



Department of the Legislative Council

Annual Report 2024–25



Department of the
Legislative Council

Annual Report
2024–25





Image taken by Janusz Molinski Photography.

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Clerk's overview

I am pleased to present this report on the operations of the Department of the Legislative Council for 2024–25. The reporting period covers one of the middle years of the 60th Parliament, during which the Legislative Council has been very active fulfilling its role as the House of Review.

The House sat 48 days during the reporting period, including four sittings after midnight. The Department supported the consideration of government business on Tuesdays and Thursdays and a wide range of non-government business that is transacted on Wednesdays. Council members continued to be very active initiating private member bills, proposing amendments to legislation, putting forward motions for debate and ordering the production of documents. The Department's procedural and chamber support staff worked diligently to support this work, and I would like to recognise their dedication and commitment.

Our committee staff successfully managed a heavy workload supporting the Legislative Council Standing Committees and joint investigatory committees. During the reporting period, two select committees were also operating, making a total of 26 active inquiries across these parliamentary committees. The committee team rose to the challenge and completed a significant volume of work, often within very short timeframes, to enable committee members to undertake their roles. I would like to thank all the committee staff for their outstanding efforts.

We have continued to advance the Presiding Officers strategic priority of strengthening democracy in Victoria through a range of community engagement activities. The Community Engagement team has continued to work closely with the committees and procedural teams to promote understanding of the parliamentary process and encourage Victorians to participate through committee inquiries, petitions and other avenues. They have also delivered a range of community and education programs to engage with people across Victoria and connect them to the work of Parliament.

The parliamentary departments furthered their commitment to inclusivity through continued progress on the departments' Reconciliation Action Plan, Disability Action and Inclusion Plan and Gender Equality Action Plan. A key part of all three plans is increasing staff awareness, capability and knowledge. I was pleased to see a range of activities undertaken in 2024–25, including cultural competency training, events to recognise days of significance and improvements to policies and procedures.

We continue to invest in professional development, with staff across the Department always keen to take up learning opportunities. As outlined in the report, our staff participated in a range of cross-parliament conferences and exchanges, which provide an opportunity to learn from other jurisdictions and identify opportunities to improve our business processes. We have also continued to foster our strong partnerships with our twinned Parliaments of Fiji, Nauru and Tuvalu.

I would like to thank the President, Shaun Leane and all members of the Legislative Council for the collaborative way they have worked with us in carrying out the business of the Legislative Council. I would also like to acknowledge the cooperative working relationships we have with the other two parliamentary departments, which have greatly supported us in this work.

Robert McDonald
Clerk of the Legislative Council

2024-25

Events and milestones

July 2024

53rd Presiding Officers and Clerks Conference
Youth Parliament

August 2024

Two ministers at the Table for the Committee of the whole stage of the Youth Justice Bill 2024

September 2024

Plaque honouring First Peoples of Victoria unveiled

Staff exchange visit to South Australian Parliament

October 2024

Australian and New Zealand Parliamentary Information Technology Conference

November 2024

67th Commonwealth Parliamentary Conference
New Member elected and sworn in

December 2024

Parliamentary Workplace Standards and Integrity Commission established

January 2025

Australia and New Zealand Association of Clerks-at-the-Table Professional Development Seminar

February 2025

100th sitting day
Largest Legislative Council petition tabled

March 2025

Emerging Leaders program commenced
Commonwealth Parliamentary Association UK Westminster Seminar

April 2025

Select Committee on the 2026 Commonwealth Games bid final report tabled
Select Committee on Victoria Planning Provisions Amendments VC257, VC267 and VC274 established

May 2025

Treasurer delivered budget speech in the Legislative Assembly Chamber
Live minutes launched for sitting day broadcasts

June 2025

Visit from Speaker of the Fiji Parliament

Image taken by *Janusz Molinski Photography*.



What we do

Our purpose

Services and support for members

Provide procedural advice to members of the Legislative Council

Provide parliamentary law and procedural research for the President and members

Provide support for members in the instruction of private member bills and amendments to legislation

Provide operational support to members of the Legislative Council

Procedural support and information sharing

Provide documentation required for sittings of the Legislative Council

Provide records of the proceedings for sittings of the Legislative Council

Process legislation

Provide information relating to the proceedings of the Legislative Council

Assist government departments to comply with and respond to procedural requirements and decisions of the House

Assistance and advice for committees

Provide administrative support, research assistance, procedural and policy advice and produce draft reports to the Legislative Council Standing, Select, Procedure and Privileges Committees

Provide administrative support, research assistance, procedural and policy advice and produce draft reports to the joint investigatory committees administered by the Legislative Council

Image taken by *Janusz Molinski Photography*.

Strategic plan and departmental goals

The Department's goals

The Department of the Legislative Council works to deliver apolitical, professional, innovative, and integrated support services, advice and information to the President, members of the Legislative Council, Parliament's stakeholders, and the general public of Victoria.

To support this objective, the Department developed an annual plan, setting goals to establish priorities that also align with Parliament's strategic directions. The whole of Department annual plan and also individual team plans prioritise four main categories of activity: services to members, community engagement, governance, and our people.

Parliament's strategic priorities 2023–2026

The Parliament's Presiding Officers, the President of the Legislative Council and Speaker of the Legislative Assembly, issued their Strategic Priorities for the 60th Parliament (2023–2026).

The overarching theme is *Strengthening democracy in our State*. We aim to do this by making Parliament more accessible and increasing our engagement with the Victorian community.

Parliament of Victoria strategic priorities 2023–2026

Strengthening democracy | Increasing engagement with the people of Victoria



Supporting members

We will provide high-quality, impartial and professional services to all members of Parliament to support them fulfil their roles as elected representatives.



Parliament for the people

We will create greater awareness of and access to Parliament through direct community engagement and education.



First Nations focus

We will continue to prioritise engagement with Victoria's First Peoples to build understanding and respect for their culture and history.



A contemporary workplace

We will promote leading practice, build capability and ensure a respectful, safe and inclusive workplace.



Supporting the work of the House

Key procedural highlights

This section captures the procedural highlights of note from the sittings of the Legislative Council for the reporting period.

Member changes

Samantha Ratnam, Member for the Northern Metropolitan Region, resigned as a Member of the Legislative Council on Friday, 8 November 2024, to contest a seat in the Senate at the 2025 Federal Election. She was elected as a Member of the Legislative Council at a joint sitting in 2017 and served 2,584 days. During her tenure, she became the first woman to lead the Victorian Greens in the State Parliament.

Anasina Gray-Barberio was elected to fill the vacancy at a joint sitting held in the Legislative Assembly Chamber on Wednesday, 13 November 2024. The following day, she was serenaded by her community members with a Samoan hymn (which expressed gratitude for the blessings bestowed) as she was escorted into the Chamber by the Usher of the Black Rod and

sworn in. As a mark of respect and connection to her ancestors and culture, Anasina wore two traditional necklaces called ‘Ula Nifo’ and ‘Ula Fala’, and a fresh flower necklace representing strength and unity.

She gave her inaugural speech the following sitting week on Wednesday, 27 November 2024, which she opened with greetings in several Pacific Island languages, including her native Samoan tongue.

Parliamentary Workplace Standards and Integrity Commission

The Parliamentary Workplace Standards and Integrity Commission (the Commission) is an independent body established on Tuesday, 31 December 2024, under the *Parliamentary Workplace Standards and Integrity Act 2024*.

The Commission is responsible for managing allegations of parliamentary workplace misconduct involving Victorian members of Parliament, ministers, and parliamentary secretaries.



Anasina Gray-Barberio signing the Member's Roll. Image taken by Janusz Molinski Photography.

The Commission can receive, manage, and resolve allegations of parliamentary misconduct and inappropriate parliamentary workplace behaviour, including complaints of bullying, harassment, discrimination, victimisation and occupational violence and aggression.

One of the Commission's main reporting pathways is to the Council's Privileges Committee in relation to referrals and investigations of alleged misconduct engaged in by current and former members of the Council.

Consequently, the Privileges Committee now has several new functions it must perform in relation to the work of the Commission. Primarily, the Committee is responsible for receiving reports from the Commission and causing them to be tabled in the Council. In certain circumstances, the Committee must also consider reports and make recommendations regarding sanctions that might be imposed on a Member who is the subject of an adverse report.

While the Committee has not yet received any reports from the Commission, work has commenced to develop processes and protocols in anticipation of future reports.

Treasurer's speech – Budget 2025–26

On Thursday, 15 May 2025, the President read a Message from the Assembly, inviting the Treasurer, Jaclyn Symes to attend the floor of the Assembly on Tuesday, 20 May 2025, to give the Treasurer's speech on the Annual Appropriation Bill. This approval was granted under section 52 of the *Constitution Act 1975*, which allows a Minister of one House to sit in the other House to explain the provisions of any bill under their administration.

The Minister for Finance, Danny Pearson, introduced the Appropriation (2025–2026) Bill 2025 in the Assembly on Tuesday, 20 May 2025. The House proceeded immediately to the second reading where the Treasurer was escorted onto the floor of the Assembly Chamber by the Serjeant-at-Arms to deliver the budget speech. At the conclusion of the speech, the Treasurer withdrew from the Chamber and debate on the Bill was adjourned. The last time we saw this occur in Victoria was during the 56th Parliament when John Lenders became the first Member of the Council to be appointed to the position of Treasurer.



Jaclyn Symes delivering the Treasurer's 2025–26 State Budget speech in the Assembly Chamber.

Scrutiny of bills

Youth Justice Bill 2024

The Youth Justice Bill 2024 is a great example of the Legislative Council fulfilling its role as a House of Review. The Bill was introduced in the Council on Thursday, 1 August 2024, with debate on the second reading resuming two weeks later. Over half of the members of the Council contributed to the debate, and in total, 11 sets of amendments were circulated. Three sets of these amendments were circulated by leave of the House due to the volume, changing nature of amendments circulated by other members, and the time it takes to process, check and prepare amendments once they have been submitted.

The debate on the second reading concluded on the Thursday of the sitting week, and the Committee of the whole stage commenced. Given the size of the Bill and the policy overlap between portfolios, Enver Erdogan, Minister for Youth Justice, was joined by Jaclyn Symes, then Attorney-General, at the Table. The volume and complexity of amendments (641 individual amendments) resulted in an extensive committee stage that ran for just over nine hours.

The Council passed the Bill with 67 amendments, proposed by four members from three different parties. The amended Bill was returned to the

Assembly, where they agreed to the Council's amendments, and the Bill received Royal Assent on Tuesday, 10 September 2024.

Youth Justice Bill 2024 | Timeline and statistics

Tuesday, 18 June 2024

Bill introduced and first read in the Legislative Assembly

Wednesday, 19 June 2024

Second reading moved

Thursday, 1 August 2024

Bill passed the Legislative Assembly with an absolute majority

Introduced and first read in the Legislative Council

Second reading moved and Minister made a statement pursuant to section 85 of the *Constitution Act 1975*

Tuesday, 13 August 2024

Debate resumed on the second reading

Jaclyn Symes amendments circulated

Wednesday, 14 August 2024

Hour of government business utilised for more second reading contributions

Four sets of Greens amendments and one set of Legalise Cannabis amendments circulated

Opposition, by leave, circulated one set of amendments

Thursday, 15 August 2024

Second reading debate continued:

• By leave, Opposition circulated one set of amendments

• One set of Greens amendments circulated

• Second reading passed

Committee of the whole:

• By leave, Government and Opposition circulated amendments

• Jaclyn Symes joined Enver Erdogan at the Table

• Bill amended – 67 amendments agreed to

• Third reading passed Council with an absolute majority

Tuesday, 27 August 2024

Assembly agreed to the amendments made by the Council

Tuesday, 10 September 2024

Bill received Royal Assent

Passage of legislation



22

second reading speeches

11

amendment sets circulated

641

individual amendments

67

amendments agreed to

30

divisions

Time spent (hours:minutes)



0:04

introduction and first reading

5:02

second reading

9:06

Committee of the whole

0:08

third reading

Justice Legislation Amendment (Anti-vilification and Social Cohesion) Bill 2024

The Justice Legislation Amendment (Anti-vilification and Social Cohesion) Bill 2024 was introduced in the Council on Thursday, 20 February 2025, and debated over two sitting days in March and April. The Chamber spent approximately six and a half hours on the second reading of the Bill, with 27 members contributing to the debate. The Opposition and the Victorian Greens each circulated two sets of amendments and Legalise Cannabis Victoria circulated another. The Greens ultimately proceeded with moving one set.

After approximately seven hours and 15 minutes of consideration in the Committee of the whole stage, the Bill was amended (13 amendments were agreed to). The House agreed to amendments proposed by two crossbench parties, the Victorian Greens (11 amendments) and Legalise Cannabis Victoria (two amendments).

To allow the consideration of the Bill by the Committee of the whole to continue into the evening, two one-hour extensions were declared under Standing Order 4.08 and the House further agreed to a motion to extend the sitting beyond midnight. Finally, the House adjourned at 3.55 am until they were due to sit again at 9.30 am later that day. This was the latest adjournment time during this reporting period.

The Bill was returned to the Assembly where the amendments were agreed to and the Bill passed Parliament.

Fire Services Property Amendment (Emergency Services and Volunteers Fund) Bill 2025

The Fire Services Property Amendment (Emergency Services and Volunteers Fund) Bill 2025 was debated in the Council in April and May 2025. The Bill amended the *Fire Services Property Levy Act 2012* to replace the Fire Services Property Levy with the Emergency Services and Volunteers Fund Levy to enable it to fund a broader range of emergency services.

Amendments from the Government, the Opposition and the Shooters, Fishers and Farmers Party were circulated. The *Constitution Act 1975* restricts the power of the Council to introduce or amend legislation that appropriates from the Consolidated Fund or imposes any duty, rate, tax, rent, return or impost. It was determined that the amendments from the Government, the Shooters, Fishers and Farmers Party and some from the Opposition contained tax principles and could only be 'suggested' by the Council.

The Bill was read a second time, and the House defeated an Opposition motion to refer the Bill to the Economy and Infrastructure Committee. The Bill was committed to a Committee of the whole and the Government's suggested amendments were agreed to. The relevant clauses were postponed and the Deputy President reported progress on the Bill. A Message was sent to the Assembly requesting they make the amendments suggested by the Council. The Assembly made the suggested amendments and returned the Bill to the Council.

Justice Legislation Amendment (Anti-vilification and Social Cohesion) Bill 2024

Thursday, 20 February 2025

Bill introduced and first read in the Legislative Council

Tuesday, 4 March 2025

Second reading debate resumes
Opposition and Legalise Cannabis Victoria circulate amendments
Debate adjourned

Tuesday, 1 April 2025

Second reading debate resumes
Greens circulate amendments
(continued)

Second reading passes

Committed to a Committee of the whole
The House sat past midnight

Selection of Greens' amendments and the Legalise Cannabis Victoria amendments agreed to

Third reading passes

Wednesday, 2 April 2025

The Assembly agrees to the amendments made by the Council

Tuesday, 8 April 2025

Bill received Royal Assent

The Bill went back into the Committee stage to consider the postponed clauses. The Bill was reported without further amendment, the third reading was agreed to, and the Bill was read a third time with the concurrence of an absolute majority. The Bill was returned to the Assembly informing them that the Council had agreed to the Bill without further amendment. The Bill received Royal Assent on Tuesday, 27 May 2025.

Private bill

A private bill is a bill that targets only a specific group or organisation, rather than legislating a general policy or law. Private bills were more common in the past, when organisations such as banks, charities and educational institutions were established through an Act of Parliament. Over time, we have seen fewer private bills and those that are debated relate to educational or charitable organisations. It has been a longstanding practice in the Council to deal with any private bill as a public bill.

The Prahran Mechanics' Institute Repeal Bill 2024 was introduced in the Council on Friday, 16 August 2024 (the House having sat past midnight on a sitting Thursday). The Bill aimed to repeal the *Prahran Mechanics' Institute Act 1899* and provide for the transfer of property rights and liabilities. The President declared the Bill a private bill and the House agreed to deal with it as a public bill.

The last time a private bill came before the Council was the Melbourne College of Divinity Amendment Bill 2016 during the 58th Parliament. In 1926, the Bank of New South Wales Bill was the last private bill to be dealt with in the Council as a private bill.

Fire Services Property Amendment (Emergency Services and Volunteers Fund) Bill 2025

- **Thursday, 20 March 2025**
Bill introduced and first read
- **Thursday, 3 April 2025**
Debate resumed on the second reading
Opposition amendments circulated
- **Thursday, 15 May 2025**
Debate resumed on the second reading
Government amendments circulated
Shooters, Fishers and Farmers Party amendments circulated
Second reading passed
Opposition motion to refer the Bill to the Economy and Infrastructure Committee debated and defeated
Government suggested amendments agreed to and progress reported
Assembly made the suggested amendments
- **Friday, 16 May 2025**
Bill further considered in Committee of the whole and postponed clauses agreed to
Third reading passed by an absolute majority
- **Tuesday, 27 May 2025**
Bill received Royal Assent



In the Chamber. Images taken by Janusz Molinski Photography.

House of Review

The Legislative Council sat for 48 days (the same number of days as in 2023–24). Over those 48 sitting days, the Council met for over 457 hours, averaging nine and a half hours each sitting day (a slight increase compared to 2023–24).

Most of the time the House was sitting was spent dealing with government business (43 per cent) and general business (18 per cent).

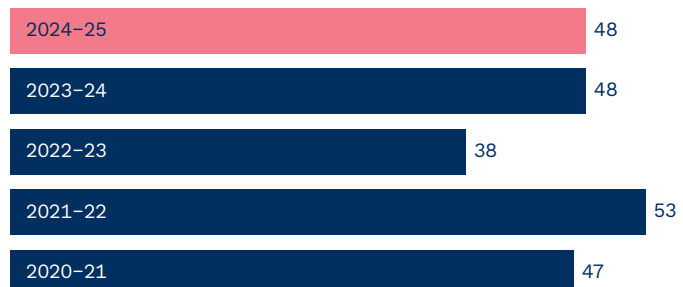
Government business is predominately the consideration of legislation (bills) and the consideration of motions moved by government members. It typically occurs on Tuesday and Thursday, and a portion of the time allocated for government business on a Wednesday was utilised on four occasions.

General business takes precedence on Wednesday and involves the consideration of motions and private member bills moved by non-government members.

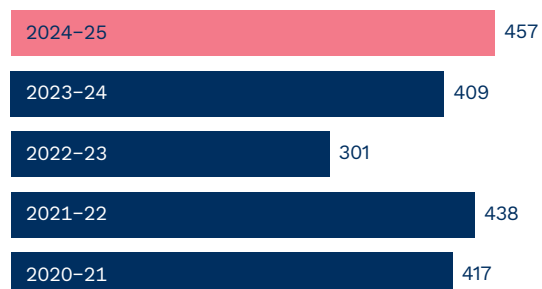
Sitting day statistics | Legislative Council



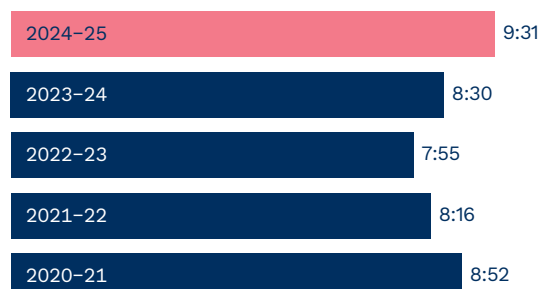
Number of sitting days



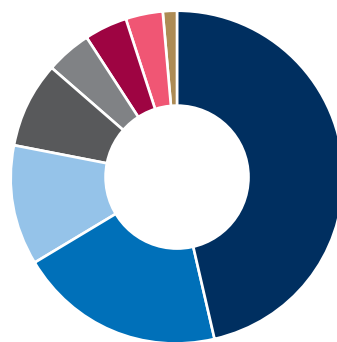
Total sitting time (hours)



Average sitting day (hours:mins)



Breakdown of business (hours:mins)



Government bills

A total of 52 government bills were introduced. Of the 52 government bills considered, 570 second reading contributions were made, and 43 bills were considered clause by clause in the Committee of the whole stage.

Private member bills

Our Department provides support to members for private member bills. Council staff work closely with drafters from the Office of the Chief Parliamentary Counsel (OCPC) to assist members with the development of drafting instructions and drafting of bills for introduction in the House.

Private member bills can be introduced and first read in the Council on any sitting day, but subsequent progress through the House only takes place on Wednesdays during general business. A fully drafted and printed bill is required to progress a private member bill to the second reading stage.

As at 30 June 2025, 40 private member bills remain listed on the Notice Paper. Of these, 25 have been made public (at minimum, the second reading has been moved).

Some notable observations of private member bill activity in 2024–25 include:

- members from three non-government parties sought to progress private member bills in the House in the reporting period
- while several bills were debated, none were subject to a Committee of the whole stage and only one was brought to a final vote

- Legalise Cannabis Victoria's Drugs, Poisons and Controlled Substances Amendment (Regulation of Personal Adult Use of Cannabis) Bill 2023 was referred to the Legal and Social Issues Committee for a bill inquiry. The Committee's report was tabled on Tuesday, 18 March 2025. As at 30 June 2025, further consideration of the bill in the House has yet to take place.

A full breakdown of private member bill activity in the Council for 2024–25 appears in the table below.

Amendments to bills

We continued to assist members to bring amendments to bills in the House. The OCPC drafts amendments to bills for members and they are then reviewed and authorised by us for printing.

We saw an increase in the number of sets of amendments prepared and dealt with in the House. A total of 84 sets of amendments were prepared, which is 37 more than the previous reporting period. Of those, 73 were circulated in the Chamber and 11 were prepared, but the Member did not proceed to circulate. There were 67 sets of amendments proposed by the House, along with six sets of suggested amendments. To assist members in the Committee of the whole stage, 30 running sheets were prepared.

In 2024–25, the Council amended 20 government bills (eight more than in 2023–24). This required 20 amendment schedules to be prepared and sent to the Assembly for their consideration.

Private member bills | Activity in the House

Bill activity	Liberal–Nationals Coalition	Australian Greens – Victoria	Legalise Cannabis Victoria	Total
First reading moved	4	7	1	12
Second reading moved	1	3	1	5
Second reading debate	3	1	1	5
Referred for committee inquiry and report	–	–	1	1
Committee of the whole stage	–	–	–	0
Passed	–	–	–	0
Defeated	1	–	–	1
Withdrawn	–	–	–	0

At a glance

Bills

Passage of legislation

52

government
bills introduced

570

second reading
contributions

43

considered in
Committee of
the whole stage

20

bills amended

49

bills passed
by the Council

Amendments

73

sets of
amendments
proposed

67

sets of House
amendments

6

sets of suggested
amendments

Private member bills

12

bills introduced

6

bills considered

23

second reading
contributions (across
the considered bills)

1

defeated (the remainder
are currently in the
second reading stage)

Image taken by *Janusz Molinski Photography*.

Of these 20 bills, two were returned to the Assembly with suggested amendments, where the Committee of the whole in the Council reported progress and sent the bill back to the Assembly. On both occasions, the Assembly made those amendments before returning the bill to the Council to complete the Committee of the whole and third reading stages. The remaining 18 bills were returned to the Assembly and the amendments made by the Council were agreed to.

Amendments agreed to by the Council were proposed by members from five separate parties: the Australian Labor Party (Government), the Liberal Party (Opposition), the Australian Greens, Legalise Cannabis Victoria, and the Libertarian Party.

Instruction motions are a means to permit the Committee of the whole to consider amendments that are outside the scope of the bill under consideration. Seven instruction motions were agreed to this reporting period. Three sets of amendments subject to an instruction motion were agreed to.

Reasoned amendments to the second reading question of bills are prepared by the Table Office. Six reasoned amendments were moved and defeated this reporting period.

Motions

Members give notice of motions on topics and matters that they intend to debate in the House. There is significant demand on the Table Office in assisting with drafting and preparing these motions for a sitting day. During this reporting period, members gave notice of 495 motions (89 from Government members and 406 from non-government members). This is an increase of approximately 40 per cent in the number of notices of motion drafted compared to the last reporting period.

In addition to these notices, a total of 34 motions were drafted and moved by leave or without leave. A further 30 motions were drafted for members that sought leave of the House to move them immediately, however, leave was denied and debate on these did not proceed.

We also drafted 15 sets of amendments to motions. Eight of these sets of amendments were moved in the House and four were agreed to.

A total of 151 motions were moved and considered in the Council during the reporting period. These can be broken down into the following broad categories:

- motions procedural in nature relating to the business of the House: 72
- substantive motion on a topic, paper or matter: 38
- production of documents motions: 27
- committee references: 11
- motion of condolence: 3.

Of these motions considered by the Council, 123 were agreed to, 23 were defeated, four lapsed before a decision was made, and one is listed for resumption of debate.

Non-government members moved 108 of these motions, or 72 per cent. Across 16 Wednesday sittings, non-government members moved 70 motions, of which 47 were agreed to (four were agreed to with amendment), 21 were defeated and two lapsed having been listed for more than 20 sitting days without resolution. Non-government members moved a further 31 motions by leave of the House, three motions without leave (bill referrals under standing orders and a motion in accordance with a resolution of the House), and four instruction motions (motions moved during the consideration of government bills to instruct the Committee of the whole that they have the power to consider amendments outside the scope of a bill).

Government members moved 43 motions, or 28 per cent of the total motions moved. Of these, 34 related to the business of the House, three motions of condolence, three instruction motions and three motions relating to a specific topic or matter. Of these motions moved, 40 were agreed to, two lapsed and one is still under consideration.

Production of documents

The Council considered 27 motions relating to the production of documents. Of these, 25 were new requests for documents to be produced and two were motions following up previous orders for documents that were overdue. Of the new requests, all except one were debated under the sessional order for short form documents motions that allows a maximum of two motions calling for documents to be debated each day

general business is scheduled to occur (with up to 20 minutes allocated for debate). The other motion was allocated 90 minutes for debate.

The 25 new orders for documents made this reporting period is four more than the previous reporting period, noting that the short form documents motion sessional order was introduced in November 2023.

In relation to returns to production of documents orders, the Government tabled:

- 33 letters (17 of which were an initial response to documents orders that stated more time was required to respond to the order)
- 283 documents in full
- four documents in part
- 18 schedules of identified documents.

Petitions

Petitions, both paper and electronic, remain a key mechanism for the community to engage and communicate issues to Parliament. A total of 69 petitions were presented in the Council, with an even split between paper and e-petitions. However, this reporting period we saw a 200 per cent increase in the number of paper petitions presented in the House. This increase is potentially due to the lower signature count required for a paper petition to qualify for debate in the Council compared to an e-petition.

The e-petition platform retained its popularity with a slight increase in requests compared to the previous reporting period. In total, 72 e-petitions were published on Parliament's website.

All petitions presented in the Council require a written response from the responsible Minister. Of the 69 petitions tabled, 21 were directed to the Minister for Planning, nine to the Minister for Environment, and six to the Minister for Health for response. During this time, 68 responses were received.

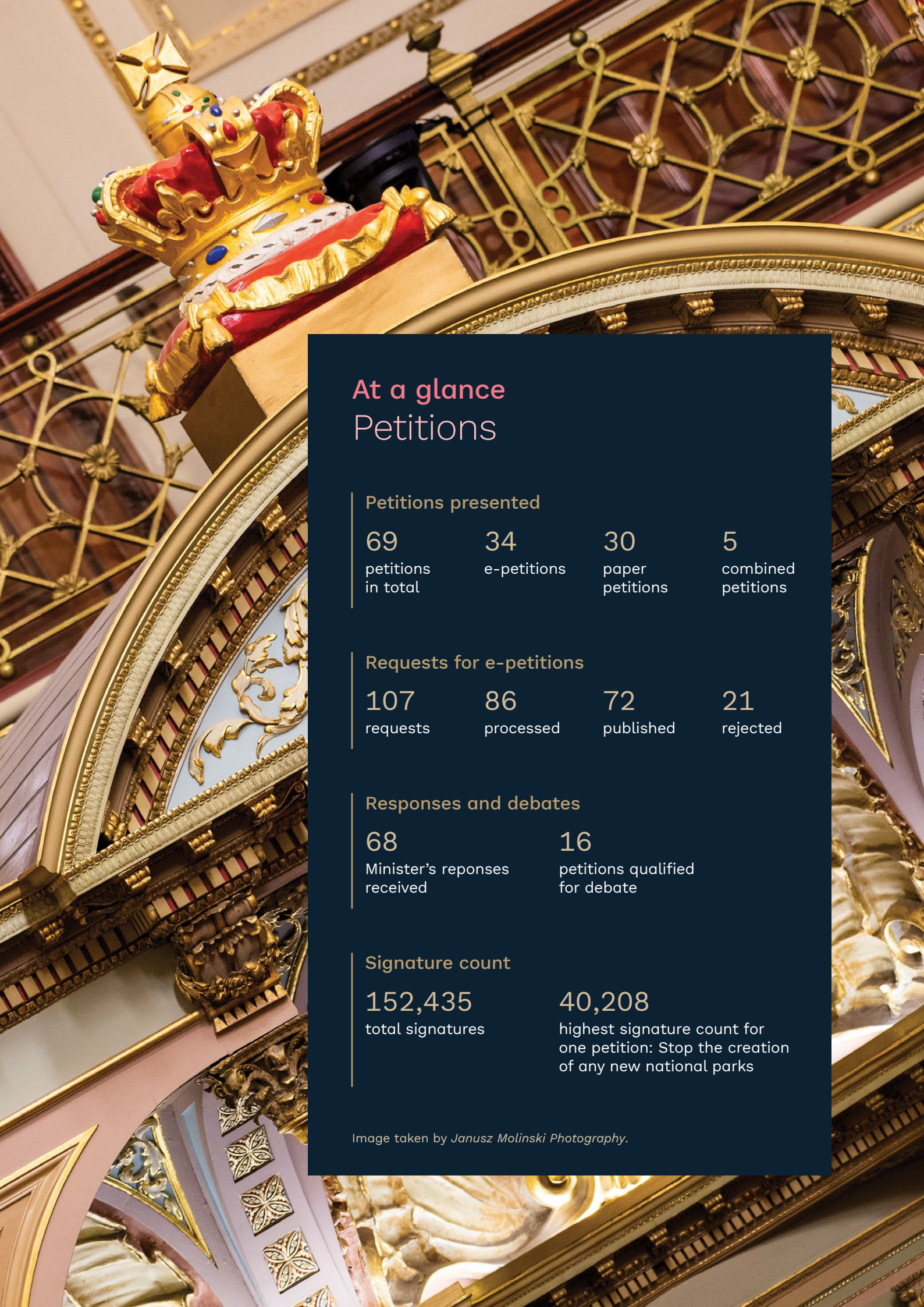
Melina Bath presented the petition with the most signatures (40,208). The petition called on the Government to not create any new national parks and keep state forests open to public access and traditional activities. It is the largest petition to be tabled in the Council, and one of the biggest petitions tabled in Parliament to date.

In total, 16 petitions (14 paper, one e-petition and one mixed) met the threshold to qualify for debate. This meant that in 2024–25, there was a petition debated every Wednesday afternoon in the time set aside in the schedule of business for 'Petitions (qualifying for debate)'. Most of these were paper petitions as they only require 2,000 signatures to qualify for debate, unlike mixed and e-petitions which require 10,000 signatures. In total, 16 petitions were debated during the reporting period, however two of these were tabled in the previous reporting period. The remaining two petitions will be debated on a future sitting Wednesday.

Concurrent debate is when the House agrees to combine debate on multiple items listed on the Notice Paper that have similar or linked themes. David Davis, Georgie Crozier and Evan Mulholland all presented petitions titled Desist from high-rise high-density zone planning. Only one of these qualified for debate under the Standing Orders and the others were ordered by the House for future consideration and listed under general business. With leave of the House, the petitions were debated concurrently, and a single question was put at the conclusion of the debate. This resolved seven matters before the House.



Melina Bath with the Stop the creation of any new national parks petition.



At a glance

Petitions

Petitions presented

69

petitions
in total

34

e-petitions

30

paper
petitions

5

combined
petitions

Requests for e-petitions

107

requests

86

processed

72

published

21

rejected

Responses and debates

68

Minister's responses
received

16

petitions qualified
for debate

Signature count

152,435

total signatures

40,208

highest signature count for
one petition: Stop the creation
of any new national parks

Image taken by Janusz Molinski Photography.



In the Chamber. Image taken by Janusz Molinski Photography.

Other notable events included:

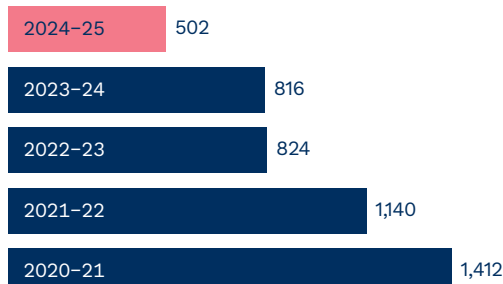
- the House authorising the reordering of the petitions that had qualified for debate (usually they are debated in the order they are presented to the House)
- for the second time this term there was a division on the question, “That the petition be taken into consideration” and the question was defeated.

Questions and answers

Scrutiny and review takes place when members ask questions of, or seek an action from, ministers. Ministers are required to respond in writing or verbally in the House. The Table Office publishes all questions and adjournment matters and their responses in the questions database.

In 2024–25, questions on notice drafted and published significantly decreased in comparison to 2023–24 (with 314 fewer questions asked).

Questions on notice processed



There was also a decrease in the number of questions on notice that were reinstated, with 13 questions reinstated during 2024–25, down from 153 in 2023–24.

The most popular portfolios that questions were directed to remained relatively consistent from last reporting period. The portfolio changes in December 2024, which saw the Treasurer portfolio move to the Council, resulted in a big uptick in the number of questions without notice directed to the Treasury portfolio. This is only the second time the Treasurer has been a Member of the Upper House.

House documents and procedural records

The Table Office produce a range of documents that outline matters on the agenda, decisions made and procedural developments relating to a sitting day. A total of 130 such documents were produced during the reporting period, involving a significant workload for our procedural staff. These included:

- Notice Papers: 48
- Minutes (weekly): 16
- Minutes (daily): 48
- Committee of the whole supplements: 16
- Procedural Bulletin: February–June 2024 and July–November 2024.

The 16th edition of the *Rulings from the Chair* book was published in January 2025 and was provided to members and their staff. This is an ongoing document that is produced by the Table Office to provide an account of significant

At a glance

Questions and answers

Questions on notice

502

questions on
notice drafted
and published

13

questions
reinstated

497

responses
published

Top three portfolios

86

Health

76

Planning

49

Environment

Constituency questions

709

constituency
questions

751

constituency
responses published

Top three portfolios

92

Roads and
Road Safety

59

Transport
Infrastructure

56

Planning

Questions without notice

384

questions
without notice
asked

79

written
responses
ordered

85

written
responses
published

Top three portfolios

61

Treasurer

31

Attorney-General

29

Mental Health

Adjournment matters

756

adjournments
raised

760

adjournment
responses published

Top three portfolios

80

Health

60

Environment

59

Premier

procedural issues and rulings from the Chair dating back to 1979. This revised edition included any significant rulings made during 2024.

Live minutes

The Council launched 'live minutes' in May 2025. 'Live minutes' run alongside the sitting day broadcast on the website and provide a brief and timely description of what is occurring in the House. The updates inform viewers about

what business has occurred and what item of business is currently being debated. They also provide links to further information (for example, to documents that have been tabled and to bills being debated).

These updates remain next to the broadcast for the entirety of the sitting day so users can quickly ascertain what business has been conducted and what decisions have been made over the course of the sitting.



Live minutes

Updated 7 minutes ago

- 1:14 pm
Formal business
Petitions tabled
Committees report tabled
Take note debate on [Scrutiny of Acts and Regulations Committee report](#)
- 12:06 pm
Question time
Questions without notice
Ministers' statements
Written responses ordered
Constituency questions
- 12:04 pm
Messages
Royal Assent message read
- 12:00 noon
Sitting started

(*) LIVE Legislative Council

Legislative Council live stream

Council 'live minutes' in action.

Supporting our members

Member professional development

Procedural training and refreshers

Early in 2025, we provided one-on-one procedural training to the new Member for Northern Metropolitan Region and her staff following a casual vacancy. We also provided additional training specific to their roles to a newly appointed Acting President and new Opposition Whip.

The Table Office sent members five procedural refresher emails dealing with subjects such as the adjournment debate, constituency questions, and notices of motion.

An online information session was held in February 2025, for members and their staff dealing with the process for amending bills. A similar session will be held in July 2025, on parliamentary privilege.

Electorate office visits

The Table Office team continued their tour of Victoria completing the electorate office visits initiative that commenced in the previous reporting period. Members from the remaining five regions were contacted with the offer of in-person or online training on parliamentary procedure (offices from three regions were involved in the initiative in the previous reporting period). Programs like this help connect members and their staff with parliamentary officers that can assist with procedure matters.

Of the 30 members that were contacted, the team did sessions with 20 offices. Five sessions were online and the remaining 15 were in-person at the members' electorate offices.

The team enjoyed the wide-ranging questions and requests they received from the members and electorate office staff that participated. The team was pleased to customise the information presented in each session. Key topics covered during these visits included how the Table Office can assist members and their staff, as well as parliamentary questions and responses, petitions, motions, and tabled documents.

The planning and delivery of these sessions had been staggered by region and scheduled during non-sitting weeks to ensure a convenient time was found for all involved. The Table Office required adjustments to the team's workloads and priorities due to the time commitment and resources needed for the initiative. With positive feedback from everyone involved, the Table Office team looks forward to building on this initiative and offering similar sessions in the future.

CPA conferences

67th Commonwealth Parliamentary Conference in Sydney, Australia

President Leane, along with four members of the Legislative Council, attended the 67th Commonwealth Parliamentary Conference (CPC) hosted by the New South Wales Parliament and the Commonwealth Parliamentary Association (CPA) New South Wales Branch, in Sydney from 3–8 November 2024. The conference theme was *Engage, Empower, Sustain: Charting the Course for Resilient Democracy*. Several other activities were held alongside the CPC, including the 8th Commonwealth Women Parliamentarians Conference.

Michael Galea was the CPA Victorian Branch delegate and formally represented the Branch at the General Assembly. The General Assembly elected Hon. Dr Christopher Kalila from the National Assembly of Zambia to be the CPA Chair for a three-year term, and noted the passage of the CPA Status Bill in the UK Parliament to legislate to recognise the CPA as akin to an international, interparliamentary organisation.

Michael Galea also presented at a workshop on the topic *How can legislatures best support and promote LGBT+ participation?* with Tina Browne, Leader of the Opposition, Cook Islands, and Kathryn Johnson, Policy Specialist, United Nations Development Programme. Valerie Woods, Speaker of the House of Representatives, Belize, chaired the panel. At the end of the session, workshop participants endorsed the recommendation that political actors across the Commonwealth have a responsibility to listen to the voices of LGBT+ citizens and support their meaningful participation in the democratic process.

During the conference, the Clerk of the Legislative Council attended the 58th Society-of-Clerks-at-the-Table meeting. Parliamentary clerks and officials gave presentations during the two-day meeting on topics including citizen participation in Parliament, parliamentary oversight of the executive, parliamentary privilege and digital democracy.

73rd Westminster Seminar, London, United Kingdom

For 73 years, the CPA has facilitated a Seminar for effective parliaments at its Westminster headquarters in London. The seminar brings together parliamentarians and parliamentary clerks and officials from around the Commonwealth and aims to build stronger and more effective parliaments.

The seminar ran from 10–15 March 2025. It included sessions and collaborative discussions on a range of topics such as holding the executive to account; parliamentary culture; inclusive parliaments; parliamentary outreach; and AI in parliaments.

Victorian members, Daniela Di Martino and Renee Heath, and Assistant Clerk Committees, Keir Delaney, attended the seminar from the Victorian Branch of the CPA.

Reporting on members' interests

The seventh review of monetary threshold amounts was conducted prior to 30 June 2025 in accordance with section 24 of the *Members of Parliament (Standards) Act 1978* (the Act). The review resulted in an adjustment to the highest threshold amount from \$59,500 to \$61,000.

Under section 17(2) of the Act, a person who becomes a Member after the commencement of section 78 of the *Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019* must submit a primary return to the Clerk of the Parliaments within 28 days after taking and subscribing the oath or affirmation as a Member.

Under section 18 of the Act, a Member must submit an ordinary return to the Clerk of the Parliaments within 28 days after 31 January and 30 June each year.

Under section 29 of the Act, the following reports were prepared and tabled:

- Register of Interests – Return submitted by a Member of the Legislative Council – Primary Return – 6 December 2024
- Register of Interests – Returns submitted by members of the Legislative Assembly – Ordinary Returns – Reporting period 1 July 2024 to 31 January 2025
- Register of Interests – Returns submitted by members of the Legislative Council – Ordinary Returns – Reporting period 1 July 2024 to 31 January 2025
- Register of Interests – Returns submitted by members of the Legislative Assembly – Primary Returns – 4 March 2025
- Register of Interests – Returns submitted by members of the Legislative Assembly – Ordinary Returns – Reporting period 1 February 2025 to 30 June 2025
- Register of Interests – Returns submitted by members of the Legislative Council – Ordinary Returns – Reporting period 1 February 2025 to 30 June 2025.

Member salaries and allowances

Under the *Parliamentary Salaries, Allowances and Superannuation Act 1968*, the Clerk is the relevant officer for members' work-related parliamentary allowances. The Clerk must determine whether claims meet the requirements of the guidelines issued by the Victorian Independent Remuneration Tribunal, along with other relevant regulations. The Clerk must also publish quarterly reports on the Parliament of Victoria's website.

During 2024–25:

- the Tribunal issued the Members of Parliament (Victoria) Annual Adjustment Determination 2024 and Members of Parliament (Victoria) Guidelines No 1/2024 and No 2/2024, which made annual adjustments to members' salaries and allowances, clarified the eligibility for certain allowances, and aimed to better support members with a disability
- the Commonwealth Remuneration Tribunal adjusted the maximum daily rate members can claim for travel allowances
- all relevant claim forms were updated to reflect these changes.

The Clerk's Office continued to administer claims and prepared four quarterly reports for publication on the Parliament of Victoria website.

Further information about the number of determinations made, and amounts paid in respect of each allowance, is published in the Department of Parliamentary Services annual report in accordance with the legislative requirements.

Assisting government departments

The Table Office continues to offer online sessions to public service employees interested in learning more about Parliament. In conjunction with our Legislative Assembly colleagues, we provide an opportunity to:

- learn about the basics of Parliament – What is Parliament? How does Parliament make decisions?
- hear about how a sitting day works – what each item of business is, the differences between the two Houses
- follow the passage of a bill through all the stages in each House.

Each online session runs for approximately an hour and a half and is designed to provide insight into Parliament's functions from a practical point of view. We try to make the sessions interesting by using polls and videos of Parliament in action to engage the audience and provide current and historic examples to illustrate content.

During this reporting period, alongside our committee colleagues, we offered a new session on parliamentary committees that covered the purpose and types of committees, the inquiry process and had some information about participating in an inquiry. This session was well attended and positively received, and we hope to offer it again in the future.

We also offered our regular shorter session in the lead up to annual report tabling that includes practical advice about how a document is tabled and what that means.

We are always looking at ways to improve what we offer to government departments that engage with Parliament and the parliamentary process in their roles – whether it's improving these sessions or offering sessions on new topics.

Assisting government departments | Online information sessions



In 2024–25, we saw more than 1,500 attendances across the following sessions

2024

August

Annual report tabling

September

Passage of a bill

Introduction to committees

October

Parliament basics

Understanding a sitting day

2025

May

Parliament basics

Understanding a sitting day

June

Passage of a bill

Feedback from the sessions has always been wonderful (and acts as a motivator to continue offering additional topics and repeat sessions). Some feedback received in the reporting period included:

- “ I really enjoy these sessions! I find the content so interesting, and I really like the short videos of Parliament ‘in action’ to illustrate the content.
- “ Albeit obviously not a trivial subject matter, the light-hearted style of presentation interspersed with personal experiences and anecdotes of what actually happens or can happen makes for a very informative and enjoyable session. Do keep it!
- “ I really enjoyed the mixture of explanation and video content to demonstrate what the speakers were talking about. The speakers also had a lovely rapport which made it a very enjoyable session.
- “ Fantastic, engaging session – pitched at a great level that is easy to follow and very informative.



Supporting the work of committees

Enhancing community engagement

In recent years, the Council Committees have demonstrated a strong commitment to inclusive community engagement by adapting their approaches to meet the diverse needs of Victorians. In 2024–25, each Committee continued to innovate and improve accessibility, strengthening connections with stakeholders and supporting the democratic process.

The Economy and Infrastructure Committee took a region-first approach by holding public hearings across various parts of Victoria, many of which were broadcast live. This strategy aimed to make participation easier for residents in regional communities. Recognising the geographic scale of Victoria's regions, the Committee enabled witnesses to appear remotely, even when hearings were conducted in regional centres. This approach not only broadened the evidence base but also allowed members with tight schedules to contribute remotely. The response was overwhelmingly positive – witnesses welcomed the chance to participate without long travel times, and members appreciated the increased flexibility and reach of the process.

To demystify a complex and technical subject – electoral reform – the Electoral Matters Committee created an accessible engagement model for its Inquiry into Victoria's Upper House electoral system. A discussion paper outlining six possible electoral structures invited public feedback via a user-friendly online form. This approach received 141 short-form responses and 62 traditional submissions. By presenting a range of options and encouraging feedback, the Committee received a diverse array of views that will inform its final recommendations, while also fostering transparency through a publicly available summary.

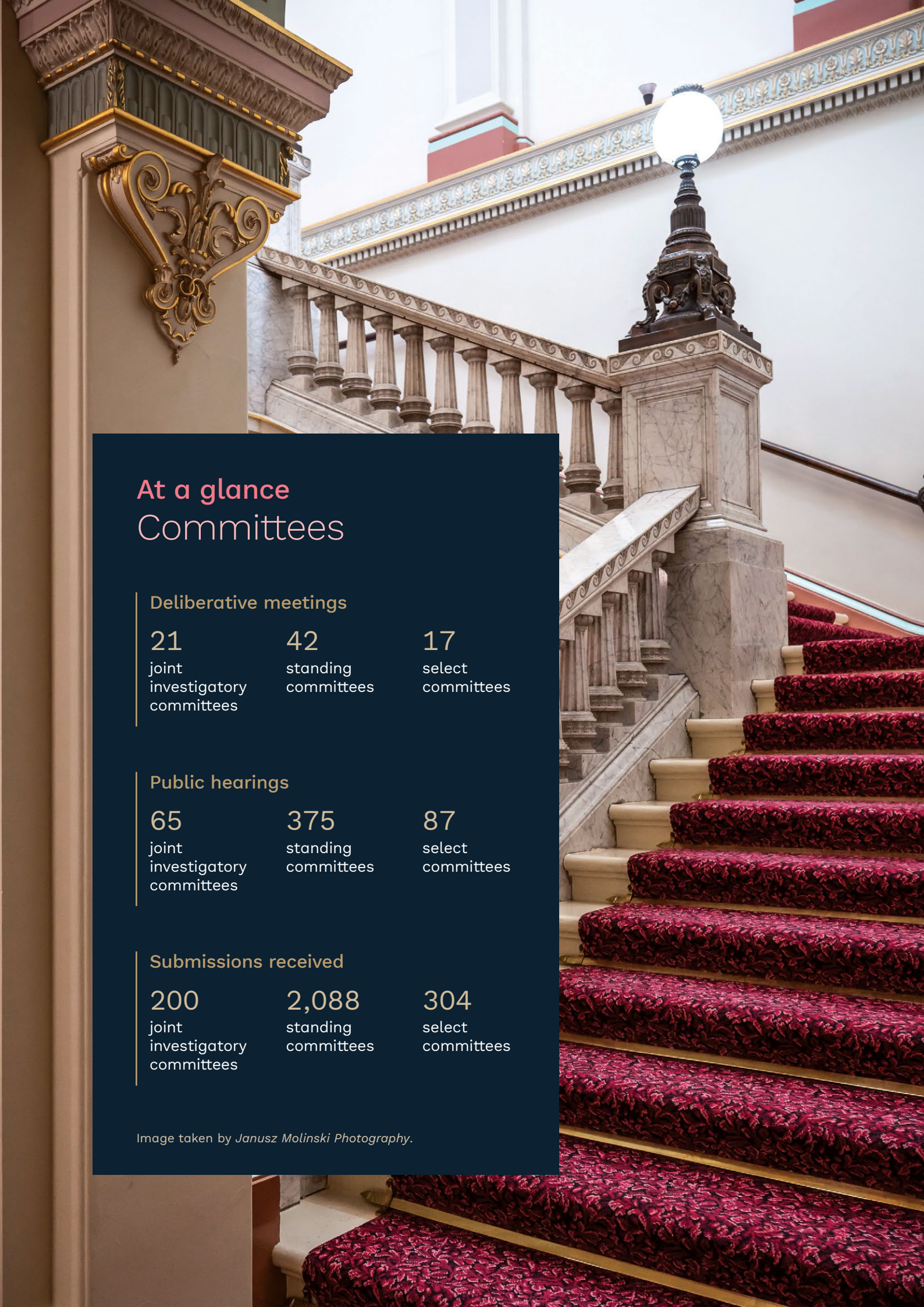
The Legal and Social Issues Committee, in its consideration of public housing tower redevelopment, prioritised communicating with culturally and linguistically diverse communities. By translating key web content into Arabic, Chinese Simplified, Somali, and Vietnamese, and hosting in-person information sessions at the five affected sites, the Committee established relationships with the community.

These sessions included a presentation about the inquiry process and encouraged residents to share concerns. The initiative broke down barriers of language and mistrust, empowering residents with the knowledge and confidence to participate.

The Environment and Planning Committee sought to highlight community contributions during its floods inquiry by producing a visually rich and people-focused introductory chapter. Featuring photographs of witnesses and community engagement events, the report acknowledged the immense input received. The decision to stage last year's regional sitting in Echuca – a flood-affected area – and produce an interim report responding directly to that community, helped localise and humanise the inquiry. The stakeholder response was overwhelmingly positive; packed hearings, media interest, and heartfelt letters of thanks showed the community felt seen and heard.

Finally, the Commonwealth Games Select Committee embraced the value and range of social media engagement by producing short, engaging Instagram reels summarising hearings and report findings. These 90-second clips, featuring the Committee's Chair and Deputy Chair, were instrumental in maintaining momentum and public interest in the final stages of the inquiry. Using social media ensured transparency and connection with the broader public.

Across the board, these diverse initiatives highlight the Council's commitment to innovation, transparency, and inclusive governance – bringing the Parliament closer to the people it serves.

A photograph of a grand, ornate staircase with a red patterned carpet and a marble balustrade. The staircase is part of a larger building with classical architectural details, including columns and decorative moldings. A large, ornate lamp is visible on the right side of the staircase.

At a glance Committees

Deliberative meetings

21

joint
investigatory
committees

42

standing
committees

17

select
committees

Public hearings

65

joint
investigatory
committees

375

standing
committees

87

select
committees

Submissions received

200

joint
investigatory
committees

2,088

standing
committees

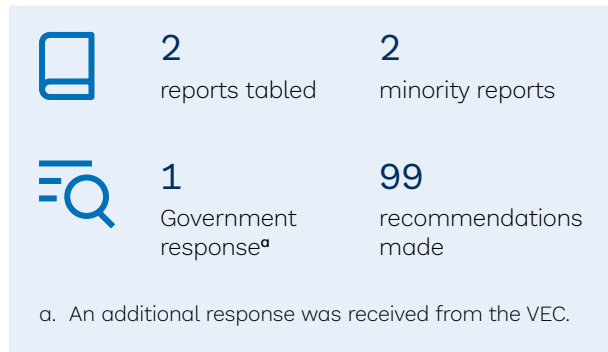
304

select
committees

Image taken by *Janusz Molinski Photography*.

Joint investigatory committees

Electoral Matters Committee



The Electoral Matters Committee looks at the conduct of elections in Victoria and issues relating to electoral legislation.

A key highlight was the tabling of the report on the 2022 Victorian state election in July 2024. This comprehensive report contained 141 findings and 98 recommendations and was accompanied by two minority reports reflecting a range of perspectives. Both the Victorian Electoral Commission (VEC) and the Government formally responded to the Committee's recommendations. One important recommendation led to a supplementary report by the VEC on ballot paper shortages during the 2022 election.

The Committee tabled this supplementary report in May 2025, together with comments from the Committee, findings and a further recommendation aimed at addressing future logistical challenges.

In 2024–25, the Committee also undertook two new inquiries. The first – an ambitious review of Victoria's Upper House electoral system – examines alternative electoral structures. To attract community engagement, the Committee released a discussion paper outlining six potential models and invited public feedback through an interactive online form and traditional submissions. This approach generated strong interest, with 141 online responses, 62 written submissions, and 16 public hearings held in May 2025.

The second inquiry focused on the 2025 Prahran and Werribee by-elections, with the Committee gathering insights from nine submissions and six public hearings to assess how these elections were conducted. Both inquiries remain underway, with final reports expected in December 2025.

The reporting period also saw significant changes to the Committee's membership, with five of nine members replaced, including the Chair and Deputy Chair. In February 2025, Dylan Wight was elected Chair and Chris Crewther as Deputy Chair, bringing new leadership to this important work.



Public hearing of the Electoral Matters Committee Inquiry into Victoria's Upper House electoral system.

Integrity and Oversight Committee

	1 report tabled	0 minority reports
	1 Government response	115 recommendations made

In 2024–25, the Integrity and Oversight Committee delivered significant outcomes that advanced transparency, accountability, and oversight across Victoria’s integrity framework.

A key achievement was the tabling of the 2022–23 performance report, which rigorously evaluated the work of Victoria’s four integrity agencies – Independent Broad-based Anti-corruption Commission (IBAC), the Victorian Ombudsman (VO), Integrity and Oversight Victoria, and the Office of the Victorian Information Commissioner. The report acknowledged notable progress in investigations, transparency, and public sector improvement, while also identifying challenges and recommending practical reforms to strengthen agency coordination and operational impact.

The Committee also made a meaningful contribution to public safety and accountability through its focused work on police-perpetrated family violence. Its inclusion of this complex issue in the performance report reflects a considered and courageous approach to oversight. The Committee put forward multiple recommendations directed at improving Victoria Police’s handling of such complaints and its capacity to protect the safety and wellbeing of victim-survivors.

Perhaps most notably, the Committee undertook the first comprehensive review of *Victoria’s Freedom of Information Act* since its inception in 1982. The Committee’s report recommended a transformative shift toward a proactive, digital-age ‘push’ model of public information access – proposing a new ‘Right to Information Act’, modernised processes, and strengthened oversight powers. These reforms aim to make transparency more accessible, efficient, and meaningful for all Victorians.

The Committee also facilitated the successful independent performance audit of the VO. The audit assessed whether the VO was achieving its

objectives effectively, economically, and efficiently, as outlined in Victoria’s *Ombudsman Act 1973*. The audit report, tabled in July 2024, indicated that the VO not only met but, in many instances, exceeded its objectives, while highlighting some areas for continued improvement.

Standing committees

Economy and Infrastructure Committee

	2 reports tabled	5 minority reports
	1 Government response	59 recommendations made

During the reporting period, the Economy and Infrastructure Committee tabled two significant reports, each addressing vital aspects of Victoria’s economic and social landscape.

The first inquiry focused on local government funding and service delivery in Victoria. Referred by the Legislative Council in May 2023, the inquiry was delayed due to competing priorities but gained strong momentum once underway. The Committee received 114 submissions and conducted eight days of public hearings across the state. The report delivered 47 findings and 48 recommendations, examining the structure of local government, complex funding arrangements, and the ongoing financial sustainability of councils. It highlighted the critical role of grant systems and intergovernmental frameworks in ensuring efficient service delivery. The Government tabled its response in June 2025.

The second inquiry explored cultural and creative industries in Victoria, launched by the Committee in February 2025. Through 42 submissions and two days of public hearings, the inquiry explored the power of arts and culture to unite communities and foster inclusion. It addressed funding challenges, equity of access, and the role of national broadcasters such as the ABC and SBS in supporting Victorian voices, particularly in light of recent staffing shifts to Sydney. The Committee tabled its final report in June 2025, presenting 52 findings and 11 recommendations aimed at strengthening the resilience and reach of Victoria’s creative sector.



Top left: Traralgon public hearing of the Environment and Planning Committee Inquiry into climate resilience. Clockwise from top right: Witnesses appearing at public hearings of the Environment and Planning Committee Inquiry into climate resilience in Traralgon (top right), Aireys Inlet (bottom right) and Emerald (bottom left).

Environment and Planning Committee



1

report tabled

2

minority reports



1

Government
response

73

recommendations
made

On Tuesday, 30 July 2024, the Environment and Planning Committee tabled its final report on the Inquiry into the 2022 Flood Event in Victoria.

The flood event impacted 81 per cent of local government areas across Victoria, particularly

in Northern Victoria and the Maribyrnong River catchment area. The inquiry examined the state's preparedness for, and response, to the event. It also considered how to improve our approach to future extreme weather events.

In total, 880 submissions were received from a range of stakeholders including organisations and community members directly impacted by the floods, experts and government representatives. The Committee conducted 13 days of public hearings, as well as several submission workshops and open mic sessions, both at Parliament and in flood-affected areas across the state, to gain an understanding of the experiences of stakeholders during and after the floods.

The report made 90 findings and 73 recommendations, including improvements to flood governance arrangements and boosting resources for emergency services responding to events such as floods. The Government tabled a response to the report on Thursday, 6 February 2025.

The Committee began a second inquiry during the reporting period, which had been referred on Wednesday, 4 October 2023. The Inquiry into Climate Resilience examined the risks climate change poses to Victoria's built environment and infrastructure. This included how the Government is preparing for these risks, the barriers in upgrading infrastructure to become more resilient, and the state's preparedness for future climate disaster events. The Committee received 286 submissions and held nine days of hearings across Victoria. The Committee plans to table its final report in August 2025.

Legal and Social Issues Committee

	4 reports tabled	4 minority reports
	1 Government response	93 recommendations made

The Legal and Social Issues Committee examines matters that affect the everyday lives of Victorians – spanning community services, education, health,

law and justice, and more. Over the reporting period, the Committee completed four inquiries, each addressing a pressing social issue.

The Inquiry into Workplace Drug Testing in Victoria raised important questions about fairness and effectiveness in drug testing, particularly for workers using legally prescribed medicinal cannabis. The Committee found current practices often detect presence rather than impairment and recommended legislative and policy reforms to better balance workplace safety with privacy and human rights.

The Inquiry into the State Education System revealed persistent challenges in achieving equity across Victoria's schools. With 274 submissions and seven hearings across the state, the Committee explored issues such as funding gaps, workforce strain, and inadequate support for students with complex needs, recommending targeted investment and system-wide improvements.

The Inquiry into Food Security in Victoria shed light on rising food insecurity and its disproportionate impact on vulnerable communities. The report urges coordinated Government action and stronger local food systems to ensure all Victorians have reliable access to nutritious and affordable food.

Lastly, the Committee examined the Drugs, Poisons and Controlled Substances Amendment (Regulation of Personal Adult Use of Cannabis) Bill 2023, using the Australian Capital Territory's (ACT) decriminalisation model as a comparison.



Left: Public hearing of the Legal and Social Issues Committee Inquiry into Ambulance Victoria.



Right: Flemington public hearing of the Legal and Social Issues Committee Inquiry into Housing Towers.



Left: Public hearing of the Select Committee on the 2026 Commonwealth Games Bid.

Right: The Chair and Deputy Chair of the Commonwealth Games Select Committee featured in Instagram reels summarising the Inquiry hearings and report findings.

Based on 58 submissions and a site visit to the ACT, the Committee delivered seven recommendations aimed at informing a measured and evidence-based approach to cannabis reform in Victoria.

Select committees

Select Committee on the 2026 Commonwealth Games Bid

	2 reports tabled	3 minority reports
	0 Government responses	6 recommendations made

The Select Committee on the 2026 Commonwealth Games Bid continued its inquiry throughout 2024 and into 2025. In September 2024, the Committee tabled a second interim report, highlighting to the Legislative Council a series of failures by the Government to provide documents requested by the committee for use in its inquiry.

The Committee held nine public hearings over three days to hear evidence relating to infrastructure projects announced at the time the Government withdrew from the Games.

The Committee tabled its final report in April 2025, which made 62 findings and six recommendations to the Government. The Committee found the multi-city regional model for the Games was overly ambitious and not feasible for the required timeline. It also found the decision to withdraw was a result of a series of failures by key departments and agencies during the bid and project approval stages.

Select Committee on Victoria Planning Provisions Amendments VC257, VC267 and VC274

	1 report tabled	3 minority reports
	0 Government responses	12 recommendations made

The Select Committee was established on Wednesday, 2 April 2025, to examine Victoria Planning Provisions amendments VC257, VC267 and VC274, with a reporting date of Tuesday, 13 May 2025. These planning changes enable increased housing density in some parts of Melbourne, close to transport links and services. This intersected with community concerns about housing affordability and the impact of housing density on liveability and heritage.



Public hearing of the Select Committee on Victoria Planning Provisions Amendments VC257, VC267 and VC274.

With a timeframe of just 41 days, the Committee held three days of public hearings with 49 separate witnesses including planning practitioners, industry peak bodies, academics, think tanks, community groups, government departments, and local councils. The short timeframe only allowed eight days for stakeholders to prepare their submissions. The Committee received 299 submissions, reflecting a depth of community sentiment on this issue. Staff from across the joint and standing committees assisted the Committee by providing administrative and research support.

The Committee tabled its report on Tuesday, 13 May 2025. It made 20 findings and 12 recommendations. The recommendations reflected concerns from stakeholders about possible unintended consequences associated with the planning amendments. This includes the reduction of environmentally sustainable development standards in major local government areas, the excessive removal of existing trees, and the removal of consideration of flood risks from the planning process. The Committee also recommended a mechanism to monitor the performance of the Victoria Planning Provisions, consistent with previous recommendations from the Victorian Auditor-General.

Three minority reports were submitted. A Government response is due in November 2025.

House committees

Privileges Committee

The Legislative Council can refer any matter relating to the privileges of the House to the Privileges Committee. It is the role of the Committee to consider such matters. In 2024–25, the House did not refer any matters.

Under the *Parliamentary Workplace Standards and Integrity Commission Act 2024*, the Committee has been given significant new statutory functions. The new Parliamentary Workplace Standards and Integrity Commission may send certain types of reports to the Committee for tabling, or, in certain circumstances, further consideration. In 2024–25, the Commission did not send any reports to the Committee.

Procedure Committee

The Procedure Committee considers any matter regarding the practices and procedures of the Legislative Council and makes recommendations for change. The Committee held one meeting in 2024–25. No reports were tabled.

Our community

Community engagement

We experienced significant activity and growth as we continued to implement our four-year strategy for engaging with people across Victoria and connecting them to the work of Parliament.

Use of Parliament House by community groups

We continued to connect with the community through a range of events at Parliament House. Two significant events were hosted by the Presiding Officers: a presentation to Victorian Special Olympics athletes in February 2025; and an International Women's Day event in March 2025,

recognising women first responders. Both events enabled us to celebrate the commitment and achievements of people who have contributed to their local communities and our state.

Promoting the teaching of civics

The Parliament Prize competition for students received a record-breaking 1,463 entries in 2025, exceeding the previous record of 1,126 entries achieved in 2024.

Our professional learning programs attracted 450 teachers and pre-service teachers who took part in online and in-person workshops.



Clockwise from top left: Special Olympics event in Queen's Hall; Women and Girls in Science Forum in the Legislative Assembly Chamber; National Science Week Exhibition in Queen's Hall; International Women's Day event in Queen's Hall.

To support the teaching of civics in the classroom, five new resources were developed including electorate data card sets, Parliament posters and a civic engagement toolkit. These were made available on our 'Teach and Learn' webpage, which attracted 71,000 views during the reporting period.

News and social media

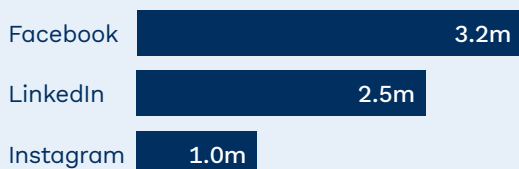
We grew the reach of our social media after implementing recommendations made by a social media consultant. Increased use of short-form vertical videos (reels) resulted in thousands of views of our content across the various social media platforms.

The number of subscribers to our Parliament News e-bulletin increased by 250 per cent to 4,100 by the end of June 2025, while subscribers to our media release service increased by seven per cent to 3,000. There were more than 5,800 media stories about Victorian parliamentary committees during the reporting period.

A youth-led video series, *My Day in Parliament*, provided a behind-the-scenes look at what a sitting day is like for some of the key roles in Parliament, such as Speaker, Minister and Shadow Minister. The series had more than 14,000 views on our YouTube channel and demonstrated our commitment to engage young people through content about Parliament that is produced by young people.

Social media | Statistics

Audience reach



Video views



307.4k
views on YouTube

Engaging diverse communities

Three new community partnership programs commenced, involving young people from regional Victoria, deaf community members and Aboriginal young people.

Working with rural youth organisation Youthrive Victoria, we conducted a two-day program at Parliament House in May 2025, for 10 young leaders from the south-west coast. That program culminated in the development of three project ideas to enhance youth connections with Parliament that will be supported in 2025–26. Participant feedback from the program included the following:

“I learnt how involved the parliamentary process is and how much consensus and agreement there is internally for policy and committee decisions. It was very different than the depictions in media.

“You don’t have to be a specific type of person to participate in Parliament, your voice matters no matter who you are.

Together with Deaf Victoria, an engagement plan was developed to enhance understanding of and connections with Parliament among deaf community members. It will involve production of social media material in Auslan and conducting workshops, to be undertaken in 2025–26.

In partnership with Koorie Academy, we conducted the *Youth Yarning with Mob* program in May 2025. A group of 10 Aboriginal young people came to Parliament House to meet with Elders, members of Parliament and parliamentary staff, to begin co-designing a project that will build connections between First Nations youth and Parliament. That project will be delivered in 2025–26. Reflections from the participants included the following:

“To be here at Parliament today is really a testament to young people paving the way. It gives us a chance and opportunity to share our views and our hopes and the aspirations to be heard.

“The buildings had this really historical energy and to be inside of those was kind of a little bit exciting just knowing that back in the day black fellas weren’t allowed near any of these types of buildings.



Clockwise from top left: Young people briefed members on their experiences as part of Youthrive programs; Yarning circle at Parliament House for the *Youth Yarning with Mob* program with Koorie Academy; Youth Associate, Vincent Trease led the production of the *My Day in Parliament* video series; young leaders from the south-west coast during their program at Parliament House.

Our action plan for 2025–26 will see us focus on growing the reach of our content about the work of Parliament, delivering professional learning to teachers, implementing projects with partner organisations, and promoting the good work of community organisations that showcase their activities at Parliament House.

Reconciliation Action Plan and engaging with First Peoples

The Reconciliation Action Plan working group continued to meet regularly during 2024–25. In September 2024, Seona James, a Yorta Yorta woman was appointed as our working group

Aboriginal and Torres Strait Islander Advisor. She attends all working group meetings as well as providing advice to other parliamentary staff on engaging with First Peoples.

The focus for the working group initially, was to increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning for parliamentary staff. We engaged Koorie Heritage Trust to provide cultural competency training to develop a foundational knowledge. These workshops were compulsory for all staff, and, by the end of the reporting period, 18 sessions were held at both Parliament House



Dance performance by Nunkeri Tiddas during National Reconciliation Week.

and Koorie Heritage Trust, Federation Square. The majority of staff attended this training and there was positive feedback on both the content and the facilitators. This training will continue for new staff in the latter half of 2025.

Work also began on developing a Cultural Protocols document recognising that the Aboriginal and Torres Strait Islander peoples are the Traditional Custodians of the land on which we work. This document will be finalised and shared with all parliamentary staff to provide them with guidance on incorporating cultural ceremonies and protocols within departmental events and meetings.

Unveiling of plaque honouring the First Peoples of Victoria

In September 2024, Speaker Edwards and President Leane unveiled a plaque in the vestibule of Parliament House, acknowledging and honouring the First Peoples of Victoria. The plaque was designed and produced by Wathaurong Glass, an Aboriginal community-owned and operated business based in Geelong.

The Acknowledgement reads as follows:

On this, the Traditional Lands of the Wurundjeri Woi-wurrung People, we proudly acknowledge the First Peoples of Victoria, the Traditional Owners of all the lands from which the representatives of the people of Victoria meet in this Parliament.

Recognising that Parliament has an important role to play in addressing the failings of the past and in advancing reconciliation, we commit to honouring and working with First Nations people for the benefit of all Victorians.

Welcome to Country

A Welcome to Country ceremony by Aunty Annette Xiberras, a Wurundjeri Woi-wurrung Elder along with a dance performance by Nunkeri Tiddas, was held in the parliamentary gardens at the start of National Reconciliation Week from 27 May to 3 June 2025. Members of Parliament and parliamentary staff were invited to attend.

Engagement programs

In May 2025, a new program for Aboriginal young people, *Youth Yarning with Mob*, was launched at Parliament House in partnership with Koorie Academy (see further details on page 32). An in-depth interview with the Koorie Academy's Founder and Chief Executive Officer, Ricky Baldwin, was published on Parliament's YouTube channel during National Reconciliation Week.

Youth Parliament

Youth Parliament is an annual event run by YMCA Victoria and hosted at Parliament House with the support of all three parliamentary departments. Over 120 youth parliamentarians from across Victoria came to Parliament in early July 2024, for the 38th Youth Parliament.

The 2024 program was officially opened in the Council Chamber by the Youth Governor, Kaitlin Woolford, in an opening ceremony involving President Leane and the Usher of the Black Rod.

Council members acted as President across the three-day program and chaired debates on bills researched and written by the youth parliamentarians in the preceding months. A total of 17 bills passed the Youth Parliament and were presented to the Government for consideration. A matter of public importance was also debated on duopolies in the economy.

International parliamentary relations

Each Australian Parliament is twinned with a Pacific Parliament to help strengthen parliamentary practices across the region. The Parliament of Victoria is twinned with the Parliaments of Fiji, Nauru and Tuvalu. In 2024–25, we coordinated and participated in workshops, study attachments and delegation visits with our twinned parliaments and other Pacific colleagues. These activities are partnered with, and supported by, the Commonwealth Department of Foreign Affairs and Trade (DFAT), the United Nations Development Programme (UNDP) and the CPA.

Parliament of Tuvalu – Member induction

In July 2024, Wendy Lovell and Michael Galea travelled to Tuvalu to participate in the Parliament's new Member induction following their January 2024 election. They contributed

to panel sessions and met with newly elected members to discuss parliamentary procedure, the role of members, committee processes and community engagement.

Parliament of the Republic of Fiji – budget analysis support

In July 2024, two committee staff together with an international team from other parliaments provided support for the 2024–25 Fiji Budget Mission as part of the UNDP Floating Budget Office. During the week-long attachment, briefs were produced for ministries based on the budget papers and speeches.

Legislative Assembly of Samoa – Member delegation

Together with the Parliamentary Friendship Group of the Pacific Islands and the Parliamentary Secretary to the Premier and Multicultural Affairs, the parliamentary departments hosted a delegation of eight Samoan members for a half-day program in October 2024. The visit included a tour, addresses from Victorian and Samoan members, and a dance performance from a Polynesian dance group.

Parliament of the Republic of Fiji – ICT professional development program

In March 2025, the Parliament hosted an attachment of four Information and Communications Technology (ICT) staff from



The 38th Youth Parliament was officially opened by Youth Governor, Kaitlin Woolford, in a ceremony involving President Leane and the Usher of the Black Rod.





Fiji delegation on the front steps of Parliament House during their visit as part of a parliamentary committee study tour.

the Fiji Parliament. The five-day professional development program focussed on Hansard, Broadcasting and IT areas, and included sessions on committee hearings, remote participation, operational systems, closed captioning, ICT in community engagement, data centres, Microsoft 365 forms and digitisation, and service desk operations.

Parliament of Nauru – 2025 Presiding Officers and Clerks Conference assistance

In May 2025, the Usher of the Black Rod travelled to Nauru to work with parliamentary staff in preparation for the Presiding Officers and Clerks Conference in July 2025. As well as contributing to the Protocol Training session (run by UNDP and DFAT), the Usher assisted with developing the program, run sheets, speeches and general logistics.

Parliament of the Republic of Fiji – parliamentary committee study tour

A delegation of six members and four staff from the Fiji Parliament visited the Victorian Parliament in June 2025, to observe the budget estimates process, and to further inform their inquiry relating to a special investigation by the Office of the Auditor General into Housing. The delegation met with the Public Accounts and Estimates Committee, the Integrity and Oversight Committee, the Office of the Chief Parliamentary Counsel (OCPC), the Parliamentary Budget Office and the Victorian Auditor-General's Office.

Parliament of the Republic of Fiji – CPA Gender sensitive Parliament self-assessment

In June 2025, the Deputy Clerk travelled to the Fiji Parliament to assist in a CPA Gender Sensitising Parliament assessment. Working with Deakin University, the self-assessment process looked at the inclusiveness and representation in Parliament, as well as considering how gender is included in parliamentary processes. The report is due to be finalised in August 2025.

Parliament of the Republic of Fiji – Speaker delegation

The Parliament hosted the Honourable Speaker Filimone Jitoko who led a delegation comprised of three members and three staff. The delegation observed sitting day proceedings, and met with the Presiding Officers and members, the Parliamentary Workplace Standards and Integrity Commission, the Co-Conveners of the Pathways to Politics Program for Women, OCPC, the



Exchange of gifts between the Honourable Speaker, Filimone Jitoko (pictured third from left), President Leane (pictured third from right) and Deputy Speaker, Matthew Fregon (pictured second from right) with members of the Fiji delegation.



Left: Clerk of the Legislative Assembly, Bridget Noonan (left), Clerk of the Legislative Council, Robert McDonald (centre) and President Leane (right) representing the Parliament of Victoria at the 53rd Presiding Officers and Clerks Conference.



Parliamentary Budget Office, and community leaders from the Fijian Community Association Victoria and United Pasifika Council of Victoria.

53rd Presiding Officers and Clerks Conference

The 53rd Presiding Officers and Clerks Conference was held in Adelaide, South Australia from 8–11 July 2024. The conference was attended by Presiding Officers and Clerks from across all the Australian states and territories, the Commonwealth Parliament, New Zealand and many Pacific Islands.

President Leane and the Clerk of the Legislative Council, Robert McDonald both attended. The theme of the conference was *Leading and Managing Change in Parliament*.

Throughout the conference, each jurisdiction presented a report outlining key developments in their country or state/territory. A range of papers were also presented on topics including the tension between the efficiency and effectiveness of Parliament, the bicentenary of the NSW Legislative Council, empowering women leaders in Parliament, and addressing constitutional challenges through procedural change.

The President and Clerk co-presented on *20 years of change in the Legislative Council*, including the changes to the composition and work of the House and committees since

amendments were made to the Victorian Constitution in 2003.

On the final day, the Victorian delegation met with colleagues from two of our twinned parliaments, Nauru and Tuvalu, to discuss how to continue our collaborative working relationship.

Work experience program

The Department of the Legislative Council continues to support the work experience program at Parliament, along with the departments of the Legislative Assembly and Parliamentary Services. It provides an opportunity for secondary school students aged 15 years and older to participate in the parliamentary sitting program, offering them an up-close look at the operations of Parliament. Students work across the departments during a sitting week, including spending time with Hansard and Broadcast, learning about the work of committees, working with the Tours and Customer Service Unit, and observing proceedings in both Houses.

The program in the Council is coordinated by the Usher of the Black Rod's Office (UBR Office) and sees students working with committees, the Assistant Clerk Procedure, Table Office and the UBR Office. Students observe how the Department operates and the services it provides to members. Students also meet with their local members and have the opportunity to ask questions.

The schools with students involved this reporting period were: Penola Catholic School, Broadmeadows; Parade College, Bundoora; Coburg High School, Coburg; Castlemaine Secondary College, Castlemaine; and Methodist Ladies' College, Kew.

Jacinta, Year 10 work experience participant (June 2025):

“ Throughout my week in the Parliament, I was involved in many different activities. I visited different departments in the Parliament and learnt about all kinds of roles people play. I received precious advice and gained experiences from this fulfilled week. All the staff are friendly and welcoming, the feeling of a sense of community is extremely strong within the Parliament. The departments work together and collaborate in order to make sure the sittings and question times flow fluently. It really shocked me when I was introduced to all the sectors, there really are a lot of works which need to be done for the sittings!

Orlando, Year 10 work experience participant (October 2024):

“ This Parliament just has it all. Beautiful architecture, a rich history and a tense inter-house ‘rivalry’!

My time here has just been amazing, from the important work of committees and Clerks, to Hansard and the highly technical broadcasting; everyone I've met and everything I've seen has blown me away.

It is one thing to be able to study the processes of Parliament in a textbook, but it's another thing completely to be able to experience them firsthand. My time here has given me such deep insight into the way in which our society is governed and has allowed me to become a much more informed citizen!

Stiva, Year 10 work experience participant (August 2024):

“ I had lots of positive and very admirable experiences with many of the staff here in Parliament involving both the Legislative Assembly and Legislative Council. I find their jobs to be highly sophisticated and in making a great and notable change in Victoria's multicultural and very diverse society, therefore, their hard work is greatly appreciated by many, and of course myself, which I was able to very clearly see in the short amount of time that I was there.

Events and meetings

The Department of the Legislative Council, in conjunction with the departments of the Legislative Assembly and Parliamentary Services, coordinates the scheduling of meetings and events within Parliament House. Led by the Meeting and Resources Support Coordinator within the UBR Office, booking requests for the various meeting rooms and premium spaces are processed. In addition to overseeing room reservations, the team coordinates the set-up and maintenance of these spaces, arranging for audio-visual support, adjusting room layout, and any other special requirements to ensure their smooth running.

This reporting period saw the recommissioning of Meeting Room 7, with integrated audio-visual equipment for hybrid meetings. The Department is also continuing work to improve meeting and event spaces within the building to allow for greater flexibility of spaces and optimise user experience. The UBR Office also supports the running of events in other areas of Parliament House, including Queen's Hall and the gardens. The UBR Office assists with visitor management, first aid and warden support.

Events and meetings | Resource bookings



In 2024–25, there were 1,331 bookings in rooms managed by the Legislative Council and we supported 977 hours of events.

Number of bookings for each room

339 Knight Kerr Room	71 Council Chamber	317 LCCR
87 Meeting Room 1	149 Meeting Room 3	68 Meeting Room 5
194 Meeting Room 7	106 Meeting Room 9	

Corporate governance and our people

Capability framework

The departments of the Legislative Assembly and Legislative Council have launched the first stage of a leadership capability framework. The framework outlines the key capabilities required by leaders and describes what effective leadership looks like across the departments. It also aims to identify and promote talent and provide a roadmap for career progression.

The framework identifies six core capabilities required by leaders: adaptability, collaboration, communication, governance, leadership, and personal effectiveness. A pilot group, comprising senior leaders in both departments, completed a self-assessment and manager assessment against the framework. The results are being used to identify strengths and areas for development and inform professional development activities.

We have also commenced updating position descriptions to reflect the framework. Updated position descriptions will outline the leadership capabilities required for effective performance of each role, as well as technical and other professional requirements. This will guide a consistent approach to recruitment and inform the decision-making required to appoint key roles.

Governance framework

We have been working with the departments of the Legislative Assembly and Parliamentary Services to continually improve governance processes across the three departments and review and update policies.

During 2024–25, the Department Heads:

- approved updated terms of reference for the Security working group
- implemented a yearly workplan setting out regular reporting by management committees and working groups to the Parliamentary Executive Group.

The parliamentary departments' policy framework was also updated and policy style guidelines issued.

The Executive Policy Officer in the Department of Parliamentary Services oversees a schedule to regularly review and update policies, with a range of occupational health and safety, security and finance policies updated in 2024–25. We have also completed significant work on a records management policy and guidelines for the Department of the Legislative Council, which will be issued early in the next reporting period.

Digital technologies

Throughout 2024–25, we experienced continued use and improvement of digital solutions within the Department.

Our Department SharePoint Site further developed as the central communication resource, hosting expressions of interest, publications from other parliaments, and a monthly news round-up delivered to the team. New resources were created on this site such as a professional development page with training suggestions, and templates to assist the team with inducting new staff.

To assist administrative staff and members submitting allowance reports, we created new fillable PDFs and Excel templates to increase accuracy and efficiency of filing and publishing.

The Parliament of Victoria website continued to develop, with the introduction of 'live minutes' when viewing the sitting day livestream video, and ZIP file downloads providing a better experience to users interested in the activity of the Council. We are improving accessibility for the Council, with a dedicated mobile page for the public audience watching from the Chamber gallery now in development.

We focused on improving each member's website profile page, with members encouraged to provide biography details, and icon links for more social media platforms now supported. We have also developed a report using Google Analytics to provide members with the quarterly performance on their profile page. This details the overall engagement with their page, trends, and key information, such as how many clicks through to their own social media and download counts of their financial reports.

Work has commenced to decommission an ageing IBM Lotus Notes database that has been used to record significant procedure related information and occurrences. Data will be extracted from this database for use in another format going forward. We expect this project to be completed in the first half of the next reporting period.

People Matter Survey

Each year, our employees take part in the People Matter Survey conducted by the Victorian Public Sector Commission. The survey aims to support public sector organisations to build positive workplace cultures consistent with the public sector values and improve the working environment for their employees.

The results of the 2024 People Matter Survey were presented to all employees at a briefing in

August 2024. Following this, the senior leadership team developed and implemented an action plan to respond to the results from the survey, which included the initiatives outlined in the figure below.

Reward and Recognition Program

Our 2023 People Matter Survey identified that as a Department, we could do more to reward and recognise staff. At that time, only 54 per cent of staff felt that they received meaningful recognition for their work.

As part of our response to this, in early 2024, we launched a trial of the Nectar employee reward and recognition platform. Nectar is integrated into Microsoft Teams and allows staff to send public or private messages to colleagues to recognise their achievements, large or small. Staff can also allocate 'points' which are redeemable for small awards.



Direct, timely and in-person recognition and feedback remains the best way to recognise achievements. Nectar simply provides another option. It also helps develop a wider understanding of the various roles and functions within the Department.

Our 2024 People Matter Survey showed that Nectar, coupled with a broader focus on recognising achievement, could be having an impact. In the 2024 survey, 68 per cent of employees felt that they received meaningful recognition. The Department will continue to look at different ways to embed a positive culture of feedback and recognition.

Engaging with staff

We regularly hold Department-wide staff meetings, both online and in-person. Staff are updated on personnel changes, service awards, training and development opportunities, and hear reports back from staff that have taken up these valuable experiences. Staff from the other parliamentary departments are also invited to come along to introduce themselves and explain their roles.

A joint meeting of staff from the departments of the Legislative Assembly and Legislative Council was held where topics of interest were discussed, and the newly appointed Parliamentary Workplace Standards and Integrity Commissioner, David Wolf, provided information about his new role.

Three general staff meetings were also held, allowing staff from all parliamentary departments to come together to hear and exchange information about what's happening in their spaces, an initiative started by the Presiding Officers in 2003.

During the reporting period, online information sessions facilitated by our Canadian and Federal Parliament counterparts on the use of artificial intelligence were conducted.

In addition to these meetings and the annual end of year gathering, Council staff also participated in a team building event.

Supporting professional development

2024 Parliamentary Law, Practice and Procedure course

The Australia and New Zealand Association of Clerks-at-the-Table (ANZACATT) Parliamentary Law, Practice and Procedure (PLPP) course, delivered by the University of South Australia, is a course open to parliamentary staff across Australia and New Zealand that provides students with the opportunity to develop an in-depth understanding of the law, procedure and practices of parliaments. In 2024–25, two Council staff joined staff from the Assembly to undertake and successfully complete the course.

Students participated in online learning units, an in-residence intensive week that included panel sessions from academics and clerks, and submitted a final written paper on a topic of their choice. The written papers covered a range of topics with Council staff writing on the relationship between the executive government and Parliament and what happens when one starts to have dominance over the other, and Parliament's role in the age of AI and deepfakes.

2025 ANZACATT Professional Development Seminar

In January 2025, six Council staff travelled to Wellington, New Zealand, to attend the ANZACATT Professional Development Seminar. They received a warm, traditional *pōwhiri* welcome as they joined over 70 parliamentary officers from around the world to discuss the theme, *Influencers and Influences on Our Work*.

Engaging with staff | Meetings



Staff attended in-person and online meetings throughout 2024–25.

Staff meetings

11

Department staff meetings

1

joint Assembly and Council staff meeting

3

general staff meetings

Information sessions and team building

2

other jurisdiction information sessions

1

team building activity



Clockwise from top left: Participants on a tour of the South Australian Parliament building during the 2024 PLPP course; Clerk of the New South Wales Legislative Assembly, Helen Minnican presenting at the PLPP course; 2025 ANZACATT seminar delegates in the New Zealand House of Representatives Chamber; Bill Bainbridge facilitating a session at the ANZACATT seminar.

Over the course of the three-day event, Council staff enjoyed networking with other parliamentary staff and discussing how they each approach situations and challenges in their workplaces. They found many shared influences and found it particularly engaging to hear from overseas jurisdictions and learn about the specific dynamics and issues they face.

Some topics covered during the conference included how members' needs in the Chamber influence the work of the Procedure Office team, the power of social media influence in Parliament, the influence of independents and minor parties, inclusive practices to broaden Parliaments' influence in the community, and how to influence change in institutions attracted to the status quo.

The New Zealand parliamentary officers were incredibly welcoming to all guests and provided a fantastic tour to explain the history of the Parliament building and precinct.

2024 ANZPIT Conference

The Australian and New Zealand Parliamentary Information Technology (ANZPIT) Conference was established in 2003 to cultivate knowledge sharing and support around information technology and communications (ICT) between parliaments in Australia and New Zealand. Each year, a conference is hosted by one of the jurisdiction parliaments.

In October 2024, the South Australian Parliament hosted the 21st ANZPIT conference in Adelaide.

This brought together parliamentary IT professionals across Australia and New Zealand, including international representatives from the United Kingdom and the Pacific Islands. The Victorian Parliament was represented by six staff, with two from the Legislative Council.

The conference featured a diverse program comprised of presentations, tours, and interactive sessions. Discussions were held on the evolving role of ICT within the parliamentary landscape, exploring common trends and innovative approaches to operational challenges. Insights were shared on trialling artificial intelligence applications, the impact of CrowdStrike, strategies on cyber intelligence, and delegates were treated to an introduction to Google Dorking.

The ANZPIT mace was donated by the Victorian Parliament and is crafted from recycled computer parts. The mace resides with the Parliament hosting the annual ANZPIT conference. At the conclusion of the conference, following tradition, the mace was handed over to the host of the 2025 ANZPIT conference, the Queensland Parliament.

2024 ASPG Conference

From 2–4 October 2024, three Council staff attended the Australasian Study of Parliament Group (ASPG) Conference, which was hosted by the New Zealand Parliament, in Wellington.

The theme of this conference was *Parliamentary Resilience in a Changing World*. One of our team was selected to present, delivering an engaging topic on 'considering whether AI can help parliaments preserve procedural knowledge and institutional memory, addressing challenges of turnover and knowledge loss while ensuring transparency, accountability, and human oversight'.

Other presentation topics our team learned from included improving participation with minority groups, regulating online environments, and innovative strategies for managing high workloads in administering committees.

Our team felt very welcomed by the hosts, participating in a *Mihi Whakatou* welcome ceremony and enjoying a variety of performances by the New Zealand parliamentary staff.

Procedural and committee debriefs

The Committees Office hosted five inquiry debriefs during the reporting period, where staff covered such topics as the commonwealth games bid and the conduct of the 2022 state election. Debriefs are open to all parliamentary staff and provide an opportunity to learn about how committees conduct their inquiries and some of the challenges they overcome. The Office also arranged a presentation on the House of Commons committee system and a report on the 2025 ANZACATT conference.



Left: The 2024 ANZPIT Conference mace.

Right: Group photo of participants at 2024 ASPG Conference. Credit: NZ Parliament Communications.

South Australia staff exchange

The Victorian and South Australian parliaments participated in a staff exchange program in 2024–25. In August 2024, we welcomed six parliamentary officers from South Australia. In September 2024, it was Victoria's turn and three Council staff, alongside three staff from the Assembly, visited Adelaide.

The program was an opportunity to exchange ideas and experiences about parliamentary processes to improve and validate current procedures. During the three-day visit, the group spent time with various teams within the House of Assembly, the Legislative Council, Committees, Community Engagement, and Human Resources. The time spent with our counterparts really highlighted the difference in rules and procedures between the two parliaments.

Key highlights and points of difference included:

- the Assembly Chamber clock, which was custom built with various icons and animations
- the extensive education initiatives and resources created by the Community Education Officer
- the role of the Office of the Chief Parliamentary Council, who are in the building on sitting days to draft amendments on the go
- the ability for members of the Council to table almost anything, resulting in a lengthy tabled papers list

- the requirement for business in the Assembly to be individually adjourned off for future debate
- the vast number of inquiries conducted by select committees in the Council (14 as at September 2024), resulting in staff working across multiple committees at once.

Emerging Leaders Program

The Emerging Leaders Program is a joint initiative of the departments of the Legislative Assembly and Legislative Council to empower staff to explore and develop strong leadership capabilities. More than 30 staff across the three parliamentary departments have completed the program since its inception in 2017.

The Emerging Leaders Program for 2024 comprised of eight staff, including four from our Department. The 12-month program focussed on developing a range of professional skills including effective communication, public speaking, and influential leadership.

As part of the 2024 program, the Emerging Leaders group prepared a report identifying psychological hazards unique to the demands of working at Parliament. The report drew on academic research, survey data and insights gathered from focus groups. The 2024 cohort graduated at a ceremony held on Monday, 17 February 2025.



Left: The Legislative Assembly Chamber clock at the Parliament of South Australia.

Right: Decorative lighting and décor of one of the corridors of the South Australian Parliament House.



Left: Emerging Leaders Program graduates with program facilitator, Helen Wood from TMS Consulting (pictured far right). Right: Assembly and Council Clerks speaking at the 2024 Emerging Leaders Program graduation.

A new group of Assembly and Council staff were selected and started the 2025–26 program in March 2025.

Mental health training

In June 2025, six Council staff from various teams and two former members undertook a two-day Mental Health First Aid (MHFA) course. During the course, the participants:

- explored the concept that everyone has mental health, it's a continuum, and a person will change their position on this continuum throughout their lifetime as they cope with the normal stress of life
- learnt about the signs and symptoms of common mental health problems, how to provide initial help and how to get professional help
- engaged in interactive crisis scenarios using the MHFA action plan.

After completing the in-person course and online assessment, staff became accredited MHFA officers.

In June 2025, all Council staff undertook workshops on how to prioritise their mental health. These workshops included discussions about mindfulness and tools to manage stress and decrease the risk of mental health issues arising. Staff were also led in the creation of personal self-care plans as part of this initiative.

Encouraging a more equitable and diverse workplace

Gender Equality Action Plan

The Gender Equality working group is comprised of staff from across the parliamentary departments, including two from the Legislative Council. The Director, People and Capability, Department of Parliamentary Services, chairs the group.

The group tracks and supports the implementation of Parliament's Gender Equality Action Plan (launched in April 2022) and Parliament's compliance with the *Gender Equality Act 2020*. It also drives initiatives that create a more inclusive and equitable workplace and fosters a culture that values and celebrates our differences.

The working group met eight times over the reporting period. Progress has been made on many of the items in the plan, including:

- a recruitment and selection e-learning program is nearing completion
- gender equity and diversity guidelines for conferences and events are being finalised
- a range of policies and procedures have been reviewed to use gender-neutral language and support employees with family and/or caring responsibilities.

The working group is also exploring ways to better capture workforce data to measure our progress against the plan.

Disability Action and Inclusion Plan

The Disability Action and Inclusion Plan (DAIP) is a Parliament-wide initiative that sets out our organisation's strategy to eliminate discrimination against people with disability.

Throughout 2024–25, the DAIP working group reviewed and developed an updated version of the plan with the help and expertise of the Australian Disability Network. The working group held workshops facilitated by the Australian Disability Network in March 2025, to consult, review and identify areas of focus for the revised plan and how our organisation will achieve these goals.

In April 2025, consultation sessions with parliamentary staff and the Australian Disability Network occurred where participants were encouraged to share their experiences and insights into how our organisation's operations could be enhanced to better support people with disability. An employee survey was also made available for those who were unable to attend the consultation sessions.

Improvements have continued to be made to the physical accessibility of Parliament House. Digital resources are being created with inclusion in mind, and staff have undertaken training and education to enhance their understanding of inclusion and inclusive practices.

During the reporting period, the working group also:

- organised an International Day of People with Disability (IDPwD) afternoon tea
- curated and published a video on Parliament's website about how visitors with access requirements can use services and facilities at Parliament House
- updated accessibility signage around Parliament House.

It is anticipated that DAIP 2.0 will be released in 2025–26, and will outline a proactive approach to inclusion that will support the ongoing development of inclusive and accessible practices and environments for all.

Ensuring workplace health and safety is a priority

The occupational health and safety governance structure is comprised of the Health and Safety Management Group (HSMG) and the Occupational Health and Safety Consultative Committee (OHSCC). Council staff participate in these groups either as a management representative or as a Health and Safety Representative (HSR) for a designated work group: Committees, Community Engagement, and the Legislative Council. Staff also serve as First Aid Officers providing an important service to other staff, members and visitors to the parliamentary precinct.



Attendees gathered in the South Library at Parliament House for the IDPwD panel discussion.

Throughout the reporting period, the HSMG and the OHSCC met monthly, and discussed a wide range of safety issues and incidents ranging from noisy works, slips, trips and falls, chemicals management, cable management, mould remediation, water leaks, and wellbeing initiatives. HSRs undertook bi-annual hazard inspections across Parliament House, the members annexe, and 55 St Andrews Place as part of a continuous improvement program.

Both the HSMG and OHSCC contributed to the development of policies and procedures, covering a wide range of occupational health and safety topics including contractor management, a smoke free and vape free workplace, chemical management, occupational health and safety procurement, and first aid.

Council staff participated in a variety of occupational health and safety training and exercises throughout the reporting period including First Aid (and CPR), Mental Health First Aid, emergency evacuation procedures and evacuation drills, and OHS for senior leaders and executives.

Emergency management

Emergency management remains a key priority for the Legislative Council, with staff forming part of the Parliament's Emergency Control Organisation (ECO). Comprised of wardens, first aid officers, and a Deputy and Chief Warden, the ECO ensures the safety and wellbeing of staff and visitors to the parliamentary precinct.

In 2024–25, wardens undertook in-person training with Fire Equipment Services Victoria, which included evacuation procedures and the safe use of fire extinguishers. The ECO conducted an evacuation drill, testing internal practices and procedures to ensure the safe evacuation of the building in the event of an emergency. Wardens were also equipped with new upgraded radios to enhance communication during an evacuation.

Emergency management protocols for the Legislative Council Chamber were updated and implemented throughout the reporting period. These guidelines outline the roles and responsibilities specifically related to the Chamber for the President (or Chair), Chamber and security staff, and Protective Services Officers in the case of an emergency occurring on a sitting day. The Security working group continued to meet during 2024–25, fostering a cross-departmental approach to the safety and security of Parliament House, members, staff and visitors.

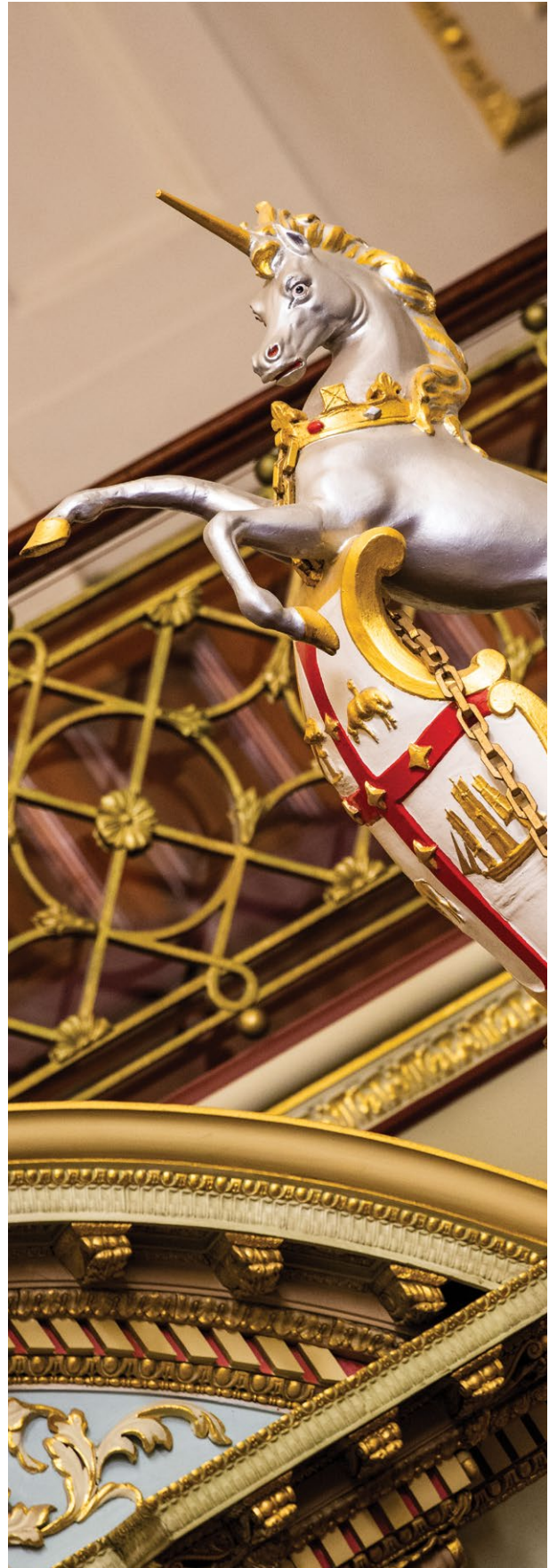


Image taken by Janusz Molinski Photography.



Image taken by *Janusz Molinski Photography*.



Appendices

Appendix A

Role of the Legislative Council staff

Clerk's Office

The Department's administration is headed by the Clerk whose principal role is to provide policy, procedural and management advice to the President and members of the Council on all matters relating to the operations of the Department and Council-administered committees. As Department Head, they have overall responsibility for financing and staffing and are a member of the Parliamentary Executive Group. The Clerk is assisted by the Deputy Clerk who is responsible for the day-to-day management of the Department. The Clerk's Office is responsible for the management of projects and special events as well as a range of administrative and operational matters.

The Clerk is the relevant officer for members' work-related parliamentary allowances under the *Parliamentary Salaries, Allowances and Superannuation Act 1968*. This role includes determining whether claims meet the requirements of relevant Tribunal guidelines and regulations and publishing quarterly reports. The Clerk is also Honorary Assistant Secretary to the Commonwealth Parliamentary Association (Victoria Branch), and the Deputy Clerk is the Treasurer.

Table Office

The Table Office undertakes procedural research and other research and administrative assistance. These functions are the overall responsibility of the Assistant Clerk Procedure and are managed by the Manager, Table Office.

The Office has six staff with further support provided by a Bills and Research Officer who is mainly responsible for private member bills and amendments to bills. The Bills and Research Officer also assists with secretariat support to the Privileges Committee.

The production and management of public documents which underpin the sittings of the House and official record keeping responsibilities of the Clerk are a priority for the Table Office. Procedural research, writing publications and web content, administrative assistance for the Department and involvement in significant events and projects, are other important aspects of the Office.

The Assistant Clerk Procedure and Manager, Table Office also provide advice and secretariat support to the Procedure Committee.

Usher of the Black Rod's Office

The Usher of the Black Rod's Office is responsible for the operational management of the Legislative Council Chamber and surrounds. The Office comprises the Usher of the Black Rod, Deputy Usher of the Black Rod and Chamber Services staff.

The Usher of the Black Rod is a traditional Westminster parliamentary position which has responsibility for a range of ceremonial roles within the Parliament. The Usher announces the arrival of the President to the Chamber on a sitting day and is a central figure at openings of Parliament. They also coordinate the twinned Parliament program with the Parliaments of Fiji, Tuvalu and Nauru.

Under the direction of the Deputy Usher of the Black Rod, the Chamber Services staff provide services during sittings of the House, meetings of parliamentary committees and at functions held at Parliament House. Chamber Services staff are responsible for the set-up and maintenance of offices, meeting rooms and other areas of the Council precincts. They provide visitor management and customer services, and a daily courier service within and outside the building. Some Chamber Services staff also perform public tour duties as part of the Parliament's community engagement.

Committees Office

The Committees Office is managed by the Assistant Clerk Committees who is responsible for the provision of accurate and timely advice, and effective and efficient support services to joint investigatory committees, Council standing committees, the Privileges Committee and any select committees which may be appointed by the Legislative Council.

The Department is responsible for administering two of the Parliament's four joint investigatory committees:

- Electoral Matters; and
- Integrity and Oversight.

The Council Committees Office supports three standing committees:

- Economy and Infrastructure;
- Environment and Planning; and
- Legal and Social Issues.

Select committees may also be established by the House from time to time and are managed from within the Council Committees Office.

Committee secretariat staff provide administrative, procedural and research support to these committees. This includes coordinating public hearings and submissions and writing briefing papers and reports. The Committee Services Office provides centralised administrative and corporate support to all committees.

President's Office

The President's Office comprises one full time Parliamentary Adviser who provides advice and assistance to the President on matters of parliamentary administration, official delegations and ceremonial events, and projects sponsored by the President. The Adviser to the President liaises with officers of the Legislative Council, Legislative Assembly, and the Department of Parliamentary Services on behalf of the President.

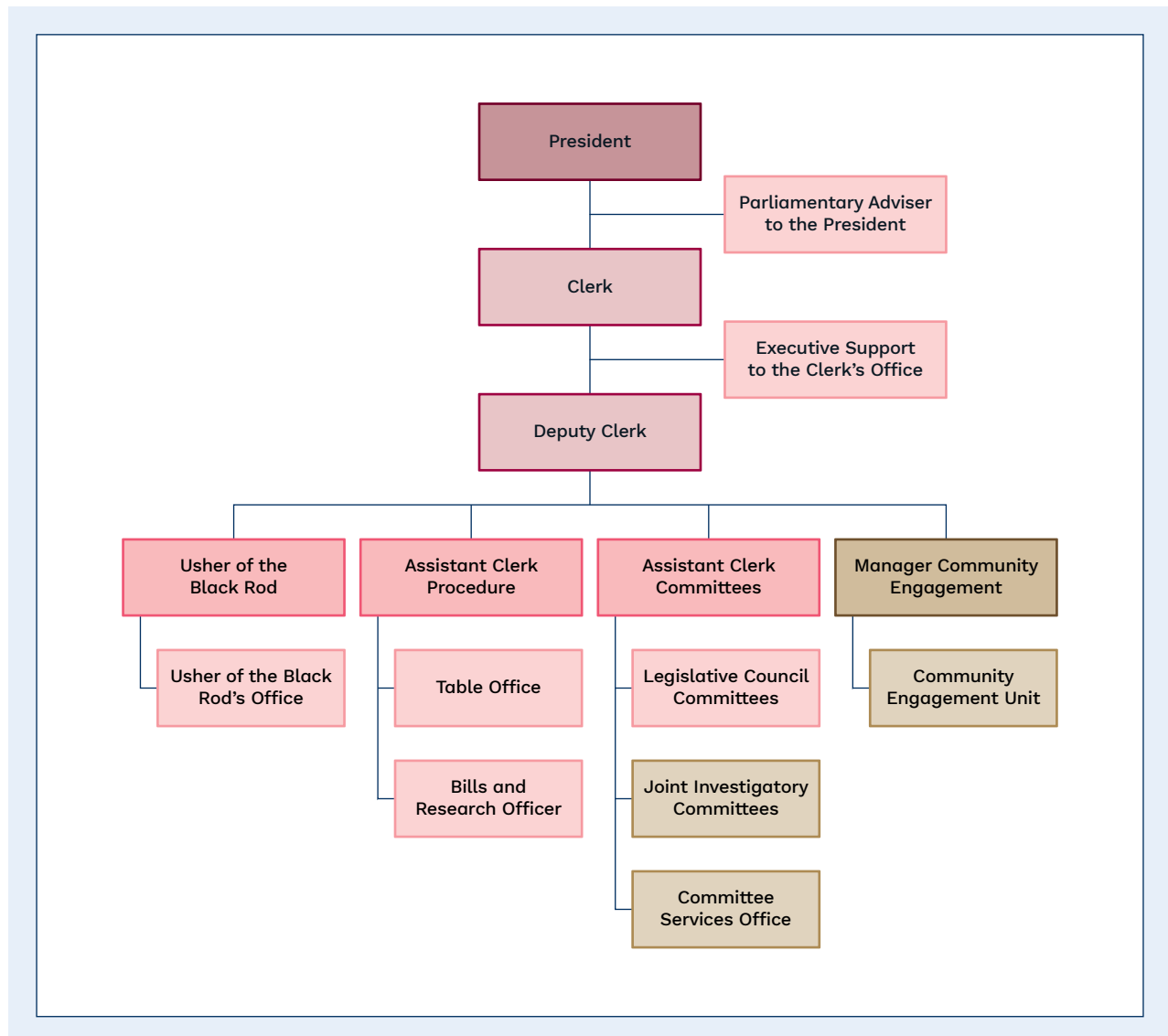
Community Engagement Unit

The Community Engagement Unit supports the Parliament's community engagement strategy by focusing on four priorities: community connections, education sector engagement, news and information, and community partnerships.

The Community Engagement Manager leads a team of staff from the three parliamentary departments, developing a program of community activities and events. Learning resources for schools, professional development for teachers, and presentations for tertiary institutions are also coordinated. The Unit is responsible for the Parliament's social media content and works closely with committees to promote their inquiries, including opportunities for community participation in that work. Through partnerships with various organisations, the Unit undertakes projects to increase community awareness of, and engagement with, Parliament.

Appendix B

Legislative Council Organisation Chart as at 30 June 2025



Appendix C

Staff listing as at 30 June 2025

Clerk's Office

Robert McDonald, Clerk of the Legislative Council
Anne Sargent, Deputy Clerk
Linda Shatilko, Executive Assistant to the Clerk
Brittany Turner, Executive Support Officer
Oliver Ferres, Digital Transformation Officer

Usher of the Black Rod's Office

Sally West, Usher of the Black Rod
Michael Simmons, Deputy Usher of the Black Rod
Philip Stoits, Guest Services Officer
Chris Welstead, Meeting and Resources Support Coordinator
Theo D'Agostin, Chamber Services Officer
Kidist Williams, Chamber Services Officer
Greg Mills, Chamber Services Officer (Casual)
Peter Anastasiou, Chamber Services Officer (Casual)

Assistant Clerk Procedure Office

Richard Willis, Assistant Clerk Procedure
Annemarie Burt, Manager, Table Office
Vivienne Bannan, Bills and Research Officer
Juliana Duan, Chamber Procedure Officer
Tom Mills, Chamber Procedure Officer
Christianne Andonovski, Chamber Support Officer
Tash Rice, Chamber Support Officer
Kirra Vanzetti, Chamber Support Officer

President's Office

Natalie Tyler, Parliamentary Adviser to the President

Community Engagement Unit

Andres Lomp, Community Engagement Manager
Bill Bainbridge, Senior Communications Adviser
Ben Kimber, Communications Adviser
Tom Rees, Creative Design Lead
Mackenzie Archer, Youth Associate
Vincent Trease, Youth Associate

Assistant Clerk Committees Office

Keir Delaney, Assistant Clerk Committees

Council Committees Office

Lilian Topic, Senior Committee Manager
Michael Baker, Committee Manager
Patrick O'Brien, Committee Manager
Kieran Crowe, Inquiry Officer
Matt Newington, Inquiry Officer
Jessica Summers, Inquiry Officer
Niamh McEvoy, Project Officer
Adeel Siddiqi, Research Assistant
Alyssa Topy, Research Assistant
Julie Barnes, Senior Administration Officer
Sylvette Bassy, Administrative Officer
Monique Riordan-Hill, Administrative Officer

Joint Investigatory Committees

Electoral Matters Committee

Christopher Gribbin, Executive Officer
Chiara De Lazzari, Research Officer
Sarah Catherall, Administrative Officer

Integrity and Oversight Committee

Sean Coley, Executive Officer
Stephen James, Senior Research Officer
Tom Hvala, Research Officer
Emma Daniel, Complaints and Research Assistant
Whitny Kapa, Research Assistant
Maria Marasco, Administrative Officer
Bernadette Pendergast, Administrative Officer

Committee Services Office

Amber Candy, Graphic Design and Publishing Officer
Venatius Rodrigues, Committee Digital Development Officer
Savannah Tonks, Administrative Officer
Ebony Vasiagin, Administrative Officer

Note: This list includes staff on leave and being backfilled, such as parental leave, but does not include staff seconded to other departments.

Appendix D

Comparative workforce data

The following table discloses the head count and full-time staff equivalent (FTE) of all active employees of the Department, employed in the last full pay period in June of the current reporting period, and in the last full pay period in June of the previous reporting period.

Comparative workforce data, June 2025

	All employees		Ongoing			Fixed term and casual employees	
	Number (headcount)	FTE (Full-time equivalent)	Full-time (headcount)	Part-time (headcount)	FTE (Full-time equivalent)	Number (headcount)	FTE (Full-time equivalent)
Gender							
Male	26	23.6	23	0	23	3	0.6
Female	29	26.1	18	5	20.9	6	5.2
Self-described	0	0	0	0	0	0	0
Age group							
Under 25	3	2.2	1	0	1	2	1.2
25–34	15	13.8	10	1	10.6	4	3.2
35–44	12	11.3	10	2	11.3	0	0
45–54	10	10	9	0	9	1	1
55–64	12	10.2	9	2	10	1	0.2
Over 64	3	2.2	2	0	2	1	0.2
Classification							
VPS 1	0	0	0	0	0	0	0
VPS 2	4	2.4	1	0	1	3	1.4
VPS 3	15	11.8	9	4	11.4	2	0.4
VPS 4	14	13.5	12	1	12.5	1	1
VPS 5	10	10	7	0	7	3	3
VPS 6	10	10	10	0	10	0	0
Executives	2	2	2	0	2	0	0
Total	55	49.7	41	5	43.9	9	5.8

Comparative workforce data, June 2024

All employees			Ongoing			Fixed term and casual employees	
	Number (headcount)	FTE (Full-time equivalent)	Full-time (headcount)	Part-time (headcount)	FTE (Full-time equivalent)	Number (headcount)	FTE (Full-time equivalent)
Gender							
Male	27	24.4	21	1	21.8	5	2.6
Female	27	25.4	18	4	20.4	5	5
Self-described	0	0	0	0	0	0	0
Age group							
Under 25	1	1	0	0	0	1	1
25-34	17	15.8	12	1	12.6	4	3.2
35-44	14	13.6	9	2	10.6	3	3
45-54	8	8	8	0	8	0	0
55-64	12	10.2	9	2	10	1	0.2
Over 64	2	1.2	1	0	1	1	0.2
Classification							
VPS 1	0	0	0	0	0	0	0
VPS 2	4	2.4	2	0	2	2	0.4
VPS 3	13	10.6	8	4	10.4	1	0.2
VPS 4	15	15	11	0	11	4	4
VPS 5	10	9.8	6	1	6.8	3	3
VPS 6	10	10	10	0	10	0	0
Executives	2	2	2	0	2	0	0
Total	54	49.8	39	5	42.2	10	7.6

Notes:

- Ongoing employees means people engaged on an open-ended contract of employment who were active in the last full pay period of June.
- The tables exclude staff on leave without pay and staff seconded to other departments.

Appendix E

Members of the Legislative Council – 60th Parliament as at 30 June 2025

Region	Name	Party	Date first sworn in	Parliament
Eastern Victoria	Melina Bath	NAT	16 April 2015	58th
	Jeff Bourman	SFFPV	23 December 2014	58th
	Renee Heath	LP	20 December 2022	60th
	Tom McIntosh	ALP	18 August 2022	59th
	Harriet Shing	ALP	23 December 2014	58th
North-Eastern Metropolitan	Shaun Leane	ALP	19 December 2006	56th
	Nick McGowan	LP	20 December 2022	60th
	Aiv Puglielli	AGV	20 December 2022	60th
	Sonja Terpstra	ALP	19 December 2018	59th
	Richard Welch	LP	8 February 2024	60th
Northern Metropolitan	Enver Erdogan	ALP	15 August 2019	59th
	Anasina Gray-Barberio ^a	AGV	14 November 2024	60th
	Evan Mulholland	LP	20 December 2022	60th
	Adem Somyurek	IND	25 February 2003	55th
	Sheena Watt	ALP	13 October 2020	59th
Northern Victoria	Gaelle Broad	NAT	20 December 2022	60th
	Wendy Lovell	LP	25 February 2003	55th
	Georgie Purcell	AJP	20 December 2022	60th
	Jaclyn Symes	ALP	23 December 2014	58th
	Rikkie-Lee Tyrrell	PHON	20 December 2022	60th
South-Eastern Metropolitan	Michael Galea	ALP	20 December 2022	60th
	Ann-Marie Hermans	LP	20 December 2022	60th
	David Limbrick	LBT	19 December 2018	59th
	Rachel Payne	LCV	20 December 2022	60th
	Lee Tarlamis	ALP	23 April 2020	59th
Southern Metropolitan	Ryan Batchelor	ALP	20 December 2022	60th
	John Berger	ALP	20 December 2022	60th
	Katherine Copsey	AGV	20 December 2022	60th
	Georgie Crozier	LP	21 December 2010	57th
	David Davis	LP	14 May 1996	53rd
Western Metropolitan	Lizzie Blandthorn	ALP	23 December 2014	58th
	Moir Deeming	LP	20 December 2022	60th
	David Ettershank	LCV	20 December 2022	60th
	Trung Luu	LP	20 December 2022	60th
	Ingrid Stitt	ALP	19 December 2018	59th
Western Victoria	Jacinta Ermacora	ALP	20 December 2022	60th
	Sarah Mansfield	AGV	20 December 2022	60th
	Bev McArthur	LP	19 December 2018	59th
	Joe McCracken	LP	20 December 2022	60th
	Gayle Tierney	ALP	19 December 2006	56th

a. Samantha Ratnam resigned as a Member of the Legislative Council effective from 8 November 2024. Dr Ratnam represented the Northern Metropolitan Region from 12 October 2017 to 2024. Anasina Gray-Barberio was sworn in on 14 November 2024.

Party			Party		
		Members			Members
ALP	Australian Labor Party	15	AJP	Animal Justice Party	1
LP	Liberal Party	12	IND	Independent	1
NAT	The Nationals	2	LBT	Libertarian Party	1
AGV	Australian Greens – Victoria	4	PHON	Pauline Hanson's One Nation Party	1
LCV	Legalise Cannabis Victoria	2	SFFPV	Shooters, Fishers and Farmers Party Victoria	1
					Total: 40 members

Appendix F

Selected statistics relating to sittings of the Legislative Council, 2020–21 to 2024–25

		2024–25	2023–24	2022–23	2021–22	2020–21
Number of days House met		48	48	38	53	47
Number of hours House met		457 hrs 22 mins	408 hrs 45 mins	301 hrs 4 mins	438 hrs 51 mins	417 hrs 50 mins
Average number of hours per sitting day		9 hrs 31 mins	8 hrs 30 mins	7 hrs 55 mins	8 hrs 16 mins	8 hrs 53 mins
Bills dealt with	Initiated in the Council	12	16	29	24	15
	Received from the Assembly	52	46	35	59	48
	Passed without amendment	29	34	32	45	44
	Passed with amendments	20	12	4	13	7
	Defeated	1	2	5	4	0
	Lapsed	0	0	62	0	0
	Withdrawn	0	1	0	0	0
	Ruled out of order	0	0	0	0	0
Sets of amendments circulated		73	46	42	87	50
Bills considered in Committee of the whole		43	38	25	46	38
Questions on notice processed		502	816	824	1,140	1,412
Written (and further written) responses ordered to questions without notice		79	91	109	195	172
Petitions tabled		69	46	29	91	94
Signatories to tabled petitions		152,435	64,329	45,541	91,325	165,386
Papers tabled	Total	1,314	1,220	1,236	1,511	1,551
	Annual reports	353	362	344	350	335
	Statutory rules	144	126	144	165	157
	Planning scheme amendments	211	242	304	372	375
	Proclamations	23	14	23	32	28
	Other (including special reports, Parliamentary committee reports etc)	583	476	421	592	656
Production of documents	Orders made ^a	25	17	5	9	8
	Documents produced in full	283	209	5	406	71
	Documents produced in part ^b	4	21	0	23	12

a. Initial orders only. Follow-up (step two) resolutions excluded.

b. These documents were provided with redactions, claiming Executive privilege.

Appendix G

Legislative Council expenditure statements, 2024–25

Expenditure	2024–25 Budget \$	2024–25 Actual \$	2023–24 Actual \$
Departmental			
Departmental operations	4,488,276	4,490,992	4,539,692
Legislative Council Standing Committees	2,096,006	1,885,040	1,786,333
Community Engagement Unit	412,718	370,521	412,755
Cleaning expenses	250,000	199,159	155,548
Regional sitting	–	–	176,781
Fiji Parliamentary Partnership Project	50,000	47,757	61,383
Auditor-General's Office audits	20,000	20,000	21,500
Total—Departmental^a	7,317,000	7,013,470	7,153,991
Legislative Council Members			
Special appropriations — Members' salaries, allowances and superannuation	16,229,200	15,102,572	14,239,078
Treasurer's advance — Members' payroll tax, FBT and WorkCover premiums ^b	1,708,000	1,456,400	1,378,721
Total — Legislative Council Members	17,937,200	16,558,972	15,617,800
TOTAL EXPENDITURE	25,254,200	23,572,442	22,771,791

Note: This information is provided for the benefit of Members. A complete set of the financial statements of the Parliament of Victoria is provided in the Department of Parliamentary Services Annual Report for 2023–24.

a. This figure includes the following sources of funds:

- \$7,047,000 – *Appropriation (Parliament 2024–25) Act 2024*
- \$20,000 – Special Appropriation pursuant to *Audit Act 1994*
- \$200,000 – Special Appropriation under section 94 of *Constitution Act 1975*
- \$50,000 – Fiji Parliamentary Partnership Funding

b. Due to a change in approach by the Department of Treasury and Finance, members' payroll tax, FBT and WorkCover premiums are no longer funded from special appropriations under the *Parliamentary Salaries, Allowances and Superannuation Act 1968*. Instead, a Treasurer's Advance of \$1,708,000 was approved for 2024–25 to meet these costs, of which \$1,456,400 was spent.

Appendix H

Legislative Council major outputs and performance measures, 2024–25

Major outputs/deliverables performance measures	Target	Actual	Variation	Result
Quantity				
Procedural references — updates published biannually	2	2	0%	✓
Quarterly allowance reports published in accordance with <i>Victorian Independent Remuneration Tribunal and Improving Parliamentary Standards Act 2019</i>	4	4	0%	✓
Quality				
Bills and amendments processed accurately through all relevant stages and other business of the House conducted according to law, Standing and Sessional Orders	100%	100%	0%	✓
Council standing committee members satisfied that advice about procedure, research and administration is responsive, clear, objective and prompt <i>This measure is based on a confidential survey of the Legislative Council standing committee members. The target has been exceeded due to a higher level of member satisfaction with responsiveness, clarity, objectivity and timeliness of advice provided.</i>	80%	90%	13%	✓
Member satisfaction with accuracy, clarity and timeliness of advice <i>This measure is based on a confidential survey of the Legislative Council members. The target has been exceeded due to a higher level of member satisfaction with accuracy and timeliness of advice provided.</i>	80%	96%	20%	✓
Timeliness				
Documents tabled within time guidelines <i>Department of the Legislative Council staff have worked diligently to ensure all documents have been tabled within time guidelines.</i>	90%	100%	11%	✓
House documents and other sitting-related information available one day after sitting day	100%	100%	0%	✓
Online information relating to bills updated within one day	95%	100%	5%	✓
Cost				
Total output cost (\$ million)	24.3	23.6	3%	✓

Result:

- ✓ Performance target achieved or exceeded.
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance.
- Performance target not achieved — within 5 per cent or \$50 million (cost measure only) variance.

Appendix I

Joint investigatory committees expenditure statement, 2024–25

Joint investigatory committee	2024–25 Budget \$	2024–25 Actual \$	2023–24 Actual \$
Individual committee expenditure			
Electoral Matters ^a	509,775	429,290	439,714
Integrity and Oversight ^a	980,599	847,654	764,024
Public Accounts and Estimates ^b	1,440,417	1,231,039	1,294,793
Scrutiny of Acts and Regulations ^b	932,773	742,197	651,126
Other joint investigatory committee expenditure			
Committee Services Office ^c	2,308,436	1,800,730	1,931,075
Performance Audit – Victorian Auditor-General's Office	–	12,506	432,055
Performance Audit – Victorian Ombudsman	–	–	221,310
Total	6,172,000	5,063,416	5,734,097

a. The Department of the Legislative Council administers the Electoral Matters and Integrity and Oversight Committees.

b. The Department of the Legislative Assembly administers the Public Accounts and Estimates and Scrutiny of Acts and Regulations Committees.

c. Both House departments jointly administer the Committee Services Office. Its budget includes rental payments for committee accommodation and various other administrative overheads for whole of committee operations.

Appendix J

Joint investigatory committees major outputs and performance measures, 2024–25

Outputs	Target	Actual	Variation	Result
Quantity				
Reports tabled per annum	20	22	10%	✓
<i>This target has been exceeded due to joint investigatory committees adopting and tabling more reports.</i>				
Quality				
Committee members satisfied that advice about procedure, research and administration is responsive, clear, objective and prompt	80%	92%	15%	✓
<i>This measure is based on a confidential survey of joint investigatory committee members. The target has been exceeded due to a higher level of member satisfaction with responsiveness, clarity, objectivity and timeliness of advice provided.</i>				
Inquiries conducted and reports produced in compliance with procedural and legislative requirements	95%	100%	5%	✓
Timeliness				
Reports tabled in compliance with procedural and legislative deadlines	95%	100%	5%	✓
Cost				
Total output cost (\$ million)	6.2	5.1	18%	✓
<i>The lower 2024–25 actual outcome reflects lower operating expenditure for joint investigatory committees</i>				

Notes:

- ✓ Performance target achieved or exceeded.
- Performance target not achieved — exceeds 5 per cent or \$50 million (cost measures only) variance.
- Performance target not achieved — within 5 per cent or \$50 million (cost measure only) variance.

Appendix K

Statistics relating to committees administered by the Legislative Council, 2024–25

	Standing Committees				Joint Investigatory Committees			Select Committees		
	EIC	EPC	LSIC	Total	IOC	EMC	Total	VPP Amend	Comm Games	Total
Deliberative meetings ^a	21	7	14	42	20	31	21	5	12	17
Public hearings ^b	134	117	124	375	16	49	65	17	70	87
Site visits/Inspections ^c	1	0	0	1	0	0	0	0	0	0
Reports tabled ^d	2	1	4	7	3	2	5	1	2	3
Submissions received ^e	622	412	1054	2,088	15	185	200	304	0	304
Inquiries received	2	2	3	7	2	3	5	1	0	1
Secretariat staff support (Full-time equivalent)	–	–	–	11	6	3	9	–	–	–

- a. Includes Subcommittee meetings and deliberative meetings. Does not include minutes taken for: public hearings, site visits/inspections.
- b. Each witness or group of witnesses appearing before the committee is counted separately. For example, one day of committee hearings with five witness groups appearing would equate to five different public hearings for the purposes of the statistics. On occasions when committees convened roundtable sessions, each session regardless of the number of participants is counted as one hearing.
- c. Site visits/inspections – number of sites visited. If the committee visits three different sites in one day, it counts as three site visits. Overseas trips (included in Inspections) – they are counted as one, irrelevant of how many meetings and site visits.
- d. Includes interim reports.
- e. Does not include supplementary submissions.

Appendix L

Parliamentary committee inquiries administered by the Legislative Council, as at 30 June 2025

Committee	Inquiry name	Tabled
Economy and Infrastructure	Cultural and creative industries in Victoria	19 June 2025
	Electricity supply for electric vehicles	To be tabled
	Local government funding and services	28 November 2024
	Victorian electrical transmission grid	To be tabled
	Wildlife road strike in Victoria	To be tabled
Electoral Matters	2025 Prahran and Werribee by-elections	To be tabled
	Ballot paper shortages at the 2022 Victorian state election: Implementation of Recommendation 60 of Volume 2 of the Inquiry into the conduct of the 2022 Victorian state election	13 May 2025 (special report)
	Conduct of the 2022 Victorian state election	30 July 2024
	Victoria's Upper House electoral system	To be tabled
Environment and Planning	2022 flood event in Victoria	30 July 2024 (final report and summary booklet)
	Climate resilience	To be tabled
	Community consultation practices	To be tabled
	Decommissioning oil and gas infrastructure	To be tabled
Integrity and Oversight	Adequacy of the legislative framework for the Independent Broad-based Anti-corruption Commission	To be tabled
	Independent performance audit of the Victorian Ombudsman	1 July 2024
	Operation of the <i>Freedom of Information Act 1982</i> (Vic)	23 September 2024
	Performance of the Victorian integrity agencies 2022/23	29 May 2025
Legal and Social Issues	Ambulance Victoria	To be tabled
	Drugs, Poisons and Controlled Substances Amendment (Regulation of Personal Adult Use of Cannabis) Bill 2023	18 March 2025
	Food security in Victoria	14 November 2024
	Public school funding	To be tabled
	Redevelopment of Melbourne's public housing towers	To be tabled
	State education system in Victoria	15 October 2024
	Workplace drug testing in Victoria	27 August 2024
Select Committee on the 2026 Commonwealth Games Bid	2026 Commonwealth Games bid	10 September 2024 (second interim report)
		1 April 2025 (final report)
Select Committee on Victoria Planning Provisions Amendments VC257, VC267 and VC274	Victoria Planning Provisions amendments VC257, VC267 and VC274	13 May 2025

Appendix M

Disclosures made under the *Public Interest Disclosures Act 2012*

President Leane **did not notify** any disclosures to the IBAC for assessment under s 21(2) of the *Public Interest Disclosures Act 2012* (Vic) for the period 1 July 2024 to 30 June 2025.

The Parliament of Victoria's *Procedures for Making a Disclosure about a Member of Parliament* can be downloaded at: <https://www.parliament.vic.gov.au/contact/public-interest-disclosures>

The Integrity and Oversight Committee (IOC) **did not receive** any disclosures under the *Public Interest Disclosures Act 2012* (Vic) for the period 1 July 2024 to 30 June 2025.

The Integrity and Oversight Committee's Public Interest Disclosure Procedures can be downloaded at: <https://www.parliament.vic.gov.au/ioc>

Appendix N

Overseas travel taken by the President of the Legislative Council, 2024–25

President Leane **did not** undertake any international travel as President.

Appendix O

Documents and evidence disclosed under Standing Order 19.04(3) and Joint Standing Order 16(4)

For the period 1 July 2024 to 30 June 2025, **no disclosures** were made.

Department of the Legislative Council

Parliament of Victoria
Parliament House, Spring Street
East Melbourne Victoria 3002

+61 3 9651 8678
council@parliament.vic.gov.au
parliament.vic.gov.au/council