

**WA  
Labor**

**2019**

**WA LABOR**

**PLATFORM**

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## Introduction

1. The Australian Labor Party had its origins in:
  - a. the aspirations of the Australian people for a decent, secure, dignified and constructive way of life;
  - b. the recognition by the trade union movement of the necessity for a political voice to take forward the struggle of the working class against the excesses, injustices and inequalities of capitalism; and
  - c. the commitment by the Australian people to the creation of an independent, free and enlightened Australia.

2. The Australian Labor Party is a democratic socialist party and has the objective of the democratic socialisation of industry, production, distribution and exchange, to the extent necessary to eliminate exploitation and other anti-social features in these fields.

3. Our Party is founded on pillars of fairness, justice and compassion for all.

As a Party, we believe that our diversity as individuals and communities actively engaged in building our future in Australia is our strength.

Equity for those groups who face discrimination and exclusion, which unifies and respects difference, are fundamental to living this vision.

4. WA Labor believes that all people are created equal in their entitlement to dignity and respect, and should have an equal chance to achieve their potential. For WA Labor, government has a critical role in ensuring fairness by:

- Ensuring equal opportunity
- Removing unjustifiable discrimination; and
- Achieving a more equitable distribution of wealth, income and status.

Achieving these goals of an equitable distribution of resources, power, rights, opportunities and responsibilities are what we commonly refer to as social justice.

These are all goals that we share, and which define Labor Governments. These goals are founded upon WA Labor's enduring values:

## Fairness

We value fairness and equality and believe in a fair go for all - we believe that a nation should be governed in the broader interests of all, not in the sectional interests of a few.

## Compassion

We value compassion and dedicate ourselves to social justice. We believe that it is the Australian way to work together to help alleviate suffering and disadvantage when we can. We believe that this compassion is also vital in ensuring human rights everywhere.

## Labour Rights

We are committed to protecting and advancing the rights of working families, including their rights to join trade unions, to organise in the workplace, to bargain collectively and to exercise their right to strike. Our partnership with the trade union movement remains crucial for Australia's future.

## Individual Freedom

We value liberty - the freedom to hold whatever beliefs we choose while respecting those of others; the freedom to express those beliefs without fear or favour; and the economic freedom to pursue our own employment and enterprise.

## Responsibility

We believe that for all Australian citizens, rights must be accompanied by responsibilities. These responsibilities are to each other and to the wider community; and must be exercised by individuals, social and economic groups, organisations and governments.

## Opportunity

We believe in opportunity, creativity and innovation as the basis for individual aspiration and being rewarded for hard work, achievement and success.

## Sustainable Environment

We value the environment that sustains us all - and which we must now sustain with our country's united and urgent effort.

## Democracy

We value our democratic and public institutions, which have the power to address exclusion and disadvantage.

## Community

We value our communities and our families. Our families are the bedrock of our communities which we need to nurture, protect and support.

We recognise the role of the community in government decision making and the community's right to be heard.

## History and the Future

We value the role that government and people have to

play in creating a better future based on the lessons of our shared history.

In particular, we acknowledge the role of Indigenous people as the original owners of this land and the unique role indigenous people play in making policy decisions about the future.

## Equality

We value equality. We value people. We recognise the value of every person and of all peoples.

We believe the same rights, entitlements, opportunities, benefits and practices should be available and accessible to all people.

We recognise the value of each person, as individuals, as members of society and as collective groups within our community.

## Labor in Government

5. When Labor is in Government, the party, the electorate and the parliamentarians we select expect and are expected to further the objective of achieving social justice through government intervention and other policies.
6. Therefore, when in Government, Labor will:
  - a. Scope, design, implement and deliver a social inclusion strategy that ensures the social and economic participation of all individuals, groups and communities in Western Australia. The strategy will include initiatives designed to address key challenges to the well being of all Western Australians such as poverty, homelessness and disadvantage in all its forms. This strategy will be overseen by the Department of Premier and Cabinet and provide a whole of government approach that implements the social justice objectives of the WA Labor Party;
  - b. Deliver on all election promises;
  - c. Engage the community as a whole in an ongoing debate aimed at leading opinions on inequality;
  - d. Focus public fiscal activities and the role of the public sector on sustainable improvements that are tested against our belief in social justice and not just our credit rating; and
  - e. Reward private sector activities that promote Labor's social justice objective.
6. WA Labor will:
  - a. Undertake measures to improve the representation of women on government

boards and committees and work towards a target of 50%;

- b. Actively oppose the inaction of governments who do not establish significant affirmative action measures and/or have under-representation of women in Parliament;
- c. Proactively pursue a 50% representation target on all Western Australian local councils;
- d. Commit to a minimum of one third representation of women in State or Shadow Cabinet where there are sufficient numbers of elected women for this to take effect;
- e. Proactively pursue equal pay for women of work of equal or comparable value;
- f. Commit to an Office of Women's Policy Unit which will undertake research and provide policy advice and recommendations to the State Cabinet; and
- g. Continuously build on the significant progress made towards reaching equal representation of women in Parliament.

## RESOLUTION

Racism is a divisive and destructive force in our community, and stands in stark opposition to our Labor Values.

Conference recognises our First Nations Members and their contribution to our State.

Conference also recognises the many cultural identities, languages, faith and traditions that our Party members bring from all corners of the globe.

Conference views building unity and respect for our States rich diversity as one of our Partys greatest strengths. After all, solidarity, dignity and respect are Labour values.

Conference, respect for who we are and the contribution we make to our State and Party in Western Australia is a true reflection of the Party we must be.

Conference is reminded that these Labor values are under attack and that it is the responsibility of all in WA Labor to call out and stop racism whenever and wherever we see it.

WA Labor is committed to ensuring we continue to be an open and welcoming Party to all in the community.

### CARERS

#### Valuing Carers

1. WA Labor believes:
  - a. That carers play an integral role in the Western Australian community;
  - b. That carers need ongoing support and services to assist them in their caring role; and
  - c. Caring needs may change over the life of the individual living with disability, and so additional support may be required as an individual's age and primary carers change.
2. WA Labor recognises:
  - a. The diversity and differing needs of those who are caring for others in our communities;
  - b. That community services need to be genuinely accessible so that no one is forced to be a carer, and that no one is forced to rely on care from family members;
  - c. That families and unpaid caregivers play an essential role in enabling those who require care; and
  - d. That governments play an integral role in developing ongoing strategies to improve the lives of carers.
3. WA Labor will:
  - a. Ensure legislation protects the rights of carers;
  - b. Ensure all government departments and agencies fulfil their responsibilities to recognise and support the needs of carers;
  - c. Ensure carers and family members have access to a range of respite options, including in-home, out-of-home, and other flexible options;
  - d. Ensure carers have access to packages which include provision of domiciliary support services, holiday care and occasional and emergency care;
  - e. Provide financial and advocacy services support to carers; and
  - f. Design program delivery and services in a way that recognises the diversity of carers and their needs.

### GRANDCARERS

4. WA Labor believes:
  - a. Grandparents who are raising their grandchildren play an integral role in the lives of their grandchildren, the child protection system, and the community;
  - b. Grandcarers need ongoing support and recognition to assist and sustain them in their caring role; and
5. WA Labor recognises:
  - a. Grandcarers, and the children they care for are diverse. Formal grandcarers can be recognised as carers through the child protection system, while informal grandparent carers have family arrangements in place;
  - b. Grandcarers care for their grandchildren at significant cost to their own physical, mental, social, and financial health;
  - c. Aboriginal people are over-represented in the grandcarer population, and are often less likely to seek support services; and
  - d. Grandcarers face significant hurdles in obtaining legal security, having their rights and responsibilities as carers recognised, and in accessing services for their grandchildren
6. WA Labor will:
  - a. Ensure legislation protects the rights and responsibilities of all grandcarers and their grandchildren;
  - b. Ensure all government departments, and particularly those providing universal services such as health and education, recognise the unique needs of grandcarers and provide clear pathways for them to access services;
  - c. Design program delivery and services in a way that recognises the diversity of grandcarer, including culturally responsive services; and
  - d. Investigate frameworks and policies for providing accessible financial support to grandcarers. This may include, but not limited to, access to concessions, a subsidy, or lobbying for a national carer's payment and access to family tax benefits.

### FAMILIES AND CHILDREN

7. WA Labor believes:
  - a. Strong families make strong communities and a strong society;

- b.** Families are diverse;
  - c.** Positive experiences in early childhood are crucial for individual development and lead to good life outcomes;
  - d.** Government has a duty to support families, protect children and build communities;
  - e.** Quality family and children's services depend on a professional workforce that is properly recognised and remunerated;
  - f.** All children have the right to healthy, safe and supportive childhoods where their voice and experience is recognised; and
  - g.** A child's wellbeing is the responsibility of the entire community.
- 8.** WA Labor in Government will:
- a.** Place the rights and interests of the child at the centre of the child protection system;
  - b.** Support proper resourcing of services and strong legislation to ensure children's safety;
  - c.** Understand that as well as a central obligation to ensure child safety, resources must be allocated to early intervention and family support;
  - d.** Value the community and voluntary sectors as partners in supporting families and children, particularly those that are vulnerable;
  - e.** Acknowledge First Nations children are disproportionately represented in WA's child protection system. WA Labor recognises that this is largely as a result of trauma stemming from past government decisions and practices, and that responses must be culturally appropriate and developed in partnership with Aboriginal Community Controlled Organisations and Aboriginal cultural care specialists within the public service;.
  - f.** Acknowledge that optimising service integration between Government agencies and the community sector is an ongoing process of improvement with the ultimate goal being better outcomes for vulnerable Western Australians;
  - g.** Promote a whole-of-community responsibility for child safety;
  - h.** Understand the importance of a child's early years, and will work to support children and their families during this time to meet the full physical, cognitive, emotional and social developmental needs of children so that they can reach their full potential;
- i.** Support the independent Commissioner for Children and Young People;
  - j.** Regulate quality early childhood education and care, ensuring that providers deliver safe, accessible, affordable and high-quality services;
  - k.** Support workforce development in early childhood education and care, and work with providers and the relevant union to achieve professional recognition and wages for the sector;
  - l.** Improve support for children with disability by ensuring all state government services are inclusive and accessible ; and
  - m.** Create a Ministerial portfolio for Children, to ensure children of Western Australia have their interests considered in government decision making and priorities.
- 9.** WA Labor will:
- a.** Deliver streamlined and flexible childcare regulation and continue to work with the Commonwealth to maximise parental choice in the care of children and ensure childcare providers give safe, accessible, affordable and high-quality services;
  - b.** Support workforce development in early childhood education and care by:
    - i.** Introducing ongoing compulsory education for childcare professionals on aspects of childcare including mandatory reporting, understanding ratios, and national standards and complying with general OH&S provisions;
    - ii.** Providing induction training for new childcare staff; and,
    - iii.** Providing student access to quality, affordable early childhood education care TAFE training and qualifications.
  - c.** Work with childcare providers and the relevant union to achieve professional recognition and pay for childcare professionals;
  - d.** Strengthen legislation and provision to encourage and require responsible parenting;
  - e.** Provide families with parenting support information;
  - f.** Implement education and awareness raising



to prevent family and Family and Intimate Violence., including promoting respectful relationships, as well as the message that family or Family and Intimate Violence. in any form is not acceptable;

- g.** Ensure that children remain the central focus of child protection action;
- h.** Consider the development of child advocacy centre models in WA;
- i.** Adhere to the measures detailed in the UN Convention on the Rights of a Child;
- j.** Update adoption legislation and improve long-term placement outcomes for children in the care of the State;
- k.** Co-ordinate a state wide early childhood agenda, focusing on the delivery of co-ordinated services at a local level to give our young children a flying start in life
- l.** Continue to strengthen both the community and the public sector as partners to delivering high quality outcomes for vulnerable Western Australians
- m.** Maximise take up of family support and concessions as well as keep State Government fees and charges at affordable levels;
- n.** Improve inter-agency work in supporting families and children;
- o.** Improve support for children with disability and their siblings to ensure they are provided with opportunities and health and social support services to reduce the risk of harm;
- p.** Ensure the independent appointment of the Commissioner for Children and Young People;
- q.** Ensure all people have the right to form and belong to a family regardless of gender, gender identity, or sexual orientation. WA Labor will ensure all those who wish to form a family are not impeded from doing so nor discriminated against;
- r.** Commit to reducing the disproportionate rate of First Nations children in the child protection system;

Honour the Child Placement Principle to ensure every First Nations child in care receives connections to family, community, culture and country and support family and kinship carers.

## **FIRST NATIONS PEOPLE**

### **Preamble - Recognition of Traditional Rights**

WA Labor recognises First Nations people's decision making processes lies within individual language groups.

WA Labor endorses the Uluru Statement from the Heart, and is committed to achieving the outcomes of a Voice to Parliament, a legislative process by which treaties can be made between First Nations and governments, and a Truth and Justice Commission, which will ensure a generational process of healing.

### **Introduction**

- 10.** WA Labor is committed to promoting the social, cultural, economic and physical well-being of First Nations people.
- 11.** WA Labor recognises and respects First Nations people's authority and self-determination.
- 12.** Past experience and dislocation has significantly contributed to the current disadvantage First Nations people face across a range of socio-economic indicators.
- 13.** Acknowledgement of this history and its impact is vital to Australia's future.
- 14.** These practices should be used to develop a framework for constructive negotiation on any legislation that may have a disproportionately negative impact on First Nations people in Western Australia.
- 15.** Land has an inherent physical, emotional and spiritual meaning to all First Nations people.
- 16.** This way of life has been acknowledged with the recognition of the traditional property rights of First Nations people (Mabo 1992), who have the full protection of the law in exercising their common law rights of Native Title.
- 17.** However, not all First Nation people have equal access to the remedies provided for under Native Title. WA Labor will develop alternative strategies to redress the dispossession of Australian First Nations people for whom native title recognition is not a viable option.
- 18.** WA Labor is committed to forms of governance for First Nations communities that foster self-determination.
- 19.** All future policies and programs affecting First Nations peoples must be developed and implemented in consultation with First Nations

communities.

- 20.** WA Labor recognises the importance of increased political participation of First Nations people including in political parties. As such, WA Labor party policy committees will encourage, support, and implement strategies to increase the involvement of First Nations people.
- 21.** First Nations people should be empowered to achieve higher standards of education leading to improved employment opportunities and full participation in the economic and social life of the community.
- 22.** Disproportionately high levels of unemployment and welfare dependency are major determinants of social exclusion and dysfunction, and require significant improvements in education and employment opportunities for First Nations people.
- 23.** WA Labor acknowledges that racism still exists in Australian society and will continue to address this issue through policy and action.
- 24.** WA Labor believes that it is important to recognise the contribution of First Nations people and cultures to our society
- 25.** WA Labor will explore introducing a public holiday to celebrate and value First Nations people, their culture, history and contribution to our country, in order to promote reconciliation and unity.
- 26.** WA Labor, the SPLP and FPLP will ensure that a Welcome to Country or Acknowledgement of Country always precede other formalities and dialogue at WA Labor events, including public events and campaign events.
- 27.** Ensure that nongovernment organisations, who receive government funding, recognise the government preferred policy is to recognise the traditional owners at meetings

## **Economic Development**

- 28.** WA Labor recognises that First Nations communities should have access to an equitable level of services and rights and will encourage capacity building and self-reliance.
- 29.** WA Labor will work with First Nations communities to:
  - a.** Identify and support sustainable commercial development opportunities for First Nations communities to encourage economic independence, employment and training;
  - b.** Provide support and training to help new local enterprises and encourage community

self-reliance using local community skills and resources;

- c.** Promote economic development projects that involve local First Nations people in developing and maintaining community infrastructure;
- d.** Provide training and support that increases understanding of the economic and employment systems in Australia, to promote economic development;
- e.** Support First Nations communities to enjoy the social and financial benefits of new technologies;
- f.** Ensure accounting systems strengthen community controls;
- g.** Focus on localised small scale economic programs for community training and employment;
- h.** Provide a business mentor scheme using mentors with appropriate cultural background or training to engage communities with new initiatives;
- i.** Facilitate specific labour market entry programs for First Nations school-leavers in consultation with Aboriginal education stakeholders;
- j.** Facilitate relationships that foster improved employment and economic outcomes between the private sector and First Nations communities and investigate the possibilities of early access to Superannuation for First Nations people due to lower life expectancy.
- k.** Assess and examine procurement policy rules to ensure that only genuine First Nations businesses benefit and prosper from state and federal schemes supporting First Nations businesses.

## **Education, Employment and Training**

- 30.** WA Labor believes that all First Nations people should have access to a high quality education regardless of age, gender or location.
- 31.** WA Labor will:
  - a.** Work with families and communities to improve participation and attendance particularly during compulsory schooling years;
  - b.** Establish benchmarks and targets to track retention rates of First Nations children at schools in order to best direct funding and resources;



- c.** Develop programs and strategies to ensure that more First Nations people participate in and have access to relevant, appropriate and engaging education at all levels;
  - d.** Guarantee that more First Nations people will be afforded more opportunities to participate in the delivery of education at all levels;
  - e.** Develop and promote access to education programs that provide all students and educators with relevant, culturally appropriate information about Australia's First Nations' histories and cultures;
  - f.** Develop and enhance First Nations culture and language programs, provide adequate resources to enable language renewal and maintenance programs, and promote those languages to all students;
  - g.** Broaden the range of education programs for First Nations people identifying as disengaged from education;
  - h.** Incorporate learning styles of First Nations people into appropriate curriculum;
  - i.** Encourage and support First Nations people in the pursuit of post-compulsory education and the achievement of tertiary qualifications;
  - j.** Increase the variety of transitional learning pathways for First Nations people with the potential to enter a diverse range of professions;
  - k.** Facilitate opportunities in education settings for students to benefit from role models and mentors from a variety of backgrounds;
  - l.** Ensure that schools develop behaviour management policies that empower First Nations young people with skills to better manage any behavioural issues with the potential to result in their exclusion from the classroom;
  - m.** Ensure that First Nations children excluded from schools for disciplinary reasons receive appropriate alternative education services; and
  - n.** Ensure that schools with high suspension and expulsion rates are given additional resources to address the social and emotional needs of students who frequently require disciplinary action.
  - o.** Ensure that schools wanting to teach First Nations languages and culture be supported and provided the resources to enable this to happen.
  - p.** Ensure that appointment processes for schools boards are transparent.
  - q.** First Nations people be actively encouraged and given opportunities to sit on school boards.
- 32.** WA Labor recognises that the general and youth unemployment rate of First Nations West Australians is unacceptable.
  - 33.** WA Labor is fundamentally committed to reducing the unemployment rate of First Nations people as a major policy priority.
  - 34.** WA Labor will establish benchmarks and targets that quantify decreases in employment rates of First Nations people.
  - 35.** WA Labor will encourage self-management and economic self-sufficiency for First Nations people.
  - 36.** WA Labor believes First Nations people should have full access to employment and will target areas where First Nations people are underrepresented.
  - 37.** WA Labor will support the further development of high quality training and employment environments shaped by, and for, First Nations people.
  - 38.** WA Labor will support local, flexible programs that meet the needs of First Nations people either alienated from, or unable to gain access to, learning environments.
  - 39.** WA Labor, as a model employer will ensure that where CDEP is used, it will lead to the promotion of the full and permanent employment of First Nations employees in the same manner as other public servants and State Government employees. Furthermore WA Labor will ensure that CDEP is not used as a cheap source of funding to employ First Nations employees.
  - 40.** WA Labor will:
    - a.** Promote onsite training and flexible learning courses at TAFE accommodating the needs of First Nations people;
    - b.** Continue the recruitment, employment and career development of West Australian First Nations people in the public and private sectors;
    - c.** Provide support for employers of First Nations people;
    - d.** Support the participation of First Nations people in community based economic and employment development programs;

- e. Promote a variety of employment training programs offered by flexible delivery;
- f. Facilitate training in community-based management;
- g. Maintain and improve the skills base of First Nations people;
- h. Expand the representation of First Nations People employed in State Government departments to better meet the needs of First Nations clientele; and
- i. Ensure that First Nations public sector worker leaders, specifically but not limited to education, justice and community services are given fair and equitable access to leadership opportunities within the public services

### **Land, Language and Culture**

**41.** Past government policies and practices have limited the traditional rights, access to land and security of title that are essential to enable First Nations peoples to fully exercise their economic, social and cultural rights.

**42.** WA Labor will:

- a. Defend, preserve and build upon the principles embodied in the Native Title Act for the constructive resolution of land issues;
- b. Adopt strategies that build on native title and accommodate the claims of Western Australian First Nations peoples for whom native title remedies are not available;
- c. Encourage the negotiation of regional community agreements between First Nation people's interests, all levels of government and other interests; and
- d. Implement programs that:
  - i. Acknowledge the cultural diversity of First Nations people;
  - ii. Recognise the role of systems of kinship and lore in First Nations' culture;
  - iii. Promote community involvement and decision making;
  - iv. Encourage involvement with local government;
  - v. Facilitate joint management of National Parks and Reserves;
  - vi. Uphold the rights of First Nations peoples over their artistic and intellectual property, their products, and services;

- vii. Adequately resource First Nations people to manage and protect First Nations heritage areas;
- viii. Recognise culturally significant events and festivals; and
- ix. Introduce measures to reinforce First Nations cultures and cultural heritage.

**43.** WA Labor will promote the recognition of First Nations place names given by nomenclature committees of Local Governments.

**44.** WA Labor will promote the knowledge of First Nations languages in the wider community.

### **Health, Housing and Well-Being**

**45.** Good health is necessary for First Nations people to prosper. First Nations people are severely disadvantaged in health outcomes and services. The average life expectancy of First Nations people is unacceptably low. All tiers of Australian government, in close consultation with First Nations men and women, must immediately take measures to achieve sustained progress.

**46.** WA Labor recognises that environmental health standards in some First Nations communities are unacceptable and commits to improving standards, including of sanitation and the provision of drinking water.

**47.** WA Labor will:

- a. Involve First Nations people in improving health and housing;
- b. Facilitate expansion of Aboriginal Medical Services;
- c. Improve the training of First Nations health, housing, and community workers, and encourage their recruitment;
- d. Ensure that Aboriginal Studies is a pre-requisite for health and health-related university and TAFE courses;
- e. Support and expand undergraduate training schemes for First Nations health and community workers and institute a system of registration for them;
- f. Identify any inadequacy in the provision of services to First Nations people and communities, including those in custody, and move promptly to rectify those gaps (e.g. health services, prison health services, birthing centres for both urban and rural women, housing, nutrition);

- g.** Examine the relevance of current health promotion policies and practices and change them to take account of cultural differences;
  - h.** Design and implement maternal and child well-being programs which help families to gain access to mainstream services, and which sensitise those services to the needs of their First Nations clients;
  - i.** Devise culturally appropriate sex education programs designed specifically for First Nations adolescents;
  - j.** Ensure that First Nations people, who wish to, including those in regional areas, are able to access safe, culturally sensitive, and publicly funded reproductive health care services, including pregnancy termination care;
  - k.** Encourage projects which address violence, particularly intra-familial violence, in a culturally appropriate way through education, support facilities, and active community participation;
  - l.** Ensure that appropriate care for First Nations aged and disabled people is available and that it includes affordable and secure accommodation, and services that allow for home care in all communities;
  - m.** Facilitate full participation of First Nations communities in the design and construction of housing that fulfils their cultural, social and living needs;
  - n.** Require existing community services to include courses in living skills for all ages, in a format and in locations which are acceptable and accessible to First Nations people;
  - o.** Facilitate development with the relevant union of professional organisations of Aboriginal Health and Community Workers, and encourage their involvement in school and community activities;
  - p.** Facilitate research into and development of First Nations health and health related issues, and investigate the feasibility of establishing a College of Aboriginal Health;
  - q.** Improve strategies to prevent family and Family and Intimate Violence. and assist those affected;
  - r.** Support policies and programs designed to reduce the incidence of foetal alcohol syndrome.
- 48.** WA Labor recognises that First Nations people are disproportionately represented in public housing and that public housing policies therefore, should be sensitive to the cultural obligations of First Nations people to family members.
- 49.** WA Labor will ensure that the disruptive behaviour management ('three strikes') policy is used as a means to identify and engage appropriate support for tenants at an early stage so that their tenancy can be sustained, rather than as a purely punitive measure that may result in eviction. WA Labor will remove the barriers that may prevent First Nations people from gaining access to safe community housing, including ensuring that rent charged is within their capacity to pay. Private rental assistance loans should be used as an early intervention tool to help First Nations tenants to sustain their tenancy when it is at risk due to rent arrears.
  - 50.** WA Labor recognises that suicide remains one of the main causes of preventable deaths in First Nations communities in Western Australia.
  - 51.** WA Labor commits to working with remote and regional communities to provide greater resources and more localised support, such as further training for Aboriginal health workers, mental health first aid training for community members, and more funding for peer-to-peer education programs dealing with depression and suicide
  - 52.** WA Labor recognises the vital role Aboriginal Health Workers play in improving health outcomes for First Nations people. In Government WA Labor will commit to increased funding for the sector to provide greater training and improved remuneration for Aboriginal Health Workers.
  - 53.** WA Labor in Government commits to undertaking measures to understand, fund and legislate (where necessary) to deal with Fetal Alcohol Spectrum Disorders. Such measures include:
    - a.** The development of a culturally appropriate diagnostic tool for Fetal Alcohol Spectrum Disorders, in partnership with First Nations health organisations;
    - b.** Fund Aboriginal Community Controlled Health Organisations to deliver training on Fetal Alcohol Spectrum Disorders to government agencies including; WA Police, Youth Justice Services, regional Magistrates and Children's Courts; and,
    - c.** Ensure all metropolitan and regional Youth Justice Services have the ability to diagnose Fetal Alcohol Spectrum Disorders.

## Accountability

- 54.** WA Labor will work closely with First Nations communities to develop governance structures that combine the standards of accountability established by contemporary fiscal practice with culturally appropriate institutions. In particular WA Labor will ensure that community policies and programs include:
- Strategies for communities to monitor and evaluate policies and programs that affect them, including reporting directly back to the relevant government departments and Ministers;
  - Appropriate capacity building and specific training to ensure self-management of accountability structures;
  - Appropriate consultation; and
  - Appropriate allocation of State Government resources to First Nations development strategies.

## Reconciliation

- 55.** WA Labor supports the view that reconciliation between First Nations and non-Aboriginal people is a priority in our community.
- 56.** Recognising that reconciliation is not simply an First Nations concern, but a matter for the whole community, WA Labor will:
- Provide specific funding over and above current DIA funding to facilitate reconciliation between First Nations and non-Aboriginal people in Western Australia; and
  - Provide funding over a three year period to support the establishment of a credible and viable peak reconciliation organisation in WA. The aim is to build the capacity for genuine reconciliation amongst the people and organisations of WA. Funding will not be taken from existing Aboriginal programs to fund this initiative.

## Stolen Wages

- 57.** The Stolen Wages Scheme was established by the Barnett Liberal Government following a recommendation from the Stolen Wages Task Force Report of 2008. Western Australia became the third state to offer compensation after the scheme was announced and opened on the same day, 6 March 2012, and closed on 30 November 2012. WA Labor acknowledges the shortcomings of the Stolen Wages established by the Barnett

Government.

- 58.** WA Labor will work closely with stakeholders and First Nations representatives to develop a scheme that delivers justice and genuine repatriation to the First Nations workers whose wages and entitlements were withheld.
- 59.** The terms of any future settlement will include financial reparations to individuals, a common experience fund, and other measures such as proper recognition and respect for the contributions which many First Nations people made to the pastoral industry and other enterprise in this State.

## Stolen Generation

- 60.** WA Labor acknowledges that the removal of First Nations people from their families has led to an entrenched pattern of disadvantage and dispossession which continues to wreak havoc and destruction in First Nations people, families and communities.
- 61.** WA Labor will take into consideration the systemic disadvantage confronting First Nations people when formulating policies and laws which affect First Nations people.
- 62.** WA Labor acknowledges that funding for all services and programs inclusive of First Nations people, should take into account the needs of members of Stolen Generations.
- 63.** WA Labor believes that a Labor government should continue to work towards the recognition and compensation by the state to the people and communities of Stolen Generations.
- 64.** WA Labor will work with our Federal counterparts to implement the recommendations of the Bringing Them Home Report (1997).
- 65.** WA Labor supports the establishment and funding of Healing Centres, for First Nations communities impacted by the Stolen Generations.

## MULTICULTURAL INTERESTS

### Valuing Diversity

#### Principles for a WA Labor Government

- 66.** WA Labor acknowledges that there are ongoing challenges in a multicultural society. Members of racial, ethnic, and cultural minority groups continue to face discrimination, economically, socially, and culturally. WA Labor believes that the specific discrimination suffered by, ethnic, and culturally and linguistically diverse communities of our society deserves specific policies to counteract these societal ills.



**67.** WA Labor recognises that Australian society is a, ethnically and culturally diverse, liberal democratic society, encompassing a wealth of cultures, histories, and traditions. This racial, ethnic, and cultural diversity is inseparable from, and guaranteed by, Australia's traditions of egalitarianism and democracy. Ethnic diversity in society benefits Australians as individuals, and as members of society as a whole.

**68.** WA Labor believes our multicultural society should apply the principles of the Western Australian Charter of Multiculturalism:

**a. Civic Value**

The equality of respect, mutual respect, individual freedom, and dignity for all members of society subject to the acceptance of the rule of law, social, political, and legal institutions, and constitutional structures.

**b. Fairness**

The pursuit of public policies free of prejudice, discrimination and exclusion on the basis of characteristics such as origins, , ethnicity culture , religion, ethnicity and nationality.

**c. Equality**

Equality of opportunity for all members of society to achieve their full potential in a free and democratic society where every individual is equal before, and under, the law. WA Labor will also ensure this through the creation and enactment of legislation which will create a Substantive Equity Unit within the Equal Opportunity Commission.

**d. Participation**

The full and equitable participation in society of individuals and communities, irrespective of origins, culture, religion, ethnicity and nationality by providing proper and adequate resources within the Governance Structure.

**69.** A WA Labor Government will support these principles through:

**a. Economic, Political and Social Equality**

All Australians are entitled to equality of freedom, treatment, and opportunity, enabling them to contribute to achieve their full potential in the social, political and economic life of Australia, free from discrimination and exclusion on the grounds of culture, religion, language, location, gender, ethnicity, place of birth or national origin.

**b. Mutual Respect**

Subject to the rule of law established within

existing legal and constitutional structures of Australia, all Australians have the right to express their own culture and beliefs, and the reciprocal obligation to accept the right of others to do the same.

**c. Community**

Encourage and support the development of culturally and linguistically diverse community groups, especially new and emerging communities, and provide opportunities for inclusion and engagement across all sectors of society. Promote practical self-help initiatives and leadership by communities to resolve issues within the community or in a multicultural society, especially where communities may be more effective than government agencies and statutory bodies. Every effort should be made to involve community groups in the planning, administration and delivery of government services, including services which support settlement of migrants in Western Australia.

**d. Citizenship**

All Australians recognise and accept the following declaration of commitment:

- To value the unique status of Australia's First Nations people;
- To maintain the rule of law and the ideal of equality under the law for all Australians;
- To strengthen Australia as a representative liberal and social democracy based on universal adult suffrage and freedom of opinion;
- To uphold the ideal of Australia as an accepting, open and fair society that encourages mutual respect, participation and interaction between its citizens; and
- To recognise and celebrate Australia as an inclusive multicultural society devoted to the wellbeing of all its people.

**A WA Labor Government in Action**

**70.** WA Labor Government affirms:

- a. That policies and strategies promoting cultural and linguistically diversity through community relations education programs are essential in a multicultural society; and
- b. That these principles must be adhered to across all parts of government and encouraged across other parts of the community.

**71. WA Labor Government will:**

- a.** Support the principles of the WA Charter of Multiculturalism in recognising the culturally and linguistically diverse nature of Western Australian society;
- b.** Commit itself to develop a set of public sector benchmarks for all service delivery to promote substantive equality, which:
  - Recognise the special needs and entitlements of newly arrived migrants irrespective of visa categories;
  - Encourage and support the participation of all members of Western Australia's culturally and linguistically diverse population in all social, political, cultural, artistic and economic activities, recognising the unique contribution these make to Western Australia's society;
  - Recognise the need for inclusiveness and equity for Western Australians of culturally and linguistically diverse backgrounds as policies and programmes are formulated and implemented, particularly in relation to seniors, women and youth; and support the implementation of the WA Multicultural Policy Framework in all public sector agencies and departments.
- c.** Empower communities to fully participate in social, political and economic activities in society through the provision of an adequate grants programme by all government agencies;
- d.** Ensure that all appointments to government committees, agencies and instrumentalities reflect the multicultural composition of Western Australia's population, and that recruitment methods will not be limited to the traditional sources of public information or media advertising;
- e.** Ensure that the Minister for Multicultural Interests, in conjunction with the appropriate Cabinet Standing Committee on Social Policy, will monitor and promote the State's multicultural agenda;
- f.** Ensure and facilitate effective access by community groups and organisations to government decision making and policy development primarily, but not exclusively, through peak organisations;
- g.** Ensure that funding is provided to multicultural

organisations in Western Australia who provide services to cultural and linguistically diverse communities

- h.** Commit to strengthening WA laws in addressing racial vilification; and
- i.** Work with ethnic and community groups to strengthen state based legislation racial vilification and discrimination.

**72.** WA Labor recognises the strong and unique contribution that refugees have made to our community and believes that appropriate and adequate support must be provided to assist the resettling of refugees in our state. In government, WA Labor will ensure that asylum seekers living in our community on bridging visas have access to state government services and benefits, such as public education, health and transport concessions.

**73.** A WA Labor believes that all category of visa holders and those who have gained permanent residence should be entitled to all existing and future services and protection provided by the State Government.

**74.** A WA Labor Government will review the appropriateness and effectiveness of the existing State Government Language Service Policy with a view to developing an appropriate whole-of-government policy framework for the provision of language service throughout the State. Subsequent to such review and framework development, the requirements for a State based translation and interpreter service should be established to supplement the existing services provided at a Federal level.

**75.** All Government Departments, agencies, and instrumentalities in a WA Labor Government shall make specific provision within their budgets for proper language service delivery required by the clients of their departments or agencies. This includes, but is not limited to, ensuring that 15% of the client facing staff in WA Government service provision are competent in at least one of the 5 major non English languages spoken in WA, including First Nations languages in rural/remote service provision.

**76.** WA Labor understands the necessity of English as a lingua franca in our society and its role in encouraging labour market participation by recent migrants. As such a WA Labor Government will endeavor to provide a variety of English language courses accessibly and affordably to recent migrants from NESB backgrounds.



- 77.** WA Labor will explore the possibilities of establishing a Multicultural Commission
- 78.** In conjunction with courses funded through the Adult Migrant Education Services, State Government Departments and agencies will provide on request courses, workshops and other relevant information for migrants and ethnic communities on:
- a.** Law and order;
  - b.** Governance and civics;
  - c.** Employment rights and responsibilities;
  - d.** Cultural familiarisation programs;
  - e.** Cross-cultural programs;
  - f.** Community cultural development;
  - g.** Sourcing government funding and grant writing; and
  - h.** Other programs that will assist in the full integration of all newly arrived migrants into Western Australian society.

**79.** WA Labor stands against hate groups which seek to spread fear, division and violence in our successful multicultural society. WA Labor will take efforts to work with social media providers in order to establish a strong regulatory framework to ensure such groups are not able to disseminate messages of hate widely online.

## **PEOPLE WITH DISABILITIES**

### **Access and Opportunities for All**

- 80.** WA Labor believes:
- a.** People with disability should have equal opportunities in all aspects of life and should be treated with dignity and respect;
  - b.** People with disability should have the same rights as other members of the community;
  - c.** Legislation such as the Disability Discrimination Act (1992) should exist to protect the rights of, and guarantee full equity and access for people with disability;
  - d.** Government and the wider community play an integral role in assisting people with disabilities to obtain and maintain a fulfilling independent lifestyle;
  - e.** People with disability should be the primary decision makers in all matters that affect them and their lifestyles. People with disability must be consulted meaningfully both directly and through representative and advocacy organisations;
- f.** Safe and accessible accommodation based on individual needs and choice is a fundamental right of people with disability;
  - g.** People with disability alleged to have committed crimes have the right to be dealt with justly, especially when their disability has contributed to offending behaviour;
  - h.** People with disability should be able to demand a minimum standard of support and service provision[that meets their needs and provides choice and control];
  - i.** All levels of Government and their departments and agencies have a responsibility to meet the needs of people with disability and should be working collaboratively; and
  - j.** The needs of people with disability should be reflected in all government legislation and policies; as well as by organisations and business in the wider community.
- 81.** WA Labor recognises:
- a.** The number of people with disability in Western Australia is growing;
  - b.** The critical need for intervention and investment in early childhood and school years programs and service delivery;
  - c.** People with disability must have the same access as others to realise their capacity for individual and social development;
  - d.** Caring for people with disability without appropriate and adequate supports can significantly affect carers and families, including parents, siblings and extended family members;
  - e.** Families of children with disability are exposed to health risks, and early intervention is needed to protect the health of all family members;
  - f.** That there are specific needs applicable to people with psychiatric disabilities, and acquired brain injuries and complex disabilities which are currently not being met;
  - g.** Service delivery for people with disability should be provided by qualified workers and be appropriate to their individual needs and the needs of their families;
  - h.** Organisations who support the needs of people with disability should be funded at appropriate levels;

- i. Domestic Care workers are marginalised workers within the sector who provide important care to people with disability in their own home;
- j. Disability workers should be paid fair and reasonable wages for the work they undertake;
- k. The challenges faced by the disabilities sector in attracting and retaining quality staff, and that much of this problem is rooted in the poor wages and conditions for disability direct care workers; and
- l. Some people with disability may be more vulnerable to abuse due to their specific circumstances, including isolation, mobility constraints, dependence, lack of community relationships and language or communication barriers.

**82. WA Labor will:**

- a. Work with the NDIS to ensure that disability service standards are provided in a manner that is safe, accountable and responsive to individual needs by legislating to safeguard people with disability who may be vulnerable to abuse and enhance the integrity, diversity and quality of the workforce, including, but not limited to, pre-employment background checks and worker registration;
- b. Seize the opportunity the National Disability Insurance Service offers to work with providers and relevant Unions to establish professional wages and quality jobs within the sector, and work towards pay parity with DSC employees;
- c. Work towards making the built environment universally accessible.
- d. Maintain a direct governmental role in service delivery and service provisions;
- e. Work with the Commonwealth, the government and the private sector to facilitate access for people with disability to employment, training and alternatives to employment;
- f. Work with stakeholders in health and education including government and non-government agencies to deliver innovative services and programs to meet the changing needs of children and young people with disabilities; and
- g. Recognise the home as a workplace for domestic care workers.

## **SENIORS**

### **A Program For Dignity And Independence**

**83. WA Labor believes:**

- a. The experiences and skills of senior citizens are an important and valuable part of the State and will respond to the needs of seniors in a way which retains the dignity and independence of older Western Australians;
- b. The greatest disadvantage for many seniors is a low income which restricts their access to participation, goods and services;
- c. In the importance of social inclusion and enabling seniors to maintain their participation in the community and will continue to address the specific transport problems and other barriers to participation faced by seniors;
- d. Access to information technology is a significant issue for seniors' social inclusion;
- e. Seniors have a right to remain independent and secure within their home environment;
- f. The experience and wealth of talent that our mature employees have to offer will not only enrich our workforce but will be required by our community to support its future needs and requirements;
- g. Preventative health measures reduce medical care costs; and
- h. Healthy, active seniors symbolise a healthy State.

**84. WA Labor recognises:**

- a. Western Australia has an ageing population and will need to expand and improve on seniors services;
- b. We have an obligation to provide a strong safety net to seniors who are unable to be financially independent;
- c. The rise in the age of retirement will disadvantage a number of seniors;
- d. There is a growing need for more supported accommodation and services to help seniors to stay in their own homes for longer;
- e. Seniors require secure, affordable accommodation that meets their individual needs; and
- f. Seniors, including those in remote and rural areas, need to be able to access essential health and welfare programs.

**85. WA Labor will:**

- a.** Retain transport concessions for seniors in conjunction with the Federal government and other States and Territories. This will enable WA seniors card holders to access public transport concessions when travelling interstate, and will include the Indian Pacific, the Ghan and the Overland;
- b.** Maintain a dialogue with relevant groups of how to best to serve the needs of seniors;
- c.** Report annually on the progress made by government in addressing the needs of seniors and our ageing population through the Minister for Seniors Active Ageing Progress Reports;
- d.** Implement health promotion programs dealing with the specific health care needs of seniors;
- e.** Deliver a community education campaign to encourage take-up of State Government concessions, including media publicity and a brochure;
- f.** Ensure that seniors, including those in rural and remote areas, can access essential health and welfare services;
- g.** Provide services to seniors that will allow them to live in their own homes for as long as possible;
- h.** Consider and incorporate in strategic planning by government agencies the implications of an ageing population;
- i.** Provide a range of rebates and concessions to support seniors who are on low and fixed incomes. Work with local government and community organisations to increase access to appropriate and affordable fitness, recreation and leisure programs for seniors;
- j.** Develop further policy on safety and security for seniors as identified by consultation with older people in the community, including safeguards to ensure the needs of seniors are taken into full account in the development of housing;
- k.** Strive to improve weekend and non-peak services, providing better mobility for seniors;
- l.** Develop further guidelines to enable prevention, early identification and strategies to deal with violence and abuse against seniors;
- m.** Support increased access to and an increased role for senior citizens' centres;
- n.** Work with the Federal Government to increase the number of beds in aged care facilities;
- o.** Ensure Federal Funding contributes to wage increases for care/clinical staff in order to attract and retain staff in aged care facilities;
- p.** Work with education organisations and employers in aged care, to better attract, train and retain skilled people to the aged care workforce by
  - recognising that relatively low wages in the sector result from gender pay inequality; and
  - ensuring that future aged care funding is allocated to both service and wage increases.
- q.** Ensure that the current level of funding for aged care services, including culturally appropriate and LGBTIQ services, is significantly increased and extended to meet growing demand in the area;
- r.** That proper and improved healthcare measures for pensioners are prioritised including medical, dental, optical, hearing, pharmaceutical and culturally appropriate services, is significantly increased and extended to meet the growing demand in this area;
- s.** Ensure adequate nurse coverage in addition to 24/7 access to a registered nurse on site at aged care facilities.
- t.** For those seniors over the aged of 75 years old, provide a one-off grant (claimed in arrears) towards the purchase of a personal/ medical alarm systems for emergency alerts and responses, allowing them to live life more independently and safely.
- u.** Will abolish stamp duty for qualifying senior citizens on Centrelink who wish to own their family home to bring Western Australia in line with other States and Territories;
- v.** Review and explore the potential of providing a one-off stamp duty concession of 100% towards the purchase of a primary residence valued at up to \$450,000 and phased out for eligible homes valued at up to \$500,000 for those seniors over the age of 65; and
- w.** Transport concessions for seniors to be extended to seven days a week 24 hours a

day

- 86.** WA Labor acknowledges that seniors now comprise an increasing proportion of our State's population. It further acknowledges growing numbers of seniors are becoming homeless while others have insecure security of tenure in their housing. WA Labor will, in its first term of government:
- a.** Develop a strategy for the prevention of Elder Abuse in WA
  - b.** Implement more effective checks and balances to prevent financial elder abuse, especially the fraudulent transfer of property;
  - c.** Incorporate a code of conduct for strata managers in the Strata Titles Act 1985 as well as a "fit and proper person test" for such persons;
  - d.** Expand the jurisdiction of the State Administrative Tribunal ("SAT") in relation to Strata management disputes;
  - e.** Amend the Strata Titles Act 1985 to provide for greater levels of transparency and accountability on financial reporting;
  - f.** Amend the Strata Titles Act 1985 to prohibit harassment and unconscionable conduct towards residents;
  - g.** For elderly tenants of public housing, consider if accommodation provided would allow for a for live-in carers;
  - h.** Work with Local Governments to initiate and expedite a thorough and forthright review of the Residential Parks Long-Stay Tenants Act 2006.
  - i.** Promptly enact the second tranche of recommended amendments to the Retirement Villages Act 1992;
  - j.** Consider accessible complaint mechanisms for residents in retirement villages, a rapidly growing sector of the market;
  - k.** Introduce new laws for park homes where termination of leases can only be achieved through mutual agreement or upon application to the SAT;
  - l.** Ensure that any future amendments to the Caravans and Camping Grounds Act 1995 must incorporate transitional provisions to acknowledge and protect the interests of long term residents, many of whom are seniors; and

- m.** Develop and implement legislation regulating formalities, content and use of family accommodation agreements and provide for adequate remedies in the event of the agreement's failure.

## **SOCIAL DEVELOPMENT**

### **Sharing The Benefits**

#### **Statement Of Principle**

- 87.** All people living in Western Australia should share in the benefits the State has to offer.
- 88.** WA Labor is committed to a government which will develop integrated and sustainable economic and social policies which benefit the whole community.
- 89.** WA Labor is committed to eliminating inequality and disadvantage experienced by individuals and groups which occurs as a result of income differences, discrimination, racism and exclusion from the decision-making processes of government.
- 90.** WA Labor will develop, assess and implement policies which give effect to these principles and values.

#### **Integration Of Social And Economic Policy**

- 91.** The fundamental objective of WA Labor's economic policy is to ensure the well-being and improve the quality of life of all Western Australians.
- 92.** This can be achieved by:
  - a.** Providing a climate that encourages maximum employment opportunities and delivers liveable wages; and
  - b.** Providing a strong safety net for people who are unable to participate in the workforce.
- 93.** WA Labor is committed to:
  - a.** Providing a fair distribution of the benefits of the state's economy;
  - b.** Ensuring opportunities for all Western Australians to readily access education and training;
  - c.** Protecting the living standards of those without work or unable to work;
  - d.** Providing ongoing access to quality social benefits and community services; and
  - e.** Properly understanding and identifying the needs of those most vulnerable to social, structural and technological changes across the state.



- f. Educating the community about the role and importance of taxation for the wellbeing of society.

### Poverty And Income Security

- 94. A WA Labor Government has an essential role in addressing poverty and promoting income security through its relationship with the Federal Government.
- 95. An adequate income is fundamental to a person's security, well-being and independence.
- 96. WA Labor recognises that due to the changing economy and the rise of precarious forms of employment, job insecurity is a major concern for workers and their families.
- 97. WA Labor will:
  - a. Support a fair and equitable wages system to provide greater income security; and
  - b. Ensure that people experiencing financial hardship have timely and appropriate access to the social services they require.

### Homelessness

- 98. WA Labor believes:
  - a. That safe and stable accommodation should be attainable by all Western Australians;
  - b. That there is no shame in being homeless, and people are capable of bouncing back and leading fulfilling lives, with the right support;
  - c. That all levels of Government have an important role in supporting people to obtain safe and stable accommodation;
  - d. That the definition of homelessness includes people who are unable to stay in their usual place of residence and are forced to 'couch surf', or stay with other people;
  - e. In a whole-of-community response to addressing homelessness;
  - f. That certain groups of people are at greater risk of homelessness, and require additional support; and
  - g. That early prevention and intervention can prevent a lot of issues for individuals, and result in strong outcomes for the community and;
  - h. That ending homelessness is achievable
- 99. WA Labor acknowledges:
  - a. The importance of stable placements in

supported accommodation;

- b. The need for ongoing case management to support individuals in supported accommodation;
  - c. The importance of measuring outcomes and acknowledging successful programs that generate strong outcomes for people;
  - d. That further work is required to address the public's awareness of homelessness as an issue;
  - e. The strong links between people escaping family and Family and Intimate Violence. and experiencing homelessness; and
  - f. That there has been a large amount of uncertainty in the homelessness sector due to short-term funding contracts, and the lack of a clear strategy on the part of the Federal Coalition Government.
- 100. WA Labor will:
    - a. Support low income individuals and families to prevent homelessness by:
      - i. Improving access to financial counselling and assistance for unexpected costs that could lead to homelessness;
      - ii. Working to streamline processes to access bill concessions; and
      - iii. Increasing the availability of funding for the community sector to provide emergency assistance to people in immediate financial crisis.
    - b. Work in partnership with government at all levels, and the community sector, to achieve the best possible outcomes for people experiencing homelessness.
    - c. Support prevention and early intervention programs and initiatives that deliver stable accommodation.
    - d. Support services that contribute to sustainable pathways out of homelessness.
    - e. Support a 'no wrong door' approach to homelessness service delivery coordination
    - f. Support a housing first approach in responding to homelessness
    - g. Support new funding initiatives for additional homelessness services by;
  - 101. Improving access to financial counselling and assistance for unexpected costs that could lead

to homelessness;

- 102. Working to streamline processes to access bill concessions; and
- 103. Increasing the availability of funding for the community sector to provide emergency assistance to people in immediate financial crisis.

## **PARTNERSHIP WITH THE COMMUNITY**

### **Non-Government Organisations**

- 104. WA Labor acknowledges:
  - a. The valuable contribution that the community sector makes in supporting Western Australians in need, as well as building stronger communities and will work with community sectors and their relevant peak bodies;
  - b. The importance of Aboriginal Community Controlled Organisations in achieving real and sustained change for First Nations people.
- 105. WA Labor will:
  - a. Improve the stability and security of the funding for the community sector; and
  - b. Deliver a framework to measure outcomes and assist the sector to provide more integrated, targeted and flexible services;
  - c. Ensure that non-government organisations that receive state funding adhere to anti-discrimination practices and legislation. Non-government organisations that withhold care and/or assistance on the basis of age, gender identity, sexuality, race, disability or impairment, religion or other grounds covered in the Equal Opportunity Act 1984 will have their funding reviewed.
  - d. Ensure that non-government organisations that receive state funding adhere to fair and modern rights for workers. NGOs which are found to have repeatedly breached workers' rights or treat workers unfairly will not be considered for government services tenders or contracts.

### **Volunteers**

- 106. WA Labor recognises that volunteering is an important way for individuals to contribute to their community and fulfils an essential economic function providing large social gains to the community.
- 107. Volunteers deserve respect and protection from

those who may misuse their commitment.

- 108. WA Labor will:
  - a. Support the active training of volunteers and establish guidelines that include involvement of volunteers in decision making;
  - b. Ensure that volunteers are protected in terms of occupational health and safety and legal responsibilities;
  - c. Ensure that volunteers have access to training and up-skilling opportunities to enable them to meet their legal responsibilities and obligations and perform their volunteer role effectively; and
  - d. Establish a regime to compensate eligible volunteer firefighters who contract cancer as a consequence of their volunteer service.

## **SPORT AND RECREATION**

### **Participation is Critical to Success for All Ages**

#### **Introduction**

- 109. WA Labor recognises and supports the positive impact that sport and recreational pursuits make on the physical, mental and social well-being of all Western Australians.
- 110. WA Labor is committed to initiating and developing opportunities for the maximum participation of all members of the community in recreational and sporting activities.
- 111. WA Labor is committed to ensuring that sporting participation is accessible and affordable for all individuals and families, including providing extra support, concessions and rebates to those on low incomes.
- 112. WA Labor recognises that the quality and accessibility of open space affects the nature and amount of physical activity. High quality open space is available to all members of the community irrespective of age, ability, gender, race or cultural background
- 113. WA Labor is resolutely committed to creating an environment for the pursuit of preventative health through education, recreation and sport opportunities for all members of community.
- 114. WA Labor will:
  - a. Provide adequate resources, through the relevant Government agencies, to ensure that facilities are provided to encourage maximum participation by all members of the community in a wide range of sporting and



leisure activities to suit the various needs of the community;

- b.** Develop initiatives to highlight and enhance the importance of developing sporting and recreational skills and enjoyment for all primary and secondary school students, including encouraging the participation of sporting mentors and role models eg. professional athletes;
  - c.** Develop and implement suitable programs to increase the opportunities for community members to participate in social and competitive sport and recreational activities;
  - d.** Review the management and maintenance of community sporting and recreational facilities to ensure effective and efficient utilisation of facilities to the advantage of all community members;
  - e.** Develop recreational complexes in partnership with Local Government and regional sports to service regional areas; and
  - f.** Enable greater communication and cooperation between sporting groups and all levels of government.
- 115.** WA Labor is resolutely committed to creating an environment for the pursuit of excellence as well as equality of opportunity for all Western Australians to achieve excellence, for all members of the community.
- 116.** WA Labor understands that reaching and achieving the peak levels of active recreational pursuits and in sport is both physically and mentally demanding and appropriate preparation through quality training and coaching is required for success. WA Labor supports supervision by accredited organisations within an environment of managed risk and challenge.
- 117.** WA Labor will:
- a.** Provide adequate resources, through the relevant agencies, to ensure that facilities are provided to encourage maximum participation by all members of the community in a wide range of sporting and recreational activities to suit the various needs of the diverse population in regional, rural and metropolitan areas;
  - b.** Develop policy options to address gender inequity in the promotion and televising of sport;
  - c.** Develop initiatives for generational transition through education and to highlight and enhance the importance of developing sporting and recreational skills for future lifestyles, health and enjoyment for all primary and secondary school students
  - d.** Develop and implement suitable programs to increase opportunities for community members to participate in active, non-competitive and competitive sport and recreational activities;
  - e.** Develop recreational complexes in partnership with Local Government and regional sport and recreation organisations to service regional areas;
  - f.** Enable greater communication and cooperation between recreation and sporting groups and all levels of government;
  - g.** Develop programs to engage young women in the pursuit of healthy active lifestyles;
  - h.** Develop and support accessible low cost and appropriate recreational opportunities for seniors;
  - i.** Work with all levels of government to ensure that the quality of public open space is improved and developed to ensure that a range of active and passive recreational activities can be enjoyed by all irrespective of age, ability, gender, race or cultural background;
  - j.** Support the Western Australian Institute of Sport and other community agencies to enhance and develop opportunities for excellence through interagency cooperation;
  - k.** Maintain and improve training and career opportunities as well as fair remuneration for trained recreation staff;
  - l.** Develop and maintain a vibrant link between government and sporting organisations to ensure ongoing development and upgrade of programs to cater for changing needs within the community;
  - m.** Remain committed to increasing opportunities for all members of the community to access and use sporting and recreational facilities for pleasure and the pursuit of excellence within the various sport and recreational activities;
  - n.** Support organisations in pursuing well founded training for coaches, leaders and instructors, including volunteers to help

participants improve;

- o.** Explore the feasibility of the establishment of national and international visitations of various sport and recreational events to achieve and establish benchmarks for our youth in the world arena;
- p.** Plan, coordinate, and resource recreation and sport activities via the three tiers of government, aligning activities on an age and ability-appropriate basis after research and consultation with relevant agencies and experts; and
- q.** Encourage maximum out-of-school hours usage of educational facilities to enhance recreational and sport needs of local communities throughout Western Australia through devices such as after-hours facility management plans and after hours staff.

### **Youth Preparation Is Critical To Success**

- 118.** WA Labor understands that reaching and achieving the peak levels of active recreational pursuits and in sport is both physically and mentally demanding and appropriate preparation through quality training and coaching is required for success. WA Labor supports supervision by accredited organisations within an environment of managed risk and challenge.
- 119.** WA Labor will:
  - a.** Support organisations in pursuing well founded training to help participants improve;
  - b.** Explore the feasibility of the establishment of national and international visitations of various sports to achieve and establish benchmarks for our youth in the world arena; and
  - c.** Ensure correct skills and healthy practices are encouraged during the two hours per week of physical activity for children from four years to seventeen years in schools by having appropriately qualified staff directing learning through the adoption of appropriate programs and best practice in sport and recreation.

### **LGBTIQ**

- 120.** The LGBTIQ community are full and equal members of our society with a unique and diverse contribution to make to Western Australia.
- 121.** WA Labor believes all people deserve to experience life as their genuine self and to be

recognised as their true identity.

- 122.** WA Labor understands the challenges faced and placed upon LGBTIQ people, especially youth, First Nations people, people from diverse racial and ethnic backgrounds and those living in regional areas.
- 123.** WA Labor recognises specific challenges faced by LGBTIQ people of faith or religious backgrounds.
- 124.** WA Labor values LGBTIQ people as individuals, as families and as family members, as workers, young people, seniors, and as a collective group within society.
- 125.** WA Labor recognises the needs of LGBTIQ people are diverse and cover a range of policy areas.
- 126.** WA Labor endorses the WA Labor Leader for taking overarching responsibility for ensuring the needs of LGBTIQ people are recognised and met. As not one Minister has responsibility for ensuring the needs of LGBTIQ people are met, all Ministers share responsibility in ensuring LGBTIQ community are supported in line with Labor's Enduring Values.
- 127.** WA Labor will work toward forming an Equality Commission with an Equality Commissioner overseeing responsibility for the LGBTIQ community across all policy areas.
- 128.** WA Labor recognises that discrimination causes hurt, trauma, and suffering. Discrimination towards LGBTIQ people was and is wrong. WA Labor acknowledges the impact on LGBTIQ people of past practices, systems, attitudes, behaviours and laws that excluded, discriminated, demeaned or criminalised LGBTIQ people. WA Labor will work to ensure that past wrongs caused by discrimination or criminalisation of sexual orientation are corrected.
- 129.** WA Labor recognises the rights of the Transgender and Gender diverse community and believes that all people deserve to experience life as their genuine self.
- 130.** WA Labor will:
  - a.** Endeavour to facilitate and empower transgender and gender diverse people to affirm their gender easily and with dignity.
  - b.** Work to amend the Gender Reassignment Act 2000 to achieve such;

- c. Will ensure people are supported during their gender affirmation journey, and are not disadvantaged for doing so.
  - d. Take steps to ensure the Gender Affirmation process is as streamlined, efficient and expeditious as possible with a minimum of bureaucracy, expense and unnecessary complication.
  - e. Commits to working with the Trans and Gender Diverse community to achieve the best methods possible for achieving a-d.
- 131.** WA Labor believes LGBTIQ organisations and groups provide essential support to LGBTIQ people, a sense of community to those who feel ostracised, and advocacy for people facing discrimination. WA Labor recognises that many LGBTIQ community organisations and groups struggle to meet the needs of their community due to scant resources, continual uncertainty over funding, and lack of organisational capacity. WA Labor therefore commits to:
- a. Establish an LGBTIQ community grant scheme for service delivery, capacity building, community cohesion and/or advocacy, and;
  - b. Consult with representatives from LGBTIQ community organisations and groups on long term organisational development and sustainability
- 132.** WA Labor will abolish the Gender Reassignment Board and will allow transgender people to change the gender marker in their official identity papers to their preferred gender on written request and without the need for hormones and/or surgery.
- 133.** A third new gender category created in consultation with the Trans and Gender Diverse community will be created and used appropriately.
- 134.** WA Labor recognises the specific needs of LGBTIQ First Nations people and First Nations youth. WA Labor will support programs and policies that provide LGBTIQ-specific services, education, information and support.
- economic, political and public institutions of our society.
- 136.** WA Labor recognises that it is the right of women to participate fully in all aspects of life: politically, socially and economically, and that our society is enriched and improved by the ongoing and vigorous pursuit of gender equality. WA Labor will promote policies that allow every woman to pursue her own goals as an equal member of the community.
- 137.** WA Labor believes:
- a. Equal gender representation across all levels of decision-making is central to good governance, and as a result will encourage continued efforts to increase the number of women at senior levels in both the public and private sectors;
  - b. Affirmative action is vital to encouraging more women into politics and participating in decision making processes across all levels of government;
  - c. The majority of unpaid work in the community is still undertaken by women and while this work is greatly valued, a reliance on unpaid work contributes to the social and economic disadvantage of many Western Australian women; and
  - d. All women of any age group should have equitable access to life opportunities and support services specific to their age and gender needs, in both their personal and professional lives.
- 138.** WA Labor condemns and will act against unfair discrimination on the basis of gender, gender identity, sexuality, marital status, cultural diversity, economic status, disability, religion and age.
- a. In eliminating all forms of family, domestic and intimate violence.
  - b. Family and intimate violence is an Australia-wide scourge. Western Australia has the second highest rate of family, domestic and intimate violence, indicating this issue needs to be continuously addressed by the Labor Party in Government. The impacts of family, domestic and intimate violence are shared across a number of portfolio areas, and support services such as law enforcement, health and education need to continue to develop the necessary prevention, early intervention, support services and educational

## **WOMEN**

### **Equality, Choice And Participation**

#### **Introduction**

- 135.** The rights of women to fully participate in society are now partially enshrined in legislation but have yet to be fully realised in the social,

strategies to address this epidemic.

**139.** WA Labor will:

- a.** Provide a whole of government approach to prevent family, domestic and intimate violence and strengthen support services by providing security of funding, and bringing together a range of specialist support services in single locations;
- b.** Actively oppose the inaction of governments who do not establish significant affirmative action measures and/or have under-representation of women in Parliament; and
- c.** Proactively pursue equal pay for women for work of equal or comparable value.
- d.** Ensure that non government organisations that receive state funding adhere to a policy of diversity and gender balance on their board of management
- e.** as a political party, develop a strategy to support and attract women to run for local council elections and Parliaments.

### **Women And Work: Paid And Unpaid**

**140.** WA Labor believes:

- a.** That employers and their workforces benefit from family friendly workplace policies and entitlements;
- b.** That all workplaces should be free of sexual harassment, bullying, intimidation and discrimination, and that there should be strong and independent workplace umpires that protect workers and their employment;
- c.** Women should not be penalised in their career or capacity to earn due to the need to care for their children or aged parents;
- d.** That the failure to truly value the traditional work of women has resulted in the undervaluation of skills typically associated with women, in particular those associated with caring and involving children, the aged, and the health and disability sectors;
- e.** That Government must play a strong role in the closing of the gender pay gap, particularly in relation to female dominated workforces where skills are often undervalued and underpaid; and
- f.** That women should be recognised for the unpaid work that they undertake, for example caring for parents, children and partners.

**141.** WA Labor will:

- a.** Work to eradicate the gender pay gap through its own employment practices, valuing the work of women and promoting equal employment across all sectors of the state economy.
- b.** Implement measures to eradicate discrimination based on pregnancy, age, and gender and sexual harassment and bullying in the workplace;
- c.** Continue to work with the Federal Government towards improving access to flexible working conditions for families;
- d.** Initiate and support measures to educate employers and their employees about legislation pertaining to equal opportunity and sexual harassment;
- e.** Adequately resource relevant government agencies to implement strategies which address the gender pay gap in the private and public sectors.

**142.** Family Friendly Parliament

- a.** WA Labor recognises the many obstacles faced by women that prevent their full and active participation in the political process and Parliament. WA Labor is committed to removing these obstacles within our Parliament.
- b.** In Government, WA Labor will conduct a full and comprehensive review of the issues facing female parliamentarians, and act, as a matter of priority, to address these problems. The issues to be considered include:
  - Family friendly sitting times
  - Family friendly place in Parliament House
  - Baby feeding in the chamber
  - Automatic pairs to care for children or other family responsibilities (such as aging parents)
  - Parental leave for parliamentary committees.

### **Family and Intimate Violence.**

**143.** WA Labor believes:

- a.** In eliminating all forms of family of Family and Intimate Violence.;
- b.** That family and Family and Intimate Violence. takes a number of forms including physical,



sexual, financial and emotional abuse, and controlling behaviour; and

- c. That there are culture, behavioural and power imbalances that lead to violence against women and children. These imbalances need to be addressed if sustained change is to be achieved.

**144.** WA Labor will:

- a. Improve and strengthen family and Family and Intimate Violence. support services by providing security of funding, and bringing together a range of specialist support services in single locations;
- b. Hold perpetrators to account through stronger sentencing and supervision requirements;
- c. Provide culturally appropriate support services to victims from First Nations and culturally and linguistically diverse backgrounds;
- d. Promote a more responsive culture within the police and justice systems, making it easier and less traumatic for people experiencing family and Family and Intimate Violence. to seek protection;
- e. Deliver primary prevention programs in schools and community organisations to tackle the cultural issues which lead to violence against women and children;
- f. Provide legal protection of the accommodation and housing rights of victims of family and Family and Intimate Violence. to reduce the risk of homelessness;
- g. Provide counselling and services for perpetrators to address the issues which contribute to their offending;
- h. Continue to offer state public sector employees paid Family and Intimate Violence. leave and encourage its adoption in all sectors of the WA economy; and
- i. Increase training for health professionals in identifying signs of family and Family and Intimate Violence., and strengthen information sharing and risk assessment frameworks.

## **ARTS AND CULTURE**

### **Labor Values the Culture of Our Community**

**145.** WA Labor believes:

- a. The arts are vital to the quality of life of Western Australians. The arts contribute to the economic, cultural, educations, health, leisure

and social fabric of our community;

- b. Participation in and universal access to culture and the arts is a crucial part of a progressive society; and
- c. That it is vital that national arts funding and touring policies should take into account the unique geography of Western Australia and ensure equitable access to Federal arts funding and programs is vital.

**146.** WA Labor recognises:

- a. That Government must meet the long-term infrastructure needs of WA's arts and cultural development and foster organic growth and development of culture and creative industries;
- b. That Government must foster quality culture, entertainment and tourism program with an appeal to both local residents and visitors from around the world;
- c. That public cultural institutions and organisations in receipt of public funding should respect award conditions and structures, and show vigilance in corporate governance and public accountability so as to work transparently with their employees, the Government, private sector partners and the whole community. They should maintain provision for membership that is available to the whole community on a non-discriminatory and equitable basis;
- d. That indexation of all State arts funding programs is vital to ensure the development and capacity of Western Australian arts organisations, programs and artists across the State;
- e. The need to support culturally and regionally diverse arts activities; and
- f. The importance of promoting funding programs to encourage and support young people engaging in the arts, new and innovative art forms and technologies, at the same time as respecting our heritage art forms and collections.

**147.** WA Labor will:

- a. Ensure the public collecting institutions implement a cohesive strategy for the development of State collections that balance international aspirations and the need to reflect the community of the State within which they operate;

- b.** Advocate and encourage strategic partnerships across the government and non-government sector to ensure a vibrant and healthy arts community, and to make studying, living and working in Western Australia more attractive for talented and experienced artists of all genres;
- c.** Promote and support creative industries development and the integration of the arts into programs supporting new technology development;
- d.** Value and promote the cultural diversity of First Nations Western Australians while also encouraging innovation and connection across cultures;
- e.** Value cultural facilities as vital assets within the community and encourage a whole of government and community approach to ensure ongoing investment in development and maintenance of them to ensure their ongoing viability and relevance to the community;
- f.** Support the digitisation of significant state collections, and initiate and support the documentation of significant First Nations sites and include them in identified collections so that all State collections may be preserved and made accessible for future generations;
- g.** Advocate investment in culture and the arts by the whole community as essential for the development and presentation of art and culture across the State, encouraging contribution by all tiers of government, the private sector and individuals;
- h.** Work to improve standards of arts education in all educational spheres to ensure a strong creative community;
- i.** Appropriately fund and work with public cultural institutions and organisations, non-government arts bodies and the Department of Education to improve access to arts in Government schools and ensure equity in arts education;
- j.** Promote and encourage equitable provision of communication services throughout Western Australia (radio, television, broadband coverage or any new communication means), to give choice and access to all areas of the arts;
- k.** Ensure that public cultural institutions maintain equitable and open access to programs for the Western Australian community;
- l.** Support a local content policy in the arts in WA, to ensure that State Government funding is used to develop local arts practitioners and companies; including but not limited to middle tier arts projects which exist between emerging artists and state-funded companies.
- m.** Explore new mechanisms for distribution of arts funding and new ways to support creators and arts organisations in a multi-platform environment;
- n.** Address the dearth of funding for touring arts products and programs;
- o.** Support the activation of under-utilised spaces for arts and cultural activities;
- p.** Lead a regional renaissance which will put arts and culture are the heart of community life in regional Australia;
- q.** Support the development of ideas and arts projects which are uniquely Western Australian including but not limited to the Department of Cultural Industries holding a lead role and responsibility to work with Western Australian artists to develop a long-term audience development strategy.; and
- r.** Work with local government to develop professional and affordable local venues for cultural performances including music, theatre and dance; and.
- s.** Urge the federal Labor to amend the ABC legislation to:
- t.** More permanently protect funding for the ABC, and;
- u.** Change the system for appointing ABC directors so they are more representative of the community.

## **YOUNG PEOPLE**

### **Supporting The Needs And Rights Of Young Western Australians**

- 148.** WA Labor believes:
- a.** Young people are not a homogenous group; they represent the diversity of the wider community;
  - b.** Civil, political, economic, social and cultural rights of young people should be inherent in all levels of government and in law;
  - c.** Young people are key stakeholders in the



Western Australian community and all legislation and policy should consider the views and needs of young people;

- d.** Government consultations with young people are needed to ensure that legislative change reflects the needs of young people as well as other community members;
- e.** That presenting positive images of young people in our community is central to changing negative community attitude;
- f.** That the targeting of young people by politicians seeking to appear tough on anti-social behaviour is wrong;
- g.** Negative impacts of government policy often disproportionately affect young people;
- h.** That access to services, employment and education are vitally important for young people's development;
- i.** That the social services sector provides essential services to young people who experience disadvantage and need adequate support to do so;
- j.** The lives of young people are improved by opportunities to develop and participate in recreational, cultural, artistic and sporting activities and these should be affordable and accessible;
- k.** people have a right to gain meaningful employment, without fear of exploitation;
- l.** That young people are often in irregular and casual work, and as such, rely significantly upon penalty rates as a source of much needed income;
- m.** Access to public space is a human right and should not be restricted by age;
- n.** Campus student organisations provide vital support to tertiary students and should be supported by Government to deliver services and advocacy for students;
- o.** That every effort must be made to ensure young people do not engage with the juvenile justice system, and that education and awareness are the most effective way to achieve this, rather than punitive measures;
- p.** That further resourcing should be provided to the juvenile justice system to cater for appropriate rehabilitation and redirection so as to ensure that young people interacting with the juvenile justice system do not continue to

do so;

- q.** That LGBTI youth face unique challenges and barriers within the community Their community services should be supported and these barriers should be removed; and
- r.** That cultural, economic and social barriers and discrimination facing migrant youth in our community should be removed.

**149.** WA Labor will:

- a.** Express and execute all policies in a manner which considers the views, values and outlook of young people;
- b.** Promote positive images of young people;
- c.** Work to ensure policy development and legislative change that reflects the diversity of needs of young people;
- d.** Ensure that rural and regional young people are supported and have access to cultural and recreational activities similar to those offered in the metro area. A specific focus should be placed on creating opportunities for First Nations young people;
- e.** Increase funding to social services that support young people and introduce a funding model that provides funds to organisation based on need, rather than competitive tendering;
- f.** WA Labor will support the further development and advocacy work of an independent, united and active voice for young people in Western Australia.
- g.** Hold a review of the voting age, with a focus on lowering the voting age to sixteen (16);
- h.** Facilitate active engagement of young people in the decision making process, through already established models including Youth Advisory Councils and Youth Parliament, but will also work to utilise technology as a new and innovative medium for consultation with young people;
- i.** Provide opportunities for young people to sit on government committees and advisory bodies, and ensure that they receive adequate support in those roles;
- j.** Develop partnerships between local government, businesses and young people, to manage the development and maintenance of youth cultural venues and public spaces;
- k.** Commit to ensuring penalty rates remain in

operation at a state and federal level;

- l.** Abolish youth wages that exist in State Awards, and commit to the progressive abolition of junior rates of pay nationally;
  - m.** Fight youth unemployment with the development of a youth employment strategy, including increasing apprenticeships and traineeships through local content rules, improvement of state government graduate programs for non-university graduates, and developing incentives for expanding graduate programs in the public, private and not-for profit sectors;
  - n.** Introduce 'service hubs' in all Western Australian high schools that provide information and support to at risk young people;
  - o.** Repeal law and order legislation that disproportionately impacts upon youth, including out of control parties legislation and the prohibitive behaviour orders legislation;
  - p.** Continue its opposition to corporal punishment;
  - q.** Support tertiary students by fiscally supporting student organisations which provide essential services and advocacy, if the need arises;
  - r.** Ensure that TAFE students are provided adequate support on campus, whilst completing their study;
  - s.** Increase civics focused education in high schools that informs young people about government processes and encourages them to become active in the community;
  - t.** Remove discriminatory driving restrictions that disproportionately affect young people, such as the midnight curfew and the four demerit point system; and
  - u.** Remove the burdens that prevent young people from obtaining their driver's licence and buying their first car, including fair remuneration upon purchase and licensing fee relief.
- 150.** WA Labor recognises the important connection between young people and their families and where possible will ensure policies and program that maintain and rebuild relationships with the impact of family separation.

### **Preventative Youth Justice**

- 151.** WA Labor acknowledges that there are high-

levels of economic and social disadvantage in indigenous communities that lead to disproportionately high level of contact with the criminal justice system, particularly amongst First Nations young people.

- 152.** WA Labor recognises that some of the primary obstacles to breaking the cycle of offending and reducing recidivism stem from intergenerational issues, institutionalised and systemic discrimination.
- 153.** WA Labor commits to:
- a.** Increase resourcing to evidence-based programs that support early intervention for all young people;
  - b.** Ensuring that, diversion, restorative justice and rehabilitation are the foundations for managing young people in contact with the youth justice system
  - c.** Ensuring that young First Nations people in contact with the youth justice system are provided with holistic support that addresses their health, education, social and economic concerns stemming from the long-term effects of intergenerational social issues;
  - d.** Developing co design strategies with First Nation leaders and organisations to encourage First Nations young people at risk to engage with their peers and the wider community.
  - e.** Developing a focus on evidenced-based education projects that partner with community organisations and education authorities to create strategies to assist young First Nations students at risk of disengaging from formal education
  - f.** Ensuring consultation with Aboriginal First Nations communities and organisation in the development of legislation and policy within youth justice that directly affects their communities.

### **Resolution**

- 154.** WA Labor knows that secure jobs and fair pay are foundational to a quality disability support sector.

Disability support workers in Western Australia congratulated the McGowan Labor Government for the 2018 WA Sector Transition Fund.

The funding was provided to assist the disability sector to transition to the National Disability

Insurance Scheme, helping to safeguard the quality of jobs, and therefore the quality of support the workers are able to provide during the Western Australian transition.

This included minimising casualisation and ensuring appropriate pay rates.

This State Conference expresses concern that some disability support providers who have already received funding have failed to prove a commitment to quality jobs, for example employing workers on zero hour contracts.

WA Labor calls on the State Government to ensure funding is linked to governance practices that support the delivery of quality services by a well-trained and appropriately paid workforce.

The McGowan Government must ensure that providers adhere to the mandatory reporting requirements as part of the funding allocation and that those found to be in breach of these are required to return the funding they have received.

- 155.** This State Conference welcomes a Royal Commission into violence, abuse, neglect and exploitation of people with a disability.

WA Labor supports a detailed examination of all forms of exploitation and abuse, and in particular a detailed examination of the impediments to effective reporting and timely responses to poor conduct.

WA Labor urges the Royal Commission to consider the direct link between quality jobs, quality care, and the prevention of abuse and neglect.

WA Labor knows that disability support workers stand side by side with people with disabilities every day. WA Labor understands that disability support workers are often the first people to identify poor practices, and take their role as advocates, and sometimes even whistle-blowers, very seriously.

Support workers are well placed to share their best practices and solutions on how to prevent abuse and neglect.

WA Labor also knows that broad, systemic issues in the disability support sector should not be overlooked by a Royal Commission.

As Western Australia is transitioning into the National Disability Insurance Scheme (NDIS) and the Quality and Safeguarding Framework,

this State Conference urges the Royal Commission to have regard of the effects of transitional issues and the direct impact this has on the quality of supports for people with a disability.

- 156.** WA Labor recognises issues with continuity of disability support services as a result of transitioning to the NDIS. For example, several providers are considering whether they will continue to provide complex residential care under the NDIS.

WA Labor knows that reduced availability of disability support services and disruption to care is unacceptable.

This State Conference urges the McGowan Labor Government to work with the Commonwealth Government and National Disability Insurance Agency to resolve systematic issues with Western Australia's transition to the NDIS.

- 157.** The National Disability Insurance Scheme was established by Labor with a vision for reforming the way disability services were delivered. It aimed to give those with disability, the clients, the authority to determine individual plans that allowed them to have the support they need to live the lives they wanted.

However, under the Federal Coalition Government the NDIA has been starved of funding and resources which has severely impacted its capacity to deliver.

The arbitrary APS wide staffing cap is the underlying cause of many of the agency's problems.

The NDIA must be given capacity to hire the permanent staff it needs to do its job properly, as has been recommended by the Productivity Commission and others.

The Coalition has forced the NDIA to rely on profit-driven labour-hire companies, to the point that less than half of the NDIA's current employees are ongoing public servants.

The NDIA is now in crisis, an issue compounded by the recent exodus of four senior executive staff. We call on the WA Labor government to maximise pressure on the Coalition to:

- Fully fund the NDIS
- Scrap the unworkable NDIA staffing cap
- Invest in a skilled, high quality workforce to

better deliver into the future

The emphasis needs to be shifted to the underlying reason why the NDIA was created in the first place - to provide genuine and ongoing support to people with disabilities in a way that enables and empowers rather than frustrates them.

- 158.** Considering the principles of equity, inclusion and fairness, this Conference asks WA Labor to take the necessary steps to explore how we collect demographic data of our membership around their ethnic background, race, country of birth, languages spoken and or other categories to build a more inclusive and representative party, which acknowledges our ethnically diverse State. For this to be reported on and analysis provided before the next State Conference.
- 159.** Labor will:  
Ensure that non-government organisations, who receive government funding, recognise the government preferred policy is to recognise the traditional owners at meetings
- 160.** WA Labor commends the McGowan Government and Water Minister Dave Kelly and Community Services Minister Simone McGurk for the range of hardship measures and programs that have been introduced to assist West Australians who are doing it tough.
- Thanks to these measures the number of West Australians who are having their water shut off because they can't pay their bills has been reduced by over 75%. Vulnerable West Australians now also have better access to financial counselling thanks to the reinstatement of funding cut by the previous Liberal National Government.
- With Western Australia having one of the highest power disconnection rates in Australia, programs like these are vital to ensuring all West Australians are able to get through periods of hardship.
- WA Labor commends the efforts by Ministers to address hardship to date and calls on them and Members of the Government to consider what further actions they can take to reduce the impact of household fees and charges for West Australians experiencing financial hardship.

### ENVIRONMENT

#### Building our Environmental Legacy

1. WA Labor believes that:
    - a. A strong economy and environmental sustainability are inseparable and mutually compatible;
    - b. The Western Australian Government's responsibility is to ensure that the present needs of everyone in our community are met without compromising the ability of future generations to meet their needs;
    - c. Committing to sustainability will create jobs, improve living standards, support regional development and encourage growth in new industries;
    - d. The focused protection of and investment in the environment by the public and private sectors will:
      - i. Generate significant and recurring increases in output in the State economy, including both urban and regional economies;
      - ii. Create lasting increases in employment and create a greater variety of secure and well-paying jobs right across the economy;
      - iii. Support higher household incomes and community well-being;
      - iv. Support the creation of opportunities for new industries in sustainable energy and related products, transport, agriculture, horticulture, water and materials recycling, the marine sector, manufacturing, science & technology, environmental restoration, ecosystem management and in biodiversity;
      - v. Foster the continuity of existing communities and the continuity of businesses, industries and employment by reducing and managing environmental risks; and
      - vi. Contribute to the development of regional economies and their communities;
    - e. Environmental sustainability requires a whole of government approach and government decision-making should consider the need for a sustainable future;
    - f. Biodiversity is crucial to environmental sustainability and must therefore be protected; and
    - g. First Nations People, as Traditional Owners and native title holders, have an intrinsic relationship with their traditional lands and a right to self-determination and a key role in managing land and sea country.
- #### Climate Change & Clean Energy
2. WA Labor recognises that human induced climate change is real and that this has been scientifically demonstrated. Western Australia's natural environment, public health infrastructure and economy are all vulnerable to the impacts of climate change. These impacts are being felt in many parts of the State's environment and economy, and:
    - a. We are in a "Climate Emergency" that requires urgent action by all levels of government, including State Government;
    - b. Climate change is already happening and communities across Western Australia are being impacted;
    - c. Climate change has the greatest impact on those who are most economically, and socially vulnerable; including those in remote and regional communities, the homeless, elderly and those with health challenges; and
    - d. That there is no effective national response to climate change and that Australia's commitments to meet its emissions reduction targets cannot be met without action by each of the States.
  3. WA Labor supports the need for Western Australia to urgently develop and implement a State Climate Policy that reduces emissions in line with the goals of the Paris Climate Change Agreement and helps prepare the State for the consequences of climate change.
  4. WA Labor supports the need for a comprehensive Energy, Jobs and Community Transition Plan to smoothly and fairly transition WA's energy and electricity sectors from fossil fuel based energy sources to renewable based energy sources.
  5. WA Labor believes that:
    - a. Responding to climate change presents Western Australia with opportunities to diversify our economy, create quality jobs and enhance our social fabric;
    - b. Reducing energy use and improving energy efficiency is an effective, economically viable and cost effective way to reduce greenhouse emissions;



- c.** A combination of regulatory instruments and market-based mechanisms are highly effective in reducing carbon emissions on a large scale;
  - d.** The Western Australia Government must facilitate the rapid increase of renewable energy generation in Western Australia;
  - e.** The WA Government will resource a dedicated Departmental Unit tasked with implementing and monitoring climate change policies.
  - f.** Climate Change mitigation remains under developed in WA and that there will be significant economic advantages conferred on economies that establish effective climate change mitigation sectors;
  - g.** An immediate reduction of carbon pollution is necessary if Australia is to meet its commitments to the Paris Agreement, including the commitment to achieve net zero emissions by 2050;
  - h.** Both the commitment to the reduction of carbon pollution and the benefits that will flow from this must be shared equitably across all levels of government, community, business and civil society; and
  - i.** Both the economy and the environment must be taken fully into consideration to ensure:
    - i.** Effective mitigation of and adaptation to the effects of climate change on the environment;
    - ii.** Protection of existing jobs and incomes across the State's economy; and
    - iii.** Creation of new jobs and businesses in climate mitigation and adaptation, consistent with the State Government's commitment to new job creation.
- 6.** In Government, WA Labor will:
- a.** Support legislation that includes:
    - i.** Implementing a mandatory energy efficiency scheme for large and medium electricity users;
    - ii.** Facilitating the rapid increase in renewable energy generation in Western Australia; and
    - iii.** Continuing to develop ways to reduce waste to landfill and increase recycling.
  - b.** Develop plantations that produce timber for harvest and provide revenue for carbon storage;
  - c.** Require that Government owned and leased properties, where possible, achieve a six star rating under the National Australian Built Environment Rating System;
  - d.** Require energy efficient design principles and building practices in the construction of all Government building works, including schools and public housing;
  - e.** Review government purchasing and procurement to identify areas where energy consumption, waste creation and greenhouse emissions can be reduced;
  - f.** Ensure minimum mandatory energy and water efficiency standards are met in the construction of new homes;
  - g.** Establish innovative education programs to target the reduction of greenhouse emissions and increase energy conservation in households and small businesses, including home energy audits;
  - h.** Continue to invest strongly in the public transport system, and look to further expand the system;
  - i.** Implement programs to rapidly increase the uptake of low and zero emission vehicles for the State Government vehicle fleet;
  - j.** Continue to encourage the generation of renewable energy from the grid-connected customers (producers-consumers);
  - k.** Support investments in an innovative and local renewable energy industry, including grid-scale solar, wind, offshore wind and wave energy, creating jobs for Western Australia's future;
  - l.** Take definitive steps to assess the potential resource available for offshore energy production through renewable sources like wind and wave energy;
  - m.** Promote Western Australia as an international centre for research in renewable energy technologies, such as green hydrogen production for export;
  - n.** Prioritise the installation of household renewable energy generation and storage systems on state housing stock;
  - o.** Identify the new opportunities for public and private sector investment in the State economy aimed at climate change mitigation and adaptation;
  - p.** Develop a measurable, practical pathway to carbon pollution reduction designed to get to

zero net emissions by 2050;

- q.** Rapidly adopt renewable energy systems and technologies across the State, consistent with the approach developed by the State Government as a part of its Energy Transformation Strategy;
  - r.** Work to deliver genuine reductions in carbon pollution and to support the commercial development of the climate change mitigation sector in WA, by:
    - i.** Supporting and enabling carbon farming projects in agriculture, forestry, land restoration, rangeland regeneration and other terrestrial sites, recognising the significant potential economic benefit from this industry for the State, especially in the regions. This will include by supporting and advocating for the Federal government's approval of new scientific methods in support of and to expand the Western Australian carbon farming industry and increase its earning potential for our economy;
    - ii.** Carbon sequestration and farming projects in the marine environment, including coastal wetlands protection, in the repair of damaged marine ecosystems and in the restoration of depleted populations of marine flora and fauna;
    - iii.** Electrification projects in the transport sector;
    - iv.** Renewable energy generation, installation and distribution; and
    - v.** Distributed battery projects;
  - s.** The primary responsibilities of the Climate Unit will include the provision of policy, research and public information services, as follows:
    - i.** Providing advice to Government that will allow economic policy and climate policy to be tuned together;
    - ii.** Research the dimensions, effects and trajectories of climate change in Western Australia;
    - iii.** Research measures that can be taken to adapt to and mitigate climate change in Western Australia, including policy responses;
    - iv.** Identifying public and private investment opportunities that exist or which develop in the future as responses to climate change;
  - v.** Guiding public education on climate, the economy and including data on Western Australia's greenhouse gas emissions; and
  - vi.** Publishing the findings of this research and the information collected in formats that are readily accessible to the public; and
  - t.** Accelerate energy sector reforms that will:
    - i.** Increase the uptake of renewable energy technologies across the whole economy;
    - ii.** Work to remove the technical, regulatory and contractual barriers that now prolong reliance on fossil fuels in the energy sectors, including in:
      - The NWIS and SWIS; and
      - Stationery power plants used in the heavy manufacturing, mineral extraction, LNG processing and metal refining sectors; and
    - iii.** These reforms will:
      - Exert downward pressures on the price of electricity to consumers;
      - Preserve the value of the State-owned electricity grid;
      - Digitise the electricity market in the SWIS;
      - Develop and implement a plan to widely deploy batteries and other complementary distributed energy resources in the SWIS;
      - Take advantage of and accelerate growth in solar and wind, enabling the grid capacity and performance to be optimised through community batteries in the city and regional towns, with regional batteries in fringe areas;
      - Enable Collie to remain an energy hub in perpetuity; and
      - Permit electricity market regulatory trials ("sandboxes") in the Perth energy market in order to guide the design of the future regulatory system.
- 7.** WA Labor reaffirms its support for the Paris Climate Change Agreement and reaffirms its commitment to Western Australia undertaking fair and equitable efforts to reduce carbon pollution to ensure that global temperature rise is kept to 1.5 degrees. This includes:

- a. Ensuring Western Australia's emission reductions account for a fair and equitable share of all national emission reductions required to achieve the goals of the Paris Agreement; and
  - b. Pursuing efforts to increase as rapidly as possible WA's renewable energy exports, for example via High Voltage Direct Current and Green Hydrogen.
8. WA Labor will develop Just Transition Agreements for energy and coal workers to secure their employment during the ongoing transition to renewable energy. The Agreement will be developed with stakeholders including relevant Unions, environment and community groups to ensure that energy workers and communities such as Collie and Bunbury are not disadvantaged.
9. Given the Party's concerns with mitigating climate change, the increasing cost of energy and the jobs market broadly, a WA State Labor Government commits to commissioning a detailed review into Pumped Hydro Storage technology as a component of the SWI grid, more specifically:
- a. Explore the existing and increasing demand for energy storage infrastructure with respect to a renewables based grid, as well as in mitigating concerns about energy security.
  - b. Explore the relative costs and benefits of Pumped Hydro Storage at sites in the Collie Region, near the Perth Metro area, namely the Darling Range, population centres in the South West, namely the Stirling Range, and relevant sites in the North of the State, namely the Super Pits.
  - c. Commit to investing in energy storage infrastructure in the most economically and socially beneficial way.
  - d. Allow energy storage infrastructure to interact with the WEM in a methodical, effective and measurable way.
- c. Our urban bushland must be conserved and protected both for its biodiversity values and its role in enhancing our urban lifestyle and to avoid the 'urban heat island' effect;
  - d. Our native forests are a national treasure, and deserve to be treated as such;
  - e. More can be done to protect our unique and endangered wildlife, native forests and community heritage, particularly in the Kimberley and south-west regions of Western Australia;
  - f. Our native forests are valued by Western Australians and people from all over the world, as they support our unique biodiversity; have cultural and heritage significance; and contribute to community well-being through the provision of ecosystem services, nature appreciation and recreation opportunities, as well as State and regional economies; and
  - g. Participation of Traditional Owners and First Nations People land managers is critical for protecting the State's biodiversity.
11. WA Labor acknowledges the UN global assessment report published in 2019 on biodiversity that points to a lack of government leadership leading to an extinction crisis. WA Labor understands that action must be taken in Western Australia to protect our biodiversity.
12. In Government, WA Labor will:
- a. Commit to review the Biodiversity Conservation Act to ensure the protection of Western Australia's unique and endangered wildlife and ecosystems for generations to come;
  - b. Develop and support programs that rehabilitate and restore our landscape to a productive and ecologically healthy condition;
  - c. Develop and support programs to tackle land degradation to improve land condition;
  - d. Investigate options for a bioregional planning system;
  - e. Ensure that proposals to destroy native vegetation for urban development are appropriately regulated under the Environmental Protection Act and where possible are restricted, including to ensure the urban tree canopy is not unduly diminished;
  - f. Examine cost effective incentives for bushland and wetland protection programs that support

## **Biodiversity**

10. WA Labor believes that:

- a. Western Australia has a unique and diverse range of species, habitats and ecosystems that remain under threat from human activity;
- b. Natural resource management, and particularly native flora, fauna and ecosystems protection, is a responsibility of government and the community;

landholders who meet high standards of ecosystem management;

- g.** Support a process that involves the participation of relevant stakeholders including land owners, native title entities, Local Government, environment groups and unions to reach agreement about the management of forests at a regional landscape level, with a focus on transitioning to an environmentally and economically sustainable approach to meeting our timber demands;
- h.** Investigate incentives to support a plantation industry and secure the jobs of those workers supported by the forestry industry;
- i.** Amend/update the Environmental Protection Act; and
- j.** Support investigation of a system to report and track the existing vegetation health, clearing and their revegetation.

### **Protecting Our Natural Heritage**

- 13.** WA Labor believes that our unique and endangered wildlife and remarkable landscapes are a central part of our State's heritage, and important to our culture and identity as Western Australians. As such, we believe it is our responsibility to protect it for future generations and recognise the central role that National Parks and other protected areas play in achieving this.
- 14.** WA Labor recognises that Western Australia's conservation reserve system is currently insufficient in size and resourcing to secure our state's natural legacy into the future. We strongly support the continued expansion and resourcing of our network of protected areas to reach international scientific standards and meet local community expectations.
- 15.** WA Labor welcomes the McGowan Government's announcement to create five million hectares of new national parks, marine parks and other conservation reserves across Western Australia. The expansion plan will create more opportunities for First Nations People joint management and on-country jobs, and provide conservation and nature-based tourism benefits.
- 16.** WA Labor recognizes the great value of the Indigenous Protected Area network. Its model of local Indigenous community governed land and sea management contributes strongly to biodiversity conservation, cultural resilience, Indigenous governance and local economic opportunities in Western Australia.

**17.** In Government, WA Labor will:

- a.** Ensure native forests are well represented in the conservation reserve system;
- b.** Implement initiatives to support alternative opportunities for regional development, such as nature-based tourism;
- c.** Work proactively to ensure that the values of our native forests are protected in accordance with community expectations, under the Forest Management Plan 2024-2033;
- d.** Work to identify opportunities to better support the Indigenous Protected Area network while respecting the local independence and governance of Traditional Owners; and
- e.** Increase efforts to manage invasive weeds, including statewide education programs and research.

### **Pollution & Waste Management**

**18.** WA Labor believes that:

- a.** Economic growth and pollution reduction are not mutually exclusive;
- b.** The costs of managing the health and environmental impacts of pollution should always be met by polluters; and
- c.** Western Australia can be a world leader in the reduction of waste and resource recovery.

**19.** In Government, WA Labor will:

- a.** Ensure that standards for levels of air, water and soil pollutants in the environment meet or exceed world's best practice;
- b.** Ensure that agencies are set up to monitor the effects of pollutants on our air, water and soil are properly resourced and able to operate effectively to provide advice, information and recommendations to government in a timely manner;
- c.** Investigate and pursue opportunities to reduce plastic waste, including by banning plastic 'bunting' used at election polling booths;
- d.** Investigate the impact of helium balloons on the environment with a view to banning their intentional release;
- e.** End the dumping of construction and demolition waste in landfill and utilise this material wherever possible;
- f.** Work with industry to extend their responsibility for eliminating packaging and



other unnecessary material which ends up as waste;

- g.** Work with and support industry active in scrap metal, building components and e-waste recycling;
- h.** Promote world's best practice for tyre recycling;
- i.** Support strong, enforceable measures to protect groundwater aquifers from pollution, contamination or depletion by industrial activities;
- j.** Support national action to ban the use of microbeads in cosmetics and other products; and
- k.** Support establishing a high-quality local recycling industry.

**20.** WA Labor commits that it will in its election campaigning:

- a.** Not use single-use plastics by the 2022 Federal Election (specifically single-use plastic water bottles, cutlery, plates and straws);
- b.** Choose recyclable materials;
- c.** Ensure all its corflutes are reused, and when unusable are recycled; and
- d.** Ensure its how to vote cards are recycled.

## Oceans And Rivers

**21.** WA Labor believes that:

- a.** Western Australia contains some of the best coasts, oceans and rivers in the world, underpinning our way of life;
- b.** Our state's oceans, estuaries, waterways and catchments lack the comprehensive governance mechanisms which are needed to deliver the policy required to cope with the modern demands on the aquatic environment;
- c.** WA's marine environment is already being impacted by climate change, including higher sea levels, increased coastal erosion, salt water intrusion and marine heatwave events which impact a range of marine ecosystems; and
- d.** Estuarine systems, including the Swan Canning river system and Peel-Harvey estuary and the Leschenault Estuary and inlet, the Vasse Estuary and Collie and Preston River Systems continue to be under threat from climate change, nutrient inputs and development impacts.

**22.** In Government, WA Labor will:

- a.** Continue to build on WA's comprehensive network of marine reserves including marine sanctuaries in state waters, based on international best practice for marine protected area design to protect areas of high conservation value and the broad-scale ecological health of our marine environment;
- b.** Ensure catchment management is a specific task of government;
- c.** Develop a comprehensive program to improve the health of the Swan Canning river system and Peel-Harvey estuary, which will include reducing the amount of nutrient and non-nutrient pollutants entering the river system and audits of potential polluters;
- d.** Ensure the regulation of river-based activities which threaten the stability of river banks, the sustainability of fish stocks and any other aspect of the ecology of the river system;
- e.** Establish a Fitzroy River National Park in collaboration with Traditional Owners;
- f.** Support the protection and development of a management plan for the Fitzroy River to ensure the health of the river and provide a basis for sustainable economic development that benefits local people, particularly First Nations People and communities along the river;
- g.** Revise the governance provisions relating to our river systems, with the object of coordinating funding from all levels of government to ensure that all funding contributes directly and effectively to the improved health of them, including their catchments;
- h.** Use scientifically proven methods of reducing the incidence of shark attacks. Labor will resource measures that are known to make beaches safer, such as aerial and beach patrols and beach enclosures. Labor will also support new methods to increase safety such as personal shark deterrents. WA Labor will not implement a cull of shark populations; and
- i.** Enhance mechanisms to protect a wider range of wetlands.

## Sustainability & Water Management

**23.** WA Labor believes that:

- a.** Western Australia can be a world leader



in making our urban, regional and remote communities sustainable;

- b.** The decline in rainfall and considerable per capita consumption of water has put significant strain on available resources;
- c.** Aquifer and river systems in the South West of WA are experiencing reduced recharge/runoff due to climate change. This will impact on the capacity of these systems to support future water supplies unless the take of water is rebalanced, and the future impacts of climate change are factored into water use decisions. The long-term protection of horticulture, including the provision of fresh produce in the Perth area, depends on the rebalancing of groundwater systems; and
- d.** There is also a significant opportunity to recycle treated wastewater and charge aquifers, thereby reducing the impacts of climate change on groundwater systems.

**24.** In Government, WA Labor will:

- a.** Act to ensure that the principles of environmental protection, economic efficiency and social equity are respected in relation to matters affecting:
  - i.** Efficient land use;
  - ii.** Energy efficiency;
  - iii.** Water use;
  - iv.** Air quality;
  - v.** Traffic congestion;
  - vi.** Transport efficiencies; and
  - vii.** Carbon neutrality.
- b.** Implement a long term water supply strategy that will provide for climate independent water security, including measures such as:
  - i.** Water recycling and aquifer recharge;
  - ii.** Desalination, using renewable energy as a power source;
  - iii.** Environmentally sustainable drawdown on aquifers;
  - iv.** Efficient and sustainable use of dam water;
  - v.** Sustainable use of water from dewatering operations; and
  - vi.** The reintroduction of Waterwise subsidy program for the efficient use and supply of water in the home;

- c.** Promote the adoption of water efficiency and re-use technologies, as well as urban planning measures that improve the quality and integration of urban water, sewerage and drainage;
- d.** Maintain public ownership and control over all major water supply, distribution, drainage and disposal systems;
- e.** Review and improve Western Australia's water market;
- f.** Take advantage of the opportunities that will be created by Metronet to integrate water planning with land use planning in developing urban areas under the principles of a Water Sensitive City; and
- g.** Develop the regulatory and market systems necessary for the economically viable use of treated wastewater for use in horticulture, agriculture and other industrial applications.

## **Unconventional Gas and Fracking**

**25.** WA Labor acknowledges that communities have expressed strong opposition to gas fracking in their regions and unconventional gas development throughout the state, and that the previous Government failed to protect communities and the environment from the harmful effects of this industry.

WA Labor acknowledges the process and findings of the Independent Scientific Panel Inquiry.

WA Labor welcomes the McGowan Government's announcement of a ban on fracking and unconventional gas developments over 98% of Western Australia (other than on existing onshore petroleum titles only), with the ban applying to the South-West, Perth, Peel and Swan Valley regions, the Dampier Peninsula in the Kimberley (to be developed in consultation with the local community including Traditional Owners), all existing and proposed National Parks, within two kilometers of Public Drinking Water Source Areas and towns, settlements and dwellings, including any exploration for unconventional gas resources in these areas.

WA Labor welcomes that, for the area of the State covered by existing petroleum titles, the McGowan Government will ensure that the wishes of Traditional Owners and landowners (including farmers) are respected by giving them, for the first time the right to say yes or no, requiring that their Free, Prior and Informed Consent is obtained before any unconventional gas and fracking development can occur on their land.

WA Labor supports a scientific approach to the regulation of fracking, and welcomes the McGowan Government's requirement that the EPA assess all fracking projects, including exploration and production wells, and ensure the highest standards of health, safety and environmental protection for all industry operations.

WA Labor supports strong, enforceable measures to protect groundwater aquifers from pollution, contamination or depletion by industrial activities including the oil and gas industry. WA Labor will in Government implement all 44 recommendations of the scientific inquiry, and mandate additional protections and safeguards.

WA Labor will target renewable energies in order to combat climate change and diversify regional economies to create employment opportunities. Royalties from unconventional onshore oil and gas projects will be used to support new renewable energy projects via a special Clean Energy Future Fund with a \$9 million seed allocation.

## Regulation

**26.** WA Labor believes that:

- a.** The best way of protecting our environment is to have a robust and transparent environmental impact assessment system, effectively engaging industry and community stakeholders;
- b.** The long-term legacy issues associated with the closure and rehabilitation of mining and other industrial sites in Western Australia must be addressed to ensure that proponents, and not taxpayers, pay the costs of closure and rehabilitation; and

**27.** In Government, WA Labor will:

- a.** Correctly resource the Environmental Protection Authority and the Department of Water and Environmental Regulation such that assessments and compliance monitoring are carried out in a way that maintains the community's trust;
- b.** Insist that mine closure plans and the capacity to finance and progressively implement those plans will be built into the assessment processes for mining proposals and developments;
- c.** Review and, where necessary, modify existing mine closure plans where the proponent's capacity to finance and progressively implement those plans is in doubt; and

- d.** Provide resources to enable community groups, NGOs and other environmental organisations to participate in government processes and play a role in ensuring best environmental outcomes for Western Australia.

## Uranium and Thorium

**28.** WA Labor believes that:

- a.** Enriching uranium poses significant risks to human health, the natural environment and is not a solution to climate change; and
- b.** Thorium also poses significant risks to human health and the environment.

**29.** In Government, WA Labor will:

- a.** Oppose the mining and export of uranium;
- b.** Oppose nuclear enrichment, nuclear power and otherwise the production of dangerous radioactive waste;
- c.** Oppose the storage of nuclear energy waste in Western Australia;
- d.** Oppose the testing or use of nuclear weapons in Western Australia or near our coastline;
- e.** Encourage local governments to declare themselves 'Nuclear Free Zones'; and
- f.** Ensure that the mining of thorium in Western Australia only occurs under the most stringent environmental conditions and oppose thorium exports to countries that do not observe the Nuclear Non-Proliferation Treaty.

## Genetically Modified Organisms

**30.** WA Labor believes that:

- a.** Rigorous controls must surround any use of genetically modified crops or organisms to protect wild stocks and non-GM farmers from contamination; and
- b.** Consumers and international markets require clear identification of GM and non-GM products so informed choices can be made.

**31.** WA Labor will continue to support strong regulation of GM organisms and strong labelling laws to enable consumer choice.

## Heritage

**32.** WA Labor believes that:

- a.** First Nations People's cultural heritage should be appropriately protected and celebrated with a statutory regime that empowers First Nations People to determine the significance

of their heritage and negotiate agreements over the recognition and protection of heritage places; and

- b. Our built and cultural heritage is an important monument to the achievement of past generations and is a continuing reinforcement of our collective sense of community.

**33.** In Government, WA Labor will:

- a. Continue to provide adequate funding to the National Trust and the Heritage Council to ensure their autonomy and capacity to implement their objectives; and
- b. Encourage government and community heritage organisations in their advocacy of heritage issues and in their education of the professional and wider community about heritage matters.

## RESOLUTION

**34.** WA Labor welcomes the resolution passed unanimously by the 2018 National Labor Conference committing Labor in government to sign and ratify the United Nations Treaty on the Prohibition of Nuclear Weapons and calls on the Australian Government to sign and ratify the Treaty as an urgent humanitarian imperative.

**35.** WA Labor is committed to implementing a best process and practise approach to uranium assessment and regulation. We urge federal Labor and the federal government to reflect this on a national level and retain the long standing and prudent nuclear action trigger for uranium mining and the clear prohibition on nuclear power in the federal EPBC Act (1999) during the current EPBC review process.

**36.** WA Labor commits to rigorous scrutiny of any further approvals or applications by any of the four WA uranium mine proposals approved under the previous government. WA Labor will apply the highest regulatory standards to any project and will work with affected communities and key stakeholders including trade unions and workers in order to reduce risks.

**37.** WA Labor understands prior to the historic 2017 election win public opposition to ROE 8/9 was overwhelmingly due to environmental concerns. Therefore any infrastructure improvements or transport alternatives considered for approval by WA Labor replacing this sensitive freight and passenger corridor should have no greater than, and ideally less, of an impact on our environment than the ROE 8/9 proposal would have had.

**38.** WA Labor congratulates the McGowan Government on the Plan for Our Parks, to create five million hectares of new national parks, marine parks and conservation reserves over the next five years. Western Australia's conservation estate will increase by 20%, delivering new and expanded parks from the Kimberley in the north, across WA's Rangelands to the southern coastline, creating jobs and boosting tourism across the state.

WA Labor congratulates the McGowan Government on their commitment to working with Traditional Owners to create and expand parks, including opportunities for joint vesting and management and resources to employ First Nations People Rangers for on-ground management. Parks will be established with the Free, Prior and Informed consent of local Traditional Owners and areas with the highest conservation and heritage values will be declared A Class Reserves.

WA Labor notes that a key priority of the Plan for Our Parks is a marine park system which protects a wide variety of ecosystems along the WA coast and congratulates the McGowan Government on its progress towards the election commitment to a Buccaneer Archipelago Marine Park; and commitment to create the South Coast Marine Park.

Through these and future marine parks, WA Labor will establish a scientifically credible, adequate and representative system of marine sanctuaries for WA, meeting the standards for protection and science established by Australia's world leading Ningaloo and Great Barrier Reef Marine Parks.

WA Labor notes that the Plan for Our Parks will boost tourism and create jobs in Western Australia, by developing new nature-based and cultural tourism and recreation attractions, like those at successful tourism centres such as Ningaloo Reef. WA Labor notes that Ningaloo remains a benchmark for marine protection; tourism has grown, the environment has recovered and it remains a top recreational fishing destination, standing the test of time as a major environmental accomplishment of the Gallop and Carpenter Labor Governments.

WA Labor congratulates the McGowan Government on its progress towards the landmark election commitment to protect the Fitzroy River; by working with Traditional Owners to create and jointly manage the Fitzroy River National Park and develop a management plan to protect the health, cultural and environmental values of the river.

WA Labor recognises the concerns of Traditional Owners and the aspirations expressed in the Fitzroy Declaration and will work with Traditional Owners to address concerns and build on these aspirations; to establish a management framework to protect the river and support Traditional Owners to develop sustainable enterprises in their own right or in partnership.

WA Labor congratulates the McGowan Government in delivering Western Australia's first ever Indigenous Ranger program. WA Labor recognises that community-managed ranger programs provide much needed jobs in remote and regional areas and have proven and lasting social, economic, cultural and environmental benefits. The park expansion plan will create real jobs and conservation outcomes in regional and remote areas. WA Labor supports the Environment Minister in further expanding, improving and tailoring the program to address different community needs and benefit conservation and culture across Western Australia.

WA Labor congratulates the McGowan Government on its work to address the unfinished business of successive governments and reserve areas previously purchased for conservation, including former pastoral leases and other areas.

WA Labor recognises that the Plan for Our Parks will help protect biodiversity, advance election commitments and contribute to a comprehensive, adequate and representative reserve system for Western Australia. It builds on decades of relationships with First Nations People and supports Traditional Owner groups with aspirations for the creation, joint vesting and joint management of new parks and reserves. WA Labor recognises that the Plan for Our Parks brings all of this work together at a statewide scale to increase conservation for future generations.

**39.** WA Labor welcomes:

- a.** The McGowan Governments statewide ban on plastic bags;
- b.** Progress towards the establishment of a Western Australian containerdeposit scheme with refunds on cans and bottles; and
- c.** The McGowan Governments commitment towards achieving a recovery rate of 75% of all waste by promoting local solutions, developing dynamic partnerships with stakeholders including local governments and reviewing government procurement practices.

**40.** WA Labor congratulates the McGowan Government on reviewing the biodiversity offsets policy.

**41.** WA Labor notes that action is needed in respect of the greenhouse gas injection at Barrow Island.

**42.** WA Labor notes and congratulates the McGowan Government for the recently released Renewable Hydrogen Strategy and \$10 million Renewable Hydrogen Fund.



### ECONOMIC GROWTH: BENEFITS FOR THE WHOLE COMMUNITY

#### Introduction

1. The fundamental objective of economic policy is to promote the well being and improve the quality of life of all Western Australians by improving living standards, providing full employment opportunity and rising incomes, and enabling the community to provide a decent standard of living for those unable to provide for themselves.
2. WA Labor is therefore committed to an economic policy that seeks to achieve:
  - a. Sustainable economic growth and continual improvements in living standards;
  - b. A fair and efficient distribution of the benefits of our state's economic success, especially an equitable distribution of work opportunities;
  - c. Increasing real wages and job security;
  - d. An education and training system that drives the knowledge-based economy, encourages lifelong learning and provides students with the attributes needed in the modern balanced economy;
  - e. A competitive taxation regime that encourages investment and employment, while providing the State with financial capacity to meet community needs;
  - f. A limit on annual increases to State Government tariffs, fees and charges, to ensure that Western Australian households are not financially debilitated by State Government decisions.
  - g. Protection of living standards for those unable to work; and
  - h. The preservation and enhancement of our natural and urban environment.
3. The benefits that flow from economic growth should be distributed as equitably as possible to all Western Australians.
4. The key to achieving the twin objectives of strong, consistent and sustainable economic growth and its equitable distribution involves the implementation of a broad based industry policy that encourages investment, education, innovation and competition as well as the development of an effective and impartial way to measure the degree to which quality of life has been affected by changes in the economy.

#### Strategies for Inclusive Growth

5. WA Labor will pursue policies to ensure that the Western Australian economy meets the challenges of an increasingly competitive global economy. This means implementing an industry policy that builds on our natural strengths, promotes economic growth and builds a more diversified industry base.
6. Growth that is inclusive should be beneficial to sections of the community that require investment and Budget decisions that address inequality. This should be the highest priority of any WA Labor State Budget.
7. WA Treasury will undertake an analysis of the distributional impact of each State Budget. This will involve:
  - a. Modelling the distribution of government expenditure on services and benefits by household distribution decile;
  - b. Modelling the distribution of state taxes, tariffs, charges and fees by household distribution decile;
  - c. Modelling the impact of decisions made in each state budget on household income by distribution decile;
  - d. Collecting data to create an ongoing income inequality database in WA, and an annual Budget inequality impact statement.

#### Western Australian Industry Policy

8. WA Labor in Government will legislate for a local content policy that:
  - a. Provides a level playing field for local businesses seeking to supply Western Australia's major resources projects;
  - b. Ensures that local content commitments of our major resources projects are taken into consideration when considering statutory approvals for the projects; and
  - c. Ensures government makes the local content commitments and performance of our major resources projects publicly available in a manner that is both timely and detailed.
9. WA Labor will implement an industry policy that employs a full range of policy instruments designed to facilitate business success and foster a strong and diversified industry base that is internationally competitive.
10. WA Labor recognises the development of an imaginative industry policy involves all aspects of



the interface between government and industry and does not exclusively revolve around government financial assistance programs.

**11.** Essential features of the industry policy will involve:

- a.** Creating a partnership between Government, industry stakeholders and the wider community, recognising the broad support necessary for a successful industry policy.
- b.** Strategic planning and intervention to enable the state to take advantage of changes in the global economy;
- c.** Fostering our creative and innovative talents that will lead to new markets, business and employment opportunities;
- d.** The provision and continual investment in our essential economic infrastructure, particularly in transport, communication and energy;
- e.** Encouraging business to adopt world's best practice in such matters as export promotion, innovation and skill formation and online trading;
- f.** Promoting research and development and the greater use of science and technology;
- g.** The development of a highly skilled workforce through education and training;
- h.** Facilitating the development of new industries by the implementation of industry attraction arrangements;
- i.** Legislating to ensure higher levels of local content and work to facilitate the further processing of raw materials and energy products;
- j.** Implementation of a timely project approvals process that provides greater certainty and timely decision making; and
- k.** Adopting an 'open for business' taxation and business regulation regime that encourages investment and employment;

### **Partnerships**

- 12.** WA Labor recognises that broad community and industry support is essential to the implementation of a successful industry policy.
- 13.** WA Labor also recognises that the broader community needs to be assured that changes in economic and industry policy will lead to improvements in the quality of life for all Western Australians. To that end, Labor will develop a series of Quality of Life indicators that measure the

impact of economic change on the community. These indicators will assess economic, social and environmental factors that affect the broader community and the degree to which economic and industry change has impacted on those factors.

- 14.** WA Labor also recognises the wisdom of adopting an industry policy that enjoys broad industry support. To that end, Labor will consult with industry, unions and the broader community in formulating the broad thrust of the policy.

### **Strategic Planning**

- 15.** A WA Labor Government's key priority during its term of office will be to implement an active industry policy that enables the state to intervene where it adds value to our natural strengths or improves our global competitiveness, leading to more exports and investment. It will focus on creating jobs in new industries as well as securing those in existing industries.
- 16.** WA Labor recognises that industry policy relates to the Government's interaction with the entire economy and the necessity to adopt a collaborative approach across government agencies.
- 17.** To assist in strategic planning and the development of long-term industry policy, Labor will maintain the WA Manufacturing Industry Council, reinstate the State Development Forum and create a new consultative process for stakeholders in the oil and gas industry.
- 18.** WA Labor will ensure that strategic intervention includes the development of legislation that address the regulatory requirements for local content and develops policies to further processing of raw materials and energy products, and the use of government purchasing to encourage local investment in new technology, manufacturing and building and construction.

### **Creativity and Innovation**

- 19.** Western Australians have proven themselves to be creative, innovative and capable of identifying new and emerging business and product opportunities. Fostering these talents is essential for new business and employment opportunities.
- 20.** To encourage the creative and innovative spirit involves, in part, recognising the importance of intellectual property rights and the protection of those rights. It also involves devising a clear policy within Government that strikes a balance between fostering the innovation effort and the way the results of such efforts are used.

- 21. WA Labor also recognises an important component of the innovation process is the need to constantly explore value-adding opportunities.
- 22. WA Labor will continue to implement a range of initiatives that publicly recognise the importance of innovation and encourage creativeness.

### Infrastructure

- 23. One of the keys to attracting major projects in Western Australia is the provision of common user infrastructure. The State Government owned common user facility at the Australian Marine Complex has generated over 37,000 jobs and attracted billions in private investment to access the CUF and industry precincts.
- 24. Western Australia competes for footloose capital-intensive projects that have the option of locating in various parts of the world where common user capital infrastructure is already available. To be internationally competitive, Western Australia needs to provide and promote such infrastructure in a timely and ongoing manner.

WA Labor recognises that ensuring local content in private and public infrastructure procurement is a priority of Government. WA Labor believes that ensuring high levels of local content in private and public infrastructure procurement requires constant and consistent improvement to legislation, tender processes and infrastructure.

- 25. WA Labor will, to the extent that it is financially prudent to do so, make provision for such infrastructure requirements in order to ensure the state remains an attractive place to invest.

WA Labor will prioritise the provision of common user infrastructure in strategically placed regions and use the provisions of common user infrastructure as a strategy in creating sustainable jobs for energy communities facing transition.

### Export Promotion

- 26. A central aim of industry policy is the attainment of internationally competitive products and services. But even high quality competitive products and services will not find a market in the absence of proper promotion.
- 27. While it is not responsibility of government to promote individual companies, government working with local industry can play an important role in promoting quality of products and services produced in Western Australia. A Labor Government will promote the State in this way.
- 28. WA Labor will work to achieve better coordination

and consistent branding of the way the State's products and services are promoted in international markets.

- 29. And because international markets require quality products and services, Labor will work with local producers and companies on ways to add value and improve the recognition of WA products.
- 30. Export promotion also plays a critical role in Labor's long-held objective of creating a more diversified economic base. New innovative products and services developed by Western Australian based companies will benefit from the State being promoted as the provider of quality goods and services.

### Innovation and Skill Formation

- 31. WA Labor recognises the fundamental changes that have occurred in the global economy and in Australian society. As the translation of science and technology innovation into the productive economy proceeds at a rapid pace, we must enhance this process through strategic public and private investment.
- 32. WA Labor accepts there are challenges to boosting the innovation culture and that fundamental research which benefits the broader economy, rather than just the company undertaking it, may be undersupplied in the free market. In this sense there is a case for government support. Labor will look at whether this support can be provided through a competitive grants scheme along the lines of the now defunct Commercial Ready. The scheme should focus on R&D with wide benefits that would not be undertaken otherwise.
- 33. To bolster the growth of innovation, WA Labor will
  - a. Assist private enterprise and academia to increase research and development (R&D) investment, as a percentage of gross state product, to underpin higher rates of innovation throughout Western Australia;
  - b. Work with industry to identify high potential innovation' targets for 'fast-tracking' and priority investment. For example high potential sectors include—renewable energy technologies, transport and freight infrastructure, digital communications, water recycling and security of supply, minerals processing and information technology;
  - c. Create incentives for innovative industries, academic organisations and entrepreneurs to build critical research and innovation infrastructure, including human capital; and

- d. Maximise the benefits of innovation by encouraging the commercialisation of local innovations and the development of export markets for new technologies and knowledge based service industries.
- e. Foster structured interactions between government, universities, business, industry and the community to drive the development of Innovation Hubs creating new industries and opportunities.

## Online Economy

- 34. Information and communication technologies can enhance the well-being and employment prospects of all Western Australians, both as industries in their own right, and as enablers of more efficient production across all other industries.
- 35. These technologies can broaden the economy's base in rural and regional areas, and enable all Western Australians, regardless of location, to become informed and active economic participants, but only if the technologies are available throughout the community.
- 36. The penalty for not developing the understanding and utilisation of these technologies properly, however, may be significantly increased international competition that will destroy local industry and condemn many Western Australians to lower standards of living.
- 37. Therefore, WA Labor in Government, in cooperation with all stakeholders, will:
  - a. Pursue opportunities for online trade promotion and marketing activities, delivery of online Government services as well as a range of other economic, social and environmental services that will be made available by the use of the technology;
  - b. Ensure resources equivalent to those used to support other significant sectors of the State economy are available to promote and develop the place of Western Australia in the global information technology and communication industries;
  - c. Ensure the availability of information and communication technologies at affordable prices to all Western Australians, regardless of economic status;
  - d. Develop specific strategies designed to increase the development of infrastructure to support Western Australia's involvement in the global information technology and

communications industry;

- e. Pursue the widest possible access to communications and information services by working to extend the telecommunications network to reach the maximum number of WA homes and places of work; with provision of sufficient bandwidth to meet current and future needs;
- f. Continue to work for the extension of the telecommunications network, in consultation with the information technology and telecommunications sectors and other stakeholders;
- g. Encourage the widest possible dissemination of information technology; and
- h. Recognise the challenges to existing taxation and regulatory regimes created by the expansion of the on-line economy and the need to work with other governments and the community to implement the best possible arrangements which both enhances the on-line economy and protects the state's interests.

## Science and Technology

- 38. WA Labor recognises the role that science and technology play in underpinning the State's economy.
- 39. The ability of Western Australian firms to remain competitive in the technology-driven global economy will be determined by their capacity to be innovative, not only in what they produce, but how they produce it.
- 40. WA Labor acknowledges that government plays a critical role in providing an environment in which innovative companies can develop and flourish.
- 41. WA Labor will encourage scientific and technological innovation by:
  - a. Investigate the benefits of re-establishing a Science Council comprising of individuals with both research and applied skills;
  - b. Encouraging the development of technology parks, laboratories, marine research facilities and shared facilities between the private sector and government departments to support research programs;
  - c. Promoting cooperation between the Commonwealth Government, universities, State Government departments and institutions and private industry in selecting

research programs for support;

- d.** Creating a number of state government funded fellowships to carry out research of an internationally prominent standard in Western Australian institutions in fields identified for priority by our strategic industry policy;
- e.** Ensuring State Government participation in cooperative research centre initiatives, particularly in the fields of information technology, medicine, biotechnology and environmental management;
- f.** Encouraging an adequate supply of graduates in the science and technology-based disciplines;
- g.** Expanding the skill base to meet the demands of the IT and T sector.
- h.** Appoint and maintain a STEM advisory panel incorporating industry, researchers and educators, chaired by the Chief Scientist to ensure there is a job ready workforce to capitalise on the creation of job opportunities;
- i.** Develop a STEM Strategy for Western Australia to improve STEM education, identify STEM growth industries and provide a vision to grow the local workforce; and
- j.** Sponsor Science Industry fellowships to build links between the University sector and industry.

### **Highly Skilled Workforce**

- 42.** WA Labor will strive to achieve a world class education and training system.
- 43.** WA Labor recognises the wider role of education and training as being the catalyst for knowledge-based economic development.

### **Industry Attraction**

- 44.** WA Labor will actively encourage companies to establish operations in Western Australia and provide reasonable incentives to attract new industries that will provide economic benefits to the state by producing goods or services for export, replace imports, create jobs and facilitate the transfer of valuable skills.
- 45.** A WA Labor Government will actively promote programs which:
  - a.** Assist business in its pursuit of international competitiveness;
  - b.** Enhance cultural ties, trade and investment links between Western Australia and the

overseas markets and financial centres which are most prospective for Western Australia;

- c.** Establish opportunities for networking to enable Western Australian exporters link with international markets;
- d.** A Labor government will invest in research infrastructure which co-locates complementary research groups, industry, education organisations and associated activities to build a critical mass of talented researchers, scientists, innovators, entrepreneurs and investors;
- e.** Encourage quality management and certification to internationally recognised standards where this is demanded by the market; and
- f.** Promote Sister State and sister city relations based on shared economic and commercial interests and facilitate international trade linkages works between institutions such as government departments, universities and hospitals.

### **Local Content**

- 46.** An incoming WA Labor Government will:
  - a.** legislate to ensure Skilled Work Agreements are implemented on all major resource projects in WA to maximize local engineering, fabrication and other skilled work.
  - b.** continue to support the construction of facilities and equipment for resource and infrastructure projects such as the Australian Marine Complex, which can build, and service, major offshore and onshore resource projects.
  - c.** legislate to ensure that local content regulations are strengthened, particularly in relation to materials which require a High Risk Work Licence (HRW). This includes, but is not limited to scaffolding, cranes, and forklifts). It follows that the importation of such materials (including but not limited to pre-cast concrete and tilt up panels) will be subject to a stringent assessment process.
  - d.** Create more opportunities for businesses, including local small and medium businesses, to compete for government contracts.
  - e.** support industry networks to enable business and government departments to maximize opportunities for local suppliers.
  - f.** require all government agencies to report



annually on their success in creating jobs and supporting the local economy through this process.

- g.** adopt the First Nations People Procurement Policy of awarding three per cent of all government contracts to First Nations People owned businesses by 2020.
- h.** drive employment and apprenticeship creation through a continuous infrastructure development.
- i.** appoint a Minister for Defense Issues to champion the Western Australian defense industry, assisted by the creation of a Defense West advisory board to provide expert advice.

### **Projects Approvals Process**

- 47.** WA Labor believes it is essential that the State has an effective and efficient project approval process that provides a high level of certainty and timely decision making. Competition for large projects from various locations around the world makes it imperative that our assessment processes are effective and efficient.
- 48.** WA Labor is committed to ensuring an approvals process that is timely and effective without impacting on the integrity of environmental and other assessment processes.

### **Open for Business Regulatory Approach**

- 49.** WA Labor is committed to encouraging an open, competitive, but fair, economy. Labor will work to eliminate unnecessary red tape for business, thereby reducing transaction and compliance costs.
- 50.** WA Labor recognises that modern regulatory approaches involve the development of regulations that minimize transaction or compliance costs while providing for the protection of the environment, consumer and worker rights, remuneration and safety, as well as prudent corporate behaviour and the elimination of anti competitive practices.
- 51.** The mineral resources of the state of Western Australia are owned by the good people of Western Australia. Companies that are granted the privilege of developing these resources under lease owe a duty to the WA public to develop those resources responsibly and expeditiously. WA Labor expects that companies involved in the development of WAs mineral resources abide by the terms of all agreements entered into with the State Government and other stakeholders, such as Native Title Holders. Where conflicts arise between companies that have the potential to, or indeed do, stall

development of the resource deposit under lease, WA Labor expects the matters to be resolved in good faith, with or without the intervention of the State Government acting in the interests of the public. Such resolution of matters in dispute is called for in the interest of the community seeing the employment benefits that stem from such development of resources.

### **Open and Accountable Government**

- 52.** In government, WA Labor will ensure its industry attraction strategies are subject to the highest level of public scrutiny, openness and accountability. These include extending the powers of the Auditor-General to include scrutiny of expenditure of public monies for industry attraction purposes.
- 53.** Any strategic intervention by Government will be subject to a cost benefit analysis taking into account factors such as the impact of the intervention on employment, growth, quality of life and the likely net benefit to the state.

### **Industry Sectors**

#### **Manufacturing Industries in Western Australia**

- 54.** The manufacturing industry is increasingly characterised by business competitiveness and globalisation, market diversity and converging technologies, and business networks and partnerships.
- 55.** WA Labor is committed to increasing Western Australia's manufacturing sector, on the basis that:
  - a.** This sector can be the engine for significant job growth, particularly in generating high skill, high income jobs; and
  - b.** Service enhanced manufacturing, which bring together manufacturing systems, design, delivery, and quality through information technology are the engine of growth in current world trade and it is essential that Australia is part of this and realises its full potential.
- 56.** WA Labor's policies will encourage expansion of Western Australia's manufacturing sector.
- 57.** In conjunction with TAFE and other VET suppliers, WA Labor will create new job training programs for clean technologies.
- 58.** A WA Labor Government will develop a state manufacturing strategy in response to the sector's current and expected future challenges & transformations.
- 59.** It is accepted that difficulties in attracting new employees to fill skills shortages in manufacturing



may be exacerbated by the sector's poor public image. Whilst some old-style manufacturing industries remain, there may be insufficient community awareness of the many manufacturers offering attractive and increasingly interesting working environments.

- a. To remedy this situation the manufacturing industry, with the support of a Labor government will develop a coordinated communications strategy for promoting the career opportunities in manufacturing, especially in innovative, knowledge based manufacture.
- b. Additionally in conjunction with TAFE and other VET suppliers, Labor will create new job training programs for clean technologies.

### **Environmentally Sound Shipbuilding**

**60.** Shipbreaking remains one of the most dangerous and environmentally damaging industries in the world. The shipbreaking and recycling industry explores children and impoverished people.

WA Labor supports the efforts of the International Maritime Organisation to tackle the significance issues throughout the international shipbreaking industry through the Hong Kong International Convention for the safe and environmentally sound recycling of ships.

WA Labor calls on the Federal Government to sign the Hong Kong International Convention for the safe and environmentally sound recycling of ships.

WA Labor calls on the State and Federal governments to work with the Union towards early adoption of the convention by securing accreditation under the 2012 Guidelines for Safe and Environmentally Sound Ship Recycling at the Henderson AMC.

### **Animal Welfare**

**61.** WA Labor believes;

- a. All animals should be cared for in a humane manner that provides freedom from pain, injury and distress;
- b. 'Animals' includes pet, domestic and companion animals, sport and performance animals, farm animals and animals used in scientific research and wild animals;
- c. Good animal welfare requires disease prevention and veterinary treatment, appropriate shelter, management, nutrition, humane handling and humane slaughter/

killing;

- d. Children and adults who commit acts of cruelty on animals are at risk of showing violence and aggression in other circumstances; and
- e. Acts of cruelty against animals should be prevented from occurring rather than punished after the event.

**62.** WA Labor believes that;

- a. All animals should be cared for in a manner which addresses their physiological and psychological needs;
- b. Contemporary research defines animal welfare in terms of the Five Domains model which recognises nutrition, environment, health, behaviour and mental state as relevant to achieving a good animal welfare outcome;
- c. 'Animals' includes pet, domestic and companion animals, sport and performance animals, farm animals, animals used in scientific research and wild animals;
- d. Acts of cruelty against animals should be prevented from occurring rather than punished after the event;
- e. Research demonstrates that children and adults who commit acts of cruelty towards animals are at risk of showing violence and aggression in other circumstances;
- f. Since the WA Dog Act 1976 was amended under the former Liberal National government, there has been no significant reduction in the incidence of dog attacks. WA Labor is committed to implementing an alternate model that is centred on responsible dog ownership, education and awareness programs; and
- g. There is no evidence to show that greyhounds as a breed pose any greater risk to the public as any other dog breed or mixed breed. Compulsory muzzling provisions for greyhounds is a distinctive to rehoming post racing.

**63.** WA Labor recognises that;

- a. Animal welfare means how an animal is coping with the conditions in which it lives;
- b. Contemporary research and knowledge applies the "Five Domains" model as best practice in achieving good animal welfare outcomes. Developed to help animals thrive by incorporating positive experiences

and minimizing negative ones. The aim of animal care should be to keep the negative experiences generated within the body at a low level and to replace various negative experiences by providing comfortable congenial, interesting and safe surroundings. The Five Domains are: nutrition, environment, health, behaviour and mental state;

- c.** Growing public concern about the practices being used in the production of animal food, in science and sport (performance or racing etc) as well as how other (pet, companion and wild) animals are being treated. The public is demanding that animals are treated humanely through their lives and that their welfare has been adequately met during this time;
- d.** The current legal framework in place to protect animals relies on legal remedies rather than prevention;
- e.** The proven link between acts of cruelty and torture to animals and violent and aggressive behaviour in children and adults is commonly referred to as “Cruelty Connection”;
- f.** That the current WA Dog Act 1976 is outdated, does not reflect current research evidence concerning effective dog management and fails to protect people and pets from dog attacks;
- g.** Compulsory muzzling of greyhounds is an outdated and ineffective law and doesn’t improve public safety. The requirement that greyhounds be muzzled in public create negative public perception about the nature of greyhounds and their suitability as pets.

#### **64.** WA Labor will

- a.** Work with stakeholders to develop a WA Animal Welfare Strategy;
- b.** Review and introduce amendments to strengthen the Animal Welfare Act 2002 thereby improving outcomes for animals;
- c.** Ensure that a state Labor government adequately funds an independent and effective Animal Welfare Inspectorate;
- d.** Establish a parliamentary committee that can have oversight and inquire into. Matters of animal welfare;
- e.** Work with stakeholders to reduce and eventually eradicate intensive farming in favour of humane food production;

- f.** Promote standardised, regulated, labelling of foods so that consumers are better informed as the demand for humane food increases;
- g.** Advocate to Commonwealth Government that it establish an independent Commission of Animal Welfare that will monitor, investigate and be able to make commendations to government regarding matters impacting on animal welfare including, inter alia, Commonwealth Model Codes of Practice for intensive animal production, all aspects of the live export industry, inconsistent and ineffective enforcement of animal welfare laws in states and territories, animal transportation, animals in sport, animals used in experimentation and the killing of feral animals.
- h.** Establish an independent Office of Animal Welfare to improve the protection and well-being of animals and restore consumer confidence by introducing a more robust, independent structure to oversee the State’s animal welfare legislation and develop and monitor the delivery of a WA Animal Welfare Strategic Plan.
- i.** The work that an independent office should pursue also developing animal welfare policy and law independent of commercial and animal advocacy interests, based on independent, evidence-based animal welfare science; and monitoring and reporting to Government (and Parliament) on the effectiveness of legislation regulations and policies and practices governing animal welfare with the aim of improving animal welfare outcomes.
- j.** Amend the WA Dog Act 1976 and relevant subsidiary legislation, given proper construction to:
  - Improve the safety of the public and their pets;
  - introduce amendments that will remove the requirement for compulsory muzzling and thereby improve the outcomes for greyhounds;
  - adopt a model centred on responsible dog ownership, education and awareness programs rather than failed ‘breed specific legislation’; and
  - introduce legislation that is based on research evidence of best practice, including considering the success of the

international models e.g. the Calgary Model.

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  - introduce legislation that is based on research evidence of best practice, including considering the success of the international models e.g. the Calgary Model.

## **Live Export**

**66.** WA Labor recognises that:

- a.** There are strong economic, jobs and animal welfare reasons for transitioning from the live export trade to domestic processing of animals for local consumption and the chilled and frozen meat trade; and
- b.** While the live export trade continues, livestock for slaughter from Australia will be treated humanely while being transported and in the country of destination.

**67.** To this end, WA Labor will ensure:

- a.** WA animal welfare laws are enforced in respect to the shipping of livestock;
- b.** Require that livestock be transported, unloaded, held and slaughtered in accordance with the OIE Guidelines and stunned using appropriate humane restraints immediately before slaughter, and that there will be independent monitoring and enforcement of these standards;
- c.** Ensure adequate transitional arrangements are in place to facilitate the expansion of a chilled and frozen meat trade;
- d.** Develop and implement an alternative and sustainable economic base for the pastoral industry in the north of WA;
- e.** Work with the Commonwealth government,

industry and importing countries to promote the trade in chilled meat from animals humanely transported and slaughtered in Australia;

- f. Pursue, as part of trade negotiations, the elimination of policies of foreign governments, such as subsidies and tariffs, that distort competitive neutrality between the meat processing and the live export industries; and
- g. Promote Australian chilled and frozen meat in potential new markets through intensive international promotional campaigns, such as the emerging markets in China.

## Traded Services

- 68. Trade in services is of growing importance to both the world and Western Australian economies. Some of these industries are well recognised in policy as important areas of jobs and wealth creation but many others such as health, education, aviation and consulting are not.
- 69. These industries are typically characterised by high skills and the ability to provide full, part-time and casual employment according to people's wishes in both metropolitan and regional areas.
- 70. WA Labor recognises that improvements in information technology will enhance not only Western Australia's ability to provide services to both Australian and overseas markets but also the ability of our competitors.
- 71. In addition to measures to promote tourism and the on-line economy a WA Labor Government will develop an active approach to traded services, which will contain the following elements:
  - a. Ensuring the highest quality local demand by delivering to all Western Australian world class public services;
  - b. Ensuring that firms have access to world class infrastructure, particularly in relation to information technology and telecommunications;
  - c. Establishing a services industry taskforce to look at ways of fostering public and private services exports;
  - d. Ensuring that new services companies have equal access to small business and trade promotion programs; and
  - e. Ensuring that serviced industries are adequately represented on the State Development Forum.

## Public Sector Service Delivery

- 72. WA Labor is committed to the public sector provision of community service such as health, education, welfare, transport, public transport, fire and emergency services, policing, prisons and community and industrial infrastructure.
- 73. WA Labor recognises the invaluable role public sector employees play in the provision and delivery of services to the wider WA community, and will negotiate with Public Sector Unions to actively put in place attraction and retention strategies for its workforce, including:
  - a. Plans to ensure that workers in regional centres are not disadvantaged vis a vis their private sector counterparts, or as a result of being based in a region as opposed to the metropolitan area.
  - b. The provision of adequate regional housing (or subsidies) in terms of supply and quality.
  - c. Attractive and competitive pay and conditions, including improved employer superannuation contributions.
  - d. In acknowledging its commitment to public sector employees, Labor will move to close the widening gap in pay and conditions between workers in the private and public sectors; identify itself as an employer of choice and act accordingly and ensure the ongoing maintenance and provision of vibrant public sector services in both metropolitan and regional centres.
- 74. WA Labor recognises that privatisation and Public Private Partnerships (PPPs) can be used as a means of driving down wages, conditions of employment and cutting costs in the delivery of public services.
- 75. Over the long term, public sector areas that are privatised are often left with poor service delivery.
- 76. To ensure that the operation of the Public Sector services provided by and to it are subject to the highest level of public scrutiny, openness and accountability, WA Labor will:
  - a. Require State government agencies to establish detailed mechanisms to monitor the operation of contracts awarded by them to the private sector;
  - b. Expand the powers of the Auditor General to audit and publicly report on the efficiency and efficacy of taxpayer funded services provided by the private sector; and



- c.** Require that the private service provider is subject to no lesser standards of scrutiny and responsibility than would apply to a public sector provider of those services, including applicable policies, customer service charters and complaint handling mechanisms, and complies with all relevant legislation including equal opportunity, occupational health and safety and industrial relations legislation.
  - d.** Further that the private service provider is subject to no lesser standards of scrutiny and responsibility than would apply to a public sector provider of those services, including applicable policies, customer service charters and complaint mechanisms, and complies with all relevant legislation including equal opportunity, occupational health and safety and industrial relations legislation.
- 77.** WA Labor believes that the public sector should play the central role in the provision of utilities and infrastructure such as, electricity, water and sewerage particularly where these services are provided by natural monopolies.
- 78.** WA Labor will legislate to prohibit the privatisation of Health, Hospital and Education services in terms contained in the No Privatisation of Schools and Hospitals Private Members Bill 2010.
- a.** WA Labor will legislate so that any privatisation of government business enterprises may only be approved by Parliament where the proposed privatisation would result in:
  - b.** Superior service at reduced cost to industry and consumers, particularly to isolated and disadvantaged consumers;
  - c.** No decrease in the total level of employment or workers entitlements;
  - d.** Positive long term budgets outcomes; and
  - e.** A maintenance or improvement in the natural and built environment.
- 79.** WA Labor will conduct a comprehensive review of community service needs and identify long-term and short-term strategies to ensure these needs are adequately met by either the public or private sector.
- 80.** The federal public sector employs thousands of Western Australians in areas as diverse as Centrelink, Medicare, Biosecurity and Border Protection, Agriculture, CSIRO and Meteorology, Defence, Tax and the ABC.

The federal public sector has always offered decent

jobs in communities across WA as well as vital public services that we all rely on. Good public services are the foundation of a strong community.

WA Labor supports decent jobs in the public service and will always defend the social safety net and high-quality federal public services for all Western Australians.

The WA Labor Party will use the levers of state government, including its participation in the Council of Australian Governments, to stand with communities and defend the federal public sector

## Trading Hours

- 81.** WA Labor notes that trading hours for general retail shops in the Perth metropolitan area were expanded in 2010 to allow late night trading Monday through Friday, and in 2012 to allow trading on Sundays. Without necessarily attributing causality, WA Labor notes that following these expansions, there has been, amongst other changes, an increase in the share of the grocery market held by the two major chains, to the detriment of smaller grocery retailers.
- 82.** WA Labor is concerned that the concentration of the grocery market may have negative impacts on both employment in the sector and the viability of local suppliers. WA Labor is also concerned about the potential impacts of further deregulation on both current employees in the retail sector and current small retail business operators and their families. Further, WA Labor believes that further changes to trading hours should not take place without proper analysis of:
- a.** the impacts of previous changes,
  - b.** the potential impacts of future changes, and
  - c.** the veracity of the claims made regarding the necessity and benefits of change, including such claims made prior to previous changes
- 83.** WA Labor in government will not make any further changes to retail trading hours without first being convinced of the need for such change and without taking into account previously implemented changes and the potential impact of any proposed changes on:
- a.** The level of employment in the retail sector
  - b.** The viability of small retailers and the share of market held by major chains
  - c.** Small retail business owners and their families
  - d.** The viability of local suppliers
  - e.** Religious, cultural, sporting and volunteer



activities

- f.** Current retail employees, including:
- Their access to public transport
  - Their ability to undertake family and caring responsibilities
  - Their ability to participate fully in religious, cultural, sporting and volunteer activities

In undertaking any such analysis, WA Labor will seek input from all stakeholders including employers, employees, Unions and consumers.

## Casino Operations

**84.** WA Labor is committed to having one casino operator in Western Australia.

WA Labor acknowledges that casino operations bring jobs, tourism, entertainment and state revenue to Western Australia.

WA Labor acknowledges gambling can be a major social problem for some people and the detrimental impact this can have on the wider community.

Therefore, WA Labor acknowledges the importance of a strong regulatory framework to manage the casino licence and casino operations.

WA Labor will require consultation with the relevant workforce representatives prior to any amendments to casino operations under the jurisdiction of the Department of Racing, Gaming and Liquor.

## Environmentally Sustainable Industries

**85.** WA Labor will ensure that a substantial share of WA jobs for future will be created by investments in the environment, especially in carbon-farming, rangelands regeneration, reforestation, biodiversity projects, restoration of degraded marine ecosystems and marine flora and fauna populations, and in waste reduction and recycling projects.

## Creative Industries

**86.** WA Labor recognises that the creative industries sector holds potential for economic growth and diversification and believes that ensuring suitable education and training and sustainable opportunities for innovation and employment are necessary precursor to sector growth. WA Labor will:

- a.** strengthen and revitalise the assets and infrastructure of our major cultural institutions and agencies to ensure they are world class;
- b.** invest in creative industries education and

training infrastructure in our schools and tertiary training institutions;

- c.** ensure our major cultural agencies create opportunities to collaborate with our medium and small creative organisations, especially those in regional and suburban areas, to advance the whole sector;
- d.** Will retain and expand where possible the regional film fund;
- e.** stimulate local economies and grow tourism by offering a greater diversity of cultural events in rural and regional areas;
- f.** support individual creative practitioners in their important work, so that they may take the next steps in their career;
- g.** continue to grow our State's live music sector, ensuring both long-term sustainability, growing new audience and market opportunities and making Perth's live music scene one of the best in the world;
- h.** expand opportunities for First Nations peoples to express their history, culture and creativity, through a range of artistic mediums;
- i.** increase the diversity of the creative industries, giving greater opportunities and voice to those with disability, First Nations peoples, CALD communities, those from the LGBTI community, and women in traditionally under-represented creative industries;
- j.** expand Western Australia's presence in the screen industry, opening new markets for our games, TV and film sectors and growing jobs in these industries; and
- k.** create further opportunities for creative industries to collaborate and co-work in shared spaces.

## **TOURISM**

### **Introduction**

- 87.** The Tourism industry is one of the largest employment sectors and export income earners in Western Australia and is set to become one of the major industries in the new millennium.
- 88.** Western Australia's environment, climate, culture and heritage provide an enormous potential for the expansion of tourism, which will give a major boost to the economy and employment throughout the State.
- 89.** WA Labor believes Western Australia can become one of the world's greatest tourism destinations and we are committed to achieving this goal.
- 90.** To succeed it will require:
- a.** Long term planning;
  - b.** Strong partnerships being formed between all interests involved in the industry;
  - c.** Industry development that is environmentally and culturally sustainable;
  - d.** Building on our strategic advantages;
  - e.** Regions having the necessary infrastructure; and
  - f.** An economic environment that is conducive to growth.
- 91.** WA Labor recognises:
- a.** The strength and diversity of the tourism industry to cater for the widest variety of accommodation and experiences;
  - b.** The essential role of Local, State and the Federal Government in the development of promotional and marketing activities, infrastructure and new job opportunities; and
  - c.** The array of stakeholders who all have a common interest in seeing the industry grow and be successful.
- 92.** Accordingly, WA Labor will seek to work in partnership with stakeholders to promote and develop tourism's full potential, including the implementation of:
- a.** Effective infrastructure and product development;
  - b.** Intrastate, interstate and international marketing campaigns;
  - c.** Strategic development of key industry sectors;
  - d.** Industry growth and prosperity; and

- e.** Employment opportunities for West Australians.

- 93.** WA Labor will place a strong emphasis in all of its tourism policies and activities on promoting and developing regional WA.

### **Infrastructure and Product Development**

- 94.** WA Labor will:
- a.** Work with local government, regional and local tourism associations and groups to improve services and attractions in the regions;
  - b.** Ensure the Western Australian tourism industry has access to and uses the on-line economy;
  - c.** Work with the relevant planning and other authorities to ensure the industry has the room to expand and provide a range of facilities that meet the needs of local, interstate and international visitors in accordance with the destination development strategies;
  - d.** Ensure we have competitive and sustainable intrastate air services and promote new international links, including exploring opportunities for developing Perth as an international air tourism and transport hub; and
  - e.** Identify and develop key infrastructure requirements to enable WA to host international standard cultural and sporting events.

### **Intrastate, Interstate and International Marketing Campaigns**

- 95.** WA Labor will:
- a.** Assist communities to identify local tourism potential and package and market their attractions;
  - b.** Ensure that an emphasis is placed on bringing tourists to regional and rural WA and will assist those communities to better capitalise on their tourism product;
  - c.** Place a priority on regional and rural WA in allocating funding for marketing campaigns;
  - d.** Identify and develop new and emerging markets in which to promote WA tourism;
  - e.** Identify areas with significant entertainment, social, cultural and historical sites for promotion as tourism precincts; and
  - f.** Encourage WA tourist businesses to promote themselves on the World Wide Web.

## Strategic Development of Key Industry Sectors

96. WA Labor will pursue initiatives in the following key industry sectors:

### Eco-Tourism

97. WA Labor will:

- a. Develop new products and promotional material that highlight and help preserve our environmental assets;
- b. Protect and promote our old growth forests;
- c. Ensure our world class natural assets are protected by being placed in National Parks, Nature reserves and Marine Parks;
- d. Seek world heritage listing, in consultation with traditional owners and local communities, for appropriate areas of the State; and
- e. Ensure any development at Rottnest maintains its environment and accessibility.

### Caravan and Camping

98. WA Labor will:

- a. Seek to improve standards in camping grounds and caravan parks;
- b. Ensure the continued access to traditional camping and caravanning areas for recreational caravanners and campers; and
- c. Ensure West Australians retain access to affordable caravan and camping grounds in our prime tourist areas.

### Wine and Culinary Tourism

99. WA Labor will:

- a. Identify and promote areas with potential for growth in wine and food tourism;
- b. Develop strategies to promote the wine, food, lifestyle, craft, woodcraft, natural environment and recreational opportunities in Western Australia's wine producing areas;
- c. Foster the development of a comprehensive wine and food tourism strategy that builds on the complementary nature of the industries and their facilities; and
- d. Identify and develop infrastructure needs in wine producing areas.

### Indigenous Tourism

100. WA Labor:

- a. Acknowledges that Western Australia's

Indigenous cultures and natural heritage provide a unique attraction to this State for tourists;

- b. Will develop and implement an Indigenous Tourism Development Strategy for WA; and
- c. Will develop, in conjunction with the appropriate First Nations People representative bodies, tourism projects to enhance the employment prospects of Indigenous Western Australians in areas in which they live and work, and promote respect and understanding of these unique cultures.

### Arts and Cultural Festivals

101. WA Labor:

- a. Actively supports the Perth International Arts Festival and its continued expansion into regional areas; and
- b. Will assist local communities throughout the State to develop cultural festivals and events.

### Meetings, Incentive, Convention and Exhibitions (MICE)

102. WA Labor will:

- a. Develop and implement an Arts and Cultural Tourism Strategy for WA;
- b. In partnership with the industry seek to attract MICE events to WA;
- c. Assist regional communities to access this segment of the tourism industry; and
- d. Work to ensure the Perth Convention and Exhibition Centre is successful and provides the maximum possible benefits to WA.

### Events

103. WA Labor will:

- a. Protect Western Australia's existing events that provide a sustainable return on investment;
- b. Actively pursue new events for Perth and regional centres;
- c. Work with local communities to create and promote events in regional centres;
- d. Ensure that all events are subject to a comprehensive analysis of their benefit to WA; and
- e. Work with other States in Australia to cooperatively market complementary events to maximize the benefits from events to this state.

## Dive & Marine Tourism

104. WA Labor will:
- Place an emphasis on promoting the marine tourism industry including scuba-diving, kayaking, surfing, recreational fishing, whale and dolphin watching; and
  - Work to develop a West Coast Dive Park.

## Industry Growth And Prosperity

105. WA Labor acknowledges that the sector is predominately operated by small businesses and will seek to ensure that this is reflected in its tourism strategies and policies.
106. WA Labor believes that for the industry to grow and prosper it is necessary for the Government to provide an appropriate business environment in which the industry can work.
107. Some of the key features that are necessary to develop this environment are:
- Access to research and forecasting services;
  - Appropriate and relevant training opportunities for staff and owners;
  - Reasonable standards and accreditation for the industry;
  - Minimised regulation and compliance costs; and
  - Taxation arrangements that are conducive to growth.

## Employment Opportunities

108. WA Labor believes that the tourism industry provides an opportunity to provide rewarding jobs for people throughout the State and especially for young people.
109. To achieve this, Labor will:
- Work with business associations and unions to raise skill levels across the industry and in particular increase the number of traineeships and apprenticeships; and
  - Seek to promote permanent fulltime employment, wherever possible, to ensure skilled staff can be retained in the industry.

## EMPLOYMENT

### Introduction

110. Since the foundation of the Labor Party the attainment of full employment and the improvement of wages and working conditions have been at the core of Labor's philosophy.

111. WA Labor recognises the decisions that have a major impact on employment levels are the responsibility of the Federal Government. However, WA Labor will ensure that the relevant state policies have as their goal the maximisation of well-paid, secure employment.
112. WA Labor is committed to:
- Working with the federal government towards the achievement of full employment;
  - The elimination of all forms of discrimination in employment;
  - Early intervention for the prevention of long-term unemployment; and
  - Community involvement in the development of these strategies.
  - WA Labor is committed to abolishing all forms of modern slavery in employment practices, including forced labour, servitude, human trafficking, and debt bondage.

## The Need to be Competitive

113. WA Labor recognises the need to maintain Western Australia's competitive position both nationally and internationally.
114. WA Labor acknowledges wage costs as one of the factors determining our competitiveness. However there are a number of other important factors that must be taken into account:
- The updating of technology and production methods;
  - The quality of our physical and social infrastructure;
  - Improving workers' skill levels to take advantage of new technologies and processes; and
  - Training young Western Australians to skill levels to meet emerging opportunities in the labour market, rather than importing skilled labour.

## The Changing Workplace

115. WA Labor recognises that there has been considerable change in the workplace and the workforce and there are many challenges in the rapidly changing labor market.
116. WA Labor identifies the principal challenges as:
- The erosion of full-time employment and the growth of casual, part-time, contracting, use of labour hire and insecure forms of



employment;

- b.** Increased fragmentation and unequal distribution of working hours, with longer and often unpaid hours for some, and insufficient, irregular and unpredictable hours for others;
  - c.** The intensification of work through reduced staffing, increased workloads and monitoring of individual performance;
  - d.** Health and safety problems driven by long hours and work intensification; and
  - e.** Employer insolvency and the loss of employee entitlements.
- 117.** To address these challenges, WA Labor will:
  - a.** ensure that working hours and workloads do not pose a risk to health and safety, and do not prevent appropriate involvement in family and community life, irrespective of the industry or occupation;
  - b.** investigate the effect of the European Union Directive on Working Time, which provides for a limit of an average 48 hours per week, including overtime, in the European Union;
  - c.** promote opportunities for increased employment as an alternative to excessive hours of work
  - d.** encourage employers to address staffing levels and workloads as an important component of a policy on working hours, including where appropriate to seek to establish reasonable links between staffing levels and workloads, such as staff to client ratios;
  - e.** recognise domestic care workers as employees and will amend the Industrial Relations Act 1979 so that workers in disability and aged care, who may be classified as domestic service workers by employers, are deemed employees and are entitled to minimum conditions of employment; and
  - f.** investigate the introduction of a licensing scheme for labour hire agencies in Western Australia to regulate labour hire operators;
- 118.** Workers the on-demand, share, and so-called 'gig' economies
  - a.** That the WA Labor Government broaden the definition of employee to ensure workers in the on-demand, share, and so-called 'gig' economies have full access to the protections of the industrial relations system.
  - b.** Organisations that set the terms and

conditions for participation in the on-demand, share, and so-called 'gig' economies should be regarded as identical to employers of labour for the purposes of this platform.

- c.** WA's workplace regulators, and the WA Industrial Relations Commission, should have the necessary powers to investigate any on-demand, share, and so-called 'gig' economy work arrangements to determine if workers are getting fair pay and conditions.

## Casual Employment

- 119.** WA Labor is concerned that the employment of casuals on a regular basis is being used to avoid basic working conditions such as sick pay, holiday pay, overtime loadings and job security.
- 120.** WA Labor recognises that the growth of casual employment in the economy is undermining community standards and is most disproportionately applied to women and low paid workers such as childcare workers, aged care workers, cleaners, hospital and hospitality and retail workers.
- 121.** To achieve improvements in this area, WA Labor will
  - a.** Ensure that casual, part-time and full-time employment is more clearly defined, and for such definitions to provide the basis for regular casuals to convert to permanent employment if that is their choice. Labor maintains that this approach would have no effect on casual employees who genuinely want to remain casuals and retain their casual loading;
  - b.** Improve enforcement of the rights of permanent part-time workers to the pro-rata entitlements of full-time workers, including access to training and promotion;
  - c.** Establish minimum and maximum ranges of hours per week/month for part-time employees. improve the quality of part-time employment by generating real choices for employees such as the right to convert to part-time work in the lead up to retirement, in returning to maternity leave, or where required for family or personal reasons;
  - d.** Improve the regularity and predictability of working hours for casual, part-time and shift work employees; and
  - e.** Extend regulation of working hours and casual and part-time employment to labour hire and

contracting firms.

## Work And Family

- 122.** WA Labor recognises that the way families live and work has changed radically and policies to better balance work and family are required. WA Labor believes that families need more options for developing their own work and family solution to best suit their needs, and that these will be different depending on their families' changing needs.
- 123.** Accordingly WA Labor will
- Introduce policies which allow parents to better combine work and family responsibilities;
  - Take steps to encourage employers to provide family friendly workplaces;
  - Extend paid maternity leave of 14 weeks to all public sector employees;
  - Give parents the option of returning to comparable part-time work following the birth of a child by legislating to provide workers returning from parental leave with the right to part-time work;
  - Amend the Minimum Conditions of Employment Act to provide a minimum standard of personal/carer's leave; and
  - Introduce legislation guaranteeing workers' rights to request flexible working hours or arrangements, and corresponding obligations on employers to consider such requests to assist workers to meet their family responsibilities.
- 124.** WA Labor recognises the importance of our nation's cultural and religious heritage and is committed to the principle that days of cultural/religious significance such as Anzac Day, Good Friday and Christmas Day should remain public holidays and non-trading days for general retail shops.
- 125.** WA Labor recognises the significance of the public holiday granted for Boxing Day. Consistent with this, WA Labor in government will amend the Retail Trading Hours Act 1987 to provide that, notwithstanding any exemptions to trading hours granted by the Minister, a general retail shop may only trade on Boxing Day if the shop is staffed only by employees who have freely elected to work on that day.
- 126.** WA Labor recognises that the Easter period is a

time of religious and cultural significance and a time many families utilise for holidays and other gatherings. For workers in seven-day industries, this often proves impossible, as neither Easter Saturday nor Easter Sunday is a public holiday.

WA Labor also recognises that Easter Saturday is a gazetted public holiday in every jurisdiction in Australia other than Western Australia and Tasmania; and, further, as of 2017, that New South Wales, Victoria, the Australian Capital Territory and Queensland have all legislated to provide that Easter Sunday is a public holiday.

- 127.** WA Labor further recognises that Western Australia, as of 2017, has only ten gazetted public holidays, the lowest of any state or territory in Australia. WA Labor in government will amend the Public and Bank Holidays Act to provide that both Easter Saturday and Easter Sunday are to be observed as public holidays.
- 128.** Labour Day (or May Day) is an annual public holiday which is held to celebrate the achievements of workers not only in Australia but throughout the world.
- Traditionally, Labour Day falls on 1 May in each calendar year. However, in Western Australia, Labour Day falls on the first Monday of March each calendar year.
- WA Labor recognises the historical importance of this public holiday and calls upon the WA Labor Government to review the relevant legislation to ensure that Labour Day is held on 1 May of each calendar year.

## Employment Assistance Programmes

- 129.** WA Labor believes that a low unemployment rate should not be achieved by pushing people out of the labour market. Removing barriers to and providing support for participation is essential, especially for the groups with low participation; women, older workers, and people in regional areas. WA Labor will pursue a strong participation rate by ensuring that there are opportunities and the right mix of support and incentives for all Australians who are able to work.
- 130.** WA Labor believes the task of reducing unemployment needs an integrated approach across government, and a new partnership between the three tiers of government and the private sector as well as key stakeholders including unions and the community.
- 131.** This partnership will ensure that assistance is

provided where it is needed most. It will allow governments to better identify communities and individuals most at risk.

- 132.** An important part of this partnership is ensuring that businesses have full access to, and knowledge of government services and infrastructure. These services include group training programs and the pooled use of public infrastructure.
- 133.** WA Labor believes the closer integration of education and training, employment services and income support is the basis for employment and skills development, which is the best insurance policy the nation has against unemployment in the long term.
- 134.** WA Labor acknowledges the particularly crucial and effective role played by group training companies in providing rotated structured training and other opportunities for apprentices who work in smaller companies that have a limited capacity to train in their own right.

## **Indigenous Employment**

- 135.** Labor remains committed to enhancing the training and employment opportunities for Indigenous Western Australians.
- 136.** WA Labor recognises that the general and youth unemployment rate of Indigenous Western Australians is unacceptable.
- 137.** WA Labor commits to focus on the reduction of Indigenous unemployment as a major policy priority.
- 138.** WA Labor will establish benchmarks and targets that quantify decreases in Indigenous unemployment rates.
- 139.** WA Labor will encourage Indigenous self-management and economic self-sufficiency.
- 140.** WA Labor believes Indigenous people should have full access to employment and will target areas where Indigenous people are under represented.
- 141.** WA Labor will support the further development of high quality training and employment environments shaped by and for Indigenous Australians.

## **HOUSING AND CONSTRUCTION**

### **Housing**

- 142.** WA Labor believes:
  - a.** That all Western Australians have the right

throughout their lifetime to access secure rental stock or purchase housing that is affordable, appropriate, safe, sustainable and secure;

- b.** That crisis services must be guaranteed sufficient housing to offer to the people they are supporting; and,
  - c.** That all Western Australians should have access to safe, affordable and appropriate housing. Provision of public and community housing and the support required to sustain successful tenancy/home ownership is a community responsibility.
- 143.** WA Labor recognises:
- a.** The importance of providing all Western Australians with a range of accommodation options;
  - b.** The problem of homelessness in our community;
  - c.** The role that community housing plays in meeting the housing requirements of people with special needs or disabilities, young people, people in housing crisis, seniors, people from culturally diverse backgrounds and women and children escaping domestic violence;
  - d.** That a vibrant housing construction industry is a critical element in the state's economy;
  - e.** The importance of having an effective State Housing Strategy in place to address long-term challenges in Western Australia;
  - f.** That the number of Western Australians in 'housing stress' (ie paying more than 30% of their income in housing costs) continues to increase; and
  - g.** That, in order to get into a home of their own, many purchasers are taking out mortgages that put them into housing stress.
- 144.** WA Labor will:
- a.** Expand the provision of public and other forms of affordable housing;
  - b.** Ensure the provision of more affordable housing by planning and regulation changes to reduce cost;
  - c.** Consult key stakeholders such as local government, unions, tenant organisations, industry bodies and community organisations in the provision of housing;

- d.** Support and strengthen programs that deal with the issue of homelessness;
- e.** Improve coordination and collaboration between government departments and the community sector to ensure an improved response to homelessness;
- f.** Ensure a diversity of affordable housing locations within the community with access to essential amenities;
- g.** Provide affordable housing through the following areas:
  - Public housing
  - By providing and expanding appropriate public housing to six percent of housing stock for those in need; and
  - By supporting the growth of public housing availability in rural and metropolitan regions.
  - Community housing (community-based, non-government, not-for-profit accommodation generally directed at people on low incomes, and women and children escaping domestic violence)
  - By supporting and strengthening the community housing sector as an alternative housing option.
  - Other
  - By encouraging land developers to include a percentage of affordable blocks in all land developments;
  - By supporting low and middle-income people who choose to purchase their own homes through a range of initiatives and housing programs; and
  - By identifying and supporting strategies developed to encourage investment in affordable housing to strengthen the private rental market.
- h.** Call on all levels of government to ensure that new housing – whether new developments or infill – provide affordable housing as an option within the development;
- i.** Call on all levels of government to encourage innovative investment through leveraging and facilitating the opening of doors for people on low incomes;
- j.** Call on the federal government to fund ongoing programs, and provide capital investment in affordable housing;
- k.** Fund new public housing, and support the NGO sector and housing groups, to provide community housing;
- l.** Investigate, when in government, the capacity for a funded program, to roll out the installation of solar energy equipment and storage (these being solar hot water heaters, solar panels and home batteries for the storage of energy produced during the day from the solar panels) to every publicly-owned Department of Housing property in Western Australia. The proposed roll-out of this energy and carbon saving initiative would be funded over a set period of time from tenants through a temporary increase to rents based on the capacity and history of re-payments and the voluntary acceptance of the solar installation.
- m.** Reject the notion of Australian home buyers using accumulated superannuation savings to finance a house deposit;
- n.** Increase tax on foreign investors who purchase established dwellings;
- o.** Provide support for pensioners who are downsizing, including options such as reducing or removing stamp duty for downsizers;
- p.** Invest in public transport and major roads so that inner city hubs are not the only desirable areas to live;
- q.** Investigate introducing a tax on dwellings that are vacant for more than a total of six months in a calendar year.

## **Consumer Protection**

- 145.** WA Labor will strengthen laws to protect consumers and ensure proper quality standards are enforced in housing constructions, including ensuring builders and project managers are responsible for achieving the energy rating stipulated in building plans.
- 146.** WA Labor will ensure a high quality of housing and commercial construction in Western Australia.
- 147.** WA Labor understands the current social dislocation, including ongoing changes in schools, resulting from families not being able to access long term secure rental housing and will work with stakeholders to address rental security issues.

## **Sustainability**



- 148.** WA Labor believes in improving the total sustainability performance of all buildings, whether residential or commercial in nature, publicly or privately owned.
- 149.** WA Labor recognises:
- a.** The opportunity for government to provide leadership in improving the environmental performance of public buildings and infrastructure; and
  - b.** That construction and demolition waste is both a major contributor to landfill, and a valuable resource.
- 150.** WA Labor will promote improved building environmental performance for both new and existing buildings through the introduction of appropriate regulatory measures and by increasing community awareness of the issue.

## Planning

- 151.** WA Labor will modify planning regulations to facilitate:
- a.** Environmental building design and integrated transport solutions; and
  - b.** Sustainable building construction dependent on sustainable sub-division design.
- 152.** WA Labor will:
- a.** Place new emphasis on greater levels of infill urban development to assist in restricting urban sprawl;
  - b.** Review and introduce Liveable Neighbourhoods as a mandatory guide for the design of new sub-divisions, and will develop an equivalent guide for in-fill development in existing urban residential areas in consultation with local government and the urban development and building industries; and
  - c.** Require the design of new urban sub-divisions to apply the principles of Water Sensitive Urban Design (WSUD), which recognises the linkages in the water cycle between urban development, stormwater systems and the quality of downstream ecosystems.

## HOUSING

### Improving Energy Efficiency

- 153.** WA Labor will:
- a.** Develop a program requiring the measurement of the energy efficiency of all new dwellings and existing dwellings undergoing sale and for such measurements to be disclosed; and
  - b.** Examine the introduction of incentives to encourage the retrofit of existing dwellings to become more energy efficient.

### Reducing Water Consumption

- 154.** WA Labor will strive to achieve the domestic water consumption targets of the State Water Strategy by maintaining, and if necessary, enhancing incentives to:
- a.** Harvest stormwater for re-use;
  - b.** Use water efficient fixtures and appliances;
  - c.** Recycle greywater; and
  - d.** Minimise water for the irrigation of gardens.

### Improving Water Balance

- 155.** WA Labor will consider strengthening measures to require residential developments to adopt the principles of Water Sensitive Urban Design (WSUD), which provides for temporary retention of stormwater on site and hence approximates the natural water balance on-site prior to the land being built on.

### Reducing Construction Waste

- 156.** WA Labor will work with the housing industry and local government to develop a strategy for the introduction of Waste Management Plans for all residential building activity requiring development approval.
- 157.** Develop specifications and applications for the use of recycled construction and demolition waste materials;
- 158.** Encourage the use of building materials with low embodied energy and materials that can be easily recycled and re-used in Western Australia.

## COMMERCIAL BUILDINGS

### Encouraging Environmental Design

159. WA Labor will encourage developers to introduce design strategies that improve the environmental design of new buildings.

### Reducing Energy Consumption and Greenhouse Gas Emissions

160. WA Labor will encourage building owners to measure the energy efficiency of their buildings by rating them in accordance with the Australian Building Greenhouse Ratings (ABGR) System, and making the resulting reports available to building tenants.

### Conserving Water in Commercial Buildings

161. WA Labor will work to develop strategies to reduce water consumption in existing buildings, and to introduce water efficiency measures in new buildings.

## GOVERNMENT CONSTRUCTION

### Public Tenders

162. Tenders let by a WA Labor Government will conform to the following principles:
- Encourage a contestable market;
  - Price, quality of product and timeliness of completion;
  - Observe the conditions set out in clause 24 of this platform; and
  - Maximisation of the use of local content that guarantees a fair opportunity for local businesses.

### Environmental Guidelines for Public Buildings and Infrastructure

163. WA Labor will
- Develop Sustainable Building and Construction Guidelines to provide guidance on design and require minimum standards with respect to:
    - Life cycle costs;
    - Conservation of native vegetation and biodiversity on building sites;
    - Operational energy efficiency (for buildings);
    - Water consumption (for buildings);
    - Stormwater harvesting for re-use;
    - Re-cycling of greywater (for buildings);

- The Life Cycle impact of construction materials;
- Protection of the quality and quantity of groundwater; and
- Construction waste minimisation.

- Where possible ensure that all state and local government housing, building and infrastructure complies with these Guidelines.

### Public Buildings

164. WA Labor will develop a programme to measure the energy efficiency of existing public buildings by rating them in accordance with the Australian Building

## GREENHOUSE RATINGS (ABGR) SYSTEM, AND MAKE THE RESULTING REPORTS AVAILABLE TO THE PUBLIC.

### Public Infrastructure

165. WA Labor will introduce measures to improve the environmental impact of public infrastructure construction by introducing Life Cycle Assessment techniques into design and materials selection in major projects.

### Construction and Demolition Waste

166. WA Labor will
- Further encourage the use of recycled construction and demolition waste materials in construction;
  - Direct the appropriate government agencies to develop specifications for applications that utilise recycled construction and demolition waste; and
  - Work with local government to set targets for the incorporation of these materials in state and local government construction.

### The Construction Industry

167. WA Labor recognises:
- The national, regional and local characteristics of the industry;
  - The critical importance of the construction industry to the future economy, environment and well being of the Western Australian people in that it produces the built environment of housing, commercial and public buildings; our infrastructure of roads, railways, pipelines, power stations and transmission network; and the onshore and offshore installations needed for the resources

industries;

- c. That the construction industry can provide employment and opportunity for thousands of people of diverse abilities and aptitudes;
- d. That the construction industry in Western Australia has been subjected to severe fluctuation in demand that has promoted instability in the construction business and uncertainty in employment; and
- e. That sections of the construction industry are typified by avoidance of proper training, workers compensation, safety and taxation obligations and seeks to put itself above the law by refusing long established industrial entitlements, such as right of entry, under the false pretence it is unlawful.

**168.** WA Labor will:

- a. Establish a construction industry council involving construction companies and contractors, unions, a consumers representative and government nominees for the purpose of implementing the objectives set out in the subsequent subclauses of this section;
- b. Ensure appropriate training, safety, wages and conditions are in place for people employed in the construction industry;
- c. Ensure that the industry complies with statutory health and safety requirements and will require improved amenities on construction sites;
- d. Focus on the necessary infrastructure to support the state's major wealth creating resource developments;
- e. Devise means to counter severe fluctuation in demand and promote stability in the industry;
- f. Support innovation both in the building and construction section and the building supplies industry and the greater utilisation of information technology in the industry;
- g. Investigate export opportunities for the building and construction industry and building services and training sectors;
- h. Assess the annual apprenticeship and training needs of the building and construction industry and develop strategies to meet these targets;
- i. Develop and implement a licensing and registration requirement for tradespersons

working in the commercial construction sector engaged on projects over \$5 million, in the following trades:

- i. Brickwork;
  - ii. Carpentry (including formwork);
  - iii. Window Glazing and Fixing;
  - iv. Tiling;
  - v. Painting; and
  - vi. Plastering.
- j. Reject the Federal Government's attempts to interfere with industrial relations in this state by making divisive and regressive IR policies a contractual condition on Federal projects in WA; and,
  - k. WA Labor will establish a mechanism to regulate labour hire companies, to ensure that proper industry benchmark employment standards are adhered to on construction projects.
  - l. Develop and implement a licensing and registration requirement for tradespersons working in the commercial construction sector engaged on projects over \$5 million.
  - m. Will consider funding a comprehensive strategy to increase the proportion of women working in the construction industry. The strategy will be developed in consultation with trade unions as the representative for women in trades and labouring roles. The strategy will include: Promotion of the construction industry to women; Qualitative experience and industry benchmarks; Structural barriers to increasing womens participation in the industry; Potential solutions and initiatives to improve participation and training in the industry; and Improving workplace culture to attract and retain women in the construction industry.
  - n. Investigate, develop and implement more stringent policies and/or legislation to strengthen quality assurance standards within the building and construction industry.

### **Non-Compliant Building Materials**

- 169.** Investigate, develop and implement more stringent policies and/or legislation to prohibit the use of cheap, illegal, imported and substandard products within the building industry, to:
  - a. Strengthen building legislation to achieve more

protection for workers and consumers;

- b.** Work with the National Building Ministers Forum to improve product labelling and prevent materials in a non-compliant manner; and
- c.** Strengthen enforcement to prevent the importation of products containing asbestos and other harmful materials.

## **INDUSTRIAL RELATIONS**

### **Promoting Fairness in Labor Relations**

- 170.** WA Labor believes that the industrial relations system is a defining statement about the society we want. It helps characterize both our society and the community values we hold important.
- 171.** WA Labor will:
  - hold principal contractors to account for the actions of their subcontractors;
  - analyse the benefit of implementing a statutory requirement for a trust scheme on State Government jobs to protect payments to contractors and their employees;
  - implement effective government sanctions on principal contractors that use companies who engage in pyramid subcontracting and sham contracting arrangements; and
  - apply a vigorous auditing process to hold principal contractors and employers to account.
- 172.** WA Labor believes that co-operative labour relations are essential to the development of Western Australia and to the equitable distribution of increased benefits, opportunities, wealth and income.
- 173.** WA Labor recognises that integrating social justice with economic prosperity is best achieved through fostering constructive relationships between employees and their unions, employers, and governments.
- 174.** WA Labor believes constructive relationships in the workplace will be best achieved by good faith collective bargaining over working conditions.. Those conditions are best secured by collective agreements and awards, not by individual contracts.
- 175.** WA Labor believes that strong right of entry laws for unions lead to better industrial
- protections for workers and safer workplaces.
- 176.** WA Labor believes that the industrial relations commission plays a vital independent role in our industrial relations system. The Western Australian Industrial Relations Commission (WAIRC) must be easily accessible to all employees and employers in the state industrial relations system.
- 177.** WA Labor believes that government should be a model employer and is committed to maintaining core employment in government agencies to produce high quality government services.
- 178.** WA Labor believes that quality public services are best delivered by government encouraging and maintaining direct employment in all government departments, agencies and corporations.
- 179.** WA Labor will ensure all government bodies behave as model employers. Accordingly management of government departments, agencies and corporations will be based on principles of justice, fairness, equality of opportunity and anti discrimination. As a model employer government will also act to set the highest standards in promoting affirmative action policies.
- 180.** WA Labor believes that justice for all employees, regardless of where they work, is best secured by strong unfair dismissal protections.
- 181.** WA Labor will establish and operate ethical standards and codes of practice to the highest possible standard. These standards will be based on the principle of open government and administration and will encourage review and transparency in decision making.
- 182.** WA Labor recognises that under our current system, domestic workers employed by individuals to work in their home are specifically excluded from state industrial relations protections. This means that domestic workers employed by individuals do not have the same level of rights as other workers in our state. This puts those workers at risk of working below minimum conditions of employment, without the opportunity for redress. WA Labor commits to ensuring that all domestic service workers are covered by the minimum conditions of employment.



## Rights, Responsibilities And Duties In The Changing Workplace

- 183.** WA Labor believes that structural and cultural change in the workplace is essential to achieve the following objectives:
- a.** A maximum rate of employment;
  - b.** Higher living standards through sustainable economic growth;
  - c.** An equitable distribution of benefits, opportunities, wealth and income; and
  - d.** Priority in employment to workers who reside locally, along with systems of shift rosters and hours of work conducive to promoting family and community life.
- 184.** The most important source of both security and income for West Australian families is participation in the workforce. Labour is not a commodity, but an important element to our well being.
- 185.** WA Labor believes that it is a fundamental right of all employees and their unions to participate in decisions made about their workplace and the industry in which they work. Employees contribute to enterprise vitality through time, effort and expertise and should have an effective say in decisions affecting their lives.
- 186.** WA Labor will ensure workers with a disability in WA have access to information and support about their workplace rights.

## A Fairer Legal Framework

- 187.** WA Labor believes that the legal framework of industrial relations should reflect the following important principles:
- a.** To provide fairness for all parties involved in industrial relations, recognising that different relationships of power exist between the parties;
  - b.** To ensure that all employees are entitled to relevant, consistent and secure conditions of employment;
  - c.** To ensure that employee entitlements are protected in the circumstances of a transmission of a business or part of a business or when a contract for service changes;
  - d.** To provide opportunities for and encourage fair, good faith, collective bargaining;
  - e.** To emphasise the importance of conciliation

and arbitration in dispute resolution;

- f.** To promote the relevance and primacy of the Western Australian Industrial Relations Commission (WAIRC);
  - g.** To apply equally to all workers irrespective of the size of their employers business;
  - h.** To be extended beyond a narrow definition of employees to include those in employment-type relationships;
  - i.** To reduce the increasing 'legalism' of the system and remove barriers to workers accessing rights;
  - j.** In industries regulated by the State Government such as security, childcare and disabilities, all new employees are required to attend an induction program, to be held by the relevant department and that Unions representing those workers are able to attend; and
  - k.** To ensure that any award modernisation process does not disadvantage award dependent workers, and continues to strengthen and improve awards as living documents.
- 188.** WA Labor believes that all employees are entitled to a range of minimum conditions of entitlements which will be enhanced in accordance with the recommendations of the Review of the Labour Relations Reform Act 2002.
- 189.** WA Labor recognises that collective bargaining is not necessarily beneficial for all workers, particularly in low paid industries. WA Labor will ensure that a range of minimum conditions and entitlements are enhanced in accordance with the recommendations of the review of the Labor relations reform Act 2002.
- 190.** To further protect low paid and vulnerable workers, WA Labor will legislate to remove the last vestiges of individual agreements from the industrial relations system.
- 191.** WA Labor will ensure that a provision providing Redundancy Payments to reflect community standards will be inserted into the Minimum Conditions of Employment Act.
- 192.** Further, WA Labor will ensure that resources are directed to ensure compliance by all employers with such minimum standards.
- 193.** WA Labor believes that a strong system of

penalty rates is vital for maintaining a fair, family-friendly workplace. WA Labor will maintain the existing system of penalty rates for all workers who sacrifice weekends and public holidays, or work excessive or unsociable hours.

- 194.** WA Labor supports the right of every worker to a safe home, community and workplace.
- 195.** WA Labor stands against family violence. WA Labor is committed to Domestic Violence leave as a universal workplace right with appropriate paid leave and employer support.

## Labour Hire

- 196.** WA Labor acknowledges the community wide dissatisfaction and anger towards the practice of labour hire.

WA Labor acknowledges that labour hire businesses weaponise job insecurity, casualisation and flexibility to cut wages and conditions across every industry in Western Australia.

WA Labor will act on labour hire in Western Australia.

The WA State Labor Government will legislate in WA, an Act in line with the Labour Hire Licensing Act 2017 (Qld) and Labour Hire Licensing Act 2018 (Vic) to ensure best practice in licensing and regulation of labour hire.

WA Labor supports the adoption and implementation of similar legislation in Western Australia to provide the legislative framework for the licensing and regulation of labour hire services and related matters in the Western Australian.

The WA Labor Government will ensure that the new legislation:

Require all labour hire companies to apply for a licence within 28 days of the legislation coming into effect which registration will be conditional on compliance with:

The relevant industrial legislation, including the Fair Work Act 2009 (Cth) and the Industrial Relations Act 1979 (WA) and associated employment conditions, including time and wage records;

- WorkCover insurance obligations;
- Workplace health and safety legislation;
- Equal Opportunity Act 1984 (WA) and similar federal legislation;

- Taxation and Superannuation Guarantee legislation; and
- Criminal Code Compilation Act 1913 (WA).

In the event principal contractors engage an unlicensed labour hire provider or a labour hire employer fails to obtain a licence without a reasonable excuse, they face individual fines or imprisonment; Licence inspectors will have the power to enter workplaces without warrant; Will allow licence inspectors to seize documents and property believed to be in connection with an offence contains a fit and proper person test that will apply to owners and/or directors of labour hire companies, or any representative of such a company; Establish a register of labour hire employers in Western Australia; Ensures payment of wages and conditions in accordance with the Fair Work Act 2009; Provides that the employee shall be able to sue upon the terms of the contract.

- 197.** WA Labor will investigate legislation that ensures labour hire employers must provide:

Where the employee is unable to seek recovery of unpaid wages from the labour hire employer due to administration, liquidation or an inability to locate the labour hire employer, the employee may recover unpaid wages from the host employer.

## Reckless or Gross Negligent Conduct

- 198.** Every worker in Western Australia has a right to go to work and return home free from harm, injury or the possibility of losing his/her life at the place of employment. Too many workers in Western Australia have not enjoyed this right because of unsafe workplaces and unsafe work practises ignored by the management, owners and directors of companies.

- 199.** WA Labor believes that the current State health and safety legislation fails to apportion legal responsibility to management, owners and directors of companies when a death or serious injury occurs in the workplace. The likelihood of owners or directors who have acted recklessly or in a grossly negligent manner facing the threat of serious legal sanctions simply does not exist in WA.

- 200.** The National Harmonised WHS legislation takes the legal obligations of company owners and directors a significant step further than existing WA law, but has failed to address the key issue of grossly negligent conduct.

- 201.** In Government, WA Labor will legislate to enact the following health and safety principles:
- a.** Every worker has the right to a safe and healthy work environment;
  - b.** Every person conducting a business or undertaking (PCBU) has a duty to provide this;
  - c.** Compliance with this duty by a PCBU will ensure a work environment free of hazards and thus free of exposure to hazards, illness, disease and death;
  - d.** Work Health and Safety legislation must provide a range of sanctions to reflect the range of exposures to hazards, illness, disease and death experienced by workers;
  - e.** An appropriate sanction for breach of WHS law should include a jail term for seniors officers of a PCBU;
  - f.** Maximum terms, reflecting the seriousness of the breach, should be 20 years;
  - g.** Legislation must ensure that jail is a reasonable and foreseeable prospect for serious breaches of WHS duty;
  - h.** Acts or omissions that are reckless or grossly negligent form the test of what may attract a jail term;
  - i.** Where a regulator fails to initiate a prosecution, a union or another party with an interest must have a right to initiate a prosecution; and
  - j.** The ability of any affected person to seek an independent review of the failure of a regulator to initiate a prosecution (by a separate body, such as the Director of Public Prosecutions) must be included in any future WHS legislation.
- 202.** WA Labor recognises that strong, effective and representative unions are essential for a democratic and just society. Union delegates are a vital link between employers and workers and ensure that the voice of workers is heard in the workplace
- 203.** WA Labor is committed to ensuring that a number of fundamental rights are established in Australian workplaces for workers and union delegates. These include:
- a.** The formal recognition of the representative role of union delegates in the workplace;
  - b.** The absence of discrimination or harassment in employment;
  - c.** The right to bargain collectively;
  - d.** The right to be informed and consulted before decisions are made that will have a significant effect on employment or work;
  - e.** The right to reasonable time off to consult with other workers and participate in the affairs of the union;
  - f.** The right to trade union education;
  - g.** The right of union delegates to appropriate facilities for carrying out their role including consulting with workers and their union;
  - h.** The right to place appropriate information on a secure notice board which is accessible to all workers;
  - i.** The right to consult union officials exercising their right of entry; and
  - j.** The requirement of employers to pass on employees banking details to their Union where permission has been given.
- 204.** Consistent with its commitment to a democratic and open society, WA Labor will seek to ensure that the above rights are enshrined in legislation and in other initiatives of a Labor government.
- Observance Of International Issues And Standards Affecting Labour**
- 205.** Labor recognises that workers are often excluded from access to the Commission if they do not fit neatly into the definition of 'employee'.
- 206.** The Commission should have jurisdiction to deal broadly with matters that affect 'workers' and contracts for the performance of work, and/or situations that may give rise to industrial disputation.
- 207.** WA Labor recognises the right to join unions, the democratic rights of unions to freely organise within the workforce and to conduct their own affairs.
- 208.** The trend to casualisation of the workforce and other forms of precarious employment should be discouraged in preference for secure, quality employment.
- 209.** WA Labor believes that legal action arising out of industrial relations matters should be confined to the industrial tribunal system, where the determination of matters is done fairly, efficiently and between informed parties. In contrast the civil courts are often complicated, costly, rigid and unable to resolve problems.

- 210.** WA Labor believes that:
- a.** Legislation must require that all agreements are open to scrutiny, reviewable and fair. Furthermore, WA statute will reflect the primacy of collective bargaining in accordance with ILO convention 87 and ILO convention 98 and a Labor government will actively promote that principle;
  - b.** Enterprise agreements and industry wide agreements, negotiated with trade unions and employees must be underpinned by the award safety net;
  - c.** Unions must have reasonable access to workplaces for the purposes of organisation, recruitment and assistance to workers. This includes the right to convene meetings with members and potential members free of intimidation and without the attendance by employers and/or their representatives; and
  - d.** ALL employees must have legislative protection against unfair dismissal and access to adequate compensation where appropriate.

### **Fair Trade**

**211.** WA Labor recognises the importance of ethical procurement of goods and services in upholding domestic and foreign nation's laws and regulations, and maintaining international labour standards and human rights. In this vain a WA Labor government will:

- a.** A WA Labor Government will introduce regulations and/or legislation that will commit it and WA government departments to enforce a certification process on foreign businesses that are tendering for WA government contracts or that it holds commercial contracts with for goods and services. This certification process will establish whether foreign businesses tendering for WA government contracts or that the WA government holds contracts with meet WA government standards and international labour standards and human rights.
- b.** A WA Labor government will not award any tender to or cancel the contract held by the WA government with a foreign business where the business cannot establish beyond reasonable doubt that it meets or has not breached the regulations and/or legislation implemented by the WA government and its departments

**212.** WA Labor notes the many examples in recent

history of the failure of foreign businesses, under contract by the WA government and others who import goods to Australia, to deliver imported goods and WA Government projects to and using materials of Australian standard. This poses a threat to public safety and an uneven playing field for local businesses competing in a now global market. A WA Labor government will level the playing field for WA businesses and protect the public and workers from defective materials used on WA Government projects by:

- a.** Ensuring that all materials used on WA Government projects meet Australian standards.
- b.** Ensuring that any project to be completed under contract to the WA Government by a foreign business in a foreign nation is to Australian standard and uses materials that meet Australian standards.
- c.** Ensuring that imported machinery to be used on state government projects meets Australian standards.

**213.** WA Labor recognises the potential benefits trade brings both to our state and Australia. However, WA Labor also recognises the inherent balance that must be struck in our trade relationships and agreements in order to maintain industries vital to our diverse set of communities and the workers employed in them. It is in this vain that WA Labor calls for the following provisions to be considered by any Federal Labor Government when undertaking bilateral and multilateral international negotiations on trade:

- a.** To not accept provisions that disadvantage and restrict Australian workers' opportunities by allowing jobs to be offered to overseas workers without stringent labour market testing to ascertain whether there are opportunities for local workers to be employed first.
- b.** To not accept provisions that will allow for any foreign workers in Australia to be exploited, remunerated less, or otherwise create a double standard in Australian industrial laws.
- c.** To not allow provisions that will remove skills assessments for key trades being imported into Australia.
- d.** Overall equitable arrangements on tariffs
- e.** To not accept provisions that threaten the



ability of Australian federal, state and local governments to legislate in the public interest

- f. To recommit to negotiating within the World Trade Organisation (WTO) so that trade reform applies equally to all countries of the world.
- g. To push for provisions that will require imported goods to be to Australian standard
- h. To push for provisions that will require of all parties to negotiations and private corporations trading internationally to meet ethical standards, international trade standards and behaviour, uphold human rights and comply with other relevant international laws and agreements.

### **Pay Equity**

- 214.** WA Labor is concerned that WA has a persistently higher gender gap than the rest of Australia, and will take action to bring the average earnings of men and women into line.
- 215.** Accordingly WA Labor believes that an Equal Remuneration Principle ought to be inserted in the state wage fixing principles for application when the Commission:
  - a. Makes, amends or reviews awards;
  - b. Arbitrates industrial disputes about equal remuneration; and
  - c. Values or assesses the work of employees in 'female' industries, occupations or callings.
- 216.** WA Labor believes that, when determining increases in the state minimum wage, the WAIRC must include the need to reduce the gender pay gap in its considerations.
- 217.** WA Labor in Government commits to fully funding any pay increases required by the social and community services sector arising from the current national pay equity case.

### **Valuing Diversity**

- 218.** WA Labor believes that the employment of bilingual workers within all Government departments, especially within the Department of Employment Protection, is vital in ensuring that migrants from non-English speaking backgrounds are made aware of their rights and service entitlements.
- 219.** WA Labor believes these bilingual workers in appropriate positions and agencies should take a proactive role in educating migrants of culturally and linguistically diverse (CaLD)

backgrounds about employment standards in industries employing CaLD migrants, such as the contract cleaning industry and outwork sector of the clothing industry. It is particularly important to ensure relevant government departments and instrumentalities facilitate access to information.

- 220.** All industrial awards and agreements entered into by a WA Labor Government should make provision for employees who have such a need to undertake English as Second Language instruction.

### **Outworkers**

- 221.** WA Labor recognises the disadvantaged position of outworkers—such as those labouring in the textile, clothing and footwear (TCF) sector—when compared with the rest of the labour force. As workers subjected to the most insecure and vulnerable forms of precarious employment, outworkers require specific regulatory protection in order to control the exploitative conditions under which they are engaged.
- 222.** WA Labor is committed to ensuring that outworkers throughout Western Australia Australia are engaged under secure, safe and fair systems of work.

## **WORKPLACE HAZARDS: PREVENTION TREATMENT, COMPENSATION**

### **Work Health and Safety**

- 223.** People WA Labor believes that all people deserve to work in an environment free of exposure to risk in their workplace.
- 224.** WA Labor is committed to ensuring that WA has a strong legislative framework to protect people in the workplace. WA Labor will do this by:
  - a. Strengthening state Work Health and Safety Laws;
  - b. Working with other states and territories to ensure that the national harmonised framework of work health and safety laws is maintained and strengthened with the highest international standards;
  - c. Ensuring that WorkSafe and the Department of Mine Safety is well resourced and empowered to be a tough regulator;
  - d. Blocking attempts to expand the Comcare scheme;

- e. Developing a strong regulatory framework which ensures the health, safety and well being of FIFO workers;
  - f. Ensuring all decision making forums are genuinely tripartite; and
  - g. Increasing resources for research, standards setting, information and inspection by WHS regulators.
- 225.** A WA Labor Government will improve our occupational health and safety laws in the following areas:
- a. Consultation on WHS representative rights;
  - b. Industrial manslaughter;
  - c. Third party ability to prosecute for breaches of Work Health and Safety Laws;
  - d. Onus of proof on employers;
  - e. Minimum standards for work accommodation facilities & camps;
  - f. Tripartism;
  - g. Right of entry permit holders; and
  - h. Implement a system of responsibility based on the “hierarchical” chain of command of an employer organisation.
- 226.** WA Labor believes that a strong and empowered health and safety regulators is essential to ensure compliance with work health and safety laws. Labor will do this by:
- a. Increasing funding to WorkSafe;
  - b. Ensuring that there are sufficient active inspectors to perform the work expected and efficiently service the entire state;
  - c. Investigating alternative models of funding for WorkSafe including industry levies;
  - d. Ensuring regular and comprehensive public reporting of injury, disease and fatality statistics; and
  - e. Investigating creating a single, cross-jurisdictional Work Safety and Health inspectorate encompassing the general, resource, and onshore sectors.
  - f. Investigate mandating face to face CIT (White Card) certification through recognised Registered Training Organisations.
- 227.** WA Labor condemns the State Government for the inaccurate reporting of workplace fatalities and calls for all transport related fatalities which occur in the course of a worker’s duties to be classified as work related.
- 228.** A WA Labor Government will implement legislation to provide for immediate entry into workplaces for properly trained and credentialed union officials to ensure compliance and to inspect and investigate suspected breaches of the WHS Act and Regulations.
- 229.** A WA Labor Government will advocate for Safe Work Australia and National Offshore Petroleum Safety and Environmental Management Authority to become genuinely tripartite bodies.
- 230.** WA Labor recognises that Western Australia is lagging behind international work health and safety regulators at appropriately classifying cancer causing carcinogens in the workplace and commitments a WA Labor Government to implementing appropriate regulation to recognise these carcinogens.
- 231.** A WA Labor Government will implement legislation to allow for trade unions and other third parties to bring about prosecutions against breaches of the Work Health and Safety Act and Regulations.
- 232.** WA Labor will legislate in its first term to make industrial manslaughter an Offence under the criminal code.
- 233.** WA Labor in Government will introduce an inclusive and secure health monitoring regime for all workers exposed to dangerous materials and substances known to have long term health risks such as asbestos and radioactive isotopes for the life of the worker and that this be fully cost recovered by industry. This should be supported by annual full medicals for these employees whilst working in these industries and 5 yearly once they leave the industry for their whole life at no cost to the worker.
- 234.** WA Labor believes that an open and transparent safety environment will deliver better outcomes for employees and businesses working in Western Australia. Reports and managements plans that result from a legislative framework or statutory body or officer are public property and therefore should be available for scrutiny by the public. WA Labor in Government will do everything that is necessary to ensure proper parliamentary and public scrutiny of all Occupational Health and Safety related reports, investigations, management plans and statistics.

## Workers' Compensation and Injury Management

**235.** WA Labor believes that workers' compensation should be available on a no-fault basis where an injury "arises out of or in the course of employment", even where it is the aggravation of an existing injury or disease.

WA Labor in Government in the short term will seek to introduce regulation and monitoring to ensure employers meet Safework airborne dust standards and provide the necessary safety practices such as wet cutting on and offsite to reduce airborne silica dust, good ventilation in workshops and offsite and the wearing of suitable respiration protective equipment. In the longer term, WA Labor will consider all steps including legislation, to restrict the use of dry stone cutting of cheap artificial stone products which contain on average 90% silica.

**236.** WA Labor believes that the following principles should form the core of Western Australia's workers' compensation scheme:

- a.** Premiums must recover the costs of the system as well as encourage safe work practices;
- b.** A range of statutory and common law remedies should be available to injured and diseased workers. Statutory benefits must be measured by their equity and adequacy;
- c.** Workers should have equal access to workers compensation regardless of age;
- d.** That workers' compensation self-insurance should only be available to employers who show strong commitment to workers' rights and occupational health and safety and that manage regulatory safeguards are needed to ensure that current self-insurers meet the highest possible standards;
- e.** Unions must have the power to enforce non-compliance with workers' compensation law;
- f.** The dispute resolution System should be a quick, easy, effective and legally binding mechanism to resolve disputes about all aspects of the workers' compensation system;
- g.** Workers should have the right to be represented in all stages of the workers compensation and injury management system;
- h.** Return to work should be elevated as a central tenant of workers compensation by:

- i.** Placing an absolute obligation on employers to provide suitable duties;
  - ii.** Preventing termination unless the injury management plan states that the return to work goal is a different job and a different employer; and
  - iii.** Incentivising the employment of injured workers.
- i.** Journey claims and recess claims should be covered by the system;
  - j.** Weekly payments should be set at a level equivalent to an injured workers' pre-injury average weekly earnings irrespective of their fitness for work as should not be subject to any caps or step-downs;
  - k.** Costs associated with medical and all related treatment should be covered for workers' compensation purposes with no arbitrary caps or limits; and
  - l.** Work Capacity Reviews and Decisions should be removed from the workers' compensation legislation. Consideration of a worker's functionality is properly addressed as part of their rehabilitation plan.

**237.** Labor is committed to the following principles with respect to workers' compensation:

- a.** Workers compensation claims should be determined within 14 days of the claim being made on the employer. Any claim that is not rejected within 14 days will be considered accepted and payments will commence immediately. Such payments would be made on a 'without prejudice' basis and would not be subject to any recovery provisions, and should continue until such time as the dispute is determined at Arbitration or a settlement of the claim is reached.
- b.** That, if an employer/insurer intends to cease payments of compensation, then such employer/insurer should be required to seek leave of Workcover before discontinuing payments rather than to simply advise the employee. Further, on receipt of such application, Workcover would be required to determine if the employee consents and, if unable to make such a determination, or in the event that the employee does not consent, convene a conciliation conference in the first instance to seek to resolve the dispute.
- c.** That an employee in receipt of workers'

compensation should accrue both annual leave and long service leave.

- d. That the prescribed amount be \$250,000 (in year 2017 and indexed thereafter) or three years of the employee's annual earnings, whichever is the greater.
  - e. That representatives of the employer and/or insurer are not entitled to be present during medical appointments with injured workers.
  - f. That employers are required to keep an injured employee's position open for a period of 12 months from the date the employee is informed of the decision to accept liability for the employee's claim.
  - g. That there should be a system for licensing specialist medical practitioners who provide opinions for the purposes of workers' compensation claims, with both a review process and a disputes process to be created with respect to those opinions.
- 238.** WA Labor opposes multiple jurisdictions of workers' compensation operating in this state and will oppose any attempts to expand the Comcare scheme into the private sector.
- 239.** WA Labor recognises that the majority of work related cancers are uncompensated and will investigate avenues to compensate exposure to known carcinogens in the workplace.
- 240.** Weekly compensation payments should be consistent with a worker's pre-injury earnings. WA Labor will oppose any step down arrangements to compensation which reduce injured workers' weekly payments or excludes payments such as shift loadings, overtime or penalty rates.
- 241.** Volunteers who are injured in work situations should be recognised under workers' compensation legislation and be entitled to make claims.
- 242.** A WA Labor Government will extend presumptive cancer legislation to eligible fire fighters employed by the Department of Parks and Wildlife.

### **Strengthening of the OHS Inspectorate**

- 243.** WA Labor will act to create a single, cross-jurisdictional Occupational Safety and Health (OHS) Inspectorate encompassing the general, resource, and offshore sectors.
- 244.** WA Labor recognises that OHS legislation

can only be effective if it is backed by a well resourced, trained, motivated and managed inspectorate that conducts regular inspections of workplaces to ensure that occupational health and safety standards are enforced.

- 245.** WA Labor will ensure that there are sufficient active inspectors to perform the work expected and efficiently service the entire State.

### **Workers Compensation System**

- 246.** WorkCover WA, the tribunal with jurisdiction to resolve workers' compensation disputes, has failed to comply with the objectives of the Act, to provide a dispute resolution system which is fair, just, economical, informal and quick. It has also failed in its regulatory capacity to hold insurers and employers to account and enforce the obligations they have under the Act. There is a conflict of interest in WorkCover's functions as both the regulator of the workers' compensation scheme in WA and as the tribunal with jurisdiction to resolve disputes.

The WA Labor Government will legislate to:

- a. Empower the Western Australian Industrial Relations Commission (WAIRC) with the jurisdiction and power to hear and resolve workers' compensation disputes;
  - b. Appoint Commissioners to the WAIRC who understand the needs of injured workers and the workers' compensation scheme, in order to ensure dispute resolution is fair, just, economical and informal;
- 247.** WA Labor believes that:
- a. A range of statutory and common law remedies should be available to injured and diseased workers. Statutory benefits must be measured by their equity and adequacy;
  - b. A balanced and expeditious dispute resolution is critical for an equitable workers' compensation system;
  - c. Dispute resolution must recognise the right of injured workers to adequate representation;
  - d. Whilst the vast majority of injured workers return to work within a relatively short period, those people with disabilities who have impaired work capacity are entitled to dedicated rehabilitation efforts to support a return to meaningful employment with sufficient funds available;
  - e. Workers should have equal access to workers



compensation regardless of age;

- f.** Weekly compensation payments should be consistent with a workers pre-injury earnings and Labor will oppose any step down arrangements to compensation which reduce injured workers weekly payments or excludes payments such as shift loadings, overtime or penalty rates;
  - g.** That workers compensation self-insurance should only be available to employers who show strong commitment to workers' rights and occupational health and safety and that stronger regulatory safeguards are needed to ensure that current self-insurers meet the highest possible standards; and
  - h.** Costs associated with medical and all related treatment should be covered with no caps or limits.
  - i.** the current onus for workers to prove that they developed diagnosed PTSD as a result of their employment should be reversed for Police, Fire, Ambulance and Emergency service personnel.
- 248.** WA Labor will investigate alternative means of ensuring comprehensive workers' compensation cover for all Western Australian workers.
- This investigation should also consider the Tasmanian workers compensation system where, without prejudice, weekly payment immediately begins when an injured worker who is certified to be totally or partially incapacitated for work lodges a claim for compensation, regardless of whether liability of the claim is disputed.
- 249.** WA Labor will take steps to ensure that the workers' compensation system is adequately funded and that premium rates reflect the need to recover the costs of the systems and encourage safer workplaces.
- 250.** WA Labor recognises that workers who are affected by chemicals within their workplaces should have recourse to Workers Compensation legislation should they be affected by the condition known as 'Multiple Chemical Sensitivity.'
- 251.** Workers, who are injured travelling to and from work, and during recess periods of the working day, should be entitled to full access to the workers compensation system through legislated JourneyCover arrangements.

- 252.** Volunteers who are injured in work situations should be recognised under workers' compensation legislation and be entitled to make claims.

## **Protection and Portability of Workers Entitlements**

- 253.** WA Labor recognises the profound changes that have occurred in working arrangements and working patterns for many Western Australians.
- 254.** With an increasing flexible and competitive working environment many employees lack security with regard to their entitlements or are unable to accrue and attain the ordinary entitlements accepted as a basic right in full time long term employment.
- 255.** WA Labor supports:
- a.** Workers exercising choice in regard to the security of their entitlements, particularly the use of "not for profit" industry based trust funds with employer and employee representation that provides 100% accrued entitlements;
  - b.** Choice for workers as to where their entitlements are placed;
  - c.** Portability of entitlements, particularly long service leave; and
  - d.** Establishment of the concept of service to the industry as opposed to service to individual employers as a basis for accruing entitlements, particularly long service leave.
- 256.** WA Labor believes in supporting and promoting by award, arbitral or legislative means the portability of entitlements, particularly in the industries with high levels of casual part time limited duration employment, cyclical and seasonal employment patterns multi-employer engagements, high labour mobility and multi-employer work patterns.
- 257.** WA Labor recognises that the current Liberal Government public sector wages policy has been applied inconsistently, resulting in equity between public sector groups, particularly lower wage earners.
- 258.** WA Labor will:
- a.** immediately review the current government's public sector wages policy; and
  - b.** properly fund wage increases for those workers most disadvantaged by the policy,

where this policy has created inequity between different public sector groups. These increases will remove inequity between those public sector groups.

- 259.** WA Labor will work with industry and unions to develop portable LSL schemes for private sector employment areas with high labour turnover.
- 260.** WA Labor will ensure presumptive legislation protections for PTSD illness for Police, Fire and Emergency Service personnel.

### **Public Sector Employment**

- 261.** WA Labor will amend relevant legislation, such as the Public Sector Management Act and the Industrial Relations Act, to ensure that public sector employees, including Senior Executive Service employees, have access to the industrial relations tribunal for all industrial matters.
- 262.** WA Labor recognises that the previous Liberal Government public sector wages policy has been applied inconsistently, resulting in equity between public sector groups, particularly lower wage earners. WA Labor will:
  - a.** immediately review the current government's public sector wages policy; and
  - b.** properly fund wage increases for those workers most disadvantaged by the policy, where this policy has created inequity between different public sector groups. These increases will remove inequity between those public sector groups.
- 263.** WA Labor will establish an agreement with relevant unions of government employees on the systems and processes for managing change and organisational reviews and structures.
- 264.** WA Labor will, in consultation with relevant unions of government employees, review the use of labour hire, independent contractors and consultants to ensure that such employment or contract arrangements are used only where necessary and in accordance with ALP policy on government and determine the need for amendments to the Public Sector Management Act or other relevant legislation.
- 265.** WA Labor will establish a review of the processes and tools used in job evaluation/ classification for assessing positions and offices within Government Departments and Statutory

Authorities and develop a job evaluation and classification system that is free from gender bias and racial discrimination.

- 266.** WA Labor will establish a process for independent review of decisions on recruitment and selection for appointment and promotion of government employees for both process and outcomes that ensures the primacy of merit selection.
- 267.** WA Labor will, in consultation with the relevant unions of government employees, review redeployment, training and retraining systems and processes within the public sector and take all steps necessary to maximise redeployment and retraining opportunities with particular focus on the aging demographic of the public sector workforce.
- 268.** WA Labor will, in consultation with the relevant unions of government employees, implement a plan to eliminate the gender pay gap that exists in the public sector.
- 269.** Labor will, where possible, return outsourced services to the public sector.

### **Government Procurement And Industrial Relations Standards**

- 270.** WA Labor acknowledges that:
  - a.** the people of WA expect governments to deliver the services and infrastructure that we need and to ensure the work undertaken is in the interest of the people, and is done ethically and responsibly;
  - b.** outsourcing is rife with price gouging, under-delivery, time and cost over-runs, exploitation of workers, unconscionable conduct and threats to workers' and community safety; and
  - c.** competition on cost alone drives adversarial relationships across industries, with companies looking to drive down labour costs, giving rise to growth in the use of pyramid contracting, labour on-hire and subcontracting arrangements, which has eroded workers' rights, wages and entitlements.
- 271.** A WA Labor Government will review all procurement policies and practices to ensure that:
  - a.** Secure employment for workers;
  - b.** Long-term dividends for Western Australia, by changing how projects and services are procured and delivered; and

- c.** Strong communities where workers have secure and long-term jobs.
  - d.** That preference in awarding contracts is given to those companies that are prepared to work within the Labor Governments industrial relations framework; that is, which have a positive approach towards the rights of trade unions and their members and respect the right of employees to become members of the appropriate union and which do not promote individual employment contracts as a mechanism to undermine collective bargaining and the Award system;
  - e.** That a Labor Government will only do business with companies that abide by all employment and employment related laws, including awards, enterprise agreements, superannuation, workers compensation, health and safety and taxation obligations; and
  - f.** That government at all levels should be subject to the same reporting requirements as the private sector and should always have regard to ethical labour practices when awarding contracts for goods and services provision. WA Labor will ensure public procurement contracts are only be awarded to companies that provide evidence of due diligence to minimise the risk of modern slavery and maximise compliance with employment standards in their supply chains.
  - g.** A Labor Government will only do business with companies that abide by all employment and employment related laws domestically and internationally, including awards, enterprise superannuation, workers compensation, health and safety and taxation obligations;
  - h.** Stronger transparency and accountability measures apply to industries particularly vulnerable wage theft and exploitation such as cleaning and security;
  - i.** Principal contractors are held responsible for employment standards of sub-contractors;
  - j.** Mandatory transparency and due diligence reporting measures are extended to public bodies;
  - k.** Regulation and OHS requirements of accommodation standards are increased; and
- 272.** A WA Labor Government is committed to and will:
- a.** Explore the opportunity for use of the Alliance and other emerging models in delivering large and complex infrastructure, which would help restore public sector capability, ensure best outcomes for the community and minimise waste;
  - b.** Restore a strong internal procurement capacity and small project delivery team, who would determine which model of procurement to use in which circumstance and ensure value is delivered over all applicable performance measures;
  - c.** Apply threshold tests that investigate and prepare business cases to determine whether external procurement is necessary and desirable, with a commitment to utilize the directly employed public sector workforce wherever possible;
  - d.** Develop and enforce a new methodology for assessing value of tenders for government contracts above \$20 million in value, with the aim of achieving a balance between social, environmental and financial factors;
  - e.** Require companies on major infrastructure projects to only employ properly skilled and qualified persons, engage in skills development and provide detailed workforce and skills development plans, including mandatory assessable target for the employment of apprentices, trainees and cadets;
  - f.** Ensure successful tenders and the companies they contract to use best practice industrial relations and employment standards, consistent with Australia's international obligations;
  - g.** Provide employment security for workers on projects by requiring all parties in contract delivery to demonstrate financial capability throughout the life to the project, including subcontractors;
  - h.** Ensure full transparency and disclosure of financial and workplace relation records for all parties that are to be included in the bid;
  - i.** Ensure that all government projects incorporate a specialist derived mental health and suicide prevention program;
  - j.** Principal contractors are held responsible for employment standards of sub-contractors;
  - k.** Public assets are built and constructed of the highest quality; and

- l.** Develop, in consultation with industry and unions, an enforceable Memorandum of Understanding which forms a pre-qualification requirement for tendering on government projects.
  - m.** Incorporate as part of its tendering processes the requirement on entities engaging labour to engage in promoting and creating collective enterprise agreements with their employees and the relevant employee organisations. Labor will:
    - i.** Oppose government initiatives and appointments that are actively hostile to workers or unions;
    - ii.** Encourage trade union membership across both the private sector, public sector and the broader economy; and
    - iii.** Consider legal and industrial relations records of law firms, employer organisations and other organisations prior to engagement of those organisations, that have a history of anti-worker or anti-union activity.
- 273.** A WA Labor government will legislate to establish the WA Jobs Commissioner, who will:
- a.** oversee compliance of local content and advocate for workers and local businesses;
  - b.** work closely with industry and departments to open up opportunities for small and medium local businesses on government projects;
  - c.** promote employment and business growth by expanding market opportunities for local industry;
  - d.** monitor the cost and benefits of different procurement strategies;
  - e.** ensure that businesses contracting with government comply with all procurement obligations;
  - f.** ensure that business contracting with government, and any business which contract with the principal contractor, enforce and abide by the highest industry standards;
  - g.** establish new programs to support and enhance First Nations People opportunities for employment;
  - h.** support freedom of association and unions tackling worker exploitation;
  - i.** ensure that the public sector, its agencies and Local Government do not engage labour hire or contractors to undercut wages and conditions; and
- j.** enforce the local content policy.
- 274.** WA Labor will introduce mechanisms, systems and practices within government departments and authorities which are capable of implementing and policing the above, including effective contract management and audit processes to ensure compliance with this policy throughout the relevant domestic supply chains. WA Labor notes the value in the use of relevant Trade Unions to assist in the audit of these successive contracts throughout the relevant supply chains. This includes ensuring that all government contracts contain fair employment clauses which provide the necessary power to cancel or suspend the contract or to impose financial penalties on any companies which breach these laws and policies.
- 275.** Further a WA Labor Government will ensure that there is a willingness by government departments to exercise this power.
- 276.** Where a WA Labor Government intends to change or issue tenders for any major contract for the provision of goods or services it shall ensure that no new contract is entered into that disadvantages those employees of the out-going contractor, with respect to employment including continuity of employment and entitlements, wages and conditions and maintenance of labour levels.
- 277.** Where contracts are returned to direct employment by government, those existing employees of the outgoing contractor will not be disadvantaged in respect to their continuity of employment and payment of wages, conditions and entitlements.
- 278.** A WA Labor Government will ensure at least fifty per cent of buses and trains for the Public Transport Authority of WA are manufactured locally. Tenders will be structured to ensure preferential treatment of local manufacturers in order to protect and lift the skill base of the Western Australian workforce, create local jobs and help in the diversification of the State Economy.
- 279.** WA Labor will improve and enhance the power and authority of the WAIRC over workers employed by the State of WA
- 280.** The WA Labor Government will implement an amendment of the Priority Start Building



Program to ensure any sub-contractors tendering for contracts which involve trade work on State Government projects, have at least 5% of their total workforce including all other related entities engaged as apprentices (or through group apprenticeship arrangements).

- 281.** WA Labor will protect workers from exploitation in the labour hire industry by:

Setting up a WA licensing scheme and developing a code of conduct to

- a.** regulate labour hire operators that includes:
- A fit and proper person test on owners/directors of labour hire companies and authorised representatives of such companies;
  - A threshold capital requirement based on held assets and revenue and cash flow;
  - Annual reporting requirements;
  - A compliance unit within Government;
  - A fee and bond structure which at least partially funds such a compliance unit;
  - Advocating for a national licensing scheme; and
  - Imposing significant penalties for the use of unlicensed or unregistered labour ‘host’ or ‘primary’ employers.

## **MINERALS AND ENERGY**

### **Introduction**

- 282.** Western Australia owns a rich and varied world class mineral endowment. The mining and energy industries developed around the extraction of these minerals are a major source of export earnings, direct and indirect employment. Labor recognises that Australia’s minerals and energy industries are vital to the strength of our economy.

- 283.** WA Labor believes that there is further potential for development of these industries. The greatest economic and social benefits from further development-will come from leveraging this development into high skills jobs.

WA Labor will promote responsible supply chain practices by:

- a.** Fostering multi-stakeholder initiatives that include worker voice, regularly engage with relevant government, business and worker representative bodies on a genuinely tripartite basis; and

- b.** 2. Establishing a public, centralised repository of supply chain transparency and due reports.

- 284.** WA Labor will ensure that any development or expansion of the mining and energy industries will only proceed in an environmentally sustainable way, with the highest standards for the health and safety of workers and their communities, and with protection for the native title rights of traditional owners.

### **Promoting Development**

- 285.** WA Labor will:

- a.** Maintain and encourage sound relations with our trading partners, between governments, and where appropriate, between government statutory authorities;
- b.** Work to ensure that WA remains a desirable option for investment in minerals and energy exploration and development;
- c.** Encourage mining companies and State and Commonwealth Governments to cooperate in international negotiations;
- d.** Support efforts to provide a positive framework for the exchange of information and a forum for discussion on the industry, involving all industry players;
- e.** Introduce changes to the Mining Act directed at harmonising its process with those of the Native Title Act with a view to ensuring mining titles are processed in the shortest practical time; and
- f.** Investigate ways to increase ‘green fields’ exploration undertaken in the State.

### **Balancing Development**

- 286.** To ensure a proper balance between economic, social and environmental concerns in all developments WA Labor will:
- Economic

- a.** Encourage exploration and development of mineral and energy deposits;
- b.** Promote Western Australia as an international centre for the mining industry and create a long term plan for the development of the industry;
- c.** Promote the development of products and technologies which reduce pollution and greenhouse emissions and add to environmental sustainability;
- d.** Promote research to improve the efficiency,

safety and environmental performance of the minerals and energy sector;

- e. Promote the sourcing and purchase of locally manufactured and fabricated products and local services where possible, for use in every stage of a project;
- f. Promote downstream processing projects in Western Australia, including by ensuring there is adequate infrastructure and suitable sites for projects;
- g. Ensure that new developments optimise the use of existing infrastructure;
- h. Ensure that infrastructure agreements serve the financial interests of the State and that major projects entailing State Government or statutory authority infrastructure expenditure are subject to social impact, energy audits, economic and environmental cost/benefit analysis and public scrutiny;
- i. Ensure the industry contributes adequately to the cost of infrastructure requirements;
- j. Recognise that Western Australia's mineral resources are an important non-renewable asset which should only be exploited in a manner that maximises benefits to Western Australia;
- k. Ensure that the levels of royalties in minerals are at levels that ensure project economic viability while maximising returns to the community;
- l. Work to ensure that mining companies active in Western Australia do not use their place in the global market to drop the price of commodities in order to drive out other local mining companies, thus reducing employment, community and taxation returns;
- m. Insist that all existing and new mineral and energy developments enforce the highest possible standard of safe working practices;
- n. Ensure the mining and extractive industries adequately fund education and training for its workforce through an Industry Training Council involving key representatives from all levels of industry;

#### Social

- o. Ensure that all minerals and energy sector development proposals and plans are accessible to the public and subject to social and environmental impact assessments;

- p. Such assessments will include public review and community consultation;
- q. Ensure the protection of First Nations People sacred sites and cultural heritage and that all reasonable demands by the local First Nations People community for compensation, and participation in the benefits of developments, are met with a view to facilitating First Nations People participation in the broader economy;
- r. Ensure that companies accept their financial and social responsibility towards:
  - People moving into an area of development;
  - Development of independent communities; and
  - Local governments, including ensuring costs incurred by local government as a consequence of development are met through appropriate mechanisms.

#### Environmental

- s. Ensure that mining has minimal adverse impact on water resources and that the public are informed and consulted about any changes that affect the quality of water;
- t. Ensure that emissions from refining and processing of mineral products are subject to rigorous environmental and epidemiological reviews.
- u. Ensure that occupational health and safety standards (where workplace radiation levels occur above background levels) are pegged to those of the International Commission on Radiological Protection (ICRP); and
- v. Continue to monitor the performance of all areas of the industry where any possible radiation risk to the public, or workers, exists, and ensure that industry complies with the stricter of the Australian Codes of Practice, or international standards for the separation, storage, transport and processing of these minerals and disposal of any waste products.

#### Energy

- 287. WA Labor recognises the importance of the provision of energy for economic development and householders. The provision of energy needs to balance a range of interests such as sustainability, affordability, available resources and latest technology. WA Labor will develop and implement a plan to generate 20% of

Western Australia's energy production from renewable energy resources by 2020.

- 288.** To achieve this goal, WA Labor will:
- a.** Maintain a renewable energy buy-back scheme to require electricity suppliers to purchase from individuals;
  - b.** Promote fuel switching, energy efficiency and green power purchases among domestic and commercial users;
  - c.** Continue community service obligations by the utilities;
  - d.** Ensure that government policy incorporates the principles of energy efficiency particularly in respect of commercial and domestic construction, urban planning and transport;
  - e.** Promote Western Australia as an international centre for research and development in energy technologies in both conventional and renewable sectors;
  - f.** Labor is committed to the long term future of the Collie coalfields as a source for base load electricity, until viable alternative base load energy sources become available. In this framework, Labor will ensure that the future of coal is developed within a framework using clean coal technology; and
  - g.** Maintain the Domestic Gas Reservation policy so that there is an oversupply of gas into the Western Australian domestic market. An oversupply of gas will lead to lower gas prices in the domestic market, and innovative uses of the gas, as has occurred in the United States in response to their domestic gas reservation policy.

## **Energy Utilities**

- 289.** WA Labor is committed to the public ownership of energy utilities, but will ensure that energy generation, transmission and distribution industries, whether publicly or privately owned, are independently regulated to provide a competitive market. WA Labor recognises the importance of reducing energy costs for business and householders as well as the need to retain natural monopolies as a publicly owned utility.

## **Uranium Mining & Nuclear Energy**

- 290.** Recognising the problems, hazards and dangers of nuclear power, especially relating to:
- a.** The safety of the nuclear fuel cycle;

- b.** The unsolved problems pertaining to the reprocessing and storage of radioactive wastes and spent plant;
- c.** The growing concern about the biomedical effects of even low radiation;
- d.** The coupling of nuclear energy and nuclear weapon development;
- e.** The added danger of a future plutonium economy and the threats to civil liberties involved in a nuclear economy; and
- f.** The fact that Labor policy contained herein on fossil fuels, energy conservation and renewable resources will ensure Western Australian energy self sufficiency.

- 291.** WA Labor will:

- a.** Reject nuclear power as an option for electricity generation in Western Australia;
- b.** Oppose the establishment of a nuclear enrichment facility in the State;
- c.** Reject the establishment of nuclear processing plants or the storage of nuclear wastes in the State;
- d.** Allow no uranium mining or development in Western Australia; and
- e.** Place thorium under the restrictions and conditions applicable to the mining, processing, sale and transportation of uranium currently mined in Australia as outlined in the Resources and Energy section of the National Platform, so far as they relate to nuclear non-proliferation.

- 292.** The platform recognises WA Labor's long and continuous opposition to Uranium Mining. The commencement and continuation of any uranium project is inconsistent with WA Labor Policy. WA Labor will accept no obligation to complete approval processes or honour contractual arrangements entered into by a previous government where such approvals or contracts are directed towards an outcome inconsistent with WA Labor's platform.

## **RURAL AND REGIONAL DEVELOPMENT**

### **Introduction**

- 293.** WA Labor recognises the significant contribution that Western Australia's regions have made, and continue to make, to both the social and economic development of Western Australia.

- 294.** WA Labor recognises the unique needs of people living in rural and regional Western Australia.
- 295.** WA Labor recognises the following regions in WA:
- a.** Mid West
  - b.** Wheatbelt;
  - c.** Great Southern;
  - d.** South West;
  - e.** Kimberley;
  - f.** Pilbara;
  - g.** Gascoyne;
  - h.** Goldfields-Esperance; and
  - i.** Peel.
- 296.** WA Labor believes that the economic and social future of Western Australia and its regions can be further enhanced by fostering strong and sustainable regional communities that support a broad range of industries and lifestyles. WA Labor will implement the State Sustainability Strategy and will work through the recommendations of the Strategy as they relate to rural, remote and regional communities.

### **Attracting People To Our Regions**

- 297.** Labor recognises the importance of strong and vibrant regional communities to the sustainable development of our State and is committed to ensuring that our regional communities are attractive communities for Western Australians to live and work in.
- 298.** WA Labor recognises that affordable access to quality housing, including rental properties, is a significant factor in attracting people to our regions and will act to ensure affordability of housing in regional communities throughout the economic cycle. WA Labor will:
- a.** Ensure that adequate quantities of residentially zoned land are available to absorb increased demand during times of economic prosperity;
  - b.** Encourage the adoption of affordable locally produced building materials for regional housing construction; and
  - c.** Assist and encourage government employees who wish to settle in regional areas through appropriate housing assistance schemes.
- 299.** WA Labor recognises the importance of a high standard of service delivery in attracting people

to our regions and will implement a ‘whole of government’ approach to improve and maintain a high standard of service delivery in regional communities. This whole of government approach will enshrine appropriate and affordable access to:

- a.** Health care, including access to specialist services;
  - b.** Quality education and training opportunities;
  - c.** Police and community safety services;
  - d.** Environmental services, including service provision for land and water usage;
  - e.** Employment and economic opportunity;
  - f.** Community and social services;
  - g.** Transport and infrastructure;
  - h.** Essential services, such as energy and water;
  - i.** Appropriate telecommunications facilities, especially in remote areas;
  - j.** Financial services;
  - k.** Arts and cultural activities, including performing arts production tours; and
  - l.** Quality sporting facilities and major sporting events.
- 300.** WA Labor recognises the contribution that strong and vibrant families and community organisations make to regional communities. WA Labor acknowledges that longer hours and inflexible shift structures in our regions have limited the capacity of working men and women to actively participate in family life and community activities and will actively work to discourage these practices.
- 301.** WA Labor will investigate the feasibility of relocating government functions, business units and agencies from Perth to regional areas where it is consistent with their agency’s strategic mission and client base, and where the costs of such a move are reasonable.
- 302.** In recognising that FIFO and other long-distance commuting arrangements have a place in the employment landscape, the State WA Labor Government will implement and legislate all of the recommendations published by the Education Standing Committee of the Legislative Assembly of the Parliament of Western Australia, the Impact of FIFO work practices on Mental Health, dated (Report 5 of June 2015).



## Fly In Fly Out and Regional Communities

**303.** WA Labor recognises the important role that fly in fly out work operations have played in the continued development of the State's natural resources. WA Labor believes, however, that fly in fly out work practices can also be detrimental to regional communities through the reduction of economic and social opportunities for development.

**304.** WA Labor will seek to limit fly in fly out work practices through policy and practice to:

- a.** Identify suitable regional economic centres and assist those centres to develop their capacity to support industry;
- b.** Actively develop partnerships between local businesses and resource developers;
- c.** Investigate the infrastructure and other requirements necessary to establish Kalgoorlie-Boulder and other regional centres as hubs for surrounding fly-in fly-out operations; and
- d.** Support identified community services under threat from the loss of volunteers as a requirement of work away arrangements.

**305.** WA Labor acknowledges that the number of 'fly in fly out' (FIFO) workers in Western Australia has increased significantly in the last ten years and that this work cycle often leads to stress in family relationships, isolation, loneliness, depression and suicide. WA Labor recognises the need for industry and government cooperation for FIFO workers.

- In recognising that FIFO and other long-distance commuting arrangements have a place in the employment landscape, Labor will mandate to improve this work practice for the benefit of all workers, their families and local communities. In government, WA Labor will establish a regulatory framework that:
  - Ensures FIFO work arrangements are limited to genuinely remote and temporary operations and that workers are provided with genuine choice over where they live;
  - Introduces uniform accommodation standards that exclude motelling, hot-bedding and double-bunking and take into consideration the unique challenges associated with FIFO work arrangements. These standards will address camp

operational procedures to ensure workers have rights and freedoms when in accommodation camps;

- Ensures that all camp operators adhere to a uniform set of standards around camp infrastructure. This includes ensuring workers in accommodation villages have uninterrupted access to modern digital technology including the internet, Skype and mobile phone reception;
- Addresses the mental health impacts of FIFO work arrangements and introduces a uniform set of standards to mandate the provision of independent on-site mental health professionals on all resource projects;
- Ensures key stakeholders, including Local Government, are engaged where the project will be located to address social and community infrastructure requirements;
- Ensures that project approval regulations stipulate a requirement for all companies to submit a local employment policy plan, to maximise local job opportunities;
- Recognises the difference between the construction phase and the operations/production phase of a project and introduce enforceable limits on high compression rosters (generally used in the construction phase of a project). This may be in the form of uniform minimum standards on roster length to optimise FIFO work arrangements for the benefit of workers, their families and the broader community. These standards will also ensure that travel time is properly taken into account as a part of working hours and this is to be taken from the usual place of residence of the FIFO worker and not the point of hire

## Code Of Practice Compliance

**306.** WA Labor acknowledges the introduction of the Code of Practice for Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors. This code of practice provides guidance on creating and maintaining a mentally healthy workplace through:

- a.** providing an environment that promotes good health and wellbeing
- b.** the application of a risk management

process to avoid or minimise the harm from psychosocial hazards and risk factors and develop a mentally healthy workplace

- c.** developing response strategies (intervention) for workers when there are concerns regarding work-related stress or exposure to psychosocial hazards and risk factors
  - d.** providing an environment that supports recovery.
- 307.** WA Labor will investigate and review the compliance by resource and construction employers and hosts to the Code of Practice for Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors.
- 308.** WA Labor will legislate to make the Code of Practice enforceable under a regulatory framework if there is demonstrable failure to comply by employers and hosts in the resources and construction sectors.

### **Local Decisions By Local Leaders**

- 309.** WA Labor recognises that the people who reside in rural and regional Western Australia are best placed to identify, develop and apply management policies and strategies to ensure sustainable economic, environmental and social development of their own regions. WA Labor will continue to develop partnerships with regional communities, their Local Government Authorities, Regional Development Commissions, Indigenous groups, Regional Councils and other stakeholders. Labor is committed to consultation and the deployment of local knowledge and resources where it can be most effective.
- 310.** WA Labor believes that sustainable regions require the ongoing fostering of new leaders within regional communities. WA Labor will prioritise rural and regional leadership programs within broader leadership fostering strategies.

### **Regional Development And Indigenous Australians**

- 311.** WA Labor appreciates that Indigenous Australians, as a separate and large group of communities, have a long and ongoing relationship with the land, under both traditional laws and now under the Australian legal system. In the development and implementation of rural and regional policy, WA Labor will recognise these relationships and work to produce

outcomes that are beneficial for all Western Australians.

- 312.** WA Labor will work with industry and Indigenous Australians to expedite just and positive Native Title outcomes through consultation and negotiation, rather than litigation, where possible.
- 313.** WA Labor will work with industry and Indigenous communities to provide a diverse range of employment and enterprise development opportunities for Indigenous Australians throughout our regions.
- 314.** WA Labor will cooperate with Federal Government and agencies to, as a matter of urgency, ensure that comprehensive consultation with First Nations People communities defines their prioritised needs and wants following the abolition of ATSIC.
- 315.** WA Labor recognises the largely unrealised benefits of First Nations People plant knowledge and tourism and will implement further programs to facilitate these endeavours at the community level.
- 316.** WA Labor recognises that the long and ongoing relationship of First Nations People people with land is an essential element in restoring the environment and will increase the role of local First Nations People in the planning for and implementation of land management.

### **A Sound Economic Base for Our Regions**

- 317.** WA Labor believes that government must apply policies appropriate to our regions to create a sound economic base that encourages investment in a broad range of industries.
- 318.** To ensure the creation and maintenance of a sound economic base in our regions, WA Labor will:
- a.** Foster the development of regional economies by maintaining the principle of uniform charges for services;
  - b.** Continue the Buy Local Policy to facilitate the development of regional economies;
  - c.** Maintain and extend the Regional Investment Fund;
  - d.** Investigate opportunities to improve the provision of both public and economic infrastructure to rural and regional industries;
  - e.** Ensure the delivery of essential utility services, such as electricity and water, to rural, regional

and remote communities, at reasonable prices;

- f.** Increase efforts to attract and retain professional and skilled people in regional areas. Labor will continue to ask the Australian government to reform the zonal tax rebate scheme;
- g.** Bolster efforts to identify, assist and facilitate local economic development, particularly associated with major resource and industrial developments;
- h.** Utilise the increased purchasing power obtained through the Government's centralised procurement arrangements to enhance economic, employment and training benefits to regional communities from the Government's Buy Local and Local Content policies; and
- i.** Continue to promote Western Australia and its regions as a destination for Western Australian, national and international tourists.

### **Sustainable Resource And Industrial Development In Our Regions**

**319.** WA Labor recognises both the existing and potential contribution of the resources sector to the development of our regions and will work to attract new investment in major resource and industrial development projects.

**320.** WA Labor recognises that periods of rapid industrial expansion place strain on regional communities and is committed to minimising the negative impacts of such periods, for the benefit of local communities and all Western Australians.

**321.** WA Labor will undertake strategic planning for major resource and industrial development sites on a regional basis. Such planning should be undertaken within a sustainability framework that assesses potential sites according to:

**322.** Economic factors, including the direct and indirect economic and employment benefits to both the State and Regional economies and the cost of economic infrastructure required:

- a.** Social factors, including the capacity of government agencies to deliver services, the potential of regional communities to meet employment and skill demand, the availability of residential housing, community attitudes to development and First Nations People heritage issues;

- b.** Environmental factors, using strategic level EPA assessments that identify all environmental issues and the appropriate industrial capacity of locations; and

- c.** Labor will encourage major resource and industrial development projects to locate where there is the optimum balance of economic, social and environmental factors, as identified in the strategic planning process.

**323.** WA Labor will examine local government, environment, planning, regional development and other relevant legislation to assess the extent to which these permit forward strategic environmental assessment and planning for major resource and industrial development projects within our regions. Where possible, WA Labor will amend legislation to facilitate strategic plans, thereby facilitating efficient assessment processes for major resource and industrial development proposals that comply with these plans.

**324.** WA Labor will establish or commit to economic infrastructure required in designated development locations and industrial sites as early as is consistent with sound financial management.

**325.** WA Labor recognises that existing Commonwealth / State financial relations result in a disproportionate amount of direct financial benefits from resources projects accruing to the Commonwealth Government and the limitation this places on the State in providing the economic infrastructure required to attract investment to our regions. WA Labor will campaign for a new deal on Commonwealth / State financial relations to enable greater investment by the State in economic infrastructure and the attraction of increased levels of investment in major resource and industrial development projects within our regions.

**326.** WA Labor will make all available data on environmental values (ranging from endangered species' habitats to the management plans for maintaining the ambient quality of air, land and water) from formal strategic environmental plans, regional surveys and regional environmental management plans publicly available, so that project proponents can develop their proposals consistent with achieving government sustainability objectives.

**327.** WA Labor will investigate the establishment

of a fund to assist regional communities to participate in the environmental impact assessment of major projects.

- 328.** As part of a major project proponent's development application, WA Labor will require the proponent to develop a sustainability statement that addresses the economic, social and environmental impacts of the project during the construction and operations phases and following site rehabilitation, in a manner that enables the government to assess the overall cost-benefit to both the region and the State from a sustainability perspective. This statement should be released in parallel with any formal document released for public review under the Environmental Protection Act.

### **Sustainable Energy For Our Regions**

- 329.** WA Labor recognises the world's likely transition to a hydrogen economy and that natural gas will remain the most efficient feedstock for production of hydrogen in the short to medium term. Given Western Australia's vast natural gas resources and growing oil and gas skill set, Labor further recognises the potential of Western Australia to contribute to the hydrogen economy in a meaningful way.
- 330.** WA Labor will promote the testing and use of innovative renewable energy solutions to provide permanent, reliable and environmentally friendly sources of energy to regional communities and businesses.
- 331.** WA Labor will promote greater accessibility and availability of LPG and CNG for motorists and the transport industry in Regional Western Australia.
- 332.** WA Labor supports expanding the biofuels industry in WA as a way of reducing greenhouse gas emissions and developing new industries in regional areas.

### **Agriculture**

- 333.** WA Labor acknowledges the efficiency of the Agricultural sector yet recognises that Government has a part to play in improving its competitiveness further; WA Labor will:
- Facilitate the diversification of production for identified niche markets;
  - Work towards a significant improvement in the number of opportunities for adding value to agricultural products;
  - Focus on the further development and

expansion of Horticulture, Tropical Agriculture and Mari/Aquaculture; and

- Continue to work on the integration of tree farming into profitable farming systems.
- 334.** WA Labor will reinforce the role of the Department of Agriculture to maximise support for existing agricultural industries and the development of new initiatives.
- 335.** WA Labor recognises the importance of agriculture to the Western Australian economy and is committed to ensuring our primary industries are economically and environmentally sustainable.
- 336.** WA Labor believes that Government should work in concert with the agricultural sector to realise opportunities for market development, export expansion and diversification for Western Australia's primary produce.
- 337.** WA Labor will continue to work with all stakeholders in the development of the Agricultural Research WA in order to extend the research and development base for WA agriculture.
- 338.** WA Labor will continue to develop biosecurity legislation and policies which protect Western Australia's regional freedom from pests and diseases, on the basis of scientific assessment.
- 339.** WA Labor will work with the Australian Government to protect Western Australia's scientifically based quarantine standards.
- 340.** Agricultural education makes an important contribution to the long-term competitiveness of the industry and increasing the general understanding of the importance of agriculture to the Western Australian economy. WA Labor will:
- Improve agricultural education opportunities in regional and rural centres;
  - Develop an integrated and well structured system of agricultural education from primary to tertiary level; and
  - Give increased emphasis to the development of improved financial management training for the rural sector, including farmers and related businesses.

### **Genetically Modified Food Crops**

- 341.** WA Labor recognises the importance of maintaining the confidence of buyers and end consumers of our agricultural products



in the international and the domestic market place. WA Labor will ensure that consumer preferences and market requirements, and the need for robust segregation and identity preservation systems, and an adequate legal framework are in place before considering proposals for the commercial release of genetically modified food crops. WA Labor will establish a Community Consultative Committee to advise the Government on these issues.

- 342.** WA Labor will continue to ensure traditional and organic agricultural activities throughout Western Australia are protected and therefore not disadvantaged in any way by the release or escape of genetically modified organisms from scientific trials of genetically modified organisms.

### **Land, Conservation, Water And Salinity**

- 343.** Land management, water quality and salinity are issues that are collectively putting rural and regional communities at risk. WA Labor's preferred approach to water and land management is based on the following principles:
- a.** An integrated catchment management be adopted in the planning and implementation of land and water conservation measures;
  - b.** A participatory, "ground-up" approach must be used to empower local communities to take responsibility for their catchments, with substantial support from Government Departments and Agencies;
  - c.** Land managers must be involved in the effort.
- 344.** To assure proper resourcing of the threat faced by rural and regional communities, WA Labor will:
- a.** Investigate incentives to landowners who are denied the use of their land for the benefit of the environment and the public;
  - b.** Legislate to ensure that clearing of remnant native vegetation and implementation of major drainage projects will only take place if the projects have appropriate environmental approvals and are consistent with recognised catchment management plans;
  - c.** Continue to investigate and develop alternative approaches to addressing salinity with a focus on working through the integrated catchment management process; and
  - d.** Create real disincentives to land users who

cause environmental harm on a catchment basis.

- 345.** WA Labor will continue to support the established six Regional Natural Resource Management groups as a means of empowering local communities and devolving natural resource management to local processes where possible.

### **Pastoral Land Tenure**

- 346.** WA Labor recognises that the pastoral land tenure system must enhance sustainable land management practices, protect the existing land base and provide for the economic viability of leaseholders. We also recognise that the majority of the State's pastoral leases have significant degradation and related productivity issues which should be actively addressed. To promote these objectives, a WA Labor Government will seek to:
- a.** Work with stakeholders to develop new forms of tenure which:
    - i.** Allow part or full diversification into non-pastoral economic activities such as tourism
    - ii.** Recognise and work within the natural carrying capacity of the land
    - iii.** Promote enterprises which assist in remediation of degraded lands such as carbon farming.
  - b.** Promote efficient pastoral production without degradation of the rangeland, and deterioration of the waterways;
  - c.** Support the development of a voluntary stewardship program which actively supports and encourages leaseholders to remediate degraded areas and protect areas of conservation value.
  - d.** Monitor the condition of pastoral leases to improve management and ensure that all future land use options are retained.
  - e.** Consider a more representative governance framework for pastoral land tenure which serves all sectors and industries involved in owning leases, including pastoralism, tourism, conservation, mining and Indigenous interests.

### **Industry And Market Development**

- 347.** WA Labor supports the statutory marketing of agricultural produce when it is in the public interest and believes it needs to be considered

on a case-by-case basis, in consultation with the affected producers and other relevant stakeholders.

**348.** WA Labor recognises that arrangements for Statutory Marketing Authorities need to be consistent with the National Competition Policy Agreement but Labor will not dismantle Statutory Marketing Authorities where it can be demonstrated that:

- a.** Any costs to the community arising from the regulation are outweighed by the benefits; and
- b.** That regulation is the only way these benefits can be achieved.

**349.** WA Labor will consider reform to Statutory Marketing Authorities where a particular agricultural industry covered by a Statutory Marketing Authority decides to change direction of its own accord.

**350.** WA Labor supports the Grains Licensing Authority in the orderly marketing of barley, lupins and canola for Western Australians, consistent with the above principles.

## **FISHERIES**

### **Fish for the Future**

**351.** WA Labor believes:

- a.** Western Australia's fisheries are a common property resource, which is of significant value to all West Australians;
- b.** That the sustainable management of our fish stocks is paramount to maintaining the quality and diversity of this state's aquatic environment;
- c.** That Government must ensure management arrangements are developed in full consultation with stakeholders and the wider community and based upon the best available information and research;
- d.** Stakeholders have the right to expect a transparent and accountable process when management and regulatory decisions are made;
- e.** In the need to continually improve links between Government and relevant stakeholders to ensure that a representative and consultative approach to management and conservation decisions takes place;
- f.** That the aquatic resources of the state are subject to a number of competing demands

and that it is the responsibility of a Labor Government to effectively balance these pressures with the imperative to manage our fisheries in accordance with principles of Ecologically Sustainable Development; and

- g.** In the continued sustainable development of other fish related industries.

**352.** WA Labor in Government has:

- a.** Reviewed and refined management arrangements for a number of fisheries including the State's wetline fishery, to ensure their sustainable future;
- b.** Created the biggest shark reserve in the world, which stretches from Steep Point, Shark Bay to Broome;
- c.** Moved to remove the last remaining commercial fishing licences that were operating in the Swan River;
- d.** Protected and strengthened snapper breeding stocks in Cockburn Sound by refining recreational and commercial fishing management arrangements;
- e.** Reaffirmed its commitment to Integrated Fisheries Management (IFM), which includes the balancing of the demands for allocation between the recreational, commercial and customary sectors;
- f.** Supported the development of the aquaculture industry by recognising and funding a number of aquaculture development and management initiatives, including the peak sector body;
- g.** Maintained the Fisheries Adjustment Scheme to continue the equitable reduction of commercial fishing effort through the buy-back of fishing licenses in fisheries where this is necessary or appropriate;
- h.** Continued to promote education and compliance in the recreational fishing community with a view to the ongoing sustainable use of our aquatic resources and the environment;
- i.** Commissioned 19 FTE Compliance officers—the single largest injection of compliance funding on record; and
- j.** Expanded the research and development programs that monitor the state of fish resources, including over \$5 million dollars for the ongoing monitoring of important recreational fishing species.

- 353.** WA Labor will:
- a.** Seek to more clearly define the property rights of commercial fishing license and authority holders;
  - b.** Develop an Estuarine Management policy;
  - c.** Continue to monitor the status and ensure the future of stocks of all fish species off the WA coast of importance for commercial, recreational and subsistence use;
  - d.** Expand the research and development programs that facilitate the growth and management of fisheries in Western Australia
  - e.** Establish appropriate business development and support mechanisms in order to foster the development of Western Australia's aquaculture and mariculture industries; and
  - f.** Identify and promote areas for wilderness fishing experiences, and foster and promote the State's charter fishing and marine based ecotourism industries.

### **Timber And The Timber Industry**

- 354.** WA Labor recognises forests have tremendous value in terms of providing economic, employment and recreational opportunities as well as being central to the environmental heritage of Western Australia. Accordingly, future development of forest-based industries must be economically and environmentally sustainable.
- 355.** In recognition of the economic and employment contribution which forest industries make in regional areas, and of the need to utilise import replacement opportunities, WA Labor will, in consultation with all stakeholders, frame a Timber Industry Development Plan to ensure support for the best value outcomes from the production of our unique native hardwoods.
- 356.** WA Labor recognises the opportunities for the softwood industry to meet demand for construction timber and other manufactured timber products. WA Labor will work to encourage the further development and expansion of the plantation estate to support the growth of the soft wood timber industry in Western Australia.
- 357.** WA Labor recognises that the social, environmental and economic potential of Western Australian native forests are equally important and that these native forests have been substantially degraded by human

intervention when measured by size and overall forest health. WA Labor recognises that introduced plants and animals in Western Australian native forest ecosystems is a significant factor in this and will investigate methods of cost effectively reducing them so that these methods can start to be implemented during the period of the present Forest Management Plan.

- 358.** WA Labor will implement a craft wood licensing system to enable artisans and crafts people access to craft wood in native forests.

## **SMALL BUSINESS**

### **Introduction**

- 359.** WA Labor recognises that small business plays a central role in the Australian economy. Through individual effort, small business owners provide employment for themselves and many thousands of employees. This dynamism should be encouraged and nurtured by government seeking to create an environment in which small business can thrive and prosper.
- 360.** Small business contributes greatly to economic growth and employment as well as ensuring the economy maintains its flexibility and diversity. Small business provides the foundation for innovation and its quick reaction to change enables new technology and practices to be adopted and the competitive edge to be maintained which is critical to the State's on-going development.
- 361.** WA Labor is committed to implementing policies that will strengthen the capacity of small business to make a substantial contribution to the state's economy.

### **Developing Small Business**

- 362.** WA Labor will continue to seek the advice of the small business community on ways to improve the legislative and administrative arrangements of the state to facilitate the growth and vitality of the sector.
- 363.** Small business needs access to capital to grow and prosper. WA Labor recognises the importance of mature relationships being established between the small business community and the finance sector and will, within appropriate prudent guidelines, seek to provide information that assists small business operators identify the financing options best suited to the nature of their business.

## Fair Trading

- 364.** Market economies are not perfect or absolutely fair to all participants. This is particularly the case in areas of franchising, retail tenancies and other arrangements where there can be a misuse of market power.
- 365.** WA Labor will utilise mechanisms available to it, including legislation, to create the best possible fair trading environment.
- 366.** WA Labor is also concerned about small and micro businesses being compelled by larger entities to operate their businesses in certain ways in order to obtain work or supplies.
- 367.** WA Labor will:
- a.** Continue to examine the measures that should be taken to protect small and micro businesses being forced to comply with demands that do not relate to the quality of the service or product being provided; and
  - b.** Amend the Fair Trading Act and related legislation to prohibit unconscionable conduct.
- 368.** WA Labor acknowledges some small retail tenants have been disadvantaged by the lack of protection afforded by lease contracts. WA Labor will introduce legislative changes designed to provide a fair balance between the respective rights of retail landlords and tenants.
- 369.** WA Labor is committed to ensuring small retailers are not forced to meet excessive accommodation costs, part of which should be the responsibility of others.
- 370.** WA Labor will:
- a.** Examine methods of simplifying the legal system in order to ensure that small investors and creditors have access to speedy and inexpensive legal redress against breaches of fiduciary duty; and
  - b.** Assist with the development of a legal insurance policy or other mechanisms that enable small business to have access to legal advice and representation.

## Minimising Compliance Costs

- 371.** WA Labor is acutely aware that compliance costs associated with running a business proportionately diminish the capacity of owners and managers to focus on operating and growing the business. Small business is not as well equipped as larger business to cope with this burden.

- 372.** WA Labor will:

- a.** Continue to require regulatory Statements which assess the cost/benefit of new legislation to ensure change does not unduly impact or have unintended consequences for small business;
- b.** Systematically eliminate irrelevant and time-consuming paperwork and in consultation with the small business sector Labor will remove impediments to growth;
- c.** Ensure that business regulations be drafted in “plain english”;
- d.** Develop mechanisms for identifying unnecessary and costly compliance arrangements, with the view to minimising and eliminating such costs; and
- e.** Continue to streamline regulatory functions to reduce compliance costs.

## Small Business Participation in Industry Policy

- 373.** WA Labor is committed to introducing an industry policy that promotes the development of new industry and the growth of existing businesses.
- 374.** It is recognised that small business has not always had adequate access to government programs aimed at enhancing the productive performance of firms.
- 375.** WA Labor’s strategic industry policy will include specific small business programs that:
- a.** Offer small business programs targeted at improving the quality of products and services;
  - b.** Enable small business to implement strategies designed to improve customer service response times, product development and marketing;
  - c.** Encourage small business to export;
  - d.** Provide user friendly application procedures to ensure that small business is not dissuaded from taking industry improvement initiatives; and
  - e.** Support mutual recognition legislation and the ongoing development uniform compatible legislation and regulation between Commonwealth and State Governments in the area of fair trading.

## Western Australian and Australian Made Products



- 376.** WA Labor is concerned that successive Liberal Governments have effectively destroyed the “Australia Made” campaign to the great disadvantage of the small business sector.
- 377.** In contrast, WA Labor will actively promote the “Buy Local” policy and prevail upon the Federal Government to reintroduce a campaign to promote Australian made goods.

### **Small Business Promotion and Development**

- 378.** The Small Business Development Corporation (SBDC) will be charged with the responsibility of promoting small business and providing quality advisory services and programs that meet the needs of small business in the regions and the metropolitan area.
- 379.** WA Labor will legislate to ensure the cost of electricity of small business end users is the same as the amount charged by Western Power. In the case of shopping centre and commercial facilities that receive bulk power rates, these must be passed on to the end users, thereby eliminating the “energy profit” and assisting the small business sector.

### **Government Purchasing**

- 380.** WA Labor notes that under the previous Coalition Government, small business supplies to government were disadvantaged by being kept waiting for an inordinate amount of time for their accounts to be paid.
- 381.** WA Labor will continue to provide a payment regime under which small business suppliers to the government are paid for services and products provided within thirty days of a proper account being rendered.

### **Planning and Small Business**

- 382.** Fluctuations in the supply of retail trading space in the metropolitan area has unnecessarily caused undue financial difficulty for small business retailers.
- 383.** WA Labor will protect the interests of small business retailers by:
- a.** Requiring impact statements on new centres that may have an impact on existing retailers;
  - b.** Giving retailers the opportunity to comment on the impact statement; and
  - c.** Requiring the regulatory authorities considering development proposals to take into account their likely impact on existing

small business.

### **Anti-Trust Laws**

- 384.** The small business sector has been increasingly concerned about market domination and concentration that is having a negative impact on consumer choices and the vibrancy of the sector.
- 385.** WA Labor will continue to advocate for national legislative arrangements that seek to prevent the further domination of the market by large entities remote from the local community.

### **Rural and Regional Centres**

- 386.** WA Labor will continue to monitor, through the improved Small Business Centre Network, the needs of small business in rural and regional Western Australia.

### **Public Liability Insurance**

- 387.** WA Labor will continually explore ways of reducing insurance costs for small business.
- 388.** WA Labor acknowledges the cost of public liability insurance is having a detrimental impact on small business.
- 389.** WA Labor recognises that renewable energy technology is developing at an exponential rate and as such offers significant economic opportunities in research and development and manufacturing.
- 390.** In government WA Labor through economic inducements will:
- Plan for the transition from fossil fuels to renewable technologies.
  - Encourage investment in research, development and manufacturing in partnership between WA’s tertiary institutions, industry and government economic agencies.
  - Encourage new housing and industrial developments to have 50% + renewable aspirational targets.
  - Develop greenfield manufacturing centres strategically placed to retrain and redeploy jobs lost in ageing and redundant energy producing technology.
  - Develop and retain WA rare earth resources and processing that is critical in the manufacture of renewable technologies.

### **Traditional Owners**

- 391.** WA Labor recognises that the long and ongoing relationship of First Nations People with land is an essential element in restoring the environment and will increase the role of local First Nations People in the planning for and implementation of land management this includes recognition of Traditional Owners to have included in any project development agreement the recognition that “no means no”.

## **Procurement**

- 392.** WA Labor affirms its commitment to local content and local jobs. This conference calls upon WA Labor, when in government, to ensure that there is a local content component in all government procurement contracts.
- 393.** WA Labor commits to working with key stakeholders to develop a government audit strategy to regulate construction works on state government funded projects. WA Labor is committed to ensuring that contractors on these projects do not unfairly preference subsidised products from overseas (which are often sub-standard) where there is an Australian industry that can manufacture and supply the product.
- 394.** WA Labor will engage with key stakeholders to develop a government audit strategy that will ensure contractors engaged on state government projects uphold the highest occupational and health and employment standards. This audit strategy will ultimately prevent contractors or sub-contractors that have consistently breached AS4801, statutory employment obligations and industrial instruments from tendering for and becoming engaged on state government projects.
- 395.** WA Labor believes that all state government funded projects should set an industry standard for the subcontractors and contractors engaged on these projects. WA Labor will commit to establishing an independent body or mechanism to ensure principal contractors do not impose unfair conditions on sub-contractors as well as guarantee security of payment for all works done on Government projects. emissions;

## **RESOLUTIONS**

- 396.** WA Labor acknowledges that the separation of regulation regarding sanitation between the Mines Safety Act and WHS Act has been ineffective. WA Labor believes that all workers regardless of industry and location should

have access to toilets and sanitation, as well as facilities for showering, hand washing and laundering. WA Labor will review the uniform sanitation standards so that Work, Health and Safety legislation and regulations ensure access to toilets and sanitation items across sites, as well as improve facilities for showering, hand washing and laundering. This review will give specific thought to the conditions faced by workers in WAs remote resources and construction industries.

- 397.** WA Labor understands the stigma that those facing mental health issues experience. WA Labor acknowledges that this stigma can have a detrimental effect on the work and life of those facing mental health issues.

WA Labor acknowledges in particular, that workers in the resources and construction industries fear dismissal and mistreatment if they seek to address mental health issues.

WA Labor will investigate and introduce a return to work scheme in line with Workers Compensation for employees who take time off from work to address and treat mental health issues.

- 398.** WA Labor supports the harmonisation of workplace health and safety legislation across Australia through the adoption of the Safe Work Australias Model Workplace Health and Safety Act.

This State Conference commends the McGowan Labor Government and Minister Johnston for the work done to develop and consult on modernised work health and safety legislation.

WA Labor acknowledges the key role of unions in progressing legislation that ensures benchmark protection for workers, addresses contemporary workplace issues, and is harmonious with national schemes.

WA Labor understands that modernising the States legislation and regulations is a complex process, requiring union and industry consultation.

This State Conference urges the McGowan Labor Government to implement a new Work Health and Safety Act for Western Australia as a matter of urgency.

- 399.** WA Labor congratulates the McGowan Labor Government on the Ministerial Review of the State Industrial Relations System.

WA Labor acknowledges the valuable input from across the union movement to represent workers from of all backgrounds in the State Industrial Relations System.

The Final Report of the Ministerial Review was tabled in State Parliament on 11 April 2019.

Western Australian workers are eager for recommendations of the review to be implemented.

Priority reforms include:

- Enabling workers to seek an order from the Western Australian Industrial Relations Commission (WAIRC) to stop workplace bullying;
- Empowering the WAIRC to develop an equal remuneration principle and make equal remuneration orders;
- Amending the definition of employee to remove the exclusion of domestic service workers and persons with a disability in supported employment; and
- Increasing penalties for breaches of employment laws.

This conference calls on the McGowan Government to prioritise legislative change to implement the recommendations of the Ministerial Review of the State Industrial Relations System.

- 400.** This WA Labor Conference expresses concern with BHPs South Flank operations.

In contradiction to their own espoused policies and marketing campaigns, BHP are failing to provide a fair, safe and dignified workplace for West Australian workers on this flagship project.

BHP now consistently outsource the provision of basic services as well as distancing themselves from workers through the use of Labour Hire; in doing so they are deny their responsibilities for the conditions of work.

Facilities and accommodations are poorly constructed and under-equipped with inadequate wet mess. Laundry facilities and room cleaning are inadequate for demand.

Workers are provided poor food options and poor food quality. Employees have drastically poor job security being able to be dismissed by text without notice and without recourse and there is no standard set of conditions across labour hire companies.

WA Labor will reassert the principle that a primary employer cannot abdicate or subcontract their responsibility to provide a fair, safe and dignified workplace and that failing to do so through any means is contrary to Labor values.

- 401.** WA Labor State Conference notes with concern the growth of labour hire arrangements in the construction industry.

The use of labour hire workers undermines the pay and working conditions of directly employed working people, whilst circumventing union industrial agreements.

The use of labour hire does not improve productivity, as it undermines longterm skill development and motivation.

The inherent insecurity of labour hire arrangements undermines the exercising of every other aspect of the rights and dignity of working people.

- 402. Forrestfield Airport Link and Metronet**

For over two years trade unions have consistently voiced concerns over the State Governments Forrestfield Airport Link Project, being built by the Italian multinational Salini Impreglio. Unfortunately this project is an example of everything wrong with public infrastructure tendering, procurement and delivery. While the tender and contract were inherited from the Barnett Government, the projects association with Metronet, our flagship public infrastructure policy, may have done more harm than good to our Party. The contracted builder, Salini Impreglio, have repeatedly and very publicly failed to provide a safe workplace resulting in a string of horrific workplace injuries. Theyve publicly failed to ensure local workers were prioritised in line with our Local Jobs initiative. Theyve publicly failed to ensure migrant labourers were given proper access to workplace representation so they could be made aware of their rights. They repeatedly and publicly refused to allow unions access to inspect safety and conditions on large parts of the project. Theyve publicly failed to build the project to specification and the

project has been plagued by industrial and environmental failures like sinkholes, breakdowns and toxic chemical spills. They've steadfastly refused to deliver industry standard wages and conditions to workers and their families. Theyve repeatedly and very publicly

failed to provide dignified working facilities so that workers are urinating in the tunnels rather than walk over a kilometre to the nearest toilet. They've repeatedly failed to engage with workers in good faith around contractual agreements like redundancy payments. And they've done all of this on what is now a State Labor Government project. This situation is completely inconsistent with our stated values as a Party. We must be cautious, that WA Labor and our State Labor Government are not perceived within the construction industry and large sections of our core political constituencies as being complicit in the undermining of the rights, safety and dignity of West Australians - that we as a Party are not branded with the perception that we are building a public liability rather than a public asset. Its hard enough within the current political climate to convince the public that we should be investing in quality public infrastructure like public transport. When State Government projects consistently fail to be completed on time, on budget or to community expectations, the task of defending public expenditure on major projects becomes impossible. Our Party is proudly about to embark on one of the biggest public infrastructure projects this state has ever seen. We have a real opportunity to reassert the principle of sound public investment for the common good. It would be a disaster for our State and our Party if that opportunity was squandered. WA Labor calls on the McGowan Labor Government to: Ensure all workers on State Government projects can exercise their right to negotiate industry standard wages and conditions through their union as their rightful industrial representatives. Ensure all tenders are assessed not just on cost but on the value they deliver to workers, the community, the taxpayer and our State. Ensure that in future the ability of the Government to maintain due oversight of safety, quality and working conditions on all publicly funded infrastructure projects is not signed away under contractual agreements. Defending the rights, safety and dignity of workers and restoring public faith in the value of quality public infrastructure. Surely this is core business for our party and our movement.

**403.** Bob Hawke High School, the WA State Governments much lauded inner-city school project, is shaping up as yet another cautionary tale in the misuse of public money.

The tender for this project was handed to PACT construction, owned in part by well-known WA

domestic builder Dale Allcock.

At the time the tender was awarded it was questioned by many in the construction industry including construction unions.

It was noted that the costings on which the tender was awarded were well below market rates and would once again result in the inevitable undermining of industry standards in wages, conditions, safety and quality in order for the builder to gouge a profit from an underquoted job.

All of these concerns are now being fully realised.

There have been constant reports of people being employed through labour hire firms on less than the Award minimum wages, with little to no full time, direct employment on the project.

Recently, a young workers face was fractured and his arm cut deeply when a makeshift, noncompliant fence fell over and landed on him. When union officials inspected the fence later in the week it had been put back in place exactly as it was before. Despite having fallen and landed on someone only days before, it was still noncompliant.

A major problem is now also emerging with the construction of the school. The internal walls have been lined with Gyprock before the building is water tight. The internal walls throughout the building have gotten wet and mould is growing in the walls of the buildings.

Despite the presence of mould, the PACT is continuing to push for the plastering of those walls to be completed so they can be painted, locking mould and spores into the internal walls of a school.

The WA State Labor Conference expresses concern at what is the latest in a now very, very long line of failures in the proper use of public money to build proper public infrastructure.

**404.** Construction workers in Western Australia endure some of the most family unfriendly and socially and emotionally isolating working conditions of any group of workers in our country.

There is an obvious need for action in relation to suicidal ideation in this group.

After seven years of implementation of the MATES better practice suicide prevention and



mental health improvement program, less than 15% of construction workers in WA have access to the program.

A minority of building and sub-contracting companies are prepared to voluntarily make the modest investment to implement the MATES life-saving program.

WA Labor will:

- Mandate suicide and awareness and prevention training for WA construction projects:
- Incorporate structured suicide awareness and prevention training in the annual operations plan for the WA construction industry training fund:
- Provide funding support for MATES in Construction WA case management & post-vention services; and
- Provide funding support for MATES in Construction WA to deliver suicide awareness & prevention training & case management support to owners and employees of small construction business.

**405.** WA State Labor Conference condemns the hopeless inadequacy and wholesale failure of the safety systems that are supposed to protect West Australians from injury and death at work.

We consistently hear news reports of the heartbreaking and compelling stories of so many families who have needlessly lost their father, mother, sister, brother, son or daughter whilst at work.

There are some issues that have repeatedly been highlighted by all these families and by people across all sectors of heavy industry in Western Australia as core factors in the race to the bottom on safety and the ultimate cause of deaths whilst working in construction.

- a. Labour hire and insecure work that removes the ability of workers to question bosses who do the wrong thing without risking their livelihood.
- b. Company appointed safety officers who are paid by the builders and not elected by workers. So their allegiance is to their employer not to the workers they are supposed to keep safe.
- c. Totally inadequate penalties for directors of companies who can easily pay fines if safety

is breached but face no risk of ever being sent to prison no matter how bad their criminal negligence. In the end they can always go home to their own families even when other families will never see their loved ones again.

- d. A toothless and under resourced regulator who only shows up once a death or injury has already occurred and disappear as soon as the media circus is finished.
- e. Use of casual workers and backpackers in dangerous industries who have no idea of the risks and have never received proper training or advice as to their rights.

But at the core of all of these problems is one huge elephant in the room. The morally bankrupt business practices of major builders and developers. Companies are systematically, knowingly and deliberately underquoting on projects to secure tenders knowing full well that they will never, ever be able to recoup their investment without the extreme corner cutting and price gouging that critically undermines basic workplace safety.

Safety costs money. And its a cost that companies have decided they don't want to pay. In this respect there are major builders and developers in our state who are literally using the lives of their workforce as a disposable asset.

Our community publicly and forcefully condemns that kind of behaviour by businesses and governments in third world countries. We should not accept it in Western Australia.

For decades now construction unions have been attacked by right wing governments. We've been hounded and vilified by 'political' lobby groups acting on behalf of the rich and unimaginably greedy in this country.

The result is a broken industrial relations system where the labour, effort, health, safety and ultimately the lives of workers are exploited by bosses who have no fear of any real consequence at all. In fact, they operate under the overt protection of government bodies designed to support efforts to corrode the wages, safety and dignity of working people.

**406.** This Conference congratulates the Premier Mark McGowan and the Water Minister the Honourable Dave Kelly for returning the Water Corporation services back in house 25 years after the Liberal Government privatised them.

We commend the State Labor Government for putting West Australian workers and services first and securing the delivery of clean water for all Western Australians.

- 407.** WA Labor recognises that security guards work in difficult, often violent situations.

WA Labor also recognises that the nature of security work means that these workers can and are exploited through wage theft, lack of entitlements and insecure work.

This conference calls on the Police Minister to implement the Platform with inductions for all security guards based on the successful model developed by the ACT Government to ensure workers in the sector are aware of their rights.

- 408.** WA Labor understands that contract maintenance workers at the BP refinery in Kwinana are under attack. BP are offering these long-term employees a take it or leave it deal with a 30 per cent pay cut and the loss of important workplace conditions.

WA Labor acknowledges that almost 150 families in the local community face an uncertain future. Despite decades of employment at the Refinery, employees have been told to reapply for their jobs and accept a massive loss of their hard-earned pay and conditions with a new contractor.

WA Labor condemns this attempt to attack wages and conditions of Western Australian workers and calls on BP to immediately drop the cuts. WA Labor pledges to boycott BP service stations and products until the cuts have been dropped.

- 409.** In July 2018, Albemarle committed to the use of local employment for the construction and future long-term operations in the South West. However, Albemarle have engaged Perth based contractors and reneged on commitments and promises previously made to local workers, contractors and the community.

Albemarle have rejected an offer to meet with local unions and community representatives and it is clear that Albemarle have no intention to work with the community as part of the transition in the South West. They have consistently betrayed their commitments to the State Government and the South West community.

- 410.** WA Labor is committed to:

- a.** Delivering secure employment for workers;
- b.** Delivering long-term dividends for Western Australia, by changing how projects and services are procured and delivered; and
- c.** Delivering for the community while ensuring that workers have secure, long-term jobs.

- 411.** WA Labor condemns Albemarles lack of consultation with the community and the relevant unions, who they have betrayed by attempting to force them to accept cuts to wages and conditions and zero guarantees on local jobs, jobs security and future jobs.

WA Labor calls on the McGowan Labor Government to:

- a.** Facilitate a meeting between the relevant unions and Albemarles management; and
- b.** To review its policy on local jobs and community engagement and do everything within its power to protect the wages and conditions of local workers;
- c.** Ensure that American resources giants like Albemarle do not bully local communities and ensure and protect local jobs, jobs security and future jobs.

- 412.** This Conference supports the submissions by the McGowan Government in relation to the draft Australian Animal Welfare Standards and Guidelines for Poultry, in which they called for the abolition of conventional cages for layer hens and the reduction of stocking densities for meat birds. The Conference calls on the McGowan Government not to agree to standards that do not improve significantly on the current voluntary standards and guidelines.

- 413.** WA Labor will seek to phase out battery hen farming in WA and enhance labelling of commercially farmed eggs.

- 414.** This Conference supports actions to strengthen the integrity of free range egg labelling recognising that lack of enforcement is undermining the consumers power to choose free range eggs and rewards producers who behave unethically.

- 415.** WA Labor affirms its commitment to a publicly controlled energy system that:

- Ensures reliability
- Protects the disadvantaged
- Supports jobs and industry development

- Is not a financial drain on the State Budget
- Is environmentally sustainable.

**416.** WA Labor will keep Western Power in public hands and enable it to be the platform for Western Australia's future energy network. WA Labor will keep Synergy in public ownership and:

- Re-focus Synergy's corporate strategy on maintaining its position as a public utility that delivers economic and social value to the community.
- Re-focus Synergy on leading the transformation of the electricity sector by providing a renewed focus on meeting the rapidly changing needs of customers and managing the changes in generation technologies to a low emission future with increasing distributed and renewable generation.
- Establish a Ministerial Energy Consultation Forum and increase community and stakeholder consultation.
- Continue on the path towards removing the cost burden of energy on the State Budget (to encourage innovation, provide for more efficient and sustainable use patterns, provide greater customer engagement and to reduce taxpayer subsidies that do not target vulnerable customers).

**417.** WA Labor will implement a Just Transition Plan that will:

- Continue to support a Working Group/s made up of local Members of Parliament, relevant portfolio Ministers, industry workers, local councils and relevant energy unions.
- Recognise that coal-powered generation and related industries are facing increasing challenges due to rapid changes in energy demand and technologies.
- Identify and build renewable energy projects in existing energy producing communities such as Collie and Bunbury.
- Provide new jobs.
- Re-train workers for the transition to new energy technologies.
- Build community capacity to help with economic transition and maintain vibrant communities.

**418.** The ETU applauds and congratulates the McGowan State Government for bringing the State Budget back in the black.

We also would like to acknowledge our Members and all Union Members in Government Departments and Government Trading Entities (GTE), for accepting the \$1000 per year State Wages Policy increases in their Industrial Arrangements, to assist the Labor Government to achieve this goal.

*We note that the Reserve Bank Governor has called on all employers to return to higher levels of wage growth and that Government has a key role to play here.*

Given a slow economy and slow wage growth for Government Departments, and additionally high profits in the GTEs:

***We now call on the Government to remove the State Wages Policy in its entirety, to allow Unions and Government employees to negotiate open, fair and appropriate Wages and Conditions in the next cycles of their Industrial Arrangements Bargaining Processes.***

**419.** WA State Conference acknowledges the work of the Federal Parliamentary Labor Party on developing a vastly different approach to workplace relations for the Australian Public Service.

From opposition, the ALP will continue to work towards undoing the harm caused to public sector workers and their families by the Abbott-Turnbull-Morrison Government wage freeze of three years or more and large-scale cuts to working conditions, particularly family friendly conditions.

WA State Conference welcomes Federal Labor's commitment to recognising the importance of secure jobs and fair wages and working conditions for all Commonwealth workers as outlined in their Statement on APS Workplace Relations.

WA State Conference calls on the Federal Labor Caucus to continue fighting for these issues from opposition, and to keep supporting a strong Public Service.

**420.** The Coalition Government announced in the 2017-2018 budget the decision to outsource the immigration call centre function to private company Datacom, and to privatise critical visa processing work across the Department

of Home Affairs. This decision to hand over the design and delivery of Australia's visa services to the private sector threatens the jobs of up to 3000 hard-working staff, with upwards of 250 workers potentially affected in the WA.

This decision would see a private corporation given license to run our visa system as a for-profit business, and is likely to result in reduced services and data security risks. The Morrison Government is proposing a two-tiered system, whereby people can pay for access to a premium service.

Visa processing generated \$2 billion in revenue in 2016-17, this is money that should be used for public health, education and other services, not to profit private corporations. The Department held industry briefings in San Francisco and Bangalore, suggesting that the work may be off shored. In addition, given the strong public outcry over multi-national tax avoidance it is concerning that companies that have questionable tax practices may be benefiting from this privatisation. In the lead up to the 2019 Federal election, the Australian Labor Party came out strongly in opposition to visa privatisation after a concerted campaign by the Community and Public Sector Union. Given the recent election of the Morrison Government, we anticipate that Peter Dutton, the Minister for Home Affairs and the Department will attempt to press ahead with the privatisation of our visa services. WA Labor commits to continuing the fight against privatisation of our public services and for stable and secure public sector jobs.

**421.** WA State Conference notes that instead of investing in secure, permanent public sector jobs, the Coalition Government has continued cutting jobs from Western Australia. Too often, job cuts and closing offices outside of the east coast capital cities is seen by agencies as a quick-fix for budget pressures.

Analysis of the APS staff headcount shows that since 2015, Western Australian staffing levels have been cut by 4.5%, which includes almost 100 positions outside of Perth. Years of continuous budget cuts, efficiency dividends, outsourcing work to labour hire companies and consultants have eroded the Australian Public Sector's ability to deliver core functions and fair outcomes for the Western Australian community.

WA Labor condemns the Coalition

Governments decision to contract 600 DHS jobs to Stellar rather than offering these staff ongoing APS employment with appropriate training and career opportunities.

WA State Conference calls on the Federal Government to take immediate steps to convert those jobs outsourced to Stellar to ongoing APS jobs, and to prioritise secure public sector employment across the service. WA State Conference calls on the Federal Government, and Federal Labor when in Government to:

- Reverse past job cuts and invest in permanent public sector staff
- Bring outsourced work back to the public sector and cap the use of contractors, consultants and labour hire
- Realise digital transformation is about improving service delivery, not simply cost cutting
- Increase staffing levels in the agencies that have an existing regional footprint, in particular DHS (Services Australia), National Disability Insurance Agency and the ATO
- Build on that footprint through establishing new agencies or functions such as providing employment services; and
- Ensure the Governments bargaining policy encourages, rather than holds back, wage growth.

**422.** WA Labor affirms its commitment to a publicly controlled energy system that:

- Ensures reliability
- Protects the disadvantaged
- Supports jobs and industry development
- Is not a financial drain on the State Budget
- Is environmentally sustainable.

WA Labor will keep Western Power in public hands and enable it to be the platform for Western Australia's future energy network. WA Labor will keep Synergy in public ownership and:

- Re-focus Synergys corporate strategy on maintaining its position as a public utility that delivers economic and social value to the community.
- Re-focus Synergy on leading the transformation of the electricity sector by providing a renewed focus on meeting



the rapidly changing needs of customers and managing the changes in generation technologies to a low emission future with increasing distributed and renewable generation.

- Establish a Ministerial Energy Consultation Forum and increase community and stakeholder consultation.
- Continue on the path towards removing the cost burden of energy on the State Budget (to encourage innovation, provide for more efficient and sustainable use patterns, provide greater customer engagement and to reduce taxpayer subsidies that do not target vulnerable customers).

WA Labor will implement a Just Transition Plan that will:

- Continue to support a Working Group/s made up of local Members of Parliament, relevant portfolio Ministers, industry workers, local councils and relevant energy unions.
- Recognise that coal-powered generation and related industries are facing increasing challenges due to rapid changes in energy demand and technologies.
- Identify and build renewable energy projects in existing energy producing communities such as Collie and Bunbury.
- Provide new jobs.
- Re-train workers for the transition to new energy technologies. Build community capacity to help with economic transition and maintain vibrant communities.

1. Land use and transport planning is a process by which WA Labor can ensure a fair distribution of resources and opportunities for community participation and economic development.
2. Integrated land use planning, environmental protection, transport, infrastructure and industry policies will deliver better social, economic and environmental outcomes.
3. Economic, Environmental and Social Sustainability principles are to be considered in all Transport, Planning and Infrastructure decisions.
4. WA Labor will maximise public infrastructure efficiency and equity across all urban and regional areas of Western Australia. WA Labor will identify priority projects for government spending on health, education and employment while integrating transport infrastructure.
5. WA Labor will ensure that we make the most efficient use of available land and infrastructure.
6. Strategic and well researched public education, rebate and incentive programs are vital to achieving environmental and social sustainability objectives. WA Labor recognises the importance of continuing current state government behavioural change initiatives promoting active transport such as the Your Move program. In addition to Government programs WA Labor will support community-based initiatives.
7. WA Labor believes in the importance of the provision of public sector common user berths across ports in Western Australia. Regionally based Port Authorities play an important role in providing a stable economic base in our regions.
8. WA Labor will:
  - a. Plan transport infrastructures to:
  - b. Be affordable and efficient;
  - c. Optimize the amenity of urban areas;
  - d. Reduce greenhouse gas emissions and other environmental impacts;
  - e. Incorporate best practice standards of health and safety;
  - f. Support people with disabilities;
  - g. Encourage innovation and flexibility; and
  - h. provide facilities and support for long distance truck drivers servicing the needs of the North West.
9. Continue to review, plan, upgrade and extend access to all forms of public transport supported by the allocation of appropriate levels of government funding.
10. Examine the mechanism by which the Public Transport Authority fare structures are decided upon, to ensure cost equity across the network, while maintaining an efficient low cost system for all Western Australians.
11. Focus on promoting alternatives, such as:
  - a. Public transport priority lanes;
  - b. Light and rapid transit systems;
  - c. Support for local government to improve existing pedestrian environments;
  - d. Safe pedestrian friendly precincts in central, suburban and regional areas;
  - e. Provide incentives to businesses that promote and encourage flexible work hours and travel to and from work outside of peak hours and the ability to work from home.
12. Continue to increase the attractiveness of cycling as a transport and commuting option by making it as safe, connected, convenient and widely accepted as possible. In Government we have already invested around \$150 million for the extension of the Principal Shared Path (PSP) network and other cycling infrastructure and we have made sharing the road safer for everyone by introducing the safe passing distance laws. Further initiatives will include:
  - a. Promoting the health benefits of choosing active transport (cycling and walking) as part of a daily commute;
  - b. Congestion busting at school drop-off and pick-up times by encouraging walking, bike riding and other active transport options;
  - c. Encouraging all forms of cycling tourism, from destination based mountain biking in the regions, touring in the Perth hills and south-west, to relaxed sightseeing trips around Perth and the river; and
  - d. Working with cyclists and heavy vehicle drivers to develop practical systems that prevent dangerous interactions between different road users.
13. Support research and trials into alternative transport fuels, methods and technologies with the goal of reducing reliance on fossil fuels and improving greenhouse gas emission levels and local air quality.

### Transport

8. WA Labor will:
  - a. Plan transport infrastructures to:
  - b. Be affordable and efficient;
  - c. Optimize the amenity of urban areas;
  - d. Reduce greenhouse gas emissions and other environmental impacts;
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  - d. Working with cyclists and heavy vehicle drivers to develop practical systems that prevent dangerous interactions between different road users.
13. Support research and trials into alternative transport fuels, methods and technologies with the goal of reducing reliance on fossil fuels and improving greenhouse gas emission levels and local air quality.

- 14.** Develop policies and initiatives to continue to improve community and transport safety, including:
- a.** Constant reviews of the effectiveness of road safety campaigns;
  - b.** Encouraging new community awareness initiatives and underpinning legislation;
  - c.** Provision of appropriate security on all public transport systems and their associated infrastructure;
  - d.** The integration of safety principles in all land and transport planning and developments;
  - e.** Support for local government in road safety and accident prevention on local government roads; and
  - f.** Initiate and fund pro-active road safety research and trials on the effectiveness of a power to weight ratio restriction for all probationary drivers, and to investigate the benefits and delivery of Advanced or Defensive Driving Courses to new drivers.
- 15.** Recognise that Western Australia's unique geographic location makes a vibrant and viable aviation industry a necessity and use its regulatory power to create competition whilst balancing the coverage and stability of intrastate networks. WA Labor will:
- a.** Encourage and develop the expansion of State, interstate and international services; and
  - b.** Co-operate with the Commonwealth and local governments, to ensure that regional airport facilities and both Perth and Jandakot Airports meet the current and future needs of the community.
- 16.** Develop appropriate water transport policies to protect our sensitive marine environments and waterways.
- 17.** Research, develop and fund bulk freight transport networks, road, rail and sea, as appropriate, to encourage the reduction of greenhouse gas emissions and respond to issues of community safety and peace of mind.
- 18.** Continue to recognise the fundamental role of Trade Unions in representing transport sector employees in our State.
- 19.** Support Australian crewed shipping services from Western Australian ports through the application of State subsidies. In particular, WA Labor will support Australian crewed shipping services to regional Western Australia and work with shippers to ensure access arrangements for regular berthing schedules.
- 20.** Improve coordination between State and Federal transportation safety authorities to enhance the safety of freight transport.
- 21.** WA Labor will:
- a.** Ensure port authorities are locally based, able to meet community needs, and have board members comprised of industry, workforce, trade union and community representatives;
  - b.** Oppose the privatisation of existing and future ports and the outsourcing of port infrastructure, maintenance and operations.
  - c.** Prioritise maintaining Fremantle Port as an operational port in public ownership and will improve the management of truck movements to and from the port by upgrading road and rail connections and by consulting with employers, Unions, and the Port Authority to implement the findings of the Fremantle Ports Truck Productivity Study without negatively impacting on Transport workers.
  - d.** Ensure a working port remains part of the Fremantle community and any future construction of container port facilities will not have a detrimental impact on operations at Fremantle.
- 22.** Conference calls on the WA Labor Government to do all that it can to stop the crisis in the transport industry and recognise the unique nature of owner-drivers in the transport industry by:
- a.** continuing to engage with key stakeholders to ensure a sustainable industry; and
  - b.** amending the Owner Driver (Contract and Disputes) Act 2007 to ensure transport workers are adequately protected, including amendments to
    - Include enforcement provisions for 14-day minimum payments and penalties for non-payment;
    - implement enforceable, safe and sustainable minimum rates to discourage the 'race to the bottom' by those who cut rates to win contracts even if at a financial loss; and
    - enact protections from repercussions for those who raise complaints relating to possible breaches of the Act, accompanied

by education and training.

## Planning And Urban Services

### 23. WA Labor will:

- a. Ensure that planning decisions are based on extensive community engagement and consultation, with all relevant stakeholders given appeal rights, to determine if a local area is suitable, not suitable or should be made off-limits for future development;
- b. Through the planning process, will maintain, with the view to improve protection and management of bushland, wetlands and marine environments across the State;
- c. Support the continued integration of local and regional planning strategies into an overarching State Planning Strategy. Perth's urban development will be focused within the boundaries of the Metropolitan Regional Scheme;
- d. Continue its commitment to development around activity centres and transit hubs;
- e. Develop activity centres throughout the metropolitan area and in regional areas to provide employment, amenity, access to public transport and good education and health services;
- f. Ensure adequate and sustainable availability of suitably zoned land in regional WA to meet affordable housing needs;
- g. Ensure retention of open space for recreation, food gardening and climate control so this is a priority in future planning decisions;
- h. Strengthen the role of local parks, reserves and conservation areas to preserve natural amenity and protect these valuable community resources for the future;
- i. Strategically improve residential development, focusing on sustainable housing developments around transport hubs. This will ensure population densities provide the critical mass for a more efficient and user-friendly public transport network;
- j. Ensure all housing subdivisions are designed so the maximum number of lots have full solar access, which will allow for optimum energy efficiency;
- k. Facilitate increased housing diversity, density, affordability and choice;
- l. Ensure all planning approvals will stringently

apply energy, water and transport efficiency criteria to meet best practice standards;

- m. Develop and fund a range of initiatives and incentives to improve the energy and water efficiency of public and private rental properties;
  - n. Ensure all public and community housing, has insulation installed;
  - o. Support policies that encourage the sustainability of existing housing through appropriate retrofits, renovations and the efficient use of resources;
  - p. Ensure land developers and builders showcase affordable and environmentally sustainable housing options with a focus on a smaller physical footprint, with a special emphasis on efficient water and energy use;
  - q. Assist developers and builders to showcase housing options that allow for flexibility in use over the life of the building, including occupancy levels and disability access; and
  - r. Ensure that local Authorities and land developers approve the inclusions of appropriate Sustainable Technologies for current and future new housing. This would include Clotheslines, Water Tanks, Grey Water Systems and Solar Panels for Power and Water Heating.
  - s. Review the operation of Building Regulations creating categories of bushfire zones to ensure their effectiveness without creating unintended and unfair outcomes
- 24.** WA Labor recognises that Petrol and Diesel Excises unfairly disadvantage rail operators in Western Australia. As consumers of diesel fuel, rail operators must pay the excise, but do not have the funds raised by the excise reinvested back into the maintenance and establishment of Government owned rail infrastructure.
- 25.** WA Labor recognises that fuel excise rebate schemes for rail transport are inadequate and that a rebate gap exists across the excise scheme. WA Labor believes that fuel excise revenue raised from the rail industry, should be used for the maintenance and establishment of rail infrastructure.
- 26.** WA Labor calls on the Federal Government to amend fuel excise legislation to ensure that fuel excise revenue raised from the rail industry, be used for the maintenance and establishment of rail



infrastructure.

**27.** WA Labor condemns the decision by the Barnett Liberal-National government in 2010 to close Tier 3 rail lines in WA. Failure to properly manage WA's grain freight and the closure of Tier 3 rail lines was illadvised, irresponsible and unsafe.

**28.** WA Labor will recover closed Tier 3 lines and take a more proactive approach to the networks management.

### **Family, Domestic and Intimate Violence**

**29.** Encourage developers to contribute to appropriate services and infrastructure to address social challenges such as homelessness, poverty, and family, domestic and intimate violence.

### **RESOLUTIONS**

**30.** Resolution Reiterating 2017 Election Commitments on Port Infrastructure

This conference congratulates the McGowan Government for working to keep their 2017 election commitments relating to port infrastructure in West Australia.

Specifically, the McGowan Government has demonstrated considerable progress on the following:

- a. Increasing freight on rail.** By increasing the subsidy as outlined in the election commitments, Fremantle Port has reached record amounts of freight being moved on rail into and out of the Port. Additionally, the McGowan Government has committed to include a dedicated freight rail line across the Swan River when the ageing wooden traffic bridge is replaced sometime before 2024. This commitment will allow for continued growth in the amount of freight that can be transported on rail.
- b. Improving road access to our publicly owned port** by committing funds to improve a section of Leach Highway between Carrington street and Stirling Highway.
- c. The long-term planning** for future port needs by creating the Westport taskforce to assess our port and freight infrastructure needs for the next 50-100 years.

This conference also encourages the McGowan Government to keep the following 2017 election commitments which will further improve our freight and logistics chain:

- Implement the findings of the Fremantle

Ports truck productivity study without negatively impacting transport workers.

- Upgrade additional road links to ease congestion into Fremantle Port.

Either as a standalone or with a supplementary outer harbour.

Lastly, this conference insists the 2017 election commitment to Maintain Fremantle Port as an operational port in public ownership be prioritised during any planning processes that considers port infrastructure.

**31.** State Conference calls on the State Labor Government to:

- a.** Provide adequate funding in the PTA budget to provide for additional security measures inside buses such as clear protective screens. Explicitly, funding should be included in the next budget to invest in a trial for non-reflective spit guard technology that is used in other jurisdictions and complete a review of the trial after one year implemented to assess whether a full roll out should occur. This should be done with full engagement with the drivers, the unions and the bus companies;
- b.** Engage with the Unions and police to impose greater response targets on Government-contracting security companies, as well as more security officers and mobile security being assigned to trouble hot spots and bus routes. The results should be reported on annually by the Minister in Parliament;
- c.** Implement tougher penalties for individuals who abuse or assault public sector transport workers and ride-share workers, damage busses or are unruly whilst using public transport; and
- d.** The Government will implement increased security measures for our hardworking bus drivers.
- e.** e. The PTA must meet quarterly with employee representatives and Union officials to discuss and act on issues such as safety, security, route efficiencies and timing/timetables

**32.** WA Labor recognises that Perth's transport network may benefit from the introduction of new mass transit systems and accordingly will continue to investigate options for light rail including Trackless Trams, on the basis that they employ new smart technologies to:

- Provide durable solutions to traffic

congestion

- Improve the links between residential suburbs and industrial and commercial areas as well as to cultural, recreational and environmental facilities in the Metropolitan area.
- Make practical use of the Green Belts that already exist within many road reserves.
- Significantly increase the uptake of public transport journeys and compliment investments made in METRONET
- Provide a significant number of new jobs in the manufacture, construction, installation and operation of the network
- Provide more transport choice for families to relieve cost of living pressures on households
- Contribute to the reduction in greenhouse gas emissions
- Be built for considerably less than conventional light rail, providing a much shorter time for economic returns to be realised
- Support vibrant communities and small business with increased foottraffic and greater commercial opportunities.

**33.** State Conference calls on the State Labor Government to:

- a. Ensure that all monies collected from traffic infringements are protected and guaranteed to be used by the Road Safety Commission or its replacement for the sole purpose of road safety.
- b. Ensure that the sole purpose for which the RSC was set up continues.

**34.** Given the WA Governments tourism strategy named the road-trip state, designed to increase intrastate tourism by encouraging people to drive around and visit our sites, this will inevitably see an increase in road traffic. To deal with this increase in use of major roads, which has been steadily growing over the past years, rest areas on these roads are being used by more people and as such proper facilities must be invested in by the State Government.

In light of this, the State Conference calls on the State Government to invest in two separate types of rest areas for country road users, within the next term of Government. The Government will consult

with Industry in the implementation of rest areas.

Truck only rest areas must:

- a. include plenty of parking for multiple trucks and road trains;
- b. have personal care facilities such as showers and toilets, specific separate male and female facilities;
- c. also have outdoor rest facilities such as benches and tables;
- d. be properly signed to say they are truck only rest area and may only be used by travellers and other road users in emergency situations;
- e. be at regular intervals on the journey, for safety reasons;
- f. Encourage facilities to be powered by Solar PV and batteries;
- g. Have emergency communication equipment in the case of poor mobile phone coverage;

General rest areas should:

- a. be at regular intervals on the journey, for safety and EV charge reasons;
- b. include appropriate personal facilities such as toilets and showers;
- a. also have outdoor rest facilities such as benches and tables;
- a. Encourage facilities to be powered by Solar PV and batteries including, where practicable, Electric Vehicle charge stations to encourage the take up of electric vehicles;
- a. Have emergency communication equipment in the case of poor mobile phone coverage;

**35.** WA Labor recognises that app-based charter services have become widely used in the community

The State Conference commends the Labor Government for passing modern taxi and charter vehicle legislation which will improve safety, make the industry fairer and contains a range of new safety obligations for all ondemand booking services such as Uber including:

- a. Booking services will now have a clear safety duty to ensure the health and safety of their passengers and drivers.
- b. Booking services must develop and use a safety management system to identify risks and take steps to mitigate them.

- c.** Booking services must now maintain a register and report all incidents of a serious nature become aware of that involve, or have the potential to result in, injury, violence or abuse of a person.
  - d.** Booking services must keep records of on-demand jobs including names and details of drivers and vehicles to be provided upon request to the State Government
  - e.** Where drivers reach the prescribed commercial threshold, booking services must now have driver fatigue management plans in place.
  - f.** A single authorisation is required for all drivers providing on-demand services in both taxis and charter vehicles.
  - g.** All authorised passenger transport vehicles including taxi and charter vehicles will require annual inspections, compulsory third-party insurance and appropriate Motor Injury Insurance.
  - h.** The legislation also maintains requirements for a taxi sign, livery, a meter, and cameras for those vehicles conducting anonymous rank and hail work.
  - i.** All charter vehicles are now required to have a sticker on their rear window while working for identification purposes.
  - j.** The legislation makes clear the responsibilities of booking services and includes significant penalties for non-compliance.
  - k.** The implementation of a new class of licence for all on-demand booking services, similar to an F extension for charter vehicle drivers;
- 36.** WA Labor commits to improve public transport services, to accommodate older and disabled people living in retirement villages and care facilities. These services should reduce walking distances and increase the availability of the services, especially on weekends, public holidays and later evenings.

The State Conference also notes payments being made as part of the Labor Government's taxi plate buyback scheme, providing assistance to plate owners abandoned under the former Conservative Government.

Noting the above, The State Conference calls upon the State Labor Government to investigate:

- a.** Requiring first aid kits for all taxi, rideshare or charter vehicle drivers; and
- b.** Strict, transparent and enforced accountability measures to maintain a high standard of compliance, especially making sure that vulnerable people such as the elderly or people with disabilities who use these services are not adversely affected or endangered.

1. WA Labor believes that:
    - a. Access to high quality education is the keystone to a just and cohesive society; cultural diversity, establishing high standards of health and wellbeing, cultivating economic prosperity for individuals and the broader community, as well as supporting an active engagement of citizens in the democratic life of the
    - b. Schools are a natural centre point for community engagement, fostering deeper, whole of community commitment to education, engagement and investment in schools from business, and improved outcomes for the whole
    - c. Education is an essential investment by government in, and for the community, and should be accessible to all residents as a fundamental
    - d. A key responsibility for the WA Government is the direct provision for and promotion of quality, free, education through public
    - e. Central to the principles of educational access and equity is well-resourced government support for the provision of quality public education in the schools, VET and university sectors. The principles of equity and access in meeting the educational needs of all students must be appropriately addressed via resourcing and evidenced
    - f. There is distinctive educational disadvantage experienced by many First Nations peoples, which can only be addressed through evidence-based strategies, such as: early intervention, culturally appropriate learning, and longer-term funding
    - g. School students must have access to a broad curriculum including a strong focus on literacy and
    - h. The use of Information and Communications technologies as teaching and learning tools is now an integrated part of WA Primary and Secondary Education. Ongoing funding for the implementation, upgrade, maintenance and broadband requirements of these technologies is required.
    - i. The roles of all education staff (school leaders, teachers, education assistants, Aboriginal and Islander Education Officers, support staff, lecturers) are important in enabling the effective engagement of students and ensuring students achieve their full
    - j. The opportunity for job security brings both individual and institutional benefits including, loyalty, commitment and improved productivity. Labor is committed to improving career path and job security for all education staff and will not support individual contracts in the public
    - k. Respect for the voices of peak bodies representative of parents, educational unions and professional bodies is needed and should be consulted in the development of educational policy and proposed
    - l. Parental/carer engagement is crucial in supporting students and should be
    - m. There is a need to establish safe and welcoming learning environments for students, staff and parents/carers. Occupational Health and Safety practices will be adhered
    - n. Quality of educational facilities impacts on the educational environment of students and staff in a single structure system for all government
    - o. All children have the right to an education free from discrimination, bullying, harassment and abuse, and all children benefit from being taught the values of inclusion, compassion, empathy and
    - p. All workers and parents/guardians in Western Australian schools and school communities have the right to be free from bullying, abuse, harassment and discrimination. This includes discrimination on the basis of family responsibility (including returning to work from parental leave and flexible working arrangements), sexuality, marital status, gender identity & history, and reproductive status.
- ### Fairness In Education
2. All children have the right to an education free from bullying, harassment, abuse and discrimination, including discrimination on the basis of their sexuality. All children benefit from being taught the values of inclusion, compassion, empathy and diversity. All staff employed in Western Australian schools deserve to work in an environment free from discrimination of any type. WA Labor acknowledges the Law Reform Commission's review of the Equal Opportunity Act
  3. WA Labor is committed to Reconciliation and understands the value of culturally appropriate



education and care. WA Labor is committed to supporting First Nations Western Australians to achieve better outcomes, including support for First Nations students whose first language is not English, and schools that want to teach Aboriginal

4. WA Labor is committed to ensuring all students have equal access to quality education in Western Australia, regardless of the school they attend or their personal

In Government, WA Labor is:

- a. Committed to addressing inequities between schools located in higher and lower socio-economic areas and reducing student disadvantage based on their location, ethnicity or socio-economic background;
- b. Committed to ensuring that students attending secondary schools in low socio-economic areas are not disadvantaged because of it and receive the same support and opportunity to attend university or other post-secondary education options as students attending secondary schools in higher socio-economic
- c. Implementing programs and initiatives that target students based on equity, such as the placement of additional education assistants, Aboriginal and Islander Education Officers and building science laboratories in schools located in lower socio-economic areas;
- d. Committed to improving student services and support, especially for students from low ICSEA

### **Early Childhood**

5. Labor recognises that access to high quality early childhood education and care is central to giving every child the best start in life. Labor understands that high quality, affordable Early Childhood Education and Care must be available for all families, no matter where they live or what their circumstances may
6. In Government WA Labor will:
  - a. Improve the links and pathways to promote better integration of children's services with education and other early childhood
  - b. Ensure parents have access to appropriate services for advice and assistance with early detection, early diagnosis and early intervention and support for children with special needs
  - c. Lobby the Federal government to provide

funding certainty for universal access to kindergarten.

### **Primary, Middle School**

7. Primary Schools are the first full time compulsory learning stage in student's lives, and as such, set the foundation for later learning and life opportunities. All primary schools in the government system will provide a comprehensive curriculum and right of access to local students – no matter where in Western Australia students live, or how much their parents
8. WA Labor will ensure that every government primary school is a well-maintained, well-funded, efficient, effective and inclusive learning community. Every government primary school will provide for the proper physical, emotional and intellectual care and development of young West Australians, celebrate their educational endeavours and learning excellence and value the democratic participation of parents, teachers and
9. WA Labor commits to properly resourcing primary schools to ensure that they provide West Australian children a strong foundation in numeracy, literacy and social skills. WA Labor in government has set targets to improve the health and wellbeing of children in the early years, increase literacy and numeracy achievement and increase participation in STEM. These targets are:
  - a. By 2027, increase the number of children in Western Australia who are developmentally on-track on all five domains of the Australian Early Development Census (AECED) by 10%
  - b. By 2024, WA NAPLAN Year 5 and Year 9 Reading and Numeracy mean scores improve by more than 10 scale
10. Middle years education should be properly resourced, designed and delivered to meet the developmental, personal, social and intellectual requirements of young

### **Secondary And Upper Secondary School**

11. Secondary schools should be properly resourced to provide a range of courses that best enables students to achieve the qualifications they seek, in order to grow in knowledge and skills, and participate in the community and the
  - a. WA Labor in government has committed to improving support services for students from low ICSEA schools to ensure they have the same post-secondary opportunities to attend university or further education, as students in

higher ICSEA

- i. WA Labor in government will by 2024 have 85% of Year 12 students completing two or more STEM courses and/or STEM related vocational, education and training (VET)

**12.** WA Labor recognises that the Independent Public School (IPS) system has created inequities in staffing placement, public perception, resourcing and the availability of support for school

**13.** WA Labor is opposed to further privatisation, including PPPs, with regards to front line services in public schools (specifically teaching, education assistants, cleaning, gardening and administrative support staff).

### **No Privatisation in Our Public Schools**

**14.** WA Labor believes:

- a. All employees in our public schools make a valuable contribution to school communities and the state of WA;
- b. That the provision of a quality public education in local communities is a fundamental responsibility of the state government;
- c. Direct employment by the state government is crucial to maintain strong communities in our public schools, and the high quality of our public education system;
- d. The operation and existence of public schools should be motivated by the pursuit of education and learning, and not profit maximisation; and
- e. The private provision of any services within our public schools will lead to:
  - i. The weakening of school communities and the public education system;
  - ii. Profit margins being put before quality standards;
  - iii. The propensity to be over reliant on public/private partnerships; and
  - iv. A significant reduction in the quality of our public

**15.** In Government WA Labor will continue to:

- a. Avoid further roll out of public private schools where possible and will have zero tolerance to any breaches of existing contractual
- b. Where possible, maintain direct employment by the State Government for all school support staff not already employed under

existing public private partnership contracts as a result of the former Barnett Government

### **Vocational Education and Training**

**16.** Labor recognises that Vocational Education and Training plays a vital role in addressing the economic needs of the state and our key state institution to train and deliver our current and future training needs is TAFE. High quality vocational training is one of the best mechanisms to address social and economic disadvantage and provide all West Australians, regardless of their socio-economic background, with a rewarding career pathway. Remote Aboriginal communities are to be specifically targeted to ensure appropriate training is facilitated, that will aim to address social and economic disadvantage through paid

**17.** Labor believes that fair and equitable access to education, as well as affordability, is key to the structure and resourcing of the training

**18.** Our Labor Government has begun the arduous job of rebuilding the Western Australian TAFE sector, after 8 years of destruction by the previous Liberal Government, which have left the effective operation of the entire training system compromised. This has culminated in a massive reduction in the number of students enrolling in quality vocational training, impacting Western Australia's ability to weather the economic peaks and troughs inherent in a resources-based economy such as

**19.** Labor will continue prioritising and developing TAFE as the leading provider of the state's skilled needs and ensure that our training colleges become a fundamental part of the economic transformation of Western

**20.** Our WA Labor government will continue to:

- a. Use the TAFE system as a vehicle for transforming Western Australia's industrial capacity and employment opportunities;
- b. Fund the delivery of Foundation Skills Courses by the not-for-profit sector and where possible TAFE, targeted to those areas with the greatest need;
- c. Establish and promote programs to encourage both the employment of a greater number of apprentices and ensure a higher rate of completion;
  - i. Create training outcomes that allow apprentices from craft industries with small numbers to still study within TAFE and Western Australia;

- ii. Develop Training programs across the vocational study spectrum specifically for remote Aboriginal communities and Regional WA;
  - iii. Create programs tailored toward our needs in a changing economic landscape and which are attuned to the challenges of Australia's future of work, such as renewable energy technologies, automation and robotics, and coding. As well as programs tailored to meet the needs of First Nations Australians living in remote communities
  - iv. Encourage business driven programs in collaboration with industry, modelled on best practice examples such as Rio Tinto's automation program at South Metropolitan TAFE
- d. Ensure training is made more affordable to all West Australians, including apprenticeships, traineeships and students who undertake studies in courses that offer valuable social good with lower earnings potential. No student should be excluded from attaining vocational skills due to not being able to afford ever increasing fees;
  - e. Support Vocational Education and Training in schools through fostering links to TAFE and removing organisational barriers to engagement; prioritising the skills needed in the economy now and into the future .
  - f. Ensure that there is a high standard of quality in vocational education in order to maintain the integrity of the industry

## Universities

- 21. Universities are essential community resources that provide:
  - a. The best quality professional education for the next generation;
  - b. Access to continuing professional education for qualified practitioners; and
  - c. Research—both contracted and curiosity driven—that generates technological innovation and new human
- 22. Access to places in public universities should be based on merit and
- 23. Universities should be encouraged to form partnerships with public schools to accelerate gifted students and provide support for students at

educational

- 24. Strategic relationships within the university sector and with industry, communities and professional bodies are essential.
- 25. Recurrent Higher Education funding, directed towards the financial support of university places, should principally be the responsibility of the Federal
- 26. Universities require a diverse funding base; though international student numbers should be encouraged to grow; universities should ensure their education standards remain high and for the benefit of all
- 27. University governance should be representative of the university academic staff, general staff and students and the wider
- 28. University Guilds and student societies are an important and integral part of tertiary
- 29. The 2019 Productivity Commission report The Demand Driven University System: A Mixed Report Card identified that, while university access for students from low SES backgrounds has improved, dropout rates among this demographic are higher. WA Labor in government will work with Universities to improve support services for university students from low SES backgrounds, to improve retention rates among this student

## WA Labor's Achievements In Government

- 30. In Education, WA Labor has:
  - a. Established a Partnership on School Leadership with key education stakeholders to deliver high quality professional development and to look at ways to attract and retain teachers and leaders at rural and remote schools and metropolitan schools of need;
  - b. Established a cross sectorial partnership forum with representatives from the government and non-government education sectors, and the School Curriculum and Standards Authority;
  - c. Provided funding to convert existing classrooms to science laboratories in up to 200 public primary schools;
  - d. Provided funding to deliver professional development for teachers to support the integration of coding into their teaching;
  - e. Appointed an Independent Learning Coordinator (ILC) in 10 regional schools to supervise and help students undertaking courses through Schools of Isolated and

Distance Education (SIDE);

- f.** Established a Regional Learning Specialist (RSL) team in the curriculum areas of science, social science, mathematics and English to visit regional schools and run classes for students and support the work of the ILC's;
  - g.** Reviewed the planning methodology for new schools;
  - h.** Introduced a direct-to-market (D2M) maintenance and minor capital works model that gives schools the authorisation and funding pool to directly engage their own contractors for works up to a value of \$20,000;
  - i.** Protected the wages and conditions of teachers and support staff and bargain in a fair, reasonable and timely manner;
  - j.** Introduced a strategy to address violence in schools;
  - k.** Working with students, families and schools, with the resources of police, child protection, health and criminal justice workers, to improve attendance rates, particularly in secondary schools;
  - l.** Supported strategies for the active recruitment of males into teaching;
  - m.** Ensured equitable and meaningful support for students with diagnosed disabilities;
  - n.** Sought to ensure that students from non-English speaking backgrounds (NESB), especially those from families in Western Australia on Section 457 visas, receive effective language support and orientation to the Australian community, and ongoing support throughout their schooling - not just while they are at Intensive Language Centres;
  - o.** Consult with relevant professionals in order to develop and implement programs promoting resilience within our students;
  - p.** Invested in new schools in developing suburbs, systematically upgrade and rebuild schools in older suburbs;
  - q.** Continued to support canteens in all government schools;
  - r.** Where possible, sought to retain in-house cleaners in all public schools which are not already under a public private partnership arrangement implemented by the previous Barnett Government and ensure they are properly trained and equipped;
  - s.** Employed an additional 300 education assistants, 50 Aboriginal and Islander Education Officers and 120 teachers in WA Government schools;
  - t.** Where possible, sought to prohibit further privatisation of or contracting out of public-school functions including, but not limited to, cleaning, gardening, education assistants, teaching, curriculum support, professional development, security, administration, library services, information technology, psychology support services and dental
  - u.** Support professional development of principals to help them with their management roles;
- 31.** In training, WA Labor has:
- a.** Reinstated the TAFE brand under a unified TAFE banner;
  - b.** Created a network of Jobs and Skills Centres that are one stop shops located on TAFE campuses assisting individuals and employers with training career and job services in
  - c.** Funded the delivery of Foundation Skills Courses by the not-for-profit sector and where possible TAFE, targeted to those areas with the greatest need;
  - d.** Revamped the State Training Board and Industry
  - e.** Established and promoted programs to encourage both the employment of a greater number of apprentices and ensure a higher rate of completion; Create training outcomes that allow apprentices from craft industries with small numbers to still study within TAFE and Western Australia; Develop Training programs across the vocational study spectrum specifically for Regional WA;
  - f.** Ensured that Priority Start, the policy for the employment of apprentices on government-funded projects is enforced and the correct number associated with the value of the project are actually
  - g.** Will amend the Building Construction and Training Fund Act to expand the training levy to the mining, oil and gas sectors within WA;
  - h.** Ensured training is made more affordable to all West
  - i.** Dismantled and replaced the disgraced



“Future Skills” with a fairer and more effective

- j.** training model that is in line with Labor’s economic and strategic skill development policies.
- k.** Support Vocational Education and Training in schools through fostering links to TAFE and removing organisational barriers to
- l.** Ensured that there is a high standard of quality in vocational education in order to maintain the integrity of the industry

**32.** WA Labor in government will:

- a.** Continue to take positive steps to encourage and support a culture of trust and open communication between schools, parents and the community;
- b.** Continue to protect the wages and conditions of teachers and support staff and bargain in a fair, reasonable and timely manner;
- c.** Ensure proper government funding so that there is an equitable approach to compulsory or non-compulsory fees for core teaching activities in Government preschools and government schools;
- d.** Continue to support LGBTI students and teachers in schools, including through tailored antibullying and inclusion programs.
- e.** Use the power of governments, including strengthened parenting control orders, to reintegrate into formal education those students otherwise excluded through disruptive behaviour;
- f.** Challenge students, families and schools, with the resources of police, child protection, health and criminal justice workers, to improve attendance rates, particularly in secondary schools;
- g.** Use reporting and grading formats that allow parents to see clearly how well their child is doing at school;
- h.** Require primary schools to concentrate on teaching literacy and numeracy, so every child can read, write and deal consistently with numbers at transition to middle or secondary education;
- i.** Ensure equitable and meaningful support for students with diagnosed disabilities;
- j.** Consult with relevant professionals in order to develop and implement programs promoting resilience within our students;

- k.** Create and properly resource structures and processes which provide genuine professional development and support for teachers;
- l.** Invest in new schools in developing suburbs, systematically upgrade and rebuild schools in older suburbs;
- m.** Continue to support canteens in all government schools;
- n.** Support the existence of tertiary student amenities and services fees;
- o.** Advocate incentives to universities to provide facilities to increase the participation of regional, rural and remote students;
- p.** Encourage universities to address the underrepresentation of Indigenous Australians and students from low socio- economic backgrounds;
- q.** Continue to develop strategies to encourage local research and innovation;
- r.** Continue to support professional development of principals to help them with their management roles;
- s.** Continue to address equity issues for students attending low ICSEA schools, including but not limited to: i) Closing the gap in student outcomes for students attending schools in lower socio economic areas
  - i.** Improving the outcomes of students attending schools in lower socio-economic areas;
  - ii.** Supporting students from low ICSEA secondary schools to continue with post-secondary education at
- t.** WA Labor is committed to supporting Aboriginal Western Australians to achieve better outcomes, provide additional support for Aboriginal students whose first language is not English, and will support schools that want to teach Aboriginal
- u.** Engage with the Federal Government in the lead up to the Commonwealth Heads of Government conference to ensure the following items are included on the Education agenda:
  - i.** Noting that NAPLAN is ten years old, WA Labor in government will work at a national level to ensure it is a current, efficient and effective tool for teachers, parents and students. If the Federal government seeks

to review NAPLAN, WA Labor will support and comply with any review

- ii. Ensure that student services are supported by fair Commonwealth funding initiatives.

## Family and Intimate Violence

33. Review national evidence based Respectful Relationships education programmes and adapt to ensure alignment with Western Australia's key demographics and support their implementation.

## RESOLUTION

34. WA Labor encourages schools to behave in a proactive rather than reactive manner surrounding mental health care accessibility for students. WA Labor stresses the need for early intervention and support as it yields the best outcomes for a child.
35. WA Labor is committed to improving the awareness of First Nations language in schools.
36. Practicum, internships and traineeships offer students an opportunity to develop the skills necessary to succeed in the workforce upon the completion of their studies.

For many courses, workplace learning is an inherent requirement to graduate. Additionally, workplace learning best prepares students for future challenges they may face within the workplace.

Workplace learning is a significant time commitment, and as a result many forgo work during their practicum, internship or traineeship period.

Students who are self-supporting, primary carers to others or both may experience significant financial hardship whilst taking time away from the workforce to study.

A significant number of practicum, internships or traineeships are unpaid, including those that place students into services ran by the Western Australian and Federal Government.

Therefore, this State Conference urges the Federal Labor Party to investigate the viability of the payment of the National Traineeship Wage to those undertaking mandatory practicum, internships and/or traineeships as part of their course of study.

37. Apprentice Resolution ETU WA Preamble

The ETU has an active role in apprenticeships, skills, training and the broader Vocational Education and Training (VET) system in Australia. Through this role, ETU officials have exposed numerous cases

of exploitation of electrical apprentices in Western Australia, whereby apprentices are not able to complete their apprenticeships as they are being pressured to terminate their training contract by unscrupulous employers.

Our research shows that employers are terminating 3rd and 4th year apprentices, sighting a down-turn in work, only to turn around and hire 1st and 2nd year apprentices on cheaper wages a process that is then repeated.

Part 7 of the Vocational Education and Training Act 1996 (the Act) stipulates the requirements of training contracts and the requirements of terminating a training contract. Until recently, the Department of Training and Workforce Development Apprenticeship Office termination of training contract forms, did not require an apprentices consent. The ETU and Apprenticeship Office collaborated to fix the forms as required the Act.

This has slowed the number of apprentices being terminated, but by no means has it stopped it. Employers can still apply to the Chief Executive through the powers of the Act and subsequent Vocational Education and Training (General) Regulations 2009 (the Regulations), to terminate an apprentices training contract without an apprentices consent. There are currently no provisions in the Act or Regulations that require the Chief Executive to contact the apprentice or their union to verify the situation.

The ETU is unaware of any penalties that have been imposed on offending employers.

### Resolution

- a. WA Labor requests that the State Government amends the Act and Regulations where necessary to ensure apprentices have a right of reply to an employers attempt to terminate a training contract
- b. WA Labor request that the State Government amends the Act to increase the penalties for terminating a training contract from \$10,000 to \$20,000 and to ensure the penalties are enforced through noncompliance with the Act.
- c. WA Labor request that the State Government, through the Apprenticeship Office prohibits companies from taking on new apprentices where the said company has terminated an apprentice(s) within the previous 12 months, without first having consulted the terminated apprentice(s) on whether they wish to continue

their apprenticeship under that company.

- d.** WA Labor requests that the State Government, through the Apprenticeship Office makes changes to the termination and suspension of apprenticeship documents, to ensure that apprentices are made fully aware that by signing one of these documents they agree that they do not wish to be an apprentice and that their off-the job training will also cease if they are a licensed apprentice. A parent or guardian must sign on behalf of the apprentice if they are under 18 years of age. No representative from an Australian Apprenticeship Support Network (AASN) provider can sign on behalf of an apprentice or parent/guardian.
  - e.** WA Labor requests that the State Government conducts an audit of all companies that employ more than 4 electrical apprentices, to ensure compliance with supervision requirements as specified in Part 5 of the Electricity (Licensing) Regulations 1991 and the subsequent safe working guidelines and assessment for electrical apprentices, to minimise apprentice injuries and fatalities.
  - f.** WA Labor requests that the State Government enforces Part 6 of the Electricity (Licensing) Regulations 1991, including issuing penalties to companies who have been found negligent with supervision requirements of electrical apprentices.
  - g.** WA Labor requests that the State Government, ensures that the Apprenticeship Office will disqualify any company found abusing the apprenticeship system from hiring apprentices for a term of 5 years.
  - h.** WA Labor requests that the State Government through the Apprenticeship Office will find a suitable employer for current apprentices, should the apprentices employer be disqualified from hiring apprentices.
- 38.** WA Labor affirms the right to appropriate learning environments and support for all students in Western Australia's public education system.

The Department of Education convened a forum on working with children with disability who demonstrate aggressive and violent behaviours (the Forum).

This State Conference calls on the McGowan Labor Government to ensure that the Forum results in ongoing consultation and works to better the states

public education system for students with disability.

WA Labor knows that education assistants play a central role in the education experience of students with disability.

WA Labor will guarantee that education assistants voices are present in the consultation process and will help shape reforms.

WA Labor will ensure that State Government Education policy is accountable to students, educators and the community.

- 39.** This State Conference congratulates the Labor State Government commitment to freeze TAFE fees to 2021. The former Liberal National Governments increases to TAFE fees put TAFE out of reach for many Western Australians and prevented many young people from getting the valuable training they need to enter the workforce.

WA Labor recognises that the vocational educational and training sector is a vital public service that is essential to upskilling Western Australian workers and creates jobs.

Despite the freeze on fees, WA Labor knows that TAFE still remains unaffordable for many Western Australians, particularly those in low socioeconomic situations.

This State Conference calls on the McGowan Government to lower TAFE fees for those students who undertake studies in courses that offer valuable social good with lower earnings potential and those industries that are facing a skills shortage. This will ensure students will not be excluded from attaining vocational skills on financial grounds and will create more employment opportunities in these important industries.

- 40.** WA Labor supports the education of the creative arts in schools and training institutions, and recognises the contribution the arts has on the economy, health and wellbeing of our community.

- 41.** The ETU requests that the State Government establish a working group to investigate and consider options to reduce the early termination of training contracts and strengthen current apprenticeship arrangements for electrical apprentices, including:

- a.** The use of penalties as a deterrent to terminating training contracts early;
- b.** Giving apprentices a right of reply where their employer attempts to terminate a training contract;

**c.** Strategies that:

- i.** Encourage employers to consider re-engaging previously terminated apprentices prior to engaging new apprentices;
- ii.** Raise awareness with apprentices about their rights and consequences arising from terminating a training contract, in particular the impact on off-the-job training if they are a licensed apprentice; and
- iii.** Minimise apprentice injuries and fatalities, including whether a penalty to deter employers breaching supervision requirements of electrical apprentices is appropriate; and
- iv.** Actions the Apprenticeship Office can take to reduce the incidences of training contract terminations for 3rd and 4th year apprentices, including refusing to register training contracts for a defined period where an employer has been found to have been abusing the apprenticeship system.

**42.** WA Labor is committed to ensuring that trade-focused learning institutions provide proper career counselling with a certified counsellor in that field.



### HEALTH WA

#### Putting Patients First

1. WA Labor is committed to building a world class sustainable health system centered on the patient.
2. A modern and sustainable health care system that aims to deliver the best care for all Western Australians: when and where they need it and how they want to access it.
3. WA Labor believes that Health is the most important service government provides and will aim to deliver the best health care for all Western Australians, irrespective of where they live, their backgrounds or their income level.
4. WA Labor will give people who receive services a real say in changing the way the system operates. It is their Healthcare system, and the individual should have a say in what services they receive and how they receive them.
5. WA Labor will drive innovation, integration and culture change and create a modern healthcare system available to all Western Australians.
6. WA Labor recognises some bridging visa holders are provided Medicare by the Federal Government, which results in costly access to hospital services. WA Labor will ensure bridging visa holders have the same financial access to the public health system as other Western Australians.

#### Modern Care in the Community

7. WA Labor endorses the recommendations of the Sustainable Health Review and commends the reports initiative to drive a cultural shift towards community-based care, prevention and hospital innovation.
8. WA Labor acknowledges the ambitious blueprint it lays out for rebalancing the health system over the next 10 years to ensure that Western Australians receive quality health care that can be sustained for future generations.
9. WA Labor endorses the eight enduring strategies and 30 recommendations of the Sustainable Health Review. The enduring strategies and recommendations seek to drive a cultural shift from a predominantly reactive, acute, hospital-based system – to one with a strong focus on prevention, equity, early child health, end of life care, and seamless access to services at home and in the community through use of technology and innovation.

#### Creating The Jobs & Health Industry Of The

#### Future

10. Through innovation WA Labor will drive different ways of delivering health care, such as Medihotels, Urgent Care Clinics and Innovation Hubs.
11. Through a new Future Health, Research and Innovation Fund, WA Labor will invest in the future health and prosperity of all Western Australians. The fund will safeguard the retention of WA's best and brightest health researchers and create the industry and jobs of the future.
12. WA Labor is committed to transforming Western Australia into a medical research and innovation powerhouse by establishing the Future Health Research and Innovation Fund.
13. WA Labor's Future Health Research and Innovation Fund will drive medical research and innovation and provide a secure source of funding to develop Western Australia's research capability.
14. The new future and innovation research fund will create the industry and jobs for the future.
15. The digital disruption of Health will be significant, and research will enable our health system to be ready to change and meet these challenges and seize upon the opportunity to reinvent the way health services are delivered.
16. WA Labor will embrace the opportunities to improve patient services by harnessing the power of the genomic, biological and technological revolutions to provide a better, safer, and more sustainable health care for all.

#### Medihotels

17. WA Labor is committed to innovating our health system and delivering healthcare differently by putting patients at the centre of everything we do.
18. WA Labor will take pressure off our health system by creating Medihotels that will free up expensive hospital beds so more patients can be treated and wait list shortened.
19. The Medihotel is a common sense approach to the challenge of ensuring every precious health dollar results in the maximum benefit for the community.

#### Urgent Care Clinics

20. WA Labor is committed to delivering Urgent Care Clinics that will take pressure off busy emergency departments.
21. Urgent Care Clinics will provide an alternate model of care and divert patients out of long waits in an emergency department.

**22.** Through Urgent Care Clinics we will innovate our health system and drive different ways of delivering health care that puts patients first.

**23.** Urgent Care Clinics will mean better integrated care and the breaking down of silos between primary, secondary and tertiary care

#### **A Role for pharmacists**

**24.** WA Labor believes that pharmacies are an important part of an integrated health care system and that they have a role delivering essential healthcare services such as vaccinations, with the appropriate regulations.

**25.** WA Labor will support pharmacists to continue to play their role in the community and will fight efforts to corporatise the sector.

### **A Healthier Western Australia**

#### **Preventative Health Services and Health Promotion**

**26.** WA Labor recognises that in order to give Western Australians the greatest opportunity to lead happy and fulfilling lives, promoting optimal wellbeing and preventing illness is as important as treating disease.

**27.** WA Labor recognises the importance of health promotion and illness prevention as strategies to improve quality of life and, reduce the number of people accessing the health care system.

**28.** WA Labor is acutely aware that Western Australia has a growing obesity epidemic leading to increased rates of diabetes, coronary heart disease, and stroke. Type 2 Diabetes in particular is the world's fastest growing chronic condition and there is no cure. WA Labor is committed to implementing strategies that will halt the progress of Type 2 Diabetes and further advance treatments that place the disease into remission.

**29.** WA Labor is committed to creating a cultural change in our health system that sees prevention of disease given a focus in our health care system.

**30.** Labor has a proud history in HIV policy, taking a bipartisan approach to tackling the disease and preventing a generalised epidemic. Unfortunately, it remains the case that HIV and other Blood Borne Virus (BBV) notifications are too high, though improving with recent medical developments. WA Labor:

- a.** Commits to the United Nations' Political Declaration on HIV and AIDS, including the UNAIDS Fast-track 95-95-95 goal to end HIV/

AIDS transmission by 2030;

- b.** Will take steps to tackle stigma experienced by HIV & BBV affected people and communities, including by supporting the "U=U" health message;
- c.** Supports peak bodies working to spread positive health messaging around HIV & BBVs, promote prevention strategies and provide support services to HIV positive individuals.

#### **Alcohol, tobacco and other drug use**

**31.** WA Labor recognises that:

- a.** Problematic alcohol, and other drug use, represents a significant and growing health issue in our society. Labor will target the reduction of alcohol consumption as a key component of its long-term health strategies; and
- b.** Addiction and dependence on alcohol, tobacco and other drugs are related and due to a combination of psychological, social, economic and physical factors.

**32.** WA Labor acknowledges the benefit of health promotion, primary prevention, early intervention and rehabilitation that targets alcohol, tobacco and other drug use, to the overall health system.

**33.** WA Labor is committed to introducing further tobacco law reforms to strengthen laws and policing relating to sale, supply and marketing of tobacco products and exposure to second-hand smoke.

**34.** WA Labor is committed to ensuring that Western Australia returns to its status as a world leader in tobacco legislation and programs.

**35.** The protection of children from access to tobacco products remains a priority of WA Labor. WA Labor is committed to looking at ways we can reduce the serious impact of tobacco use in Western Australia.

**36.** WA Labor is committed to introducing a minimum floor price for alcohol with regular adjustments for inflation, guided by reform that has taken place in the Northern Territory.

**37.** WA Labor supports reform of the Wine Equalisation Tax to address the issue of wine being the cheapest form of alcohol available for sale.

#### **Obesity prevention, healthy community design and climate preparedness**

**38.** WA Labor is committed to the development of an Obesity Action Plan for Western Australia with emphasis on strategies to prevent obesity across all

age groups.

39. WA Labor supports clear labelling on foods and drinks that enables consumers to better understand the health implications of their consumption decisions, particularly in relation to pregnancy.
40. WA Labor is committed to limiting unhealthy food outlets near schools and reducing the promotion of unhealthy food and drinks.
41. WA Labor supports a phased introduction of policies that promote a reduction in the level of sugar in products that are consumed by Western Australians.
42. WA Labor will invest in and promote mechanisms that encourage the food industry to produce healthier foods and ensure a healthier Western Australia.
43. WA Labor supports the proactive use of Health Impact Assessments in community and Government planning decisions to promote health and prevent disease and injury.
44. WA Labor is committed to planning and implementing strategies to prepare for and adapt to changing climate conditions to promote health and prevent disease and injury.

## **Creating A Modern Mental Health System**

### **Recovery Oriented services in the community**

45. WA Labor is committed to putting people first in the delivery of our mental health services. To achieve this, it will strengthen the recovery focus, the voice of people with a lived experience and the delivery of services, using a whole of government mechanism which is an independent agency within Government.
46. WA Labor believes in ensuring our mental health services are co-designed and culturally appropriate, ensuring that those people who use the service help develop it.
47. WA Labor is committed to continue the work of creating a modern mental health care system, which moves away from a deinstitutionalised model of care, to a comprehensive community-based mental health care system and community supports.
48. WA Labor will deliver contemporary approaches of care to people with mental illness and seek to deliver mental health care in a setting close to home, in a family or community setting (whilst also recognising that those in crisis and/or with acute health care needs will need to be treated within a

hospital setting for a period of time).

49. WA Labor supports the transition to community-oriented models of care that have an increased emphasis on carers, the development of non-public provision of care, and the rebalancing of clinician and non-clinical support services.
50. WA Labor believes that people with mental illness have a right to participate meaningfully in individual and community life without discrimination, stigma or exclusion.
51. WA Labor endorses the focus on recovery-oriented mental health services that support a recovery philosophy which emphasises the need to focus, not just on the treatment of symptoms associated with mental illness, but also supporting individuals to live meaningful lives on terms they themselves define.
52. WA Labor congratulates the McGowan Government for imbedding recovery oriented mental health principles in Government Mental Health practices, including:
  - a. Establishment of community mental health 'Step Up Step Down' Services across metropolitan and regional Western Australia – a new type of service that provides a stepping-stone between the community and hospital for people experiencing mental health issues.
  - b. A 19.4% increase in community bed-based services compared to 2018-19.
  - c. The investment to establish Recovery Colleges in Western Australia to support individuals in self-directed recovery from mental health and alcohol related issues.

### **Recognising Co-occurring Mental Health Issues**

53. WA Labor recognises that at least 30-50 per cent of people with an alcohol and other drug problem also have a co-occurring mental illness.
54. WA Labor will ensure policy for co-morbidity is a focus of future policy direction.
55. WA Labor congratulates the initiatives undertaken by the McGowan Government to tackle co-occurring mental health issues. In particular the:
  - a. Investment in 33 Alcohol and other drug rehabilitation beds in the Southwest
  - b. The establishment of a comprehensive AOD Youth Centre in the Kimberley for young people with complex needs.
  - c. Urgent Care Clinics (Toxicology) units

- d. \$244.8 million commitment to the Methamphetamine Action Plan to help reduce the demand, supply and harm of methamphetamine. WA Labor recognises the impact of methamphetamine use is devastating for individuals, their families and the community and that use must be viewed as a health and community issue and cannot be solved by law enforcement alone.

WA Labor is focused on reducing the harm associated with methamphetamine with the introduction of programs and services such as:

- crisis intervention services to provide a safe place for those individuals who are a risk to themselves and others;
- Mental Health Emergency Centres;
- Mental Health Police Co-Response units across metro and regional Western Australia;
- Needle Syringe exchange programs.
- Expand Hepatitis WA nurse-led program which supports GPs to provide brief interventions to meth users
- Expansion of Transitional Housing and Support Program to provide safe places for those in recovery.

### **Suicide Prevention**

- 56.** WA Labor recognises that suicide is an extremely complex issue and we must look towards evidence based, culturally appropriate and co-designed strategies that can tackle the heartbreaking statistics facing Western Australia.
- 57.** WA Labor recognises that suicide rates in Western Australia are far too high and we are committed to reducing the rate of suicide in Western Australia including (but not limited to) targeting strategies that combat the rates of suicide in high-risk cohorts like youth & men, and First Nations Peoples communities.
- 58.** WA Labor recognises that due to historic trauma, social issues, reduced living and health standards, our First Nations youth in particular are at a higher risk of suicide.
- 59.** WA Labor endorses the McGowan Government's preliminary response to the Coroner's inquest into First Nations youth suicide in the Kimberley and the Message Stick Inquiry.
- 60.** WA Labor endorses a co-design suicide strategy that will be developed with local First Nations

People to address the recommendations of the Coroner's report and reduce the number of young people taking their lives in the Kimberley.

- 61.** WA Labor believes that future suicide prevention strategy for youth in the Kimberley (and future Government suicide prevention strategy) must be done in partnership with First Nations People, communities and organisations to ensure we positively impact the lives of young First Nations People.
- 62.** WA Labor will develop a comprehensive reform agenda that is informed by the community, designed by the community, and driven by the community.

## **Healthcare For All**

### **First Nations People's Health**

- 63.** WA Labor will continue to work with the federal government and First Nations Peoples communities in its initiatives to close the gap in health outcomes.
- 64.** WA Labor recognises that current health indicators demonstrate that the burden of inequity falls most heavily on First Nations People, and that First Nations People have a lower health status and shorter lives.
- 65.** WA Labor is committed to a health policy that recognises the diverse circumstances in which First Nations People live.
- 66.** WA Labor sees the support, education, training and employment of First Nations Peoples health professionals as crucial to meeting the challenges of effective health services.
- 67.** WA Labor believes that where appropriate, health services are most effective when delivered to people in the community in which they live. Additional culturally appropriate accommodation, care and support for rural and remote First Nations People patients and their families should be made available when these patients must be cared for in the metropolitan area.
- 68.** Preventative health care and health education programs will be delivered to reduce avoidable illnesses and poor health status.

### **Seniors' Health and Aged Care**

- 69.** WA Labor recognises the need for a wide range of health services that are accessible, culturally appropriate and protective of the rights of the aged, especially those which relate to the independence, empowerment, and self-efficacy of our senior citizens.



**70.** WA Labor acknowledges the pressure that a lack of aged care beds has on the public health system.

**71.** WA Labor will work collaboratively with the Commonwealth to reduce the overuse of acute care beds by ensuring there are enough quality appropriate aged care places to ensure real choice for all Western Australian seniors seeking affordable, quality, conveniently located residential aged care.

**72.** Currently many elderly patients are occupying expensive hospital beds, because they are no longer well enough to continue living at home and because an aged care bed isn't available.

**73.** WA Labor is committed to fast tracking the establishment of aged care facilities to free up beds by:

- a.** Identifying State owned land suitable for aged care facilities;
- b.** Working with local councils and planning authorities to removing planning impediments for aged care facilities
- c.** Assessing existing Government buildings and assets to determine whether they are suitable to be converted into aged care facilities.

**74.** WA Labor will work towards ensuring our elderly can receive an aged care bed where and when they need it.

### **Women's Health**

**75.** WA Labor acknowledges that women's health is determined by social, political and the economic context of their lives, as well as by biology, and that gender is a valid indicator of disadvantage in accessing health services. WA Labor believes that the general health of women in our society is an important factor in ensuring a strong foundation for healthy and sustainable families and communities.

**76.** WA Labor understands that a healthy mother is key determinant of a healthy child and that preventative health for a child begins preconception.

**77.** WA Labor supports a woman's right to make choices about reproductive, sexual and maternal health. WA Labor believes in the rights of women to make choices about their maternal health, particularly the right to choose a midwife as their primary health care professional and will work towards ensuring all women have access to reproductive technology regardless of their marital status or sexual orientation.

**78.** WA Labor recognises the need for a focus on the

health needs of women, especially those in rural and remote areas, and those who are economically or otherwise socially disadvantaged and isolated.

**79.** WA Labor will:

- a.** Address female health issues with a range of targeted programs which highlight prevention, early intervention and treatment;
- b.** Provide access to professional, quality and compassionate antenatal and postnatal care, to minimize the risk of mental illness;
- c.** Ensure public health services, particularly public hospitals, have a duty to provide access to abortion services, especially in rural and remote areas, or where there is not another public service provider available within a reasonable distance;
- d.** Work with health stakeholders including the AMA and Royal College of GPs to improve referral and on-referral pathways for abortion services;
- e.** Require health professionals who object to the provision of fertility control services to make their objections known in advance;
- f.** Work with healthcare providers to support them becoming certified prescribers of RU486, the medical abortion pill;
- g.** Ensure that there are safe access zones around clinics that provide reproductive and fertility health services;
- h.** Address the shortage of physicians who are qualified to perform pregnancy terminations by working with GP training associations, such as the AMA WA and WAGPET, to ensure all prospective general physicians and specialists in the field are educated thoroughly in reproductive and sexual healthcare, including pregnancy termination services.

### **Men's Health**

**80.** WA Labor acknowledges that men face poorer outcomes than women on most measures of key health and wellbeing indicators.

**81.** WA Labor acknowledges that males are currently over-represented in the areas of suicide, cancer, type 2 diabetes, heart and lung disease and stroke.

**82.** WA Labor congratulates the McGowan Government for the release of the Men's health and wellbeing policy that addresses serious inequalities in men's health.

**83.** WA Labor will commit to addressing the lower life

expectancy and higher levels of mortality from non-gender specific causes of death that men face.

84. WA Labor will commit to empowering men to be proactive in managing their health and wellbeing through building understanding of men's health needs and increasing efforts towards health promotion approaches and activities. WA Labor believes that men should be given the tools they require to live healthier, happier and longer lives.

### **Child Health and Development**

85. WA Labor will make early childhood health programs a cornerstone of its preventative and developmental health strategies recognising that they are a crucial determinant of their future health, welfare and pathway in life.
86. WA Labor is committed to funding, implementing and evaluating initiatives for early intervention, and the reduction of infant mortality rates.
87. WA Labor strongly supports childhood vaccination for preventable but potentially life threatening illnesses and acknowledges the importance of equity to access to vaccination services.
88. WA Labor notes with concern anti-vaccination campaigns and will work to provide evidence-based information to the community to ensure the continued high level of vaccination coverage.
89. WA Labor believes that the first 1000 Days between conception and age two is the most critical period of development that shapes children's long-term outcomes.
90. WA Labor believes that investment in improving the outcomes of this age cohort is a unique opportunity to shape healthier and more prosperous futures for Western Australians.
91. WA Labor congratulates the McGowan Government for its decision to build a new women's and maternity hospital at the QEII site, replacing King Edward Memorial Hospital.
92. WA Labor calls on the McGowan Government to establish community consultation in regard to the move to the QEII site to ensure any services that currently exist at King Edward Memorial Hospital will transition to the new hospital.

### **Rural and Regional Health**

93. WA Labor recognises that Western Australians living in rural, regional and remote areas need accessible services for physical health and peace of mind, which together promote overall health and wellbeing within their community.

94. WA Labor will continue to develop integrated district health services in collaboration with local service providers and the federal Government to provide more comprehensive, accessible and sustainable health services to rural communities.

95. Equity of direct access to services and specialists is limited by distance. WA Labor will ensure equity of outcomes and equity of access by means of travel and satellite accommodation support. WA Labor will support initiatives such as consolidation and standardisation of services and increased use of Information and Communications Technology (ICT) based solutions including HealthDirect, e-health, telemonitoring, and telepsychiatry.

### **Lesbian, Gay, Bisexual, Transgender and Intersex People**

96. WA Labor recognises the need to provide for the health needs of lesbian, gay, bisexual, transgender and intersex people (LGBTI) people, especially those in rural and remote areas, those with HIV/AIDS, and those affected by poverty and homelessness, including but not limited to sexual and reproductive health.
97. WA Labor recognizes that for many Transgender and Gender Diverse Western Australians affirming their gender can often mean accessing specialist health services. The necessary services should be available, accessible and affordable.
98. WA Labor believes that Trans and Gender Diverse people who are incarcerated or in remand should not be denied the relevant health care they would otherwise be able to access.
99. WA Labor will support the crucial role of organisations that produce and distribute targeted information about health and welfare issues, especially material relating to sexual health and the reduction of sexually transmitted infections (STIs), to LGBTIQ Western Australians.
100. WA Labor believes in providing the extra support required for LGBTIQ services in First Nations and regional communities to have a positive impact
101. on mental & physical health outcomes.
102. WA Labor strongly opposes the dangerous, damaging and discredited practice of so-called LGBT conversion therapy. WA Labor will work to support victims and work toward seeing the end of the practice in Western Australia by:
  - a. Prohibiting LGBT conversion conduct of social workers, counsellors, registered and unregistered health professionals;

- b. Identifying and appropriately funding treatments, practice and support services that positively support LGBTI people, particularly victims of conversion.

- 103. WA Labor proudly supports the continued funding of the Gender Diversity Service at Perth Children's Hospital. This service provides support to children and young people and their families about gender identity and is vital to appropriately supporting gender diverse young people at a critical time in their lives.
- 104. Rainbow Tick accreditation is for organisations that are committed to safe and inclusive practice and service delivery to the LGBTIQ community. WA Labor congratulates the McGowan Government on Bentley and Royal Perth Hospitals being the first hospitals in Australia to receive the Rainbow Tick accreditation. WA Labor will work to increase the number of health service providers that have Rainbow Tick accreditation in Western Australia.
- 105. WA Labor recognises the higher rates of suicide in the LGBTIQ community relating to chronic and prolonged anxiety and specific mental health impacts. This includes the mental health impacts of bullying, homophobia, harassment, discrimination and inequality on LGBTIQ individuals, particularly on LGBTIQ youth.

## **A Fairer Deal**

### **Commonwealth and State Relations**

- 107. WA Labor recognises the important role that the Commonwealth Governments have always played in the provision of health services, and WA Labor will continue to work with the Commonwealth to increase the range of services funded under the Medicare system.
- 108. WA Labor calls on the Federal Government to consider an expansion of the Medicare rebatable items to include such items as:
  - a. Telehealth
  - b. Dermatology services
  - c. Non rebateable services provided in the public health service
- 109. WA Labor believes that the way healthcare is funded by the Commonwealth disadvantages our State and that we face unique challenges posed by remoteness, the vast geography of our State and our diversity. We will advocate for funding mechanisms which account for these unique challenges, particularly in relation to the NDIS and

skin check examinations.

## **Valuing Our Workforce**

### **Pathways to Permanence**

- 110. WA Labor recognises the importance of providing employment stability and security within the public sector. We will advocate for the use of permanent employment contracts whenever appropriate.
- 111. WA Labor will continue to ensure a pathway to permanency within the Health Public Sector for employees who have worked under casual or temporary contracts by converting those existing employees with more than two years' employment in a same of similar job to permanent.
- 112. WA Labor will support the direct employment of staff where it is appropriate to do so.
- 113. WA Labor will work with unions to ensure we meet our commitment to WA families who deserve certainty in their workplace.

### **Health Care in Public Hands**

- 114. WA Labor opposes the outsourcing of important health and hospital services by Government.
- 115. WA Labor is committed to maintaining integrity, transparency and accountability in the public health sector and ensuring that important services for the Western Australian community continue to be delivered by the public health system.
- 116. WA Labor opposes the privatisation of public hospitals, public health services and all health care units and ancillary services that facilitate the operation of the public health system.
- 117. WA Labor will oppose privatisation of public health and hospital services and where possible bring services back into the public sector which had been privatised by previous Governments.

### **Our Workforce**

- 118. WA Labor recognises the important contribution made by the whole health workforce and will implement strategies to assist health workers balance work and family responsibilities in a secure job environment and maintain workplace morale and effective system changes.
- 119. WA Labor supports the employment of more First Nations Peoples health staff in all capacities.
- 120. WA Labor recognises the importance of a permanent workforce in all areas of the health system, will work to reduce the use of casual and relief positions and support a permanent health care workforce to create a more stable, productive

and responsive health system.

- 121.** Labor will ensure that services are provided by appropriately qualified and skilled practitioners and will continue to implement appropriate training programs to all staff. Labor will continue to support, where appropriate, limited attraction and retention strategies to ensure that the new, upgraded, and existing hospitals and medical facilities are adequately staffed.
- 122.** WA Labor will ensure there is a no tolerance for aggression or violence towards any health staff. Labor supports Health Service providers, staff and their union representatives progressing initiatives to reduce aggression from the community towards health staff; protect staff when aggression or violence occurs; and increase collaboration and information sharing between health staff, Police and other stakeholders.
- 123.** WA Labor supports:
- a.** An increase in the number of medical student internships and increased specialist training positions in areas of workforce shortage;
  - b.** Nurse practitioner models and expanded scope allied health roles, increasing in the number of registered and enrolled, and specialist nurse practitioners;
  - c.** Plan for the demand and supply of workforce aligned to the Clinical Services Framework 2015-2024;
  - d.** Promotion of leadership programs which build capacity and capability at every level of the organisation;
  - e.** Improved governance and management processes and practices;
  - f.** Annual WA Health Conferences and Awards showcasing staff achievement and innovation;
  - g.** The continued provision of Professional Indemnity Insurance to Public Health workers by the Health Department and the promotion of this to new and existing employees; and
  - h.** The exploration of innovative workforce models such as allied health generalists, allied health assistants and physician assistants.
- 124.** WA Labor recognises that a diverse workforce ensures the health system reflects the modern face of Australia and supports policies and practices, which are inclusive of staff of different cultural backgrounds, gender, ethnicity and sexual orientation.

## Family and Intimate Violence

- 125.** Enhance current training programmes and review comprehensive training programmes from other states, adapt to ensure alignment with Western Australia's key demographics and support their implementation for Western Australian health care providers to develop sensitised understanding of family and intimate violence.

## RESOLUTION

- 126.** WA Labor acknowledges the State Government's initiative to open the Urgent Care Clinic (Toxicology) at Royal Perth Hospital to divert and treat drug and alcohol affected patients who present at Emergency Departments.

The Urgent Care Clinic Toxicology means that those patients with Drug & Alcohol and behavioural issues can be treated within a separate designated area of the emergency Department. The clinic offers a way to treat and manage intoxicated or drug affected patients who can be disruptive to other patients and staff, and at worst pose a security threat.

WA Labor encourages the Government to look at other hospitals in Western Australia where the Urgent Care Clinics could be implemented.

- 127.** WA Labor acknowledges the detrimental impact gambling has on society, including gambling's causal link to crime, mental health issues and suicide, financial difficulty and family relationship breakdowns.

WA Labor acknowledges that any expansion of the gambling industry in WA is likely to lead to an increased incidence of these social and economic harms.

WA Labor considers proposed changes to gambling operations and regulations to allow gambling on simulated electronic gaming in the cause of privatisation is inconsistent with longstanding WA Labor policy and inconsistent with WA Labor values.

WA can be proud of having one of the lowest rates of gambling expenditure per capita in the country, in the country with the highest gambling losses per head in the world, because of its existing restrictions.

In the interests of community well being, WA Labor calls on the WA Labor Government to remain committed to restrictions preventing the operation of simulated electronic gambling machines outside WA's sole casino.



**128.** WA Labor in Government will phase out alcohol, unhealthy food and drink, and gambling advertising on all Public Transport Authority sites.

**129.** WA Labor supports the full delivery of health services for women in regional and remote Western Australia, including the support of community-led women's health care centres which provide free advice and health services to many remote women who cannot access relevant services otherwise.

**130.** WA Labor supports the full delivery of health services for women in regional and remote Western Australia, including the support of community-led women's health care centres which provide free advice and health services to many remote women who cannot access relevant services otherwise.

**131.** WA Labor is committed to preventing further privatisation of public hospitals and bringing services back into the public sector where possible.

WA Labor condemns the privatisation of services at Fiona Stanley Hospital by the former Liberal Government. This was done for purely ideological reasons and was not in the best interests of the State.

Serco has held the \$4.3 billion contract to provide non-clinical services at Fiona Stanley Hospital since 2011 despite major breaches and disputes with the Department of Health that have been widely publicised.

Health workers at Fiona Stanley Hospital have experienced:

- A toxic culture of bullying and intimidation
- Inequity, due to pay and conditions less than their government counterparts
- Under resourcing and unmanageable workloads;
- A culture of profit before patients; and
- Ongoing concerns for safety due to a lack of security personnel.

This State Conference calls on the McGowan Government to end the contract with Serco for services at Fiona Stanley Hospital when the 10year term expires in 2021.

WA Labor knows that health care belongs in public hands and the McGowan Government must not exercise options to extend the contract with Serco.

Further, the McGowan Government must ensure

that all Fiona Stanley staff employed by Serco will be transitioned to appropriate employment within the Department of Health at the end of the contract.

**132.** WA Labor understands that the expertise of paramedics, communications officers and transport officers is crucial to achieving good patient outcomes.

WA Labor acknowledges the essential service that volunteers provide for people in the regions and appreciates the commitment of these people to their communities.

WA Labor understands that a quality service in the regions requires an appropriate balance between paramedics and volunteers.

WA Labor will ensure there are sufficient paramedics, communications officers and transport officers to service the State to the standard expected by Western Australians.

**133.** WA Labor knows that paramedics are exposed to traumatic incidents in the course of their profession. WA Labor acknowledges that applying for workers compensation on the grounds of mental health can be lengthy and exhausting both emotionally and financially.

WA Labor believes that for paramedics the cause of the Post-Traumatic Stress Disorder (PTSD) should be automatically presumed at first instance to be work related, for the purposes of claiming workers compensation under the Act.

WA Labor believes that an automatic presumption of PTSD would provide much needed recognition that PTSD is a workplace injury for paramedics. Most pressing, presumptive legislation would foster timely access to compensation and treatment for first responders diagnosed with mental health conditions.

This State Conference calls on the McGowan Government to:

- a. Reverse the current onus for paramedics to prove that they developed diagnosed PTSD as a result of their employment in consultation with paramedics and their union, United Voice.
- b. Work towards a coordinated national approach to workers compensation, to promote fair, accessible recourse to coverage regardless of jurisdiction;
- c. Investigate and consult on transitional career options for paramedics who are not able to return to work;

- d. Ensure key performance indicators and reporting in the States ambulance services contracts are sufficient and appropriate to hold ambulance service providers accountable to providing a quality ambulance service and protecting the health and wellbeing of their employees.
- e. Consult with all emergency service Unions in relation to the presumption of work related PTSD

**134.** WA Labor knows that secure work is the best way to foster a strong Health Public Sector and deliver quality health outcomes for Western Australia.

The former Liberal Government left the State with an insecure work crisis in public health. Excessive use of casual contracting and agency staff in WA public hospitals has led to inferior outcomes for all stakeholders by undermining working conditions, compromising service outcomes for patients and costing taxpayers unnecessary money.

WA Labor understands that many workers in Health have served Western Australia for several years in the same role, on rolling fixed term contracts or on casual contracts never accruing entitlements to paid leave, some for eight or nine years. Without job security these workers are unable to plan for their futures or provide for their families needs.

This State Conference congratulates the McGowan Labor Government for the announcement of a pathway to permanency for public sector staff on casual and fixed-term contracts in August 2018.

This State Conference commends the work already done by the Premier Mark McGowan and the Health Minister Roger Cook with the Health Department to increase the number permanent workers at our public hospitals. We look forward to seeing this work finalised for the benefit of all public health sector workers and ultimately all Western Australians who use these essential services.

### **135. Voluntary Assisted Dying**

WA Labor believes that Western Australians should have the choice to end intolerable suffering.

This State Conference commends the McGowan Labor Government for taking a whole of government approach to voluntary assisted dying legislation.

WA Labor acknowledges the comprehensive

public consultation undertaken by the McGowan Labor over the last two years.

This State Conference congratulates the McGowan Labor Government for its work to bring legislation in line with Western Australians views about voluntary assisted dying.

### **136. Safe Access Zones**

WA Labor has supported safe access zones around clinics that provide reproductive and fertility health services since 2017 by resolution of the previous State Conference.

This State Conference affirms WA Labors continuing support for safe access zones.

WA Labor commends the work done by McGowan Government Health Minister Cook and Womens Interests Minister McGurk to release a discussion paper and conduct public consultation on proposed legislative reform.

WA Labor acknowledges that protesting outside reproductive and fertility health services has had and continues to have a significant impact on people trying access services and those that work there.

This State Conference calls on the McGowan Labor Government to enact legislative safe access zones around reproductive and fertility health services as soon as practicable.

**137.** WA Labor knows that quality Aged Care depends on a well-paid, well trained and well supported Aged Care workforce.

WA Labor welcomes the opportunity for members of the Aged Care workforce to share their experiences in the Royal Commission into Aged Care Quality and Safety and encourages the Royal Commission to investigate investment in the Aged Care workforce.

This State Conference condemns the \$2 billion cut from Aged Care by successive Liberal Governments. It is clear that these actions have directly led to the current crisis in Aged Care. Insufficient funding has resulted in too few care hours, low pay and insecure work, high workloads and stress levels, long wait lists for home care packages, and difficulty attracting and retaining skilled workers. These systematic issues have affected the ability to provide meaningful care and support to vulnerable older Australians, especially those with acute and complex needs.

WA Labor knows that urgent funding to increase care hours is required immediately. Aged Care

workers and the people they care for cant wait until the Royal Commission has completed its hearings and made its findings.

Action needs to be taken now to address the serious impact the funding cuts have had on the Aged Care sector.

WA Labor calls on the Morrison Liberal Government to act now to restore funding to Aged Care and ensure older people in our community, and the workers that care for them, are treated with respect and dignity.

### FOUNDATIONS

#### Civil & Political Rights

1. WA Labor believes that democracy, the rule of law and the protection of community and individual rights are fundamental to ensuring a free, fair and civil society for us all.
2. The concept of the separation of powers, including the supremacy of the Parliament and the independence of the judiciary, is integral to a properly functioning democracy, the upholding of the rule of law, and the protection of rights.
3. Democracy is strengthened and protected by:
  - a. universal compulsory voting for all citizens over the age of 18 in both State and local government elections;
  - b. open and accountable electoral processes; and
  - c. public participation in decision-making through consultative processes.
4. All Western Australians should be treated equally before and under the law.
5. The law should be clearly expressed, in clear, unambiguous and plain language that all people can access and understand.
6. Governments should always protect and maintain fundamental civil and political rights.
7. Governments should not compulsorily acquire or abolish an individual's property rights without proper reason.
- g. freedom of thought and conscience;
- h. freedom of speech;
- i. freedom of association;
- j. freedom of religion;
- k. rights of peaceful assembly, including peaceful protests;
- l. the rights of children against exploitation, while respecting the proper role of parents and other persons responsible for their welfare;
- m. marriage equality; and
- n. the right to live free of violence from a partner or family member.
9. Adults should be entitled to read, hear and see what they wish in private, subject to adequate protection against persons being exposed to unsolicited material that is offensive to them and the prevention of the exploitation, or the violation of the rights, of others, particularly children and other vulnerable persons.
10. WA Labor recognises the need to balance individual freedoms and responsibilities. To that end, WA Labor will ensure West Australians are legally protected from hate crimes, on the grounds of their race, religion, gender or sexual orientation. Such protection will comprise both criminal and civil causes of action where appropriate.

#### Rights Protection

8. WA Labor believes in the advancement, maintenance and protection of:
  - a. fundamental human rights;
  - b. democratic rights and rights to vote;
  - c. equality and equity before the law;
  - d. the operation of our justice system consistent with internationally recognised human rights principles;
  - e. respect and recognition of First Nations People's customary law;
  - f. the legal right to fight discrimination based on race, ethnicity, religion, sex, industrial history, gender identity and history, intersex status, being a victim of domestic and family violence, sexual orientation, age, or against any other arbitrary discrimination;
11. Law reform should be based on sound research, evidence and community consultation, which can be facilitated through bodies such as the WA Law Reform Commission.
12. Social and technological changes often occur faster than changes in the law and Labor is committed to ensuring that law reform keeps pace with such developments to ensure the effective operation of the law and proper protection of the rights of Western Australians.
13. WA Labor will modernise the Constitution of Western Australia to:
  - a. consolidate the Constitution into one Act of Parliament;
  - b. define the roles of the Governor, the Premier and the Cabinet;
  - c. provide a double-dissolution mechanism to resolve deadlocks between the two houses of Parliament;
  - d. remove the power of the Legislative Council



to block ordinary annual appropriation and revenue bills (supply), allowing delay only; public participation in decision-making through consultative processes.

- e.** entrench the principle of one vote, one value in both houses of Parliament;
  - f.** safeguard the separation of powers of the three arms of government and in particular, the safeguarding of the independence of the judiciary;
  - g.** promote awareness of the Western Australian legal and constitutional system; and
  - h.** implement a republican mode of government in Western Australia.
- 14.** WA Labor will work towards enacting human rights legislation in Western Australia to:
- a.** protect human rights from abuse by government;
  - b.** confirm the sovereignty of the democratically elected Parliament;
  - c.** require courts to interpret legislation consistently with human rights wherever possible;
  - d.** allow Courts to declare legislation invalid if it is not compliant with enshrined rights, unless the Parliament has expressly provided otherwise;
  - e.** require Ministers to report to Parliament on the potential human rights impact of proposed legislation;
  - f.** foster a public sector that is mindful and respectful of human rights; and
  - g.** foster a civil culture that is respectful of human rights.
- 15.** WA Labor will ensure that fundamental principles of legislative integrity are complied with, including that:
- a.** all legislation must have regard to the rights and liberties of individuals;
  - b.** where legislation makes rights and liberties or obligations subject to the exercise of administrative power, such power must be sufficiently defined and subject to appropriate review;
  - c.** legislation must be consistent with principles of natural justice;
  - d.** restrict delegation of administrative powers to appropriate cases and appropriate personnel;
  - e.** the onus of proof for establishing a defence in criminal matters only be reversed where absolutely necessary and appropriate;
- f.** bodies and officers should not have the power to enter premises, to search, seize or require the production of documents, or other property without a warrant or other authorisation from a judge or other independent judicial officer;
  - g.** the freedom from self-incrimination is protected;
  - h.** rights and liberties are not unnecessarily infringed and obligations not arbitrarily and unnecessarily imposed;
  - i.** immunity from proceedings or prosecution is not conferred without justification;
  - j.** legislation, regulations, rules, policies and forms be clear and unambiguous;
  - k.** a person is entitled to reasons for administrative decisions affecting a person;
  - l.** administrative decisions subject to review are clearly identified; and
  - m.** criminal offences and penalties cannot be created or amended through delegated legislation or executive action.
- 16.** WA Labor will establish a comprehensive and accessible register of legislative instruments.
- 17.** WA Labor will remove the right of corporations to vote in local government elections.
- 18.** WA Labor supports the establishment, with the judiciary, of an independent judicial commission, to provide education to judicial officers and to create a clear and appropriate process for handling complaints against judicial officers.
- 19.** WA Labor will review and seek to implement appropriate recommendations from the Women Lawyers Western Australia 20th Anniversary Review of the 1994 Chief Justice's Gender Bias Taskforce Report.
- 20.** WA Labor notes a legislative review of the Western Australian Justices of the Peace Act 2004 to introduce five-year renewable appointments for justices of the peace in Western Australia was completed in November 2014. WA Labor will progress the implementation of the changes as a matter of priority in 2019.
- 21.** WA Labor commits to reviewing all legislation to remove all discriminatory language to ensure equal opportunity and protection for all, in line with the 2017 election commitment.

**22.** WA Labor recognises that current legislation and practices under WA's Family Court and Health systems pertaining to intersex and transgender young people are outdated, restrictive and unnecessarily cumbersome.

- a.** WA Labor will review relevant laws and processes to ensure that:
  - i.** Transgender people under the age of 18 should be able to access medical treatment with respect to gender identity, based on informed assessments from medical professionals and consent from a parent or guardian.
  - ii.** The Family Court may intervene in cases where parental consent has been withheld or has been contested.
  - iii.** The Family Court has appropriate guidelines for making such determinations.
- b.** WA Labor will review relevant laws and processes to ensure that intersex children do not undergo potentially unnecessary medical procedures before they are able to give genuine informed consent.

### **Commonwealth-State Relations**

**23.** WA Labor will take every opportunity to ensure:

- a.** more equitable allocation of revenues to Western Australia;
- b.** the elimination of unnecessary duplication of services and regulation between the State and the Commonwealth, with the identification of the appropriate tier of government for the delivery of such services or such regulation;
- c.** access to Commonwealth and State services and resources by all Western Australians to at least the same extent as Australians in other States; and the reassessment of the division of key responsibilities between the State and the Commonwealth.

**24.** WA Labor will work to enhance strategic partnerships between Federal, State and local government, and the community so that service delivery occurs at the level and places with most need.

### **State-Local Government Relations**

**25.** WA Labor believes in the fundamental importance of local government as a provider of services to local communities, and as a key facilitator of community engagement, community building and community leadership. Labor respects the

importance of local decision making, to reflect the needs of local communities.

Labor is committed to ensuring that good and sound local decision making can be facilitated for the benefit of the local communities. Labor will ensure that newly elected member of local governments are given opportunities to enhance their understanding of the local government act, financial decision making and corporate governance.

- 26.** WA Labor will establish a partnership agreement between the State Government and the Local Government sector that ensures appropriate consultation with the sector over new initiatives and proposals that have implications for local governments.
- 27.** WA Labor affirms its commitment to work together with local governments in partnership for the benefit of all Western Australians.
- 28.** WA Labor affirms that the assets and services owned by local government should continue to be managed, owned and delivered by local government. WA Labor does not support the further privatisation of local government assets and services, including by outsourcing services and the creation of so-called 'beneficial enterprises' or other council-controlled organisations. It is in the public's interest those privatised services be returned to ownership, management and delivery by local government.

### **Accountable Government**

- 29.** Government is critical to the achievement of social and economic justice and in ensuring the sustainable development of Western Australia for everyone's benefit, across generations.
- 30.** Government must ensure that Western Australia's valuable and scarce natural and economic resources are managed sustainably, and in a manner that will ensure they benefit future generations of Western Australians.
- 31.** Good and just government requires:
  - a.** accountability, responsibility and transparency;
  - b.** service delivery;
  - c.** community consultation; and
  - d.** a strong, effective and efficient public sector.

### **Integrity In Government**

- 32.** Western Australians are entitled to the highest standards of probity, integrity and service from their

government and its officials.

- 33.** Government should adhere to the highest standards of integrity, transparency and accountability.
- 34.** Effective government accountability requires:
  - a.** an accessible system for the independent review of administrative decisions;
  - b.** effective mechanisms to ensure that reasons can be obtained for administrative decisions;
  - c.** a properly functioning and suitably broad right to obtain information from government, such as through freedom of information systems; and
  - d.** appropriate whistleblower protections for public servants.
- 35.** The integrity of government is enhanced by the continuing existence of an independent, specialised and adequately resourced body, to investigate official corruption.
- 36.** Integrity and anti-corruption bodies require suitable oversight from the three pillars of our democratic system: Parliament, the executive and the Courts, to ensure their accountability to all Western Australians.
- 37.** Government integrity bodies cannot be involved in working with and scrutinising Police or other law enforcement bodies.
- 38.** WA Labor will set up an Independent Police Complaints Commission (IPCC) to review Police integrity, which is fully independent of active and former police, to assure the public that complaints against the police will be dealt with transparently.
- 39.** The public sector in general, and government boards and committees, should be representative of the community at large.
- 40.** WA Labor will work to ensure that there is adequate representation of women, young people, First Nations people, people living with disabilities, and those from linguistically diverse backgrounds at all levels of seniority within Government.
- 41.** The operation of public services and services to government, whether provided by the public sector or the private sector, should be the subject to the highest level of public scrutiny, openness and accountability, including applicable policies, customer service charters, complaint handling mechanisms, and compliance with all relevant legislation, regulations and policies. To enhance the integrity of government and public services, WA

Labor will:

- a.** require that the performance of public and private sector providers of public services be subject to independent and external financial and performance audit, with expanded powers for the Auditor-General to examine private sector providers of public services;
- b.** remove conflicts within the public sector where agencies are both service providers and regulators for such services; and
- c.** require agencies to properly monitor and report on contracts awarded by them to the private sector.

## **Public Services**

- 42.** The public sector plays an essential and valuable role in the promotion of our economic, environmental and social policy objectives, and is invaluable to the provision and delivery of services for Western Australians.
- 43.** The public service performs best for our community when it operates in a coordinated way across government in a nonpartisan, merit based and non-discriminatory way; giving frank and fearless advice to government.
- 44.** Government programmes and services must benefit all of the Western Australian community, with consideration to: cost effectiveness, as well as equity, sustainability, social cohesion and the provision of opportunity to all.
- 45.** Government services should be simple to access, easily understood, responsive and available throughout Western Australia, using appropriate technology.
- 46.** Where government is responsible for the provision of services, it must guarantee the standards of the delivery of such services.
- 47.** WA Labor believes that the public sector should play the central role in the provision of utilities and infrastructure, particularly where such services are provided by natural monopolies.
- 48.** WA Labor acknowledges that privatisation and public private partnerships (PPPs) can result in the driving down of wages and conditions of employment, as well as the cutting of costs and standards in the delivery of public services.
- 49.** WA Labor believes that Governments have an obligation to provide essential public services, as they involve intrinsic benefits, which cannot be obtained if provided by private providers. These

services should never be privatised and Labor will work to bring such privatised services back into public hands.

**50.** WA Labor will ensure that public services such as:

- a.** public education;
- b.** public health and hospitals;
- c.** Police;
- d.** roads;
- e.** public transport;
- f.** water and sewerage;
- g.** electricity distribution;
- h.** prisons, juvenile detention centres, prisoner transport and community justice;
- i.** court and parliamentary security; and
- j.** child protection,
- k.** are not further privatised, and where they have been, they will be brought back into government control and operation where it would not be a breach of contract to do so.

**51.** WA Labor believes that the public sector should play the central role in the provision of utilities and infrastructure such as, electricity, water and sewerage particularly where these services are provided by natural monopolies.

**52.** WA Labor will prohibit the privatisation of such services, government business enterprises and State infrastructure without approval by the Parliament and only where such privatisation will result in:

- a.** superior service at reduced cost to industry and consumers, particularly to isolated and disadvantaged consumers;
- b.** no decrease in the total level of employment or workers entitlements;
- c.** positive long term budgets outcomes; and d) the maintenance or improvement in the natural and built environment.

**53.** WA Labor will protect the integrity of the public service by ensuring:

- a.** secure, comprehensive, service-wide standards and classifications;
- b.** secure employment and superannuation arrangements;
- c.** sufficient training and career development provision;

**d.** enabling the appropriate balancing of work and family responsibilities;

**e.** the provision of appropriate employment and promotion appeal and review rights;

**f.** fair access to the industrial relations system;

**g.** that contracting out is not used as a vehicle to cut wages and working conditions and prevent casualisation of the public sector;

**h.** that staffing levels are commensurate with workloads, not arbitrary financial targets;

**i.** that the public sector is sufficiently resourced to meet the objectives and expectations of the government and the community;

**j.** effective performance management and leadership; and

**k.** attraction and retention strategies are established that include attractive and competitive pay and conditions, improved superannuation contributions, provision of adequate regional housing (or subsidies), closing the gap between pay and conditions of the public and private sector, and guaranteeing no reduction in pay and working conditions in real terms.

**54.** WA Labor will also modernise the public sector to ensure that it is responsive to the needs of the government and the community by:

**a.** accommodating new service delivery models and reducing red tape;

**b.** facilitating mobility of employment between agencies, including enabling cross-agency employment to improve levels of co-operation  
c) expanding career opportunities without diminishing staff rights; and

**c.** ensuring that workers in regional areas are not disadvantaged vis-à-vis their private sector and metropolitan based counterparts.

**55.** WA Labor will:

**a.** ensure full stakeholder and staff engagement and consultation before outsourcing public services;

**b.** allow for the public sector to bid for contracts proposed to be put out to tender with the private sector;

**c.** ensure transparency to the public of bid details from all potential outsourcing partners;

**d.** ensure that previous performance of public sector outsourced work, including industrial



and safety record, are taken into account when assessing tenders for outsourced work;

- e. establish consistent and detailed mechanisms to monitor the operation of contracts awarded by State Government agencies to the private sector, including general public user feedback;
  - f. expand the powers of the Auditor General to audit and publicly report on the efficiency and efficacy of taxpayer funded services provided by the private sector, including the full costs of the privatised/outsourced approach for each service;
  - g. require that the private service provider is subject to no lesser standards of scrutiny and responsibility than would apply to a public sector provider of those services, including applicable policies, customer service charters and complaint handling mechanisms, and complies with all relevant legislation including equal opportunity, occupational health and safety and industrial relations legislation;
  - h. ensure transparency and appropriate access under Freedom of Information laws to contracts with the private sector for privatised or outsourced services; and
  - i. ensure all privatised or outsourced agreements allow for renegotiation or cancellation without penalty to the State where the private provider has seriously breached their contract.
- 56.** WA Labor will ensure that all government employees and emergency service volunteers have a right to compensation for late onset illnesses contracted in the performance of their duties.

## **Community Safety**

- 57.** All Western Australians are entitled to live free of violence; in safety and security.
- 58.** It is a fundamental role of Government to assist in times of natural disaster, emergencies and other security and safety threats.
- 59.** WA Labor also acknowledges that climate change may intensify the range and nature of natural disaster threats.
- 60.** Government must ensure the safety of our communities by:
- a. properly understanding strategic risks;
  - b. placing a strong focus on emergency service response, prevention and preparedness within the Western Australian community at large; and co-ordination between agencies;
- 61.** WA Labor also recognises that:
- a. a fully trained and equipped professional fire and rescue service plays a key role in protecting our community;
  - b. there will always be a need for a substantial contribution by volunteers, for example through volunteer fire fighting and the State Emergency Service; and
  - c. All Fire and Emergency Service personnel are a valued and integral part of emergency management response and capability in Western Australia.
- 62.** WA Labor will improve emergency management services by:
- a. regularly assessing the appropriateness of expanding career firefighting into regions of high growth, including the Pilbara and Kimberley, Great Southern and the Darling Range;
  - b. auditing local governments to determine gaps
- c. building capacity and resilience in the community;
  - d. providing required infrastructure to respond and to prevent and mitigate against injury and damage to property (including our cultural heritage); and to avoid adverse impact on the community;
  - e. co-ordinating the collection and dissemination of up-to-date, comprehensive and accurate emergency information, so that appropriate preparation can be made and specific vulnerabilities in the community identified and resolved in a timely way;
  - f. ensuring there is a proper emergency communications capability operating at optimal levels across the entirety of Western Australia;
  - g. ensuring that Police, fire and emergency services personnel are provided with the highest level of health and safety protection and appropriate resources in order to meet the needs of our communities;
  - h. ensuring all firefighters have access to treatment and compensation for cancer and other illnesses contracted as a consequence of their service; and
  - i. assisting local communities to work in partnership with fire and emergency services and to be responsible for their own safety.

in capacity and preparedness to facilitate best practice co-ordination of response; c) ensure that all Fire and Emergency Service personnel are well supported and provided with appropriate equipment, protective apparel and assistance;

- c.** supporting all Fire and Emergency Service personnel through provision of regular training;
  - d.** exploring mechanisms to compensate employers where their volunteer employees are called out during their normal work hours; f) ensuring volunteers have a legal right to compensation for personal injury or death arising out of their volunteer services; g) ensuring indemnity from civil liability for anything volunteers do in good faith in performing fire and emergency service functions;
  - e.** recognising the contribution that all fire fighter and emergency services make to the community; and
  - f.** providing greater transparency in how the emergency service levy (ESL) funds are distributed and spent, as well as ensuring that such funds prioritise the delivery of frontline services.
- 63.** WA Labor will ensure adequate regulation of the security industry and the tattoo industry, in consultation with industry and unions.
- 64.** WA Labor acknowledges the growing threat of homegrown terrorism and is committed to keeping Western Australians safe.

WA Labor committed to tackling terrorism in all its forms – including violent jihadism and violent right-wing terrorism.

WA Labor will consult with front-line communities, Local Governments, NGOs and WA Police to ensure appropriate community services are available and accessible to counter violent extremism.

WA Labor will investigate re-introducing Multicultural Liaison Officers in WA Police.

These civilian staff will work with culturally and linguistically diverse (CALD) communities to advise WA Police on matters concerning CALD communities; support police when they come in contact with people that may need extra assistance and services to support their cultural, religious and language needs; and ultimately build trust and confidence between WA Police and CALD

communities.

WA Labor will investigate establishing a comprehensive training program for law enforcement and allied professionals (including, but not limited to, psychologists, health workers, teachers, youth and social workers and parole officers) to embed countering violent extremism in their practice and pedagogy, in order to develop their expertise in effectively assessing an individuals' likelihood to carry out a violent act.

- 65.** WA Labor Government will introduce a civil penalty regime covering acts or omissions by companies or persons undertaking business which cause a person's death. The regime will apply where the act or omission of the company is a serious breach of the relevant standard of care owed to the deceased.

### **Criminal Justice**

- 66.** Labor believes that a proper functioning criminal justice system is a vital part of a civil society that values the rule of law and is essential to ensuring a peaceful and orderly functioning society. This requires the State to have sufficient powers to perform the necessary functions of the criminal justice system balanced against necessary restraints on such power to protect the community and individuals for having their liberties and freedoms inappropriately constrained.
- 67.** The criminal justice system needs to meet many objectives:
- a.** the proper punishment of those involved in committing crimes;
  - b.** protection of the personal safety and property of all Western Australians;
  - c.** supporting victims of crime;
  - d.** rehabilitation of offenders;
  - e.** reducing recidivism; and
  - f.** operating with integrity and the maintenance of public confidence in the system.
- 68.** In meeting these objectives, the criminal justice system must:
- a.** properly investigate and prosecute criminal activity;
  - b.** maintain the separation of investigation, prosecution, defence and judicial processes; c) treat those accused of committing crimes firmly but fairly;
  - c.** use appropriate penalties, including a variety

of programmes and other initiatives tailored to most effectively suit the crime and rehabilitate the individual to become a contributing member of society;

- d.** ensure that fines do not cause disproportionate harm to offenders simply by reason of their financial situation;
  - e.** appropriately support, counsel and compensate victims; and
  - f.** address the causes of crime as well as criminal conduct.
- 69.** All aspects of crime prevention and the criminal justice system need to be adequately resourced with appropriate accountability to successfully achieve these objectives.
- 70.** WA Labor unequivocally opposes:
- a.** the death penalty;
  - b.** corporal punishment;
  - c.** the use of torture;
  - d.** indeterminate periods in custody;
  - e.** mandatory sentencing;
  - f.** extending provisions to stop and search without consent or reasonable suspicion;
  - g.** broad anti-association and anti-protect laws; and
  - h.** prohibited behaviour orders.
  - i.** imprisonment for fine default alone.
- 71.** WA Labor will provide alternative options for fine defaulters to reduce imprisonment for unpaid fines.

## **Addressing Causes of Crime and Justice Reinvestment**

- 72.** WA Labor believes that the building of a prosperous, socially cohesive and tolerant democratic society will reduce the level and impact of crime in Western Australia.
- 73.** The causes of crime are diverse but domestic violence, social disadvantage, mental health and drug use are significant factors in criminality.
- 74.** WA Labor believes that investment in services and programmes, across government, in a co-ordinated approach, that address the underlying causes of crime are more effective than punishment and rehabilitation on their own.
- 75.** Investment in crime prevention and addressing the underlying causes of crime is a key mechanism of reducing crime in our community and ensuring

less people become victims of crime, as well as delivering improved social and economic outcomes for the community as a whole.

- 76.** WA Labor will be smart on crime, adopting a strategy of justice reinvestment - tackling crime at its source.
- 77.** As part of a Smart on Crime approach, WA Labor will:
- a.** ensure all relevant agencies work collaboratively to develop and implement evidence based crime prevention strategies;
  - b.** work with young people at risk of offending and their families to identify their needs and to encourage their full participation in society;
  - c.** promote the principles of restorative justice and therapeutic justice to build a sense of community spirit and responsibility of offenders, with aims to restore victims and the community to their pre-offence state of security;
  - d.** promote crime prevention strategies that are cognisant of and appropriate to Western Australia's complex multicultural society;
  - e.** deliver a targeted approach to the various causes of crime;
  - f.** continue to investigate and seek to implement innovative and alternative initiatives to better deal with patterns of offending and classes of victims, including improved criminal justice diversion and intervention strategies for First Nations people, those with decisionmaking disabilities, sufferers of post-traumatic stress disorder (PTSD), sufferers of foetal alcohol spectrum disorder (FASD), and the intergenerational transmission of the legacy of trauma, including through the continuation of the Drug and Mental Health Courts; and
  - g.** encourage an informed debate in our community about the causes, level and impact of crime and how to best respond, including a major focus on early intervention strategies.

## **Police**

- 78.** How police perform their role is central to the level of public confidence, effective emergency management, safety and security in the community.
- 79.** Labor believes that police 'lock-ups', 'watch houses' and transportation of those in Police custody should:
- a.** operate under established international best

practice;

- b.** be sufficiently resourced and staffed to ensure the safety of police, staff, those in custody and the wider community; and
- c.** be operated at the same standard, regardless of location or the predominate race of their inmates.

**80.** WA Labor will maintain and enhance the integrity of our police by ensuring that:

- a.** police powers are not devolved to private security personnel or privatised in any way;
- b.** strategic partnerships with other relevant agencies and organisations are enhanced so that service delivery occurs at the level needed in a co-ordinated and seamless way;
- c.** appropriate law enforcement and crime prevention initiatives are undertaken in regional and country areas, in consultation with local communities;
- d.** police resources and training are targeted to ensure professional police operations that are able to meet the challenges of modern law enforcement and crime prevention;
- e.** more police time is used in crime prevention with a greater and more effective response to incidents;
- f.** the Police are adaptive to constant shifts in criminal activities;
- g.** selection and promotion of officers is on merit, while also reflecting the composition and diversity of the Western Australian community, including gender and cultural background;
- h.** cultural sensitivities are appropriately respected by police;
- i.** Police powers are not abused and are exercised in an appropriate way; and
- j.** telephone calls to police are answered promptly and always followed up.

### **Investigation And Prosecution**

**81.** Preventing and dealing with crime (including organised crime and terrorism) is a balancing act, so that the rights and liberties of Western Australians are not lightly forfeited in the name of combating crime and terror, as well as ensuring the safety and security of us all.

**82.** WA Labor recognises, supports and will protect:

- a.** an unqualified right to silence;

**b.** the right against self-incrimination;

**c.** the presumption of innocence;

**d.** the right to adequate legal representation for serious criminal matters;

**e.** the general inadmissibility of evidence obtained illegally or by improper means; and

**f.** the right to an interpreter.

**83.** WA Labor believes there is no justification to authorise unreasonable personal searches by police.

**84.** WA Labor will ensure that accused persons, when interviewed or detained, have the right to:

**a.** seek legal advice prior to interview;

**b.** have interviews video-recorded;

**c.** if a child or other vulnerable person, be accompanied by a friend or have another adult present;

**d.** have access to appropriate medical treatment; and

**e.** protections from inappropriate invasive bodily searches and the taking of bodily samples.

### **Corrective Services**

**85.** WA Labor will ensure the consistent, just and humane treatment of offenders and supports the appropriate use of both custodial and non-custodial sentencing options, with imprisonment as a punishment of last resort, which is not suitable or appropriate for fine defaulters.

**86.** A society can be judged by the way that it treats its prisoners – the people working in corrective services are essential to ensuring the effectiveness of our criminal justice system.

**87.** WA Labor believes that the most just and appropriate sentencing outcomes in all circumstances require full judicial discretion with all available sentencing options. For this reason, WA Labor is principally opposed to mandatory sentencing, which produces perverse and unjust sentencing outcomes.

**88.** WA Labor recognises that it is important that sentences have regard for community expectations.

**89.** WA Labor will establish a Sentencing Advisory Council. The Sentencing Advisory Council will, with the input of the judiciary and the community, publish recommended guideline sentencing ranges for categories of crimes and offending types for our Courts in order to improve community confidence



in sentencing outcomes, while maintaining judicial discretion and alleviating the perceived need for mandatory sentences.

- 90.** WA Labor believes that the treatment of people with mental health problems within our prisons is an issue that concerns both community safety and the rights and wellbeing of individuals.
  - 91.** The WA Labor Government will reaffirm its commitment to reducing prisoner numbers by not introducing any further mandatory sentencing regimes in Western Australia, and will conduct a review of all current regimes. Mandatory sentencing unjustifiably requires the same minimum term to be imposed regardless of how trivial or serious the offence; fails to consider an offender's circumstances; shifts judicial discretion not to impose a custodial term in exceptional circumstances from the Courts to Police and prosecutors; breaches various international treaties which prohibit arbitrary detention, including Article 9 of Universal Declaration of Human Rights 1948; and ignores overwhelming evidence from Australia and overseas demonstrating that it fails to reduce crime, leads to harsh and unfair sentences, unnecessarily increases the overcrowding of prisons and disproportionately affects First Nations people and other marginalised groups.
  - 92.** WA Labor will amend the Sentencing Act to create a general provision which provides that any law which mandates the imposition of a custodial sentence will, to the extent that it would produce a manifest injustice, not operate.
  - 93.** WA Labor will improve services to prisoners with mental health issues. WA Labor will ensure that when prisoners are classified prisoners mental health issues are identified and recommendations made for case management. WA Labor will make improvements in the identification of mental issues in all custodial settings.
  - 94.** WA Labor believes that prisons, juvenile detention centres and prisoner transportation and other corrective services should:
    - a.** operate under established international best practice;
    - b.** be sufficiently resourced and staffed to ensure the safety of staff, prisoners and the wider community; and
    - c.** be operated at the same standard and with the provision of required services, regardless of location or the predominate race of their inmates.
  - d.** All corrective services, including prisons, must in all circumstances be the full responsibility of Government.
  - 95.** WA Labor believes that people detained or imprisoned by a decision of the Courts of Western Australia must at all times be under supervision and control by officers and employees of the Government of Western Australia. WA Labor opposes the outsourcing and privatisation of corrective services.
  - 96.** The increasing costs associated with overcrowded prisons takes away much needed resources from crime prevention strategies. Overcrowded prisons are more dangerous for staff and reduce access to programs and services for prisoners, which leads to increased recidivism.
  - 97.** The capacity of the prison system should be expanded to: meet demand; prevent overcrowding; allow equal and adequate access to appropriate treatment, training and rehabilitation services and programmes; and ensure prisoners are housed humanely in facilities appropriate for their purpose.
  - 98.** By adopting a Justice Reinvestment strategy and by being smarter on crime, Labor will reduce the escalation of the costs incurred in the exponential growth in the prison population.
  - 99.** WA Labor will ensure adequate post release services for people who are returning to their families and communities.
  - 100.** WA Labor will establish a Conviction Review Commission to review historical convictions where new evidence is uncovered or where inappropriate investigative or prosecutorial conduct has recently been discovered.

Such Conviction Review Commission would independently review such cases for referral to the Court of Appeal for determination.
  - 101.** WA Labor believes individuals incarcerated should be accommodated consistent with their own gender identity and offered the necessary protections to keep them safe.
- ### Rehabilitation
- 102.** Offender treatment, training and rehabilitation services and programmes should incorporate international best practice, with regular review, monitoring and accreditation.
  - 103.** WA Labor will ensure that prisoners are provided with appropriate programs in a timely manner in accessible locations to maximise

rehabilitation outcomes, reduce recidivism and ensure that prisoners re-join society in a productive way upon release.

- 104.** WA Labor will ensure all perpetrators of domestic violence are required to attend programmes for rehabilitation to break the cycle of family and domestic violence.

### **Access To Justice**

- 105.** WA Labor believes that for all people to be equal before the law, and courts should be equally open and accessible to all. Access to the legal system for all litigants, regardless of their economic, social or cultural background is essential for a legal system to provide justice.

- 106.** The opportunity to engage diligent and competent legal representation is essential to ensuring access to justice.

- 107.** WA Labor will work in partnership with the Australian Government to ensure that:

- a.** Legal Aid WA;
- b.** the Aboriginal Legal Service WA;
- c.** community legal centres;
- d.** native title representative bodies;
- e.** public interest and pro bono clearing houses; and
- f.** translation services,

are adequately resourced to enable the equitable provision of quality legal services, which are accessible, used in a cost effective manner and available to those in need with meritorious cases.

- 108.** WA Labor will encourage and support the expansion of pro-bono clearing house services in and for Western Australia.
- 109.** A WA Labor Government will secure an ongoing source of funding for community legal centres to ensure their viability and sustainability into the future.
- 110.** WA Labor will legislate to create an office of Public Defender, to ensure that no West Australian is tried for a custodial offence without legal representation.

### **First Nations People And The Justice System**

- 111.** WA Labor acknowledges the unique position of First Nations Peoples as the first inhabitants of Western Australia.
- 112.** WA Labor believes that there is strength in the

diversity of the culture and traditional systems of law found in the various First Nations Peoples societies within Western Australia.

- 113.** First Nations Peoples' customary law should be respected and appropriately recognised.

- 114.** WA Labor acknowledges the historical and current disadvantage of First Nations Peoples on nearly all socio-economic measures, including low rates of employment participation, low life expectancy, poor health and education outcomes and disproportionately high rates of imprisonment.

- 115.** WA Labor recognises the positive impact of First Nations Peoples Sentencing Courts in contributing to a sense of First Nations People's ownership of the sentencing process; making sentencing a more relevant experience for First Nations People offenders; improving the relationship between First Nations People and the court system; and strengthening First Nations People's communities.

- 116.** WA Labor will continue to support the First Nations People's Sentencing Courts currently operating in WA.

- 117.** WA Labor will consider establishing more initiatives of this kind around WA and will consider ways to improve the operation of current First Nations People's Sentencing Courts.

- 118.** WA Labor will consider establishing a Neighbourhood Justice Centre similar to the City of Yarra Neighbourhood Justice Centre in Melbourne, Victoria.

- 119.** First Nations People's over-representation in all parts of the criminal justice system, and in particular amongst those in custody, and a seeming under-representation in criminal diversion programs, victim support services and alternative penalty programs represent a major social issue to be confronted by Western Australia and one that must be tackled as part of full reconciliation with First Nations Peoples.

- 120.** WA Labor is committed to reducing the rate of incarceration of First Nations People in this State to below the national average as a matter of urgency. It will engage in law reform and implement specific, targeted programs in consultation and partnership with First Nations communities to achieve this goal.

- 121.** WA Labor will work with First Nations People and their communities to develop laws, policies

and practices to alleviate disadvantage and address the disproportionate numbers of First Nations people caught up in the criminal justice system. WA Labor will be guided by principles of inclusion, equality, fairness, equity and justice.

- 122.** WA Labor will review present criminal procedural and sentencing laws against the recommendations of the 1991 Royal Commission into Aboriginal Deaths in Custody recommendations with a view to continuing to ensure such laws meet the community's needs while not causing undue harm to First Nations People.
- 123.** Noting the success of the New South Wales Custodial Notifications Service (CNS) in dramatically reducing First Nations deaths in custody in that state, in government WA Labor will fund and implement a CNS to ensure First Nations People who are taken into custody have immediate access to appropriate legal assistance.
- 124.** WA Labor will respect the various forms of governance adopted by First Nations Peoples' communities, which reflect their cultural and juridical domains, and as far as possible, consistently with international law, uphold their traditional systems of law.
- 125.** WA Labor commits to maintaining funding to the Aboriginal Legal Service at least in its present proportion to general funding for community legal services.
- 126.** WA Labor will encourage more First Nations Peoples to participate more fully in the legal system by encouraging them to apply for appointment as Justices of the Peace, to join the Police, participate in the First Nations Peoples Visiting Scheme, to study law, and in other appropriate areas.
- 127.** Noting WA's shameful history of First Nations Peoples deaths in custody, WA Labor reaffirms our commitment to a Western Australian Custodial Notifications Service and to fully implementing the recommendations of the 1991 Royal Commission into Aboriginal Deaths in Custody.

### **Persons With Special Needs and the Justice System**

- 128.** WA Labor believes that equality before the law is a fundamental concept of our legal system. This requires understanding of and sensitivity

to the special requirements and disabilities of particular sections of the community. The principle of 'substantive equality' directs attention to equality of outcome or to the reduction or elimination of barriers specific to certain groups within our community. It begins from the premise that in order to treat some persons equally, we can't treat them all the same.

- 129.** WA Labor recognises that children have diminished capacities and that, as a consequence, children need to be protected from the full force of the criminal law.  
  
Additionally, uniform legislation on the age of criminal responsibility across the States, Territories and Commonwealth is desirable.
- 130.** In government, WA Labor will work within COAG to encourage all states to increase the age of criminal responsibility in line with international standards, but at least from 10 years to 12 years.
- 131.** Labor recognises some offenders and young people in detention suffer from foetal alcohol syndrome disorder (FASD). Labor supports the work of researchers in investigating FASD. Labor also recognises a high portion of offenders and young people in detention may have a brain acquired injury. This often leads to cognitive, language and speech impairments.
- 132.** WA Labor will amend the laws, processes and facilities for the detention of mentally impaired offenders and, in particular, ensure that mentally impaired offenders are not detained unfairly or for longer than the sentences the offender would have otherwise received if they pleaded guilty as a mentally competent offender.

### **Family & Domestic Violence**

- 133.** Women, children, young people, people living with disabilities and those from culturally and linguistically diverse (CALD) backgrounds are amongst the most vulnerable in our society.
- 134.** All Western Australians are entitled to live safe from family violence, including physical and emotional abuse. Family and domestic violence is criminal conduct and should be guarded against with the full force of the law.

WA Labor will support a Family and Domestic Violence Prevention Strategy to protect victims of family and domestic violence through

- a.** increasing access to legal representation and

- assistance, community services and refuges;
  - b.** providing appropriate training to professionals such as judicial officers, Police, court staff and others dealing with family violence;
  - c.** ensuring relevant government agencies work collaboratively to prevent family and domestic violence and effectively support its victims.
- 135.** WA Labor will conduct a review of the convictions and sentences of any person (irrespective of gender or relationship to the deceased) who is currently in prison in WA for committing homicide in the context of serious domestic and family violence to determine whether pardons, parole and reduced sentences are appropriate in the light of the previous WA Labor Government's reform of laws on domestic violence homicide.
- 136.** A Labor will work to enact and give effect to the outstanding recommendations of the WA Law Reform Commission's Enhancing Family & Domestic Violence Laws (Project No. 104) Final Report in particular relating to RTA.
- 137.** WA Labor will reintroduce metropolitan Family and Domestic Violence courts. WA Labor will ensure that appropriate resources are available to enable applications for Family & Domestic Violence Restraining Orders to be dealt with immediately.

## Drugs And Alcohol

- 138.** WA Labor recognises that:
- a.** the abuse of illicit drugs exacts a high human, social and economic cost to individuals and the community and that drug use and abuse is primarily a health issue, not a criminal one;
  - b.** the 'war on drugs' approach to reducing the use and community damage from illicit drug use has been a failure and may actually be doing more harm than good;
  - c.** drug and alcohol policy is a very complex issue that demands proper community discussion of a range of alternatives to prohibition;
  - d.** drug and alcohol policy should be based on evidence of what works and what does not and the international evidence base on these issues is now both substantial and persuasive.
- 139.** WA Labor will implement its Meth Action Plan by transforming Melaleuca Remand and Reintegration facility and Wandoo Reintegration

facility to dedicated drug and alcohol rehabilitation prisons. It will create a prisoner triage unit to direct appropriate prisoners directly to these prisons.

- 140.** WA Labor will decriminalise the possession of small amounts marijuana for personal use and return to a system of infringement notice penalties and diversion to counselling services.
- 141.** WA Labor will legislate against the third party supply of alcohol to minors.

## Mental Health

- 142.** A disproportionate number of people caught up in the criminal justice system have mental health problems.
- 143.** WA Labor will review the laws, processes and facilities for the detention of mentally impaired offenders, and in particular ensure that mentally impaired offenders are not detained unfairly or for longer than the sentences the offender would have otherwise received if they pleaded guilty as a mentally competent offender.

## Sexual Abuse

- 144.** WA Labor will develop a sexual assault victims support strategy that:
- a.** acknowledges and addresses the reasons for low reporting rates;
  - b.** includes early intervention programmes, and more effective and targeted health services that recognise co-morbidity and connections between health and abuse;
  - c.** includes the trialling of alternative ways to deal with offending that recognises and appropriately treats offenders who have themselves suffered from sexual assault;
  - d.** seeks to reduce further disadvantage to victims flowing from the removal of financial support from an offender;
  - e.** examines ways to make the criminal justice system more 'user friendly' and accessible for victims;
  - f.** draws upon the recently acknowledged and examined abuse at State run and other institutional accommodation facilities, such as the Katanning hostel, to ensure that such activities do not reoccur; and
  - g.** seeks to provide justice to the victims of the abuse, to recognise their ongoing suffering and seeks to prevent all forms of abuse,



particularly future institutionalised abuse.

## Asbestos And Dust Diseases

- 145.** WA Labor acknowledges that Western Australia tragically boasts one of the highest per capita rates of asbestos related disease including mesothelioma, asbestosis and lung cancer found anywhere in the world.
- 146.** WA Labor recognises that Western Australia is home to one of Australia's largest industrial disasters, the mining of blue asbestos in the infamous town of Wittenoom from 1940 to 1966. Not only was blue asbestos mined, but toxic asbestos tailings were spread around the town to build roads, driveways, footpaths, backyards, school playgrounds and the local racecourse.
- 147.** WA Labor recognises that people exposed to asbestos while working on do-it-yourself projects are emerging as the "third wave" of asbestos-related cancer victims.
- 148.** WA Labor believes that asbestos disease sufferers deserve access to just and fair compensation. In that regard, WA Labor will:
- a.** Support the introduction of provisional damages to allow, following a judgment, if an asbestos victim develops a disease which is different from or more serious than the initial disease suffered at the time of judgment, a court to award further damages to that victim; and
  - b.** Support law reform to allow asbestos victims to recover damages for loss of capacity to perform domestic services for another person such as for a young child, elderly parent or partner with a disability (also known as Sullivan v Gordon damages)
- 149.** WA Labor notes with concern the rates of silicosis discovered during a Queensland Government audit of the stone industry in that state in 2018. WA Labor will work to ensure that relevant safety standards are implemented and adopted across all industries in which workers are exposed to respirable crystalline silica.

## Achievements

- 150.** WA Labor is proud of its achievements in law, governance and community safety over many, many years, including:
- introducing 'one vote, one value';
  - removing the requirement to own property

to vote;

- establishing the Court of Appeal;
- overhauling the Magistrates Court;
- creating the State Administrative Tribunal;
- establishing the Equal Opportunity Commission;
- completing State gay and lesbian law reform;
- establishing the Commissioner for Children & Young People;
- establishing legal recognition of de facto relationships;
- establishing the Ombudsman (Parliamentary Commissioner);
- introducing Freedom of Information Legislation;
- maintaining essential services in public ownership;
- creating the lobbyists register;
- establishing the independent Office of the Director of Public Prosecutions;
- overhauling and modernising criminal court procedure and appeals;
- introducing anti-terrorism legislation;
- creation of the sex offenders register;
- regulation of those working with children;
- removing time limits on legal action for damages for victims of child sex offences;
- revision of domestic violence legislation and the treatment of domestic violence by Police;
- expunging historical convictions for consensual homosexual acts;
- introducing a redress scheme for victims of institutional child sexual abuse;
- the criminalisation of non-consensual sharing of intimate images – so-called 'revenge porn'; and
- securing ongoing and sustainable funding for CLCs.

## Family, Domestic and Intimate Violence

- 151.** Enhance current training programmes and review comprehensive training programmes from other states, adapt to ensure alignment

with Western Australia's key demographics and support their implementation for Western Australian police, prosecutors and judges to develop sensitised understanding of family, domestic and intimate violence.

## RESOLUTIONS

**152.** WA Labor acknowledges the work of the Law Reform Commission in their current review of the Equal Opportunity Act 1984 (Project 111) and looks forward to the Commission's final report. The Act has not been comprehensively reviewed and amended since it came into operation in 1984 and fails to take into account Australian and international best practices regarding equality and non-discrimination. Currently, many people feel the Act does not provide adequate protections regarding equality and non-discrimination.

**153.** This conference notes with alarm the Australian Federal Police raids on individual journalists and on media outlets, which garnered worldwide attention and condemnation. A free press is foundational to our democracy and this principle has, until now, enjoyed bipartisan support.

Good governments are transparent and do not fear an independent press, and enforce the separation of policing from executive functions of government. Failing to do so risks further undermining citizens' trust in democratic institutions and government.

Labor must be consistent in Opposition, as in government, in holding strong to Labor values and our policy platform. Our platform commits us to effective oversight to safeguard our essential freedoms and privacy.

This conference calls on the Federal Parliamentary Labor Party, while in Opposition, to call on our Parliament to:

- a.** prevent further raids on journalists and press outlets;
- b.** censure the Government for its flagrant disregard of the principle of a free press;
- c.** enhance whistleblower protections and encourage a culture of transparency from government;
- d.** ensure the centrality of properly funded, independent public broadcast as central to our democracy;

and further calls on the Federal Parliamentary

Labor Party to take every opportunity to highlight the threat to our democracy posed by these raids, and any such similar conduct, and condemn them.

**154.** WA Labor recognises the human rights concerns associated with the Federal Liberal Government's amendments to section 501 of the Migration Act 1958 (The Act). Under section 501 of the Act, the relevant Minister has discretion to implement a character test to strip individuals of their visas as a result of criminal behaviour.

This discretion extends to enable the Minister to suspend an individual's visa in circumstances where the Minister reasonably suspects or has reasonable suspicion that the individual has been a member of a group or organisation, or has had or has an association with a group that is involved in criminal behaviour. The practical effect of this is that individuals have their visas suspended and are subsequently incarcerated for extended periods of time in detention without charge or sentence and without having their suspected criminality tested before the courts.

WA Labor calls upon the Federal Parliamentary Labor Party, when in Government, to review section 501 of the Act with the view of limiting the Minister's discretion to suspend visas only in circumstances where individuals have been tried before the courts and subsequently convicted of criminal behaviour.

**155.** WA Labor acknowledges that the previous State and current Federal Governments have made dramatic cuts to the funding of community legal services. These cuts come in the context of findings from the Federal Government's own Productivity Commission that legal aid services are already dramatically underfunded.

In light of the background of these cuts, WA Labor condemns the Federal Liberal Government's decision to cease the Indigenous Legal Assistance Program (ILAP), which provides separate funding for the Aboriginal Legal Service. This represents flagrant disregard of the recommendations of the Royal Commission into Aboriginal Deaths in Custody 1991 which anticipates that ALS will continue to receive direct and separate funding.

WA Labor recognises the significant achievement of the McGowan Labor Government in providing community legal

centres with almost \$1.2 million to compensate for the loss of funding from the Legal Contribution Trust. WA Labor recognises that cuts to legal aid and community legal services are a false economy, as significant costs are incurred as a result of restricting access to justice.

WA Labor will urgently reassess the funding needs of legal aid WA, the Aboriginal Legal Service, community legal centres and financial advice centres. In particular, WA Labor will ensure that the Aboriginal Legal Service maintains at least its current level of funding proportionate to Legal Aid WA. Additionally, WA Labor will demand that the Commonwealth Government reverse its unfair and short-sighted cuts to legal services in WA and reverse its unconscionable decision to cease the Indigenous Legal Assistance Program.

- 156.** The introduction of the offence of Assault Causing Death has re-introduced provocation as a defence to certain homicides.

WA Labor commits to a full review of the Assault Causing Death charge and the provocation defence generally.

- 157.** That, consistent with Labor's traditional commitment to One Vote, One Value and its achievement of this for elections for the Western Australian Legislative Assembly, as noted in the WA Labor Platform, Chapter 9, para 127, Conference requests the Minister for Electoral Affairs to begin consultations immediately in order to devise and implement One Vote, One Value for the WA Legislative Council by the issuing of writs for the 2021 election.

- 158.** WA Labor condemns recent attacks on places of worship in this State. Recognising the commitment to the right to freedom of religion in 8 j) of this Chapter, WA Labor will amend the Criminal Code to introduce an offence of Disturbing Religious Worship analogous to Victorias.

- 159.** This Conference notes that the Council of Attorneys General resolved to examine whether to raise the age of criminal responsibility from 10 years of age and established a working group to review this matter, drawing from relevant jurisdictional and international experience, and ... report back within 12 months.

WA Labor supports and will advocate in that forum for raising the age of criminal responsibility to 14, in line with the recommendations of the

AMA, the Human Rights Law Centre and the UN Committee on the Rights of the Child.

- 160.** WA Labor recognises the need for robust and independent oversight of the large-scale construction projects which provide critical infrastructure for all West Australians. WA Labor will establish a statutory office of the State Chief Engineer to provide independent and impartial advice to government on relevant engineering standards and projects as necessary.

- 161.** WA Labor recognises that the excessive use of disposable plastics in electioneering material is not sustainable. WA Labor will develop and implement laws to restrict the use of electioneering material which is not environmentally sustainable.

- 162.** WA Labor commends the McGowan government for initiating the excellent work completed by the WA Law Reform Commission (the WALRC) on Project 108 regarding legal recognition for transgender and gender diverse people, and note that the recommendations in the Commission's final report were developed in consultation with, and have broad support from Western Australia's trans and gender diverse community.

WA Labor recognises the critical importance of accurate legal documentation to the dignity, health and well being of trans and gender diverse Western Australians, and calls on the Parliamentary party to move swiftly to progress birth certificate law reform that reflects the findings of the WALRC and is keeping with best practice legislation in other jurisdictions including Tasmania and Victoria.

WA Labor acknowledges the recommendations made in the Report from Project 108 of the WA Law Reform Commission, Review of Western Australian legislation in relation to the registration or change of a person's sex and/or gender and status relating to sex characteristics.

- 163.** This Conference rejects any Local Government Act reform proposals that allow local governments to form for-profit corporations or Beneficial Enterprises.

We reaffirm our commitment to public ownership of assets and service delivery and call on the WA Labor Government to affirm its commitment to the WA Labor party platform that local government shall continue to be the provider of essential services in our community

and the owner of over \$40 billion of important local assets that community members use on a daily basis.

This Conference also calls on the WA Labor government to work with local government, workers and their representatives, ratepayers, and other interested stakeholders to pursue a mutually agreeable way of achieving scalability of local government service delivery.

- 164.** WA State Conference stands for integrity and transparency in government and has no tolerance for corruption. With declining faith in Australia's political and democratic institutions, and recent examples of the targeting of those who have sought to act in the public interest on matters of government conduct, WA State Conference calls for the establishment of a National Integrity Commission.

WA State Conference condemns the model proposed by the Morrison Government as grossly inadequate and leading to an organisation that would essentially be a secret tribunal with very limited powers, a model that would work against increased transparency, trust and accountability in government. WA State Conference calls on the federal parliamentary Labor party to continue its work with legal and anti-corruption experts and the wider Australian community to develop and design the technical details of the National Integrity Commission, and congratulates our federal colleagues on the work already done in this area.

- 165.** This Conference notes the McGowan Labor Government's adoption of the Our Priorities strategy. That strategy commits the WA Government to reducing the state's First Nations prison population by 23% in the next 10 years. This conference applauds the McGowan Labor Government's willingness to adopt firm, objective and transparent targets to reduce the rates of incarceration of First Nations People.



### PREAMBLE

WA Labor acknowledges the lead role of the federal government in the execution of Australia's foreign, defence and trade policies. Notwithstanding, WA Labor recognises the crucial role played by the WA State Government in actively engaging and building relationships with countries and markets overseas. The strategies and policies of this State-led action are most appropriately described as the State's 'international engagement'.

WA Labor recognises that the character and purpose of WA's international engagement must be designed to create and maximise economic and employment opportunities for Western Australians. As a trade oriented and trade-dependent State, the direction and quality of the WA State Government's international engagement has a significant impact on the living standards of Western Australians. As the party of working people, a State Labor Government has the responsibility to ensure the opportunities created from its international engagement are driven towards working people.

In 2019, WA is uniquely positioned to benefit from the unprecedented economic growth occurring in the Indo-Pacific region. Despite global trade and geopolitical tensions, the global economic centre of gravity is continuing to draw to the Indo-Pacific. Between the west coast of India and the west coast of America reside 60% of the world's population. With record urbanisation and consumer spending rates ongoing, it is predicted more than three billion middle class people will live in this zone by 2030. This zone is to the immediate north and west of WA.

As WA seeks to diversify its economic base, economic opportunities arise for the State well beyond just the United States, Australia's largest two-way investment partner, China, Australia's largest trading partner, and Japan, Australia's longstanding economic partner. India is predicted to become the second largest economy in the world in the coming decades. Indonesia, Australia's immediate northern neighbour of over 250 million people, is predicted to become the fourth largest by 2050. In the same time frame, Vietnam's 100 million-plus population will drive a top twenty global economy. The Association of Southeast Asian Nations (ASEAN), which also includes the growing economies of Malaysia, the Philippines and Thailand, will become the world's fourth largest economic bloc by 2030. East Africa, whose burgeoning resource projects are often operated from Perth, leads Africa's rise as the fastest growing continent after Asia.

WA is the only Australian State that faces the breadth

of the Indian Ocean Rim, and Perth is the nation's Indian Ocean Capital. However, geographical proximity to the major emerging Indo-Pacific countries will not alone guarantee WA its share of regional growth. Indo-Pacific countries with much larger populations and economies than WA will increasingly trade, invest and source capital amongst themselves. Further, many of the major emerging economies in the Indo-Pacific do not necessarily need or want the secure external supply of minerals and resources commodities in the volume that WA is internationally recognised for. For WA to build meaningful economic relationships with these countries, new engagement strategies and a focus on success in services sector trade will be essential.

WA Labor recognises that the State must grow its relationships with the major emerging economies in the Indo-Pacific in order for WA to diversify its economy. WA Labor recognises these relationships must be driven at the State Labor Government level, whose international engagement has a lead role in ensuring WA's diverse capacity is internationally known about, sought after and utilised.

### International Engagement: Diversifying Economic Sectors And Partners

1. WA Labor recognises that WA is a prosperous state by virtue of its highly capable and competitive trading industries, and their significant integration with international markets. Export revenue and international investment underwrites WA's development and wages, and provides the WA State Government with needed royalty and tax revenue to deliver essential services.
2. WA Labor recognises that WA is the most trade oriented State in Australia, and the most successful from a volume and revenue perspective. Yet, WA is also the least diversified, relying on a narrow set of lead merchandise exports, a narrow set of significant trading partners, and is the least services trade oriented. WA Labor recognises that driven by the need to respond to changing domestic and global economic circumstances, and in order to future-proof the state's economic growth and employment needs, WA must diversify its economy.
3. WA Labor recognises that WA cannot diversify its economy without diversifying the sectors that drive the State's trade and investment relationships. Reliance alone on future growth in the resources and energy sector is unlikely to result in sustained demand for WA's products and workers. For example:
  - a. Minerals and resources production will continue to lead the state's industrial and

export activity, and the sectors supporting the resources industry will continue to be integral to the domestic economy. However, as the State has experienced time and time again, the resources industry is cyclical. For example, it is predicted the annual volume of WA's iron ore exports to China will soon peak at just below 900 million tonnes;

- b.** As global energy markets, energy technologies, the defence industry and transport machinery transition to a low-carbon future, burgeoning demand for LNG and battery materials creates opportunities for WA. However, even with increased LNG exports and lithium processing industries in WA, value creation in the energy and storage sector alone is unlikely to replicate the mining construction job booms of recent decades. Further, automation technology is driving structural changes across the resource and energy sectors, reducing their labour-intensity.
  - 4.** WA Labor recognises that WA cannot diversify its economy without diversifying the countries and markets that are the focus of the State's international engagement. Over the coming decades, WA's major international partners will unlikely alone invest in and purchase enough from the State to future-proof WA's trade-dependent prosperity. For example:
    - a.** International investment into WA has long been led by the United States, the United Kingdom and Japan. However, as these countries' share of the global economy narrows over the coming decades, the level of investment growth into WA from these economic partners will likely plateau;
    - b.** China, whose imports from WA have grown dramatically over recent decades, is transitioning from a domestic investment and export economy into a services and consumer-driven economy. Particularly for WA, China's services sector imports will not be as intensive as its merchandise and minerals imports have been.
  - 5.** WA Labor recognises that to maintain economic growth and derive long-term prosperity from the State's trade and investment relationships, WA will need to grow its economic relationships with the major emerging economies in the Indo-Pacific region:
    - a.** In 2018, India was WA's 6th largest trading partner, Indonesia the 10th and Vietnam
- the 18th. Over the last decade, WA's trade relationships with these three countries, three of the fastest growing in the Indo-Pacific, have not grown commensurately with these countries' growth rates. In the case of India, trade levels have gone backwards. A lack of success has not been due to a lack of trade potential or economic complementarity, but in part due to a lack of sustained engagement;
- b.** While merchandise exports account for over half of WA's Gross State Product, services exports account for only 3% and have fallen in real terms over the last five years. Fortunately, it is the service sectors of the major emerging Indo-Pacific countries that are generating the majority of their economic value, and are thus the principal sectors where the potential for WA's trade growth with these countries is rising.
  - 6.** WA Labor recognises that previous WA international engagement strategies will not be able to be exactly replicated with the major emerging Indo-Pacific economies. The story of a successful economic relationship with these countries will have to be a different narrative. For example:
    - a.** The traditional bulk commodity sectors, where WA has globally-known capacity and reliability, are unlikely to be alone the sectors where enough demand for WA supply will grow. Indonesia, India and Vietnam are not resources starved countries, unlike Japan, Korea and in some commodities China. Therefore, a strategy focused on principally being a secure external supplier of mineral resources to these countries will not necessarily succeed.
  - 7.** WA Labor recognises that the State Labor Government has identified the State's capacity to diversify its economy lies across both goods and services sectors, including: education and international education; mining engineering and technical services; tourism, events and creative industries; technology, including healthcare technology, and advanced manufacturing; energy; and primary industries.
  - 8.** WA Labor recognises that it is principally across these six sectors where the State needs to build economic partnerships with the major emerging Indo-Pacific countries. Further, WA Labor recognises that the economic characteristics and growth trajectories of individual Indo-Pacific countries are different, and the sector-specific

complementarities between WA and each Indo-Pacific country are different. Therefore, targeted and tailored engagement strategies and actions are needed.

9. WA Labor recognises that economic growth is occurring and economic opportunities are arising for WA in other regional markets, including in emerging Africa, in traditional European markets and in Latin America. WA Labor recognises that the limited resources of the State means the WA State Government's international engagement will need to be targeted, strategic and sustainable.
10. WA Labor recognises as international economic fundamentals change and long-term regional growth trajectories evolve, the trajectory of the WA State Government's international engagement must accordingly evolve. Further, WA Labor recognises that while the WA State Government cannot control the outcome of geopolitical events, the WA State Government must be cognisant of these developments and adjust its international engagement efforts appropriately and accordingly.

### **An Enduring Whole-Of-Government Approach**

11. WA Labor recognises that while the WA State Government does not conduct foreign relations or negotiate trade agreements, it plays a lead role coordinating and executing the State's international engagement.
12. WA Labor recognises that, in order for the State Labor Government to help drive the diversification of the State's economy and its international economic relationships, the State Labor Government will develop international strategies and executive international engagement policies at a whole-of-government level, utilising the tools of international engagement. In this, a State Labor Government will:
  - a. Regarding WA's Global Offices:
    - i. Ensure the location, mandate and resourcing of the Global Offices is strategically sound, especially given the growth trajectories of the emerging major countries in the Indo-Pacific;
    - ii. Ensure the priorities and activities of the officers in the Global Offices are coordinated with the international engagement strategies and objectives of the State Labor Government;
    - iii. Ensure there is optimal public and industry awareness of both the strategies, priorities

and effectiveness of the Global Offices, and their service offerings to industry to support trade and investment growth.

- b. Regarding WA's Sister State Relationships and other international Memorandums of Understanding:
  - i. Ensure appropriate resources are allocated to realise the identified economic opportunities between WA and the Sister State or international MOU partner;
  - ii. Ensure the signing of a Sister State Relationship or international MOU marks the beginning of engagement, and not the extent of engagement in itself.
- c. Regarding Premier and Ministerial Visits:
  - i. Ensure senior visits are coordinated to support international engagement strategies, the activities of the Global Offices and the realisation of economic opportunities identified in Sister State relationships and international MOU;
  - ii. Recognise the significant benefit coordinated senior visits can have in driving the development of new relationships for WA with the emerging major Indo-Pacific economies.
- d. Ensure policies and activities executed by the State Labor Government pursuant to its international engagement-relevant strategies are coordinated and executed across a whole-of-government level, strategies including but not limited to the:
  - i. Asian Engagement Strategy
  - ii. Asian Sports Strategy
  - iii. Our Priorities: Sharing Prosperity
  - iv. Defence and Defence Industries Strategic Plan
  - v. Diversify WA
  - vi. Energy Transformation Strategy
  - vii. Future Battery Industry Strategy
  - viii. International Education Strategy
  - ix. Long-Term Tourism Strategy
  - x. Primary Industries Strategy
  - xi. Sustainable Health Review
  - xii. Westport: Port and Environs Strategy for the next 50 to 100 years

## **International Engagement And Supporting Workers, Industries And Communities**

**13.** WA Labor recognises that for a State dependant on trade for employment growth, changing regional economic dynamics and the implementation of new international engagement strategies may have just as much a disruptive influence on WA's employment market and education demands as will technological change, automation and an ageing population. Therefore, the State Labor Government will ensure:

- a.** The skills required of Western Australians to be securely employed in the State's future trading environment will be identified, prioritised and developed;
- b.** Current Western Australian workers employed in industries being affected by transformations in the global economy are supported.

**14.** WA Labor acknowledges the National Platform position on trade and investment policy, and supports the State Labor Government taking appropriate State-level action to ensure the employment and income benefits of trade and investment growth are accrued by Western Australians and the State's workers. Such action includes laws and policies to maximise local employment and local content during procurement processes, as well as to ensure local labour on major investment projects are covered by agreements ensuring fair wages, decent working conditions and necessary safety protections. Further, the State Labor Government will advocate to and work with the Federal Government to ensure that when negotiating international free trade agreements, consideration is given to ensuring protections for local content and WA workers' rights.

**15.** WA Labor recognises that the State Labor Government must lead the policy drive that encourages WA's industries and private sector to focus on the economic opportunities arising with the major emerging economies in the Indo-Pacific. Therefore, the State Labor Government will provide the necessary leadership and government support to help industry and the private sector engage these markets and build economic partnerships.

**16.** WA Labor recognises that the State Labor Government, in order to maximise the State's current and future capacity to trade and invest to prosperity, must also ensure WA's regional industrial and agricultural infrastructure, connectivity and employment needs are identified, prioritised and

developed.

- 17.** WA Labor recognises that the State Labor Government must effectively utilise and draw upon the expertise and networks of the State's rich diaspora, culturally and linguistically diverse communities, as well as WA's diverse network of international student alumni and expatriate communities abroad, to advance an effective international engagement agenda.
- 18.** WA Labor recognises that, in the South East Asian region, the documented dangers of asbestos use have not prevented hundreds of thousands of tonnes of raw asbestos being used to make building products, roof-tiles, machine parts and specialist fabrics for clothing. WA Labor is keenly aware of the tragic health impact of asbestos on the community, and the ongoing concerns about the illegal importation and use of asbestos contaminated materials into Western Australia. Therefore, where appropriate, the asbestos issue will become an agenda item for when the State Labor Government has discussions with representatives of regional governments. Such high level attention being paid to the asbestos issue will help unions and civil society groups who are campaigning within Asian nations to ban all asbestos use.

## **WA's Obligations Under International Law**

- 19.** WA Labor acknowledges the National platform position on international law and recognises that Australia's obligations under international law, which include the safeguarding of human rights and workers' rights, extend to the WA State Government.
- 20.** A State Labor Government will take appropriate State-level action to ensure that:
- a.** The rights of workers in WA are upheld, including the right to bargain and be employed with decent conditions and necessary protections; and workers covered by union agreements are not discriminated against in major investment projects or during procurement processes.
  - b.** Temporary overseas migrant workers in WA are not exploited when in work or generally residing in WA, and the highest standards of governance, transparency, welfare and accountability are upheld;
  - c.** International students in WA are not exploited, including by education providers, when in temporary work or generally residing in WA,



and the highest standards of governance, transparency, welfare and accountability are upheld;

- d. All other internationally recognised rights of citizens, permanent and temporary residents, workers and students in WA are upheld.
21. WA Labor recognises that between 1909-1923, the government of the Ottoman Empire and its successors embarked on a programme of mass deportation, murder, cultural cleansing and genocide of the Armenian, Greek and Assyrian Christian communities within the Ottoman Empire.
  22. The mass murder of defenceless children, women, intellectuals and clergy defined the callous physical and cultural destruction by a government convinced of salvation through the establishment of an irredentist, Turkic ethno-state. Estimates suggest that approximately 1.5 million Armenians, between 150,000 and 300,000 Assyrians, between 450,000 and 750,000 Greeks were systematically killed.
  23. The use of the word Genocide is a great weapon. Its denial or misuse is designed to demonise and oppress. We can give justice to those murdered by genocide by saying their names, sharing their stories and acknowledging the circumstances of their deaths. For too long, the wider international community has empowered the denial of these Genocides by not acknowledging them. Therefore:
    - a. WA Labor in Government will follow the New South Wales and South Australian Parliaments in recognising the Armenian, Greek and Assyrian Genocides;
    - b. WA Labor calls on Federal Parliamentary Labor Party, when in government and in opposition, to recognise the Armenian, Greek and Assyrian Genocides;
    - c. 3. WA Labor calls on the Australian Labor Party National Conference to recognise the Armenian, Greek and Assyrian Genocides.

## RESOLUTION

24. WA Labor proposes a review of WA Government overseas offices to ensure they are strategically located to provide optimum access for WA businesses to growing overseas markets. A priority should be given to ensuring the WA Government's Europe office is located within the European Union, the world's largest trading bloc.

This state conference notes and congratulates the Federal ALP for the 2018 National Conference resolution towards the recognition of Palestine.

This State Conference deplores the recent US, Trump administration plan touted as the deal of century which in contravention of international law denies the Palestinian people dignity, their rights to self-determination and condemns them to live under perpetual Israeli occupation, and

25. This State Conference urges the Federal Parliamentary Caucus and Party to uphold our policy and principles of a two state solution.
26. WA Labor shares the concern of many West Australians about the escalation of conflicts around the world which threaten the peace and security of all people.

WA Labor recognises the devastating cost of war and conflict, which primarily falls on those not responsible for the decision to go to war.

WA Labor calls on the Federal Government to seek the consent of the Parliament before deciding to send Australians overseas to potentially make the ultimate sacrifice.

WA Labor calls on the Federal Liberal Government and the Federal Labor Opposition to work together to ensure our legislative framework, institutions and processes mean that the Government and our Parliament are properly accountable to the Australian people for the decision to go to war.

27. WA Labor recognises that between 1909-1923, the government of the Ottoman Empire and its successors embarked on a programme of mass deportation, murder, cultural cleansing and genocide of the Armenian, Greek and Assyrian Christian communities within the Ottoman Empire. The mass murder of defenceless children, women, intellectuals and clergy defined the callous physical and cultural destruction by a government convinced of salvation through the establishment of an irredentist, Turkic ethno-state. Estimates suggest that approximately 1.5 million Armenians, between 150,000 and 300,000 Assyrians, between 450,000 and 750,000 Greeks were systematically killed. The use of the word "Genocide" is a great weapon. Its denial or misuse is designed to demonise and oppress. We can give justice to those murdered by genocide by saying their names, sharing their stories and acknowledging the circumstances of their deaths. For too long, the wider international community has empowered the denial of these Genocides by not acknowledging them. Therefore:
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- c.** WA Labor calls on the Australian Labor Party National Conference to recognise the Armenian, Greek and Assyrian Genocides.



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