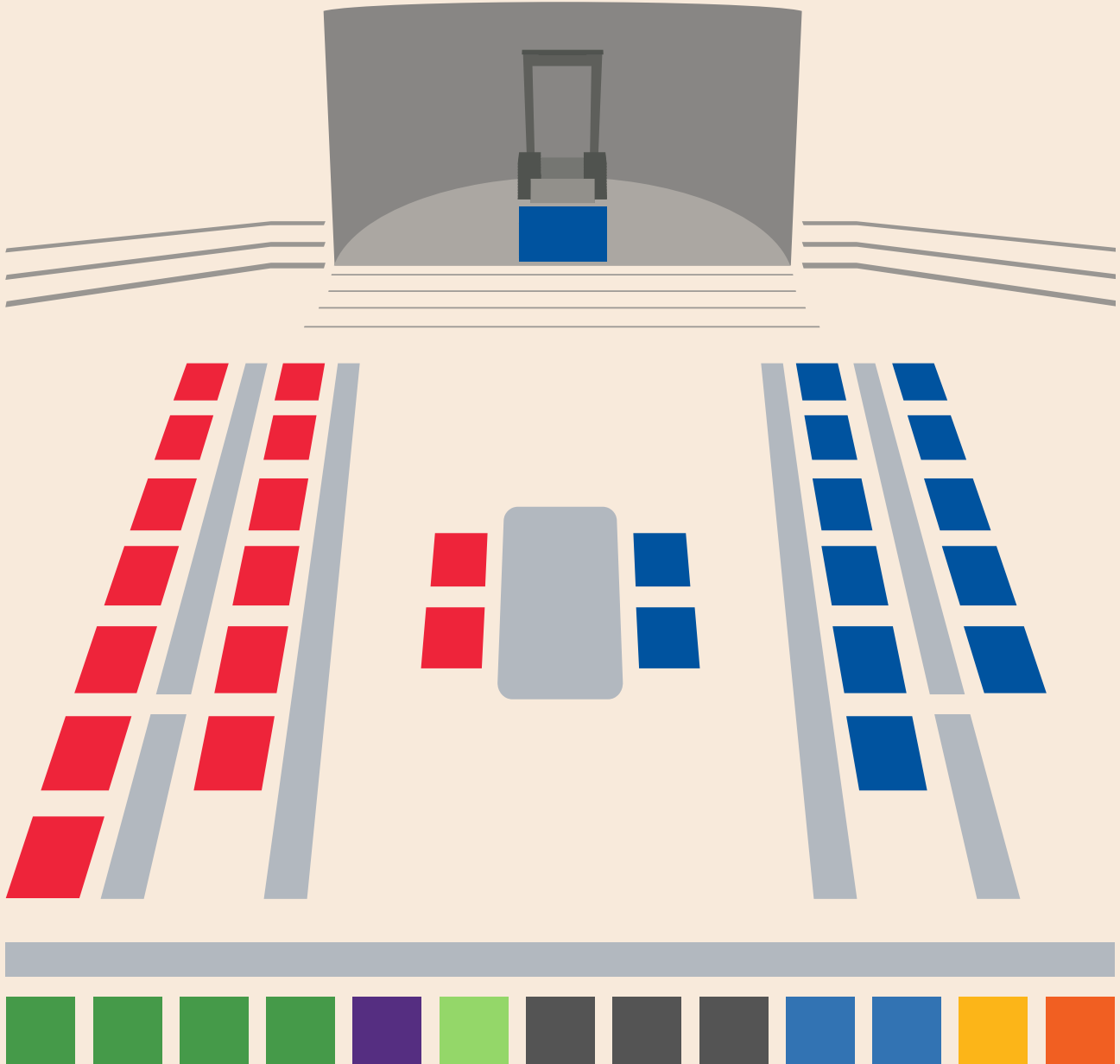
# Enabling Members to Fulfil their Parliamentary Responsibilities

The Department's primary function is enabling members of Parliament to fulfil their parliamentary responsibilities. We do this particularly by facilitating sittings of the House and supporting committee inquiries, but also through participation in activities of the Commonwealth Parliamentary Association.

### PARTY REPRESENTATION IN THE HOUSE

At the end of 2023/24, this is what representation across the Legislative Council looked like.

Find a full list of members as at 30 June 2024 in Appendix 2 on p64.



- 15 x Government (Australian Labor Party)
- Opposition (9 x Liberal Party and 5 x The Nationals)
- 1 x Libertarian Party
- 1 x Pauline Hanson's One Nation
- 1 x Legalise Cannabis Party
- 1 x Animal Justice Party
- 2 x Shooters, Fishers and Farmers Party
- 3 x Independent
- 4 x The Greens

# Supporting the work of the House

## SITTINGS



**46** sitting days

**459.67** sitting hours

## QUESTIONS



**656** questions asked during Question Time (57 Supplementary)

**1,765** written questions lodged

## OTHER BUSINESS



**485** private members' business items resolved (including during formal business)

**952** notices of motion given

**10** ePetitions presented

**45** orders for papers agreed to

## BILLS



**50** bills introduced in the Legislative Council - 29 government and 21 private members bills

**64** bills received from the Legislative Assembly

**92** bills passed

## CHANGES TO BILLS



**48** bills considered in the committee of the whole

**465** amendments to bills moved

**121** amendments to bills agreed to

**26** bills amended in total





## ORDERS FOR PAPERS

One of the most important powers of the Council is the ability to order the production of state papers by the executive government – a power regulated under standing order 52.

A total of 45 orders for papers were agreed to by the House in the 2023/24 financial year, broadly comparable to the 50 orders made in 2022/23. Together, the orders for papers agreed to so far in the 58th Parliament are markedly less than those for the 57th Parliament but still at a high level compared to most previous Parliaments.

During the reporting period:

- for the 45 orders passed by the House, a total of 172 returns to those orders were received: 81 public returns, 49 privileged returns and 42 personal information returns.
- six requests to vary the scope and/or due date of orders were received. Following consideration of the requests by members, agreements were reached on four occasions that gave departments more time to produce documents. In two instances the scope of an order was modified. One request, seeking an extension to the due date, was not agreed to by the member concerned.
- 15 returns were received which provided public versions of documents with personal information redacted following requests by members.
- on nine occasions, members disputed claims made by the Executive over documents returned to orders. Of these, six disputes related to claims of privilege and three disputes related to claims of personal information. One of the nine disputes lodged was resolved prior to the independent legal arbiter's report.
- one consignment of documents was transferred to the custody (but not control) of State Records, according to the Memorandum of Agreement between the Clerk of the Parliaments and the Clerk of the Legislative Assembly and the State Records Authority of New South Wales.



## RECENT MINUTES REFORMS

On 6 May 2024, the President announced to the House the outcome of a review of how orders for papers and related procedures are recorded in both the minutes and on the Parliament's website, with the adoption of clearer language and simpler content overall. This means that orders for papers minutes entries are now more user-friendly for members, staff and external stakeholders, whilst retaining their procedural integrity.

During the reporting period, the Procedure Office also undertook an extensive review of the resources available to members and the Clerks at the Table of the House to ensure compliance with the 2023 standing orders and to deliver more streamlined proceedings wherever possible.

## LEGISLATION

The House considered 114 bills during 2023/24. Of these, 50 were introduced in the Council and 64 were received from the Legislative Assembly. Of the 50 Council bills, 29 were introduced by the Government and 21 by private members. Of the 64 Assembly bills, 63 were Government bills and one was a private members' bill.



A total of 92 bills were passed by the Council in 2023/24, 26 with amendments. Of the 92, two bills were private members' bills, one of which passed with amendments and one without:

- The Animal Research Amendment (Prohibition of Forced Swim Tests and Forced Smoke Inhalation Experiments) Bill 2024 was introduced by the Hon Emma Hurst MLC (Animal Justice Party) on 20 September 2023 and passed the Council with amendments on 7 February 2024. The bill then passed the Assembly on 14 March 2024.
- The Human Tissue Amendment (Ante-mortem Interventions) Bill 2023 passed the Council without amendment on 14 March 2024, having been introduced by the Hon Greg Piper, MP (Independent) in the Assembly on 23 November 2023 and passed on 13 March 2024.

The 92 bills passed by the Council in 2023/24 was an increase from 2022/23, when 60 bills were passed, although the statistics in 2022/23 were impacted by the last election and the reduced number of sitting days in the year (34 sitting days, compared to 46 in 2023/24). However, the 92 bills passed by the Council

was also an increase from 2021/22, in which 71 bills were passed across 40 sitting days.

In relation to amendments, 465 amendments were circulated with 121 being ultimately agreed to. This was an increase from the previous year, when 324 amendments were circulated and 98 were agreed to, and a decrease from the 2021/22 period, when 799 amendments were circulated and 231 were agreed to.



### SITTING CALENDAR

In 2023/24, the Legislative Council had:

**46** sitting days

**459.67** sitting hours

### ABOUT THE PROCEDURE & PRIVILEGES COMMITTEE

While most of the Council's committees are supported by the Department's Committee's Office, the Procedure Office is responsible for providing secretariat and procedural support to both the Procedure Committee and the Privileges Committee.

#### THE PROCEDURE COMMITTEE

The Procedure Committee serves three key functions: it independently reviews and recommends amendments to the standing orders, proposes changes to the House's practices and procedures, and considers any procedural matters referred to it by the House or the President.

The Procedure Committee undertook three significant inquiries during the reporting period into:

- procedures for dealing with disorder by members during committee proceedings
- updating the standing orders to require respectful behaviour in the chamber, particularly as they relate to sexism and racism
- the giving of notices of motions under standing order 75.

The Committee reported on all three inquiries in July 2024.

Each report contained recommendations either for the passing of new sessional orders or the making of rulings or statements by the President, all of which were subsequently implemented by the House and President in August 2024.



## THE PRIVILEGES COMMITTEE

The Privileges Committee inquires into and reports on matters of privilege referred by the House or President, considers reports from the Independent Complaints Officer, and handles right of reply submissions referred by the President. Under section 72C of the *Independent Commission Against Corruption Act 1988*, the Committee drafts and reviews codes of conduct for Legislative Council members, conducts educational work on ethical standards, and provides advice on those standards, excluding specific conduct cases. Additionally, the Committee is required to review the code of conduct at least once every four years.

During 2023/24 the Privileges Committee conducted inquiries into ICAC recommendations arising from Operation Keppel and Operation Witney (Keppel inquiry), reviewed the Independent Complaints Officer (ICO review inquiry) and considered a draft regulation on member disclosure requirements including holding an information session for members on the proposed changes. (The Committee tabled its reports after the current reporting period). The Committee also provided educational materials on unauthorised disclosures which were distributed by the President to all members.

During the reporting period, the Committee:

- conducted **6 inquiries**
- tabled **2 reports**
- received **17 submissions**
- held **15 meetings**.

## PROCEDURAL DEBRIEFS

During the reporting period, the Clerk of the Parliaments continued to host popular half-hour 'Friday Debrief' sessions for members, members' staff and parliamentary staff on the Friday of each sitting week. These debriefs provide an opportunity to explain procedural highlights from the week's sitting, to explore unusual or complex aspects of the Council's work, and to reflect on some of the lighter moments of the week.

The debriefs aim to be both informative and entertaining. Coordinated by the Office of the Black Rod team, presenters are drawn from across the Department's three teams based on the events of the sitting week. Audience numbers remain high and regularly include members, Ministers, members' staff and parliamentary staff from across the three departments.







## Supporting the work of Committees



**37**

new inquiries established



**44**

active inquiries



**7,752**

inquiry submissions



**379**

responses to online questionnaires



**139**

hearings, including 49 for Budget Estimates



**1,850**

witnesses before hearings



**25**

inquiry reports tabled



**8**

Government responses to reports received



### LC COMMITTEE MEMBERS HUB

During the 2023/24 financial year, the Legislative Council's Committee Office led an innovative approach following the Parliament-wide rollout of SharePoint and Teams, creating a secure electronic repository for members to access key inquiry documents. The LC Committee Members' Hub, a bespoke SharePoint site, serves as a centralised 'one-stop shop' for sharing committee content such as submissions, hearing schedules, meeting papers, Webex links, transcripts, and reports. This new system streamlines access to important documents, reducing the reliance on numerous emails throughout the inquiry process.

Rolled out to all Legislative Council committees following a successful trial in early 2024, the Hub has benefited both committee members and secretariats by providing clarity, improving security, and simplifying the management of committee information. More recently, a committee calendar feature was added to give members a month-view snapshot of committee activities, including hearings, meetings, site visits, and report deliberatives.

The LC Committee Members' Hub has become an essential tool, enhancing the efficiency of committee processes while ensuring secure and easy access to information for members and their staff.

### BUDGET ESTIMATES

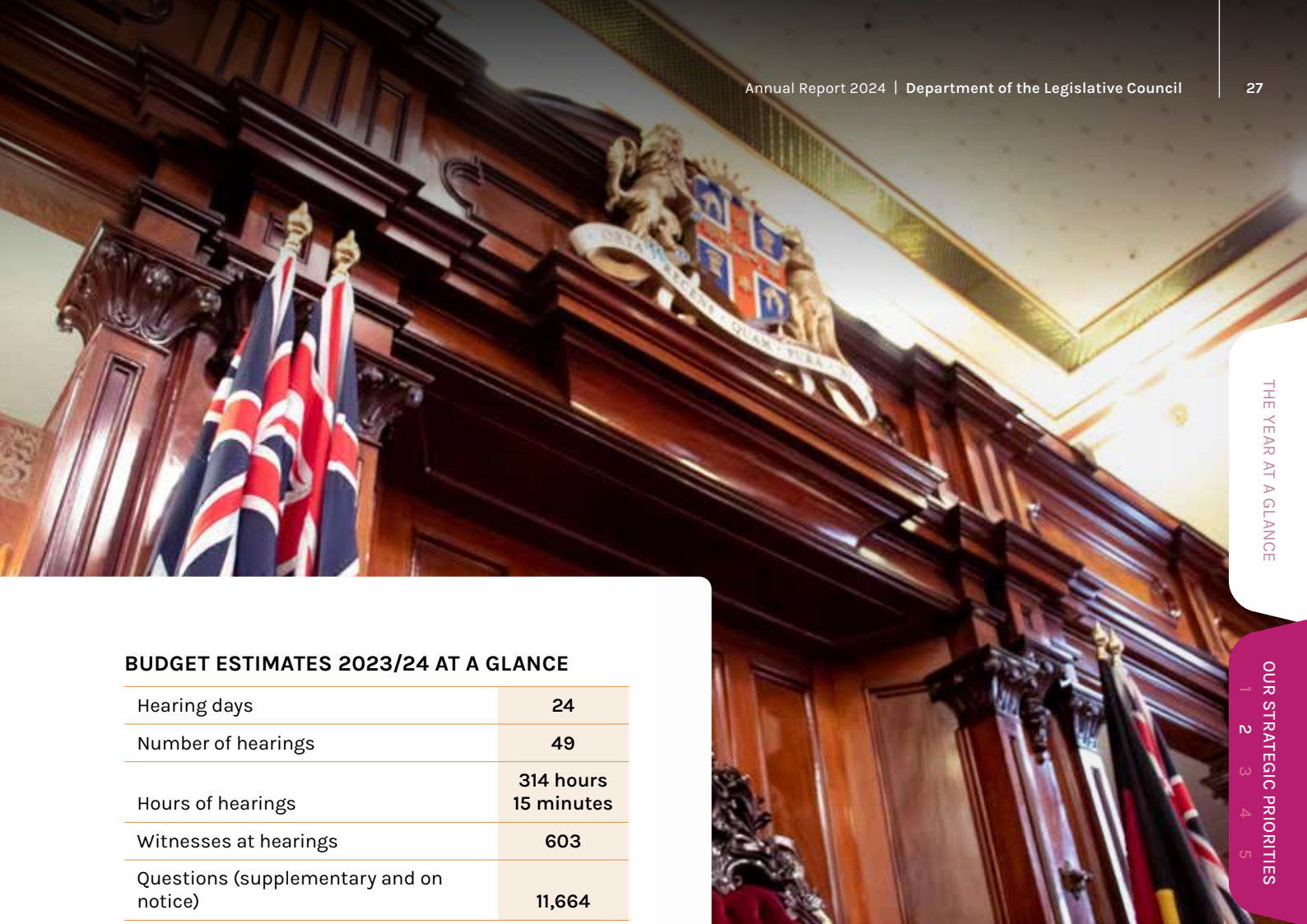
Each year, the Budget Estimates inquiry process allows the Council's committees to scrutinise the state budget and to explore issues relevant to the expenditure, performance and effectiveness of government agencies. The initial round of Budget Estimates 2023/24 was held over 11 days from 24 October 2023 to Friday 10 November 2023. A total of 24 hearings were conducted, resulting in approximately 158 hours of questioning of ministers and government officials. At these hearings, 295 witnesses appeared before the eight portfolio committees and collectively received a total of 8,767 questions on notice and supplementary questions.

There was only one hearing conducted during the supplementary round of Budget Estimates 2023/24. Portfolio Committee No. 4 - Regional NSW examined the portfolios of Agriculture, Regional New South Wales, Western New South Wales on 13 December 2023. The Committee heard from 14 witnesses over approximately seven hours. The Committee asked 152 questions on notice and supplementary questions.

The additional round of Budget Estimates 2023/24 was held over 12 days from 20 February to 7 March 2024. A total of 24 hearings were conducted, resulting in around 150 hours of questioning of ministers and government officials. The eight portfolio committees heard from a total of 294 witnesses and collectively asked 2,745 questions on notice and supplementary questions.

Find the final reports, transcripts and videos for the 2023/24 Budget Estimates inquiries at [www.bit.ly/estimates-23-24](http://www.bit.ly/estimates-23-24)





**BUDGET ESTIMATES 2023/24 AT A GLANCE**

Hearing days	24
Number of hearings	49
Hours of hearings	314 hours 15 minutes
Witnesses at hearings	603
Questions (supplementary and on notice)	11,664

**A COMPARISON OF BUDGET ESTIMATE FIGURES**

	2023/24	2022/23	2021/22	2020/21
Hearing days	24	18	35	12
Number of hearings	49	31	63	25
Hours of hearings	314 hours 15 minutes	183 hours 33 minutes	311 hours 53 minutes	141 hours 4 minutes
Witnesses	603	336	576	231
Questions (supplementary and on notice)	11,664	4,832	8,822	6,090

**LIST OF INQUIRIES INTO BILLS**

During the reporting period, the following bills were referred to committees for inquiry and report:

**Government bills**

- Electoral Funding Amendment Bill 2023
- Climate Change (Net Zero Future) Bill 2023
- Jury Amendment Bill 2023

**Private members' bills**

- Parliamentary Evidence Amendment (Ministerial Accountability) Bill 2023
- Alcohol Consumption in Public Places (Liberalisation) Bill 2024.

The reports for each of these inquiries, apart from the Alcohol Consumption in Public Places (Liberalisation) Bill 2024, were also finalised during the reporting period. Find the reports and further details of the inquiries via [www.bit.ly/lc-inquiries](http://www.bit.ly/lc-inquiries)



## ACCOUNTABILITY AND POLICY INQUIRIES

### SELECT COMMITTEE ON BIRTH TRAUMA

In May 2024, the Select Committee on Birth Trauma published its report. The inquiry into birth trauma was the first of its kind in the world and inspired a similar inquiry in the UK.

The Committee received over 4,000 submissions from across the country and held six hearings: four in Sydney, one in Wollongong and one in Wagga Wagga. Importantly, witnesses included individuals with lived experience of birth trauma. The Committee made several adjustments to standard inquiry practice in recognition of the sensitive nature of birth trauma, as listed below.

- The Committee held a private briefing with four experts to learn about birth trauma and obstetric care in NSW, and how to engage with witnesses in a trauma-informed way.
- Witnesses with lived experience were invited to meet with the Committee members before public hearings to acquaint themselves and have an informal discussion.
- Two counsellors attended each hearing to provide support for witnesses with lived experience.
- The Chair made a statement at the start of each hearing regarding potential sensitive content and themes.

### JOINT COMMITTEES

In December 2023, the newly established Modern Slavery Committee published its first report on the Review of the *Modern Slavery Act 2018*. The Joint Committee recommended that it continue to review the Act and seek further evidence from individuals with lived experience of modern slavery.

The Committee also commenced an inquiry into the *Ethical Clothing Extended Responsibilities Scheme 2005 (NSW)*, with a particular focus on its potential to mitigate the risks of modern slavery in the textile, clothing and footwear industry in NSW. The Committee is the first of its kind in the world to examine existing legislation and regulation through the lens of preventing and addressing modern slavery.

Notably, the Modern Slavery Committee is the first joint committee administered by the Legislative Council since 2014. The Legislative Council is also administering the Joint Select Committee on Arts and Music Education and Training in New South Wales, established in May 2024, and the Joint Standing Committee on Net Zero Future, established in June 2024.





## PUBLIC ACCOUNTABILITY AND WORKS COMMITTEE

On 31 May 2023, the Public Accountability and Works Committee commenced its inquiry into the NSW Government's use and management of consulting services. The inquiry followed concerns raised by the Auditor-General's report on *NSW government agencies' use of consultants*, published in March 2023, which concluded that NSW government agencies do not procure and manage consultants effectively.

The Committee examined a wide range of issues during the inquiry including procurement policies, questions around transparency and accountability, value for money, conflicts of interest, and the impact of the use of consultants on the capacity and development of the public service.

The Committee received 28 submissions from individuals, academics, unions, the Government, various consulting firms, as well as accounting oversight bodies. Ten hearings were held between June 2023 and February 2024. Witnesses included representatives from a number of government departments and agencies, including NSW Health, Treasury, and Transport for NSW as well as the 'big four' consulting firms, academics, think tanks, accounting bodies and unions.

While submissions and oral testimony at hearings often represent the bulk of evidence gathering by a committee, in this inquiry the Committee received a great deal of detailed evidence (thousands of pages) in the form of answers to questions on notice and supplementary questions.

The final report was tabled on 29 May 2024. The report explored some of the difficulties of calculating and comparing the spend on consulting services by different government agencies. It assessed the circumstances in which the use of consultants could be considered to represent value for money and noted particular issues around the use of consultants for core government work as well as when an initial engagement is varied and extended. The report also considered some of the ramifications for the public sector, especially concerns around a 'hollowing out' of the public service.

Conflicts of interest, both actual and perceived, and the damage that can result when these conflicts are not properly identified or managed was one of the big issues that emerged throughout the inquiry. Evidence showed that the public and private sectors can have a different view of these conflicts, due to the impact of perceived conflicts of interest on public trust.

The Committee made nine findings and 28 recommendations in their report. Many recommendations sought to prevent unethical behaviour by consulting services when working with government agencies. Other recommendations focused on areas in which the public service could be strengthened so as to reduce the reliance on consultants.





Conference in Singapore on Artificial Intelligence, Disinformation and Parliament

## COMMONWEALTH PARLIAMENTARY ASSOCIATION

Founded in 1911, the Commonwealth Parliamentary Association (CPA) is a Membership association that brings together members united by the pursuit of the positive ideals of parliamentary democracy.

The CPA is made up of over 180 legislatures (known as Branches) that are grouped into nine geographic regions. It offers an important and unique opportunity for Parliamentarians and parliamentary staff to engage in ongoing professional development, collaborate on issues of mutual interest and to share good practice.

In 2023/24, more than 300 members and former members of the NSW Parliament were members of the CPA, NSW Branch. The administration of the NSW Branch is managed by the Honorary Secretary/Treasurer, in collaboration with the Honorary Assistant Secretary/Treasurer, roles shared by the Clerk of the Parliaments and the Clerk of the Legislative Assembly. The Clerk of the Parliaments, David Blunt AM, was the Honorary Secretary/Treasurer for this period.

This year, 11 Legislative Council members and staff participated in study tours and international conferences including the Commonwealth Conference on Parliamentary Scrutiny and Oversight of National Security; CPA Conference on Artificial intelligence and Disinformation: Democracy in the age of deepfakes; the 72nd Westminster Series; and the 66th Commonwealth Parliamentary Conference (CPC).



Conference in the UK on Parliamentary Scrutiny and Oversight of National Security



Westminster Seminar Series



66TH COMMONWEALTH PARLIAMENTARY CONFERENCE  
ACCRA, GHANA

30th September - 6th October, 2023



THE YEAR AT A GLANCE

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### 2023 CPA CONFERENCE

The 66th CPC was hosted in Accra, Ghana from 30 September to 6 October 2023, confirming the appointment of the Hon Ben Franklin MLC, President of the Legislative Council to the position of President of the CPA. The 67th CPC will be held in Sydney from 3 to 8 November 2024. The theme for the conference is *Engage, Empower, Sustain: Charting the course for resilient democracy* and will include various workshops exploring parliamentary participation and engagement as well as challenges facing Parliamentarians such as personal security and the use of artificial intelligence. Preparations for the conference, led by a secretariat comprising staff from the Legislative Council and Legislative Assembly, commenced in late 2023. The 67th CPC will be covered in detail in the 2025 annual report.

### PARLIAMENTARY FRIENDSHIP GROUPS

Parliamentary Friendship Groups are established by members of Parliament to provide a forum for shared causes or interests, or to arrange events and assist delegations associated with countries and regions. Across the full 2023/24 period there were 77 unique Parliamentary Friendship Groups in operation. A list of all groups as of 30 June 2024 is provided at Appendix 7 (p83). Noting that Parliamentary Friendship Groups are approved for the term of a Parliament, during the 58th Parliament a large number of groups were renewed and 18 new groups were established, so that at the time of reporting (inside the 2023/24 period), 77 groups are in operation - with applications continuing to be received and processed by the Office of the Black Rod team.

### INTEGRITY ROLES RELATING TO MEMBER SUPPORT & CONDUCT

#### THE INDEPENDENT COMPLAINTS OFFICER

The role of the Independent Complaints Officer (ICO) was established by resolutions of both Houses in March 2022. The role of the Officer is to receive, investigate and resolve complaints about the conduct of members in relation to the use of their entitlements, the disclosure of interests and bullying and harassment. The resolutions of the Houses establishing the position followed extensive inquiries and numerous reports from the Privileges Committees of each House. The resolutions required the Officer to develop an investigations protocol. The current Independent Complaints Officer is Ms Rose Webb.

Ms Webb has reported quarterly to the Privileges Committees on her work.

A review of the Independent Complaints Officer by the Privileges Committee is currently underway, with the report due out during the next reporting period.

#### THE PARLIAMENTARY ETHICS ADVISER

The Parliamentary Ethics Adviser, Mr John Evans PSM, former Clerk of the Parliaments, is appointed by a joint resolution of both Houses. The Adviser's role is to provide ethical guidance to any member of Parliament who requests advice, particularly on issues related to their parliamentary duties, such as the use of entitlements and managing potential conflicts of interest.

The Adviser operates within the framework of any Code of Conduct or guidelines adopted by the House, though legal advice is not part of the role. Each year, the Ethics Adviser reports to the Houses on the number of members seeking advice and the ethical issues raised. Additionally, the Privileges Committee of each House meets annually with the Adviser and tables an annual report in the House.

In the most recent annual report, tabled on 10 October 2023, the Adviser reported that advice was provided 36 times, with advice being sought by seven members in the Council, one former Minister in the Council, eight members of the Legislative Assembly and eight former Ministers in the Assembly.





## STRATEGIC PRIORITY 3

# Enhancing Workforce Capability: People, Values and Culture

A focus on increasing staff training opportunities, encouraging leadership development and the appointment of a dedicated Inclusion and Diversity group saw the Department continue to work towards enhancing the capability of our people in 2023/24.



## Meet our Executive Team



### David Blunt AM

#### Clerk of the Parliaments and Clerk of the Legislative Council

David is responsible to the President for the efficient and effective administration of the Department. He provides expert advice on parliamentary law, practice and procedure to the President, Deputy President, ministers and members.



### Steven Reynolds

#### Deputy Clerk

Steven assists the Clerk to manage the planning, development and performance of the Department to ensure its effective operation within budgetary constraints, as well as managing the Office of the Clerk.



### Stephen Frappell

#### Clerk Assistant - Procedure

Stephen provides strategic oversight of the Procedure Office, which includes providing authoritative and timely advice on complex parliamentary procedure, law and protocol.



### Stewart Smith

#### Acting Clerk Assistant - Procedure

From January to March 2024 Stewart Smith was Acting Clerk Assistant - Procedure, and from April, Sharon Ohnesorge was Acting Clerk Assistant - Procedure.



### Sharon Ohnesorge

#### Acting Clerk Assistant - Procedure



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**Beverly Duffy**

**Clerk Assistant  
- Committees**

Together, Beverly and Tina provide strategic oversight of the Committees Office, which includes providing authoritative and timely procedural advice and guidance in the delivery of parliamentary inquiries.



**Tina Higgins**

**Acting Clerk Assistant  
- Committees**



**Jenelle Moore**

**Clerk Assistant  
- Bicentenary and Corporate**

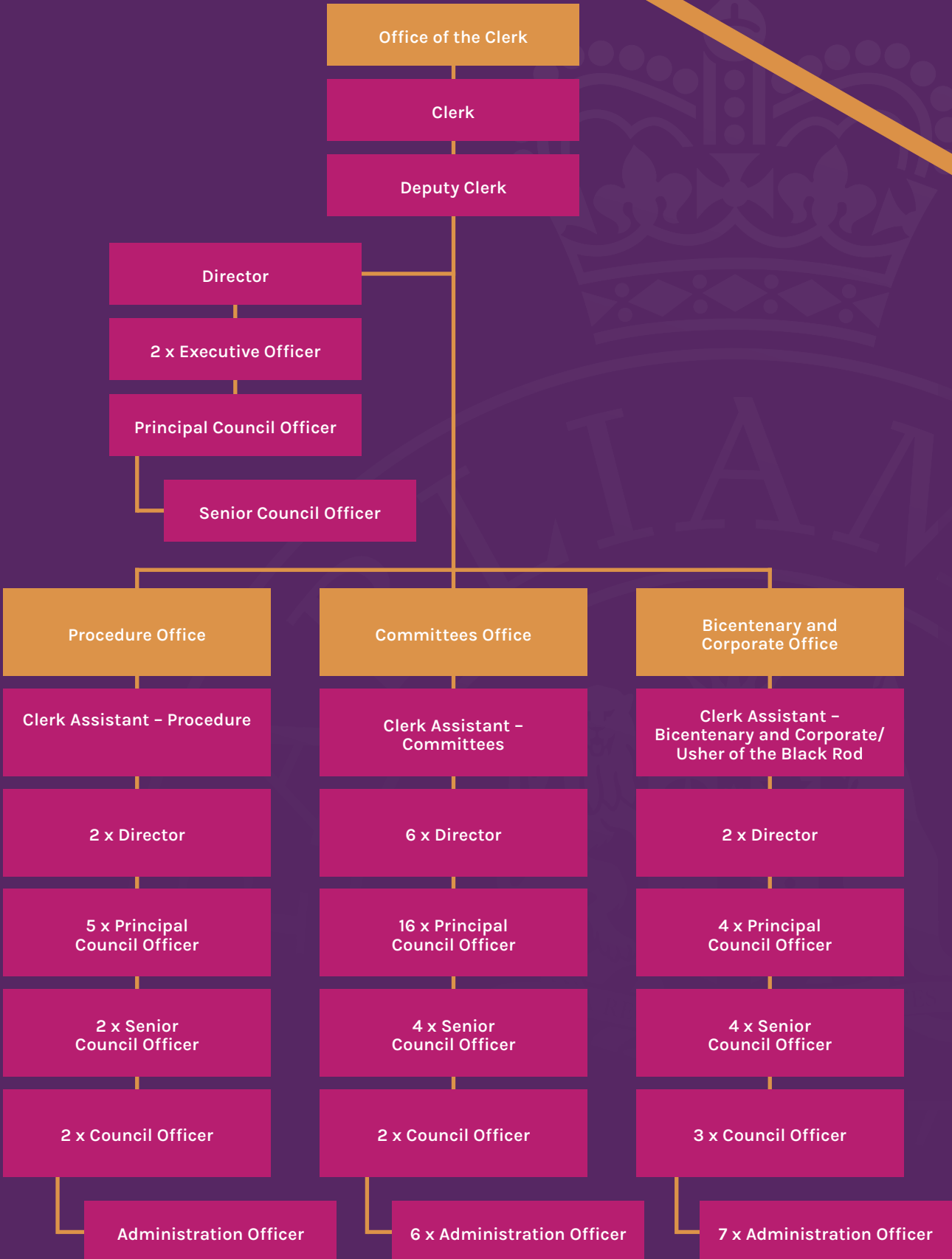
Jenelle provides strategic oversight of the Office of the Black Rod, delivering essential corporate and protocol activities across the Department, and overseeing delivery of Bicentenary events and resources. She also holds the title of Usher of the Black Rod, the most senior protocol position in the Council.





# ORGANISATION CHART

As of 30 June 2024





## PEOPLE MATTER SURVEY

The People Matter Survey is an employee opinion survey conducted annually by the NSW Public Service Commission. The staff response rate in the Council for 2023 was 100%, with the 2024 survey underway at the time of writing.

The Department received scores in the mid to high 80% ranges for employee engagement, job purpose and enrichment, employee voice, teamwork, inclusion and diversity and customer service, and a score of 94% for ethics and values. The Department's score for employee engagement (85% reported they were highly or very engaged) continues to be on par with the most engaged workplaces across the public sector and compares extremely favourably with private sector workplaces. This is testament to the commitment and motivation of the highly professional staff who make up the Department. Scores across most areas improved from the 2022 survey, but the lowest scores remain in the areas of wellbeing, burnout, pay, feedback, and performance management, reflecting the very high workload in recent years.



Emma Rogerson and President of the Legislative Council, the Hon Ben Franklin



### STAFF RECOGNITION: PARLIAMENTARY SERVICE AWARDS

The Parliamentary Service Awards have been held since 1986, an opportunity for the Presiding Officers to recognise staff who have reached significant milestones in their service to the Parliament.

At a function held on 23 November 2023, the Presiding Officers, Joint Clerks and the Chief Executive presented the latest awards, including these recipients from the Legislative Council:

- Emma Rogerson (10 years)
- Elspeth Dyer (10 years)
- Madeleine Foley (20 years)



## PARLIAMENTARY ADVISORY GROUP ON BULLYING, SEXUAL HARASSMENT AND SERIOUS MISCONDUCT

The Parliamentary Advisory Group on Bullying, Sexual Harassment and Serious Misconduct (PAG) advises on the implementation of the Broderick Review and for respectful and safe parliamentary workplaces.

Staff of the Department have supported the PAG in 2023/24:

- Shaza Barbar, Emily Whittingstall and Rhea Goundar as members of the Secretariat
- Merrin Thompson as a PAG member.

The PAG report for 2023/24 can be found in [Appendix 8](#).

## DEVELOPMENT OF LEADERSHIP CAPACITY

In the last two years, a number of staff have stepped up into new leadership roles at either the Director or Senior Officer level. Skills have been developed through extended acting opportunities, but also through more formal training programs such as the Great Managers course - aimed at staff at the grade 9/10 and 11/12 levels, and participation in an executive leadership program for new Senior Officers. Executive coaching has also been offered to new Senior Officers as part of their development, assisted by 360-degree feedback.



## GRADUATE PROGRAM

The Legislative Council took on its first graduate, through the NSW Government Graduate Program facilitated by the Public Service Commission.

The 18-month program involves three six-month rotations for each graduate, plus mentoring and network opportunities, providing graduates with structured and challenging experiences to develop professional skills and capabilities. The aim of the program is for graduates to be offered ongoing appointments in the public sector following completion.

On 5 February 2024, Marina Yuan started a six-month rotation in the Committee Office, working on the inquiry into children and young people with disability in educational settings, among other inquiries. Marina gained unique insight into parliamentary procedure and inquiries.

## PERFORMANCE DEVELOPMENT PROGRAM

The Department's Performance Development Program provides an opportunity for managers and staff to identify performance and career goals. The program is conducted every 12 months, with the option of an informal review at six months or earlier and was in place throughout 2023/24.





## THE LEGISLATIVE COUNCIL INCLUSION AND DIVERSITY GROUP

The Department of the Legislative Council is committed to building and supporting a workforce that is inclusive and reflects the diversity of the broader community we serve.

### INITIATIVES OF THE LC INCLUSION AND DIVERSITY GROUP

In late 2023, a newly appointed LC Inclusion and Diversity Group commenced the process of developing a new four-year Workplace Inclusion and Diversity Plan – 2024 to 2027. As a first step, the Group reviewed the previous 2019-2023 plan, reporting on all previous actions and documenting the lessons learned for the next plan. It then undertook an extensive consultation process, in readiness for the new plan's commencement in the next reporting period.

In the meantime, the Group hosted a number of inclusion and diversity related events, supplementary to Parliament-wide events, that also built understanding among staff. The adopted practice at each event was that where possible, staff members would speak about their lived experiences. These included:

- Diwali (Festival of Lights)
- R U OK Day
- International Day of People with Disability
- International Day for the Elimination of Racial Discrimination (Harmony Day)
- Mardi Gras
- Refugee Week.

The Department instituted the practical strategy of setting inclusion and diversity as a standing agenda item at every all-staff meeting and Legislative Council management meeting. This provides the opportunity to share information and keep a focus on our commitment to these values.

## LC REPRESENTATIVES ON PARLIAMENT-WIDE I&D GROUPS

An important continuing element building the Department's inclusive culture is its group of representatives in a number of inclusion and diversity areas – including Aboriginal and Torres Strait Islander people, mental health and wellbeing, young professionals, mature age people and people with disability.

The representatives embody inclusive leadership in respect of their group through individual and group advocacy that promotes awareness, visibility and validation of all groups in our workplace. Each representative is a member of the Department's management team, with corresponding representatives in the Department of the Legislative Assembly and Department of Parliamentary Services.

## CONTINUED IMPLEMENTATION OF RELEVANT RECOMMENDATIONS OF THE BRODERICK REVIEW

While findings of the Independent Review into Bullying, Sexual Harassment, and Sexual Misconduct in NSW Parliamentary Workplaces were released in the previous financial year, the Parliament continues work to implement its recommendations. This review, commissioned in July 2021 by the Parliamentary Executive Group – which includes the President, the Speaker, the Clerks of both Houses, and the Chief Executive of the Department of Parliamentary Services – was led by former Sex Discrimination Commissioner Elizabeth Broderick AO. Known as the 'Broderick Review,' it aimed to address workplace misconduct within NSW Parliament.

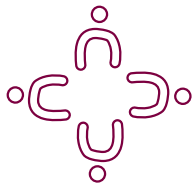
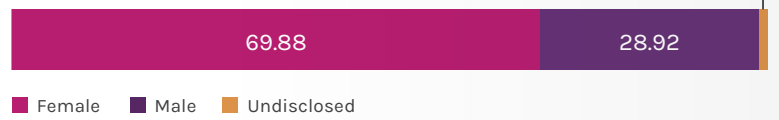
Staff of the Department have supported the implementation of the Broderick Review recommendations in 2023/24 in a number of ways:

- contributing to the work of the Privileges Committee, which is responding via inquiry work to several of the recommendations
- contributing to the development of enhanced policies around bullying and harassment, alcohol, public interest disclosures and other related matters
- providing secretariat support to the Parliamentary Advisory Group (PAG) on Bullying, Sexual Harassment and Serious Misconduct, as well as having a representative on the PAG
- the Clerk, through meetings of the Parliamentary Executive Group (PEG) overseeing the implementation process and allocation of recommendations to work areas.

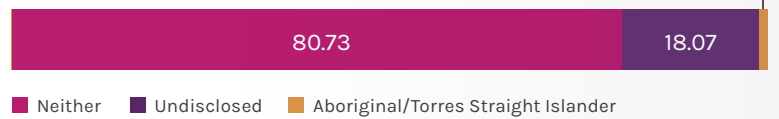
## DIVERSITY & REPRESENTATION



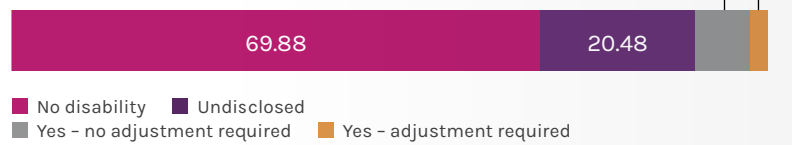
### Gender (%)



### Aboriginal/Torres Strait Islander (%)



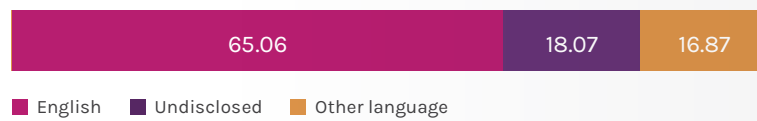
### Disability (%)



### Racial/Ethnic Minority Group (%)



### Language First Spoken (%)







ANZACATT Professional Development Seminar in Darwin

## STAFF DEVELOPMENT AND TRAINING

Staff development and training occurs through many different platforms, with some targeted at specific needs or individuals and others more widely offered. All staff complete mandatory training modules on workplace requirements such as WHS on an annual basis.

## PARLIAMENTARY CONFERENCES & TRAINING

Each year, the Department sends experienced staff to the two annual parliamentary conferences - this year seven staff attended the Australia and New Zealand Association of Clerks-at-the-Table (ANZACATT) Professional Development Seminar held in January in Darwin, with Deputy Clerk Steven Reynolds and Acting Director Shaza Barbar delivering papers, and five staff attended the Australasian Study of Parliament Group (ASPG) Conference held in Perth in September 2023, with Vanessa O'Loan, Kate Mihaljek and Frances Arguelles delivering papers. Two staff, Peta Leeman and Arizona Hart, were also accepted into the ANZACATT Parliamentary Law, Practice and Procedure (PLPP) Course, run for the first time by the University of South Australia.

## DEAF AWARENESS TRAINING

In early 2024, the Legislative Council organised two sessions of Deaf Awareness Training for staff of the Legislative Council, Department of Parliamentary Services and Legislative Assembly.

These sessions were specifically designed to welcome and support a new deaf colleague, while also fostering an inclusive and accessible work environment for all staff and the broader community.

The training, signed by Dion and interpreted by Rhonda and Bettina from Deaf Connect, equipped staff with practical strategies and best practices for effective interaction in various settings and focused on enhancing communication and engagement with individuals who are deaf or hard of hearing. Staff learnt about the different types of deafness, as well as the impact of hearing loss for the individual. The sessions also offered insights into the Deaf world, its community and culture, and the role and use of interpreters and support services available.

## CULTURAL EDUCATION WORKSHOPS

In early December 2023, external facilitators held a fourth cultural education workshop for Legislative Council staff, aimed at increasing organisational engagement, understanding and connection with First Nations peoples of Australia. The workshop was facilitated by Aboriginal-owned company Mirri Mirri and focused on enhancing understanding of Australian First Nations culture and kinship structures, the impact of colonial disruption to traditional First Nations societies, and how to improve cultural safety in the workplace, including in the delivery of programs and policy.



ANZACATT Parliamentary Law, Practice and Procedure Course in Adelaide



## STAFF WELLBEING

The Department of the Legislative Council is committed to ensuring the workplace health and safety of our employees and visitors and it is a high priority across the Parliament. In accordance with the *Work Health and Safety Act 2011*, the Work Health and Safety (WHS) Committee meet quarterly to ensure compliance. Director, Vanessa O’Loan and staff representatives, Andrew Ratchford and Gareth Perkins (elected Chair) represented the Legislative Council throughout 2023/24.

## EMPLOYEE ASSISTANCE PROGRAMS

Throughout 2023/24 the Parliament had three Employee Assistance Programs (EAPs) available, providing free, professional, and confidential counselling services. These services were available to all members, staff, their immediate family members, and those in close relationships with them. The EAP service providers were:

- TELUS Health
- ACON’s Pride Employee Assistance Program for specialised support for those in the LGBTIQ+ community
- Yamurrah for First Nations staff and issues relating to First Nations peoples.

## WHS INCIDENTS

The Department of the Legislative Council utilises the Parliament’s online WHS reporting system, SolvSafety, to enable members and staff to report injuries, near-misses and workplace hazards. This system enhances injury management and reinforces the commitment to prioritising WHS for all members, staff and visitors.

Additionally, the Legislative Council adheres to a comprehensive Work Health and Safety Policy that emphasises a proactive, reasonably practicable, risk management approach. The Department continually implements measures to identify, assess, control, monitor, and review workplace hazards in strict compliance with work health and safety legislation, regulations, and codes of practice established by SafeWork NSW and other regulatory bodies.

All staff are encouraged to report incidents, hazards and near misses as soon as practicable following an incident to manage risks proactively and enhance work health and safety outcomes.

During the reporting period, there were a total of three incident reports logged involving members and staff, with one near miss. See the summary of WHS incidents in the table below.

## SUMMARY OF WORKPLACE HEALTH AND SAFETY INCIDENTS

	2023/24	2022/23	2021/22	2020/21
No. of incidents	3	2	0	2
Near miss/hazard	1	2	0	1
Strains & overuse	0	1	0	0
Slips, trips & falls	1	1	1	0
Other	2*	1*	0	0
Lost-time injuries	0	0	0	0
Claims	0	0	1	1
New claims cost	\$0	\$0	\$3,320	\$0

\* Hit object with part of body





## STRATEGIC PRIORITY 4

# Upholding the Independence of a Strong and Effective Parliament

Upholding the independence of a strong and effective Parliament includes asserting the Parliament's powers and fostering interparliamentary relationships, as demonstrated through several key initiatives across the financial year.



## EXPANSION OF THE REGULATION COMMITTEE

On 19 October 2023, the Legislative Council resolved that the functions of the Regulation Committee be expanded to include detailed scrutiny of the making of delegated legislation in New South Wales against the scrutiny principles set out in section 9(1)(b) of the *Legislation Review Act 1987*. The House determined that this function should commence from the first sitting day in 2024, initially for a 12-month trial. The resolution was supported by all parties in the House.

The Committee tabled its first Delegated Legislation Monitor on 14 March 2024. Monitor No. 1 of 2024 scrutinised instruments made from 6 February 2024 against the scrutiny principles set out in section 9(1)(b).

As at 30 June 2024, the Committee had:

- tabled **6 Delegated Legislation Monitors**,
- scrutinised **94 statutory instruments**,
- identified issues in **21 instruments**, and
- received **5 undertakings by Ministers or bodies** to amend relevant instruments in response to issues identified in a Monitor.

Given the specific skills required to support this function, a dedicated secretariat with experience undertaking detailed legislative scrutiny was recruited and appointed in late 2023. As per the resolution establishing the expanded scrutiny function, an external legal advisor was also appointed by the Committee. Dr Ellen Rock, Senior Law Lecturer, University of Technology Sydney, was appointed to this position for a period of 12-months. Dr Rock assists the secretariat in undertaking complex legislative analysis and provides independent advice to the Committee on relevant issues.

A website with expanded functionality was developed to better support the Committee's additional scrutiny function.

The additional functionality was completed in May 2024 and is being fully utilised in the publication of the Committee's work relating to its additional scrutiny function. This includes publishing an index of instruments the Committee has scrutinised, and an index of undertakings made by Ministers or bodies in response to the Committee's scrutiny concerns setting out which undertakings have been implemented and which are outstanding.

The website was delivered by the Department of Parliamentary Services' digital transformation project team, with more information about this project set out under *Strategic priority 5: Modernising of the Parliament* in this report. It can be viewed via [www.bit.ly/reg-committee](http://www.bit.ly/reg-committee)

## FUNDING FOR THE DEPARTMENT OF THE LEGISLATIVE COUNCIL

During the 57th Parliament, the Legislative Council's Public Accountability Committee undertook an important inquiry into the budget process for independent agencies and the Parliament of NSW. This has triggered a number of reforms, however, the best mechanism to ensure appropriate funding for the Parliament continues to be elusive.

The 2024/25 state budget, including the *Appropriation (Parliament) Act 2024* enacted in June 2024, contained some good news for the Department of the Legislative Council. The work of the Legislative Council's Regulation Committee was supported with ongoing additional funding. The Department has also continued to reap the benefits of ongoing additional funding to support the work of the Procedure Office and Office of the Clerk, as well as Bicentenary activities through to the end of 2024.

For the next reporting period, the collegiality of the Clerk of the Legislative Assembly and the Chief Executive of the Department of Parliamentary Services, and the leadership of the President and Speaker, has enabled the Department of the Legislative Council to continue to support the important work of Legislative Council committees. However, as this is effectively one-off additional funding, drawn from a re-allocation from other areas of the parliament for one year only, it does leave the Department's ability to support parliamentary committee work, and to make ongoing staffing appointments in the Committee Secretariat, somewhat vulnerable. Resolution of this issue will be a key objective for the Department in the lead in to the 2025/26 state budget.

## AUSTRALASIAN STUDY OF PARLIAMENT GROUP (ASPG)

The Australasian Study of Parliament Group (ASPG) is a politically non-partisan body which was established in 1979 to encourage and stimulate research, writing, teaching and discussion about parliamentary institutions, particularly those in Australasia and the South Pacific.

The President and Speaker are co-Patrons of the ASPG NSW Chapter, and the Clerk of the Parliaments and Clerk of the Legislative Assembly are co-Chairs. The two House Departments provide secretariat support to the ASPG NSW Chapter, with the current and former secretarial positions rotating between the Departments each two years. In December 2023, the current secretarial position with responsibility for Chapter administration, membership management and the co-ordination of Chapter activities, rotated to the Assembly. However, due to temporary staff movement, from April 2024 both current and former secretarial positions were held by Council staff.

As a result of new initiatives during the reporting period, Chapter membership strengthened and members continued to enjoy access to parliamentary and other events which were promoted to NSW Chapter members.

The Chapter's key events for 2023/2024 included:

- **2023 National ASPG Conference** hosted by the Parliament of Western Australia in September 2023, exploring the theme of 'Freedom of Speech, Debate and Information'.



- **Australian Political Studies Association (APSA) Conference panel discussion** hosted by the NSW Chapter at the Parliament of NSW in November 2023, with members and academics exploring 'Challenges for Parliament'.

As represented elsewhere, five staff of the Council attended the annual ASPG conference, with three staff delivering papers.





Members and staff of the NPSI and the NSW Parliament at the NPSI members' induction program



## ENGAGEMENT WITH OUR TWINNED PARLIAMENTS

The twinning program, established by the Commonwealth Parliamentary Association in 2007, connects parliaments from every Australian state and territory with one or more Pacific parliaments. The program is designed to promote collaboration between twinned parliaments, to strengthen democracy in our region and ensure parliaments can fulfil their legislative, representative and oversight roles.

NSW Parliament is twinned with the Autonomous Region of Bougainville House of Representatives (BHOR) and the National Parliament of Solomon Islands (NPSI). You can learn more about twinning at [www.bit.ly/parliamentary-twinning](http://www.bit.ly/parliamentary-twinning)

Activities during the 2023/24 financial year continued to provide members and staff of both Houses with an opportunity to foster lasting connections with our Pacific colleagues and to share ideas about the operation of our legislatures.



Hon Stephen Lawrence MLC and Mr Mark Taylor MP at the members' induction with the Speaker of the NPSI, Hon Pattersen Oti and Leader of the Independents, Hon. Peter Kenilorea Jr



### PRESIDING OFFICERS AND CLERKS CONFERENCE

Staff from NSW Parliament assisted NPSI to prepare for the Presiding Officers and Clerks Conference, held in Honiara in July 2023, including administrative arrangements for online registration.

### ANZPIT CONFERENCE

From 4 to 6 October 2023, two IT representatives from NPSI attended the Australian and New Zealand Parliament Information Technology (ANZPIT) conference at NSW Parliament. The visit was supported by the United Nations Development Programme (UNDP).

The conference was an opportunity for representatives to meet with their regional counterparts and share information and ideas through presentations and facilitated sessions.

### PROFESSIONAL DEVELOPMENT ATTACHMENT

From 17 to 24 October 2023, NSW Parliament hosted delegations from NPSI and BHOR for a week-long professional development attachment supported by the UNDP. The delegations consisted of three members from NPSI, two members from BHOR and two staff from each parliament and were led by the Deputy Speaker of each jurisdiction.

The visit coincided with a sitting week and the commencement of Budget Estimates. As a result, member delegates were able to learn about the roles of NSW members on a typical sitting day and during Budget Estimates hearings.

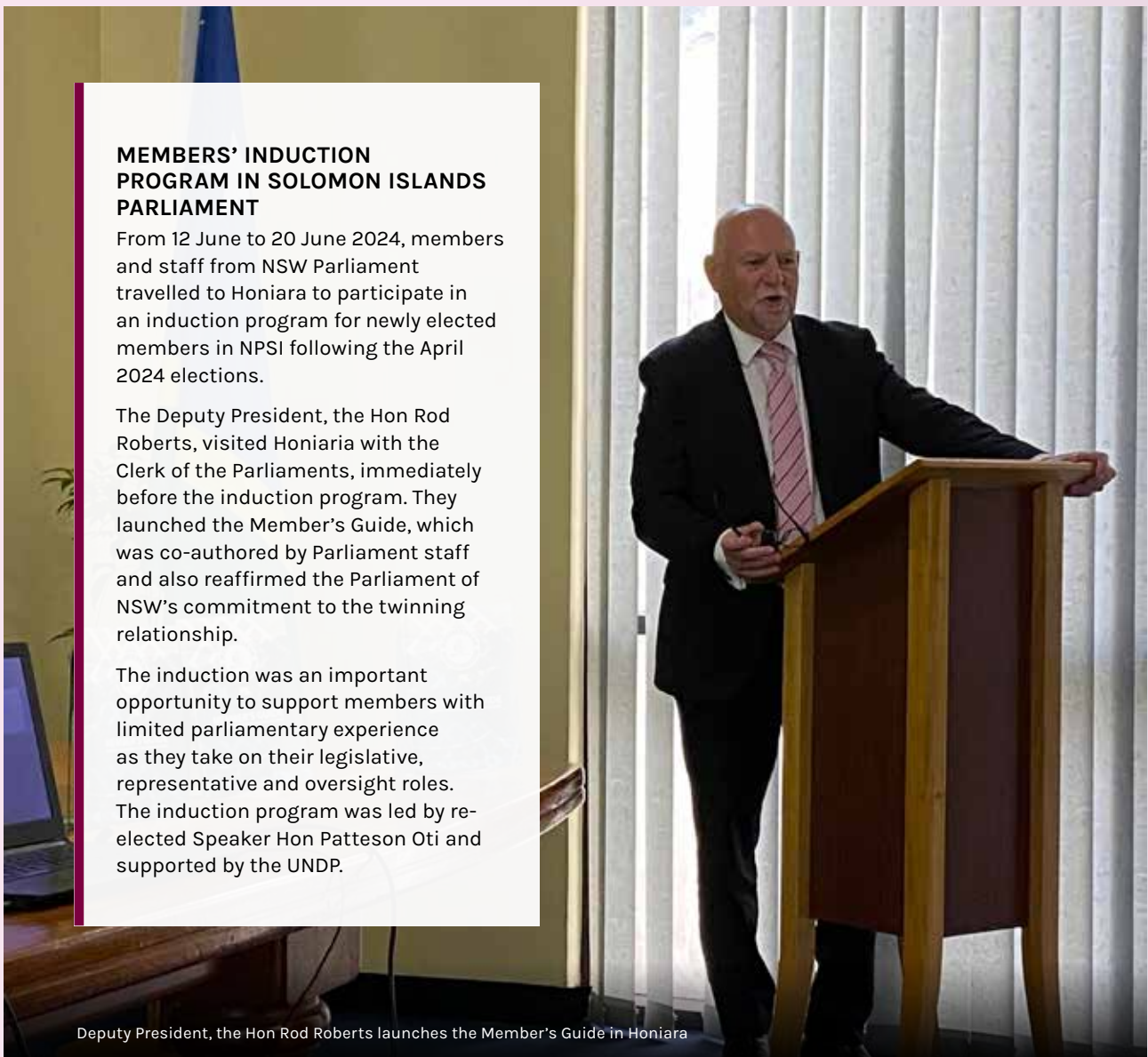
Delegates also had the opportunity to travel to members' electorate offices in The Entrance and Winston Hills to gain a more holistic understanding of the responsibilities of members of NSW Parliament.

### MEMBERS' INDUCTION PROGRAM IN SOLOMON ISLANDS PARLIAMENT

From 12 June to 20 June 2024, members and staff from NSW Parliament travelled to Honiara to participate in an induction program for newly elected members in NPSI following the April 2024 elections.

The Deputy President, the Hon Rod Roberts, visited Honiara with the Clerk of the Parliaments, immediately before the induction program. They launched the Member's Guide, which was co-authored by Parliament staff and also reaffirmed the Parliament of NSW's commitment to the twinning relationship.

The induction was an important opportunity to support members with limited parliamentary experience as they take on their legislative, representative and oversight roles. The induction program was led by re-elected Speaker Hon Patteson Oti and supported by the UNDP.



Deputy President, the Hon Rod Roberts launches the Member's Guide in Honiara





## STRATEGIC PRIORITY 5

# Modernising of the Parliament

The Department has played a key role in advancing the modernisation of the Parliament of NSW in 2023/24, from driving progress in digital technology initiatives to improving accessibility so that more people can participate in the work of the Legislative Council.



## DIGITAL TRANSFORMATION INITIATIVES

### NEW LC REGULATION COMMITTEE AND DISALLOWABLE INSTRUMENTS WEBPAGES

During the reporting period, the Digital Transformation team in DPS and the Council's Digital Transformation Officer collaborated to deliver a new website for the Regulation Committee, in response to its expanded role in 2024 (see p46). Given the unique functions of the Committee, it was deemed that the Committee needed very different functionality to that available on the traditional web pages of Council committees.

A new website was developed to allow the Committee to manage and publish the following information:

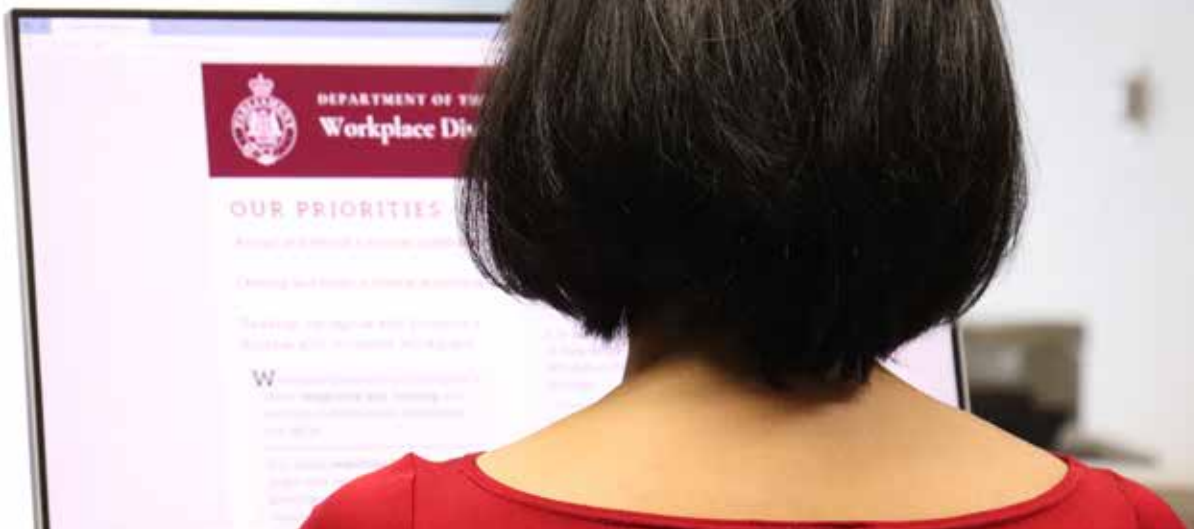
- Committee Guidelines
- Delegated Legislation Monitors
- Index of Instruments
- Index of Undertakings
- Disallowance alerts.

Additionally, the project provided functionality and a public interface for managing and publishing the status of the disallowable instruments tabled in both Houses.

The new website and additional functionality in relation to disallowable instruments went live in June 2024.

### PARLIAMENTARY INFORMATION MANAGEMENT SYSTEM (PIMS) EVOLUTION PROGRAM

The PIMS Evolution program will modernise Parliament's information management by transitioning to a secure, centralised Portal, enhancing operational efficiency, automating processes and improving access to essential records to better support all stakeholders. During the reporting period, the digital transformation team, including staff from both Houses, commenced migration of the next module, 'Pandora' into the new Portal.



## NEW WAYS OF SUBMITTING TO INQUIRIES

As part of the recent inquiry into children and young people with disability in New South Wales educational settings conducted by Portfolio Committee No. 3, the Committee sought new ways to hear from children and young people. To ensure the inquiry was accessible to all, the Committee invited submissions from children and young people in different formats. For example, individuals could choose to participate in the inquiry by:

- responding to an online questionnaire
- sending photos
- sending a drawing
- making a video or audio recording.

By encouraging the use of different submission formats, the Committee was able to hear from individuals, particularly children and young people, who may not ordinarily choose to participate or feel they are able to participate.



## AUSLAN INTERPRETERS FOR PUBLIC HEARINGS

As part of the inquiry into children and young people with disabilities in New South Wales educational settings, the Committee provided enhanced accessibility by incorporating Auslan interpreters during inquiry hearings. This marks only the second time a Legislative Council inquiry has employed Auslan interpretation, ensuring that Deaf witnesses and viewers could fully participate in real-time through both the public broadcast and public gallery.

Building on insights from the 2022 Procedure Committee inquiry into Auslan interpretation for broadcasting, committee staff successfully arranged interpreter inclusion for both the hearing setup and broadcast. The inquiry team remains committed to further improving accessibility and plans to continue offering Auslan interpreters for future inquiries.







# Financials and Governance

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THE YEAR AT A GLANCE

OUR STRATEGIC PRIORITIES

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FINANCIALS & GOVERNANCE

APPENDICES



## DEPARTMENT OF THE LEGISLATIVE COUNCIL FINANCIAL REPORT

### OVERVIEW OF LEGISLATIVE COUNCIL FINANCES

The net cost of services of the Legislative Council, including members’ programs was \$42.999 million, representing 19% of the total net cost of services of the Parliament for the 2023/24 financial year.

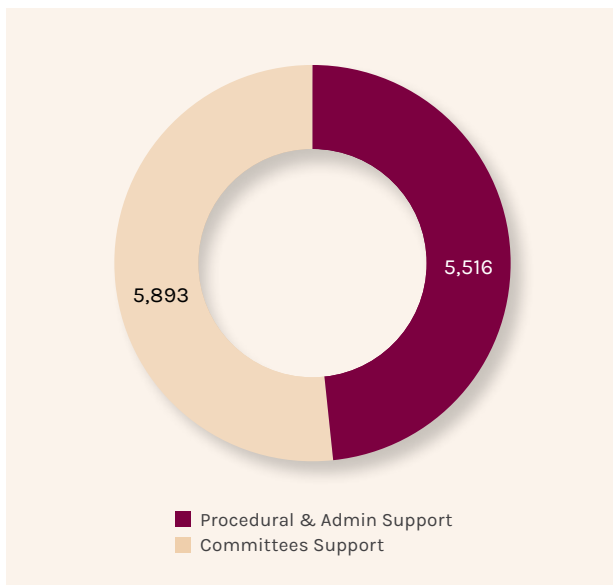
This reflects a favourable variance of \$615,000 or 1.41% compared to a budget of \$43.614 million.

The main components of this variation include:

- Employee related expenses were higher than budget by \$564,000 primarily due to increased leave provisions.
- Operating expenses were higher than budget by \$573,000 mainly due to \$268,000 in additional hardware and software cost for members and staff, \$150,000 in travel expenses and \$81,000 in maintenance costs for members and staff accommodation.
- Other expenses for members’ remuneration were lower than budget by \$1.699 million largely as a result of lower spending in members’ and Ministers’ salary and allowances.

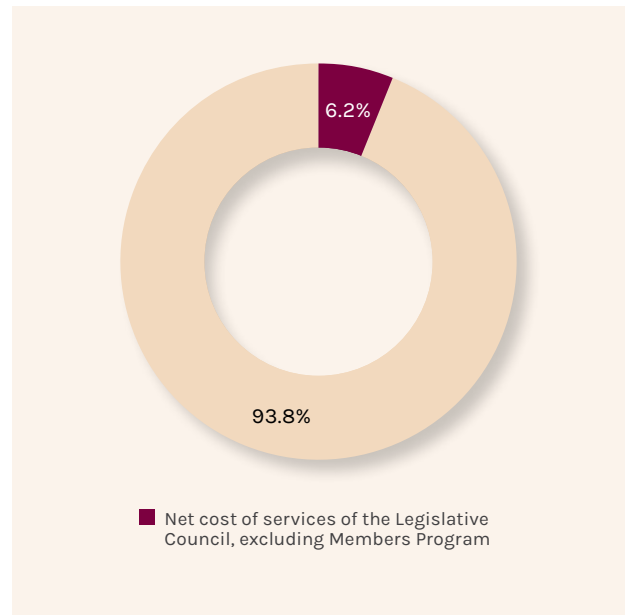
The net cost of services for the Council, excluding direct expenditure on members, was \$14.007 million which equates to 6.2% of the total net cost of service for the Parliament and 32.6% of the Legislative Council’s total net cost of services. The two main operational activities within the Council are Procedural and Administrative Support, and Committee Support.

### Legislative Council operations (\$000s)

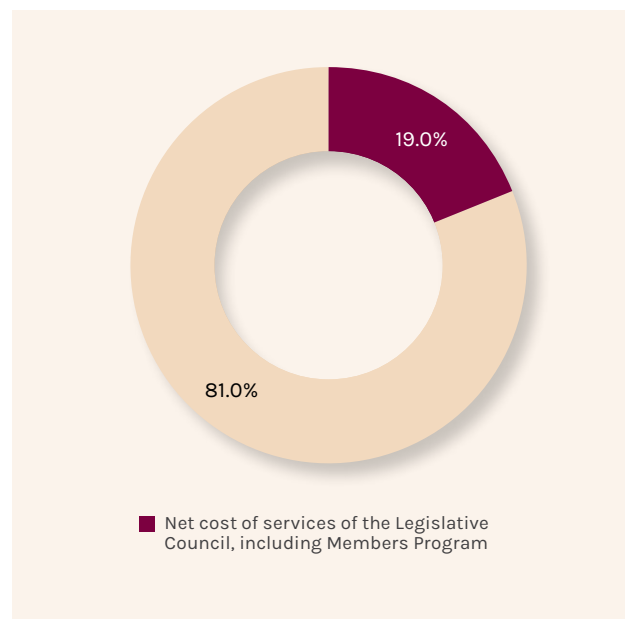


The costs represented in this financial report are unaudited and represented the best-known cost distribution for both cash and non-cash items attributable for the Legislative Council.

### Net cost of services of the Legislative Council, excluding Members Program, as a proportion of total cost of services of Parliament



### Net cost of services of the Legislative Council, including Members Program, as a proportion of total cost of services of Parliament



## LEGISLATIVE COUNCIL SUPPLEMENTARY FINANCIAL INFORMATION

Start of unaudited financial statements

### LEGISLATIVE COUNCIL CONSOLIDATED

#### Statement of comprehensive income for the year ended 30 June 2024

	Actual 2024 \$'000	Budget 2024 \$'000	Actual 2023 \$'000
<b>Expenses excluding losses</b>			
Employee related expenses	19,702	19,138	17,465
Operating expenses	4,337	3,764	3,884
Depreciation and amortisation	4,096	4,213	4,057
Grants and subsidies	144	-	-
Other expenses (Members' remuneration)	15,554	17,253	14,905
<b>Total Expenses excluding losses</b>	<b>43,833</b>	<b>44,368</b>	<b>40,311</b>
<b>Revenue</b>			
Sale of goods and services	770	747	716
Other income	64	7	14
<b>Total Revenue</b>	<b>834</b>	<b>754</b>	<b>730</b>
Gain / (loss) on disposal	-	-	-
Other Gain / (loss)	-	-	-
<b>Net Cost of Services</b>	<b>42,999</b>	<b>43,614</b>	<b>39,581</b>

### LEGISLATIVE COUNCIL – PARLIAMENTARY REPRESENTATION

#### Statement of comprehensive income for the year ended 30 June 2024

	Actual 2024 \$'000	Budget 2024 \$'000	Actual 2023 \$'000
<b>Expenses excluding losses</b>			
Employee related expenses	8,559	8,285	9,107
Operating expenses	2,742	2,380	2,364
Depreciation and amortisation	2,763	2,842	2,512
Grants and subsidies	144	-	-
Other expenses (Members' remuneration)	15,554	17,253	14,905
<b>Total Expenses excluding losses</b>	<b>29,762</b>	<b>30,760</b>	<b>28,888</b>
<b>Revenue</b>			
Sale of goods and services	770	747	716
Other income	-	-	-
<b>Total Revenue</b>	<b>770</b>	<b>747</b>	<b>716</b>
Gain / (loss) on disposal	-	-	-
Other Gain / (loss)	-	-	-
<b>Net Cost of Services</b>	<b>28,992</b>	<b>30,013</b>	<b>28,172</b>



## LEGISLATIVE COUNCIL – OPERATIONS

### Statement of comprehensive income for the year ended 30 June 2024

	Actual 2024 \$'000	Budget 2024 \$'000	Actual 2023 \$'000
<b>Expenses excluding losses</b>			
Employee related expenses	11,143	10,853	8,358
Operating expenses	1,595	1,384	1,520
Depreciation and amortisation	1,333	1,371	1,545
Grants and subsidies	-	-	-
Other expenses (members' remuneration)	-	-	-
<b>Total Expenses excluding losses</b>	<b>14,071</b>	<b>13,608</b>	<b>11,423</b>
<b>Revenue</b>			
Sale of goods and services	-	-	-
Other income	64	7	14
<b>Total Revenue</b>	<b>64</b>	<b>7</b>	<b>14</b>
<b>Gain / (loss) on disposal</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Other Gain / (loss)</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net Cost of Services</b>	<b>14,007</b>	<b>13,601</b>	<b>11,409</b>

End of unaudited financial statements

## AUDIT AND RISK COMMITTEE

The Parliament's Audit and Risk Committee operates in accordance with NSW Treasury Policy Paper Internal Audit and Risk Management Policy for the General Government Sector (TPP20-08).

The Committee's Charter states that the objective of the Committee is "to provide independent assistance to the Clerks and the Chief Executive by monitoring, reviewing and providing advice about the Legislature's governance processes, risk management and control frameworks, and its external accountability obligations."

The current members of the Audit and Risk Committee are Mr Ian Gillespie (Chair), Ms Christine Hawkins and Mr Henry Capra. All members are independent. The Committee met seven times during 2023/24 and Committee member attendance is shown in the table below.

ARC Members	Number eligible to attend	Number attended
Mr Ian Gillespie (Chair)	7	7
Ms Christine Hawkins	7	7
Mr Henry Capra	7	7

The Committee oversaw and monitored the following activities in 2023/24:

- Risk assessments including updates to the Parliament's Corporate Risk Register
- Endorsement of the Parliament's Annual Internal Audit Plan
- Progress against the Internal Audit Plan
- Final Internal Audit Reports
- Status reports on the implementation of Internal Audit and External Audit recommendations
- Draft and Final Legislature Annual Financial Statements
- Internal Financial Performance Reports
- The Parliament's Early Close procedures
- The Audit Office of NSW's Client Services Report and Management Letter
- Management's Representation Letter to the Audit Office of NSW
- Annual Attestation against the Parliament's Legislative Compliance Register
- Updates from Department Heads on key issues
- Reports on Work Health and Safety
- Business Continuity Management Implementation
- Reports on Fraud and Corruption Control.

A 2024/25 strategic 12-month plan has been developed for the Audit and Risk Committee.

## MODERN SLAVERY PROCUREMENT

**No incidents of modern slavery have been detected by staff undertaking procurement.** The Department has not received notice of issues raised by the Anti-Slavery Commissioner.

The following steps have been taken by the Department to ensure that goods and services procured are not the product of modern slavery:

- NSW Parliament – Statement of Business Ethics contains a statement on modern slavery. The Statement of Business Ethics is sent out with our approaches to market.
- Guidance for staff on how and when to assess the risk of modern slavery in the supply chain is included in Parliament’s Procurement and Contract Management Framework.
- Training sessions on the Procurement and Contract Management Framework now include a dedicated section on modern slavery. The training sessions are open to all staff at Parliament.
- The current framework is being reviewed to strengthen guidance on modern slavery.

## INTERNAL AUDIT

**The Parliament’s Internal Audit function is an independent review activity headed by the Chief Audit Executive.** The Internal Audit function, through the Chief Audit Executive, reports functionally to the Audit and Risk Committee on the results of completed audits, and for strategic direction and accountability purposes; and reports administratively to the Clerks and Chief Executive of the Department of Parliamentary Services, to facilitate day-to-day operations.

The Chief Audit Executive manages, through an outsourced audit service provider, an annual plan of risk-based audits. The annual audit plan for 2024/25 was endorsed by the Audit and Risk Committee, and during 2023/24, the following audits were conducted:

- Internal Audit of Members’ Entitlements for FY 2023/24
- Onboarding and Offboarding of Members asset management
- Physical Security, Electorate Offices Electorate offices leasing

## ENTERPRISE RISK MANAGEMENT

**The Parliament’s Enterprise Risk Management Framework incorporates all the Parliament’s policies, processes, and methodologies for identifying and managing risk,** and sets out how risk management is embedded in key business processes. The framework was reviewed and updated in 2023.

The Parliament maintains a Corporate Risk Register which is subject to quarterly review by the Parliament’s Senior Management Group (SMG) and the Audit and Risk Committee. Departments/ branches maintain operational risk registers which are also reviewed on a quarterly basis and project related risks are reviewed at least monthly.

## PROJECT MANAGEMENT OFFICE

**The Project Management Office (PMO) is a centralised function that supports the development of project management capability within Parliament** and ensures the effective and efficient execution of projects across NSW Parliament.

The PMO champions an open and collaborative culture to improve project delivery through the provision of relevant project management frameworks and tools, tailored project advice and executive level program and portfolio assurance.

This year, the PMO has overseen a diverse portfolio, supporting project teams to deliver on time and within budget. Additionally, the PMO continues to enhance and build Parliament’s project management culture by offering training and support to project teams.

## INSURANCE

**The Parliament’s insurance requirements are protected through the NSW Governments Self Insurance Scheme called the Treasury Managed Fund (TMF).** SiCorp operates the TMF scheme. icare sits within the portfolio of the NSW Treasury and provides services to SiCorp on the operation of the scheme, including contributions and claims. Gallagher Basset is the General Lines Claims Service provider and EML is the Workers Insurance Claims Service provider for the Parliament under the TMF.

	2023/24 \$	2022/23 \$	2021/22 \$	2020/21 \$	2019/20 \$
Property	603,969	488,904	412,319	320,971	229,780
Workers’ Compensation	744,098	760,810	537,801	538,455	340,804
Motor	1,306	1,079	1,028	935	540
Liability	182,647	142,679	125,145	98,735	52,990
Miscellaneous	29,370	26,359	26,269	25,455	7,060
<b>Total</b>	<b>1,561,390</b>	<b>1,419,831</b>	<b>1,102,562</b>	<b>984,542</b>	<b>631,174</b>

## BUSINESS CONTINUITY MANAGEMENT

The Parliament has continued to implement and maintain its business continuity management system to support operations through business interruption events. The business continuity governance group met four times in 2023/24, with representation from all three parliamentary departments.

A key item of business was the implementation of a Business Continuity Plan; an 18-month plan across Parliament which encompasses a comprehensive set of plans and methods aimed at mitigating risks, maintaining critical functions, and facilitating a swift recovery from any interruptions.

Part of the Business Continuity Plan was the Cyber Security mock exercise held in June 2024. The Governance, Planning and Performance team supported the Cybersecurity team to deliver a mock exercise to review Parliamentary adherence to its strategic objectives. Utilising the recommendations from the post-findings report, the aim of the mock exercise was to facilitate the support and refinement of new and more effective processes, systems and reporting moving forward.

## FRAUD AND CORRUPTION PREVENTION

The Parliament's Fraud and Corruption Control Committee met three times in 2023/24 to oversight activities from the fraud and corruption control plan, including completion rates for the online training module on ethical values and fraud and corruption prevention.

The Committee continues to monitor the online training module on ethical values and fraud and corruption prevention, with support and encouragement led by members of the Committee.

## PUBLIC INTEREST DISCLOSURES

The *Public Disclosure Act 2022* came into effect in October 2023, as per the Act, all agencies including Parliament are required to report on their Public Interest Disclosures (PIDs).

This necessitated the development of The Parliament of NSW Public Disclosure Policy and updated training materials for PIDs.

No PIDs were received and none were finalised by the Parliament in the reporting period.

## CORPORATE RISK REGISTER

The Parliament maintains a Corporate Risk Register which is subject to quarterly review by the Parliament's SMG and the Audit and Risk Committee. Departments/branches maintain operational risk.

## USE OF CONSULTANTS, CONTRACTORS AND LEGAL SERVICES

The Department expended \$404,281.43 on consultancy, contractor and legal services excluding GST, the detail of which is provided below.

### LEGAL SERVICES

During 2023/24, the Department paid a total of \$20,849.00 excluding GST for examination and report of nine disputes in relation to claims of privilege on documents returned to order under standing order 52, by the Independent Legal Arbitrator. All advices were prepared by the Honourable Keith Mason AC KC:

- Liquor and gaming compliance checks
- Department Liaison Officers in the office of the Minister for Transport
- Local and community grants decisions
- Questions on Notice by the Hon Sam Farraway MLC
- Palliative care funding commitment
- Sydney Metro governance
- Transition Office and Co-ordinator General, Transport for NSW
- Alleged incidents on the Coffs Harbour bypass project
- Proposed Amendment to the Kosciuszko National Park Wild Horse Heritage Management Plan.



## CHAMBER COVERAGE AND OTHER FILMING SERVICES

A specialised, in-house AV team within the Department of Parliamentary Services controls the AV needs of the chamber each sitting day, as well as the broadcasting and streaming services for committees.

In 2023/24, Painted Black Productions Pty Ltd were engaged for video production services at a total cost of \$6,655.00 excluding GST.

## INTERPRETATION AND TRANSLATION SERVICES

The total cost of interpretation and translation in 2023/24 was \$21,576.14 excluding GST.

Auslan interpretation services were provided by Deaf Services Limited (Deaf Connect) in 2023/24, including live captions, interpreting services and transcription services.

Services were also engaged by Access Innovation Media PTY LTD, including for translation services.

## SHARED EXPENDITURE

The Department contributes to the cost of services delivered across the Parliament. In 2023/24, excluding GST, this included:

- \$1,846.94 for the annual flu vaccine program
- \$2,639.96 for relevant memberships
- \$1,347.00 for online training program costs
- \$14,313.52 for other shared costs.

## CONSULTANCY FEES

In 2023/24, a total of \$9,004.67 was spent on consultancy services, for senior staff training and development.

## ANNUAL REPORT

The content of this 2023/24 Annual Report was prepared by the Department and compiled with design assistance from Magic Media Design. The total cost of design and a small print run was approximately \$8,670.00 excluding GST.



# Appendices

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## APPENDIX 1: KEY STATISTICS ACROSS REPORTING PERIODS

	2023/2024	2022/2023	2021/2022	2020/2021
Department staff	82.1* FTE	52.4 FTE	59.4 FTE	53.57 FTE
Secretary Research Assistants	62.61 FTE	57.9 FTE	55 FTE	50 FTE
Sitting days	46	34	40	45
Sitting hours	459.67	326.23	413	498
Bills passed	92	60	71	59
Amendments to bills (moved)	465	267	630	758
Amendments to bills (agreed do)	121	98	231	253
Orders for papers	45	50	150	164
Notices of motions given	952	540	641	780
Budget Estimate hearings	24	31	62	25
Committee inquiries	44	19	36	36
Committee reports tabled	25	42	40	31
Submissions to committees	7,727	525	7,521	3,900
Inquiry witnesses (hearings and forums)	1,850	791	1,982	1,539

\* This includes contract and other temporary staff engaged for specific Bicentenary of the Legislative Council events.





## APPENDIX 2: MEMBERS OF THE LEGISLATIVE COUNCIL AS AT 30 JUNE 2024

Banasiak, The Honourable Mark Jared	SFF	Lawrence, The Honourable Stephen Gingell	ALP
Borsak, The Honourable Robert	SFF	MacDonald, The Honourable Aileen	LIB
Boyd, Ms Abigail <i>Temporary Chair of Committees</i>		Maclaren-Jones, The Honourable Natasha	LIB
Buckingham, The Honourable Jeremy	G	Martin, The Honourable Taylor Mitchell	IND
Buttigieg, The Honourable Mark	LCP	Merton, The Honourable Rachel Victoria	LIB
Carter, The Honourable Susan LIB	ALP	Mihailuk, The Honourable Tania	PHON
Cohn, Dr Amanda	LIB	Mitchell, The Honourable Sarah <i>Deputy Leader of the Opposition in the Legislative Council</i>	NAT
D'Adam, The Honourable Anthony	G	Mookhey, The Honourable Daniel <i>Treasurer</i>	ALP
Donnelly, The Honourable Gregory John	ALP	Moriarty, The Honourable Tara <i>Minister for Agriculture, Minister for Regional New South Wales, and Minister for Western New South Wales</i>	ALP
Faehrmann, Ms Cate	ALP	Munro, The Honourable Jacqueline Amy	LIB
Fang, The Honourable Wes <i>Deputy Opposition Whip</i>	G	Murphy, The Honourable Cameron <i>Deputy Government Whip</i>	ALP
Farlow, The Honourable Scott	NAT	Nanva, The Honourable Bob <i>Government Whip</i>	ALP
Farraway, The Honourable Sam Jacob	LIB	Primrose, The Honourable Peter Thomas <i>Assistant President</i>	ALP
Franklin, The Honourable Ben <i>President</i>	NAT	Rath, The Honourable Chris <i>Opposition Whip</i>	LIB
Graham, The Honourable John <i>Deputy Leader of the Government in the Legislative Council, Special Minister of State, Minister for Roads, Minister for the Arts, Minister for Music and the Night-time Economy, and Minister for Jobs and Tourism</i>	NAT	Roberts, The Honourable Rod <i>Deputy President and Chair of Committees</i>	IND
Higginson, Ms Sue	ALP	Ruddick, The Honourable John	LP
Houssos, The Honourable Courtney <i>Minister for Finance, Minister for Domestic Manufacturing and Government Procurement, and Minister for Natural Resource</i>	G	Sharpe, The Honourable Penelope Gail <i>Leader of the Government in the Legislative Council, Minister for Climate Change, Minister for Energy, Minister for the Environment, and Minister for Heritage</i>	ALP
Hurst, The Honourable Emma <i>Temporary Chair of Committee</i>	ALP	Suvaal, The Honourable Emily Jane	ALP
Jackson, The Honourable Rose <i>Minister for Water, Minister for Housing, Minister for Homelessness, Minister for Mental Health, Minister for Youth, and Minister for the North Coast</i>	AJP	Taylor, The Honourable Bronnie	NAT
Kaine, The Honourable Dr Sarah <i>Temporary Chair of Committees</i>	ALP	Tudehope, The Honourable Damien <i>Leader of the Opposition in the Legislative Council</i>	LIB
Latham, The Honourable Mark	IND	Ward, The Honourable Natalie Peta <i>Deputy Leader of the Liberal Party in the Legislative Council</i>	LIB

**PARTY REPRESENTATION: HOUSE OF 42 MEMBERS**

AJP	Animal Justice Party	1
ALP	Australian Labor Party	15
G	The Greens	4
IND	Independent	3
LIB	Liberal Party of Australia (NSW Division)	9
LCP	Legalise Cannabis NSW Party	1
LP	Libertarian Party	1
NAT	The Nationals	5
PHON	Pauline Hanson's One Nation	1
SFF	Shooters, Fishers and Farmers Party	2



THE YEAR AT A GLANCE

OUR STRATEGIC PRIORITIES  
1 2 3 4 5

FINANCIALS & GOVERNANCE

APPENDICES

## APPENDIX 3: MEMBERS' ENTITLEMENTS

### 58<sup>TH</sup> PARLIAMENT – FOR THE PERIOD 1 JULY 2023 TO 30 JUNE 2024

Member and Description	Members' GTA* travel	Spouse/ approved relative GTA* travel	Members' Staff GTA* travel	Combined CA^ and GTA*	ROH CA^	ROH GTA*	Members' Home to Sydney Travel	Committee Allowance	Skills Development Allowance
<b>Mark Banasiak</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									710.16
Total available 2023/24				14,047.01					3,535.16
Expended claimed	4,477.60		3,000.33	8,138.21					0.00
Funds remaining				5,908.80					3,535.16
<b>Robert Borsak</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									710.16
Total available 2023/24				15,380.77					3,535.16
Expended claimed	4,489.08		245.46	5,983.47					0.00
Funds remaining				9,397.30					3,535.16
<b>Abigail Boyd</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									284.60
Total available 2023/24				12,490.51					3,109.60
Expended claimed	8,468.96		2,431.89	12,297.76			8,265.40		0.00
Funds remaining				192.75					3,109.60
<b>Jeremy Buckingham</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									710.16
Total available 2023/24				18,069.70					3,535.16
Expended claimed	6,007.78	5,197.57	3,852.92	18,069.69			11,901.49		0.00
Funds remaining				0.01					3,535.16
<b>Mark Buttigieg</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									624.49
Total available 2023/24				15,510.40					2,884.49
Expended claimed				14,532.15					877.50
Funds remaining				978.25					2,006.99
<b>Susan Carter</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				14,661.79					2,827.86
Expended claimed	2,834.10			4,328.25					850.00
Funds remaining				10,333.54					1,977.86

\* General Travel Allowance

^ Communications Allowance

† Registered Office Holder



Member and Description	Members' GTA* travel	Spouse/ approved relative GTA* travel	Members' Staff GTA* travel	Combined CA^ and GTA*	ROH CA^	ROH GTA*	Members' Home to Sydney Travel	Committee Allowance	Skills Development Allowance
<b>Amanda Cohn</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									284.60
Total available 2023/24				28,027.63					3,109.60
Expended claimed	10,775.51		5,828.25	18,337.76			32,343.86		3,095.00
Funds remaining				9,689.87					14.60
<b>Anthony D'Adam</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				13,895.15					2,827.86
Expended claimed	5,558.56			7,070.68					0.00
Funds remaining				6,824.47					2,827.86
<b>Greg Donnelly</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				14,080.46					2,827.86
Expended claimed	1,119.79			6,423.34					0.00
Funds remaining				7,657.12					2,827.86
<b>Cate Faehrmann</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									284.60
Total available 2023/24				13,506.07					3,109.60
Expended claimed	6,864.45		5,083.18	13,229.15					0.00
Funds remaining				276.92					3,109.60
<b>Wes Fang</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				25,493.57					2,827.86
Expended claimed	6,612.07		347.60	8,373.91			28,302.38		0.00
Funds remaining				17,119.66					2,827.86
<b>Scott Farlow</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									301.32
Total available 2023/24				13,516.34					2,561.32
Expended claimed	5,792.81		214.20	9,013.80					0.00
Funds remaining				4,502.54					2,561.32

\* General Travel Allowance  
 ^ Communications Allowance  
 † Registered Office Holder

Member and Description	Members' GTA* travel	Spouse/ approved relative GTA* travel	Members' Staff GTA* travel	Combined CA^ and GTA*	ROH CA^	ROH GTA*	Members' Home to Sydney Travel	Committee Allowance	Skills Development Allowance
<b>Sam Farraway</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				23,899.08					2,827.86
Expended claimed	11,342.84		4,412.58	18,538.94			18,014.42		1,000.00
Funds remaining				5,360.14					1,827.86
<b>Ben Franklin</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				25,975.51	9,301.25	5,314.50			2,827.86
Expended claimed	12,310.79		552.81	12,867.22	9,301.25	3,208.44	21,769.85		0.00
Funds remaining				13,108.29	0.00	2,106.06			2,827.86
<b>John Graham</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				15,510.49		708.50			2,827.86
Expended claimed	1,249.02			1,249.02		0.00			0.00
Funds remaining				14,261.47		708.50			2,827.86
<b>Sue Higginson</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									284.60
Total available 2023/24				28,719.00					3,109.60
Expended claimed	8,310.86	294.31	51.36	8,967.87			18,235.90		0.00
Funds remaining				19,751.13					3,109.60
<b>Courtney Houssos</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				15,510.49					2,827.86
Expended claimed	39.80			39.80					0.00
Funds remaining				15,470.69					2,827.86
<b>Emma Hurst</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									710.16
Total available 2023/24				15,364.39					3,535.16
Expended claimed	2,289.03		2,625.85	5,814.80				220.00	0.00
Funds remaining				9,549.59					3,535.16

\* General Travel Allowance

^ Communications Allowance

† Registered Office Holder

Member and Description	Members' GTA* travel	Spouse/ approved relative GTA* travel	Members' Staff GTA* travel	Combined CA^ and GTA*	ROH CA^	ROH GTA*	Members' Home to Sydney Travel	Committee Allowance	Skills Development Allowance
<b>Rose Jackson</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				15,510.49					2,827.86
Expended claimed	484.24		117.46	601.70					0.00
Funds remaining				14,908.79					2,827.86
<b>Sarah Kaine</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				15,174.22					2,827.86
Expended claimed	2,977.83		406.12	8,147.86					800.00
Funds remaining				7,026.36					2,027.86
<b>Mark Latham</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									710.16
Total available 2023/24				14,125.01					3,535.16
Expended claimed	595.17			1,827.47			2,964.53		0.00
Funds remaining				12,297.54					3,535.16
<b>Stephen Lawrence</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				24,702.39					2,827.86
Expended claimed	14,581.43	2,700.33	5,374.83	24,173.16			30,437.04		0.00
Funds remaining				529.23					2,827.86
<b>Aileen MacDonald</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				23,469.32					2,827.86
Expended claimed	19,150.30	137.03	17.74	22,434.50			16,101.96		2,090.00
Funds remaining				1,034.82					737.86
<b>Natasha Maclaren-Jones</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				25,329.31					2,827.86
Expended claimed	23,062.17			25,312.10			6,487.20		0.00
Funds remaining				17.21					2,827.86

\* General Travel Allowance

^ Communications Allowance

† Registered Office Holder



Member and Description	Members' GTA* travel	Spouse/ approved relative GTA* travel	Members' Staff GTA* travel	Combined CA^ and GTA*	ROH CA^	ROH GTA*	Members' Home to Sydney Travel	Committee Allowance	Skills Development Allowance
<b>Taylor Martin</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				15,303.79					2,827.86
Expended claimed				2,956.78			1,743.84		0.00
Funds remaining				12,347.01					2,827.86
<b>Rachel Merton</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				12,756.90					2,827.86
Expended claimed	2,064.97	326.66	165.18	3,683.49					513.64
Funds remaining				9,073.41					2,314.22
<b>Tania Mihailuk</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									376.82
Total available 2023/24				13,625.63					3,201.82
Expended claimed	8,837.24			9,269.60					0.00
Funds remaining				4,356.03					3,201.82
<b>Sarah Mitchell</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									694.19
Total available 2023/24				27,325.54	797.25	1,771.50			3,519.19
Expended claimed	12,556.15	4,858.26	3,951.46	23,508.48	0.00	0.00	21,803.19		1,500.00
Funds remaining				3,817.06	797.25	1,771.50			2,019.19
<b>Daniel Mookhey</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				15,510.49					2,827.86
Expended claimed	49.80			828.14					0.00
Funds remaining				14,682.35					2,827.86
<b>Tara Moriarty</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				28,502.14					2,827.86
Expended claimed	4,952.87			4,952.87			20,003.97		0.00
Funds remaining				23,549.27					2,827.86

\* General Travel Allowance

^ Communications Allowance

† Registered Office Holder

Member and Description	Members' GTA* travel	Spouse/ approved relative GTA* travel	Members' Staff GTA* travel	Combined CA^ and GTA*	ROH CA^	ROH GTA*	Members' Home to Sydney Travel	Committee Allowance	Skills Development Allowance
<b>Jacqui Munro</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				13,005.82					2,827.86
Expended claimed	2,137.86		379.18	3,618.53					0.00
Funds remaining				9,387.29					2,827.86
<b>Cameron Murphy</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				28,238.80					2,827.86
Expended claimed	11,917.21		631.89	13,333.89			40,776.06		0.00
Funds remaining				14,904.91					2,827.86
<b>Bob Nanva</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									653.53
Total available 2023/24				15,447.57	797.25				3,478.53
Expended claimed	1,828.93			3,621.85	0.00				0.00
Funds remaining				11,825.72	797.25				3,478.53
<b>Peter Primrose</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				14,087.04					2,827.86
Expended claimed	1,387.32		366.49	5,326.81					0.00
Funds remaining				8,760.23					2,827.86
<b>Chris Rath</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									670.95
Total available 2023/24				13,035.46	797.25				3,495.95
Expended claimed			55.94	291.03	0.00				0.00
Funds remaining				12,744.43	797.25				3,495.95
<b>Rod Roberts</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									710.16
Total available 2023/24				27,236.62					3,535.16
Expended claimed	430.60		57.57	2,613.77					0.00
Funds remaining				24,622.85					3,535.16

\* General Travel Allowance

^ Communications Allowance

† Registered Office Holder

Member and Description	Members' GTA* travel	Spouse/ approved relative GTA* travel	Members' Staff GTA* travel	Combined CA^ and GTA*	ROH CA^	ROH GTA*	Members' Home to Sydney Travel	Committee Allowance	Skills Development Allowance
<b>John Ruddick</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									710.16
Total available 2023/24				15,501.24					3,535.16
Expended claimed	1,771.74	337.27	1,688.13	4,333.19					0.00
Funds remaining				11,168.05					3,535.16
<b>Penny Sharpe</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				14,277.66		1,062.75			2,827.86
Expended claimed				2,581.23		0.00			0.00
Funds remaining				11,696.43		1,062.75			2,827.86
<b>Emily Suvaal</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				27,041.90					2,827.86
Expended claimed	22,521.10	2,411.87		26,335.22			12,642.05		0.00
Funds remaining				706.68					2,827.86
<b>Bronwyn Taylor</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				24,267.76					2,827.86
Expended claimed	8,967.51	663.00		10,197.47			22,400.99		0.00
Funds remaining				14,070.29					2,827.86
<b>Damien Tudehope</b>									
Allocation for 2023/24									2,825.00
C/Forward from 2022/23									670.96
Total available 2023/24				12,575.03	9,301.25				3,495.96
Expended claimed	1,469.25	1,059.42	1,287.11	4,921.12	0.00				0.00
Funds remaining				7,653.91	9,301.25				3,495.96
<b>Natalie Ward</b>									
Allocation for 2023/24									2,260.00
C/Forward from 2022/23									567.86
Total available 2023/24				13,502.53		708.50			2,827.86
Expended claimed	7,060.09	500.24	14.10	12,849.41		708.50			400.00
Funds remaining				653.12		0.00			2,427.86

\* General Travel Allowance

^ Communications Allowance

† Registered Office Holder



Member and Description	Members' GTA* travel	Spouse/ approved relative GTA* travel	Members' Staff GTA* travel	Combined CA <sup>^</sup> and GTA*	ROH CA <sup>^</sup>	ROH GTA*	Members' Home to Sydney Travel	Committee Allowance	Skills Development Allowance
<b>LC Total</b>									
Allocation for 2023/24									
C/Forward from 2022/23									
Total available 2023/24				773,211.02	20,994.25	9,565.75			127,690.42
Expended claimed	247,346.83	18,485.96	43,159.63	390,995.49	9,301.25	3,916.94	314,194.13	220.00	11,126.14
Funds remaining				382,215.53	11,693.00	5,648.81			116,564.28
<b>Check Total</b>									
Allocation for 2023/24									
C/Forward from 2022/23									
Total available 2023/24				773,211.02	20,994.25	9,565.75			127,690.42
Expended claimed	247,346.83	18,485.96	43,159.63	390,995.49	9,301.25	3,916.94	314,194.13	220.00	11,126.14
Funds remaining				382,215.53	11,693.00	5,648.81			116,564.28

## 2022/23 SYDNEY ALLOWANCE DATA FOR THE MEMBERS OF THE LEGISLATIVE COUNCIL

For the period 1 July 2022 to 30 June 2023

Member and Description	\$	Member and Description	\$
<b>Lou Amato</b>		<b>Amanda Cohn</b>	
Allocation for 2022/23	33,864.00	Allocation for 2022/23	13,677.09
Expended claimed	9,296.00	Expended claimed	13,677.09
Funds Remaining	24,568.00	Funds Remaining	0
<b>Mark Banasiak</b>		<b>Catherine Cusack</b>	
Allocation for 2022/23	43,824.00	Allocation for 2022/23	33,864.00
Expended claimed	16,268.00	Expended claimed	0
Funds Remaining	27,556.00	Funds Remaining	33,864.00
<b>Scott Barrett</b>		<b>Wes Fang</b>	
Allocation for 2022/23	33,864.00	Allocation for 2022/23	46,148.00
Expended claimed	12,616.00	Expended claimed	46,148.00
Funds Remaining	21,248.00	Funds Remaining	0
<b>Abigail Boyd</b>		<b>Sam Farraway</b>	
Allocation for 2022/23	44,156.00	Allocation for 2022/23	55,444.00
Expended claimed	26,881.00	Expended claimed	43,492.00
Funds Remaining	17,275.00	Funds Remaining	11,952.00
<b>Jeremy Buckingham</b>		<b>Justin Field</b>	
Allocation for 2022/23	11,952.00	Allocation for 2022/23	32,536.00
Expended claimed	6,972.00	Expended claimed	8,632.00
Funds Remaining	4,980.00	Funds Remaining	23,904.00

\* General Travel Allowance

<sup>^</sup> Communications Allowance

† Registered Office Holder

Member and Description	\$
<b>Ben Franklin</b>	
Allocation for 2022/23	57,768.00
Expended claimed	57,768.00
Funds Remaining	0
<b>Sue Higginson</b>	
Allocation for 2022/23	48,098.36
Expended claimed	48,098.36
Funds Remaining	0
<b>Mark Latham</b>	
Allocation for 2022/23	43,160.00
Expended claimed	2,324.00
Funds Remaining	40,836.00
<b>Stephen Lawrence</b>	
Allocation for 2022/23	11,952.00
Expended claimed	9,296.00
Funds Remaining	2,656.00
<b>Aileen MacDonald</b>	
Allocation for 2022/23	40,504.00
Expended claimed	40,504.00
Funds Remaining	0
<b>Natasha Maclaren-Jones</b>	
Allocation for 2022/23	55,444.00
Expended claimed	52,456.00
Funds Remaining	2,988.00
<b>Shayne Mallard</b>	
Allocation for 2022/23	33,864.00
Expended claimed	29,216.00
Funds Remaining	4,648.00
<b>Taylor Martin</b>	
Allocation for 2022/23	43,160.00
Expended claimed	13,280.00
Funds Remaining	29,880.00
<b>Matthew Mason-Cox</b>	
Allocation for 2022/23	43,492.00
Expended claimed	29,537.00
Funds Remaining	13,955.00

Member and Description	\$
<b>Sarah Mitchell</b>	
Allocation for 2022/23	59,096.00
Expended claimed	40,836.00
Funds Remaining	18,260.00
<b>Tara Moriarty</b>	
Allocation for 2022/23	49,136.00
Expended claimed	49,136.00
Funds Remaining	0
<b>Cameron Murphy</b>	
Allocation for 2022/23	12,284.00
Expended claimed	12,284.00
Funds Remaining	0
<b>Mark Pearson</b>	
Allocation for 2022/23	32,536.00
Expended claimed	32,536.00
Funds Remaining	0
<b>Rod Roberts</b>	
Allocation for 2022/23	46,148.00
Expended claimed	35,524.00
Funds Remaining	10,624.00
<b>Emily Suvaal</b>	
Allocation for 2022/23	11,952.00
Expended claimed	8,632.00
Funds Remaining	3,320.00
<b>Adam Searle</b>	
Allocation for 2022/23	25,232.00
Expended claimed	22,908.00
Funds Remaining	2,324.00
<b>Bronwyn Taylor</b>	
Allocation for 2022/23	55,444.00
Expended claimed	32,204.00
Funds Remaining	23,240.00
<b>Michael Veitch</b>	
Allocation for 2022/23	33,864.00
Expended claimed	18,592.00
Funds Remaining	15,272.00

## APPENDIX 4: COMMITTEE TRAVEL EXPENSES IN 2023/24

### PORTFOLIO COMMITTEE NO.1 – PREMIER AND FINANCE

#### Artificial Intelligence in NSW

Date	Activity	Cost
16 October 2023	Site visit to Data61, CSIRO, Eveleigh NSW	\$1,769.00
	<b>TOTAL</b>	<b>\$1,769.00</b>

### PORTFOLIO COMMITTEE NO.2 – HEALTH

#### Current and potential impacts of gold, silver, lead and zinc mining on human health, land, air and water quality in NSW

Date	Activity	Cost
3 and 4 October 2023	Hearings and site visits at Orange and Mudgee	\$21,569.98
	<b>TOTAL</b>	<b>\$21,569.98</b>

### PORTFOLIO COMMITTEE NO.2 – HEALTH

#### Equity, accessibility and appropriate delivery of outpatient and community mental health care in NSW

Date	Activity	Cost
13 February 2024	Hearings and site visits at Lismore	\$8,978.92
14 February 2024	Site visit in Western Sydney	\$1,030.00
	<b>TOTAL</b>	<b>\$10,008.92</b>

### PORTFOLIO COMMITTEE NO.3 – EDUCATION

#### Children and young people with disability in NSW educational settings

Date	Activity	Cost
24 April 2024	Roundtable in Newcastle	\$3,519.26
14 June 2024	Site visit in Wahroonga and Terrigal	\$2,083.14
27 June 2024	Site visits to schools in South West Sydney	\$1,680.00
	<b>TOTAL</b>	<b>\$7,282.40</b>

### PORTFOLIO COMMITTEE NO.4 – REGIONAL NSW

#### Veterinary workforce shortage in NSW

Date	Activity	Cost
20 November 2023	Site visit to Sydney School of Veterinary Science, University of Sydney, Camperdown and Camden campuses	\$1,717.75
14 December 2023	Hearing and site visit in Inverell	\$23,425.93
4 April 2024	Hearing in Wagga Wagga	\$10,128.24
	<b>TOTAL</b>	<b>\$35,799.42</b>



**PORTFOLIO COMMITTEE NO.6 – TRANSPORT****Pressures on heavy vehicles drivers and their impact in NSW**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
6 October 2023	Site visits to Western Sydney	\$1,092.00
	<b>TOTAL</b>	<b>\$1,092.00</b>

**PORTFOLIO COMMITTEE NO.6 – TRANSPORT****Current and future public transport needs in Western Sydney**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
5 February 2024	Hearing at Rydalmere	\$2,867.25
9 February 2024	Hearing at Campbelltown	\$4,142.50
	<b>TOTAL</b>	<b>\$7,009.75</b>

**PORTFOLIO COMMITTEE NO.6 – TRANSPORT AND THE ARTS****Impact of the Rozelle interchange**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
13 April 2024	Site visit to the interchange	\$965.20
3 June 2024	Site visit to the interchange	\$920.00
	<b>TOTAL</b>	<b>\$1,885.20</b>

**PORTFOLIO COMMITTEE NO.7 – ENVIRONMENT****Planning system and the impacts of climate change on the environment and communities**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
10 April 2024	Hearing at Gosford	\$3,947.00
2-3 May 2024	Hearings at Bega and Nowra	\$10,855.25
6 May 2024	Hearing at Campbelltown	\$3,220.00
10 May	Hearing at Dee Why	\$3,410.00
30-31 May 2024	Site visits to the North Coast	\$13,325.09
	<b>TOTAL</b>	<b>\$34,757.34</b>
	(including \$1,028.50 for flight cancellation fees for travel originally planned on 23-24 May but later cancelled by the Committee)	

**PORTFOLIO COMMITTEE NO.7 – CUSTOMER SERVICE****Pounds in NSW**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
11 April 2024	Site visit to Blacktown Pound	\$2,142.90
	<b>TOTAL</b>	<b>\$2,142.90</b>

**ANIMAL WELFARE COMMITTEE****Proposed aerial shooting of brumbies in Kosciuszko National Park**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
28 March 2024	Site visit to Kosciuszko National Park	\$28,740.98
	<b>TOTAL</b>	<b>\$28,740.98</b>

**STANDING COMMITTEE ON STATE DEVELOPMENT****Ability of local governments to fund infrastructure and services**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
26-28 June 2024	Hearings in Goonellabah, Dubbo and Tamworth	\$22,461.41
	<b>TOTAL</b>	<b>\$22,461.41</b>

**STANDING COMMITTEE ON STATE DEVELOPMENT****Feasibility of undergrounding the transmission infrastructure for renewable energy projects**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
26 and 27 July 2023	Hearings at Tumut and Armidale	\$37,184.86
16 August 2023	Hearing at Deniliquin	\$23,310.71
	<b>TOTAL</b>	<b>\$60,495.57</b>

**SELECT COMMITTEE ON BIRTH TRAUMA****Birth Trauma**

<b>Date</b>	<b>Activity</b>	<b>Cost</b>
7 September 2023	Hearing at Wollongong	\$6,349.00
12 December 2023	Hearing at Wagga Wagga	\$15,516.02
	<b>TOTAL</b>	<b>\$21,865.03</b>

## APPENDIX 5: FULL STATISTICS FOR COMMITTEE INQUIRIES ACTIVE IN 2023/24

Inquiry	Date commenced	Submissions	Questionnaire responses	Proformas	Hearings	Witnesses	Interim report tabled	Government response (interim)	Final report tabled	Government response (final)
<b>Portfolio Committee No. 1 – Premier and Finance</b>										
Artificial intelligence (AI) in New South Wales	27/6/2023	50			2	46				
Electoral Funding Amendment Bill 2023	22/8/2023	5			1	13			11/9/2023	
Budget Estimates 2023-2024	12/9/2023				12	116			13/6/2024	
Impact on the regulatory framework on cannabis in New South Wales	20/3/2024	307								
Alcohol Consumption in Public Places (Liberalisation) Bill 2024	18/6/2024									
<b>Portfolio Committee No. 2 – Health</b>										
Equity, accessibility and appropriate delivery of outpatient and community mental health care in New South Wales	12/7/2023	170			6	102			4/6/2024	
Current and potential impacts of gold, silver, lead and zinc mining on human health, land, air and water quality in New South Wales	25/7/2023	241			4	56			15/12/2023	14/3/2024
Budget Estimates 2023-2024	12/9/2023				4	57			13/6/2024	
<b>Portfolio Committee No. 3 – Education</b>										
Budget Estimates 2023-2024	12/9/2023				4	64			13/6/2024	
Children and young people with a disability in New South Wales educational settings	6/2/2024	89			4	73				
<b>Portfolio Committee No. 4 – Regional NSW</b>										
Veterinary workforce shortage in New South Wales	9/6/2023	220			4	59			28/6/2024	
Budget Estimates 2023-2024	12/9/2023				5	75			13/6/2024	
2023 inquiry into the operation of the approved charitable organisations under the Prevention of Cruelty to Animals Act 1979	13/2/2024	23			2	23				



Inquiry	Date commenced	Submissions	Questionnaire responses	Proformas	Hearings	Witnesses	Interim report tabled	Government response (interim)	Final report tabled	Government response (final)
<b>Portfolio Committee No. 5 – Justice and Communities</b>										
Budget Estimates 2023-2024	12/9/2023				8	60			27/6/2024	
Jury Amendment Bill 2023	21/11/2023	9			1	14			11/3/2024	
<b>Portfolio Committee No. 6 – Transport and the Arts</b>										
Pressures on heavy vehicle drivers and their impact in New South Wales	7/8/2023	24			1	20			16/2/2024	16/5/2024
Current and future public transport needs in Western Sydney	7/8/2023	70			3	61			29/4/2024	29/7/2024
Budget Estimates 2023-2024	12/9/2023				6	102			27/6/2024	
Impact of the Rozelle Interchange	7/2/2024	166			4	43				
Use of e-scooters, e-bikes and related mobility options	6/6/2024									
<b>Portfolio Committee No. 7 – Planning and Environment</b>										
Planning system and the impacts of climate change on the environment and communities	24/8/2023	244			8	100				
Budget Estimates 2023-2024	12/9/2023				4	63			27/6/2024	
Climate Change (Net Zero Future) Bill 2023	12/10/2023	113			2	31			17/11/2023	
Development of the Transport Orientated Development Program	23/2/2024	233			2	35				
<b>Portfolio Committee No. 8 – Customer Service</b>										
Pounds in New South Wales	29/6/2023	139	379		2	45				
Budget Estimates 2023-2024	12/9/2023				6	84			27/6/2024	



Inquiry	Date commenced	Submissions	Questionnaire responses	Proformas	Hearings	Witnesses	Interim report tabled	Government response (interim)	Final report tabled	Government response (final)
<b>Standing Committee on Law and Justice</b>										
2023 Review of the Workers Compensation Scheme	22/8/2023	45		79	1	4			5/12/2023	5/3/2024
<b>Standing Committee on Social Issues</b>										
Procurement practices of government agencies in New South Wales and its impact on the social development of the people of New South Wales	11/10/2023	63			4	68	17/6/2024			
<b>Standing Committee on State Development</b>										
Feasibility of undergrounding the transmission infrastructure for renewable energy projects	22/6/2023	316			5	43			31/8/2023	30/11/2023
Debt Retirement Fund	27/6/2023	3			1	3			18/8/2023	20/11/2023
Ability of local governments to fund infrastructure and services	14/3/2024	128			6	92				
Beneficial and productive post-mining land use	3/5/2024	41								
<b>Joint Modern Slavery Committee</b>										
Review of the Modern Slavery Act 2018	24/8/2023	17			2	22			19/12/2023	27/2/2024
Ethical Clothing Extended Responsibilities Scheme 2005 (NSW)	1/12/2023	8			2	11				

## JOINT COMMITTEES IN 2023/24

Members of the Legislative Council also serve on joint standing, statutory and select committees. In 2023/24, this included the following joint committees administered by the Legislative Council: the Modern Slavery Committee; the Joint Select Committee on Arts and Music Education and Training in New South Wales; and the Joint Standing Committee on Net Zero Future.

In 2023/24, joint committees administered by the Legislative Assembly included: the Joint Standing Committee on Electoral Matters; the Committee on Children and Young People; the Committee on the Health Care Complaints Commission; the Committee on the Independent Commission Against Corruption; the Committee on the Ombudsman, the Law Enforcement Conduct Commission and the Crime Commission; the Legislation Review Committee; the Joint Standing Committee on Road Safety (Staysafe Committee); the Joint Standing Committee on the Office of the Valuer-General; the Joint Select Committee on Protecting Local Water Utilities from Privatisation; and the Joint Select Committee on the NSW Reconstruction Authority.



## APPENDIX 6: INTERNATIONAL TRAVEL EXPENSES

The Legislative Council expended approximately \$189,611 on international travel during the reporting year. All international travel was related to the CPA, including conferences, study tours and twinning visits.

### CONFERENCES

Name	Detail	Expenditure
Ben Franklin	CPA annual conference in Accra Ghana from September - October 2023	\$3,658.58
David Blunt	CPA annual conference in Accra Ghana from September - October 2023	\$17,499.03
Will Coates	CPA annual conference in Accra Ghana from September - October 2023	\$17,586.32
Alex Stedman	Modern slavery conference in Kenya, accompanying LA members of Joint Slavery committee in November 2023	\$10,438.00
Tania Mihailuk	Westminster seminar on national security oversight in the UK in November 2023	\$13,292.00
Jacqui Munro	CPA HQ conference in London on AI and disinformation in June 2024	\$4,198.00
Natalie Ward	72nd Westminster Seminar in the UK, in March 2024	\$17,369.00
Jenelle Moore	72nd Westminster Seminar in the UK, in March 2024	\$17,359.00
Rod Roberts	Official Observer on the CPA UK election assessment mission from June - July 2024	\$14,170.00

### STUDY TOURS

Name	Detail	Expenditure
Abigail Boyd	Study tour in January 2024	\$17,000.00
Sam Farraway	Study tour in April 2024	\$19,000.00
Bronnie Taylor	Study tour from March - April 2024	\$20,500.00

### TWINNING ACTIVITIES

Name	Detail	Expenditure
Rod Roberts	52nd Presiding Officers and Clerks Conference in the Solomon Islands in July 2023	\$6,588.00
David Blunt	52nd Presiding Officers and Clerks Conference in the Solomon Islands in July 2023	\$7,845.00
Rod Roberts	Launch of the Solomon Islands Parliamentary handbook in June 2024	\$5,601.00
David Blunt	Launch of the Solomon Islands Parliamentary handbook in June 2024	\$5,601.00
Stephen Lawrence	Induction of new members and first sittings of Solomon Island Parliament after election in June 2024	\$9,405.00
<b>TOTAL</b>		<b>\$189,611.00</b>

## APPENDIX 7: PARLIAMENTARY FRIENDSHIP GROUPS IN OPERATION DURING 2023/24

1. NSW Parliament Endometriosis Friendship Forum
2. NSW Parliamentary Friends of Argentina
3. NSW Parliamentary Friends of St John Ambulance
4. NSW Parliamentary Friends of the Prevention of Domestic Violence and Sexual Assault
5. Parliamentary Friends of Active Transport
6. Parliamentary Friends of AFL
7. Parliamentary Friends of Animals
8. Parliamentary Friends of Aquatic Recreation
9. Parliamentary Friends of Baseball and Softball
10. Parliamentary Friends of Basketball
11. Parliamentary Friends of Biosecurity
12. Parliamentary Friends of Brazil
13. Parliamentary Friends of Cooperatives and Mutuals
14. Parliamentary Friends of Cricket
15. Parliamentary Friends of CWA
16. Parliamentary Friends of Defence and Veterans
17. Parliamentary Friends of Dementia
18. Parliamentary Friends of Electric Vehicles
19. Parliamentary Friends of Emergency Services
20. Parliamentary Friends of Empowering Women
21. Parliamentary Friends of the European Union
22. Parliamentary Friends of Eye Health
23. Parliamentary Friends of Food and Drink
24. Parliamentary Friends of Forestry
25. Parliamentary Friends of Forests
26. Parliamentary Friends of France
27. Parliamentary Friends of Grape Growers
28. Parliamentary Friends of Greece
29. Parliamentary Friends of Greyhound Racing
30. Parliamentary Friends of Hearing Health and Deafness
31. Parliamentary Friends of Heart Health
32. Parliamentary Friends of Inclusive Open Space
33. Parliamentary Friends of India
34. Parliamentary Friends of Indigenous, Colonial and Environmental Heritage
35. Parliamentary Friends of Interfaith and Intercultural Dialogue
36. Parliamentary Friends of Ireland
37. Parliamentary Friends of Israel
38. Parliamentary Friends of Italy
39. Parliamentary Friends of Koalas
40. Parliamentary Friends of Landcare
41. Parliamentary Friends of Lebanon
42. Parliamentary Friends of LGBTIQ+ Community
43. Parliamentary Friends of Local Government
44. Parliamentary Friends of Malta
45. Parliamentary Friends of Mental Health
46. Parliamentary Friends of Music
47. Parliamentary Friends of Nature
48. Parliamentary Friends of Neighbourhood Centres
49. Parliamentary Friends of Nepal
50. Parliamentary Friends of NSW Farming
51. Parliamentary Friends of Olympics and Paralympics
52. Parliamentary Friends of Organ and Tissue Donation
53. Parliamentary Friends of Palestine
54. Parliamentary Friends of People with Disability
55. Parliamentary Friends of Poland and Hungary
56. Parliamentary Friends of Racing and Breeding
57. Parliamentary Friends of Reconciliation
58. Parliamentary Friends of Religious Freedom
59. Parliamentary Friends of Rugby League
60. Parliamentary Friends of Rugby Union
61. Parliamentary Friends of Seafood
62. Parliamentary Friends of Shooting and Outdoor Recreation
63. Parliamentary Friends of Surf Life Saving
64. Parliamentary Friends of Surfing
65. Parliamentary Friends of Sustainable Fashion
66. Parliamentary Friends of TAFE
67. Parliamentary Friends of Taiwan
68. Parliamentary Friends of the Australian Constitution
69. Parliamentary Friends of the Duke of Edinburgh's International Award
70. Parliamentary Friends of the Solomon Islands
71. Parliamentary Friends of the Sydney Swans
72. Parliamentary Friends of the United Kingdom
73. Parliamentary Friends of the United States of America
74. Parliamentary Friends of Turkey
75. Parliamentary Friends of Western Sydney Wanderers
76. Parliamentary Friends of Women's Health

## APPENDIX 8: PARLIAMENTARY ADVISORY GROUP REPORT TO PARLIAMENT

The Parliamentary Advisory Group on Bullying, Sexual Harassment and Serious Misconduct (PAG) was initially constituted in 2021 prior to the *Independent Review into bullying, harassment and sexual misconduct at the Parliament of NSW* (the ‘Broderick Review’). The PAG was reconstituted on 18 March 2024 and comprises 15 members representing the members of Parliament from both chambers, parliamentary staff, members’ staff, and ministerial staff, convened by an independent chair. The PAG’s current focus of its monthly meetings is advising on the implementation of the Broderick Review.

Its terms of reference are:

“The PAG are advocates, advisors and facilitators for respectful and safe parliamentary workplaces”.

In order to efficiently undertake its work, the PAG comprises three sub-committees:

- **Communication and Engagement (CES):** To provide advice and recommendations on implementing communication and engagement strategies so as to inspire the creation of safe, respectful and inclusive parliamentary workplaces.
- **Members of Parliament Staff (MoPS):** To provide advice and recommendations to the PAG regarding the workplace experience, rights and conditions of Members of Parliament staff (MoPs), so as to create a more empowered workforce and safer workplace.
- **Members of Parliament and Culture (MP&C):** To provide advice and recommendations to PAG regarding cultural and behavioural change among members of parliament, and procedural reforms, in order to foster respectful, inclusive and safe parliamentary workplaces.

### PAG MEMBERS

Representative	Role on the Advisory Group
Dr Juliet Bourke	Independent Chair (external to Parliament)
Jeannie Douglass	Department of Parliamentary Services staff representative
Patrick Glynn	Department of Legislative Assembly staff representative
Jenny Leong MP	Legislative Assembly Crossbench member representative
Hon Aileen MacDonald MLC	Legislative Council Opposition member representative
Suzette Meade	Electorate Office metro representative
Hon Bob Nanva MLC	Legislative Council Government member representative
Geoff Provest MP	Legislative Assembly Opposition member representative
Flax Soetjandra	LGBTQIA+ representative
Colleen Symington	MOPs staff representative
Liesl Tesch MP	CWP and disability representative
Merrin Thompson	Department of the Legislative Council staff representative
Peta Waller-Bryant	Ministerial staff representative
Anna Watson MP	Legislative Assembly Government member representative
Hon Leslie Williams MP	Former Chairperson





## ACHIEVEMENTS

Since it was re-established the PAG has achieved the following.

- **Broderick Review implementation:** Advised on the Parliament's actions to implement key recommendations of the Broderick Review, including by providing extensive feedback on the draft *Prevention of Bullying, Harassment and Sexual Harassment Policy*, developing six practical communication principles for the policy's implementation, and recommendations to increase participation in the RISE training.
- **Independent Complaints Officer:** Made a submission to the LC Privileges Committee and wrote to the LA Parliamentary Privilege and Ethics Committee regarding their respective reviews of the Independent Complaints Officer
- **Direct engagement:** Engaged with representatives of political parties to encourage participation in the RISE training, and with key stakeholders in the broader parliamentary community (unions, the press gallery and security) regarding implementation of the Broderick Review and the *Prevention of Bullying, Harassment and Sexual Harassment Policy* in particular.
- **RISE training:** Participated in RISE training to provide feedback on the training and lift capability within the group.

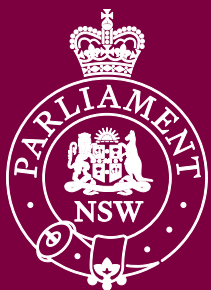
- **LGBTQIA+ Taskforce:** Assisted in the establishment of the Parliament's LGBTQIA+ Taskforce, and will continue to provide support.
- **Parliamentary Executive Group (PEG):** Met with PEG twice up to end of June and established a good working relationship, providing advice both proactively and when requested.

## OBSERVATIONS

- **Visible commitment:** There is a visible commitment across the Parliament's leadership (including the PEG, party leaders and departmental leaders) to enhance workplace culture, to prevent misconduct and to respond more effectively when it does occur. There is also visible support for the LGBTQIA+ community, which was identified as a particularly at risk group in the Broderick Review.
- **Formal reviews:** There is ongoing work to improve culture and address member conduct through the LA and LC inquiries.
- **Setting expectations and building capability:** The development and deployment of the RISE training is a fundamental step in changing the culture of parliamentary workplaces.
- **Continued challenges to address behaviour:** Despite significant effort and much progress, PAG has observed and been advised that the problem of poor behaviour in parliamentary workplaces persists.

Disappointingly, the PAG notes that as of 12 June 2024, only 6% of members of Parliament had participated in the RISE training.

- **Improving systems for response:** While channels to make a complaint have improved, the PAG is aware that there is still a lower level of reporting than actual prevalence. It is important that the Parliament work even harder to build credibility, trust and confidence in complaint handling systems.
- **Broader focus:** The Broderick Review paid particular attention to at risk groups in the parliamentary community.
  - While there has been positive and visible support for the LGBTQIA+ community, it will be important to broaden the focus so as to engage more visibly with First Nations people, CALD groups and people with disability.
  - There is an ongoing need to engage effectively with vulnerable groups in parliamentary workplaces, such as cleaners and caterers, and to adjust communication strategies to reflect audience needs.
  - There is also a need to engage more deeply with stakeholders such as unions, the press gallery and special constables, so as to better recognise them as part of the parliamentary community.



## LEGISLATIVE COUNCIL

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