

Annual Report

**Supporting the integrity of the Victorian
Parliament and promoting respectful and
safe parliamentary workplaces.**

2024/25



Contents

About this report.....	0
Our vision	1
Our mission.....	1
About us... ..	1
Commissioners message	2
Operations summary	3

About this report

The Parliamentary Workplace Standards and Integrity Commission (PWSIC) annual report describes operational figures, achievements and work undertaken in the 2024/25 financial year, to manage allegations of parliamentary misconduct involving Victorian members of parliament including ministers and parliamentary secretaries. PWSICs financial statements and report of operations for 2024/25 has been consolidated with the Department of Premier and Cabinet’s annual report as per section 53 of the *Financial Management and Accountability Act 1994*.

Acknowledgement of Country

The Parliamentary Workplace Standards and Integrity Commission acknowledges Aboriginal and Torres Strait Islander people as the Traditional Custodians of Country.

We respectfully acknowledge all First Peoples of Victoria and celebrate their enduring connection to land, skies and waters. We thank First People for their care of Country and contributions to Victorian communities. We honour and pay our respects to First Peoples’ Elders past and present.

About the Parliamentary Workplace Standards and Integrity Commission (PWSIC)

We are an independent, impartial Victorian integrity agency, established under the *Parliamentary Workplace Standards and Integrity Act 2024* (Vic).

Our vision

A parliament that acts with the highest levels of integrity and workplace standards.

Our mission

To support the integrity of the Victorian Parliament and promote a respectful and safe parliamentary workplace.

Guiding principles

Our principles, embedded in our legislation, guide all aspects of our work:



Integrity



Independence



Effectiveness



Accountability



Fairness



Transparency



**Respect and
Safety**

What we do

We support the highest standards of conduct and integrity of Victorian members of parliament (MPs), ministers and parliamentary secretaries, by addressing parliamentary misconduct.

We can accept and manage reports about parliamentary misconduct by members of parliament, ministers, and parliamentary secretaries involving:

- bullying, harassment, discrimination, victimisation, occupational violence and aggression
- breaches of the members of parliament Code of Conduct¹
- breaches of the members of parliament Register of Interests²
- misuse of work-related parliamentary allowances or the electorate office and communications budget.

You can learn more about the Parliamentary Workplace Standards and Integrity Commission (PWSIC) on our website, pwsic.vic.gov.au.

¹ Part 3 of the *Members of Parliament (Standards) Act 1978*.

² Part 4 of the *Members of Parliament (Standards) Act 1978*.

Commissioners message

Supporting integrity in Victoria's Parliament

As the inaugural Chair Commissioner and CEO of the Parliamentary Workplace Standards and Integrity Commission (PWSIC), I take pride in reflecting on our first six months focused on our role as a dedicated integrity agency for Victoria's Parliament. This Commission fills a gap in Victoria's integrity system, with our unique role in enhancing accountability and fostering public trust in our democratic institutions.

In a modern democracy, the trust of the public in Parliament and confidence in elected representatives is paramount. Victorians expect their members of parliament to embody leadership, accountability, and integrity. With a statewide jurisdiction, we serve as an independent and impartial body responsible for managing allegations of parliamentary misconduct involving Victorian members of parliament, including ministers and parliamentary secretaries. Our goal is to uphold high standards of integrity and conduct, guided by the principles outlined in the *Parliamentary Workplace Standards and Integrity Act 2024 (Vic)* and informed by the findings of 'Operation Watts' and the 'Jenkins Report'. To that end, we have engaged with members, ministers, and committees, receiving a positive response and a genuine desire from the sector to enhance respect in parliamentary workplaces.

We have built a skilled and capable team, dedicated to fulfilling our responsibilities effectively. This expertise, coupled with our established role within the broader integrity system, allows us to ensure that the right agency addresses the right matters. Our framework provides anyone the option to report concerns confidentially and anonymously if preferred, mindful of the sensitivities involved with potential parliamentary misconduct. By clarifying our place in this system, we aim to build confidence among the public and stakeholders that concerns regarding parliamentary conduct and misconduct will be managed appropriately and professionally.

We are focussed on building confidence in our operations, making our Commission accessible, and ensuring our role is understood. Throughout the past six months, we have conducted engagement activities and consultations to raise awareness among our key audiences, including members of parliament and employees in parliamentary workplaces. Building on this foundation, we are now focusing on creating more detailed engagement activities for the upcoming year, which will include information sessions and comprehensive guidance and information packs. Our proactive guidance and education function will be a priority moving forward, particularly in collaboration with the Parliamentary Integrity Adviser (PIA).

We sincerely appreciate the thoughtful consideration of the *Parliamentary Workplace Standards and Integrity Act 2024 (Vic)* by all members of parliament, which has provided the legal and policy foundation for our work. We also acknowledge the invaluable support from the Department of Premier and Cabinet and the Department of Parliamentary Services during the implementation of the Commission.

It is important to acknowledge and thank our additional Commissioner Natasha de Silva for her valuable input and expertise in the establishment of the Commission and ongoing consideration of our statutory remit.

At this six-month mark, it is too early to draw conclusive insights from our work. More data and evidence are needed, and we look forward to providing a comprehensive overview in next year's annual report.



David Wolf, Chair Commissioner

Operations summary

The commission is required to provide the following information in its annual report under section 83 of the *Parliamentary Workplace Standards and Integrity Act 2024 (Vic)*

Key figures for PWSIC during the 2024/25 financial year include:

the number of referrals received in the financial year;	13
the number of public interest complaints received from the IBAC and the number treated as referrals in the financial year;	0
the number of referrals withdrawn in the financial year;	0
the number of referrals dismissed in the financial year;	7
the number of referrals resolved by appropriate dispute resolution in the financial year;	0
the number of referrals redirected to an appropriate entity in the financial year and the names of those entities;	0
the number of referrals investigated in the financial year;	0
the number of public interest complaints investigated in the financial year;	0
the number of allegations of parliamentary misconduct substantiated in the financial year;	0
the number of allegations of parliamentary misconduct not substantiated in the financial year;	0
the number of allegations of improper conduct in public interest complaints that were substantiated in the financial year;	0
the number of allegations of improper conduct in public interest complaints that were not substantiated in the financial year;	0
the number of allegations of detrimental action in public interest complaints that were substantiated in the financial year;	0
the number of allegations of detrimental action in public interest complaints that were not substantiated in the financial year;	0
the number of outcome reports, investigative reports and non-compliance reports provided to the Premier in the financial year;	0
the number of outcome reports, investigative reports and non-compliance reports provided to each respective Privileges Committee in the financial year;	0 to LA Committee 0 to LC Committee
the number of confidentiality notices issued in the financial year;	0

Table 1. Operations table of figures 2024/2025. All figures reported are as of 30 June 2025.

Foundational year: operational insights

Our operational figures reflect the early stages of the newly formed Parliamentary Workplace Standards and Integrity Commission. Since beginning operations on 31 December 2024, we have seen a steady increase in 'referrals'/'reports' received. These figures align with the increasing engagement and awareness of the Commission, which we view as a sign of growing recognition and trust. We are confident that this trajectory signals a solid path forward as we continue to expand our awareness and instil confidence in our mission.

Building a capable and impartial team

In our early months, we focused on building internal capability- ensuring our team is expert, impartial and responsive. This considered recruitment process has been instrumental in preparing us to respond promptly to referrals of misconduct, while upholding high standards of integrity and professionalism.

This work is anchored by the appointment of independent and impartial commissioners endorsed by the Governor-in-Council with the unanimous support of the multi-partisan Integrity Oversight Committee, ensuring the absence of any conflicts of interest. These appointments have laid the groundwork for a principles-driven Commission dedicated to upholding public trust and accountability.

A considered and purpose-driven approach

From the start, we have carefully assessed every report, with close attention to its nature, relevance and whether it falls within the scope of our oversight.

We first assess whether the reports fall within our remit. Some matters involve conduct that predates our establishment or behaviour not related to our functions, such as the actions of members of parliament from other states or territories. Other reports lack sufficient information for us to make an assessment. We do not count these reports in our figures in table 1.

This year, the Commission received 13 referrals of alleged parliamentary misconduct by Victorian members of parliament that occurred after 31 December 2024. Of these, seven were dismissed under Section 11 of our Act. Some of these matters we were required to dismiss under our legislation, such as those that relate to the views and opinions of a member of parliament. Other matters were at the Commission's discretion to dismiss, such as those that in the view of the Commission, did not justify further action. Most of the remaining matters came to the Commission's attention towards the end of the financial year, and the Commission did not consider them until after 30 June 2025.

We are committed to a 'no wrong door' approach. When a matter falls outside our jurisdiction, we guide individuals to the appropriate agency wherever possible. This focus strengthens the integrity system, reinforces public trust and ensures that the key cohorts' concerns are heard, respected and addressed appropriately.

All the information we receive is valuable, and out-of-jurisdiction reports reinforce the importance of clear communications to build understanding of our work. In response, we have placed a strong emphasis on connecting with, engaging and raising awareness among our key cohorts — members of parliament and the people who work with them.



pwsic.vic.gov.au

3 Treasury Place, East Melbourne, VIC 3002

enquiries@pwsic.vic.gov.au

ABN 96 176 828 618

© **Parliamentary Workplace Standards and Integrity Commission August 2025**

To receive this document in an alternative format, email enquiries@pwsic.vic.gov.au or contact National Relay Service on 1800 555 660 if required.

