

Parliamentary Behavioural Codes and Standards

The culture of Parliament House and other Commonwealth Parliamentary Workplaces across Australia is a shared responsibility. With the start of parliamentary sittings in 2025, it's important for Parliamentarians, their staff and anyone who works or visits a Commonwealth Parliamentary Workplace to know about the new codes and standards that are in operation:

- [a Behaviour Code for staff employed under the Members of Parliament \(Staff\) Act 1984 \(MOP\(S\) Act\)](#),
- [a Behaviour Code for Australian Parliamentarians](#), and
- [Behaviour Standards for Commonwealth Parliamentary Workplaces](#).

“The people of Australia want our parliamentary workplaces to set the standard for workplace conduct” says Leonie McGregor, Chief Executive Officer of the Parliamentary Workplace Support Service. “These new codes provide guidance for all those working in and visiting these workplaces”.

How we treat each other matters

The standards require that people:

- Act respectfully, professionally and with integrity.
- Encourage and value diverse perspectives and recognise the importance of a free exchange of ideas.
- Recognise their power, influence or authority and do not abuse them.
- Uphold laws that support safe and respectful workplaces, including anti-discrimination, employment, work health and safety and criminal laws.
- Understand that bullying, harassment, sexual harassment or assault, or discrimination in any form, including on the grounds of race, age, sex, sexuality, gender identity, disability, or religion will not be tolerated, condoned or ignored.

Further detail about the codes can be found at:

[Behaviour Codes and Standards for Parliamentarians and their staff](#) and

[Behaviour Standards for Commonwealth Parliamentary Workplaces](#) which focuses on other people working at or visiting Commonwealth Parliamentary Workplaces.

The [Independent Parliamentary Standards Commission \(IPSC\)](#), an independent workplace investigation and sanctions framework to support the Behaviour Codes and Standards is also now operating. The [IPSC](#) can receive disclosures and complaints in relation to breaches of the Behavioural Codes and Standards and can investigate allegations independently. The PWSS can support people involved in IPSC processes or considering lodging a complaint.

“We all want our Commonwealth Parliamentary Workplaces to be great places to work” says Ms McGregor. “These Codes and Standards and the independent IPSC are part of the ongoing effort to foster healthy, safe, respectful and inclusive work environments for parliamentarians, staff and all who are working in Commonwealth Parliamentary Workplaces.