



WA LABOR PLATFORM

2025

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CHAPTER 1: ENDURING LABOR VALUES

Introduction

1. The WA Labor platform draws on our enduring Labor values, speaks for our Party's vision for the future and reflects our determination to serve the aspirations of Western Australians.
2. It is built on Australian Labor's foundational principles, which include:
 - a. Serving 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 fight for working people; and
 - c. The commitment by the Australian people to the creation of an independent, free, and enlightened Australia.

Our platform is guided by and grounded in WA Labor's enduring values of:

3. **Fairness**
We value fairness and believe in a fair go for all. We believe a nation should be governed in the broader interests of all, not in the sectional interests of a few.
4. **Compassion**
We value compassion and dedicate ourselves to social justice. We believe compassion is vital in ensuring human rights are upheld, and that it is the Australian way to work together to help alleviate suffering and disadvantage.
5. **Labour Rights**
We are committed to protecting and advancing the rights of working people, including their rights to join trade unions, organise in the workplace, bargain collectively and exercise the right to strike. Our partnership with the trade union movement remains crucial for Australia's future.
6. **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.
7. **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.
8. **Opportunity**
We believe in opportunity, creativity, and innovation as the basis for individual aspiration, and being rewarded for hard work, achievement, and success.
9. **Sustainable Environment**
We value the environment that sustains us all - and which we must now sustain with our country's united and urgent effort.
10. **Democracy**
We value our democratic and public institutions, which have the power to address exclusion and disadvantage.
11. **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.
12. **History and the Future**
We believe Governments can create a better future by learning the lessons of our shared

history. 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.

13. Equality
We believe the same rights, entitlements, opportunities benefits, and practices should be available and accessible to all people. We believe that our diversity is our strength, and that creating equity for groups who face discrimination, is fundamental to our vision. WA Labor believes that a gender lens should be applied across all government policies. projects and contracts to ensure all are designed and implemented to increase opportunities for equality.
14. These are strong foundations for the better future we are creating. We know there is much more work to do and we will continue in the same spirit in which we began: showing up, taking responsibility, and working with people to fix problems and unlock opportunities.

Labor in Government

15. When Labor is in Government, elected parliamentarians are expected to work with the Party to further the objective of achieving social justice through government intervention and other policies.
16. In Government, WA Labor will:
 - a. Implement legislation that furthers the social and economic participation of all individuals, groups, and communities in Western Australia;
 - b. Deliver on our election commitments;
 - c. Engage the community in learning about and addressing social inequality;
 - d. Make decisions about funding that are grounded in our belief in social justice and not simply focused on economic outcomes;
 - e. Actively work to tackle gender inequality, including increasing the representation of women on government boards, upholding affirmative action measures, working to close the gender pay gap and
 - f. committing to a minimum of one third representation of women in State or Shadow Cabinet;
 - g. Continue advancing the cause of reconciliation between Aboriginal and non-Aboriginal Western Australia built on the recognition of 65,000 years of culture, and a full acknowledgment of our history that lets us embrace the future; and
 - h. Support the rights of universal franchise by way of “one vote - one value” and the use of preferential voting at all levels of government to ensure genuine electoral equality and representation.
17. WA Labor is our State’s oldest political party, but we map our history in achievements, not years. We look with pride on a rich legacy of reforms that have improved the lives of Western Australians.
18. We look to this history not out of nostalgia, but because it reminds us what is possible when we have the discipline, courage, vision and ambition to persuade Western Australians that we are worthy of staying the course.
19. It is our proud record that energises us and lets us look more clearly to the better future that we want to create with the Western Australian people. This is a journey we travel together.

CHAPTER 2: COMMUNITY & SOCIAL POLICY

Our Values

1. WA Labor believes that:
 - a. Labor governments have a fundamental responsibility to support families, protect children and build communities.
 - b. First Nations people have a fundamental right to self-determination, to recognition as the traditional owners of Australia, and WA Labor endorses the Uluru Statement from the Heart. We acknowledge the efforts and resulting pain of the outcome of the Voice Referendum and remain committed to the principles of the Uluru Statement from the Heart
 - c. The removal of First Nations people from their families has led to an entrenched pattern of disadvantage which continues to wreak havoc and destruction in First Nations families, and communities, and acknowledgement of this history and its impact is vital to Australia's future.
 - d. Labor governments must always fight to improve social, cultural, economic, and health outcomes for First Nations people.
 - e. Women have the right to participate fully in political, social, and economic life, and we acknowledge that our society is enriched and improved by the ongoing and vigorous pursuit of gender equality.
 - f. Equal gender representation across all levels of decision-making is central to good governance, and we must continue our efforts to increase the number of women at senior levels in both the public and private sectors.
 - g. Affirmative action is vital to encouraging more women into politics and participating in decision making processes across all levels of government.
 - h. Australian society is an ethnically and culturally diverse 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.
 - i. Members of racial, ethnic, and cultural minority groups continue to face discrimination, economically, socially, and culturally, and it is the duty of the WA Labor Party and Labor governments to continually work to prevent this discrimination.
 - j. Positive experiences in early childhood are crucial to the healthy development of Western Australian children, all of which have the right to healthy, safe, and supportive childhoods where their voice and experience is recognised.
 - k. Young people are not a homogenous group; they represent the diversity of the wider community, and it is imperative that we work to better engage young Western Australians in the civil, political, economic, social, and cultural life of the state.
 - l. Seniors are a critical part of our social fabric and must be supported to enjoy meaningful and full participation in society, which includes addressing barriers to that participation such as low incomes, and transport and technological barriers.
 - m. People with disabilities should be treated with dignity and respect and are entitled to the same rights as other members of the community, including the right to safe, meaning and appropriately remunerated work, supported by strong legislation to protect those rights. They should be at the centre of decision making in matters that affect them and must be meaningfully consulted when developing relevant government policy.
 - n. The LGBTQIA+ community makes valuable and unique contributions to Western Australia, and these contributions are worthy of public recognition, celebration

and support. All people deserve to experience life as their genuine self and to be recognised as their true identity.

- o. LGBTQIA+ people, especially youth, First Nations people, people from diverse racial, religious and ethnic backgrounds and those living in regional areas, face specific challenges that governments have an obligation to address.
- p. Safe and stable accommodation should be attainable by all Western Australians, and all levels of Government have an important role to play in supporting people to obtain safe and stable accommodation, and to prevent and address homelessness.
- q. The rights and interests of the child must be at the centre of the child protection system. The child protection system must be responsive to the diverse needs of children, including Aboriginal children, neurodiverse children, children with disabilities and other vulnerable cohorts.
- r. We recognise that there is culture, behavioural and power imbalances that lead to violence against women and children. Eliminating all forms of Family & Domestic Violence must be a priority for Labor governments, including the elimination of physical, sexual, financial, and emotional abuse, and controlling behaviour.
- s. As people with lived experience are experts as users of social and community services, and have expertise and unique perspectives, they should be included in consultation, collaboration, and co-design as appropriate around programs, services, systems, policies and laws.
- t. Governments have a responsibility to continually strive for better service integration between agencies and the community sector, to ensure better outcomes for vulnerable Western Australians.
- u. Carers play an integral role in the Western Australian community and are entitled to ongoing support and services to assist them in their caring role, support that may change over the life of the individual living with disability.
- v. Grandcarers must be supported to undertake their critical role, with support that recognises the diversity of grandcarer families, and the significant physical, mental, social and financial costs incurred by grandcarers.
- w. The provision of quality community, family and children's services depends on a professional workforce that is properly valued, remunerated and provided with strong workplace rights and protections.
- x. Workers in child protection, childcare, social and community services are entitled to wages and conditions that properly reflect the critical work they play in our society, and governments should always work with unions to understand and improve workforce conditions.

Integration Of Social and Economic Policy

2. In Government WA Labor will:

- a. Deliver legislation that integrates social and economic policy, ensuring funding is distributed in such a way as to:
 - i. Fairly distribute the benefits of the state's economy;
 - ii. Encourage meaningful employment with strong wages and conditions;
 - iii. Ensure opportunities for Western Australians to access quality education and training;
 - iv. Provide a strong safety net for the state's most vulnerable;
 - v. Protect living standards for Western Australians; and
 - vi. Tackle the causes of poverty and better support those experiencing poverty.
 - vii. Promote and advocate for food security for all West Australians in collaboration with the Federal government, producers and retailers

Reflect priority population data First Nations People

3. In Government WA Labor will:

- a. Work to dismantle the systemic disadvantage confronting First Nations people, brought about by the Stolen Generations and other forms of systematic discrimination when formulating policy and legislation.
- b. Work with Aboriginal and Torres Strait Islander communities to eliminate the gap in life outcomes between Aboriginal and Non-Aboriginal Australians.
- c. Support forms of governance for First Nations communities that foster self-determination.
- d. Ensure that the development of policies and programs affecting First Nations peoples are developed and implemented in consultation with First Nations communities.
- e. Promote more economic development in First Nations communities by identifying and supporting commercial development opportunities for First Nations communities and funding initiatives that develop new First Nations enterprises.
- f. Work to improve relationships between the private sector and First Nations communities to improve employment and economic outcomes.
- g. Facilitate specific labour market entry programs for First Nations school-leavers in consultation with Aboriginal education stakeholders.
- h. Develop programs and strategies to improve participation and attendance of First Nations children during compulsory schooling years and establish benchmarks and targets to track retention rates at schools.
- i. As a priority, develop strategies and fund initiatives that address the general and youth unemployment rate of First Nations West Australians, which is acknowledged as unacceptable.
- j. 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 that CDEP is not used as a cheap source of funding to employ First Nations employees.
- k. Work towards improved recruitment and retention of First Nations people employed in the public service, particularly in the areas of health, housing, social and community services and child protection.
- l. Work with unions to ensure First Nations employees in the social and community services sector are adequately supported with strong remuneration and culturally appropriate workplace practices and conditions and provided with locally based opportunities for professional development.
- m. Put in place strategies and fund initiatives that appropriately recognise and celebrate the contribution of First Nations people and cultures to our society.
- n. Consider the establishment of a peak reconciliation organisation in WA, which should aim to build the capacity for genuine reconciliation amongst the people and organisations of WA.
- o. Consider 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.

Women

4. In Government WA Labor will:

- a. Apply a gender lens across Government to ensure that policies, projects, and contracts are designed and implemented to increase opportunities for gender equity.

- b. Recognise and put in place strategies to address economic disadvantage faced by women because of undertaking the majority of unpaid work in the community.
- c. Ensure that family friendly practices are implemented in state government workplaces to better facilitate the full labour market participation of women. Ensure that those practices extend to men who are parenting, recognising parenting is a shared responsibility.
- d. Ensure that all state government workplaces put in place strong systems to prevent sexual harassment, bullying, intimidation, and discrimination.
- e. 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.
- f. Ensure that non-government organisations that receive state funding adhere to requirements for gender targets on their boards of management.
- g. Implement measures to eradicate discrimination based on pregnancy, age, and gender and sexual harassment and bullying in the workplace.
- h. Continue to work with the Federal Government towards improving access to flexible working conditions for families.
- i. Initiate and support measures to educate employers and their employees about legislation pertaining to equal opportunity and sexual harassment.
- j. Tackle the obstacles faced by parenting Members of Parliament by non-family friendly Parliamentary practices
- k. Address issues of personal and on-line safety and security for Members of Parliament.

Multicultural People

5. In Government WA Labor will:
- a. Put in place strategies and fund initiatives that appropriately recognise and celebrate the contribution of Western Australian's culturally diverse people and communities to our society.
 - b. Ensure all Western Australians have fair and equitable access to services, and do not suffer prejudice, discrimination, and exclusion on the basis of characteristics such as origins, ethnicity culture, religion, ethnicity, and nationality.
 - c. Put in place strategies and programs that encourage the full and equitable participation in society of individuals and communities from diverse backgrounds.
 - d. Provide opportunities for funding for diverse groups across Western Australia to promote and celebrate their diversity and provide important services to their communities.
 - e. Support the principles of the WA Charter of Multiculturalism in recognising the culturally and linguistically diverse nature of Western Australian society.
 - f. Acknowledge through action and tailored programs and initiatives, the unique contributions of refugees to our community, and also the challenges and barriers faced by refugee communities in fully participating in society.
 - g. In conjunction with courses funded through the Adult Migrant Education Services, provide courses, workshops and other relevant information for migrants and ethnic communities on:
 - i. Law and order;
 - ii. Governance and civics;
 - iii. Employment rights;
 - iv. Cultural familiarization;

- v. Sourcing government funding and grant writing; and
- vi. Other programs that will assist in the full integration of all newly arrived migrants into Western Australian society.
- vii. Put in place strategies to attract and retain more public sector employees from diverse backgrounds, including ensuring levels of staff that are competent in one of the five major non-English languages spoken in WA.
- viii. Work with unions to ensure diverse public sector employees are adequately supported with strong remuneration and culturally appropriate workplace practices and conditions.

People with Disabilities

6. In Government WA Labor will:

- a. Ensure policies, services and initiatives delivered by State Government Departments appropriately reflect the critical need for early intervention for people with disabilities, including in the compulsory schooling years.
- b. Put in place structures and initiatives to support people caring for people with disability, in recognition of the critical role they play in our communities.
- c. 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.
- d. Work with the Federal Government to improve funding to the National Disability Insurance Scheme, to ensure quality care for people with disabilities and strong wages and conditions for disability support workers.
- e. Work with the Federal Government and the private sector to facilitate access for people with disability to employment, training, and alternatives to employment.
- f. Recognise the positive contribution of people with disabilities to a resilient and diverse workforce and provide avenues for meaningful engagement in the labour market including public sector employment targets.
- g. Work with unions to ensure disability care workers are adequately supported with strong remuneration and workplace conditions.
- h. Support and promote early intervention where possible, recognising disability is a dynamic experience

Seniors

7. In Government WA Labor will:

- a. Work to eliminate the barriers faced by seniors to full and meaningful social participation, including with funding, targeted programs and initiatives and other forms of support.
- b. Ensure that funding and budgeting decisions are mindful of our ageing population and the requirement for us to support a growing cohort of older Western Australians.
- c. Work with the Federal Government to ensure the provision of a strong safety net to support seniors who are unable to be financially independent.
- d. Work with the Federal Government to ensure the provision of a diverse range of accommodation options and services for seniors that meets their individual needs, including inclusive and trauma-informed care for LGBTQIA+ community members, survivors of institutional child sexual abuse, and CALD people. Options and services must respond to those who wish to stay in their own homes for longer.

- e. Work with the Federal Government to increase the number of beds in aged care facilities.
- f. Regularly review and where necessary reform the Residential Parks Long- Stay Tenants Act 2006 (WA) and Retirement Villages Act 1992 to ensure they are not negatively impacting on the rights of seniors.
- g. Continue to implement its Elder Abuse Strategy, developing strong guidelines, strategies and programs aimed at preventing elder abuse and violence against seniors, including strong penalties for perpetrators.
- h. Introduce and retain concessions for seniors, including transport concessions and the WA seniors' card, to assist them to deal with cost-of-living pressures, and ensure these concessions are promoted to drive take-up.
- i. Put in place strategies to recruit and retain mature workers in the public service, acknowledging the experience and wealth of talent that our mature employees have to offer to enrich our workforce.
- j. Work with the Federal Government to ensure the aged care workforce is adequately supported with strong remuneration and workplace conditions.

Young People

8. In Government WA Labor will:
- a. Consult with young people, including through government committees and advisory bodies, to ensure that legislative change reflects the diverse needs and aspirations of young Western Australians.
 - b. Ensure fair and equitable access to youth services, employment and education, which is vitally important for young people's development, including young people in rural and regional WA, with a specific focus on creating opportunities for First Nations young people.
 - c. Support the further development and advocacy work of an independent, united, and active voice for young people in Western Australia.
 - d. 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.
 - e. Commit to ensuring penalty rates remain in operation at a state and federal level and abolishing youth wages that exist in State Awards.
 - f. 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.
 - g. Increase civics focused education in high schools that informs young people about government processes and encourages them to become active in the community.

LGBTQIA+ people and communities

9. In Government WA Labor will:
- a. Progress the creation and implementation of a whole of Government strategy to meet the unique needs of the LGBTQIA+ community. Ensure Ministers recognise their shared responsibility for ensuring that the LGBTQIA+ community are supported. Consider models of oversight and leadership in consultation with the community and in line with the strategy
 - b. Implement relevant recommendations of the final report of the WA Law Reform Commission's review of the Equal Opportunity Act 1984 (WA) to provide anti-

discrimination protections for LGBTIQIA+ people, including for students and staff at religious schools, both upon enrolment or employment, and during their tenure.

- c. Further the proud record of past Labor Governments which have made significant steps towards legal equality and social acceptance for LGBTIQIA+ people.
- d. Recognise and address current practices, systems, attitudes, behaviours, and laws which continue to discriminate against, demean, exclude, and marginalise LGBTIQIA+ people.
- e. Engage, consult and work collaboratively with the LGBTIQIA+ community to ensure diversity, inclusion, and equity at all levels of government particularly in areas that call for co-design and co-delivery in the provision of community services.
- f. Recognise LGBTIQIA+ families, including their status as parents, with inclusive documentation and systems, standardized forms and digital platforms across government that reflect diverse family structures and gender identities
- g. Introduce reforms to criminalise conversion practices and introduce a complementary civil response scheme, that will provide a response where evidence of harm does not meet the criminal threshold, or the victim-survivor does not want to go through criminal proceedings.
- h. Ensure community-led programs and parenting programs are inclusive for rainbow families.

Child Protection

10. In Government WA Labor will:

- a. Support proper resourcing of child protection services and strong legislation to ensure children's safety, including appropriate funding for prevention, early intervention and family support services.
- b. Provide tailored and culturally responsive assistance to Aboriginal people who are disproportionately represented in WA's child protection system, including working in partnership with Aboriginal Community Controlled organisations to create positive change.
- c. 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.
- d. Regulate quality early childhood education and care, ensuring that providers deliver safe, accessible, affordable, and high- quality services.
- e. Commit to lifting the statute of limitation for serious physical child abuse in institutional settings, on par with child sex abuse, and in line with other jurisdictions
- f. Ensure the range of professions and others who are mandatory reporters of child sexual abuse remains contemporary, and those who are mandatory reporters have the education, support, and structures to meet their obligations
- g. Continue to support schools and sporting clubs to become safe places for children, and consider the outcomes of the Working with Children Check Phase 2 reform consultations for these and other bodies

Childcare

11. In Government WA Labor will:

- a. Deliver streamlined and flexible childcare regulation and 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. Work with the Federal Government to support workforce development in early childhood education and care, including ongoing education and professional development, and training on meeting obligations including mandatory reporting,

national standards and complying with general OH&S provisions.

- c. Provide students across WA with access to quality, affordable early childhood education care, TAFE training and qualifications.

Carers

12. In Government WA Labor will:

- a. Ensure legislation protects the rights of carers and all that government departments fulfil their responsibilities to recognise and support the needs of carers.
- b. Ensure carers and family members have access to respite options, including in-home, out-of-home, and other flexible options; packages which include the provision of domiciliary support services, holiday care and occasional and emergency care; and financial and advocacy services support to carers.
- c. Design program delivery and services in a way that recognises the diversity of carers and their needs.

Grandcarers

13. In Government WA Labor will:

- a. Ensure legislation protects the rights of grandcarers and their grandchildren and that government departments are responsive to their unique needs.
- b. Provide support and programs to assist grandcarers in raising their grandchildren, support that addresses the significant hurdles faced by grandcarers in obtaining legal security, having their rights as carers recognised, and in accessing services.
- c. Provide tailored and culturally responsive assistance to Aboriginal people who are over-represented in the grandcarer population and are often less likely to seek support services.
- d. Investigate frameworks and policies for providing financial support to grandcarers, which may include concessions and subsidies.

Families

14. In Government WA Labor will:

- a. Provide cost of living initiatives aimed at helping WA's most vulnerable families, keep fees and charges as affordable as possible, and work to maximise the take up of family support and concessions.
- b. Ensure all those who wish to form a family are not impeded from doing so nor discriminated against.

Family & Domestic Violence

15. In Government WA Labor will:

- a. Provide a whole of government approach to prevent Family & Domestic Violence and strengthen support services by providing security of funding and bringing together a range of specialist support services in single locations.
- b. Implement education and awareness raising to prevent Family & Domestic Violence, including promoting respectful relationships, as well as the message that Family & Domestic Violence in any form is not acceptable.
- c. Improve and strengthen family and domestic violence support services by providing security of funding and bringing together a range of specialist support services.
- d. Hold perpetrators to account through stronger sentencing and supervision requirements.
- e. Provide culturally appropriate support services to victims from First Nations and culturally and linguistically diverse backgrounds.

- f. Promote a more responsive culture within the police and justice systems, making it easier and less traumatic for people experiencing Family & Domestic Violence. to seek protection.
- g. Deliver primary prevention programs in schools and community organisations to tackle the cultural issues which lead to violence against women and children.
- h. Provide legal protection of the accommodation and housing rights of victims of Family & Domestic Violence. to reduce the risk of homelessness.
- i. Provide counselling and services for perpetrators to address the issues which contribute to their offending.
- j. Continue to offer state public sector employees paid family and domestic violence leave and encourage its adoption in all sectors of the WA economy.
- k. Work with unions to ensure strong remuneration, workplace conditions and access to quality professional development for family and domestic violence support workers.
- l. Continue to monitor the use and abuse of AI and technology in perpetrating Family & Domestic Violence, including the creation of deepfakes
- m. Progress legislation that criminalises coercive control and continues education programs with schools, service providers including police, and the community to recognise and respond to coercive control.
- n. Recognise and respond to the understanding that Family & Domestic Violence can occur in all families, including LGBTQIA+ relationships

Homelessness

16. In Government WA Labor will:

- a. Support low-income individuals and families to prevent homelessness by improving access to financial counselling, better streamlining processes to access bill concessions and increasing 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, and services that contribute to sustainable pathways out of homelessness.
- d. Support new funding initiatives for additional homelessness services.
- e. Continue providing long-term contracts for services where possible to provide certainty and security for homelessness services.
- f. Recognise that older women are the fastest growing cohort of people experiencing homelessness and housing insecurity, related to gender inequality, and often don't fit the criteria for social and affordable housing. Any social or affordable housing program development should consider and respond to their unique needs taking into account women's financial life-course.
- g. Recognise and respond to emerging forms of homelessness, including among older women, families with children, young people, LGBTQIA+ and those whose primary barrier is lack of affordable housing, by ensuring services and flexible and responsive to diverse needs.

17. Further, WA Labor:

- a. Recognises homelessness sector workers and frontline youth workers endure intense emotional and psychological pressure daily;
- b. Acknowledges the private rental market is out of reach for many young people; and

- c. Recognises tenants face no grounds evictions, unreasonable rent increases, and an uphill battle to enforce minimum standards for safe, secure, and healthy housing.

Preventative Youth Justice

18. In Government WA Labor will:

- a. Increase resourcing to evidence-based programs that support early intervention for all young people.
- b. Ensure that, diversion, restorative justice, and rehabilitation are the foundations for managing young people in contact with the youth justice system.
- c. Ensure that young First Nations people in contact with the youth justice system are provided with holistic support that addresses the issues stemming from the long-term effects of intergenerational social issues.
- d. Ensure consultation with Aboriginal First Nations communities and organisation in the development of legislation and policy within youth justice that directly affects their communities.

Social and Community Service Providers

19. In Government WA Labor will:

- a. Work to improve the stability and security of the funding for the community sector.
- b. Deliver a framework to measure outcomes and assist the sector to provide more integrated, targeted, and flexible services.
- c. Ensure that all non-government organisations that receive state funding adhere to anti-discrimination practices and legislation, and that any found to be withholding services on discriminatory bases have their funding reviewed.
- d. Ensure that all non-government organisations that receive state funding adhere to fair and modern rights for workers, and that any found to have repeatedly breached workers' rights or treat workers unfairly will not be considered for government services tenders or contracts.

Volunteers

20. In Government 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

21. In Government WA Labor will:

- a. In partnership with Federal and Local Government, ensure the provision of quality community sporting facilities throughout Western Australian, to encourage maximum participation by individuals and communities in a wide range of sporting and leisure activities, including in regional, rural, and metropolitan WA.
- b. Develop initiatives to highlight importance of and encourage participation in sport and recreational for all primary and secondary school students, including through the participation of sporting mentors and role models.

- c. Develop and implement suitable programs to increase the opportunities for community members to participate in social and competitive sport and recreational activities.
- d. Enable greater communication and cooperation between sporting groups and government.
- e. Develop strategies to address gender inequity in the promotion and televising of sport and to better engage young women and gender diverse people in the pursuit of healthy active lifestyles and participation in sport.
- f. Support the Western Australian Institute of Sport and other community agencies to enhance and develop opportunities for excellence through interagency cooperation.
- g. Support organisations in pursuing well founded training for coaches, leaders, and instructors, including volunteers to help participants improve.
- h. Training in (g) should include strategies for engaging and retaining neurodivergent children and young people in sport.

Arts and Culture

22. In Government WA Labor will:

- a. Promote and support creative industries development.
- b. Support and promote the important and unique contributions of First Nations Western Australians to arts and culture in WA.
- c. Appropriately support public cultural institutions and ensure ongoing investment, development and maintenance, and ensure that public cultural institutions maintain equitable access to programs for the Western Australian community.
- d. Support the digitisation of significant state collections and significant First Nations sites, so that they may be preserved and made accessible for future generations.
- e. Work to improve standards of arts education in all educational spheres to ensure a strong creative community, including in WA public schools.
- f. 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.
- g. Support a local content policy in the arts in WA, to ensure that State Government funding is used to develop local arts.
- h. Work with local government to develop professional and affordable local venues for cultural performances including music, theatre, and dance.
- i. Support the Federal Government to permanently protect funding for the ABC and ensure ABC directors are representative of the community.
- j. Support, respect and protect the intellectual property of local artists, with particular regards to the emerging risks of AI
- k. Integrate public art with all Metronet stations, capturing the uniqueness, including flora and fauna, of the community where the station is located

RESOLUTIONS

1. That this conference: Condemns the anti-immigration marches across Australia and the far right activists and parties associated with it, while recognising such actions as divisive, harmful, and contrary to Australian values. Reaffirms that migrants and multicultural communities are a source of strength for Australia, having enriched our economy, society, and culture. Expresses solidarity with migrant and multicultural communities across the country, standing firmly against racism, xenophobia, and all forms of discrimination.
2. Conference notes that Homeshare has been operating internationally for over 40 years

and is proven to deliver strong social and housing outcomes, bringing together an older person with a spare room (the householder) and a person seeking affordable accommodation (the homesharer). In exchange for an agreed contribution to utilities, the homesharer provides companionship and some agreed help in the home each week. It is a careful process where participants are: Screened; Matched; and Supported to ensure safety, mutual respect and success. Safeguards include a contract detailing roles and responsibilities, police and reference checks. To address homelessness among women in WA, Conference recommends further investigation of models of homesharing, including the 'Homeshare' model as a possible option for WA, as it helps participants self-manage matches with support tools and local coaching and is designed to be sustainable, scalable, and community led.

3. This Conference notes Fair Funding and Long-Term Support for Australian Disability Enterprises (ADEs) will recognise ADEs as critical inclusive-employment providers and will ensure fair, sustainable funding and ongoing support.
4. That this conference: Congratulates the Western Australian Government and the Office of Multicultural Interests for taking the important step to develop a Western Australian Multicultural Act. Commends the commitment to legislative recognition of the rich cultural, linguistic, and religious diversity of Western Australia, and the goal of ensuring equitable access to services and full participation in civic life for all communities. Encourages the Government to engage in genuine and inclusive consultation with multicultural communities across metropolitan, regional, and remote areas during the development of the Act. Urges the WA Government to use this opportunity to: Embed clear protections against racism, discrimination, hate speech, and suppression of minorities. Promote community cohesion, mutual respect, and anti-racism education. Actively counter the rise of extremism, intolerance, and hate-based ideologies. Ensure that the Act is supported by appropriate resources, training, and enforcement mechanisms. Stands in solidarity with all multicultural communities and reaffirms our shared values of inclusion, respect, and diversity as strengths of our state. Recognises the contributions made by multicultural communities to WA's economy, politics, culture and history.
5. This State Conference notes the critical role our culturally and linguistically diverse (CALD) communities play in our workforce, and particularly the care sectors. These frontline workers bring to their role rich experience and knowledge with which to perform the most critical jobs in our economy. Many of these workers must complete the International English Language Testing System (IELTS) as part of their registration for nursing and midwifery, as designated by Nursing and Midwifery Board of Australia (NMBA). The IELTS presents systematic barriers for CALD workers who in most cases are already degree qualified in their role, often already completing it in English. The IELTS process often results in anxiety and stress for workers, imposes a significant financial burden and disadvantages workers from CALD communities, all while not being an accurate indicator. This Conference calls on the State and Commonwealth Governments to take a common sense and holistic approach to English language proficiency and continue their work to ensure workers are able to contribute to our care sectors.
6. This Conference stands with Disability Support Workers who deliver high quality care in our community. Difficulties in staff attraction and retention, risk of occupational violence and physically demanding work means workers need additional support to plan appropriately to ensure a safe working environment. Many workers undertake appropriate planning for their clients' needs outside of work hours, as well as briefing other workers to minimise risk and ensure continuity of services. This Conference therefore calls on Labor Governments to work with relevant unions and workers to explore models to fund non-contact hours so Disability Support workers can be appropriately compensated for the work they do to plan for safe, affirming and appropriate care.
7. This Conference notes the current NDIS pricing arrangement and broader funding model in the Disability sector is putting increased pressure on providers, placing pressure

on service delivery and on the frontline workers who carry out this important work. A number of providers are consistently implementing cost saving measures which target wages and conditions, including ripping up union negotiated agreements and placing workers on minimum award conditions. This undervaluation of the disabilities workforce is a direct result of providers maximising profit and utilising loopholes in an effort to avoid paying workers a fair wage. This Conference calls upon the Government to: Investigate ways to close the current loopholes in the system, which means State system disability workers are at times worse off Advocate on behalf of disability workers to ensure that providers acknowledge the vital role they have in the delivery of disability services to those who need them most Ensure that disability workers are not disproportionately affected by NDIS pricing arrangements and the broader disability sector funding model Ensure that Disability providers are meeting their minimal legal obligations before receiving any funding

8. This Conference affirms its position that the NDIS is a critical service which ensures people living with a disability can participate fully in community and economic life, and exercise choice and control over the supports and services they receive. The 2023 Independent NDIS Review produced recommendations to Government, including that a Provider of Last Resort policy should be implemented. This Conference therefore calls on WA Labor Governments to: Take steps to implement the recommendations around a West Australian Provider of Last Resort (PLR) Policy Ensure the Government has the capacity to ensure the delivery of these services where and when it is needed most. Ensure the PLR sets the standard in WA for wages and conditions for Disability Support Workers.
9. Long service leave is an important entitlement which allows West Australians the opportunity to recharge with a meaningful break from work. However in many sectors, workers struggle to reach the ten years required with one employer. In sectors such as disability support, aged care, early childhood education and care, property services, security services and community services there are high levels of casualisation, with large turnover of labour and use of short-term contracts which see workers move between employers while remaining in the sector. Extending portable long service leave to these sectors would demonstrate the State Government's commitment to both respecting low-paid workers and addressing the gender pay gap, as women make up the majority of workers in most of these areas.
10. WA Labor acknowledges the unique challenges that WA Police face through their work. The WA Labor Conference supports and commends the introduction of legislation by the Cook Government which provides for a presumption that a diagnosis for Post Traumatic Stress Disorder is work-related.
11. WA Labor recognises the vital role that family and peer networks play in supporting police officers affected by trauma, injury, or psychological stress and supports the integration of structured peer-support and family-engagement mechanisms within the WA Police Health and Welfare framework, ensuring consistent access to culturally safe, trauma-informed, and evidence-based support.
12. WA Labor supports strengthening medical retirement processes within the Western Australian Police Force, ensuring that officers experiencing injury or illness are treated with dignity and procedural fairness, including clear decision-making pathways, access to timely medical review, and safeguards to prevent premature or unsupported medical retirement.
13. WA Labor supports enabling police officers to access an independent second clinical opinion in cases involving work-related physical or psychological injury, ensuring transparency, confidence, and fairness in medical assessment and return-to-work processes.
14. WA Labor supports the development of an integrated rehabilitation pathway within the Western Australian Police Force that coordinates medical treatment, psychological support, workplace transition planning, and return-to-work options to improve recovery outcomes and officer wellbeing.

15. WA Labor recognises the Cook Labor Government's support for community services organisations, which are a lifeline for many minority and disadvantaged Western Australians. However, short-term funding cycles for service level agreements can harm communities by compromising service provision and destabilising the specialist workforce they rely on. WA Labor supports efforts to work with the community services sector to find long-term, sustainable funding solutions that prioritise continuity of service, retention of quality staff and stability for community services organisations and the populations who rely on them.
16. In Government, WA Labor will continue its investment into the Aboriginal Community Controlled Organisation (ACCO) sector and explore funding opportunities to enable the establishment of additional Aboriginal Peak Body structures with respect to the collective expertise and diversified experiences of Aboriginal and Torres Strait Islander communities. With Closing the Gap indicators trending down, it is critical that Aboriginal and Torres Strait Islander peoples have a greater say in investment decisions that directly affect their communities and regions. The outcome of the Voice referendum has reinforced the need to support and strengthen Aboriginal and Torres Strait Islander communities through representative, community-led structures. Cook Labor Government policies and guidelines should mandate that funding applications demonstrate collaborative and inclusive approaches, which are reflective of broad community support – including endorsement from Elders, local ACCOs, and other key organisations. Established models across Western Australia demonstrate that well resourced and structure Aboriginal Peak bodies deliver coordinated, effective and sustainable outcomes. Metropolitan, regional and remote examples highlight the success of culturally grounded frameworks that respond directly to local priorities. Examples of investment in governance structures, such as the Council of Aboriginal Services WA and Aboriginal Health Council WA, evidence the strengthened Aboriginal leadership, coordination and advocacy in critical Closing the Gap sectors. Continued investment through seed funding can ensure the development of guidelines that ensure demonstrated community support and alignment with collective priorities – particularly in the areas of health, land economic development culture, lore, women's leadership, representation and empowerment.
17. WA Labor supports the creation of a dedicated Women's Health Policy for the Western Australian Police Force to recognise and address gender-specific wellbeing needs, including reproductive health, menopause, pregnancy, lactation, and maternal recovery. This will support female officers receiving equitable access to medical support, flexible work arrangements, and workplace accommodations consistent with contemporary occupational health and safety standards.
18. That this State Conference
 - acknowledges the growing concern of Islamophobia both globally and domestically, including in workplaces, institutions, and public discourse.
 - Recognises March 15 as the International Day to Combat Islamophobia, as designated by the United Nations in 2022 to honour the victims of the Christchurch Mosque attack and to promote global awareness, unity, and respect for religious diversity.
 - Commits the Western Australian Labor Party to take a proactive stance in combating Islamophobia and all forms of religious discrimination, by:
 - » Supporting education and awareness programs across schools, workplaces, and community sectors,
 - » Encouraging greater representation of Muslim voices in policy and political dialogue; and
 - » Working collaboratively with multicultural and interfaith organisations to build inclusion, understanding, and harmony across WA communities.

19. WA Labor acknowledges and condemns the significant rise in antisemitism across Western Australia and Australia over the past two years, including but not limited to incidents of harassment, vandalism, and hate speech directed at Jewish individuals and institutions.

The WA Labor State Conference:

Affirms that antisemitism is unacceptable and fundamentally inconsistent with our Party's core values of equality, respect, and inclusion; Expresses support to the WA Jewish community in fighting antisemitism; Congratulates the Cook Labor Government on initiatives to improve safety for the Western Australian Jewish community including the banning of Nazi salutes and display of Nazi symbols; and Congratulates the Cook Labor Government on initiatives to improve education on the dangers of antisemitism in Western Australia, including through investment in a WA Holocaust Education Centre Museum.

CHAPTER 3: CONSERVATION, ENVIRONMENT AND CLIMATE CHANGE

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 our community are met without compromising the ability of future generations.
 - c. Committing to sustainability will create jobs, improve living standards, support regional development, and accelerate economic diversification into high value, lower environmental impact industries;
 - d. Protection and investment in the environment by the public and private sectors will:
 - i. Generate significant and recurring sustainable outputs in the State economy, including both urban and regional economies;
 - ii. Enable a variety of skilled employment opportunities across the economy;
 - iii. Support household incomes and increase community well-being;
 - iv. Support the creation of new industries, and open opportunities in existing ones. Such as sustainable energy, tourism, bio medicine and bio tech, transport, agriculture, horticulture, marine, circular economy, water and reject streams recycling, manufacturing, science & technology, environmental restoration, and ecosystem and biodiversity management.
 - v. Foster the continuity of sustainable communities and business by reducing and managing environmental risks;
 - e. Environmental sustainability requires a whole of government collaborative approach, in decision-making and must prioritise the need for a sustainable future for all Western Australians;
 - f. Biodiversity is crucial to environmental sustainability and must be restored, supported, and protected. Peak environmental groups must be recognised and supported to engage with environmental regulators, decision makers and the EPA;
 - i. Western Australia's Natural Capital must be valued, managed and protected for future generations.
 - g. First Nations People have an intrinsic relationship with their lands and are a key stakeholder in managing and restoring land, water and country. Western Australia can be a world leader in making the development of our urban, regional, and remote communities sustainable;
 - h. The decline in rainfall and considerable per capita consumption of water has put significant strain on available resources;
 - i. With rainfall decreasing in the South West of WA by approximately 20% due to climate change, action is required to secure water supply for future generations and to protect ecosystems. Catchment management is improved for the mutual benefit of ecosystems and the human population.
 - i. Climate change is significantly impacting Western Australia with changes to coastal boundaries, coastal and inland erosion, biodiversity and species protection, agricultural land availability, land suitable for native forests and other natural environmental, water supply, and increasingly severe flooding, cyclone and fire events.
 - j. WA Labor recognises 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.

Climate Change & Clean Energy Transition

2. WA Labor believes that responding to climate change adequately presents Western Australia with opportunities to diversify our economy, create well-paid union jobs and enhance our social fabric and build equality in our community.
3. WA Labor recognises and supports Australia's commitment to limit and avoid human induced climate change in line with the UN Sustainable Development Goals and the Paris Agreement which sets the goal to limit "the increase in the global average temperature to well below 2°C above pre-industrial levels" and pursue efforts "to limit the temperature increase to 1.5°C above pre-industrial levels.
4. WA Labor recognises that despite the Paris Agreement temperature goals, the UN Environment Committee's 2022 Emissions Gap Report states:
 - a. "...that unconditional Nationally Determined Contributions point to a 2.6°C increase in temperatures by 2100, far beyond the goals of the Paris Agreement. Existing policies point to a 2.8°C increase, highlighting a gap between national commitments and the efforts to enact those commitments. In the best case scenario, full implementation of conditional NDCs, plus additional net zero commitments, point to a 1.8°C rise. However, this scenario is currently not credible."
5. WA Labor recognises and accepts the finding of Albanese Government's 2025 National Climate Risk Assessment (NCRA) which outlines the dire impacts that out of control climate change will have on Western Australia and Australia. .
6. WA Labor recognises and supports the Federal Labor Government's reforms to the Safeguard Mechanism and national emissions reduction targets of 43% below 2005 levels by 2030 and 62-70% by 2035.
7. WA Labor recognises the importance of a WA State response to reduce emissions via Sectorial Emissions Reductions Strategies and legislated emissions reductions targets to achieve the State's net zero by 2050 target. WA Labor will work cooperatively with all stakeholders to find every opportunity to reduce emissions and fulfil our responsibility to ensure the safety of future generations.
8. The Collie Muja 6 coal fired power plant will close permanently later this decade. Coal fired power will be completely phased out in WA by 2030.
9. WA Labor acknowledges the empirical scientific evidence that our natural environment, public health infrastructure and economy are vulnerable to and already experiencing the impacts of climate change. Further:
10. WA Labor acknowledges that;
 - a. WA has both challenges and opportunities in contributing the State's fair share of emissions reduction to contribute towards achieving the Australian Government's targets to reduce emissions by 43 per cent below 2005 levels by 2030 and 62-70% by 2035.
 - b. Similarly, contributing the State's fair share of emissions reduction to contribute to the Australian and Western Australian Government's net zero by 2050 target will provide further challenges and opportunities.
 - c. We are in a "Climate Emergency" that requires urgent action by all levels of government. The current collective response is ineffective and inadequate. Swift action is required to decouple our economy from greenhouse gas emissions from fossil fuels.
 - d. The State has a responsibility to urgently reduce emissions to zero as quickly as practicable.

- e. Western Australia needs a Climate Policy with measurable key performance indicators and a firm net zero by 2050 (or earlier) target, that is supported by regular transparent progress reporting.
 - f. Reducing energy use and improving energy efficiency are the most and economically viable and cost-effective ways to reduce greenhouse emissions.
 - g. Enriching uranium poses significant risks to human health, the natural environment and is not a solution to climate change or part of the clean energy transition/future.
11. WA Labor will;
- a. Introduce climate change legislation in 2026 (with 5 yearly interim target from 2035 and access to independent scientific advice) which will formalise the Government's commitment to reach net zero by 2050 and the framework to continue to decarbonise our economy.
 - b. Implement a policy of Sectorial Emissions Reductions Strategies to provide a credible and robust pathway to reach the State's net zero by 2050 target. WA Labor expects the State Government to announce its implementation plan by early 2024, with commencement of effective emissions reduction policy during this term of government.
 - c. Embark on an immediate reduction of carbon emissions through collaboration with other levels of government and departments.
 - d. Facilitate the rapid increase of renewable energy generation in Western Australia including by introducing a Renewable Energy Target for the SWIS of no less than 70% by 2030 [and 90% by 2040].
 - e. Support 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.
 - f. Encourage research and investment in Direct Carbon Capture technologies to remove carbon from the atmosphere.
 - g. Ensure all buildings and infrastructure meet best standards for energy efficiency.
 - h. Significantly improve the energy efficiency within Government owned buildings to:
 - i. Reduce its own energy cost, usage and consequently GHG emissions.
 - ii. Encourage an industry within WA that is capable of enhancing energy efficiency across commercial and industrial buildings within the private sector.
 - i. Accelerate the decarbonisation of electricity in the SWIS and NWIS
 - j. Continue to empower the WA Environmental Protection Authority to assess the greenhouse gas emissions of proposals and require them via environmental approval conditions to reach net zero by 2050.
 - k. Continue to further expand the public transport system and ensure it is run on clean energy.
 - l. Implement programs to rapidly increase the uptake of Electric Vehicles in the State Government vehicle fleet and the availability of charging infrastructure available to the public and in apartments.
 - m. Develop WA based recycling facilities to process solar panels, EV and household batteries and e-waste.
 - n. Introduce in conjunction with the Albanese Government a residential home battery scheme to help households reduce bills and to make use of roof top solar energy.
 - o. Investigate developing a Fugitive Emissions Plan to ensure accurate emissions accounting and boost the creation of secure, well paid union jobs to help identify and treat fugitive emissions within industry.

- p. WA Labor will develop the policy settings to support the progressive electrification of homes, transport, schools and businesses across Western Australia.
- q. WA Labor will begin preparatory work to ensure that working-class households are not left unfairly bearing the financial burden of maintaining a shrinking gas network, and that affected workers are supported through a planned, equitable transition into secure clean-energy jobs.
- r. Facilitate research and investment in Direct Carbon Capture technologies to remove carbon from the atmosphere, ensuring all government funding decisions are evidence-based.

Biodiversity and our Environmental Legacy

12. WA Labor believes that;

- a. Our unique and critically endangered wildlife and remarkable landscapes are a central part of our State's heritage, and critical to our culture and identity as Western Australians. It is our responsibility to protect our biodiversity for future generations.
- i. We recognise and support the important central role that National Parks and other protected areas must play in achieving this.

13. WA Labor recognises;

- 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 and restoration, is a joint responsibility of all levels of government and the community.
- c. The Southwest ecoregion of Western Australia is a globally recognised biodiversity hotspot where most of our original habitat has been lost. There are a range of management initiatives, such as recovery plans for threatened and endangered species, that need to be reviewed as a matter of urgency.
- d. While increasingly difficult with a growing population, our urban bushland and tree canopy must be conserved and protected for biodiversity values, their role in enhancing our urban lifestyle and to avoid the 'urban heat island' effect;
- e. Our native forests (including Jarrah Forest - the only remaining Mediterranean climate hardwood forest left in the world) are a national treasure and must be protected. Forests provide invaluable cultural and heritage significance, are vital for the provision of ecosystem services, carbon sequestration and community well-being. Forests are most valuable as living ecosystems, and logging and clearing activities are no longer sustainable in a drying climate.
- f. Meaningful inclusion and Participation of Traditional Owners and First Nations land managers is critical for protecting the State's biodiversity;
- g. It is essential to have sufficient data to monitor the state of the natural and human-influenced lands to ensure that protective and management measures can immediately be put in place as required.

14. WA Labor acknowledges the 2019 UN global assessment report on biodiversity and 2022 Update Report on the Sustainable Development Goals that highlight the role of government in the current extinction crisis.

15. WA Labor calls for urgent action in Western Australia to protect our biodiversity from human disturbance (including altered fire regimes, weeds, pathogens, feral animals, pollution and the consequences of climate change) and further loss of species and habitats to degradation and extinction.

- a. Black Cockatoos are iconic, face multiple threats and are at risk of extinction and replacement by invasive pest species within the next few decades. Our

black cockatoos deserve urgent government efforts to protect them and other irreplaceable endangered species.

16. Western Australia's natural capital must be understood, valued and managed for future generations. Our natural capital must be improved and not further degraded and depleted.
17. In Government, WA Labor will:
 - a. Develop and publish a current State of the Environment Report, noting Western Australia has not done so since 2007.
 - b. All threatened species and ecological communities must be protected through appropriate management frameworks, such as conservation advice and recovery plans.
 - c. Urgently investigate and implement education and management measures to reverse extinction.
 - d. Commit to reviewing the Biodiversity Conservation Act to strengthen the protection of Western Australia's unique and endangered wildlife and ecosystems for generations to come, and increase resourcing for the Department of Biodiversity, Conservation and Attractions to ensure it can effectively implement and respond to the outcomes of that review.
 - e. Develop and properly support and implement programs to tackle land degradation, rehabilitate and restore our landscape to a productive and ecologically healthy condition, and develop and support programs to increase the Natural Resource Management (NRM) sector and availability of highly educated qualified staff to ensure Western Australia has the skills required to seize the opportunity of a new, publicly trusted, re-forestry carbon sequestration industry.
 - f. Investigate options for a bioregional planning system to ensure that cumulative effects of clearing are recorded, made transparent and further avoided limited.
 - g. Minimise native vegetation clearing for urban development where possible, including maintaining as much of the urban tree canopy as possible.
 - h. Provide more capacity and support for cost effective incentives for bushland and wetland protection programs to support landholders who meet high standards of ecosystem management;
 - i. 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 to transition to an environmentally and economically sustainable approach to meeting our plantation timber demands;
 - j. Further incentivise the plantation industry and secure the jobs of those workers supported by the forestry industry,
 - k. Establish a bushland weed and vermin research and management section within the Parks and Wildlife Service to tackle the threat to our natural environment posed by weeds and feral animals,
 - l. Will in 2026 amend the Cat Act 2011 to make it clear that Local Governments can introduce cat containment local laws that allow for cats to be contained at home to protect native wildlife and for the wellbeing of cats and prioritise state wide cat containment laws, through the review of the Cat Act 2011.

Regulation

18. WA Labor recognises;
 - a. Our state's oceans, estuaries, waterways, and catchments require enhanced protection of comprehensive regulatory governance mechanisms which are needed to protect them and deliver the policy required to cope with the modern demands on the aquatic environment;

19. WA Labor Will;

- a. Establish and Support investigation of a system to report and track WA's the existing native vegetation health, any land clearing and revegetation.
- b. Ensure our states prescribed burning program reflects the latest science in mitigating adverse impacts to biodiversity.
 - i. Ensure all natural native forests are represented in the conservation reserve system;
 - ii. Implement initiatives to support alternative opportunities for regional development, such as nature-based tourism and biotech;
- c. Ensure that there are sufficient scientific, on-ground land managers, departments and rangers employed to protect and enhance the status of our native fauna, flora and fauna in our designated parks and reserves as well as in areas of crown land and that standards and measures be evaluated for effectiveness on a regular basis, and;
 - i. Minimise clearing within the South-West Biodiversity Hotspot and take steps to restore and improve degraded areas and revegetate where possible, to increase vegetation cover to at least 30% of the bioregions within the South-West and Wheatbelt.
 - ii. Continue to ensure that environmental compliance regulation is enforced in the processing of project assessments to ensure confidence in our regulator and ensure the best possible environmental outcomes.
- d. Ensure regulators and DBCA are adequately resourced to provide for high quality assessments and compliance monitoring. Noting that effort is required to attract and retain adequately skilled staff.
- e. Insist that mine closure plans and the capacity to finance and progressively implement rehabilitation will be built into the assessment processes for mining proposals and developments.
- f. Review and, where necessary, modify existing mine closure plans where;
 - i. The proponent's capacity to finance and progressively implement those plans is in doubt; and
 - ii. There is the intention to use the land for industrial purposes once mining has finished.

Regulation - Planning

20. In Government, WA Labor will:

- a. Ensure planning policies address development on directly on coastal foreshore areas in response to growing recognition of the impact of climate change.
- b. Act to ensure that the principles of environmental protection, sustainability, economic efficiency and long term resource availability are respected in relation to planning matters affecting:
 - i. Efficient land use and avoidance of land clearing;
 - ii. Urban tree canopy and habitat maintained and enhanced
 - iii. Energy efficiency;
 - iv. Water use and preservation of water tables and suitable buffer areas around conservation areas
 - v. Air quality;
 - vi. Traffic congestion;
 - vii. Transport efficiencies; and
 - viii. Carbon neutrality;

- ix. Land carrying capacity.
- x. Nutrient recycling
- xi. Land carrying capacity
- xii. coastal inundation, erosion and cliff collapse caused by sea level rise and climate change
- c. Support the worth of a well-funded federal environmental regulatory authority and,
- d. Increase funding to increase the number of trained Wildlife Officers.
- e. Continue to support policies that achieve better tree canopy and higher density living in metropolitan Perth.

Waste Management and Circular Economy

21. WA Labor believes that:

- a. Sustainable development and pollution reduction are inseparable;
- 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 circular economy.

22. In Government, WA Labor will:

- a. Review government purchasing and procurement to encourage a circular economy and identify areas where waste and pollution can be avoided or reduced.
- b. Continue to develop ways to reduce waste to landfill and increase recycling and reuse, including water.
- c. Ensure that standards for levels of air, water and soil pollutants in the environment meet or exceed world's best practice;
- d. Ensure that agencies are adequately 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;
- e. End the dumping of construction and demolition waste by recycling the materials wherever possible;
- f. Work with industry and the federal government to extend their responsibility for eliminating packaging and other unnecessary material which ends up as waste;
 - i. Reducing the difficulty of the repair, re-use or recycling of products
 - ii. Work with and support industry active in scrap metal, building components and e-waste recycling;
- g. Promote world's best practice for repair, reuse and recycling.
- h. Support strong, enforceable measures to protect groundwater aquifers from pollution, contamination, or depletion by industrial activities;
- i. Support national action to ban the use of microbeads in cosmetics and other products;
- j. Support establishing a high-quality local recycling industry which includes soft plastics recycling facilities in WA and;
- k. Develop and support a "Remade in WA" initiative to develop WA- based recycling facilities for solar panels, EV/household lithium ion batteries and e-waste.

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

- a. Choose recyclable materials including paper and plastic;
- b. Ensure all corflutes are reused and recycled

- c. Ensure how to vote cards are made with recycled paper

Oceans, Rivers, Coastal and Estuarine zones and Wetlands

24. WA Labor believes that:

- a. Western Australia contains globally significant coastal areas, oceans, and rivers in the world, underpinning our way of life. WA Labor has a proud history of creating marine parks and conservation areas, promoting the ecological sustainability of our marine life however work needs to be done in mitigating the adverse impacts on our catchments;
- b. WA's marine and coastal environment is already being impacted by climate change and other factors, including higher sea levels, increased coastal erosion, salt water intrusion and marine heatwave events which impact a range of marine ecosystems and coastal environments.
- c. 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; and
- d. First Nations People have an intrinsic relationship with their lands, and a right to self-determination and as such are a key stakeholder in managing and restoring land, water, sea, and country. Western Australia can be a world leader in sustainable development of our urban, regional, and remote communities.

25. 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. Work to develop a West Coast Dive Park;
- c. Ensure catchment management is a specific task of government;
- d. 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;
- e. 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;
- f. Continue to 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 (Specifically to ban the damming of the Fitzroy River and its tributaries or the granting of any further surface water licences to take water for large-scale irrigation)
- 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. Provide protection of remaining wetlands with adequate buffers - including in the metropolitan region, and
- i. Develop methods for blue carbon eco-systems to deal with the pressures that have led to their deterioration, particularly the kelp forests off the Great Southern Coast reef and the seagrasses of Shark Bay
- j. Provide financial and structured support for long-term protection and active

restoration of kelp, seagrass and mangroves.

- k. Ensure industrial or tourism development proposals include nutrient and irrigation management plans.

Water

26. Promote the adoption of water efficiency and re-use technologies, as well as urban planning measures that improve the management of urban water and drainage;
27. Maintain public ownership and control over all major water supply, distribution, drainage, and disposal systems;
28. 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
29. Develop the regulatory systems necessary for the economically viable use of treated wastewater for use in horticulture, agriculture, and other industrial applications.
30. Recognise that water is a precious resource and support rigorous compliance with appropriate use.

Protecting Our Natural and First Nations Heritage

31. 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.
32. 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.
33. WA Labor welcomes the State Labor 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.
34. WA Labor recognises 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.
35. WA Labor believes that 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
36. 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.
37. 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 and biotech;
 - 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;

- e. Increase efforts to manage invasive weeds, reduce salinity, restore, and protect remnant bushland including statewide education programs and research;
- f. Work to protect and enhance remnant bushland while creating green corridors;
- g. Continue to provide adequate funding to the National Trust and the Heritage Council to ensure their autonomy and capacity to implement their objectives; and
- h. 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.

Uranium and Thorium

38. WA Labor believes that:

- a. Enriching uranium poses significant risks to human health, the natural environment and is not a solution to climate change;
- b. Thorium also poses significant risks to human health and the environment; and
- c. The testing of nuclear weapons in Western Australia or near our coastline should not occur.

39. 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.

Unconventional Gas and Fracking

40. WA Labor notes and supports the existing ban on fracking and unconventional gas developments over 98% of Western Australia - allowing proposals only related to onshore petroleum titles held on 26 November 2018 and outside of prohibited areas. The ban also prohibits fracking in the Metropolitan, Peel, South West areas, as well as around Broome and on the Dampier Peninsula in the Kimberley, and in National Parks and other places of iconic natural heritage identified through a consultation process. There is also a prohibition on fracking within two kilometers of public drinking water source areas and other sensitive sites - such as towns, settlements, and dwellings. WA Labor will extend the ban on fracking and unconventional gas development to 100% of Western Australia.

RESOLUTIONS

1. WA Labor welcomes the expansion of the Containers for Change program and acknowledges the hard-working people employed through the program.
2. WA Labor is concerned that workers in the Containers for Change program are exposed to many dangers in their workplaces. With workers frequently exposed to broken glass, sharps, excessive noise, RSI, vehicle traffic and other dangers to their personal safety.
3. WA Labor:
 - expresses concern with the low wages and poor conditions experienced by workers at refund point operators in WA's Container Deposit Scheme and directly related workers;

- notes that workers in similar industries can earn significantly more through employer contracts and agreements with local governments, retailers and supermarkets;
- And calls upon the Cook Labor Government to support union engagement with the Fair Work Commission and the WAIRC on an industry-wide agreement or contract negotiated with the relevant industrial union(s) and employers, to ensure these workers are adequately remunerated and protected at work.

CHAPTER 4: ECONOMICS, INDUSTRY AND REGIONAL DEVELOPMENT

Economic Growth: Benefits for the Whole Community Introduction

1. The fundamental objective of economic policy is to promote the wellbeing 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. The elimination of poverty through genuine recognition of the vulnerability created by entrenched and generational disadvantage;
 - b. Sustainable economic growth and continual improvements in living standards;
 - c. A fair and efficient distribution of the benefits of our state's economic success, especially an equitable distribution of work opportunities;
 - d. Increasing real wages and job security;
 - e. An education and training system that drives a knowledge- based economy, encourages lifelong learning, and provides students with the attributes needed in a modern balanced economy;
 - f. A competitive taxation regime that encourages investment and employment, while providing the State with financial capacity to meet community needs;
 - g. 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;
 - h. Protection of living standards for those unable to work;
 - i. As part of its commitment to fairness, affirms its commitment to principles of progressive taxation;
 - j. The preservation and enhancement of our natural and urban environment;
 - k. Government policy and economic activity remaining with ecological limits, mindful of impacts on climate and biodiversity;
 - l. A Just transition to a low carbon economy;
 - m. The benefits that flow from economic growth should be distributed as equitably as possibly to all Western Australians; and
 - n. Will address the gender inequities in the labour market resulting in wages gaps.

Community Wellbeing

3. 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.
4. 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.
5. WA Labor will:
 - a. 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; and

- b. Deliver an annual 'Well-being Budget Statement' that summaries these quality-of-life indicators and what is being delivered in the state budget.

Strategies for Inclusive Growth

6. 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.
7. 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.
8. 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;
 - e. Delivering an annual 'Gender Equality Budget Statement' that outlines what is being delivered for women in the state budget; and
 - f. Ensuring that a Gender Lens Analysis is undertaken on all new and existing policies to ensure opportunities for women are included in projects and contracts.

Western Australian Industry Policy

9. 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.
10. WA Labor recognises that there is a global race to invest in new green manufacturing industries and that similar jurisdictions are putting together large investment packages to attract new industry.
11. WA Labor will investigate establishing a large-scale green industry attraction fund similar in structure and governance to the Commonwealth National Reconstruction Fund.
12. The fund should provide loans, guarantees, and equity to attract and develop new green industries in WA. The fund should have a tripartite independent board and an Investment Charter detailing fund priority areas.
13. 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. Builds capacity, quality, and remuneration in female-dominated industries, including the care economy and community services;
- k. Implementation of a timely project approvals process that provides greater certainty and timely decision making; and
- l. Adopting an 'open for business' taxation and business regulation regime that encourages investment and employment.
- m. Recognising that domestic reservation policies can act as supply-side incentives to drive industrial growth.

Partnerships

- 14. WA Labor recognises that broad community and industry support is essential to the implementation of a successful industry policy.
- 15. 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

- 16. 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
- 17. 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.
- 18. 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.
- 19. 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.
- 20. 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.
- 21. WA Labor will develop policies that will support women – and the community – that will include:
 - a. A women's statement as part of plan;

- b. Industry to report on workplace diversity, numbers of women employed noting employment status;
- c. Focus on women dominated industries;
- d. Focus on creating new jobs for women;
- e. Gender balance of members on taskforce who have expertise in the WA sector.

Creativity and Innovation

- 22. 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.
- 23. 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.
- 24. WA Labor also recognises an important component of the innovation process is the need to constantly explore value-adding opportunities.
- 25. WA Labor will continue to implement a range of initiatives that publicly recognise the importance of innovation and encourage creativeness.

Infrastructure

- 26. 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.
- 27. 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.
- 28. 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.
- 29. WA Labor will, to the extent that it is financially prudent to do so, make provision for such infrastructure requirements to ensure the state remains an attractive place to invest.
- 30. 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.
- 31. WA Labor will develop a long-term water supply strategy to help foster further economic development in our regions.

Export Promotion

- 32. 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.
- 33. 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.
- 34. 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.
- 35. 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.

36. 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

37. 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.
38. 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. WA 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.
39. 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;
 - 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; and
 - e. Foster structured interactions between government, universities, business, industry, and the community to drive the development of Innovation Hubs creating new industries and opportunities.

Artificial Intelligence Generated Content

40. WA Labor:
 - a. Recognises that A.I automation and generation can be a powerful tool to assist humanity, but that it should not exploit the creative expression of individuals.
 - b. Denounces A.I generators which source 'learning' content and material from unconsenting artists and individuals.
 - c. Urges the WA Labor Government to investigate a robust framework and potential set of regulations to guide A.I. technology in a beneficial direction as it innovates each year.
 - d. Online Economy
41. Information and communication technologies can enhance the well- being and employment prospects of all Western Australians, both as industries, and as enablers of more efficient production across all other industries.

42. 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.
43. 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.
44. 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 using 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 or location;
 - 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

45. WA Labor recognises the role that science and technology play in underpinning the State's economy.
46. 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.
47. WA Labor acknowledges that government plays a critical role in providing an environment in which innovative companies can develop and flourish.
48. WA Labor will encourage scientific and technological innovation by:
 - a. Investigating 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 to 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.

WA Labor considers that:

- 49. Artificial Intelligence (AI) technology has the potential to transform Western Australian society; and regulating the deployment and use of AI in Western Australia requires balancing a number of different imperatives or goals, including ensuring that AI is deployed or used: (i) safely and responsibly; (ii) in a manner that improves fairness and opportunity in Western Australia; and (iii) to benefit all of the people of Western Australia.
- 50. WA Labor considers that regulation of AI in Western Australia should be broadly compatible with, or coherent with, global systems, while acknowledging that different approaches exist.
- 51. WA Labor supports the development of Western Australia's AI infrastructure in a manner that ensures that growth is sustainable, delivers value, and is in the State interest.
- 52. In respect of the use of AI in Western Australian workplaces, WA Labor: (a) considers AI should be used to augment or improve the productivity of workers, rather than displace workers; (b) supports measures to ensure workers can share in productivity gains made through AI-assisted work; (c) considers that working people in Australia should be consulted on and have the opportunity to be involved in, and where appropriate guide, how AI is utilised and deployed in workplaces
- 53. WA Labor supports measures to improve AI literacy and skillsets in Western Australia, Including: (a) increased investment in AI research and development in Australia; and (b) investing in an AI ready workforce and public education and training.
- 54. WA Labor supports the development and adoption of clear comprehensive consumer privacy laws and the development and deployment of privacy-enhancing technologies preventing data misuse, unauthorised access, and improved responses to data breaches.

Highly Skilled Workforce

- 55. WA Labor will strive to achieve a world class education and training system.
- 56. WA Labor recognises the wider role of education and training as being the catalyst for knowledge-based economic development.
- 57. WA Labor recognises that many migrants from overseas to our state end up working in jobs that do not match their skills and qualifications. Relevant government agencies such as Jobs and Skills Centres should be fully funded to connect migrants to employment that matches their skill level, and assist them with gaining recognition for their qualifications.

Industry Attraction

58. 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.
59. 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

60. WA Labor will:
- a. Legislate to ensure Skilled Work Agreements are implemented on all major resource projects in WA to maximise 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 License (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 maximise 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. Improve the Aboriginal Procurement Policy by continuing to increase the proportion of government contracts going to Aboriginal owned businesses;
 - h. Drive employment and apprenticeship creation through a continuous infrastructure development; and
 - 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

61. WA Labor understands the power of state government procurement to improve

outcomes and help close the gap for Indigenous businesses, Aboriginal and Torres Strait Islander workers and their communities.

62. Labor believes what constitutes a First Nations business should be re-defined to protect against “black cladding and ensure meaningful employment for Indigenous workers.
63. WA Labor is committed to:
 - a. Improving the Aboriginal and Torres Strait Islander procurement policy by continuing to increase the proportion of government contracts going to Aboriginal and Torres-Strait Islander owned businesses; and
 - b. Finding opportunities that ensure Aboriginal and Torres Strait Islander workers have well-paid, secure and ongoing employment.
64. WA Labor calls on the state government to review what constitutes the definition of a First Nations business for the purposes of state government procurement to ensure First Nations people receive the benefit of taxpayer spending.
65. 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.
66. 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.
67. WA Labor is committed to considering future climate impacts during the project approvals process and the project’s impact on Western Australia’s ability to meet current and potential future emission reduction targets.

Open for Business Regulatory Approach

68. 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.
69. WA Labor recognises that modern regulatory approaches involve the development of regulations that minimise 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.
70. The mineral resources of the state of Western Australia are owned by the 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 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.
71. WA Labor expects that resource companies will pay a fair share of tax from the extraction and development of Western Australian natural resources.

Open and Accountable Government

72. 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.
73. Any strategic intervention by Government will be subject to a cost benefit analysis

considering 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

74. The manufacturing industry is increasingly characterised by business competitiveness and globalisation, market diversity and converging technologies, and business networks and partnerships.
75. 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 brings together manufacturing systems, design, delivery, and quality through information technology is the engine of growth in current world trade and it is essential that Australia is part of this and realises its full potential.
76. WA Labor's policies will encourage expansion of Western Australia's manufacturing sector.
77. WA Labor will examine the opportunities for both upstream and downstream processing from existing WA primary industries, to ensure that manufacturing does not miss the benefits of future resource booms.
78. In conjunction with TAFE and other VET suppliers, WA Labor will create new job training programs for new technologies and clean technologies. This should be consistent with an expansion of Cert IV opportunities for training pathways.
79. A WA Labor Government will develop a state manufacturing strategy in response to the sector's current and expected future challenges & transformations.
80. 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.
81. To remedy this situation the manufacturing industry, with the support of a WA Labor government will develop a coordinated communications strategy for promoting the career opportunities in manufacturing, especially in innovative, knowledge-based manufacturing.
82. WA Labor recognises the potential presented by demand for 'green manufacturing' as industries aim to lower their carbon footprint, and the role this can play in a modernised economy. WA Labor will support a local green manufacturing industry including the fabrication of wind turbines and battery units via;
 - a. development of advanced manufacturing facilities in Western Australia, particularly in the South West to align with the Just Transition and make the most of regional opportunities; and
 - b. strategic procurement policies within the WoSP and DER Roadmap.

Environmentally Sound Shipbuilding

83. Shipbreaking remains one of the most dangerous and environmentally damaging industries in the world. The shipbreaking and recycling industry exploits children and impoverished people.
84. 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.

85. WA Labor calls on the Federal Government to sign the Hong Kong International Convention for the safe and environmentally sound recycling of ships.
86. 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.

Future of the Australian Marine Complex

87. WA Labor recognises the strategic importance of Western Australia's shipbuilding industry at the AMC and the outsized economic benefit it brings to our state.
88. The AUKUS submarine deal will significantly change the function and capabilities of the AMC, including the likely construction of a nuclear submarine maintenance shipyard. This will affect the continued presence of workers and employers involved in surface ship, ferry and yacht, and oil and gas infrastructure at the AMC.
89. The WA Labor State Government will develop a whole-of-precinct plan for the future of the AMC and associated marine manufacturers, service providers, and workers including:
 - a. Worker and freight transport infrastructure;
 - b. The relationship of the AMC to the Western Trade Coast and Latitude 32 including potential buffer zones;
 - c. A nuclear materials safety regime;
 - d. The likely relocation of existing marine industry construction and maintenance facilities; and
 - e. A Precinct Apprenticeship Program allowing apprentices to rotate through defence firms at the Henderson shipyard.
90. WA Labor recognises the importance of maintaining non-military related large-scale fabrication and assembly capacity in WA. Our state needs the capability that currently exists at the Henderson shipyards to continue to build bridges, ferries, and energy, mining, gas, and minerals processing infrastructure here.
91. The WA Labor State Government will investigate a new location for non-military related large-scale fabrication and assembly as a matter of priority. This will include:
 - a. Consultation and planning with ports authorities across the state to identify a location option shortlist;
 - b. Consultation and planning with affected industry currently located at the AMC about expected growth of the sector and potential capacity uplifts at a relocated facility;
 - c. Consultation and planning with affected workers about an assistance package to stay at the AMC as part of a precinct arrangement or move to the relocated non-military facility.

Animal Welfare

92. WA Labor believes:
 - a. The One Health and the One Welfare frameworks recognise the proven interconnections between the health and welfare of humans and animals and the environment. The role that animals play in contributing to the positive physical health and wellbeing of their human custodians is evidence-based and undisputed.
 - b. Interconnections are cross-sectoral and include poverty, mental health, community wellbeing, animal and human abuse, socio-economic issues, sport, climate change and sustainability.
 - c. One Health advances WA Labor's objectives of encouraging healthy diets and productivity within the farming sector. One Welfare advances WA Labor's objectives of reducing human suffering, seeking fairness and equality for all, and improving sustainability.

93. WA Labor recognises that the One Health and One Welfare frameworks are recognised as 'best practice' in the management of the health and welfare of humans, animals and the environment.

94. WA Labor will;

- a. Recognise in legislation the sentience of animals.
- b. Ensure that responsibility for developing and monitoring animal welfare policy is overseen by a ministerial portfolio that is accountable, transparent, and gives animals a voice.
- c. Deliver the Office of Animal Welfare as an independent structure to oversee the delivery of WA's animal welfare legislation, develop and monitor a WA Animal Welfare (AW) Strategic Plan and report to the parliament on the outcomes of the WA AW Plan.
- d. Advocate whole-of-government decision-making principles under the Animal Welfare Act that require ministers, departments, authorities, and other government actors to consider potential impacts on animal welfare and to take all reasonable steps to avoid negative impacts.
- e. Remove the current exemptions from offences in WA anti- cruelty legislation that result in unnecessary and harmful practices being protected from prosecution under the WA Animal Welfare Act.
- f. Work with the racing industry and the community to continually improve welfare outcomes for all greyhounds and acknowledges human interactions with animals should reflect community expectations.
- g. Review the Dog and Cat Acts and relevant subsidiary legislation to:
 - i. Improve the safety of the public and of companion animals;
 - ii. Adopt a model centred on responsible companion animal ownership, education and awareness programs.
- h. Improve the management of domestic cats in WA.
- i. Work with agribusiness to ensure that sow stalls and farrowing crates for pigs are banned from use in WA by 2025 and that battery cages for egg-laying hens are phased out by 2032 or sooner.
- j. Work with veterinary profession to address the crisis in this industry including addressing unacceptably high suicide rates for vets and their teams, workforce capacity issues, establish a foundational training programme for vet social workers.

Live Export

95. 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. 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

96. 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.
97. 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.
98. 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.
99. 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 Australians 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

100. 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.
101. 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 increasing employer superannuation contributions to 12% in line with the current (2021) legislated schedule;
 - d. In acknowledging its commitment to public sector employees, WA Labor will move to close the widening gap in pay and conditions between workers in the private and public sectors; and
 - e. 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.

102. WA Labor recognises that privatisation and Public Private Partnerships (PPPs) are used as a means of driving down wages, conditions of employment and cutting costs in the delivery of public services.
103. Over the long-term, public-sector areas that are privatised are often left with poor service delivery.
104. 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; and
 - b. 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.
105. WA Labor commends the State Labor Government on the passage of the Auditor General Amendment Bill 2022, which will provide the public with assurance that the decisions and actions of Government are accountable, and that public money is spent appropriately.
106. 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.
107. WA Labor will legislate to prohibit the privatisation of Health, Hospital and Education services.
108. 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:
 - 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. A maintenance or improvement in the natural and built environment.
109. 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.
110. 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.
111. 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.
112. 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.
113. WA Labor 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

114. 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.
115. 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.
116. 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.
117. WA Labor will not make any further changes to retail trading hours without first being convinced of the need for such change and without considering 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:
 - i. Their access to public transport;
 - ii. Their ability to undertake family and caring responsibilities; and
 - iii. Their ability to participate fully in religious, cultural, sporting and volunteer activities.
118. In undertaking any such analysis, WA Labor will seek input from all stakeholders including employers, employees, Unions, and consumers.

Casino Operations

119. WA Labor is committed to having one casino operator in Western Australia.
120. WA Labor acknowledges that casino operations bring jobs, tourism, entertainment, and state revenue to Western Australia.
121. WA Labor acknowledges gambling can be a major social problem for some people and the detrimental impact this can have on the wider community.
122. Therefore, WA Labor acknowledges the importance of a strong regulatory framework to manage the casino licence and casino operations.
123. 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

124. WA Labor will ensure that a substantial share of WA jobs for the 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

125. WA Labor recognises the opportunity for the further growth and diversification of our creative industries sector and believes that ensuring suitable education and training as well as sustainable opportunities for innovation and employment are a necessary precursor to sector growth.

126. 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 small and medium 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, and in career development;
- 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, Culturally and Linguistically Diverse (CALD) communities, those from the LGBTQIA+ 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.

Renewable Hydrogen

127. WA Labor believes that natural and renewable hydrogen can play an important role in both the decarbonization and diversification of the the State's economy, attracting investment and creating local jobs across our regions.

128. The scale of Western Australia's renewable energy resources and critical minerals, combined with a highly skilled workforce, established export markets and strong established supply chains mean that WA is uniquely positioned to become a global renewable hydrogen leader.

129. WA Labor commends the State Labor Government's commitment to creating the investment environment for Western Australia to become a significant producer, exporter, and user of renewable hydrogen.

130. WA Labor notes that the State Government's WA Renewable Hydrogen Strategy identifies four priority Strategic Focus Areas for government and industry in WA, namely export; remote applications; hydrogen blending in natural gas networks; and

transport applications.

131. Acknowledging the increasing complexity of policy considerations across many portfolios, particularly in the areas of land tenure and energy policy, a concerted effort and coordination across Government will be required.
132. As many renewable projects will require large land areas, managing potential conflicts with existing land users in agriculture, pastoral, mining and mineral exploration will be critical to ensuring the successful development of new projects.
133. WA Labor supports delivering regulatory and demand stimulation projects to tackle the barriers and gaps, to provide certainty that will increase investment confidence. Notable key activities include:
 - a. Land tenure
 - i. Some proposed projects are looking at land in the order of between 6,000 – 15,000 hectares;
 - ii. There are significant tracts of unallocated crown land, but pastoral estates occupy many of the most suitable sites;
 - iii. All tenures, new or existing, will of course require native title agreement as they will involve Future Acts under Native Title legislation;
 - iv. Some proponents are going down the path of S91 license to access sites for early testing, followed by a S79 Land Administration Act exclusive license; and
 - v. The State Government has introduced a new form of tenure 'Diversification Leases' as a preferred form of tenure for renewable and hydrogen projects.
 - b. Oakajee:
 - i. The State government is committed to the development of the Oakajee Strategic Industrial Area (SIA) as a globally competitive clean energies precinct;
 - ii. The Oakajee SIA will become a major hub and job-creator for Western Australia's clean energy future, and the State Government is delivering key road and supporting infrastructure to enable it to succeed.;
 - c. Demand Stimulation:
 - i. To kick off commercial scale hydrogen production in WA, we need a good foundation of domestic offtake;
 - ii. The State Labor Government is supporting the blending of renewable hydrogen into the gas network;
 - iii. The government is also working on various hydrogen truck and bus projects, to drive aggregation of some early domestic demand; and
 - iv. This is expected to include the potential for refueling infrastructure to support freight, logistics, port, and local government operations.
 - d. Regulatory Reform and Certification:
 - i. The State is also progressing National Gas Law amendments to allow recovery of the cost of hydrogen blending in natural gas networks. This work is a joint Federal/State process;
 - ii. The State government has identified relevant State regulations and legislation and will continue to work to unblock barriers to industry development and identify gaps where government should be regulating;
 - iii. The State government has signed on to the Smart Energy Council's Zero Carbon Certification Scheme as a founding partner; and
 - i. This industry-led Guarantee of Origin style scheme aims to accelerate the development and deployment of renewable hydrogen, green ammonia, and green metals, in Australia and around the world.

- e. Upstream and Downstream Manufacturing:
 - i. Renewable Hydrogen is also an opportunity for Western Australia to start moving down the value chain and making those early moves in areas that traditionally we've not been involved in before;
 - ii. WA has opportunities to manufacture components required to build the renewable hydrogen projects such as electrolysis, as well as using the renewable hydrogen for downstream mineral processing;
 - iii. The State Labor Government has committed funding towards wind turbine manufacturing; and
 - iv. The government is also continuing to support research into the viability of local environmentally sustainable processing of Western Australian iron ore to create green steel, or the inputs necessary for green steel.

Wind Turbine Supply Chain

- 134. Given expected domestic industry demand for green energy, WA Labor recognises that Western Australia has an opportunity to become a leading manufacturer of wind towers and turbine components.
- 135. WA Labor will fulfil its 2021 election commitment to designate every new publicly funded wind farm in WA a Strategic Project under the WA Jobs Act. WA Labor in government commits to developing the wind industry using the Strategic Project designation to:
 - a. Incentivise expansion of WA's wind industrial infrastructure, particularly for tower and turbine component manufacturing facilities,
 - b. Address industrial development roadblocks including ownership and access to intellectual property and licensed technology,
 - c. Undertake workforce development planning and training of specialist worker cohorts during wind tower manufacturing and construction.
- 136. WA Labor in government will construct a common-user facility to allow small and medium-sized wind industry enterprises to expand their capabilities. The facility should include integrated training and research facilities to develop the domestic industry's sophistication and train a wind supply chain workforce.

Green Steel

- 137. WA Labor recognises that an export-scale Western Australian green iron industry will safeguard Australia's iron export industry, create tens of thousands of secure jobs and significantly reduce global emissions.
- 138. WA Labor recognises that other mining and minerals processing jurisdictions around the world are building their green iron smelting and processing capacity.
- 139. WA Labor congratulates the Cook Labor Government on taking the first steps towards establishing an export-scale green iron industry through its commitment to a Green Iron and Steel Action Plan.
- 140. In order to achieve the ambition of an export-scale green iron industry built quickly, WA Labor in government will:
 - a. Construct enabling infrastructure for green iron projects by activating Renewable Energy Zones linked to WA's Strategic Industrial Areas (SIAs), in particular the Boodarie and Oakajee SIAs.
 - b. Build domestic demand for green iron and steel through government green steel procurement for civil and energy infrastructure, shipbuilding, rail expansion and other projects.
 - c. Consider advocating for the Perth Green Metals Exchange or equivalent commodities market mechanism to provide a distinct market for low-carbon and

ethically produced metals, underpinned by a Guarantee of Origin certification.

- d. Work with the Net Zero Economic Agency, WA worker transitions programs and the Clean Energy Centre of Excellence to create secure transition pathways for workers into the green iron industry.
 - e. Ensure strong collective bargaining structure and union agreements on all new green iron projects.
 - f. Prioritise First Nations consent, participation and co-ownership through all green iron industry policy initiatives by adhering to the First Nations Clean Energy Networks Best Practice Principles for Clean Energy Projects.
 - g. Deliver outcomes for host communities by aligning all green iron project approvals and conditionality with the Community Benefit Principles established in the Commonwealth Government's Future Made in Australia Act.
 - h. Attract a proponent of the necessary size and scale and appropriately facilitate their project to allow FID, construction and commissioning on the first export-scale green iron plant to be completed before 2030.
141. WA Labor further recognises that recycling scrap steel through an electric-arc furnace can create green steel able to be used as a substitute to high-emissions steel in the construction sector. A green steel industry in Western Australia can also provide hundreds of secure operations and maintenance jobs, prevent the export of WA scrap steel, and strengthen our sovereign supply chain for inputs into the construction and defence industries.
142. WA Labor in government will establish green steel procurement mechanisms under the WA Jobs Act to incentivise low-emissions steel making in Western Australia.

Battery Supply Chain

143. The WA Government is committed to growing Western Australia's share of the fast growing and high value battery supply chain, across a range of battery technologies, including lithium-ion, lithium-phosphate, lithium-manganese and Vanadium Flow batteries.
144. This offers Western Australia the opportunity to realise greater value from our minerals through value-adding and downstream processing, unlocking new investment and local job opportunities.
145. WA Labor in government will continue to create policies and invest in programs that develop projects along the battery supply chain in WA. This could include:
- a. A domestic reservation policy for ores, minerals, metals or processed products of the same ores, minerals, or metals classed as critical minerals by the WA State Government.
 - b. Investigation into state ownership or significant equity in facilities at key stages of the battery supply chain. This could include investigation into full or partial state ownership of precursor cathode active materials facilities.
 - c. Financial and other support for original equipment manufacturers to manufacture battery cells in WA.

Green Industry Council

146. WA Labor supports all jobs in WA being well paid, secure union jobs. WA Labor recognises the important role that the union movement has played in ensuring workers and the industries they work in are safe, efficient, and productive.
147. UNESCO Global Geopark is a defined area with internationally significant geological heritage. They promote conservation, education, and sustainable development through local community involvement. Geoparks have no legal status in regard to the land they cover so they do not interfere with existing land titles or uses.

- a. WA Labor recognises that UNESCO Global Geoparks are a vehicle for economic growth, job creation, community well-being, cultural revival, scientific research, conservation, sustainable tourism development and aboriginal enterprises.
 - b. WA Labor supports Nannup Geopark community in its aspirations to become a UNESCO Global Geopark, and as well as supports the communities of Peel and Murchison who are also working towards UNESCO Global Geopark status.
148. WA Labor will continue to work with unions and industry to develop and grow industries in WA. WA Labor in government will establish a tripartite Green Industry Council to provide advice to government and industry. The Council will:
- a. Identify issues and concerns within the relevant industry,
 - b. Engage with all relevant stakeholders,
 - c. Develop a Green Industries and Jobs Plan,
 - d. Develop other investment and innovation plans, and
 - e. Oversee the implementation of these plans, supported by government.

Tourism

Introduction

149. The Tourism industry is one of the largest employment sectors and export income earners in Western Australia.
150. 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.
151. WA Labor believes Western Australia can become one of the world's greatest tourism destinations and we are committed to achieving this goal.
152. To succeed it will require:
- a. Flexibility and adaptability to change;
 - b. Long term planning;
 - c. Strong partnerships being formed between all interests involved in the industry;
 - d. Industry development that is environmentally and culturally sustainable;
 - e. Building on our strategic advantages;
 - f. Regions having the necessary infrastructure; and
 - g. An economic environment that is conducive to growth.
153. 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.
154. WA Labor will seek to work in partnership with stakeholders to promote and develop tourism's full potential, including:
- a. Effective infrastructure and product development;
 - b. Intrastate, interstate, and international marketing campaigns;
 - c. Strategic development of key industry sectors; and
 - d. Industry growth and prosperity.

Employment opportunities for West Australians

155. WA Labor will place a strong emphasis in all its tourism policies and activities on promoting and developing regional WA.

Infrastructure and Product Development

156. 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, intrastate and international and seasonal visitors in accordance with the destination development strategies;
- d. Ensure we have competitive and sustainable intrastate air services and promote new domestic and 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

157. 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, environmental, social, cultural, and historical sites for promotion as tourism precincts; and
- f. Encourage WA tourist businesses to promote themselves using online websites and social media channels.

Strategic Development of Key Industry Sectors

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

Eco-Tourism

159. 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, heritage, and accessibility.
- f. Enable visitors to experience Western Australia's incredible natural beauty in an

environmentally sensitive and sustainable way.

Caravan and Camping

160. 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

161. 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

162. 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 and programs 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 Culture

163. WA Labor:

- a. Actively supports the Perth International Arts Festival and its continued expansion into regional areas;
- b. Will assist local communities throughout the State to develop cultural festivals and events; and
- c. Develop and implement an Arts and Cultural Tourism Strategy for WA.

164. WA Labor will develop a strategy and policy for the WA performing arts, digital arts, visual arts and literary arts sector that ensures freedom of speech and expression. WA Labor will work to ensure that WA arts organisations are independent from commercial and corporate influences.

165. WA Labor recognises the need for skill based representation on boards across arts organisations and will develop a best practice policy to ensure that artists are genuinely engaged and represented on arts organisations boards.

166. WA Labor in government has exciting new infrastructure projects in the arts industry such as the building of ECU's WAAPA in Perth CBD. With these projects in process WA Labor government commits to championing local WA content, commitment to career pathways for WA arts workers and sustainable state funding for such projects.

Meetings, Incentive, Convention and Exhibitions (MICE)

167. WA Labor will:

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

Events

168. 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 maximise the benefits from events to this state.

Dive & Marine Tourism

169. WA Labor will:

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

Industry Growth and Prosperity

170. 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.

171. 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.

172. Some of the key features that are necessary to develop this environment are:

- a. Access to research and forecasting services;
- b. Appropriate and relevant training opportunities for staff and owners;
- c. Reasonable standards and accreditation for the industry;
- d. Minimised regulation and compliance costs; and
- e. Taxation arrangements that are conducive to growth.

Employment Opportunities

173. WA Labor believes that the tourism industry provides an opportunity to provide rewarding jobs for people throughout the State and especially for young people.

174. WA Labor will:

- a. Work with business associations and unions to raise skill levels across the industry and in particular increase the number of traineeships and apprenticeships; and
- b. Seek to promote permanent fulltime employment, wherever possible, to ensure skilled staff can be retained in the industry.

Employment Introduction

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

176. WA Labor notes the Taskforce to oversee implementation of the new WA Jobs Plan.
177. WA Labor insists that the Taskforce address the gendered inequities of the WA workforce, which sees women worse off in terms of (un) employment, poverty, increased care responsibilities and safety, noting the latest data from the Workplace Gender Equity Agency shows WA already has the highest gender pay gap in the nation. Economic and employment stimulus packages must include industries in which the situation for women can be improved.
178. 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.
179. WA Labor is committed to:
 - a. Working with the federal government towards the achievement of full employment;
 - b. The elimination of all forms of discrimination in employment;
 - c. Early intervention for the prevention of long-term unemployment; and
 - d. Community involvement in the development of these strategies.
180. 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

181. WA Labor recognises the need to maintain Western Australia's competitive position both nationally and internationally.
182. 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 considered:
 - a. The updating of technology and production methods;
 - b. The quality of our physical and social infrastructure;
 - c. Improving workers' skill levels to take advantage of new technologies and processes; and
 - d. Training young Western Australians to skill levels to meet emerging opportunities in the labour market, rather than importing skilled labour..

The Changing Workplace

183. WA Labor recognises that there has been considerable change in both the workplace and the workforce and there are many challenges in the rapidly changing labor market.
184. WA Labor identifies the principal challenges as:
 - a. 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.
185. 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. Support increased workplace flexibility where possible and appropriate;
 - c. Investigate the value for WA of adopting the European Union Directive on Working Time, which provides for a limit of an average 48 working hours per week, including overtime, in the European Union;
 - d. Promote opportunities for increased employment as an alternative to excessive hours of work;
 - e. 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;
 - f. Recognise domestic care workers as employees and amend the Industrial Relations Act 1979 so that workers who may be classified as domestic service workers by employers, are deemed employees and are entitled to minimum conditions of employment; and
 - g. Investigate the introduction of a licensing scheme for labour hire agencies in Western Australia to regulate labour hire operators;
 - h. For workers in the on-demand, share, and so-called 'gig' economies, WA Labor believes that governments at both the state and national level should take such steps as are possible to ensure workers in the on-demand, share, and so-called 'gig' economies have full access to the protections of the industrial relations system;
 - i. Regard organisations that set the terms and conditions for participation in the on-demand, share, and so-called 'gig' economies as identical to employers of labour for the purposes of this platform; and
 - j. Empower workplace regulators, and tribunals to investigate any on- demand, share, and so-called 'gig' economy work arrangements to determine if workers are getting fair pay and conditions.
186. WA Labor commends the state government for broadening the definition of PCBUs (person conducting a business or undertaking) in its WHS Bill to offer protections for gig economy workers. The state government should continue to investigate measures outside of the traditional employment relations framework that could protect these workers.

Casual Employment

187. 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, superannuation, and job security.
188. WA Labor recognises that the growth of casual employment in the economy is undermining community standards and is most
189. disproportionately applied to women and low paid workers such as childcare workers, aged care workers, cleaners, hospital and hospitality and retail workers.
190. To achieve improvements in this area, WA Labor will advocate at the national and state level to:
- 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.
 - 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 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.
191. Continue to lobby the Federal Government to require that superannuation entitlements apply to every worker dollar regardless of status of employment or income.

Work And Family

192. 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.
193. WA Labor will:
- a. Introduce policies which allow parents to better combine work and family responsibilities;
 - b. Take steps to encourage employers to provide family friendly workplaces;
 - c. Seek that Government considers the extension of maternity leave of 52 weeks to all public sector employees and superannuation contributions for up to 52 weeks of unpaid parental leave;
 - d. WA Labor believes that, when parental leave is provided to employees, it should include leave in the event of Stillbirth or Miscarriage. This should be the case for workers in the WA public sector, and for workers in all other sectors of the WA economy;
 - e. 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;
 - f. Amend the Minimum Conditions of Employment Act to provide a minimum standard of personal/carer's leave; and
 - g. 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.
194. 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.
195. WA Labor recognises the significance of the public holiday granted for Boxing Day. Consistent with this, WA Labor 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.
196. 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.
197. WA Labor commends the state government on delivering on its commitment to make Easter Sunday a gazetted public holiday in Western Australia, and on introducing legislation to make Easter Saturday a gazette public holiday, by amending the Public and Banks Holiday Act. .
198. 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

199. 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.
200. 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.
201. 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.
202. 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.
203. 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.
204. 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.

Indigenous Employment

205. WA Labor remains committed to enhancing the training and employment opportunities for Indigenous Western Australians.
206. WA Labor recognises that the general and youth unemployment rate of Indigenous Western Australians is unacceptable.
207. WA Labor commits to focus on the reduction of Indigenous unemployment as a major policy priority.
208. WA Labor will establish benchmarks and targets that quantify decreases in Indigenous unemployment rates.
209. WA Labor will encourage Indigenous self-management and economic self-sufficiency.
210. WA Labor believes Indigenous people should have full access to employment and will target areas where Indigenous people are underrepresented.
211. WA Labor will support the further development of high-quality training and employment environments shaped by and for Indigenous Australians.

Sex Workers

212. WA Labor recognises that sex work is work, and sex workers are workers.
213. WA Labor recognises sex workers, like all other workers, have a fundamental right to be safe at work and respected as workers. Sex workers should have access to the same support and protections as all other workers.
214. WA Labor supports the development of Workplace Health and Safety guidelines for the WA sex industry, which protect sex workers in all areas of the sex industry, including brothels, massage parlours, strip clubs, and others.
215. WA Labor, through meaningful consultation with sex workers, will review or investigate the full decriminalisation of sex work in Western Australia, building on law reform in New South Wales and Victoria.

216. WA Labor will recommend the implementation of Anti-Discrimination and Anti-Vilification protections, protecting the attributes of both “sex work” and “sex worker”.

Housing and Construction Housing

217. 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.

218. 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’ (i.e., paying more than 30% of their income in housing costs) continues to increase; and
- g. That, to get into a home of their own, many purchasers are taking out mortgages that put them into housing stress.

219. 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; and
- g. Provide affordable housing through the following areas:
 - i. Public Housing
 - By providing and expanding appropriate public housing to six percent of housing stock for those in need;
 - By supporting the growth of public housing availability in regional, rural and metropolitan areas;
 - Community housing (community-based, non- government, not- for-profit ac-

commodation generally directed at people on low incomes, and women and children escaping domestic violence); and

- By supporting and strengthening the community housing sector as an alternative housing option.

ii. 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; By identifying and supporting strategies developed to encourage investment in affordable housing to strengthen the private rental market;
- 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;
- Call on all levels of government to encourage innovative investment through leveraging and facilitating the opening of doors for people on low incomes;
- Call on the federal government to fund ongoing programs, and provide capital investment in affordable housing;
- Fund new public housing, and support the NGO sector and housing groups, to provide community housing;
- Investigate 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
- Reject the notion of Australian home buyers using accumulated superannuation savings to finance a house deposit;
- Maintain the additional tax on foreign investors who purchase established dwellings;
- Provide support for pensioners who are downsizing, including options such as reducing or removing stamp duty for downsizers;
- Invest in public transport and major roads so that inner city hubs are not the only desirable areas to live;
- Investigate introducing a tax on dwellings that are vacant for more than a total of six months in a calendar year; and
- Maximise opportunities to utilise the latest building technologies in the construction of new public housing, and in the reconstruction of buildings in areas impacted by natural disasters.

Short Stay Accommodation

220. WA Labor acknowledges the growth in the short stay accommodation sector and urges the State Labor government to pursue reforms to regulate the industry.
221. WA Labor affirms its support for the State Labor government in taking any regulatory, zoning or even revenue measures it believes can facilitate a balance between regulating short stay accommodation with encouraging more longer-term accommodation in Western Australia.
222. WA Labor will continue to look for opportunities to convert short stay accommodation into long-term social and affordable housing to provide greater housing stock to alleviate pressure on the housing market.

Rental Property Manager Incentives

223. WA Labor expresses deep concern in relation to the incentive for property managers seeking to maximise management fees they charge their clients at the expense of housing affordability for Western Australians living in rented dwellings, noting that property manager fees can be set with reference to the rent charged, which may create an incentive for them to maximise asking rents
224. WA Labor calls on the State Labor Government to investigate whether any changes are required to regulatory framework under the Real Estate and Business Agents Act to ensure property manager fees are not driving rent increases.

Consumer Protection

225. 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.
226. WA Labor will ensure a high quality of housing and commercial construction in Western Australia.
227. A 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

228. WA Labor believes in improving the total sustainability performance of all buildings, whether residential or commercial in nature, publicly or privately owned.
229. 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.
230. 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.
231. WA Labor will also consider the impact of sustainability on up-front cost, as well as factoring in the reduction of ongoing energy and water costs achieved by implementing sustainability measures.

Planning

232. 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.
233. 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 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

234. 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, and prioritise the targeting of such incentive schemes at low-income households, social housing and small businesses
- c. Where it may lead to a greater reduction in power bills and ease cost of living pressures for households, preference electrical appliances over other types when retrofitting existing dwellings.

Reducing Water Consumption

235. 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

236. 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

237. WA Labor will:

- a. 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;
- b. Develop specifications and applications for the use of recycled construction and demolition waste materials; and
- c. 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

238. WA Labor will encourage developers to introduce design strategies that improve the environmental design of new buildings and reduce overall lifecycle costs.

Reducing Energy Consumption and Greenhouse Gas Emissions

239. WA Labor will encourage building owners to measure the energy efficiency of their buildings by rating them in accordance with the National Australian Built Environment Rating System (NABERS) and making the resulting reports available to building tenants.

Conserving Water in Commercial Buildings

240. 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

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

Environmental Guidelines for Public Buildings and Infrastructure

242. WA Labor will:
- a. Develop Sustainable Building and Construction Guidelines to provide guidance on design and require minimum standards with respect to:
 - i. Life cycle costs;
 - ii. Conservation of native vegetation and biodiversity on building sites;
 - iii. Operational energy efficiency (for buildings);
 - iv. Water consumption (for buildings);
 - v. Stormwater harvesting for re-use;
 - vi. Re-cycling of greywater (for buildings);
 - vii. The Life Cycle impact of construction materials;
 - viii. Protection of the quality and quantity of groundwater; and
 - ix. Construction waste minimisation.
243. Where possible ensure that all state and local government housing, building, and infrastructure complies with these Guidelines.

Public Buildings

244. WA Labor will develop a program to measure the energy efficiency of existing public buildings by rating them in accordance with NABERS and make the resulting reports available to the public.

Public Infrastructure

245. 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

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

The Construction Industry

247. WA Labor recognises:
- a. The national, regional, and local characteristics of the industry;
 - b. The critical importance of the construction industry to the future economy, environment, and wellbeing 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.

248. WA Labor commends the government for its commitment to introduce a Building and Construction Consultative Committee with representatives from building industry stakeholders such as trade unions.

249. WA Labor will continue to:

- a. Ensure appropriate training, safety, wages, and conditions are in place for people employed in the construction industry;
- b. Ensure that the industry complies with statutory health and safety requirements and will require improved amenities on construction sites;
- c. Focus on the necessary infrastructure to support the state's major wealth creating resource developments;
- d. Devise means to counter severe fluctuation in demand and promote stability in the industry;
- e. Support innovation both in the building and construction sector and the building supplies industry and the greater utilisation of information technology in the industry;
- f. Investigate export opportunities for the building and construction industry and building services and training sectors;
- g. Assess the annual apprenticeship and training needs of the building and construction industry and develop strategies to meet these needs;
- h. Endorses the Federal Government's enactment of Same Job, Same Pay legislation.
- i. 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

250. industry benchmarks; Structural barriers to increasing women's participation in the industry; Potential solutions and initiatives to improve participation and training in the industry; and

251. Improving workplace culture to attract and retain women in the construction industry; and

- a. Investigate, develop, and implement more stringent policies and/ or legislation to strengthen quality assurance standards within the building and construction industry.

252. WA Labor will:

- a. investigate whether an occupational licensing regime in Western Australia is required in the following areas for workover \$20,000:
 - i. Brickwork;

- ii. Carpentry (including formwork);
 - iii. Window Glazing and Fixing;
 - iv. Tiling;
 - v. Painting; and
 - vi. Plastering.
- b. Where there are changes to occupational licensing, provide clear and easily accessible pathways to recognise prior learning and experience.
253. Consider best practice models for occupational licensing while acknowledging the challenges faced by the WA construction industry.
254. Labor will consider introducing a licensing regime for property developers which would require developing entities to do the following:
- a. Demonstrate financial and operational capacity to complete any proposed developments and address any building defects that may arise;
 - b. Demonstrate a commitment to ongoing ethical behaviour by the developing entity, its key decision makers or other influential persons;
 - c. Not engage in phoenix activity or unfair commercial practices;
 - d. A requirement that developers not impose, either through their actions or admissions, conditions, requirements or unrealistic time frames on building contractors that could reasonably be said to lead to, or have resulted in, unsafe work practices, breaches of a Commonwealth or state law or poor building quality outcomes;
 - e. Cascading statutory trust accounts and/or Project Bank Accounts (where funds, including retention payments, are held in trust/in allocated bank accounts for head contractors and subcontractors until payments are due) to be expanded to include developers in respect of each project that the developer is responsible;
 - f. Not engage in deceptive or misleading conduct in the course of marketing a development to the public;
 - g. Publicly disclose the source of funding of any development; and
 - h. Nominate a natural person as a nominee.
255. WA Labor will:
- a. Hold principal contractors to account for the actions of their subcontractors;
 - b. Continue to utilise project bank accounts State Government jobs to protect payments to contractors and their employees;
 - c. Implement effective government sanctions on principal contractors that use companies who engage in pyramid subcontracting and sham contracting arrangements;
 - d. Apply a vigorous auditing process to hold principal contractors and employers to account; and
 - e. Work with stakeholders to introduce a system to protect redundancy entitlements of workers on government projects by ensuring redundancy entitlements are paid to independent Approved Worker Entitlement Funds.

Non-Compliant Building Materials

256. 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.

Fire Sprinkler System and Mechanical Plumbers Licensing

257. WA Labor recognises the many disasters that have taken place within Australia and abroad involving inappropriate instalment of highly important fire suppression sprinkler systems. These systems along with mechanical plumbing and medical gas lines are vital in ensuring the health and safety of workers and everyday West Australians. Regulation of the industry may be needed to ensure West Australians are not at risk from dodgy, unqualified contractors, making them either acquire the appropriate licenses or cease to operate.
258. Conference urges the Cook WA Labor Government to seriously consider demand-side drivers, including a surge of investor activity in the WA market for existing residential properties, in its efforts to increase the availability of affordable housing.
259. WA Labor recommends reform to the State's tax system with the explicit goal of increasing the attractiveness of investment in new housing developments relative to, in particular, investment into existing housing stock.
260. WA Labor welcomes investment into the development of new housing developments and believes an examination of the State's tax regime would be an effective lever to align investor incentives with the public good.

Industrial Relations

Promoting Fairness in Labor Relations

261. WA Labor believes that the industrial relations system is a defining statement about the society we want. It helps characterise both our society and the community values we hold important.
262. WA Labor will:
- a. Investigate supply chain responsibility legislation in Western Australia which confers responsibility and duties on the building product supply chain.
 - b. Ensure principal contractors to account for the actions of their subcontractors;
 - c. Implement effective government sanctions on principal contractors that use companies who engage in pyramid subcontracting and sham contracting arrangements; and
 - d. Apply a vigorous auditing process to hold principal contractors and employers to account.
263. 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.
264. 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.
265. 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.
266. WA Labor believes that strong right of entry laws for unions lead to better industrial protections for workers and safer workplaces. WA Labor recognises the particular difficulties faced by FIFO workers in the resources sector who are required to stay in accommodation camps to perform work in remote parts of Western Australia. To this end, WA Labor will review removing the prohibition on union officials to exercise right of entry into accommodation camps.

267. 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.
268. 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 with a focus on creating permanent, full-time jobs.
269. WA Labor believes that quality public services are best delivered by government encouraging and maintaining direct employment in all government departments, agencies, and corporations.
270. 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.
271. WA Labor believes that justice for all employees, regardless of where they work, is best secured by strong unfair dismissal protections.
272. When making decisions on industrial relations, WA Labor should adhere to principles of open government and administration and encourage review of and transparency in decision making.
273. 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

274. 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.
275. 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 wellbeing.
276. 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.
277. WA Labor will ensure workers with a disability in WA have access to information and support about their workplace rights.

A Fairer Legal Framework

278. 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 transfer 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 employer's 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 can 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.

279. WA Labor recognises that collective bargaining is not necessarily beneficial for all workers, particularly in low paid industries. WA Labor will ensure that the range of minimum conditions and entitlements are improved in line with the positive proposals for workers contained within various reviews of the industrial relations systems conducted under WA Labor governments.

280. 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.

281. WA Labor will ensure that a provision providing Redundancy Payments to reflect community standards will be inserted into the Minimum Conditions of Employment Act.

282. WA Labor will ensure that resources are directed to ensure compliance by all employers with such minimum standards.

283. 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.

284. WA Labor supports the right of every worker to a safe home, community, and workplace.

Labour Hire

285. WA Labor acknowledges the community wide dissatisfaction and anger towards the practice of labour hire.

286. WA Labor notes that:

287. Non-Disclosure Agreements (NDAs) are often used to silence workers and protect employer seeking to avoid accountability or the need to address workplace culture.

288. WA Labor calls on the state government to:

- a. Legislate to limit the use of non-disclosure agreements in sexual harassment cases to prevent victim-survivors being silenced; and
- b. Ensure a trauma-informed approach so that victim-survivors have a choice and agency when signing nondisclosure agreements.

289. WA Labor acknowledges that labour hire businesses weaponise job insecurity, casualisation and flexibility to cut wages and conditions across every industry in Western Australia.
290. WA Labor will protect workers from exploitation in the labour hire industry and commends the Same Job, Same Pay laws passed by the federal government . WA will set up a licensing scheme to regulate labour hire operators that includes:
- a. A fit and proper person test on owners/directors of labour hire companies and authorised representatives of such companies;
 - b. A threshold capital requirement based on held assets and revenue and cash flow;
 - c. Annual reporting requirements;
 - d. A compliance unit within Government;
 - e. A fee structure that at least partially funds the regulatory framework; and
 - f. Imposing significant penalties for the use of unlicensed or unregistered labour ‘host’ or ‘primary’ employers.
291. If needed, WA Labor will legislate an Act in line with either 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.
292. 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 Western Australia.
293. Such legislation may:
- a. 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:
 - i. 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;
 - ii. WorkCover insurance obligations;
 - iii. Workplace health and safety legislation;
 - iv. Equal Opportunity Act 1984 (WA) and similar federal legislation;
 - v. Taxation and Superannuation Guarantee legislation; and
 - vi. Criminal Code Compilation Act 1913 (WA).
 - b. 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;
 - c. Licence inspectors will have the power to enter workplaces without warrant;
 - d. 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;
 - e. Establish a register of labour hire employers in Western Australia; and
 - f. 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.
294. WA Labor will investigate legislation that ensures labour hire employers must provide:
- a. 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

295. 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 practices ignored by the management, owners, and directors of companies.
296. WA Labor commends the state government and the federal government for legislating to improve workplace safety, including the introduction of Industrial Manslaughter laws.
297. WA Labor continues to advocate for the following health and safety principles in existing and future legislation:
- 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. Legislation must ensure that jail is a reasonable and foreseeable prospect for serious breaches of WHS duty;
 - g. Acts or omissions that are reckless or grossly negligent form the test of what may attract a jail term; and
 - h. Where a regulator fails to initiate a prosecution, a union or another party with an interest must have a right to initiate a prosecution.

Unions

298. 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.
299. 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.
300. Consistent with freedom of association, a positive right for the relevant union to request from employers their employees work contact details so workers can be contacted by their Union and made aware of their employment conditions and right to join their Union.
301. 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

302. WA Labor recognises that workers are often excluded from access to the Commission if they do not fit neatly into the definition of 'employee'.
303. 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.
304. 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.
305. 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.
306. 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 International Labour Organisation (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

307. 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 WA Labor will:
- a. 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.
308. WA Labor notes the many examples in recent history of the failure of foreign businesses, under contract by the WA government to deliver projects 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.

309. WA Labor 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.
310. 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 to maintain industries vital to our diverse set of communities and the workers employed in them. It is in this vein 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; and
 - c. To not allow provisions that will remove skills assessments for key trades being imported into Australia.
 - d. To not accept provisions that threaten the ability of Australian federal, state, and local governments to legislate in the public interest;
 - e. To recommit negotiating within the World Trade Organisation (WTO) so that trade reform applies equally to all countries of the world;
 - f. To push for provisions that will require imported goods to be to Australian standard; and
 - g. 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

311. 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.
312. WA Labor notes that Equal Remuneration 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 traditionally female industries, occupations, or callings.
313. 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.
314. 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

315. 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.
316. 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.
317. 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

318. 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 to control the exploitative conditions under which they are engaged.
319. WA Labor is committed to ensuring that outworkers throughout Western Australia are engaged under secure, safe, and fair systems of work.

Workplace Hazards: Prevention, Treatment, Compensation Work Health and Safety

320. WA Labor believes that all people deserve to work in an environment free of exposure to risk in their workplace.
321. 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. Working with other states and territories to ensure that the national harmonised framework of work health and safety laws is maintained and strengthened to meet the highest international standards;
 - b. Ensuring that WorkSafe is well resourced and empowered to be a tough regulator noting the significant increases in resources under the State Labor Government;
 - c. Blocking attempts to expand the Comcare scheme;
 - d. Developing a strong regulatory framework which ensures the health, safety, and wellbeing of FIFO workers.
322. WA Labor believes that a strong and empowered health and safety regulator 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. Investigate how to improve CIT (White Card) certification through recognised Registered Training Organisations. This should include consideration of face-to-face delivery.
323. WA Labor believes that transport related fatalities which occur during a worker's duties to be classified as work related.

324. WA Labor will advocate for Safe Work Australia, National Offshore Petroleum Safety and Environmental Management Authority to become genuinely tripartite bodies.
325. WA Labor recognises the importance of appropriately classifying cancer causing carcinogens in the workplace and commits a WA Labor Government to implementing appropriate regulation to recognise these carcinogens.
326. 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.
327. 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 plan 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.
328. WA Labor expresses concern on increasing growth of silicosis cases in the WA Community. Conference strongly believes that workers should be protected from industrial disease and adequately compensated when disease occurs.
329. WA Labor will continue to build on its work in government to improve screening and testing for workers who are at risk of silicosis. Conference recognises that the Australia first legislative changes to mandate the use of low dose CT scans during health monitoring for artificial stone workers was an important step to better identify silicosis in working people.
330. WA Labor will take all necessary steps to eradicate the hazard posed to workers by exposure to silica dust. These measures will include a ban, as part of a national framework, on the manufacture, use and importation of certain engineered stone products, as well as other preventative measures including:
 - a. regulation outlining minimum safety benchmarks for application across all industries where workers are exposed to respirable crystalline silica dust;
 - b. comprehensive health monitoring program during and after employment to assist in identifying the onset of any dust-related disease;
 - c. dust register for all diagnosed cases of occupational lung disease; and
 - d. support (financial and psychological) for workers (and their families) diagnosed with occupational lung disease.

Workers' Compensation and Injury Management

331. 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 stronger 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;
 - iii. Incentivising the employment of injured workers; and
 - iv. Maintaining that a 'return to work' be lead by a worker's doctor and rehabilitation provider. WA Labor opposes any changes to the current act that would undermine a workers' right to decide whether they wish to participate in case conferences and opposes any changes that would allow suspension of a worker's entitlements for refusing to participate in a case conference.
332. Weekly payments should be set at a level equivalent to an injured worker's pre-injury average weekly earnings irrespective of their fitness for work and should not be subject to any caps or step-downs;
333. Costs associated with medical, and all related treatment should be covered for workers' compensation purposes with no arbitrary caps or limits; and
334. 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.
335. WA Labor is committed to the following principles with respect to workers' compensation. WA Labor calls on the State Labor Government to consider the following principles as a part of any review or proposed amendments to Workers' Compensation and Injury Management Act 1981 (WA):
- 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. In accordance with the current act, payments should not be ceased unless a worker has returned to their pre-injury duties, an order has been made by an Arbitrator or 21 day's notice has been given to the worker and the worker has not disputed that notice through an application at WorkCover. A worker's capacity for work, where the worker does not have a job or an ability to obtain a job, is not sufficient to allow for payments to be ceased;
 - c. 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 and give the worker 21 days notice to dispute the suspension 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 if the employee does not consent, convene a conciliation conference in the first instance to seek to resolve the dispute;
 - d. That an employee in receipt of workers' compensation should accrue both annual leave and long service leave;

- e. 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;
 - f. That representatives of the employer and/or insurer are not entitled to be present during medical appointments with injured workers;
 - g. 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;
 - h. 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;
 - i. That the 15% and 25% whole person impairment (WPI) thresholds, which prevent workers from pursuing common law claims against employers for negligence be lowered to 5% in line with all other personal injury claims;
 - j. Lowering the threshold which a worker needs to meet to apply for an extension of the prescribed amount for compensation payments. The threshold should be that the worker is unable to work in their pre- injury role;
 - k. That the definition of a 'worker' remains as it is;
 - l. That the option to release a worker's personal medical records (including any other records and reports), shall be at the discretion of the worker;
 - m. When a worker applies for recommencement of weekly payments "fit for pre-injury role/duties" is the only qualification required;
 - n. That workers have the right to pick their own return to work/ vocational rehabilitation provider and for that expense to be compensated by the employer/ insurer; and
 - o. That claims for psychological injuries and/or psychiatric disorders shall not be excluded due to "administrative action".
336. 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.
337. 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.
338. A WA Labor Government will consider the extension of presumptive cancer legislation to eligible fire fighters employed by the Department of Parks and Wildlife.

Strengthening of the OHS Inspectorate

339. 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.
340. WA Labor will ensure that there are sufficient active inspectors to perform the work expected and efficiently service the entire State.

Workers Compensation System

341. WA Labor will therefore:
- a. Ensure that the dispute resolution processes within the Workers Compensation system are expeditious and fair to workers.
342. WA Labor commends the State Labor Government for its commitment to introducing presumptive PTSD regulations for Ambulance officers.

343. Labor in government should investigate the introduction of 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 especially for the resources and construction industry.
344. WA Labor will investigate alternative means of ensuring comprehensive workers' compensation cover for all Western Australian workers.
345. 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.
346. 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.
347. 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.'
348. 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

349. WA Labor recognises the profound changes that have occurred in working arrangements and working patterns for many Western Australians.
350. With an increasingly 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.
351. 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. Investigating the portability of entitlements, particularly long service leave;
 - d. Investigating the concept of service to the industry as opposed to service to individual employers as a basis for accruing entitlements, particularly long service leave; and
 - e. A review of the Construction Industry Portable Paid Long Service Leave Act 1985 (WA). In particular, the review should focus on access to long service leave entitlements during periods of hardship and forfeiture of entitlements following breaks from working in the industry taking into account the transient nature of the construction industry.
 - f. 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.
352. WA Labor will ensure presumptive legislation protections for PTSD illness for Police, Fire and Emergency Service personnel.

Public Sector Employment

353. WA Labor is committed to prioritising permanent full-time jobs within government departments and agencies rather than outsourcing.
354. 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 appropriate industrial matters.

355. WA Labor acknowledges the clear concerns of public sector unions about State Government Wages Policy and seeks that the Government will not include a wage cap in future government approaches to bargaining. WA Labor understands that State governments will develop their own bargaining position on wages and conditions to take into that bargaining.
356. WA Labor commits the state Labor government to good faith bargaining with its work force. WA Labor recognises that to attract quality public sector staff that high quality conditions and pay rates are needed.
357. WA Labor will work with relevant unions of government employees on the systems and processes for managing change and organisational reviews and structures.
358. 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.
359. 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.
360. 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.
361. WA Labor will, where possible, return outsourced services to the public sector.

Government Procurement and Industrial Relations Standards

362. 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.
363. WA Labor will review all procurement policies and practices to ensure:
 - a. Secure employment for workers;
 - b. Long-term dividends for Western Australia, by changing how projects and services are procured and delivered;
 - c. Western Australia has strong communities where workers have secure and long-term jobs;
 - d. 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 their trade union and which do not promote individual employment contracts as a mechanism to undermine collective bargaining and the Award system;
 - e. WA Labor and a WA 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;

- f. 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. That a WA Labor Government set up a central unit to allow for the audit of the proper payment of wages and conditions by companies contracting labour directly to Government;
- h. Strong 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 WHS requirements of accommodation standards are increased; and
- l. A focus on creating new jobs for women with reporting on workplace diversity.

364. WA Labor is committed to and will:

- a. Explore the opportunity for use of 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 coupled with 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 utilise the directly employed public sector workforce wherever possible;
- d. Examine best practice minimum industry standards and best practice industry conditions for major contracts.
- 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. Public assets are built and constructed of the highest quality;
- k. Ensure that government contracts do not exert a down ward pressure on wages and working conditions;

- l. Incorporate as part of government tendering processes the requirement on entities engaging labour to promote and enter into collective agreements with their employees and relevant trade unions; and
- m. Develop and implement a procurement code of practice with the following objectives:
 - i. Support the award of state-funded work to businesses that meet the highest ethical and labour standards across their business;
 - ii. Promote job security in the State and reduce the incidence of insecure work;
 - iii. Ensure entities that choose to tender for state-funded work and/or are awarded state-funded work comply with their employee and industrial relations obligations in respect of their workers, contractors and sub-contractors, particularly with regard to the fair treatment of workers and upholding their workplace rights and safety;
 - iv. Promote workplace diversity and inclusive workplaces;
 - v. Help the state to identify and engage in procurement with entities that have a track record of industrial compliance with industrial laws and, in doing so, foster a level playing field for businesses competing for state-funded work;
 - vi. Foster and promote cooperative, constructive relationships between employers, employees and trade unions in the State; and
 - vii. Promote improved industrial relations planning and management at both the enterprise level and on specific projects.

365. WA Labor will:

- a. Oppose government initiatives and appointments that are actively hostile to workers or unions;
- b. Encourage trade union membership across both the private sector, public sector, and the broader economy; and
- c. 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.

366. 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.

367. 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.
368. Further a WA Labor Government will ensure that there is a willingness by government departments to exercise this power.
369. Where a WA Labor Government intends to change or issue tenders for any major contract for the provision of goods and services it should ensure that no new contract is entered into that disadvantages those employees of the outgoing contractor, with respect to employment including continuity of service and entitlements, wages and conditions and maintenance of labour levels.
370. 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.
371. 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 to protect and lift the skill base of the Western Australian workforce, create local jobs, and help in the diversification of the State Economy.

Minerals and Energy Introduction

372. 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.
373. 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.
374. 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. Establishing a public, centralised repository of supply chain transparency and due reports.
375. 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

376. 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. Seek to actively engage with traditional owners to ensure proper consultation under the Federal Native Title Act and State Aboriginal Heritage Act with the view to ensure mining titles are processed in a timely manner; and
- f. Investigate ways to increase 'green fields' exploration undertaken in the State.

Balancing Development

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

- 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 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;
- 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:
 - i. People moving into an area of development;
 - ii. Development of independent communities; and
 - iii. Local governments, including ensuring costs incurred by local government as a consequence of development are met through appropriate mechanisms.
- 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

378. WA Labor recognises the importance of reliable and cheap energy to power Western Australian homes and industry. The generation and distribution of energy needs to balance sustainability, affordability, available resources, and technological change.
379. WA Labor in government will implement a Renewable Energy Target of no less than 70% by 2030. Western Australia will require significant new renewable energy manufacturing capability to meet this target. To boost local renewable energy technology manufacturing, WA Labor will:
- a. Facilitate large-scale wind and solar projects to make their final investment decision on a timeline which will enable their commissioning to be completed before 2030.
 - b. Continue investing in the renewable energy manufacturing supply chain through the Wind Turbine Manufacturing Initiative.
 - c. Complete a renewable energy technology demand model to give original equipment manufacturers the certainty to invest.
 - d. Finish construction of the Advanced Manufacturing Technology Hub (AMTECH) in Picton and begin production of transmission infrastructure materials before 2028.

Energy Utilities

380. 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

381. 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.

382. 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.

383. 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

384. 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.

385. WA Labor recognises the unique needs of people living in rural and regional Western Australia.

386. Consistent with this section, WA Labor in government will use specific powers available to the Environment Minister under the Environmental Protection Act to withdraw expired approvals for the Kintyre, Yeelirrie, and Wiluna uranium projects.

387. 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.

388. 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

389. WA 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.
390. 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.
391. 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.
392. 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.
393. 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.
394. WA Labor will seek to balance the challenges and benefits of FIFO and other long distance commuting arrangements for regional employment with the need for sustainable, vibrant communities in regional Western Australia.

Fly In Fly Out and Regional Communities

395. 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.

396. WA Labor acknowledges that 'fly in fly out' (FIFO) work arrangements in Western Australia can lead to stress in family relationships, isolation, loneliness, depression, and mental health issues. WA Labor recognises the need for industry and government cooperation to improve the working conditions and arrangements for FIFO workers. fatic
397. 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:
- a. Ensures FIFO work arrangements are limited to genuinely remote and temporary operations and that workers are provided with genuine choice over where they live;
 - b. 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;
 - c. 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;
 - d. 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;
 - e. Ensures key stakeholders, including Local Government, are engaged where the project will be located to address social and community infrastructure requirements;
 - f. Ensures that project approval regulations stipulate a requirement for all companies to submit a local employment policy plan, to maximise local job opportunities; and
 - g. 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

398. WA Labor acknowledges the importance 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; and
 - d. Providing an environment that supports recovery.

Local Decisions by Local Leaders

399. 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.

400. 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

401. 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.

402. 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.

403. 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.

404. 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.

405. WA Labor recognises the benefits of First Nations People plant knowledge and tourism and will implement further programs to facilitate these endeavours at the community level.

406. 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.

407. WA Labor in government will continue to advocate to the Federal Government for increased baseline funding to Prescribed Body Corporates (PBCs) to provide for:

- a. Adequate full-time staffing;
- b. Access to appropriate legal and expert advice;
- c. Increased internal capacity; and
- d. Resourcing for ongoing active engagement with community and other stakeholders.

A Sound Economic Base for Our Regions

408. 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.

409. 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 and Future Made in Western Australia policy to facilitate the development of regional economies;
- c. invest in regional infrastructure and services;

- 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;
- 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

- 410. 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.
- 411. 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.
- 412. 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:
- 413. 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.
- 414. 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.
- 415. 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.
- 416. 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.

417. WA Labor will investigate the establishment of a fund to assist regional communities to participate in the environmental impact assessment of major projects.

Sustainable Energy for Our Regions

418. 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.
419. 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

420. 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 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.
421. WA Labor will reinforce the role of the Department of Agriculture to maximise support for existing agricultural industries and the development of new initiatives.
422. 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.
423. 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.
424. 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.
425. 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.
426. WA Labor will work with the Australian Government to protect Western Australia's scientifically based quarantine standards.
427. 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

428. 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.

429. 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

430. 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; and
- c. Managers must be involved in the effort.

431. 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.

432. 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.

433. WA Labor recognizes that the current and projected impacts of climate change on regional life are increasing and that supporting the viability of regional development, services, infrastructure and industry will have to seriously consider the sustainability of living in regional communities and areas

Pastoral Land Tenure

434. 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. WA Labor also recognises 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 WA Labor 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;
- iv. Promote efficient pastoral production without degradation of the rangeland, and deterioration of the waterways;
- v. Support the development of a voluntary stewardship program which actively supports and encourages leaseholders to remediate degraded areas and protect areas of conservation value;
- vi. Monitor the condition of pastoral leases to improve management and ensure that all future land use options are retained; and
- vii. 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

435. 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.

436. 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. the 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.

437. 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.

438. 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

439. 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.

440. 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.

441. 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 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

442. 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.

443. 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.

444. 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.
445. 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 are a significant factor in this and will investigate methods of cost effectively reducing them and ensure that these methods will start to be implemented during the period of the present Forest Management Plan.
446. 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

447. 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.
448. 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.
449. WALabor 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

450. 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.
451. 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

452. 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.
453. WA Labor will utilise mechanisms available to it, including legislation, to create the best possible fair-trading environment.
454. WA Labor is also concerned about small and micro businesses being compelled by larger entities to operate their businesses in certain ways to obtain work or supplies.
455. 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.
456. 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.

457. 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.

Small business and legal system

458. WA Labor will:

- a. Examine methods of simplifying the legal system 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

459. 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.

460. 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

461. WA Labor is committed to introducing an industry policy that promotes the development of new industry and the growth of existing businesses.

462. It is recognised that small business has not always had adequate access to government programs aimed at enhancing the productive performance of firms.

463. 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 of uniform compatible legislation and regulation between Commonwealth and State Governments in fair trading.

Western Australian and Australian Made Products

464. 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

465. 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.
466. 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

467. 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 twenty days of a proper account being rendered.

Planning and Small Business

468. Fluctuations in the supply of retail trading space in the metropolitan area has unnecessarily caused undue financial difficulty for small business retailers.
469. 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 consider their likely impact on existing small business.

Anti-Trust Laws

470. 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.
471. 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

472. 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

473. WA Labor will continually explore ways of reducing insurance costs for small business.
474. WA Labor acknowledges the cost of public liability insurance is having a detrimental impact on small business.
475. 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.
476. In government WA Labor through economic inducements will:
- a. Plan for the transition from fossil fuels to renewable technologies;
 - b. Encourage investment in research, development, and manufacturing in partnership between WA’s tertiary institutions, industry, and government economic agencies;
 - c. Encourage new housing and industrial developments to have 50% + renewable aspirational targets;
 - d. Develop greenfield manufacturing centres strategically placed to retrain and redeploy jobs lost in ageing and redundant energy producing technology; and

- e. Develop and retain WA rare earth resources and processing that is critical in the manufacture of renewable technologies.

Traditional Owners

477. 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. This includes recognition that Traditional Owners be included in the development of any project development agreement.

Procurement

478. WA Labor affirms its commitment to local content and local jobs. WA Labor will ensure that as much as possible, there is a local content component in all government procurement contracts.

479. 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.

480. WA Labor will engage with key stakeholders to ensure that there are measures in place that can result in action being taken against contractors that are found have breached occupational and health and employment standards. These measures should look to prevent contractors or sub- contractors that have consistently breached

481. AS4801, statutory employment obligations and industrial instruments from tendering for and becoming engaged on state government projects.

482. WA Labor believes that all state government funded projects should meet industry standards for the subcontractors and contractors engaged on these projects. WA Labor supports measures to ensure principal contractors do not impose unfair conditions on sub- contractors and as well as guaranteed security of payment for all works done on Government projects.

RESOLUTIONS

1. WA Labor State Conference calls on the Albanese Labor Government to:
 - a. Develop and implement a legislated Code of Conduct for consultants that includes substantial penalties for breaches;
 - b. Require consultancies to provide a client list to enable identification of possible conflicts of interest, and;
 - c. Develop and implement a debarment regime, based on the regime developed by the WA Labor Government, that allows consultant firms to be banned from government contracts for breaches of ethics and integrity, including in their operations in overseas jurisdictions.
2. The WA Labor State Conference calls on the Albanese Labor Government to support outcomes in service wide bargaining that deliver a real pay rise for APS workers that keeps up with the rising cost of living.
3. WA Labor State Conference recognises that decent pay rises for APS employees will ensure the Commonwealth Public Service can once again attract the skills it needs to deliver for the Australian community
4. WA Labor State Conference calls on the Federal Labor Government to reform the purpose and composition of the Tax Advisory Board to include a more diverse range of views and experiences, including from the union movement and community groups and advocates. Corporate tax avoidance and government procurement.
5. The WA Labor State Conference calls on the Federal Labor Government to amend Commonwealth procurement processes to exclude companies based in tax havens

from government tendering processes.

6. United Workers Union members work every day to ensure a safe and secure environment for all West Australians when visiting Crown Perth. Whether it's in security, table games, environmental services, hotels, food and beverage outlets, Union members look after you. Union members know what it takes to make Crown Perth run. They are at the coalface of the implementation of the recommendations from the recent Perth Casino Royal Commission. It is critical to the job security of UWU members for governments and regulators to respond appropriately and holistically to governance and culture shortcomings at Crown. This should be done by strengthening the existing regulatory, governance and compliance frameworks and enabling those who work in the industry to better participate in these processes. This Conference recognises that casino workers' voices must play a significant role in the ongoing oversight and management of WA's Gaming Industry, including in relation to harm minimisation.

This Conference recognises the commitment of Minister Whitby and the Premier to ensure Union members at Crown Casino are a key stakeholder in the reform and regulation of the Casino industry and support their continued commitment to ensuring workers at Crown Perth are heard within government.

We call on the WA Labor Government to establish mechanisms for direct worker involvement in casino regulation and governance and to ensure responsible gaming advisers have access to appropriate and independent training and advice, including from their Union, to enable them to enforce harm minimisation obligations properly.

7. WA Labor State Conference calls on the Federal Labor Government to:
 - a. Permanently suspend mutual obligations and work towards bringing employment services system back as a public service and;
 - b. Work with unions, civil society groups and employers to develop a new public employment services model that is not punitive and genuinely improves employment outcomes.
8. This Conference:
 - a. Congratulates the Federal Labor Government for ensuring low- paid workers have access to genuine bargaining via their Multi-Employer Bargaining reforms
 - b. Acknowledges the work of the State Labor Government to highlight and tackle the low wages and exploitation of workers in industries such as Contract Cleaning and Security
 - c. Calls on the State Labor Government to ensure, as a significant contractor of cleaning and security services, that it can give full effect to these essential Federal reforms.
9. Co-operatives and mutuals offer an inclusive business model and an alternative basis for raising capital and managing risk that allows participants to meet their common economic, social and cultural needs and aspirations.

WA Labor notes the ongoing work by the Cook Government to foster a regulatory and public policy environment that supports growth in the participation in the co-operatives model across a broad range of industries and contexts. Consistent with this, WA Labor will:

- a. Continue work to regularly review the regulatory frameworks that govern co-operatives to ensure that it continues to meet the needs of those organisations.
- b. Ensure continuous improvement of advice, education, training and information is provided at all stages in the establishment, governance and regulation of co-operatives.
- c. Facilitate ongoing innovation to further grow the co-operatives sector, including in emerging and existing industries.

d. WA Labor recognises the importance of loans to producer- owned co-operatives provided under the Loans (Co-operative Companies) Act 2004.

10. WA Labor State Conference calls on the Albanese Labor Government deliver an urgent and significant jobs boost to Services Australia. It is well known that many labour hire businesses weaponise job insecurity, casualisation and flexibility to cut wages and conditions across every industry in Western Australia.

The unscrupulous use of labour hire workers undermines the pay and working conditions of directly employed working people.

Labour hire is used to circumvent industrial agreements and to avoid paying employee entitlements, with labour hire workers being paid less than permanent employees.

That is why the labour movement has sought to regulate these industries through a licensing scheme.

This proposal has been in the WA Labor platform since 2017. The West Australian Government has a 2021 election commitment to work with the Federal Government to introduce a national labour hire scheme or to implement one of its own.

To date there has been no scheme in place within Western Australia. Unscrupulous labour hire bosses are continuing to exploit workers through dodgy corporate structures and insecure work running rampant. This is at a time when cost of living is at an all time high and workers need secure, well-paid employment to provide for their families.

Western Australian workers need the government to act now. We call upon the WA Government in concert with the Federal Government to urgently implement a national labour hire licensing scheme in Western Australia.

In the 1980s the Western Australian government moved away from a centralised system for the delivery of infrastructure, maintenance and services.

The Public Works Department was dismantled, and there was an increase in commercial entities being charged with delivering contracts.

By the 1990s this model had evolved to the point that the government had lost nearly all internal capacity, leaving it with very ability to effectively oversee service or infrastructure delivery.

Costs ballooned, worker's rights were dismantled, delays became commonplace, and the community became desensitised to disappointment.

A string of failures underlines how broken the system had become with competition on price alone delivering poorer overall outcomes for the community. The Perth Children's Hospital, Perth Arena and the Fiona Stanley Hospital non-clinical services contract are all etched in the public's memory as failures in project delivery and maintenance.

There are now many layers between the government and the hired workers.

Historically, the Public Works Department was critical in the development of Western Australia and its infrastructure. It provided construction and maintenance services across industries. Importantly, the department carried a significant number of apprentices to build skills and training across a number of industries, but particularly the construction industry.

As a result of the pandemic, we saw how fragile our labour market is when we do not invest in our workers and their training.

Now is the time for the government to consider re-building its internal capacity by re-establishing the Public Works Department with the purpose of directly hiring trades and apprentices to provide maintenance services across departments and government infrastructure assets (such as hospitals).

11. Despite the state governments buy local policy, over the last 40 years Western Australia has witnessed a sharp decline in the use of domestic products in the building

and construction industry. These days not only are tiles, bricks and glazing being imported, but so are the plasterboard and timber that we use. This use of imported products is detrimental to the jobs and security of working Western Australians and, in some cases, it is a health and safety risk (such as when plasterboard contains asbestos, or cladding is flammable).

The recent COVID crisis has also exposed the effect an over reliance on imported building products can have on the economy, as a world-wide shortage of building products led to substantial price increases, which sent many builders to the wall.

Western Australia can and must do better to promote the use of Western Australian building products in the building and construction industry.

WA Labor calls on the state government to review and build on its buy local policy to ensure its effectiveness in the building and construction industry.

12. Every day, first responders, such as paramedics and firefighters, are called upon to help West Australians on the worst day of their lives.

This work, while rewarding, has a lasting impact on first responders, physically and emotionally. This trauma is felt throughout their workplaces, their families and their communities.

This Conference acknowledges the tireless work of Union members to raise the challenges facing first responders in our Worker's Compensation system and the work of this Labor Government to deliver these much-needed reforms.

This Conference commits itself to ensuring these reforms are the beginning of supporting first responders, not the end of it, and working with Unions to tackle the stigmas that remain around mental health and seeking support.

13. Conference notes that the current Western Australian industrial relations laws allow unregistered employee representatives to represent employees before state tribunals and courts without the requirement they be subject to any governance or accountability mechanisms that registered organizations such as trade unions are required to comply with.

Further, it is noted that, unlike registered trade unions, unregistered employee representatives are often employed by for-profit businesses that are not democratic and are not accountable to the membership of workers.

It is of significant concern that the WAs laws allow for this in a context where historical importance has been placed on a well-ordered system of industrial relations in our state.

To prevent unregistered associations setting up in WA and purporting to have the right to enrol and represent workers in industrial matters, despite those workers being eligible for membership of an existing registered union, the WA government should make necessary amendments to the Industrial Relations Act 1979 (WA) (IR Act) and Associations Incorporation Act 2015 (WA) (AI Act).

These amendments should ensure action can be taken against a person or entity who knowingly makes a false or misleading representation to a worker that they have the right to represent the industrial interests of a worker or group of workers.

State industrial relations laws should not allow unregistered unions access to the state industrial relations system to collectively or individually represent members.

Tighter controls upon agents should be established to ensure their appropriate behaviour.

The State Government should consider any steps necessary to ensure unions are free of improper influence by employers.

14. Conference recommends that as part of the proposed AI framework and regulations, WA Government will develop a strategy to address the impacts on women.

15. This Conference notes that Crown is one of the leading hospitality employers in Perth, with a high number of young people, migrant workers and casuals employed on site. As well as employing upward of five thousand workers at one time, the Crown Perth site manages high risk activities including the only gaming floor in the State, multiple entertainment venues, large scale events, access to pools and accommodation. Crown has a responsibility as the largest hospitality site in Perth to manage these risks and ensure adequate application of Work Health and Safety is enforced to keep workers and patrons safe. This Conference stands with United Workers Union members who continue to fight for better conditions at Crown Perth.
16. This conference recognises that the staff at Perth Airport do critical work at one of the busiest airports in Australia and stands in solidarity with United Workers Union members who are currently bargaining for better pay and conditions with ISS Perth. These workers do critical work in ensuring Perth Airport facilities are clean and safe, making sure people get to their flight on time and that all patrons have a pleasant experience. The workers who undertake this work deserve pay and conditions that adequately reflect this contribution to the Perth Airport's critical function. Therefore, this conference: Calls on ISS to recognise the essential role cleaners and security staff at Perth Airport play. Ensure adequate pay and conditions are afforded to workers as part of the bargaining process.
17. WA Labor is committed to AUKUS, the \$12 billion investment in the Henderson Precinct upgrade and Mogami-class frigate projects. WA Labor supports the skilled, long term and well-paid union jobs these projects will bring to Western Australia. WA Labor: Shares Federal Labor's commitment to ensure that these projects will transform our skills, productivity, industrial capacity and science and research capabilities in Western Australia. Will work with the Federal Government to ensure that West Australian workers will benefit from the massive investment in industry, infrastructure, and common user facilities and maximise opportunities for Australian manufacturers in defence tenders. Welcomes the Federal Government's \$12 billion investment into the Henderson Precinct upgrade and will continue to support the creation of around 3,000 well-paid union jobs through civil construction, shipbuilding and submarine maintenance.
18. WA Labor notes that a number of years have now passed since the revelations of unacceptable behaviour including sexual harassment and sexual assault in fly-in-fly-out mining through the Enough is Enough Report, the Respect@Work: Sexual Harassment National Inquiry Report and similar reports, with little action stemming from industry. Part of the State Government's response to these revelations was the Respect in Mining program. The sole volunteer participant Gold Fields Australia was the beneficiary of positive media and publicity, but after two years of inaction they withdrew from the pilot leaving no industry participants. WA Labor expresses disappointment in the lack of take-up from industry, including Gold Fields Australia. WA Labor condemns the horrifying levels of sexual harassment faced at work by women in the WA mining and FIFO workforces. We remain concerned by the continued lived experience of women facing sexual harassment on WA mine sites, and call on the Cook Government to: Keep the WA mining industry employers accountable of their responsibility to prevent harassment against women on WA mine sites; Require that companies in the mining industry participate in, and implement the tools of, the Respect in Mining Program; Revisit the Recommendations in the Enough is Enough Report and implement Recommendation 22 and 24 as a priority; Publicly report on progress of implementation of the Respect in Mining and the Mental Awareness, Respect and Safety (MARS) Program; Have the Minister for Industrial Relations ensure that within the WorkSafe inspectorate, there is proper expertise to assess and respond to reports of sexual harassment and psycho-social hazards in the mining industry; and Provide a Report to the WA Labor State Executive on the Respect in Mining Program and its implementation.
19. WA Labor recommits to taking all necessary steps to eradicate the hazard posed to workers by the exposure to Silica Dust, an unwanted byproduct of mining processes in

Western Australia including the Pilbara, Goldfields and North-West and its devastating effects on workers in many heavy industries. WA Labor: Commends the State and Federal Government's action on crystalline Silica Dust including the banning of engineered stone. Calls upon the State Government and regulators to ensure proper dust monitoring regimes within WA's Mining Industry and if necessary, immediately lower the Workplace Exposure Limit to ensure the health and safety of all workers throughout Western Australia.

20. The Pacific Australia Labour Mobility (PALM) scheme is an Australian Government program designed to allow businesses to hire workers from participating Pacific Island countries and Timor-Leste to fill labour shortages, which has become increasingly exploitative in nature. As PALM Scheme workers are often located in isolated regional communities, they face exploitation without the visibility, safeguards and protections of workers in metropolitan communities. The WA Labor Conference condemns the practices of dodgy employers who have used the Pacific Australia Labour Mobility (PALM) Scheme to undercut the wages and conditions of workers in Australia. Imagine getting your pay at the end of the week, but seeing most of it denied through dodgy deductions for accommodation and transport. For thousands of PALM Scheme workers, this is reality. And it's not fair. WA Labor Conference implores the Federal Government to; investigate the exploitation of PALM Scheme workers as a matter of urgency; introduce a cap on employer deductions at 30% of a workers' gross wage per week; introduce a total prohibition on travel related deductions including the costs of travel from home countries and any visa procurement costs; develop a set of guidelines for employers that; prescribes clear accommodation standards, including a maximum ratio of workers per residence bedroom, bathroom, kitchen and laundry facility, and minimum indoor living space per resident rule; permits a union to carry out an inspection of an approved residence, where it has a member residing in the residence that has made a complaint around its quality; clarify responsibilities and duty of care to affected workers, and mandate response timelines for employers and the Commonwealth, after an employer reports a critical workplace incident; includes a clause outlining the role of unions in the operation and optimisation of the PALM Scheme; includes a clause requiring an employer to facilitate deductions to cover a workers' union fees if requested by that worker. Increase resources to the Department of Employment and Workplace Relations to improve develop and ensure compliance with the guidelines. WA Labor stands with PALM Scheme workers - it's time to stop excessive deductions and make sure PALM workers receive a fair day's pay for a hard day's work in our farms, abattoirs and care facilities.
21. WA Labor congratulates the work of the Cook Labor Government in putting the structures and funding in place to deliver a Just Transition for Collie. WA Labor recognises that there is still significant work needed to deliver a Just Transition for Collie's coal workers, their families, and the Collie community. WA Labor in government prioritise and work with industry to deliver new green metals smelting, alloying, servicing and fabrication industries in Collie to meet the expected loss of 1800 coal-related jobs. These new heavy industry jobs will be delivered before the final closure of Muja D power station in October 2029. WA Labor further recognises the complexity of closing the Western Australian coal industry, and that secure work for Collie's transitioning coal workforce and energy security for all Western Australians must override any other commercial concern.
22. This State Conference acknowledges the Cook Government for introducing legislation to introduce two new public holidays, including Easter Saturday. This State Conference recognises the retail workers, the essential services, the hospitality workers, and others, who work Easter Saturday and applauds the Cook Government for ensuring fair treatment for Western Australians working on Easter Saturday.
23. WA Labor will build on its success in diversifying and growing the Kimberley economy in areas such as tourism, aquaculture, pastoralism, and agricultural downstream processing, and will support the development of new industries that foster enterprise, providing economic certainty and future prosperity for First Nations communities.

CHAPTER 5: PLANNING, TRANSPORT, & ROAD SAFETY

Planning

1. A WA Labor state government will promote coordinated decision-making across government, ensuring that community priorities continue to be heard, including for affordable housing.
2. A WA Labor state government will specifically prohibit any property developer from holding a position on or related to any Joint Development Assessment Panel and will ensure that individuals of a Joint Development Assessment Panel do not hold any conflicts of interest.
3. A WA Labor State Government will inquire into the effectiveness and appropriateness of Joint Development Assessment Panels as part of the planning system.
4. A WA Labor State Government will continue to support the protection and management of the natural environment, with consideration of the environmental impact land development it will have on the natural environment and provide conditions on any development to protect the natural environment.
5. A WA Labor state government will continue to integrate 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. Any planning strategy adopted by a WA Labor state government will:
 - a. Continue its commitment to development around activity centres and transit hubs;
 - b. Develop activity centres throughout the metropolitan area and in regional areas to provide employment, amenity, access to public transport and good public education and health services;
 - c. Ensure adequate and sustainable availability of suitably zoned land in regional WA to meet affordable housing needs;
 - d. Ensure substantive retention of open space for recreation, food gardening, general community amenity, climate control, tree cover and foliage;
 - e. Strengthen the role of local parks, reserves and conservation areas to preserve natural amenity and protect these valuable community resources for the future;
 - f. Strategically improve residential development, focusing on sustainable and affordable housing developments around transport hubs. This will ensure population densities provide the critical mass for a more efficient and user-friendly public transport network;
 - g. Ensure all housing subdivisions are designed to be safe and livable spaces and so the maximum number of lots have full solar access, which will allow for optimum energy efficiency and affordability;
 - h. Facilitate increased housing diversity, density, affordability and choice. A WA Labor state government will establish mandatory residential infill density targets for local area planning schemes;
 - i. Apply energy, water and transport efficiency criteria to meet best practice standards;
 - j. Develop and fund a range of initiatives and incentives to improve the energy and water efficiency of public and private rental properties and privately-owned residences; and
 - k. Ensure that the release of residential and commercial land for development proceeds consistently with the final determination of public transport routes and other public infrastructure for that area and the wider area. The provision of public transport and infrastructure should occur concurrently with the development of land to avoid later prohibitive costs associated with implementing such transport and infrastructure in established residential and commercial areas.

6. A WA Labor state government will support policies and laws that encourage the sustainability of new and existing housing through appropriate retrofits, renovations and the efficient use of resources. A WA Labor state government will move to implement laws and policies that will provide criteria for the determination of whether a residence or collection of residences complies with sustainability requirements.
7. A WA Labor state government will 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.
8. WA Labor state government will ensure that local and government Authorities and land developers include and approve appropriate Sustainable Technologies for current and future new housing. This would include, but is not limited to, sustainable building materials, clotheslines, water tanks, 'grey water' recycling systems, solar panels for power and water heating, battery storage for power, innovative residential wind turbines for energy generation, effective insulation, double glazed windows, appropriate building materials and colours.
9. A WA Labor state government will review the operation of Building Regulations with particular regard to the effects that climate change may wrought upon the built and natural environment in WA in urban, peri-urban and regional locations.
10. A WA Labor state government will implement laws and/or a policy or policies that will require 'greening' targets to be satisfied within local area planning schemes or across certain residential and commercial areas to help curb the 'urban heat island' effect. Such a 'greening' policy will be achieved by the planting of trees, plants and other flora, preferably of a native and drought resistant type, and other such appropriate measures such as committing to policies that protect or expand tree canopy. These measures will also apply to regional areas.
11. A WA Labor state government will ensure that all state planning services and operations are led by the public sector. A WA Labor state government will work to ensure that local government planning and building surveying and compliance operations and services are not able to be privatised or otherwise able to be done by private service providers.
12. A WA Labor state government will ensure that planning policies, laws, processes, and decision making, including at local government level, do not discriminate against enterprises that will provide sex work services simply because those enterprises are sex work businesses. A WA Labor state government will provide fair and transparent planning policies, laws and processes in regard to sex work enterprises and will make decisions with appropriate regard for the public interest.
13. New townhouse, villa, duplex, apartment and other high density residential developments will contribute to the uptake of hybrid and full electric vehicles by legally required provision of vehicle charging facilities in carparks. New commercial high density office and other developments will also provide electric vehicle charging facilities in car parks according to new legal requirements.
14. A WA Labor State Government will promote urban planning policies that prioritise the development and adaptation of multi-purpose public spaces. As such, new stadiums and other public open spaces will be designed and managed as multi-purpose community assets. This includes exploring flexible designs, making school ovals available for weekend sporting groups, and creating multi-use areas that can also host community events, markets, and other local activities.
15. A WA Labor State government will directly provide for and work with local governments to improve planning schemes and strategies that plan for, maintain and improve pedestrian and dual use cycling/ pedestrian infrastructure in local areas throughout WA.
16. To build more new state housing homes/units of good quality, size, affordability and sustainability in areas with access to support services, transport and key infrastructure where possible.

17. To encourage residents moving into new homes to have a native garden with a drip water system to help to save water.
18. A WA Labor State Government will support and promote increased investment in WA's TAFE system and industry Registered Training Organisations (RTOs) to allow appropriate planning to accommodate the growing demand for skilled electrical workers in line with the projected labour requirements of the energy transition.
19. A WA Labor State government will highlight the importance of group training arrangements and apprenticeship programs for infrastructure projects to accommodate a steady supply of qualified workers, enabling the smooth completion of large-scale energy and infrastructure projects.
20. A WA Labor State government will support the appointment of a Clean Energy Jobs Advocate in WA, aligning with the Federal Labor Party strategy to oversee workforce programs and coordinate efforts between government, industry, and unions, ensuring efficient workforce mobilisation for energy projects.
21. A WA Labor State government will call for state initiatives to enhance the perception of clean energy jobs in WA, encouraging school leavers, women, and First Nations Australians to pursue careers in electrical trades as part of the energy transition.
22. WA Labor is committed to ethical service and planning procurement that supports Australian workers through practices that safeguard fair wages, secure employment, and adequate, safe staffing levels.
23. WA Labor will implement strategies to deliver concrete rules and plans to maximise local content, at state and local government level, enforcing ethical practises in supply chains and ensuring labour standards.
24. WA Labor will
 - a. Require local governments to consider ethical standards in procurement and retain the power to implement policies to encourage industry development, research and development, regional development and appropriate environmental employment and procurement standards.
 - b. Ensure adherence to ethical Government procurement requirements and practices for all Government spending and contracting.
 - c. Increase fairness and transparency in local and state supply chains including by targeting exploitative practices and by implementing ethical government procurement requirements and practices for all government spending and contracting and for all companies receiving Commonwealth financing and financial assistance, including in their supply chains.
 - d. Work with other states to strengthen institutions to protect labour standards, workers' rights, occupation health and safety standards and gender equality.
 - e. Prioritise full time jobs inn government contracted services.

Public Transport

25. WA Labor reaffirms METRONET is the centrepiece of our integrated transport strategy by building a network that connects communities, supports higher-density, sustainable urban development, and reduces car dependency.
26. WA Labor will prioritise:
 - a. A safe, accessible and reliable rail network that reduces congestion and emissions.
 - b. Strong integration between rail, bus, cycling, walking and other transport modes.
 - c. Housing, jobs and community facilities around stations to maximise public value.
 - d. Rail planning that anticipates future growth.
 - e. Building confidence in public transport through transparent planning and engagement.

27. WA Labor supports an expanded public transport network, including:
 - a. new routes
 - b. circular and cross-suburban services; and,
 - c. improved regional connections.
28. WA Labor will expand METRONET services across growing suburbs, ensuring families, students and workers have affordable and efficient transport options close to home.
29. WA Labor will strengthen the free CAT (Central Area Transport) services and extend support to key cultural and entertainment precincts, making it easier for people to access local businesses, tourism, and events.
30. WA Labor will continue to keep public transport in public hands and make efforts to insource privatised assets where practical, and fiscally responsible.
31. WA Labor will continue to ensure that the METRONET system is accessible for people living with a disability.
32. WA Labor will:
 - a. Provide affordable options for regional travelers using TransWA services.
 - b. Keep regional transport fares affordable and fair.
 - c. Invest in infrastructure that supports safer, more reliable services.
33. WA Labor will work to ensure safety of public transport passengers and workers by:
 - a. Adequately staffing our train stations and providing training to drivers and security officers alike.
 - b. Running awareness campaigns rooted in respect and community safety in regards to public transport.
 - c. Ensuring all modes of transport and stations meet modern safety standards.
34. WA Labor will continue to keep fares affordable and fair by:
 - a. Maintaining fare caps to ease pressure on household budgets.
 - b. Supporting concession schemes for students, seniors, and jobseekers.
35. WA Labor will continue to modernise public transport ticketing by:
 - a. Expanding contactless payment across the network.
 - b. Ensuring accessible, fair, and secure payment systems for all passengers.
36. WA Labor Will implement modernised ticketing platforms in a way that does not result in the reduction or replacement of frontline staff.
37. WA Labor supports the Made in WA agenda, including through:
 - a. Building METRONET passenger trains locally in Bellevue;
 - b. Manufacturing locally-made electric buses and ferries;
 - c. Expanding local production of iron ore rail cars and other rolling stock; and
 - d. Ensuring procurement maximises WA jobs, apprenticeships, and secure employment.
38. WA Labor is committed to improving public transport services for the benefit of the community through METRONET on Swan.
39. WA Labor will ensure new ferries are electric, and procured and maintained locally through the Made in WA initiative.

Active Transport

40. WA Labor will continue to encourage and expand active transport by:

- a. Invest in cycling and walking infrastructure across suburbs and regional centres.
- b. Continuing to improve connections between active transport routes and train stations and major precincts.
- c. Support local governments to deliver safe, community-friendly pathways.
- d. Promote active transport as a clean, affordable alternative that complements our investment in public transport.

Rail

41. WA Labor believes that rail belongs in public hands. Passenger and freight networks, rolling stock, and essential services should be operated and maintained for the public good, not private profit.
42. WA Labor is committed to strengthening public control of freight rail, reversing the negative impacts of privatisation on regional communities and freight users.
43. WA Labor supports moving more freight by rail and will work to improve access to ports, and expand the role of rail in diversifying WA's economy.
44. WA Labor will advocate nationally for improved interoperability across the national freight network.
45. WA Labor supports long-term planning of high-capacity freight corridors to future-proof WA's network, improve safety, and reduce emissions.
46. WA Labor is committed to creating safe workplaces in rail, ensuring fatigue management, fair rostering, and strong protections against abuse and harassment.
47. WA Labor supports the elimination of unsafe level crossings, working with local governments, communities, and unions to prioritise public safety.
48. WA Labor will ensure technology supports workers through consultation, transparency, and protections for privacy and job security.

Ports – Infrastructure and Planning

49. A WA Labor state government believes in the importance of the provision of public sector common user berths across ports in Western Australia.
50. Regionally based public Port Authorities play an important role in providing a stable economic base in our regions. WA Labor will:
 - a. Ensure port authorities are locally and/or regionally based where possible
 - b. Ensure port authorities are able to meet community and industry needs, and have board members comprised of industry, workforce, trade union and community representatives;
 - c. Not privatise existing and future ports or outsource port infrastructure, maintenance and operations; and
 - d. Ensure that port authority, towage, other ancillary services are provided under bargained enterprise and industrial agreements.
51. WA Labor remains committed to the construction of the Kwinana Outer Harbour.
52. A WA Labor state government will maintain 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.
53. A WA Labor government will ensure the upgrading and ongoing works at Fremantle port.
54. A WA Labor state government will ensure that Fremantle Port workers are supported in transitioning to the Kwinana Outer Harbour by:

- a. Maximising the employment opportunities for workers at the Kwinana Outer Harbour;
 - b. Working with unions to provide a just transition; and
 - c. Working with relevant and affected organisations.
55. The WA Labor State Government will investigate an upgrade to Bunbury Port, including future common-user infrastructure, to facilitate increased industrial activity throughout the South West.
56. WA Labor understands that an active and robust decommissioning industry in Western Australia could deliver major benefits economically, environmentally, and beyond.
57. WA Labor recognises the growing urgency for a local decommissioning industry as projects start to appear in Australian waters at an increasing rate.
58. A WA Labor government will work to develop legislative structures and infrastructure capacity to support a local decommissioning industry to support local jobs and ensure our commitment to environmental responsibility is achieved.

Australian Shipping

59. WA Labor supports Australian crewed shipping services and supports the federal governments strategic fleet program, including the review of the coastal trading act.
60. WA Labor supports Australian crewed shipping services to regional WA where possible and calls on a WA Labor state government to work with shippers on access arrangements for regular berthing schedules.
61. A WA Labor state government will continue to affirm that Australian Marine Crews should be used to crew all ships carrying WA Iron Ore for export and/or freight to another part of Australia and prioritise coastal shipping.
62. WA Labor calls on the Cook Labor state government to work with the federal government to re-establish Australian shipping and Australian seafaring pathways.
63. WA Labor calls on the federal government to ensure that ships within Australia's exclusive economic zone are Australian crewed where possible. Where ships within Australia's exclusive economic zone are not Australian crewed WA Labor calls on the federal government to ensure that workers are paid according to Australian law and occupational safety and health is upheld.
64. A WA Labor government will continue to engage via the coastal shipping taskforce to investigate the establishing of a coastal shipping trade.
65. WA Labor calls on Federal government to reestablish Australian flagged and Australian crewed shipping fleets, including creating training pathway initiatives for Australian trained seafarers.
66. WA Labor encourages training for Integrated ratings, officers and engineers to revitalise and replenish the Australian seafaring workforce.
67. WA Labor recognises that wage theft and exploitation of workers on and visiting Australia's coast is unacceptable. Similarly, any companies in Australia that assist or protect this exploitation are also to be condemned.
68. WA Labor commits to ensuring the welfare and conditions of foreign seafarers visiting Australian waters by working with the International Transport Workers Federation in its mission to eradicate wage theft and exploitation by:
- a. Ensuring all Ports and companies that operate ports in WA allow ITF inspectors access to internationally crewed vessels at their facilities;
 - b. Ensuring companies are assessed on previous compliance with the Maritime Labour Convention (MLC) and the presence of an ITF agreement, when under consideration for State remuneration; and

- c. Considering recommendations from the Australia Institute's Robbed at Sea report and investigating how they can be implemented at a state level.
69. WA Labor recognises that ports operating within Western Australia should be subject to the same regulations and conditions. Currently, some ports come under the Port Authorities Act 1999 while others come under the Shipping and Pilotage Act 1967 and the Jetties Act 1926.
 70. WA Labor will:
 - a. Establish a framework that sets out a path towards harmonisation of all Ports under the Port Authorities Act 1999 to create a clear and fair system for all Ports, companies and workers on the waterfront; and
 - b. While undertaking this process, the WA Labor State Government will work with all port service providers in WA to ensure the providers have appropriate qualifications and experience to provide that service.
 71. WA Labor recognises there are multiple licenses issued through port authorities. However, many companies working in the industry are not operating under their own licence but are using the licence obtained by a third party under methods such as a contracting model. This contracting model has created a loophole where companies can operate in the industry without proper scrutiny.
 72. WA State will undertake a review to ensure that any license issued by a port authority can only be used by the business that has obtained the licence.

Aviation

73. WA Labor recognises that WA's size, location and population density makes a vibrant and viable intrastate aviation industry a necessity.
74. WA Labor will use its regulatory power to create competition whilst balancing the coverage and stability of intrastate networks.
75. WA Labor affirms its opposition to the privatisation of local government airport and airstrip operations.
76. WA Labor will hold privately owned airlines accountable when utilising government infrastructure and assets.
77. WA Labor will continue to deliver lower cost regional aviation through the Regional Airfare Zone Cap Scheme.
78. WA Labor will 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;
79. WA Labor will encourage and develop the expansion of State, interstate and international aviation services;
80. WA Labor will ensure that aviation industry policy and employment laws protect Australian jobs in the aviation industry and address the issue of unsafe, low-paid and insecure jobs in the aviation sector.
81. WA Labor recognises that supply chains need to be accountable, transparent and have enforceable policies to address the issue of unsafe, insecure, low-paid and unfairly paid jobs.
82. WA Labor will ensure aviation jobs are safe, secure and equitable for the public interest.
83. WA Labor will support the decarbonisation of the aviation industry.
84. That WA Labor
 - a. Calls on the Albanese Labor Government to adopt a worker-centric approach to urgently needed aviation industry reform.
 - b. Recognises that aviation is a public good which warrants effective government

regulation, oversight and planning to create and maintain good Australian jobs in our cities and regions, and protect essential transport routes for businesses and communities.

- c. Calls on the Albanese Labor Government to ensure that an appropriate capacity exists to make binding and enforceable orders on all aviation supply chain participants, including:
 - i. Comprehensive dispute resolution mechanisms
 - ii. Maximising secure jobs,
 - iii. Complying with 'same job, same pay' principles in all hiring practices across the supply chain, and
 - iv. The ability to inquire and make recommendations to the government about any issues facing the sector, including the use of fair procurement policy.

Roads & Road Safety

85. A WA Labor state government will ensure sustainable development in transport infrastructure ensuring that shared and public transport options are supported, as well as road infrastructure
86. WA Labor firmly believes roads are a public service and a right for the Australian public to gain accessibility to our great state. WA Labor vehemently opposes toll roads as a barrier to this public service and the accessibility it grants West Australians and visitors.
87. WA Labor is committed to a safe, efficient state road network
88. WA Labor will improve communication, line markings and signage on WA roads to better reduce confusion and enhance driver experience and safety.
89. WA Labor believes in safer roads and incentives for road users doing the right thing
90. WA Labor is the party for working people and recognises transport and logistics operators as an essential service, utilising the road network to deliver goods to ensure WA operates effectively. WA Labor understands that more must be done to increase awareness and educate road users on how to interact with heavy vehicles in the effort to prevent deaths
91. WA Labor will invest in regional road infrastructure with an emphasis on safety as the highest priority, including but not limited to:
 - a. Regional rail crossings
 - b. Truck driver parking bays with amenities and ablution facilities
 - c. Rumble strips
 - d. Overtaking lanes
92. WA Labor will deliver long term road safety strategy dedicated to reducing deaths and serious injuries on our roads. This will include measures to lower accident rates in passenger and road freight industries by tackling dangerous contracting practices in transport supply chains.
93. Labor remains committed to the ongoing existence and adequate funding of the Road Safety Commission. A WA Labor state government will work with the Road Safety Commission and other relevant agencies to:
 - a. Undertake proactive research into causes of all road accidents;
 - b. Ensure road design and construction contribute to road safety;
 - c. Produce appropriate advertising and other campaigns to ensure education and awareness of the general public of causes of road accidents;
 - d. Work with key stakeholders to promote safe towing of caravans through education.
94. WA Labor state government will continue to work to make regional roads safer.

Freight

95. WA Labor recognises the ongoing importance of the road freight industry now and into the future and will work to foster collaboration between road freight industry regulatory bodies.
96. WA Labor will investigate how remuneration within the intrastate road freight industry interacts with road and other safety outcomes and obligations.
97. A WA Labor government will ensure that resource mining sector companies contribute to the upkeep of regional roads that service the mines they operate under lease from the state government.
98. WA Labor remains committed to regional bypass road projects to reduce travel time to and between regional towns and cities and to limit intense periods of holiday traffic congestion on state regional roads. WA Labor recognises the importance of supporting bypass regional road projects to avoid heavy road transport passing through regional urban centres and towns.
99. WA Labor will continue to fund mental health initiatives for transport workers in the effort of reducing death by suicide in a vulnerable and at risk industry.
100. A WA Labor state government will do all that it can to stop the crisis in the road transport industry and recognise the unique nature of owner- drivers in the road transport industry including 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 extend cover small vehicles, couriers and gig economy workers carrying under 4.5tonnes.
101. WA Labor is aware that the transport industry has an ageing workforce and will take steps to further attract and retain truck drivers through education, for the occupation to be considered a long-term career and for a safer and more equitable industry.
102. WA Labor will support education pathways for the transport industry, including but not limited to, an apprenticeship or traineeship scheme to professionalise the role of truck drivers and attract and retain new entrants into the sector.

Taxi, ride share and gig economy transport

103. WA Labor believes in a fair and equitable taxi, ride-share and gig economy transport system for both drivers and the public.
104. A Labor government will continue to ensure a competitive, flexible and innovative transport market, while prioritizing passenger and driver safety and simplifying regulation.
105. An essential operating framework for this market is the Transport (Road Passenger Services) Act 2018 which authorises all on-demand transport operators and removes restrictions on how, when and where taxis and ride-share services operate. A WA Labor government will continue to monitor the implementation of the Transport (Road Passenger Services) Act 2018 to ensure fairness, equity and safety.
106. WA Labor aims to ensure that Western Australians can access safe, fair, flexible and accessible travel options across the State, while also ensuring drivers of both taxis and ride-share can operate in a fair and safe working environment.
107. To this end, a WA Labor government will implement the new Passenger Transport Subsidy Scheme (PTSS) to ensure efficient and fair use of the scheme. A WA Labor government will engage with key disability and community stakeholders to ensure an efficient and effective scheme.
108. A WA Labor government will also ensure continuous improvement to the provision of Wheelchair Accessible Vehicle (WAV) taxi services to help improve accessible transport across metropolitan and regional Western Australia.

109. Gig economy transport includes owner drivers of small goods and food delivery services. A WA Labor government will work to ensure safety standards by undertaking a review of the Owner Drivers (Contracts and Disputes) Act 2007.

Resolutions

1. Conference proposes that: Students over the age of 18 who are enrolled in secondary education at senior campuses be granted free public transport, in recognition of their ongoing educational needs and financial vulnerability. Funding sources and partnerships be explored to ensure no student is denied access to education, excursions, or school events due to transport costs.
2. This conference recognises that the Owner-Divers (Contracts and Disputes) Act 2007 needs updating to: Reflect a changing industry Extend to vehicles under 4.5 tonnes including last mile couriers and gig economy workers Ensure safer workplaces and safer roads Extend basic rights and dispute resolution to all owner-drivers Recognise the essential role of small vehicles in modern logistics Create a level playing-field across the transport sector
3. WA Labor acknowledges the importance of tree cover and building design in combatting the adverse effects of the ‘heat island effect’ as our climate changes. WA Labor:
 - Supports taking action to protect sensitive ecosystems and increasing tree cover on the Swan Coastal Plain;
 - Supports an active effort from the state government to regulate against creating heat sinks in new developments;
 - and Will explore disallowing black & dark-colour roofs in new buildings to reduce the heat sink effect.
4. This Conference:
 - recognises that the WA bus network is a vital component of the integrated system that links train lines with outer suburbs and connects communities; acknowledges bus drivers are a key component of closing the loop in public transport, and respects the important role they play;
 - recognises that reasonable turn-around times, high-quality amenities, and action on anti-social behaviour are key to attracting and retaining skilled bus drivers;
 - and recommits WA Labor to the following standards for WA bus drivers:
 - a living wage;
 - safety at work;
 - security of employment;
 - and dignity in retirement.
5. This Conference:
 - Recognises that Western Australia’s public transport network, including our trains, buses, road coaches, ferries, and supporting services, is vital to connecting communities, enabling economic participation, and keeping our State moving;
 - Acknowledges that frontline workers such as transport security officers, revenue protection officers, and cleaners are essential to maintaining a safe, reliable, and welcoming system for all passengers;
 - Notes with concern that the ongoing outsourcing of cleaning, security, and related transport services has led to inconsistent employment standards, job insecurity, underpayments, and poor treatment of workers by private contractors; and Calls on WA Labor to commit to: progressively insourcing these essential services to ensure they are directly employed under fair, transparent, and secure public sector arrangements; guaranteeing all workers in the public transport

network a living wage, safe workplaces, and secure employment; ensuring consistent training, supervision, and support across all roles in the transport network; and upholding the principle that those who keep our transport system running deserve dignity, respect, and fairness, not exploitation by third-party contractors.

6. Rail infrastructure workers are critical to keeping Western Australia's transport network safe, efficient, and reliable. They build, maintain, and upgrade the rail lines that connect our cities, regions, and industries, often working in harsh, remote, and high-risk environments. However, the highly contracted nature of the rail infrastructure sector means that workers frequently move between employers as projects start and finish. Despite years, and in many cases, decades, of continuous service to the same rail network, they lose continuity of service and long service leave entitlements when contracts change hands or finish up. This creates an unfair system that undermines job security, punishes loyalty, and fails to recognise the long-term contribution of these workers to the State's critical transport infrastructure. Conference calls on the State Government to:
 - Investigate expanding the Construction Industry Portable Long Service Leave Scheme to rail infrastructure workers in Western Australia;
 - Ensure the scheme covers workers engaged by principal contractors and subcontractors across publicly funded rail projects;
 - and Recognise the contribution of this workforce by guaranteeing that years of service in the rail infrastructure sector are portable, respected, and rewarded, regardless of which employer holds the contract.
7. This Conference
 - Recognises that Western Australia's public transport system, encompassing rail operations, bus services, infrastructure delivery, and maintenance, is undergoing rapid technological change driven by automation, digital monitoring, and artificial intelligence
 - Notes that while new technologies can improve safety, service reliability, and passenger experience, they are too often implemented in ways that cut jobs, erode skills, increase surveillance, or reduce workers' control over their work;
 - Believes that technology should empower workers, not replace them - supporting decision-making, improving safety outcomes, and ensuring public investment delivers benefits for both the community and the workforce; and
 - Calls on the WA Labor Government to:
 - Guarantee that transport workers and their unions have a fair and meaningful say in how new technologies are introduced across the public transport network;
 - Ensure real consultation, transparency, and accountability in any adoption of automation, AI, or digital monitoring systems;
 - Strengthen privacy, data protection, and job security safeguards for all workers affected by technological change; and
 - Commit to using technology as a tool to enhance safety, skill development, and public service delivery, not as a means to cut costs or control workers.
8. Stevedores both in Fremantle and nationally are facing a coordinated campaign by DP World, a billion-dollar multinational company to automate the jobs of hardworking wharfies and remove hundreds of well-paid jobs from the cities and towns that have created their profit. These decisions are not made with the goal of productivity or cost savings. These decisions are based in union busting and crushing the voices of workers who aren't afraid to speak up. With HMAS Stirling and the upcoming AUKUS program being key military assets for Australia, WA and Fremantle port specifically have become more strategically important than ever for not just national security, but security of the Asia Pacific region.

Current wars abroad have highlighted how cyber warfare has now become a major aspect of future conflicts. With fully automated container terminals, any successful

cyber-attacks on WA ports would result in a lack of supply to these strategic assets, along with critical supplies for the general public in times of need. Leaving West Australians stranded in times of crisis.

WA Labor condemns DP World and their efforts to automate their terminals in Fremantle and across Australia. WA Labor in Government will avoid providing any additional or preferential assistance, financial or otherwise, to stevedoring companies that engage in automation on the waterfront.

9. This Conference:

- Recognises the hard, complex, and often dangerous work performed by Transit Officers and other frontline public transport workers who daily face violence, abuse, threats, and antisocial behaviour while keeping Western Australians safe across our public transport network;
- Acknowledges that these workers perform critical community safety functions and deserve the same level of legislative protection, respect, and recognition afforded to other frontline emergency and enforcement personnel;
- Notes the growing incidence of violent and abusive behaviour on the network, and the serious physical and psychological impacts this has on workers, their families, and the wider community;
- and Calls on the WA Labor Government to:
 - ensure stronger legal and physical protections for Transit Officers and other public transport frontline staff;
 - extend access to Mandatory Infectious Diseases Testing legislation to these workers, recognising their frequent exposure to bodily fluids and violent incidents;
 - conduct a comprehensive review of the Public Transport Authority Act 2003, to modernise and strengthen its provisions for worker safety and enforcement powers;
 - investigate the implementation of public transport barring orders, similar to those in place in South Australia and those proposed for retail workers in Western Australia, which this Conference commends;
 - and reaffirm that every worker who keeps our public transport system safe and operational deserves to go home unharmed and treated with dignity and respect.

10. This Conference affirms the essential role that Aboriginal Liaison Officers (ALOs) play in fostering cultural understanding, safety, and respect across Western Australia's public transport network. These officers provide vital support in engaging Aboriginal passengers and communities, de-escalating conflict, promoting truth-telling, and helping to build trust between Aboriginal people and transport authorities.

Currently, these important roles are outsourced through private security contractors such as MSS Security, resulting in inconsistent employment conditions, limited support, and reduced recognition of their community and cultural expertise.

This Conference believes these positions should be treated as an integral part of the public transport system - not as a contracted service. Accordingly, this Conference calls on the WA Labor Government to:

- insource Aboriginal Liaison Officer roles under direct Public Transport Authority (PTA) employment, ensuring fair pay, secure conditions, and proper recognition of their cultural and community contribution;
- expand the Aboriginal Liaison Officer program across the rail network, particularly in high-need areas and regions with significant Aboriginal patronage; and
- embed cultural competency and reconciliation principles within the PTA's workforce strategy, recognising Aboriginal Liaison Officers as key to delivering inclusive, culturally safe, and community-connected public transport services.

CHAPTER 6: EDUCATION AND TRAINING

Our Values

1. WA Labor believes that:
 - a. Education is an essential investment by government in, and for the benefit of the community, and should be accessible, affordable, inclusive, and equitable to all, as a fundamental right.
 - b. A strong investment in education is essential to ensure that students can lead successful and fulfilling lives, contribute positively to society, and engage actively in our democracy.
 - c. Access to high quality secular public education is fundamental to a just, equitable and cohesive society, embracing cultural diversity, high standards of health and wellbeing, fostering respectful relationships, cultivating economic prosperity, and supporting active engagement in the democratic life of the state.
 - d. All students should have equitable access to quality education, inclusive of curriculum, resourcing, and infrastructure, addressed via evidenced-based practice and purpose-built, modern facilities.
 - e. Students have the right to access a broad and comprehensive curriculum that caters to their individual needs, passions, health and wellbeing and interests.
 - f. The provision of quality, free, secular and equitable education through public schools is a key responsibility of the WA Government.
 - g. Funding and resourcing provided to all schools in Western Australia should be subject to strong accountability measures and directed to areas of greatest need, for the benefit of both staff and students.
 - h. All children should be accessing accredited educational programs. It is the role of Government to provide the resources and support to measurably lift attendance rates in public schools or ensure alternative educational arrangements are in place. WA Labor acknowledges the lifelong disadvantage of not accessing formal education.
 - i. Addressing the educational barriers experienced by Aboriginal and Torres Strait Islander people with early intervention, culturally safe and responsive learning, and longer-term funding arrangements, is essential if we are to close the gap in student achievement.
 - j. Students with disabilities and additional learning needs must be provided with the additional resources required to reach their education potential, including tailored programs and specialist educators.
 - k. All educators must be provided with ongoing professional learning that incorporates preventative, positive, proactive, and restorative approaches to behaviour management, student engagement, complex behaviours, additional needs, disabilities, and neurodiversity — supported by clear accountability measures, sufficient funding, and appropriate resourcing.
 - l. We have a responsibility to address the poorer outcomes experienced by students in regional, rural, and remote areas, compared to their metropolitan peers, through evidence-based and multifaceted solutions — including face-to-face professional learning — supported by significant funding and resourcing.
 - m. High-quality school staff are essential to reducing the gap in student performance and attracting educators to rural and remote locations requires appropriate incentives and sustained support.
 - n. All students have the right to an education free from bullying, harassment, abuse, and discrimination, and to benefit from being taught the values of respect, inclusion, compassion, empathy, and diversity.

- o. All staff employed in Western Australian schools have the right to work in a safe environment, free from any form of bullying, discrimination, and harassment, with access to independent bodies outside the Department of Education to provide unbiased mediation.
- p. Peak bodies representing teachers, families, educational unions, and professional bodies should be consulted in the development of educational policy.
- q. We must act on the peer reviewed scientific evidence clearly articulating the increasing impact of climate change and loss of nature on our children. WA Labor will resource our schools as models of sustainability in their community, developing and teaching the skills we need to manage wellbeing and be prepared for the jobs of the future and the liveability challenges ahead.

Early Childhood Education and Care

2. In Government, WA Labor will:
 - a. Support early childhood education centres with sufficient resourcing and promote play as the fundamental approach to learning.
 - b. Continue to work with the Federal Government to regularly review staff-to-child ratios to ensure alignment with best practice.
 - c. Collaborate with the Federal Government to ensure early childhood centres are safe, accessible, and affordable for all families.
 - d. Support and endorse developmentally appropriate and comprehensive programs for all children.
 - e. Ensure professional learning is accessible to upskill early childhood educators in delivering best practice education.
 - f. Provide early childhood educators with sufficient time and resources to assess and meet the National Quality Standards.
 - g. Work with the Federal Government to ensure children can access early childhood education when they need it.
 - h. Continue to support small not-for-profit operated early childhood centres.
 - i. Involve families in the development of early childhood education policy.

Primary Schools

3. In Government, WA Labor will:
 - a. Ensure that all primary schools provide a broad and comprehensive curriculum that supports the interests, health, wellbeing, and capabilities of all students.
 - b. Ensure that all programs offered in primary schools are respectful of and inclusive toward all students.
 - c. Provide easily accessible professional learning for all primary teachers, including training in Western Australian Positive Behaviour Support (WA PBS) and Classroom Management Strategies (CMS).
 - d. Continue to work to address teacher workload pressures and class needs in consultation with education unions, professional bodies, educators and families.
 - e. Fund programs and provide resources to reduce the administrative, logistical, and emotional burden on teachers, enabling more time for professional development and other non-classroom responsibilities.

Secondary Schools

4. In Government, WA Labor will:
 - a. Ensure all secondary schools have equitable resourcing to deliver a broad and comprehensive curriculum that is accessible to all students.

- b. Ensure that all students have sufficient support, opportunities, and resources for post-secondary pathways, including access to affordable courses aligned with their career goals.
- c. Ensure that all programs offered in secondary schools are respectful of and inclusive toward all students.
- d. Provide easily accessible professional learning for all secondary teachers, including training in WA Positive Behaviour Support (WA PBS) and Classroom Management Strategies (CMS).
- e. Continue to work to address teacher workload pressures and class needs in consultation with education unions, professional bodies, educators and families.
- f. Fund programs and provide resources to reduce the administrative, logistical, and emotional burden on teachers, allowing more time for professional development and other non-classroom responsibilities.

Rural, Regional and Remote Schools

- 5. In Government, WA Labor will:
 - a. Provide targeted support and initiatives for students in rural schools to enhance opportunities and improve educational outcomes.
 - b. Regularly review the factors affecting rural, regional and remote student performance and implement strategies to address identified issues.
 - c. Regularly review the effectiveness of current staffing policies and incentives for attracting staff to rural, regional and remote schools – including housing – and implement targeted improvements.
 - d. Continue to develop new strategies to support students in rural, regional and remote areas, including improved access to allied health professionals and school psychologists.
 - e. Ensure that students in rural, regional and remote schools have access to a broad and comprehensive range of subjects.
 - f. Continue to develop culturally inclusive schools and culturally responsive systems in rural, regional and remote areas.
 - g. Build and strengthen partnerships between rural, regional and remote and metropolitan schools to enhance learning experiences for all students.
 - h. Enhance career pathways and professional opportunities for school staff in rural, regional and remote areas.
 - i. Ensure that both online and face-to-face professional learning are accessible to all educators, regardless of location.

Safety and Behaviour

- 6. In Government, WA Labor will:
 - a. Ensure that all school staff:
 - i. Have access to professional learning and training to effectively implement a whole-school approach to student behaviour.
 - ii. Engage in reflective practice to enhance learning outcomes for students with diverse and complex behaviours.
 - iii. Have access to both online and face-to-face professional learning, including Classroom Management Strategies (CMS) and Western Australian Positive Behaviour Support (WA PBS), that fosters a preventative, proactive, educative, restorative, and positive school community culture.
 - b. Ensure that programs are built on a strengths-based model and incorporate school-wide behaviour plans for all students.

- c. Ensure that all stakeholders in schools are trained through accessible professional learning as part of a restorative approach.
- d. Support a multi-tiered system of student support by improving access to school psychologists and allied health services.
- e. Ensure appropriate planning and programs are in place to address the unique challenges faced by vulnerable student cohorts, including students with disability, those who are LGBTQIA+, neurodiverse students, and Aboriginal students.
- f. Continue to work towards ongoing improvements to health, relationships, and digital literacy curricula to prevent the development and escalation of harmful behaviours.
- g. Ensure all public schools are funded to provide access to quality wellbeing support for students.
- h. Continue to trial direct employment of student Wellbeing Support Officers by schools using the allocated federal and state funding for this position, as per the applicable public sector conditions of employment.

Cultural Responsiveness

- 7. In Government, WA Labor will:
 - a. Recognise the State’s growing cultural diversity and the need for education services to embrace this through inclusive staffing, curricula, events, and celebrations that reflect and respect all cultural backgrounds.
 - b. Maintain a strong commitment to delivering culturally responsive education for Culturally and Linguistically Diverse (CaLD) students whose first language is other than Standard Australian English.
 - c. Embed high-quality teaching and learning practices that meet the needs of students who speak Standard Australian English as an additional language or dialect.
 - d. Ensure the four principles of multiculturalism — civic values, fairness, equality, and participation — are reflected across all levels of the education system.
 - e. Promote mutual respect, substantive equality, and shared values throughout the education system.
 - f. Collaborate with school and community leaders to build culturally responsive schools through both curricular and extracurricular activities.
 - g. Ensure that school staff in Western Australia complete professional learning in Cultural Awareness and Responsiveness to address and prevent unconscious bias.
 - h. Support schools in implementing culturally responsive policies, programs, and services for students, staff, and school communities — with a focus on meeting the needs of Aboriginal students.
 - i. Ensure the curriculum includes a comprehensive and accurate history of Aboriginal Australia.
 - j. Encourage the practice of an “Acknowledgement of Country” as part of school events.

Disabilities and Additional Learning Needs

- 8. In Government, WA Labor will:
 - a. Ensure that programs are built on a strengths-based model and are inclusive of all disabilities and additional learning needs.
 - b. Ensure that all students are taught awareness of, and respectful behaviours toward, students with disability, to foster understanding, inclusion, and the destigmatisation of those impacted by disability and additional learning needs.

- c. Ensure that students with disabilities and additional learning needs have equal opportunities, including full access to buildings and facilities.
- d. Ensure that all stakeholders — including parents and carers, staff, and allied health agencies — are involved in the planning and support of students with disabilities and additional needs.
- e. Ensure that all staff receive professional learning and evidence-based training to support their work with students with diverse disabilities and additional learning needs, including neurodiverse students.
- f. Work in partnership with the Federal Government to ensure the National Disability Insurance Scheme (NDIS) is implemented effectively and in line with best practice.
- g. Ensure that school staff participate in professional learning and training in Understanding & Supporting Behaviour, delivered through a preventative, positive, and proactive approach.
- h. Ensure that professional learning provided to educators on behaviour, disabilities, and additional learning needs — including neurodiverse students — is aligned to support the best social, emotional, and academic outcomes for both students and staff.

Public School Infrastructure and Services

9. In Government, WA Labor will:
 - a. Ensure transparency, equity, and fairness in funding for all schools — including new builds, renovations, upgrades, and ongoing maintenance.
 - b. Ensure that all new school builds include facilities that are inclusive and meet the needs of all students and educators.
 - c. Upgrade and improve public schools across Western Australia to meet modern education standards, with a focus on capital works funding for older schools over 50 years old.
 - d. Explore planning reform to increase opportunities for vertical school builds in high-density areas.
 - e. Ensure that all new and redeveloped schools are designed and built in accordance with environmentally sustainable and appropriate design principles.
 - f. Position our schools to be models of sustainability in their community, developing and teaching the skills needed to manage wellbeing and be prepared for the jobs of the future and liveability challenges ahead.

Staffing and Salaries

10. In Government, WA Labor will:
 - a. Implement policies, programs, and funding decisions in public schools that recognise recruitment and retention of quality staff as critical to the delivery of high-quality education and a key responsibility of Government.
 - b. Consider rewarding teachers for their years of service in Public Education as a means of retaining skilled and effective teachers in the system, i.e. 5 years, 10 years, 20 years, 25 years.
 - c. Ensure all educators' salaries, including those of Level 3 and Level 3 Classroom Teachers, are reviewed to ensure alignment with their roles and responsibilities—without requiring portfolios as evidence when duties are already defined by their job title, roles and responsibilities. This includes teachers at Statewide Services, to ensure fairness and equity.
 - d. Retain and support high-calibre educators in public schools, particularly in rural, remote and regional WA, through ongoing professional development and targeted support.

- e. Ensure that salaries reflect the roles and responsibilities of employees in public schools to maintain expertise and retention in the profession.
- f. Proactively recruit education staff from diverse backgrounds, with a particular focus on employing Aboriginal people.
- g. Ensure that salaries are aligned with the skill levels and qualifications of all educators.
- h. Recognise cultural celebrations and rituals as valid reasons for accessing personal leave.
- i. Ensure that graduate teachers are supported by experienced mentor teachers in the early years of their teaching careers.
- j. Review the current process for attaining Level 3 Classroom Teacher status to ensure it is fair, accessible, and aligned with professional responsibilities, rather than portfolios.
- k. Ensure that leadership roles are only available to educators with a minimum number of years of classroom experience — reinforcing the principle of “dedication ahead of aspiration.”
- l. Investigate fair and equitable pathways for employing the highest calibre staff in public schools.
- m. Explore alternative pathways into the teaching profession to address workforce needs in public schools.
- n. Ensure that public school recruitment efforts include sourcing qualified staff from international markets.
- o. Ensure appropriate staffing ratios between teaching and administrative staff to effectively manage workloads and avoid negatively impacting teaching quality.
- p. Consider School Officers and roles alike for jobs inclusive of collecting data, to reduce the workload of teachers and administration in a school.

Vocational Education and Training

11. In Government, WA Labor will:
 - a. Ensure that vocational education and training (VET) qualifications offered by TAFE colleges remain affordable or free for all students.
 - b. Continue to offer free or low-cost courses that address skills shortages and economic needs across the State and expand the availability of such courses to more students throughout Western Australia.
 - c. Ensure that courses focus on delivering practical, modern industry skills to ensure graduates are job ready.
 - d. Ensure that VET opportunities are available across the State, providing equitable access for all Western Australians.
 - e. Ensure that VET students receive education on workplace rights as part of their enrolment.
 - f. Expand access to English language courses and, where appropriate, provide additional learning time for non-English-speaking students in TAFE colleges.
 - g. Partner with industry and businesses to develop programs that are responsive to evolving workforce needs and industry requirements.
 - h. Ensure effective regulation of Registered Training Organisations (RTOs) to protect students and uphold the integrity of the vocational education sector.
 - i. Continue to build partnerships and articulation pathways between the VET sector and universities.

- j. Invest in TAFE capital works to ensure students have access to modern, high-quality learning facilities across Western Australia.

Universities

12. In Government, WA Labor will:
 - a. Work in partnership with universities to maintain courses that foster lifelong learning, critical thinking, and problem-solving skills suited to the demands of the 21st century.
 - b. Collaborate with public schools and TAFE colleges to provide clear and accessible pathways into university for students pursuing alternative entry options.
 - c. Continue working collaboratively with the Federal Government to retain research-based courses that support the long-term growth of the Western Australian economy.
 - d. Continue to work with the Federal Government to reduce the cost of tertiary education and ensure students can access it without facing financial hardship.
 - e. Consult with Student Unions to ensure fees paid deliver educational quality for every course.
 - f. Strengthen our public universities to ensure they make an essential contribution to the economic, educational, and cultural future of Western Australia.

Mental Health and Wellbeing

13. In Government, WA Labor will:
 - a. Support graduate teachers by facilitating mentoring opportunities involving experienced and self-nominated teachers.
 - b. Work towards transitioning to a more needs-based employee assistance model, allowing more flexible access to mental health services.
 - c. Ensure that all public schools are funded to provide secular and professional staff and student mental health and wellbeing within their business plans.
 - d. Provide meaningful and accessible support services for public school teachers and staff.
 - e. Ensure that public schools receive appropriate funding to deliver secular and professional mental health and wellbeing programs for both staff and students.
 - f. Consider allocating dedicated mental health and wellbeing days as part of personal leave entitlements.
 - g. Consider abolishing the number of out of hours staff meetings as a means of attaining “trade off day” at the end of the year.

CHAPTER 7: HEALTH

Our Values

1. WA Labor believes that:
 - a. Health is a fundamental public service and a universal basic right that should be accessible, equitable, and affordable for all Western Australians, regardless of where they live, their background, income, or visa status
 - b. A patient-first approach is essential - this means upholding patient agency and informed consent, treating people as genuine partners in their own care and empowering communities to have a meaningful voice in the design, delivery, and experience of the services they receive.
 - c. A world-class health system should be publicly owned and operated to best deliver accountable, innovative, and integrated, providing high-quality care to everyone.
 - d. Prevention and early intervention are as important as treatment. Continued investment in public and preventative health will improve community wellbeing and reduce costs.
 - e. Services must be culturally safe and inclusive, meeting the needs of First Nations peoples, Women, Young and Older People, Culturally and Linguistically Diverse peoples, LGBTIQ+ and all other diverse communities.
 - f. Mental health care is essential and must be accessible, properly resourced, and delivered without stigma, discrimination or other systemic barriers to care.
 - g. A well-resourced, supported, and protected health workforce is crucial to delivering clinically safe, effective, equitable and compassionate care.

Primary Care

2. In Government, WA Labor will:
 - a. Build a sustainable, world-class public health system centered on patients, guaranteeing universality of access and equitable health outcomes for all.
 - b. Continue long-term planning that prioritises prevention, care closer to home, better integration of services, and innovation across hospitals and primary care.
 - c. Enhance the role of community pharmacists supporting preventative health, chronic disease monitoring, vaccination outreach, and broad-based public health campaigns.
 - d. Strengthen public dental care by supporting local clinics and the School Dental Service, while advocating for a universal, federally funded dental health scheme that guarantees access to essential oral health services.
 - e. Work to eliminate out-of-pocket barriers, particularly during cancer and chronic health treatment so no patient delays or forgoes treatment due to financial hardship.
 - f. Ensure hospitals are a place of last resort by expanding access to safe, high-quality home-based treatment and support services that can improve recovery outcomes and protecting hospital capacity for acute and emergency needs.

Medical Research & Innovation

3. In Government, WA Labor will:
 - a. Support Western Australia's health and medical research capabilities in harnessing genomic, digital and medical technologies to improve clinical outcomes, provide sustainable health care, and enhance safety.
 - b. Advocate nationally to secure Western Australia's fair share of Commonwealth research grants in line with our population and establish a coordinated state-wide

research support service to help clinicians, universities and community health organisations access funding and expand collaborations.

- c. Prioritise procurement of goods and services from Western Australian manufacturers in order to retain strengthen local supply chain capability, knowledge and competitiveness.
- d. Support a digital-first approach across the health system to enable the secure and seamless sharing of digital health records, driving better clinical outcomes while upholding patient safety and protecting privacy.

Emergency and Ambulance Care

4. In Government, WA Labor will:
 - a. Deliver service standards that set clear response-time targets, embeds enforceable performance accountability, and ensures the safety, wellbeing and fair conditions of paramedics and other frontline staff.
 - b. Support our Population Health division so it can provide leadership in pandemic readiness, respond rapidly to emerging public health threats, and coordinate equitable emergency responses.

Preventative Health

5. In Government, WA Labor will:
 - a. Invest in public and community health programs to prevent the rise of chronic diseases through education, early intervention and community initiatives.
 - b. Work with other States and Territories and the Commonwealth to improve kilojoule labelling in fast food outlets and supermarkets to align with national guidance. Investigate the provision of nutritional health services in public community clinics, through trained dietitians.
 - c. Identify and mitigate environmental health risks - including asbestos exposure, silica dust, mining-related hazards, unsafe drinking water, and the risk of harmful chemicals - through stronger regulation, proactive monitoring and robust public health protections.
 - d. Proactively address emerging health risks from climate change through targeted awareness campaigns and implementing adaptation measures that safeguard vulnerable populations and strengthen community resilience.

Alcohol, Tobacco and Drug Harm Minimisation

6. In Government, WA Labor will:
 - a. Embed person-first, non-stigmatising language across all services, and expand Mental Health Emergency Co-Response units to de-escalate crises with clinical and community expertise rather than police intervention.
 - b. Introduce tobacco and vaping control measures, including expanded prevention and cessation programs that reduce harm from second-hand smoke, and promote healthier communities and protects children.
 - c. Supports a regulated pill testing, disposal and associated early-warning systems for dangerous substances at music events and festivals, as a means of significantly reducing adverse outcomes for young people.
 - d. Support dedicated harm-reduction schemes for community health organisations to deliver on innovative and rapid response drug outreach services.
 - e. Support the expansion of Transitional Housing and Support Program to provide safe places for those in recovery and support community-based needle syringe exchange programs.
 - f. Improve support for people with opioid dependence by expanding community-

based treatment programs whilst respecting the need for chronic health pain management access that is done without stigma or discrimination.

- g. Support crisis intervention services, such as “safe haven” centres for people in acute alcohol or drug-related crisis that can provide immediate harm reduction care.

Mental Health

7. In Government, WA Labor will:

- a. Create person-centered, recovery-oriented and community-based services co-designed with consumers and delivered in culturally appropriate ways; provide acute hospital care when clinically required.
- b. Work towards equitable access to mental health services across WA - including incentives to attract professionals to regional and remote areas.
- c. Continue investment in public mental-health education campaigns co-designed with communities to reduce stigma and discrimination so people can participate fully in community life.
- d. Implement recommendations for infant, child and adolescent mental health, expand youth services and outreach, and
- e. Improve timely assessment and support for persons and families with ADHD and Autism (ASD) through multiple pathways including general practice, specialist services and school partnerships.
- f. Ensure chemical restraint, sedation as behaviour management and all psychotropic medication is used as a last resort together with robust oversight.
- g. Deliver culturally safe and co-designed suicide-prevention strategy focused on high-risk cohorts across marginalised and diverse communities.
- h. Ensure people with co-occurring mental health and alcohol or other drug issues have access to fully integrated services, with policies designed to treat both conditions together rather than in isolation.

First Nations Peoples' Health

8. In Government, WA Labor will:

- a. Work in genuine partnership to close the gap by investing in Aboriginal community-controlled health services, recruiting and training First Nations health professionals to deliver care in or near communities.
- b. Improve options for culturally appropriate accommodation and support for those who must travel for to access healthcare.
- c. Grow the First Nations health workforce through targeted scholarships, traineeships and leadership pathways
- d. Adopt Aboriginal Cultural Safety accountability measures across WA Health and uphold Indigenous Data Sovereignty in program design and evaluation.
- e. Expand birthing on Country models and other community-led programs co-designed with Elders and those with lived experience.

Women's Health and Maternity Care

9. In Government, WA Labor will:

- a. Expand access to reproductive, sexual and maternal health care - including contraception, abortion and fertility services statewide - regardless of marital status or sexual orientation.
- b. Promote evidence-based, woman-centered maternity care to reduce birth trauma and perinatal mental illness, enable midwife-led continuity models, train more providers in reproductive health.

- c. Respect woman’s right to make choices about their reproductive, sexual, and maternal health, and provide secure safe zones around abortion clinics.
- d. Ensure public hospitals recognise the needs of those in rural and remote areas, and those who are economically or otherwise socially isolated and disadvantaged.
- e. Address the historic neglect of women’s health issues by supporting in research and training to improve diagnosis and treatment of conditions that disproportionately affect or have been under-recognised in women.
- f. Continue to provide appropriate supports to victim-survivors including those who have experienced family and domestic violence and sexual violence.

Men’s Health

10. In Government, WA Labor will:

- a. Consider options to address the lower life expectancy and higher rates of preventable disease among men through tailored health promotion and easier access to mental health support, empowering men to proactively manage their health.
- b. Deliver health initiatives in suicide prevention, cardiovascular risk and cancer screening.
- c. Support stigma-reducing mental-health programs, including co-designed peer-led programs and culturally appropriate services for diverse communities.

Disability Health and Accessibility

11. In Government, WA Labor will:

- a. Integrate health and disability supports to prevent avoidable hospital admissions for NDIS participants and establish diversion and respite options in the community.
- b. Improve disability awareness for all health professionals; and expand the clinical workforce and scopes of practice to improve outcomes for people with a disability.
- c. Improve communication, accessibility and coordination of care for people with disability in major hospitals.
- d. Ensure accessible equipment, sensory-aware settings and communication supports are provided to those who request and need them.

Child Health and Development

12. In Government, WA Labor will:

- a. Continue to prioritise early childhood health and reduce infant mortality by strengthening early intervention, maintaining high childhood immunisation coverage and countering vaccine misinformation.
- b. Improve universal nurse-home-visiting and parental mental-health supports, with proactive referral to community services in the first thousand days of life.
- c. Expand developmental screening and culturally safe and diverse parenting programs, including lactation support in partnership with community organisations.
- d. Improve childhood nutrition and physical activity through community programmes and campaigns
- e. Advocate federally for comprehensive ensuring clear labelling that limits the promotion of unhealthy and harmful products.

Advocacy and Culturally Responsive Healthcare

13. In Government, WA Labor will:

- a. Fund multicultural health organisations to provide culturally and linguistically appropriate counselling, mental health and social support; ensure staff are trained in cultural responsiveness so language or culture is never a barrier to care

- b. Support accessible and funded interpreter services, translated health information and culturally relevant programs that addresses poor health outcomes in culturally and linguistically diverse communities.
- c. Embed anti-racism, inclusion and cultural-safety training across the health sector, while partnering with community organisations to co-design navigation services.
- d. Investigate a community advocacy framework that takes into account community needs.
- e. Ensure that new and refurbished public health facilities meet culturally inclusive, accessible design standards that are co-designed with community.

Rural, Regional and Remote Health

14. In Government, WA Labor will:

- a. Support integrated district health services with local providers and the Commonwealth; expand telehealth; and strengthen patient travel and accommodation schemes to improve access to specialist care.
- b. Continue to support specialist rural and regional outreach, tele-health diagnostics, and increase support provided with the Patient Assisted Travel Scheme. Where no public treatment or diagnostic options exists in rural and remote areas, establish a referral pathway to ensure timely access to care through accredited private providers.
- c. Invest in our regional health workforce by investing in affordable housing, training pipelines and scholarships that attract, support and retain doctors, nurses, allied health and carers in rural and remote communities.

Lesbian, Gay, Bisexual, Transgender, and Intersex People

15. In Government, WA Labor will:

- a. Expand and improve gender-affirming care by reducing wait times, smoothing youth-to-adult transitional support and ensuring transgender and gender-diverse people in custody have equivalent access to gender-affirming health care.
- b. Support LGBTIQ+ community-controlled health organisations and explore the establishment of a dedicated and integrated LGBTIQ+ community health hub.
- c. Supports the rights of intersex people to have agency and autonomy over their lives by ensuring effective oversight of clinical practices and ending harmful practices that modify innate sex characteristics without personal informed consent.
- d. Provide access to affirmative peer-led psycho-social support and counselling to address the stigma and discrimination that many intersex people face.
- e. Prohibit all forms of LGBTIQ+ conversion practices in Western Australia - including those undertaken by social workers, counsellors and health professionals - and embed legal, clinical and professional standards that uphold dignity, safety and inclusion.
- f. Ensure that survivors of conversion practices and other abusive treatments have access to affirming health care and comprehensive psycho-social support - underpinned by referral pathways that recognise these practices as harmful, unethical, and in breach of fundamental human rights.
- g. Continue work towards ensuring inclusive reproductive pathways and equal parental recognition in health settings; improve LGBTIQ+ cultural-safety training across maternity, perinatal and child health; and aged care and improve regional access to inclusive services.
- h. Commit to mitigating HIV transmission in Western Australia by 2030 through evidence-based prevention programs, expanded access to PrEP, and community-led strategies that help to reduce stigma and discrimination.

- i. Support community sexual health clinics to reduce barriers to sexual health testing by advocating for increased bulk-billed services, improving universal and free access provisions in procurement policies and supporting targeted outreach services in rural and regional areas.

Aged Care & Seniors' Health

16. In Government, WA Labor will:
 - a. Provide a wide range of health services for seniors that are accessible, culturally appropriate, and uphold older people's rights and independence.
 - b. Work collaboratively with the Commonwealth to ease pressure on hospitals by ensuring more quality aged care beds are available – including the fast-tracking of new aged care facilities.
 - c. Support research and service pathways that address age-related health conditions to reduce avoidable hospitalisations, strengthen rehabilitation, and expand home-based outreach and in-reach services that allow seniors to remain independent and healthy.
 - d. Continue falls and fracture-prevention programs and require best-practice discharge planning and medication reconciliation for older patients - including by supporting patient-navigator roles that can coordinate community and home-based care.
 - e. Support training for health staff to identify and respond to elder abuse, establish clear referral pathways, and partner with community legal and advocacy services.
 - f. Support the Aged Care Volunteer Visitors Scheme, ensuring older people from migrant, multicultural and LGBTQIA+ communities can foster social connection with those who share language, culture or lived experience.

End-of-Life Care & Rare Diseases

17. In Government, WA Labor will:
 - a. Improve early diagnosis, provide coordinated support and access to multidisciplinary clinics for families of those with rare diseases.
 - b. Develop a Rare and Chronic Diseases Strategy, underpinned by a state-wide genomic database, streamlined diagnostic pathways, and targeted research initiatives.
 - c. Expand donor swab testing to boost bone marrow donor diversity, ensuring patients from all backgrounds can find and access life-saving transplant matches.
 - d. Provide high-quality, publicly accessible palliative care - ensuring every person has the right to dignity, comfort, and compassion at the end of life.
 - e. Promote the use of Advance Health Directives as a means of safeguarding patient autonomy, particularly for people with progressive conditions such as dementia, while recognising the vital role of families and carers in care planning and support.
 - f. Consider, with strong safeguards, the circumstances under which advance requests for Voluntary Assisted Dying may apply to people with neurodegenerative conditions, including dementia, ensuring dignity, compassion and community confidence.

Workforce & Professional Training

18. In Government, WA Labor will:
 - a. Prioritise direct permanent employment, and provide pathways to permanency for casual, fixed-term and agency staff to reduce over-reliance on insecure work in the public health system.
 - b. Support the importance of balancing work and family responsibilities in a maintaining workplace morale and a responsive health system.

- c. Oppose outsourcing and privatisation - whilst delivering on bringing back services to be delivered, managed and staffed within the public system.
- d. Continue to implement nurse and midwife-to-patient ratios while applying robust retention, training, and support initiatives to reduce attrition across the medical, nursing, and allied health workforce.
- e. Enforce zero-tolerance for aggression against staff with better security, de-escalation training and collaboration with police.
- f. Increase employment of peoples from diverse backgrounds, ensure culturally safe workplaces free from discrimination, and provide ongoing cultural competency training so services reflect and understand the communities they serve.
- g. Unify the public health service, by taking a whole-of-system approach to employment, by working in partnership with unions to establish portability of worker entitlements, ensuring that workers retain benefits as they move between jobs, projects and regions.
- h. Establish centralised graduate programs for nurses and allied health professionals - guaranteeing fair entry pathways into the public health system.
- i. Strengthen workforce planning by expanding the scope of nurse practitioners and allied-health positions, ensuring their skills are fully utilised and clinically integrated.
- j. Address outdated barriers that prevent Enrolled Nurses from working to their full scope of practice, so these highly trained nurses can provide more frontline care.
- k. Provide comprehensive training for health care workers to sensitively identify and respond to family and domestic violence.
- l. Embed comprehensive workforce planning and recruitment to build a sustainable health system - ensuring every profession, from prevention to rehabilitation, is resourced for future needs.
- m. Ensure ongoing, independent evaluation of health services by qualified experts and community advocates, using evidence and community feedback to improve service delivery, equity of outcomes, and accountability across the public health system.
- n. Support frontline healthcare workers by reviewing and clarifying the law on treatment where patients lack capacity to consent, and to recommend reforms that both safeguard patients' rights and provide healthcare workers with practical support and guidance.

CHAPTER 8: LAW, PUBLIC ADMINISTRATION AND COMMUNITY SAFETY

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. Democracy is the practical expression of our shared social values; that it is the fundamental right and obligation of every citizen to participate in the political life of our community.
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.
 - d. 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.
 - e. All Western Australians should be treated equally before and under the law.
 - f. The law should be clearly expressed, in clear, unambiguous and plain language that all people can access and understand.
 - g. Governments should always protect and maintain fundamental civil and political rights.
 - h. Governments should not compulsorily acquire or abolish an individual's property rights without proper reason.

Rights Protection

4. 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;
 - 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;
 - m. marriage equality;
 - n. Equality under the law and equal dignity in society for LGBTQIA+ people. And;
 - o. the right to live free of violence from a partner or family member.

- p. Censorship should be limited to material which exploits or violates the rights of others, particularly those of children and other vulnerable persons.
- q. 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 identity and sexual orientation. Such protection will comprise both criminal and civil causes of action where appropriate.

Law Reform

5. 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.
6. 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.
7. 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;
 - e. strengthen public participation in decision-making through consultative processes.
 - 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.
8. 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.
9. 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 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.
10. 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.
 11. 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.
 12. 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.
 13. 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.
 14. Having regard to the recommendations of the WA Labor Reform Commission's Project 111 report, and the remaining recommendations of the Project 108 report, WA Labor will review the Equal Opportunity Act 1984 to address outstanding issues around discrimination, vilification, victimisation and harassment on the basis of sexual orientation, gender identity, intersex status, disability and religion.
 15. WA Labor will ensure that, while religious schools may preference staff of the same religious belief in recruitment when doing so is necessary, reasonable and proportionate, the law otherwise protects from unfair treatment by all employers people who are LGBTQIA+, sole parents, pregnant outside marriage, accessing ART, divorced, experiencing domestic violence, or in a defacto relationship. Further, these protections must apply both during the recruitment process and during employment and be extended to students on enrolment and throughout their schooling.
 16. WA Labor strongly opposes the dangerous, damaging, and discredited practice of Sexual Orientation and Gender Identity Change Efforts (SOGICE, also known as conversion practices) and in acknowledgment that the national code only applies to unregulated health care practitioners call for further evidence of the existence of SOGICE practices in Western Australia.
 17. WA Labor will consider undertaking a review in relation to relevant laws and processes to ensure that intersex people have agency and autonomy in medical settings and end harmful practices that modify sex characteristics of people with intersex variations without personal informed consent.

Commonwealth-State Relations

18. 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.
19. 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

20. 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.
21. WA Labor is committed to ensuring that good and sound local decision making can be facilitated for the benefit of the local communities.
22. 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.
23. 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.
24. WA Labor affirms its commitment to work together with local governments in partnership for the benefit of all Western Australians.
25. 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.
26. WA Labor notes the significant positive democratic reform of Local Governments undertaken by successive Labor governments. We will continue that reform by removing the right of corporations to vote in local government elections.

Accountable Government

27. 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.
28. 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.
29. 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

- 30. Western Australians are entitled to the highest standards of probity, integrity and service from their government and its officials.
- 31. Government should adhere to the highest standards of integrity, transparency and accountability.
- 32. 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.
- 33. The integrity of government is enhanced by the continuing existence of an independent, specialised and adequately resourced body, to investigate official corruption.
- 34. 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.
- 35. Government integrity bodies cannot be involved in working with and scrutinising Police or other law enforcement bodies.
- 36. WA Labor will consider the need for 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.
- 37. The public sector in general, and government boards and committees, should be representative of the community at large.
- 38. WA Labor will work to ensure that there is adequate representation of women, young people, First Nations people, people living with disabilities, LGBTQIA+ people and those from linguistically diverse backgrounds at all levels of seniority within Government.
- 39. 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

- 40. 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.

41. 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.
42. 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.
43. Government services should be simple to access, easily understood, responsive and available throughout Western Australia, using appropriate technology.
44. Where government is responsible for the provision of services, it must guarantee the standards of the delivery of such services.
45. 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.
46. 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.
47. 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.
48. 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. firefighters

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.
49. 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.
50. 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.
51. 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.
52. 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
 - d. ensuring that workers in regional areas are not disadvantaged vis-à-vis their private sector and metropolitan based counterparts.
53. 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.
54. 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

55. All Western Australians are entitled to live free of violence; in safety and security.
56. It is a fundamental role of Government to assist in times of natural disaster, emergencies and other security and safety threats.
57. WA Labor also acknowledges that climate change may intensify the range and nature of natural disaster threats.
58. 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
 - c. co-ordination between agencies;
 - d. building capacity and resilience in the community;
 - e. 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;
 - f. coordinating 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;
 - g. ensuring there is a proper emergency communications capability operating at optimal levels across the entirety of Western Australia;
 - h. 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;
 - i. ensuring all firefighters have access to treatment and compensation for cancer and other illnesses contracted as a consequence of their service; and
 - j. assisting local communities to work in partnership with fire and emergency services and to be responsible for their own safety.
59. 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.
60. 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 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;

- d. supporting all Fire and Emergency Service personnel through provision of regular training;
 - e. 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;
 - f. recognising the contribution that all fire fighter and emergency services make to the community; and
 - g. 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.
61. WA Labor will ensure adequate regulation of the security industry and the tattoo industry, in consultation with industry and unions.
 62. WA Labor acknowledges the growing threat of homegrown terrorism and is committed to keeping Western Australians safe.
 63. WA Labor committed to tackling terrorism in all its forms. 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.
 64. WA Labor will investigate re-introducing Multicultural Liaison Officers in WA Police.
 65. 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.
 66. 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.
 67. WA Labor Government will continue to ensure that industrial manslaughter is recognised in Western Australia's workplace health and safety laws, and carries appropriate serious penalties for causing a worker's death..

Criminal Justice

68. WA Labor believes that a well 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.
69. The criminal justice system needs to meet many objectives:
 - a. protection of the personal safety and property of all Western Australians;
 - b. supporting victims of crime;
 - c. rehabilitation of offenders;
 - d. reducing recidivism;
 - e. operating with integrity and the maintenance of public confidence in the system; and
 - f. the proper punishment of those involved in committing crimes

70. 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;
 - d. 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;
 - e. ensure that fines do not cause disproportionate harm to offenders simply by reason of their financial situation;
 - f. appropriately support, counsel and compensate victims; and
 - g. address the causes of crime as well as criminal conduct.
71. All aspects of crime prevention and the criminal justice system need to be adequately resourced with appropriate accountability to successfully achieve these objectives.
72. 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;
 - h. prohibited behaviour orders, and
 - i. imprisonment for fine default alone.
73. WA Labor will continue to ensure that imprisonment is a penalty of last resort by ensuring that there are appropriate non-custodial alternatives for fine defaulters.

Addressing Causes of Crime and Justice Reinvestment

74. 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.
75. The causes of crime are diverse but domestic violence, social disadvantage, mental health and drug use are significant factors in criminality.
76. WA Labor believes that investment in services and programmes, across government, in a coordinated approach, that address the underlying causes of crime are more effective than punishment and rehabilitation on their own.
77. Investment in crime prevention and addressing the underlying causes of crime is a key mechanism of reducing crime in our community and ensuring less fewer people become victims of crime, as well as delivering improved social and economic outcomes for the community as a whole.
78. WA Labor will be smart on crime, adopting a strategy of justice reinvestment - tackling crime at its source.
79. 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 an improved state of security compared to before the commission of the offence;
- 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 decision making, 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.
- h. prefer the direction of resources to prevention of crime resources rather than punishment, where appropriate.

Police

- 80. How police perform their role is central to the level of public confidence, effective emergency management, safety and security in the community.
- 81. WA 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.
- 82. 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 coordinated 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 identity 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

- 83. 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.
- 84. 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.
- 85. WA Labor believes there is no justification to authorise unreasonable personal searches by police.
- 86. 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

- 87. 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.
- 88. 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.
- 89. 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.
- 90. WA Labor recognises that it is important that sentences have regard for community expectations.
- 91. 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.
- 92. 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.

93. 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.
94. 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.
95. 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.
96. WA Labor will work with the Commonwealth Government to ensure that persons incarcerated in Western Australian prisons can access NDIS services where appropriate. In particular WA Labor will implement programs to ensure that, where necessary, NDIS support is in place before persons are released from custody.
97. 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.
98. All corrective services, including prisons, must in all circumstances be the full responsibility of Government.
99. 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.
100. 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. The capacity of the prison system should be expanded to:
 - a. meet demand; prevent overcrowding;
 - b. allow equal and adequate access to appropriate treatment, training and rehabilitation services and programmes; and
 - c. ensure prisoners are housed humanely in facilities appropriate for their purpose.
101. 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.
102. WA Labor will ensure adequate post release services for people who are returning to their families and communities.
103. 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. The Conviction Review Commission would independently review such cases for referral to the Court of Appeal for determination.

Rehabilitation

104. Offender treatment, training and rehabilitation services and programmes should incorporate international best practice, with regular review, monitoring and accreditation.
105. 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.
106. 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

107. 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.
108. The opportunity to engage diligent and competent legal representation is essential to ensuring access to justice.
109. All laws should be clear and accessible to citizens. WA Labor will ensure that the government maintains a comprehensive and publicly accessible register of legislation and legislative instruments, including all mandatory standards.
110. 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.
111. WA Labor will encourage and support the expansion of pro-bono clearing house services in and for Western Australia.
112. A WA Labor Government will secure an ongoing source of funding for community legal centres to ensure their viability and sustainability into the future.

First Nations People And The Justice System

113. WA Labor acknowledges the unique position of First Nations Peoples as the first inhabitants of Western Australia.
114. 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.
115. First Nations Peoples' customary law should be respected and appropriately recognised.
116. 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.

117. 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.
118. WA Labor will continue to support the First Nations People's Sentencing Courts currently operating in WA.
119. 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.
120. WA Labor will consider establishing a Neighbourhood Justice Centre similar to the City of Yarra Neighbourhood Justice Centre in Melbourne, Victoria.
121. 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.
122. 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.
123. 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.
124. 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.
125. WA Labor will ensure that a Custodial Notifications Service (CNS) for First Nations people is continued and appropriately funded. A CNS will ensure First Nations People who are taken into custody have immediate access to appropriate legal assistance.
126. 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.
127. WA Labor commits to maintaining funding to the Aboriginal Legal Service at least in its present proportion to general funding for community legal services.
128. 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.
129. Noting WA's shameful history of First Nations Peoples deaths in custody, WA Labor reaffirms our commitment to fully implementing the recommendations of the 1991 Royal Commission into Aboriginal Deaths in Custody.

Persons With Special Needs and the Justice System

130. 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.

131. WA Labor acknowledges that youth justice services and systems must respond to and recognise the unique needs of children and young people. WA Labor will ensure the implementation of the National Principles for Child Safe Organisations in youth detention.
132. 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.
133. Paying regard to current international standards, and what is best for children, for families, and for the communities in which they live. WA Labor will increase the age of criminal responsibility in line with international standards, but at least from 10 years to 14 years.
134. A disproportionate number of people caught up in the criminal justice system have mental health problems.
135. 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.
136. WA Labor will continue to ensure that review the laws, processes and facilities for the detention of mentally impaired offenders, and in particular ensure mean 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

137. 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 ensure that the law supports the policy positions on Family and Domestic Violence set out in Chapter 2.

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.

Sexual Abuse

142. 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

- 143. 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.
- 144. 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.
- 145. 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.
- 146. 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).
- 147. 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.

Resolutions:

- 148. Recognising that there has been a rise in illegal vape and tobacco sales, which undermines the important public health achievements championed by WA Labor, this conference calls on the government to ensure that appropriate resources are committed to tackling illegal tobacco sales and associated organised crime. WA Labor restates its commitment to an effective anti-tobacco public health strategy that protects people from an addictive and harmful substance.
- 149. The existing defence in section 257 of the Criminal Code, which permits schoolmasters to 'apply force' to children by way of 'correction', is archaic and cruel. Corporal

punishment has long been abolished in WA law and is totally at odds with community expectations. Our children deserve no less protection than everyone else. WA Labor calls on the government to remove this outdated defence from WA's law.

150. The recent High Court decision in *Bird v DP* substantially undermined the capacity of victims of historical child sexual abuse to obtain compensation from the bodies that facilitated and enabled their abusers. The fine technical distinction drawn between vicarious liability for 'employees' and 'non-employees' failed to recognise the extent to which organisations were responsible for the abuses perpetuated on their watch, and in their guise. WA Labor calls on the government to amend the law to ensure that the intent of WA Labor's earlier reforms on historic child sexual abuse is realised, and organisations are made to compensate victims for abuse suffered at the hands of those who were enabled by their positions within that organisation.
151. Recognising the important work done by the Labor Government to expand and support the Equal Opportunity commissioner, this conference calls on the WA Government to fund and support the Commissioner to undertake independent investigation of systematic discrimination, rather than only being responsive to individual complaints. This change will ensure that our State's most vulnerable citizens are supported by an independent watchdog with real teeth, rather than being required to shoulder the burden of complaints about systematic discrimination individually.
152. WA Labor recognises that many people who suffered historical child sex abuse had their lives cut short by the consequences of that trauma. It is deeply unjust that those who perpetrated that abuse are not able to be held to account by civil claims when the victim is deceased. This conference calls on the WA Government to commission a report of the Law Reform Commission to determine how best to ensure that tortious claims related to institutional child abuse can be continued or undertaken by the estate of deceased victims.
153. WA Labor notes with alarm the rapid rise in children being able to access online gambling. Conference calls on the Labor Government to review the laws around advertising and access to online gambling to ensure that children have meaningful protections from this scourge, and that there are appropriate penalties - including criminal penalties - for companies which permit children to engage in online gambling.

CHAPTER 9: INTERNATIONAL ENGAGEMENT

1. WA Labor acknowledges the predominance of the Federal Labor Government in implementing Australia's foreign affairs, defence, trade and national security policies. Furthermore, WA Labor recognises the important role the State Labor Government must play in building WA's international economic, trade and cultural relationships. The strategies and policies of this complementary State-led action are most appropriately described as the State's 'international engagement'.
2. WA Labor recognises the State's international engagement must prioritise creating long-term economic and employment opportunities for Western Australians. As a trade-oriented and trade-dependent State, the focus and direction of the State's international engagement has a significant impact on the living standards of Western Australians. As the party of working people, WA Labor has a responsibility in government to ensure the economic benefits of its international engagement are felt by working people.
3. Recognised by WA Labor, the State's enduring economic task in 2025 remains the diversification of WA's economic, industrial and trading base. Since the 1960s WA has grown its trade and investment relationships off the back of world-leading iron ore and liquefied natural gas export industries. These trading relationships were developed over decades by government and industry, primarily with Japan from the 1960s, Korea from the 1980s, and China exponentially since the 2000s. Consecutive State Governments helped develop these international industries for the benefit of Western Australians. WA's future prosperity, however, will not be safeguarded by ongoing overreliance on these sectors.
4. While it is a great achievement that exports contribute to more than half of the State's economy, risks remain from the fact that more than half of WA's exports are in two commodities (iron ore and LNG), and more than half of WA's exports head to one country. At the same time, reputable economists forecast the near-term plateau of WA's iron ore and LNG industries, due to peaking demand and global responses to climate change. Unquestionably, the unity of purpose across WA government and industry that pioneered these export sectors is again required to develop new trading and export markets for WA. This includes in clean energy, defence manufacturing and maintenance, and education services.
5. In recent years, major global economic and strategic developments have further informed WA Labor's approach to international engagement, and highlighted the urgency of the diversification challenge.
6. Firstly, the great power relationship between the United States and China has intensified, from one of competition to one of deep strategic and economic rivalry. One implication is that any separation that could once be made between the strategic and economic pillars of Australia's relationship with the US and China is no longer possible. For WA, whose largest investment partner is the United States and largest trade partner is China, the urgency of growing relationships with a broader array of regional economic partners has only grown.
7. Secondly, global political and economic uncertainty has disrupted the international flow of goods, services and people. While the State has maintained its hard-earned reputation as a reliable supplier of minerals, energy and agricultural products, disruptions in the supply of products and skills have tested WA's resilience. It is imperative that WA spreads risks in the supply chains that it relies upon, and considers further investments in select domestic capabilities.
8. Thirdly, economic growth rates in the Indo-Pacific region remain well above global and OECD averages. The dynamism of the urbanising and large consumer populations of India, Indonesia, Vietnam, the ASEAN region and across the Indian Ocean Rim is accelerating the pace at which the Indo-Pacific region is becoming the global economic centre of gravity. Given WA's geographical position at the heart of the Indo-Pacific region, the State's requires stronger trade and investment relationships with these major emerging economies to our immediate north and west.

9. Underpinned by the Federal Labor Government's renewed focus on economic diversification as a national economic and security priority, WA Labor recognises the State must grow and diversify its own international economic relationships as a matter of priority.

International Engagement: Diversifying Economic Sectors And Partners

10. WA Labor recognises that WA is a prosperous State by virtue of its highly competitive trading industries, and their significant integration with international markets. Export revenue and international investment underwrites the employment and incomes of Western Australians, and provides the State Government with needed royalties and tax revenue to deliver essential services.
11. WA Labor recognises that WA is the most trade-oriented State in Australia, and the most successful from a volume and revenue perspective. However, WA is also the least diversified, and is over-reliant on a narrow set of goods exports and trading partners. Given prevailing global economic, strategic, investment and environmental trends, WA must diversify its economy.
12. WA Labor recognises that WA cannot diversify its economy without diversifying the industries and sectors that drive the State's trade and investment relationships. Ongoing overreliance on the minerals and energy export sectors is unlikely to future-proof WA's economic growth. For example:
 - a. Minerals and resources production will continue to lead the state's industrial and export activity for decades to come. However, it is predicted the annual volume of WA's iron ore exports to China will soon peak, and the global iron ore and steel industry will then embark on a multi-decadal decline. At the same time, the long-term investment outlook for LNG is uncertain, as major industries and global energy markets transition towards a net-zero future.
 - b. Burgeoning global demand for battery quality critical minerals and clean energy technologies creates significant opportunities for WA. However, even with critical minerals processing industries in WA, and potential advancements in hydrogen export technologies, employment and export growth in these sectors is unlikely to replicate WA's iron ore and LNG construction and export booms of recent decades.
13. WA Labor recognises that WA cannot diversify its economy without diversifying its trading partners, and therefore the overseas markets that are the focus of its international engagement. Over coming decades, WA's traditional major trading partners will unlikely invest in and import from WA in sufficient volumes to sustain WA's economic growth. For example:
 - a. International investment into WA has long been led by the United States, the United Kingdom, Western Europe and Japan. However, as these countries' share of the global economy reduces over the coming decades, the level of investment growth into WA from these economic partners will likely plateau and decline.
 - b. China, whose imports from WA have grown exponentially over recent decades, is transitioning from an urbanising export- oriented economy into a services and consumption-driven economy. WA's services sector exports to China's are unlikely to be as intensive as the minerals resources and energy exports of recent decades.
14. WA Labor recognises that for WA to continue to derive 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. This is because:
 - a. Between the west coast of India and the west coast of America reside 60% of the world's population, and it is predicted more than three billion middle class people will live in this zone by 2030. This Indo-Pacific zone is to the immediate north and west of WA, creating considerable economic opportunities for the State. As WA is the only Australian State that faces the breadth of the Indian Ocean Rim, WA also has a crucial role in driving the "Indo" component of Australia's Indo-Pacific engagement.

- b. India is the world's fastest growing major economy and the most populous country on earth, and is predicted to become the second largest global economy in coming decades. Indonesia, Australia's immediate northern neighbour of nearly 300 million people, is predicted to become the world's fourth largest economy by 2050. In the same time frame, Vietnam will deliver a top twenty global economy. The ASEAN Economic Community, which also includes the burgeoning economies of Malaysia, the Philippines, Singapore and Thailand, is predicted to become the world's fourth largest economic bloc by 2040.
 - c. Over recent decades, WA's trade and investment relationships with the above-mentioned major emerging economies in South and Southeast Asia have not grown commensurately with these countries' growth rates. A lack of growth in these economic relationships has not been due to a lack of economic complementarity, but in part due to a lack of sustained government and business engagement.
15. WA Labor recognises that traditional international engagement strategies will not be able to be exactly replicated with the major emerging economies in the Indo-Pacific. The development of new economic relationships will have to be of a different kind to what the State Government and WA business is used to. For example:
 - a. The bulk commodity minerals and energy sectors are unlikely to be the sectors where demand for WA supply will exponentially grow. Indonesia, India and Vietnam do not require WA iron ore and LNG to the same extent as Japan, Korea and China have. Therefore, a strategy focused on being a secure external supplier of mineral resources and energy products is alone unlikely to succeed into the future.
 - b. While goods exports account for over half of WA's economy, services exports have traditionally only accounted for only a fraction of WA's export base. Fortunately, it is the service sectors of the major emerging economies in the Indo-Pacific where their demand is greatest. In the years ahead, WA's services sector exports can grow with increased activity across South and Southeast Asia.
 16. WA Labor recognises that the State Labor Government has identified the diversification of WA's economy lies across both services and goods sectors, including: international education; tourism, events and creative industries; primary industries; health and medical life sciences; energy; mining and mining equipment, technology and services; defence industries and space industries.
 17. WA Labor recognises that it is principally across these sectors where WA needs to build economic partnerships with the major emerging economies in the Indo-Pacific. Furthermore, WA Labor recognises that targeted engagement strategies will be needed, as the economic characteristics and growth trajectories of individual countries and markets are distinct.
 18. WA Labor recognises that economic opportunities arise for WA in other regional markets, including across eastern and southern Africa, central and southern America, the Middle East and with WA's traditional markets. WA Labor recognises that the limited resources of the State means WA's international engagement needs to be targeted, strategic and sustainable.
 19. WA Labor recognises as international economic fundamentals change and long-term regional growth trajectories evolve, the focus and direction of the State's international engagement must evolve accordingly. Further, WA Labor recognises that while the State Government cannot change regional strategic and economic trends, the State must be cognisant of these developments and tailor its international engagement efforts accordingly.

An Enduring Whole-Of-Government Approach

20. WA Labor recognises that while the State Government does not conduct foreign relations, develop defence policy or negotiate trade agreements, the State Government plays a vital role in coordinating and implementing the State's international engagement.

21. WA Labor recognises that, in order for the State Labor Government to help drive the diversification of WA's economy and international economic relationships, the State Labor Government will develop international strategies and implemented international engagement policies at a whole-of-government level. Towards this, a State Labor Government will:
 - a. Regarding WA's Global Offices:
 - i. Ensure the location, mandate and resourcing of the overseas Invest and Trade WA Offices is strategically sound, especially given the growth trajectories of the emerging major economies in the Indo-Pacific.
 - ii. Ensure the priorities and activities of the overseas Invest and Trade WA Offices is coordinated with the
 - iii. international engagement strategies and objectives of the State Labor Government.
 - iv. Ensure there is optimal public and industry awareness of the strategies and programs of the overseas Invest and Trade WA Offices, as well as their service offerings to industry to support trade and investment.
 - 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. Recognise the significant benefit coordinated senior visits can have in driving the development of WA's trade and investment relationships.
 - ii. Ensure senior visits are coordinated to support international engagement strategies, the activities of the overseas Invest and Trade WA Offices, and the realisation of economic opportunities identified in Sister State relationships and international MOU.
 - d. Ensure the international engagement policies and programs of the State Labor Government are coordinated and implemented at a whole-of-government level, and effectively across different portfolios, government departments and agencies.

International Engagement And Supporting Workers, Industries And Communities

22. WA Labor recognises that for a State dependent on trade for economic and 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 skills demands as will technological change, automation, artificial intelligence 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. Western Australian workers employed in industries being transformed by changes in the global economy are supported.
23. WA Labor acknowledges the ALP National Platform position on trade and investment policy, and supports the State Labor Government taking complementary State-level action to ensure the employment and income benefits of trade and investment growth are accrued by Western Australian workers.
24. WA Labor recognises that the State Labor Government must lead the policy drive

that encourages WA's industries, universities and the private sector to focus on WA's economic diversification imperative and the economic opportunities arising with the major emerging economies in the Indo-Pacific. Therefore, the State Labor Government will provide the necessary leadership and support to help industry, universities and the private sector build trade, investment, education and people-to- people relationships.

25. WA Labor recognises that the State's primary industries and trading hubs are often based regionally. In order to maximise the State's current and future capacity to trade and invest, the State Labor Government will ensure WA's regional infrastructure, transport, housing and employment needs are identified, prioritised and developed.
26. WA Labor recognises that WA is enriched by extensive migrant and diaspora communities, which contribute to the State's skills-base and capacity to build international people-to-people and business relationships. Fundamental to advancing an effective international engagement agenda, the State Labor Government will support and draw upon the expertise and networks of the State's diasporas, culturally and linguistically diverse communities, international student alumni, First Nations communities and expatriate communities abroad.

WA's Obligations Under International Law

27. WA Labor acknowledges the ALP National Platform position on international law and recognises that Australia's obligations under international law, including the safeguarding of human rights and workers' rights, extend to the State Labor Government.
28. The 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.