



LEGISLATIVE ASSEMBLY

FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2024-2025

Ms Nicole Lawder MLA (Chair), Ms Suzanne Orr MLA (Deputy Chair),
Miss Laura Nuttall MLA

ANSWER TO QUESTION TAKEN ON NOTICE DURING PUBLIC HEARINGS

Asked by: Ms Jo Clay MLA

Addressed to: Chief Minister

Reference: Uncorrected Hansard Transcript [Page 99]

Hearing Date: 23 July 2024

QTON lodgement date: 24 July 2024

Answer Due Date: 29 July 2024

MS CLAY: Thank you, Chair. I will be brief. This might be the last one, depending on the answer. In this middle stream—so not where a minister has given a direct instruction that has been followed or ignored, but in this middle stream—what proactive steps would you expect your ministers to take to make sure that their staff are complying with the code of conduct?

Mr Barr: Well there is induction training for staff in relation to their responsibilities. That is updated and staff are required to participate in various elements of professional learning and development that relate to their responsibilities under the Ministerial Code of Conduct, the Ministerial Staff Code of Conduct and indeed in other matters as relate to working in this building.

Events in this Legislative Assembly term have put a particular spotlight in relation to behaviour on some matters that perhaps are covered broadly by the Ministerial Code of Conduct and Ministerial Staff Code of Conduct, but we have needed to do some more specific work. And that obviously has occurred, and the Assembly and the Speaker have guided and directed some specific work in that area. I would note also that these responsibilities extend beyond ministerial staff to staff of members of this place as well.

MS CLAY: So the one example was induction. Is that about it or do you think ongoing—

Mr Barr: No, there are ongoing professional and other requirements that are in place. I can take that on notice in terms of the detail of that, that apply to ministerial staff and that apply to non-executive staff as well.

MS CLAY: That would be useful to take on notice. Thank you.

Mr Barr: I will do that. Yes, I will do that.

Chief Minister: The answer to the Member's question is as follows:

Ministerial staff are expected to meet their obligations under, the following:

- a) the terms of any industrial agreement or employment contract relevant to their employment;
- b) *Continuing Resolutions of the Legislative Assembly for the ACT* in particular, the Members' Code of Conduct in continuing resolutions no. 5 and the Assembly's endorsement of the Commonwealth (Latimer) House Principles on the Three Branches of Government in continuing resolutions no. 8A;
- c) the *Legislative Assembly (Members' Staff) Act 1989* and relevant disallowable instruments made under the Act;
- d) the *Cabinet Handbook*;
- e) the *Code of Conduct for Ministers*; and
- f) Code of Conduct for Ministerial staff.

To support this, all Ministerial staff are required to complete mandatory induction training within 30 days of commencement. This training provides provide guidance to staff as to their obligations and an overview of policies, processes and supports available.

The Executive is committed to investing in professional development and providing ongoing opportunities for staff to build their capacity and reinforce their knowledge and expected behaviours. These training opportunities are available in both online and face to face formats. This training includes but is not limited to: WHS, Protective Security Framework, Anti-Bullying and Anti-Harassment, Probity and Procurement, and Resilience and Mental Health.

Questions regarding training conducted by the Legislative Assembly should be raised with them directly.

Approved for circulation to the Select Committee on Estimates 2024-2025

Signature: 

Date: **31. 7.24**

By the Chief Minister, Andrew Barr MLA