

Josephine has over 30 years' experience working in Parliament in a variety of roles. She established and was the Director of the Independent Complaints and Grievance Scheme, the first of its kind in any Parliament. The Scheme provides independent, confidential advice and support to users, as well as the means to take cases forward to independent investigation, and is designed to make Parliament a modern, safe and inclusive workplace.

Previous jobs in Parliament have included leading on inquiries in different Select Committees and working with Trade Unions who represent House of Commons staff. She is currently Director of Members' Staff Engagement, working closely with the House Administration to monitor progress in the integration of MPs staff into the parliamentary community, and is also part of the leadership team planning group for General Elections.

Josephine is experienced at interpreting and applying legislative and regulatory frameworks.