

# STRATEGIC

Department of the  
Legislative Council

# PLAN



2024-2025



## STRATEGIC PRIORITIES OF THE 58th PARLIAMENT

## LEGISLATIVE COUNCIL KEY PROJECTS

2024 - 2025

### 1. Encouraging participation in the peoples' Parliament

The Parliament of NSW is a welcoming space for community involvement, a thriving home for democracy, a place to showcase our culture and celebrate our state.

Examples of joint initiatives:

- Engagement initiatives to encourage participation in democracy, celebrate the diversity of the community and welcome all to the Parliament of NSW:
  - Regional engagement
  - Cultural and art program engagement
  - Aboriginal engagement
  - Education programs
  - Community programs
  - Engagement with other Parliaments

- Continue preparations for the conclusion of the Bicentenary celebrations, including conferences, exhibitions and other associated activities.
- Return to the delivery of regional seminars connected to committee regional hearings, and further roll out of the President's regional roadshow series.
- Continue to work with the Senior Aboriginal Engagement Officer to ensure that First Nations communities are engaged and represented as part of the Bicentenary program.
- Continue to develop and enhance the Parliament's social media and communications strategy for the Bicentenary and other events and activities.
- Deliver the 2024 CPA conference, bringing delegates from 56 Commonwealth countries to Sydney in November 2024.
- Enhance and expand the exhibition program for the fountain court and Reconciliation Wall.
- Development of an educational video on the Budget Estimates process.



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### 2. Enabling members to fulfil their parliamentary responsibilities

Ensuring that members of the Parliament of NSW are equipped to undertake their democratic duties in the chambers, committees and in the community.

Examples of joint initiatives:

- Bespoke onboarding and offboarding programs
- Ongoing development programs
- Optimum performance for technology, system, and facility access
- Vigorous cybersecurity protection
- Complementary community engagement programs

- Progress with updating the Annotated Standing Orders of the Legislative Council with a view to the publication of a second edition in 2025.
- Continue to support the Members Professional Development seminars.
- Continue updating New South Wales Legislative Council Practice, with a view to the publication of a third edition following the republication of the Annotated Standing Orders of the Legislative Council.
- Continue with the digital transformation of the processes of the House and committees, including delivering Pandora (a new procedural precedents system) and if possible, eReturns, eDivisions, and the My DAY Parliamentary portal.
- Support implementation of the recommendations of the Privileges Committees regarding the proposed new member interest disclosure regime, including working with DPS to establish an online register.
- Continue to support the Regulation Committee in its enhanced scrutiny of delegated legislation, including a review of the 12-month trial of its enhanced functions, together with publication of a paper in December 2024 on the expanded function of the committee.



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### 3. Enhancing workforce capability: People, values and culture

Strengthening internal capabilities for a safe, inclusive and respectful workplace.

Examples of joint initiatives:

- Safe, inclusive, and respectful workplace
- Diversity and Inclusion  
Aboriginal cultural capability
- Articulating culture, values, and being an Employer of Choice

- Continue implementation of relevant recommendations of the Broderick Review and the short to medium term actions in the Department's 24-27 Inclusion and Diversity Plan.
- Develop training to enhance procedural knowledge of new department and DPS staff.
- Development of leadership capacity among a new cohort of Directors in the Department, including through extended acting opportunities, mentorship and training, and executive leadership programs for new senior officers.
- Deliver a second whole of department staff development day.
- Evaluate the effectiveness of structural changes to the Committee Office administration team and the Committee Digital Development Officer role.
- Review the Committee Office Administration Manual and associated processes to support secretariat staff.
- Explore opportunities to continue long-term the Department's relationship with Parliamentary Counsel in supporting the enhanced work of the Regulation Committee, including through secondments and rotations.
- Continue to explore ways to make supporting the sittings of the House more sustainable, including through stream lining processes and discontinuing publications that are no longer useful.
- Work with the Parliaments of Victoria and South Australia to enhance the exchange program between the three Parliaments in 2025 and beyond.



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### 4. Upholding the independence of a strong and effective Parliament

Ensuring that the Parliament of NSW has the resources, independence and institutional rigour to perform its democratic role effectively.

Examples of joint initiatives:

- Strong governance
- Audits and independent reviews
- Safeguarding independence
- Resourcing sustainability
- Financial sustainability

- Implement strategic projects and continue to engage with our twinned parliaments.
- Work with the other departments and the Executive on greater independence for the parliament's funding.

### 5. Modernising of the Parliament

Ensuring the Parliament of NSW has fit for purpose facilities and technology to support the championing of democracy.

Examples of joint initiatives:

- Fostering innovation and agility
- Improving accessibility for all
- Optimising post-COVID workplace practices
- Embracing recent technology enhancements
- Exploring new capacity through utilisation of tools and facilities
- Embracing sustainability

- Modernise and enhance the format of committee reports to improve online accessibility via HTML.
- Review, standardise and enhance the collection and reporting of statistical data on committee activity.
- Explore enhancing the LC Committee Members' Hub to provide further resources for members.
- Update procedural content on the Parliament's website including 'Procedural publications' and 'Rules of the House', and engage specialist assistance to enhance the Council's statistical information online through Microsoft Power BI.