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[REDACTED]

PART C: Submission

1. How would you describe the workplace culture(s) of the Commonwealth parliamentary workplace(s) where you work/have worked? Please outline specific strengths and/or weaknesses in terms of workplace culture(s), based on your experiences, as appropriate.

The MP has incredible power over his or her staff and can require them to do tasks outside required and acceptable duties, particularly related to party matters, knowing that he or she can dismiss a staff member at any time without having to justify their decision.

2. Based on your experiences, what are the factors that already do, or could contribute to a safe and respectful environment in Commonwealth parliamentary workplaces?

Needs to be an equalization of power with employees have more rights and can't be sacked at a whim.
The use of rolling six monthly non-ongoing employee contracts should be banned.

9. Is there anything else you would like to tell the Commission?

I was employed for four years on rolling six monthly non-ongoing employee contracts. This meant that I could be dismissed (and it happened) without any reason being given or severance pay.

In my case I was told by [REDACTED] that I was to be replaced by a full-time employee because there was an election coming up.

The use of rolling non-ongoing employment contacts would not be permitted in any other work place.
They tip the balance of power completely in MP's favour.

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