

Sanctions

If an IPSC decision-maker determines that a respondent has engaged in relevant conduct (that is breached the conduct requirements) they may determine to impose or recommend a sanction.

The decision-maker may decide to impose or recommend a sanction only if satisfied that doing so is necessary to promote appropriate conduct in the parliamentary workplace.

Sanctions for parliamentarians

The decision-maker may decide to directly impose any of the following sanctions against a parliamentarian:

- a written reprimand,
- a requirement to undertake training or professional development (in a specified period), and/or
- a requirement to enter into a behaviour agreement with the IPSC.

Where the decision-maker has made a serious breach finding against a current parliamentarian, and is satisfied that it is appropriate for a parliamentary sanction to be imposed, the decision-maker may refer that finding to the Privileges Committee of the relevant House of the Parliament.

The Privileges Committee must decide whether to recommend a sanction and report its recommendation to the House. The Privileges Committee may recommend that a House:

- suspend the member from the Parliament for a period,
- discharge the member from one or more parliamentary committees,
- impose a fine of between 2-5% of annual base salary, and/or
- impose any other sanction the Committee considers appropriate.

Sanctions for Member of Parliament (Staff) Act 1984 employees (MOPS employees)

If the respondent is a current MOPS employee, the decision-maker may recommend that the employing parliamentarian impose any of the following sanctions:

- a written reprimand,
- a requirement to undertake training or professional development,
- a requirement to enter into a behaviour agreement with their employer,
- re-assign the respondent's duties if it is practicable to do so,
- impose a fine of no more than 2% of annual salary, and/or
- terminate the respondent's employment.

If the respondent is a former MOPS employee, the decision-maker may recommend that their former employing parliamentarian give the respondent a written reprimand.

Employing parliamentarians of MOPS employees are required to impose any sanction recommended by the IPSC in relation to their employee (see s.20 of the *Members of Parliament (Staff) Act 1984*).

Other Commonwealth parliamentary workplace participants

If the respondent is neither a parliamentarian nor a MOPS employee, the decision-maker may recommend that their employer take any action considered appropriate within a specified period.

In addition, if the respondent is a non-core participant (such as a Press Gallery journalist or contracted worker), the decision-maker may also recommend that a Presiding Officer restrict or remove their access to the Parliamentary precincts for a specified period.