

Ref	Area of recommendation and the relevant paragraph number of the report	Status/target completion date
W1	Remove the June 2017 cut-off date for complaints under the ICGS: "The length of time taken to put into effect a straightforward amendment which was accepted by the Commission in October 2018 has already led some to question the House's stated desire to address the now widely accepted problems of bullying and harassment." (Paragraphs 134-137)	Complete
W2	The implementation of the sanctions framework being considered by the Committee on Standards: "I have been informed that the Committee is conscious of the need to put a workable package of proposals, including any necessary standing order changes, before the House for approval as early as possible in the autumn. The Committee must ensure that this timetable is met." (Paragraphs 129-133)	Committee on Standards <a href="#">report</a> awaiting response
W3	Appointment of a Members' Staff HR Director. (Paragraphs 187-188)	Complete
W4	Appointment of staff to Members' Staff HR Department. (Paragraph 189)	Complete
W5	Collection and collation of data: "The HR department should monitor data, both overall and in relation to each MPs' office, in order to assess whether Members are employing good practice. Pending establishment of the HR department IPSA should collect relevant data in a manner which facilitates this monitoring" and "IPSA's first task is to start collecting and collating data in a manner which will facilitate monitoring of MPs' employment practices. This should begin immediately."	March 2021
W6	"IPSA should begin sending exit surveys to leavers within the next few weeks." (Paragraph 178)  In response, IPSA have made an exit survey template available to MPs.	Complete
W7	IPSA should consider making staffing allowances conditional on good practice and, perhaps, on MPs undertaking training. (Paragraphs 148 and 192)  The IPSA Board decided to not implement this recommendation, with the support of the House of Commons Commission, due to concerns that it would be staff themselves who would lose out from this sanction. IPSA are working with House officials and Members' staff representatives to explore more potentially effective ways to encourage MPs to improve their management of staff.	N/A - recommendation not accepted
W8	Fair recruitment and management of staff with disabilities to be included in training for MPs. (Paragraph 71)  In response, workplace adjustments and managing staff with disabilities has been integrated into training for MPs' Office Managers.	Complete
W9	The production of clear procedural documents, including the role of Members in appeals: "The production of documents setting out clearly and in straightforward terms the procedure for bringing a complaint should continue to be addressed as a priority" and "Those responsible for producing the procedural documentation...should ensure that the role of MPs, and the limits on their role as a result of the Committee on Standards decisions, are clearly explained. The position must also be clearly understood by those operating the relevant helplines so that they are able to explain it to callers." (Paragraphs 120 and 142)	N/A - recommendation not accepted
W10	The appointment of an independent reviewer to report on progress against the recommendations in the report: "there should be an external review of progress against the recommendations made in this report in around 18 months. The reviewer should also assess the extent to which the HR department is carrying out the core functions listed and the extent to which those functions are successfully addressing the issues identified in this report. The independent review would report in time to feed into any consultation IPSA might conduct in relation to imposing conditions on MPs' staffing expenditure under the 2022-2023 Members' allowance scheme". (Paragraph 194)	March 2021
W11	Other issues identified: isolation felt by MP staff, mandatory training for MPs, Support for MPSA and Unite.	Ongoing