



# WA LABOR PLATFORM

**2023**

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# Chapter 1: Enduring Labor Values

## Introduction

1. The Australian Labor Party had its origins in:
  - a. The aspirations of the Australian people for a decent, secure, dignified, and constructive way of life;
  - b. The recognition by the trade union movement of the necessity for a political voice to take forward the struggle of the working class against the excesses, injustices, and inequalities of capitalism; and
  - c. The commitment by the Australian people to the creation of an independent, free, and enlightened Australia.
2. The Australian Labor Party is a democratic socialist party and has the objective of the democratic socialisation of industry, production, distribution, and exchange, to the extent necessary to eliminate exploitation and other anti-social features in these fields.
3. Our Party is founded on pillars of fairness, justice, and compassion for all.

As a Party, we believe that our diversity as individuals and communities actively engaged in building our future in Australia is our strength. Equity for those groups who face discrimination and exclusion, which unifies and respects difference, are fundamental to living this vision.
4. WA Labor believes that all people are created equal in their entitlement to dignity and respect and should have an equal chance to achieve their potential. For WA Labor, government has a critical role in ensuring fairness by:
  - a. Ensuring equal opportunity;
  - b. Removing unjustifiable discrimination; and
  - c. Achieving a more equitable distribution of wealth, income, and status.

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

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

## Fairness

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

## **Compassion**

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

## **Labour Rights**

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

## **Individual Freedom**

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

## **Responsibility**

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

## **Opportunity**

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

## **Sustainable Environment**

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

## **Democracy**

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

## **Community**

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

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

## History and the Future

14. We value the role that government and people have to play in creating a better future based on 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.

## Equality

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

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

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

## Labor in Government

16. When Labor is in Government, the party, the electorate, and the parliamentarians we select expect and are expected to further the objective of achieving social justice through government intervention and other policies.

17. Therefore, when in Government, Labor will:

- a. Scope, design, implement and deliver a social inclusion strategy that ensures the social and economic participation of all individuals, groups, and communities in Western Australia. The strategy will include initiatives designed to address key challenges to the wellbeing of all Western Australians such as poverty, homelessness, and disadvantage in all its forms. This strategy will be overseen by the Department of Premier and Cabinet and provide a whole of government approach that implements the social justice objectives of the WA Labor Party;
- b. Deliver on all election promises;
- c. Engage the community as a whole in an ongoing debate aimed at leading opinions on inequality;
- d. Focus public fiscal activities and the role of the public sector on sustainable improvements that are tested against our belief in social justice and not just our credit rating; and
- e. Reward private sector activities that promote Labor's social justice objective.

18. WA Labor will:

- a. Undertake measures to improve the representation of women on government boards and committees and work towards a target of 50%;

- b. Actively oppose the inaction of governments who do not establish significant affirmative action measures and/or have under- representation of women in Parliament;
  - c. Proactively pursue a 50% representation target on all Western Australian local councils;
  - d. Commit to a minimum of one third representation of women in State or Shadow Cabinet where there are sufficient numbers of elected women for this to take effect;
  - e. Proactively pursue equal pay for women of work of equal or comparable value;
  - f. Commit to an Office of Women's Policy Unit which will undertake research and provide policy advice and recommendations to the State Cabinet; and
  - g. Continuously build on the significant progress made towards reaching equal representation of women in Parliament.
19. WA Labor believes that a gender lens should be applied across Government to ensure that policies, projects and contracts are designed and implemented to increase opportunities for equity. We 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.

# Chapter 2: Community & Social Policy

## Lived Experience

1. Valuing and seeking advice from lived experience experts. WA Labor believes that people with lived experience are experts as users of services, have expertise and unique perspectives that should be looked to for advice to improve programs, services, systems, policies and laws. WA Labor recognises:
  - a. The voice, leadership, and expertise of people with lived experience.
  - b. The benefits of engaging lived experience representatives in the development of programs, services, and systems.
2. WA Labor will:
  - a. Encourage relevant government departments and agencies to engage with lived experience representatives.
  - b. Engage carers and people with lived experience to be involved in the development and evaluation of programs, services, systems, policies and laws that impact them.
  - c. Value the contribution of people with lived experience.

## Carers

### Valuing Carers

3. WA Labor believes:
  - a. That carers play an integral role in the Western Australian community;
  - b. That carers need ongoing support and services to assist them in their caring role; and
  - c. Caring needs may change over the life of the individual living with disability, and so additional support may be required as an individual's age and primary carers change.
4. WA Labor recognises:
  - a. The diversity and differing needs of those who are caring for others in our communities;
  - b. That community services need to be genuinely accessible so that no one is forced to be a carer, and that no one is forced to rely on care from family members;
  - c. That families and unpaid caregivers play an essential role in enabling those who require care; and
  - d. That governments play an integral role in developing ongoing strategies to improve the lives of carers.

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

## **Grandcarers**

6. WA Labor believes:
  - a. Grandparents who are raising their grandchildren play an integral role in the lives of their grandchildren, the child protection system, and the community; and
  - b. Grandcarers need ongoing support and recognition to assist and sustain them in their caring role.
7. WA Labor recognises:
  - a. Grandcarers, and the children they care for are diverse. Formal grandcarers can be recognised as carers through the child protection system, while informal grandparent carers have family arrangements in place;
  - b. Grandcarers care for their grandchildren at significant cost to their own physical, mental, social, and financial health;
  - c. Aboriginal people are over-represented in the grandcarer population, and are often less likely to seek support services; and
  - d. Grandcarers face significant hurdles in obtaining legal security, having their rights and responsibilities as carers recognised, and in accessing services for their grandchildren.
8. WA Labor will:
  - a. Ensure legislation protects the rights and responsibilities of all grandcarers and their grandchildren;
  - b. Ensure all government departments, and particularly those providing universal services such as health and education, recognise the unique needs of grandcarers and provide clear



- pathways for them to access services;
- c. Design program delivery and services in a way that recognises the diversity of grandcarer, including culturally responsive services; and
  - d. Investigate frameworks and policies for providing accessible financial support to grandcarers. This may include, but not limited to, access to concessions, a subsidy, or lobbying for a national carer's payment and access to family tax benefits.

## **Families and Children**

9. WA Labor believes:
  - a. Strong families make strong communities and a strong society;
  - b. Families are diverse;
  - c. Positive experiences in early childhood are crucial for individual development and lead to good life outcomes;
  - d. Government has a duty to support families, protect children and build communities;
  - e. Quality family and children's services depend on a professional workforce that is properly recognised and remunerated;
  - f. All children have the right to healthy, safe, and supportive childhoods where their voice and experience is recognised; and
  - g. A child's wellbeing is the responsibility of the entire community.
10. WA Labor in Government will:
  - a. Place the rights and interests of the child at the centre of the child protection system;
  - b. Support proper resourcing of services and strong legislation to ensure children's safety;
  - c. Understand that as well as a central obligation to ensure child safety, resources must be allocated to early intervention and family support;
  - d. Value the community and voluntary sectors as partners in supporting families and children, particularly those that are vulnerable;
  - e. Acknowledge First Nations children are disproportionately represented in WA's child protection system. WA Labor recognises that this is largely as a result of trauma stemming from past government decisions and practices, and that responses must be culturally appropriate and developed in partnership with Aboriginal Community Controlled Organisations and Aboriginal cultural care specialists within the public service;

- f. Acknowledge that optimising service integration between Government agencies and the community sector is an ongoing process of improvement with the ultimate goal being better outcomes for vulnerable Western Australians;
  - g. Promote a whole-of-community responsibility for child safety;
  - h. Understand the importance of a child's early years, and will work to support children and their families during this time to meet the full physical, cognitive, emotional, and social developmental needs of children so that they can reach their full potential;
  - i. Support the independent Commissioner for Children and Young People;
  - j. Regulate quality early childhood education and care, ensuring that providers deliver safe, accessible, affordable, and high-quality services;
  - k. Support workforce development in early childhood education and care, and work with providers and the relevant union to achieve professional recognition and wages for the sector;
  - l. Improve support for children with disability by ensuring all state government services are inclusive and accessible; and
  - m. Create a Ministerial portfolio for Children, to ensure children of Western Australia have their interests considered in government decision making and priorities.
11. WA Labor will:
- a. Deliver streamlined and flexible childcare regulation and continue to work with the Commonwealth to maximise parental choice in the care of children and ensure childcare providers give safe, accessible, affordable, and high-quality services;
  - b. Support workforce development in early childhood education and care by:
    - i. Introducing ongoing compulsory education for childcare professionals on aspects of childcare including mandatory reporting, understanding ratios, and national standards and complying with general OH&S provisions;
    - ii. Providing induction training for new childcare staff; and
    - iii. Providing student access to quality, affordable early childhood education care, TAFE training and qualifications.
  - c. Work with childcare providers and the relevant union to achieve professional recognition and pay for childcare professionals;
  - d. Strengthen legislation and provision to encourage and require responsible parenting;

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

## **First Nations People**

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

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

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

### **Introduction**

14. WA Labor is committed to promoting the social, cultural, economic, and physical well-being of First Nations people.
15. WA Labor recognises and respects First Nations people's authority and self-determination.
16. Past experience and dislocation have significantly contributed to the current disadvantage First Nations people face across a range of socio-economic indicators.
17. Acknowledgement of this history and its impact is vital to Australia's future.
18. These practices should be used to develop a framework for constructive negotiation on any legislation that may have a disproportionately negative impact on First Nations people in Western Australia.
19. Land has an inherent physical, emotional, and spiritual meaning to all First Nations people.
20. This way of life has been acknowledged with the recognition of the traditional property rights of First Nations people (Mabo 1992), who have the full protection of the law in exercising their common law rights of Native Title.
21. However, not all First Nation people have equal access to the remedies provided for under Native Title. WA Labor will develop alternative strategies to redress the dispossession of Australian First Nations people for whom native title recognition is not a viable option.
22. WA Labor is committed to forms of governance for First Nations communities that foster self-determination.
23. The Australian Labor Party (WA Branch) is committed to working with Aboriginal and Torres Strait Islander communities to eliminate the gap in life outcomes between Aboriginal and Non-Aboriginal Australians through the National Agreement on Closing the Gap.
24. All future policies and programs affecting First Nations peoples must be developed and implemented in consultation with First Nations communities.
25. WA Labor recognises the importance of increased political participation of First Nations people including in political parties. As such, WA Labor party policy committees will encourage, support, and implement strategies to increase the involvement of First Nations people.

26. First Nations people should be empowered to achieve higher standards of education leading to improved employment opportunities and full participation in the economic and social life of the community.
27. Disproportionately high levels of unemployment and welfare dependency are major determinants of social exclusion and dysfunction and require significant improvements in education and employment opportunities for First Nations people.
28. WA Labor acknowledges that racism still exists in Australian society and will continue to address this issue through policy and action.
29. WA Labor believes that it is important to recognise the contribution of First Nations people and cultures to our society.
30. WA Labor will explore introducing a public holiday to celebrate and value First Nations people, their culture, history, and contribution to our country, in order to promote reconciliation and unity.
31. WA Labor, the SPLP and FPLP will ensure that a Welcome to Country or Acknowledgement of Country always precede other formalities and dialogue at WA Labor events, including public events and campaign events.
32. Ensure that nongovernment organisations, who receive government funding, recognise the government preferred policy is to recognise the traditional owners at meetings.

### **Economic Development**

33. WA Labor recognises that First Nations communities should have access to an equitable level of services and rights and will encourage capacity building and self-reliance.
34. WA Labor will work with First Nations communities to:
  - a. Identify and support sustainable commercial development opportunities for First Nations communities to encourage economic independence, employment, and training;
  - b. Provide support and training to help new local enterprises and encourage community self-reliance using local community skills and resources;
  - c. Promote economic development projects that involve local First Nations people in developing and maintaining community infrastructure;
  - d. Provide training and support that increases understanding of the economic and employment systems in Australia, to promote economic development;
  - e. Support First Nations communities to enjoy the social and financial benefits of new technologies;

- f. Ensure financial management systems strengthen community controls;
- g. Focus on localised small scale economic programs for community training and employment;
- h. Provide a business mentor scheme using mentors with appropriate cultural background or training to engage communities with new initiatives;
- i. Facilitate specific labour market entry programs for First Nations school-leavers in consultation with Aboriginal education stakeholders;
- j. Facilitate relationships that foster improved employment and economic outcomes between the private sector and First Nations communities and investigate the possibilities of early access to Superannuation for First Nations people due to lower life expectancy; and
- k. Assess and examine procurement policy rules to ensure that only genuine First Nations businesses benefit and prosper from state and federal schemes supporting First Nations businesses.

### **Education, Employment and Training**

- 35. WA Labor believes that all First Nations people should have access to a high quality education regardless of age, gender, or location.
- 36. WA Labor will:
  - a. Work with families and communities to improve participation and attendance particularly during compulsory schooling years;
  - b. Establish benchmarks and targets to track retention rates of First Nations children at schools in order to best direct funding and resources;
  - c. Develop programs and strategies to ensure that more First Nations people participate in and have access to relevant, appropriate, and engaging education at all levels;
  - d. Guarantee that more First Nations people will be afforded more opportunities to participate in the delivery of education at all levels;
  - e. Develop and promote access to education programs that provide all students and educators with relevant, culturally appropriate information about Australia's First Nations' histories and cultures;
  - f. Develop and enhance First Nations culture and language programs, provide adequate resources to enable language renewal and maintenance programs, and promote those languages to all students;

- g. Broaden the range of education programs for First Nations people identifying as disengaged from education;
  - h. Incorporate learning styles of First Nations people into appropriate curriculum;
  - i. Encourage and support First Nations people in the pursuit of post- compulsory education and the achievement of tertiary qualifications;
  - j. Increase the variety of transitional learning pathways for First Nations people with the potential to enter a diverse range of professions;
  - k. Facilitate opportunities in education settings for students to benefit from role models and mentors from a variety of backgrounds;
  - l. Ensure that schools develop behaviour management policies that empower First Nations young people with skills to better manage any behavioural issues with the potential to result in their exclusion from the classroom;
  - m. Ensure that First Nations children excluded from schools for disciplinary reasons receive appropriate alternative education services;
  - n. Ensure that schools with high suspension and expulsion rates are given additional resources to address the social and emotional needs of students who frequently require disciplinary action;
  - o. Ensure that schools wanting to teach First Nations languages and culture be supported and provided the resources to enable this to happen; and
  - p. Ensure that appointment processes for schools' boards are transparent and First Nations people be actively encouraged and given opportunities to sit on school boards.
37. WA Labor recognises that the general and youth unemployment rate of First Nations West Australians is unacceptable.
38. WA Labor is fundamentally committed to reducing the unemployment rate of First Nations people as a major policy priority.
39. WA Labor will establish benchmarks and targets that quantify decreases in employment rates of First Nations people. WA Labor will encourage self- management and economic self-sufficiency for First Nations people.
40. WA Labor believes First Nations people should have full access to employment and will target areas where First Nations people are underrepresented.



41. WA Labor will support the further development of high quality training and employment environments shaped by, and for, First Nations people.
42. WA Labor will support local, flexible programs that meet the needs of First Nations people either alienated from, or unable to gain access to, learning environments.
43. WA Labor, as a model employer, will ensure that where CDEP is used, it will lead to the promotion of the full and permanent employment of First Nations employees in the same manner as other public servants and State Government employees. Furthermore, WA Labor will ensure that CDEP is not used as a cheap source of funding to employ First Nations employees.
44. WA Labor will:
  - a. Promote onsite training and flexible learning courses at TAFE accommodating the needs of First Nations people;
  - b. Continue the recruitment, employment, and career development of West Australian First Nations people in the public and private sectors;
  - c. Provide support for employers of First Nations people;
  - d. Support the participation of First Nations people in community based economic and employment development programs;
  - e. Promote a variety of employment training programs offered by flexible delivery;
  - f. Facilitate training in community-based management;
  - g. Maintain and improve the skills base of First Nations people;
  - h. Expand the representation of First Nations People employed in State Government departments to better meet the needs of First Nations clientele; and
  - i. Ensure that First Nations public sector worker leaders, specifically but not limited to education, justice and community services are given fair and equitable access to leadership opportunities within the public services.
45. Past government policies and practices have limited the traditional rights, access to land and security of title that are essential to enable First Nations peoples to fully exercise their economic, social, and cultural rights.
46. WA Labor will:
  - a. Defend, preserve, and build upon the principles embodied in the Native Title Act for the constructive resolution of land issues;



- b. Adopt strategies that build on native title and accommodate the claims of Western Australian First Nations peoples for whom native title remedies are not available;
  - c. Encourage the negotiation of regional community agreements between First Nation people's interests, all levels of government and other interests; and
  - d. Implement programs that:
    - i. Acknowledge the cultural diversity of First Nations people;
    - ii. Recognise the role of systems of kinship and lore in First Nations' culture;
    - iii. Promote community involvement and decision making;
    - iv. Encourage involvement with local government;
    - v. Facilitate joint management of National Parks and Reserves;
    - vi. Uphold the rights of First Nations peoples over their artistic and intellectual property, their products, and services;
    - vii. Adequately resource First Nations people to manage and protect First Nations heritage areas;
    - viii. Recognise culturally significant events and festivals; and
    - ix. Introduce measures to reinforce First Nations cultures and cultural heritage.
47. WA Labor will promote the recognition of First Nations place names given by nomenclature committees of Local Governments.
48. WA Labor will promote the knowledge of First Nations languages in the wider community.

### **Health, Housing and Wellbeing**

49. Good health is necessary for First Nations people to prosper. First Nations people are severely disadvantaged in health outcomes and services. The average life expectancy of First Nations people is unacceptably low. All tiers of Australian government, in close consultation with First Nations men and women, must immediately take measures to achieve sustained progress.
50. WA Labor recognises that environmental health standards for remote First Nations communities have improved since the Auditor General's Report 'Delivering Essential Services to Remote Aboriginal Communities' published in 2015 and commits to continue improving standards, including of sanitation and the provision of drinking water.

51. WA Labor will:

- a. Involve First Nations people in improving health and housing;
- b. Facilitate expansion of Aboriginal medical services;
- c. Improve the training of First Nations health, housing, and community workers, and encourage their recruitment;
- d. Ensure that Aboriginal Studies is a pre- requisite for health and health- related university and TAFE courses;
- e. Support and expand undergraduate training schemes for First Nations health and community workers and institute a system of registration for them;
- f. Identify any inadequacy in the provision of services to First Nations people and communities, including those in custody, and move promptly to rectify those gaps (e.g., health services, prison health services, birthing centres for both urban and rural women, housing, nutrition);
- g. Examine the relevance of current health promotion policies and practices and change them to take account of cultural differences;
- h. Design and implement maternal and child well-being programs which help families to gain access to mainstream services, and which sensitise those services to the needs of their First Nations clients;
- i. Devise culturally appropriate sex education programs designed specifically for First Nations adolescents;
- j. Ensure that First Nations people, who wish to, including those in regional areas, are able to access safe, culturally sensitive, and publicly funded reproductive health care services, including pregnancy termination care;
- k. Encourage projects which address violence, particularly intra-familial violence, in a culturally appropriate way through education, support facilities, and active community participation;
- l. Ensure that appropriate care for First Nations aged and disabled people is available and that it includes affordable and secure accommodation, and services that allow for home care in all communities;
- m. Facilitate full participation of First Nations communities in the design and construction of housing that fulfils their cultural, social, and living needs;
- n. Require existing community services to include courses in living skills for all ages, in a format and in locations which are acceptable and accessible to First Nations people;

- o. Facilitate development with the relevant union of professional organisations of Aboriginal Health and Community Workers, and encourage their involvement in school and community activities;
  - p. Facilitate research into and development of First Nations health and health related issues, and investigate the feasibility of establishing a College of Aboriginal Health;
  - q. Improve strategies to prevent Family & Domestic Violence. and assist those affected; and
  - r. Support policies and programs designed to reduce the incidence of Foetal Alcohol Spectrum Disorders.
52. WA Labor recognises that First Nations people are disproportionately represented in public housing and that public housing policies, therefore, should be sensitive to the cultural obligations of First Nations people to family members.
53. WA Labor acknowledges the Department of Communities' Thrive tenancy support program which provides an early intervention model to support at risk tenancies and prevent homelessness across the State including in regional and remote communities. The Australian Labor Party (Western Australian Branch) supports the ongoing work of Government in partnership with the social services sector to support First Nations people to sustain their tenancies and encourages ongoing collaboration between stakeholders, clients, Aboriginal Community Controlled Organisations, service providers and Government agencies to improve outcomes for Western Australian's living in social housing.
54. WA Labor recognises that suicide remains one of the main causes of preventable deaths in First Nations communities in Western Australia.
55. WA Labor commits to working with remote and regional communities to provide greater resources and more localised support, such as further training for Aboriginal health workers, mental health first aid training for community members, and more funding for peer-to-peer education programs dealing with depression and suicide.
56. WA Labor recognises the vital role Aboriginal Health Workers play in improving health outcomes for First Nations people. In Government WA Labor will commit to increased funding for the sector to provide greater training and improved remuneration for Aboriginal health workers.
57. WA Labor in Government commits to undertaking measures to understand, fund and legislate (where necessary) to deal with Fetal Alcohol Spectrum Disorders. Such measures include:
- a. The development of a culturally appropriate diagnostic tool for Fetal Alcohol Spectrum Disorders, in partnership with First Nations health organisations;

- b. Fund Aboriginal Community Controlled Health Organisations to deliver training on Fetal Alcohol Spectrum Disorders to government agencies including; WA Police, Youth Justice Services, regional Magistrates and Children’s Courts; and
- c. Ensure all metropolitan and regional Youth Justice Services have the ability to diagnose Fetal Alcohol Spectrum Disorders.

### **Accountability**

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

### **Reconciliation**

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

### **Stolen Wages**

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

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

### **Stolen Generation**

64. WA Labor acknowledges that the removal of First Nations people from their families has led to an entrenched pattern of disadvantage and dispossession which continues to wreak havoc and destruction in First Nations people, families, and communities.
65. WA Labor will take into consideration the systemic disadvantage confronting First Nations people when formulating policies and laws which affect First Nations people.
66. WA Labor acknowledges that funding for all services and programs inclusive of First Nations people, should take into account the needs of members of Stolen Generations.
67. WA Labor believes that a Labor government should continue to work towards the recognition and compensation by the state to the people and communities of Stolen Generations.
68. WA Labor will work with our federal counterparts to implement the recommendations of the Bringing Them Home Report (1997).
69. WA Labor supports the establishment and funding of Healing Centres, for First Nations communities impacted by the Stolen Generations.
70. About 12,000 people live in more than 200 remote Aboriginal communities throughout Western Australia. Another 3,000 Aboriginal people live in 37 town-based communities.
71. For many Aboriginal people, living in a Remote Aboriginal Community on traditional homelands allows for ongoing connection and links to country, culture and kin.
72. WA Labor acknowledges not all Remote Aboriginal Communities want to operate in the same way and supports the self determination of all communities across the State.
73. WA Labor in Governments commits to listening to the voices of local Aboriginal people through working with Remote Aboriginal Communities to develop sustainable reforms to deliver better services to Remote Aboriginal communities, including Housing maintenance contracts.

74. WA Labor in Government commits to empowering Remote Aboriginal Communities to enable greater capacity for Economic Development.

## **Multicultural Interests**

### **Valuing Diversity**

#### **Principles for a WA Labor Government**

75. WA Labor acknowledges that there are ongoing challenges in a multicultural society. Members of racial, ethnic, and cultural minority groups continue to face discrimination, economically, socially, and culturally. WA Labor believes that the specific discrimination suffered by ethnic, and culturally and linguistically diverse communities of our society deserves specific policies to counteract these societal ills.
76. WA Labor recognises that Australian society is a, ethnically and culturally diverse, liberal democratic society, encompassing a wealth of cultures, histories, and traditions. This racial, ethnic, and cultural diversity is inseparable from, and guaranteed by, Australia's traditions of egalitarianism and democracy. Ethnic diversity in society benefits Australians as individuals, and as members of society as a whole.
77. Labor believes our multicultural society should apply the principles of the Western Australian Charter of Multiculturalism:
  - a. **Civic Value**  
The equality of respect, mutual respect, individual freedom, and dignity for all members of society subject to the acceptance of the rule of law, social, political, and legal institutions, and constitutional structures.
  - b. **Fairness**  
The pursuit of public policies free of prejudice, discrimination, and exclusion on the basis of characteristics such as origins, ethnicity culture, religion, ethnicity, and nationality.
  - c. **Equality**  
Equality of opportunity for all members of society to achieve their full potential in a free and democratic society where every individual is equal before, and under, the law. WA Labor will also ensure this through the creation and enactment of legislation which will create a Substantive Equity Unit within the Equal Opportunity Commission.
  - d. **Participation**  
The full and equitable participation in society of individuals and communities, irrespective of origins, culture, religion, ethnicity, and nationality by providing proper and adequate resources within the Governance Structure.

78. A WA Labor Government will support these principles through:
- a. **Economic, Political and Social Equality**  
All Australians are entitled to equality of freedom, treatment, and opportunity, enabling them to contribute to achieve their full potential in the social, political, and economic life of Australia, free from discrimination and exclusion on the grounds of culture, religion, language, location, gender, ethnicity, place of birth or national origin.
  - b. **Mutual Respect**  
Subject to the rule of law established within existing legal and constitutional structures of Australia, all Australians have the right to express their own culture and beliefs, and the reciprocal obligation to accept the right of others to do the same.
  - c. **Community**  
Encourage and support the development of culturally and linguistically diverse community groups, especially new and emerging communities, and provide opportunities for inclusion and engagement across all sectors of society. Promote practical self-help initiatives and leadership by communities to resolve issues within the community or in a multicultural society, especially where communities may be more effective than government agencies and statutory bodies. Every effort should be made to involve community groups in the planning, administration, and delivery of government services, including services which support settlement of migrants in Western Australia.
  - d. **Citizenship**  
All Australians recognise and accept the following declaration of commitment:
    - i. To value the unique status of Australia's First Nations people;
    - ii. To maintain the rule of law and the ideal of equality under the law for all Australians;
    - iii. To strengthen Australia as a representative liberal and social democracy based on universal adult suffrage and freedom of opinion;
    - iv. To uphold the ideal of Australia as an accepting, open and fair society that encourages mutual respect, participation, and interaction between its citizens; and
    - v. To recognise and celebrate Australia as an inclusive multicultural society devoted to the wellbeing of all its people.



## **A WA Labor Government in Action**

79. WA Labor Government affirms:

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

80. WA Labor Government will:

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



- f. Ensure and facilitate effective access by community groups and organisations to government decision making and policy development primarily, but not exclusively, through peak organisations;
  - g. Ensure that funding is provided to multicultural organisations in Western Australia who provide services to cultural and linguistically diverse communities;
  - h. Commit to strengthening WA laws in addressing racial vilification; and
  - i. Work with ethnic and community groups to strengthen state based legislation racial vilification and discrimination.
81. WA Labor recognises the strong and unique contribution that refugees have made to our community and believes that appropriate and adequate support must be provided to assist the resettling of refugees in our state. In government, WA Labor will ensure that asylum seekers living in our community on bridging visas have access to state government services and benefits, such as public education, health, and transport concessions.
  82. A WA Labor believes that all category of visa holders and those who have gained permanent residence should be entitled to all existing and future services and protection provided by the State Government.
  83. A WA Labor Government will review the appropriateness and effectiveness of the existing State Government Language Service Policy with a view to developing an appropriate whole-of- government policy framework for the provision of language service throughout the State. Subsequent to such review and framework development, the requirements for a State based translation and interpreter service should be established to supplement the existing services provided at a federal level.
  84. All Government Departments, agencies, and instrumentalities in a WA Labor Government shall make specific provision within their budgets for proper language service delivery required by the clients of their departments or agencies. This includes, but is not limited to, ensuring that 15% of the client facing staff in WA Government service provision are competent in at least one of the 5 major non English languages spoken in WA, including First Nations languages in rural/remote service provision.
  85. WA Labor understands the necessity of English as a lingua franca in our society and its role in encouraging labour market participation by recent migrants. As such a WA Labor Government will endeavour to provide a variety of English language courses accessibly and affordably to recent migrants from NESB backgrounds. WA Labor will explore the possibilities of establishing a Multicultural Commission.

86. In conjunction with courses funded through the Adult Migrant Education Services, State Government Departments and agencies will provide on request courses, workshops and other relevant information for migrants and ethnic communities on:
- a. Law and order;
  - b. Governance and civics;
  - c. Employment rights and responsibilities;
  - d. Cultural familiarisation programs;
  - e. Cross-cultural programs;
  - f. Community cultural development;
  - g. Sourcing government funding and grant writing; and
  - h. Other programs that will assist in the full integration of all newly arrived migrants into Western Australian society.
87. WA Labor stands against hate groups which seek to spread fear, division, and violence in our successful multicultural society. WA Labor will make efforts to work with social media providers in order to establish a strong regulatory framework to ensure such groups are not able to disseminate messages of hate widely online.

## **People with Disabilities**

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

88. WA Labor believes:
- a. People with disability should have equal opportunities in all aspects of life and should be treated with dignity and respect;
  - b. People with disability should have the same rights as other members of the community;
  - c. Legislation such as the Disability Discrimination Act 1992 (Cth) should exist to protect the rights of, and guarantee full equity and access for people with disability;
  - d. Government and the wider community play an integral role in assisting people with disabilities to obtain and maintain a fulfilling independent lifestyle;
  - e. People with disability should be the primary decision makers in all matters that affect them and their lifestyles. People with disability must be consulted meaningfully both directly and through representative and advocacy organisations;
  - f. Safe and accessible accommodation based on individual needs and choice is a fundamental right of people with disability;

- g. People with disability alleged to have committed crimes have the right to be dealt with justly, especially when their disability has contributed to offending behaviour;
- h. People with disability should be able to demand a minimum standard of support and service provision [that meets their needs and provides choice and control];
- i. All levels of Government and their departments and agencies have a responsibility to meet the needs of people with disability and should be working collaboratively; and
- j. The needs of people with disability should be reflected in all government legislation and policies; as well as by organisations and business in the wider community.

89. WA Labor recognises:

- a. The number of people with disability in Western Australia is growing;
- b. The critical need for intervention and investment in early childhood and school years programs and service delivery;
- c. People with disability must have the same access as others to realise their capacity for individual and social development;
- d. Caring for people with disability without appropriate and adequate supports can significantly affect carers and families, including parents, siblings, and extended family members;
- e. Families of children with disability are exposed to health risks, and early intervention is needed to protect the health of all family members;
- f. That there are specific needs applicable to people with psychiatric disabilities, and acquired brain injuries and complex disabilities which are currently not being met;
- g. Service delivery for people with disability should be provided by qualified workers and be appropriate to their individual needs and the needs of their families;
- h. Organisations who support the needs of people with disability should be funded at appropriate levels;
- i. Domestic Care workers are marginalised workers within the sector who provide important care to people with disability in their own home;
- j. Disability workers should be paid fair and reasonable wages for the work they undertake;
- k. The challenges faced by the disabilities sector in attracting and retaining quality staff, and that much of this problem is rooted in the poor wages and conditions for disability direct care workers;

and

- i. Some people with disability may be more vulnerable to abuse due to their specific circumstances, including isolation, mobility constraints, dependence, lack of community relationships and language or communication barriers.

90. WA Labor will:

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

## **Seniors**

### **A Program for Dignity and Independence**

91. WA Labor believes:

- a. The experiences and skills of senior citizens are an important and valuable part of the State and will respond to the needs of seniors in a way which retains the dignity and independence of older Western Australians;

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

92. WA Labor recognises:

- a. Western Australia has an ageing population and will need to expand and improve on seniors services;
- b. We have an obligation to provide a strong safety net to seniors who are unable to be financially independent;
- c. The rise in the age of retirement will disadvantage a number of seniors;
- d. There is a growing need for more supported accommodation and services to help seniors to stay in their own homes for longer;
- e. Seniors require secure, affordable accommodation that meets their individual needs; and
- f. Secure, long-term housing and ongoing support is fundamental to addressing the health needs of older homeless women.

93. WA Labor will:

- a. Retain transport concessions for seniors in conjunction with the Federal government and other States and Territories. This will enable WA seniors card holders to access public transport concessions when travelling interstate.,
- b. Maintain a dialogue with relevant groups of how to best to serve the needs of seniors;
- c. Report annually on the progress made by government in addressing the needs of seniors and our ageing population through the Minister for Seniors Active Ageing Progress Reports;

- d. Implement health promotion programs dealing with the specific health care needs of seniors;
- e. Deliver a community education campaign to encourage take-up of State Government concessions, including media publicity and a brochure;
- f. Ensure that seniors, including those in rural and remote areas, can access essential health and welfare services;
- g. Provide services to seniors that will allow them to live in their own homes for as long as possible;
- h. Consider and incorporate in strategic planning by government agencies the implications of an ageing population;
- i. Provide a range of rebates and concessions to support seniors who are on low and fixed incomes. Work with local government and community organisations to increase access to appropriate and affordable fitness, recreation, and leisure programs for seniors;
- j. Develop further policy on safety and security for seniors as identified by consultation with older people in the community, including safeguards to ensure the needs of seniors are taken into full account in the development of housing;
- k. Strive to improve weekend and non-peak services, providing better mobility for seniors;
- l. Develop further guidelines to enable prevention, early identification, and strategies to deal with violence and abuse against seniors;
- m. Support increased access to and an increased role for senior citizens' centres;
- n. Work with the Federal Government to increase the number of beds in aged care facilities;
- o. Ensure Federal Funding contributes to wage increases for care/clinical staff in order to attract and retain staff in aged care facilities;
- p. Work with education organisations and employers in aged care, to better attract, train and retain skilled people to the aged care workforce by recognising that relatively low wages in the sector result from gender pay inequality; and
- q. ensuring that future aged care funding is allocated to both service and wage increases.
- r. Ensure that the current level of funding for aged care services, including culturally appropriate and LGBTQIA+ services, is significantly increased and extended to meet growing demand in the area;

- s. That proper and improved healthcare measures for pensioners are prioritised including medical, dental, optical, hearing, pharmaceutical and culturally appropriate services, is significantly increased and extended to meet the growing demand in this area;
  - t. Ensure adequate nurse coverage in addition to 24/7 access to a registered nurse on site at aged care facilities;
  - u. For those seniors over the aged of 75 years old, provide a one-off grant (claimed in arrears) towards the purchase of a personal/ medical alarm systems for emergency alerts and responses, allowing them to live life more independently and safely;
  - v. Will abolish stamp duty for qualifying senior citizens on Centrelink who wish to own their family home to bring Western Australia in line with other States and Territories;
  - w. Review and explore the potential of providing a one-off stamp duty concession of 100% towards the purchase of a primary residence valued at up to \$450,000 and phased out for eligible homes valued at up to \$500,000 for those seniors over the age of 65; and
  - x. Transport concessions for seniors to be extended to seven days a week 24 hours a day.
94. WA Labor acknowledges that seniors now comprise an increasing proportion of our state's population. It further acknowledges growing numbers of seniors are becoming homeless while others have insecure security of tenure in their housing. WA Labor will, in its first term of government:
- a. Develop a strategy for the prevention of Elder Abuse in WA;
  - b. Implement more effective checks and balances to prevent financial elder abuse, especially the fraudulent transfer of property;
  - c. Incorporate a code of conduct for strata managers in the Strata Titles Act 1985 (WA) as well as a "fit and proper person test" for such persons;
  - d. Expand the jurisdiction of the State Administrative Tribunal ("SAT") in relation to Strata management disputes;
  - e. Amend the Strata Titles Act 1985 (WA) to provide for greater levels of transparency and accountability on financial reporting;
  - f. Amend the Strata Titles Act 1985 (WA) to prohibit harassment and unconscionable conduct towards residents;



- g. Work with Local Governments to initiate and expedite a thorough and forthright review of the Residential Parks Long-Stay Tenants Act 2006 (WA);
- h. Promptly enact the second tranche of recommended amendments to the Retirement Villages Act 1992 (WA);
- i. Consider accessible complaint mechanisms for residents in retirement villages, a rapidly growing sector of the market;
- j. Introduce new laws for park homes where termination of leases can only be achieved through mutual agreement or upon application to the SAT; and
- k. Ensure that any future amendments to the Caravans and Camping Grounds Act 1995 (WA) must incorporate transitional provisions to acknowledge and protect the interests of long-term residents, many of whom are seniors; and develop and implement legislation regulating formalities, content and use of family accommodation agreements and provide for adequate remedies in the event of the agreement's failure.

## **Social Development**

### **Sharing The Benefits Statement of Principle**

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

### **Integration Of Social and Economic Policy**

- 99. The fundamental objective of WA Labor's economic policy is to ensure the well-being and improve the quality of life of all Western Australians.
- 100. This can be achieved by:
  - a. Providing a climate that encourages maximum employment opportunities and delivers liveable wages; and
  - b. Providing a strong safety net for people who are unable to participate in the workforce.



101. WA Labor is committed to:

- a. Providing a fair distribution of the benefits of the state's economy;
- b. Ensuring opportunities for all Western Australians to readily access education and training;
- c. Protecting the living standards of those without work or unable to work;
- d. Providing ongoing access to quality social benefits and community services;
- e. Properly understanding and identifying the needs of those most vulnerable to social, structural, and technological changes across the state; and
- f. Educating the community about the role and importance of taxation for the wellbeing of society.

## **Poverty And Income Security**

102. A WA Labor Government has an essential role in addressing poverty and promoting income security through its relationship with the Federal Government.

103. An adequate income is fundamental to a person's security, well-being, and independence.

104. WA Labor recognises that due to the changing economy and the rise of precarious forms of employment, job insecurity is a major concern for workers and their families.

105. WA Labor will:

- a. Support a fair and equitable wages system to provide greater income security; and
- b. Ensure that people experiencing financial hardship have timely and appropriate access to the social services they require.

## **Homelessness**

106. WA Labor believes:

- a. That safe and stable accommodation should be attainable by all Western Australians;
- b. That there is no shame in being homeless, and people are capable of bouncing back and leading fulfilling lives, with the right support;
- c. That all levels of Government have an important role in supporting people to obtain safe and stable accommodation;

- d. That the definition of homelessness includes people who are unable to stay in their usual place of residence and are forced to ‘couch surf’, or stay with other people;
- e. In a whole-of-community response to addressing homelessness;
- f. That certain groups of people are at greater risk of homelessness, and require additional support;
- g. That early prevention and intervention can prevent a lot of issues for individuals, and result in strong outcomes for the community; and
- h. That ending homelessness is achievable.

107. WA Labor acknowledges:

- a. The importance of stable placements in supported accommodation;
- b. The need for ongoing case management to support individuals in supported accommodation;
- c. The importance of measuring outcomes and acknowledging successful programs that generate strong outcomes for people;
- d. That further work is required to address the public’s awareness of homelessness as an issue;
- e. The strong links between people escaping Family & Domestic Violence. and experiencing homelessness; and
- f. That there has been a large amount of uncertainty in the homelessness sector due to short-term funding contracts, and the lack of a clear strategy on the part of the Federal Coalition Government.

108. WA Labor will:

- a. Support low-income individuals and families to prevent homelessness by:
  - i. Improving access to financial counselling and assistance for unexpected costs that could lead to homelessness;
  - ii. Working to streamline processes to access bill concessions; and
  - iii. Increasing the availability of funding for the community sector to provide emergency assistance to people in immediate financial crisis.
- b. Work in partnership with government at all levels, and the community sector, to achieve the best possible outcomes for people experiencing homelessness;

- c. Support prevention and early intervention programs and initiatives that deliver stable accommodation;
- d. Support services that contribute to sustainable pathways out of homelessness;
- e. Support a 'no wrong door' approach to homelessness service delivery coordination;
- f. Support a housing first approach in responding to homelessness;
- g. Support new funding initiatives for additional homelessness services; and
- h. Continue providing long-term contracts for services where possible to provide certainty and security for homelessness services.

## **Partnership with the Community**

### **Non-Government Organisations**

109. WA Labor acknowledges:

- a. The valuable contribution that the community sector makes in supporting Western Australians in need, as well as building stronger communities and will work with community sectors and their relevant peak bodies;
- b. The importance of Aboriginal Community Controlled Organisations in achieving real and sustained change for First Nations people.

110. WA Labor will:

- a. 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 non-government organisations that receive state funding adhere to anti- discrimination practices and legislation;
- d. Non-government organisations that withhold care and/or assistance on the basis of age, gender identity, sexuality, race, disability or impairment, religion or other grounds covered in the Equal Opportunity Act 1984 (WA) will have their funding reviewed; and
- e. Ensure that non-government organisations that receive state funding adhere to fair and modern rights for workers. NGOs which are found to have repeatedly breached workers' rights or treat workers unfairly will not be considered for government services tenders or contracts.

## **Volunteers**

111. WA Labor recognises that volunteering is an important way for individuals to contribute to their community and fulfils an essential economic function providing large social gains to the community.
112. Volunteers deserve respect and protection from those who may misuse their commitment.
113. WA Labor will:
  - a. Support the active training of volunteers and establish guidelines that include involvement of volunteers in decision making;
  - b. Ensure that volunteers are protected in terms of occupational health and safety and legal responsibilities;
  - c. Ensure that volunteers have access to training and up-skilling opportunities to enable them to meet their legal responsibilities and obligations and perform their volunteer role effectively; and
  - d. Establish a regime to compensate eligible volunteer firefighters who contract cancer as a consequence of their volunteer service.

## **Sport and Recreation**

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

114. WA Labor recognises and supports the positive impact that sport and recreational pursuits make on the physical, mental, and social well-being of all Western Australians.
115. WA Labor is committed to initiating and developing opportunities for the maximum participation of all members of the community in recreational and sporting activities.
116. WA Labor is committed to ensuring that sporting participation is accessible and affordable for all individuals and families, including providing extra support, concessions, and rebates to those on low incomes.
117. WA Labor recognises that the quality and accessibility of open space affects the nature and amount of physical activity. High quality open space is available to all members of the community irrespective of age, ability, gender, race, or cultural background.
118. WA Labor is resolutely committed to creating an environment for the pursuit of preventative health through education, recreation, and sport opportunities for all members of community.

119. WA Labor will:

- a. Provide adequate resources, through the relevant Government agencies, to ensure that facilities are provided to encourage maximum participation by all members of the community in a wide range of sporting and leisure activities to suit the various needs of the community;
- b. Develop initiatives to highlight and enhance the importance of developing sporting and recreational skills and enjoyment for all primary and secondary school students, including encouraging the participation of sporting mentors and role models e.g., professional athletes;
- c. Develop and implement suitable programs to increase the opportunities for community members to participate in social and competitive sport and recreational activities;
- d. Review the management and maintenance of community sporting and recreational facilities to ensure effective and efficient utilisation of facilities to the advantage of all community members;
- e. Develop recreational complexes in partnership with Local Government and regional sports to service regional areas; and
- f. Enable greater communication and cooperation between sporting groups and all levels of government.

120. WA Labor is resolutely committed to creating an environment for the pursuit of excellence as well as equality of opportunity for all Western Australians to achieve excellence, for all members of the community.

121. WA Labor understands that reaching and achieving the peak levels of active recreational pursuits and in sport is both physically and mentally demanding and appropriate preparation through quality training and coaching is required for success. WA Labor supports supervision by accredited organisations within an environment of managed risk and challenge.

122. WA Labor will:

- a. Provide adequate resources, through the relevant agencies, to ensure that facilities are provided to encourage maximum participation by all members of the community in a wide range of sporting and recreational activities to suit the various needs of the diverse population in regional, rural, and metropolitan areas;
- b. Develop policy options to address gender inequity in the promotion and televising of sport;

- c. Develop initiatives for generational transition through education and to highlight and enhance the importance of developing sporting and recreational skills for future lifestyles, health, and enjoyment for all primary and secondary school students;
- d. Develop and implement suitable programs to increase opportunities for community members to participate in active, non- competitive and competitive sport and recreational activities;
- e. Develop recreational complexes in partnership with Local Government and regional sport and recreation organisations to service regional areas;
- f. Enable greater communication and cooperation between recreation and sporting groups and all levels of government;
- g. Develop programs to engage young women in the pursuit of healthy active lifestyles;
- h. Develop and support accessible low cost and appropriate recreational opportunities for seniors;
- i. Work with all levels of government to ensure that the quality of public open space is improved and developed to ensure that a range of active and passive recreational activities can be enjoyed by all irrespective of age, ability, gender, race, or cultural background;
- j. Support the Western Australian Institute of Sport and other community agencies to enhance and develop opportunities for excellence through interagency cooperation;
- k. Maintain and improve training and career opportunities as well as fair remuneration for trained recreation staff;
- l. Develop and maintain a vibrant link between government and sporting organisations to ensure ongoing development and upgrade of programs to cater for changing needs within the community;
- m. Remain committed to increasing opportunities for all members of the community to access and use sporting and recreational facilities for pleasure and the pursuit of excellence within the various sport and recreational activities;
- n. Support organisations in pursuing well founded training for coaches, leaders, and instructors, including volunteers to help participants improve;
- o. Explore the feasibility of the establishment of national and international visitations of various sport and recreational events to achieve and establish benchmarks for our youth in the world arena;

- p. Plan, coordinate, and resource recreation and sport activities via the three tiers of government, aligning activities on an age and ability- appropriate basis after research and research and consultation with relevant agencies and experts; and
- q. Encourage maximum out-of-school hours usage of educational facilities to enhance recreational and sport needs of local communities throughout Western Australia through devices such as after-hours facility management plans and after-hours staff.

### **Youth Preparation Is Critical to Success**

123. WA Labor understands that reaching and achieving the peak levels of active recreational pursuits and in sport is both physically and mentally demanding and appropriate preparation through quality training and coaching is required for success. WA Labor supports supervision by accredited organisations within an environment of managed risk and challenge.

124. WA Labor will:

- a. Support organisations in pursuing well founded training to help participants improve;
- b. Explore the feasibility of the establishment of national and international visitations of various sports to achieve and establish benchmarks for our youth in the world arena; and
- c. Ensure correct skills and healthy practices are encouraged during the two hours per week of physical activity for children from four years to seventeen years in schools by having appropriately qualified staff directing learning through the adoption of appropriate programs and best practice in sport and recreation.

### **LGBTQIA+**

125. The LGBTQIA+ community makes a valuable and unique contribution to Western Australia, as well as to the health and quality of life of LBGTQIA+ people. WA Labor believes these contributions are worthy of public recognition and ongoing support.

126. WA Labor believes all people deserve to experience life as their genuine self and to be recognised as their true identity.

127. WA Labor understands the challenges faced and placed upon LGBTQIA+ people, especially youth, First Nations people, people from diverse racial and ethnic backgrounds and those living in regional areas.

128. WA Labor recognises specific challenges faced by LGBTQIA+ people of faith or religious backgrounds.

129. WA Labor values LGBTQIA+ people as individuals, as families and as family members, as workers, young people, seniors, and as a collective group within society.
130. WA Labor recognises the needs of LGBTQIA+ people are diverse and cover a range of policy areas.
131. WA Labor endorses:
- a. Creating a whole of Government strategy, housed under the Department of Premier and Cabinet, to ensure that the needs of the LGBTQIA+ community are met and recognises that all Ministers share responsibility for ensuring that the LGBTQIA+ community are supported in line with Labor’s Enduring values, and
  - b. Explores the creation of a Minister for Equalities portfolio, and
  - c. Explores the creation of a LGBTQIA+ Commissioner, and
  - d. Notes that other Labor Party State Governments have made significant progress in this area of policy.
132. WA Labor
- a. Commends the Attorney General historic Final Report of the Equal Opportunity Act 1984 (WA) review (Project 111) and the recommendations that will provide anti-discrimination protections to those who are trans, gender-diverse or non-binary without the need for recognition from the Gender Reassignment Board and protect LGBTQIA+ students from being expelled from religious schools. The recommendations outlined in the review reflect our party’s values and staunch commitment to equality.
  - b. WA Labor calls on SPLP to implement the full recommendations of the report as soon as possible.
133. WA Labor recognises that while past and current Labor Governments have made significant steps towards legal equality and social acceptance for LGBTQIA+ people, some practices, systems, attitudes, behaviours, and laws, continue to discriminate against, demean, exclude, and marginalise LGBTQIA+ people. WA Labor recognises that this has caused, and continues to cause, pain and trauma for LGBTQIA+ people. WA Labor believes this is unacceptable and incompatible with Labor values.
134. WA Labor recognises the rights of the transgender and gender diverse community and believes that all people deserve to live life as their authentic selves without fear of discrimination or exclusion.
135. WA Labor recognises the need for engagement and collaboration with the LGBTQIA+ 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. WA Labor calls on



the WA government to investigate establishing LGBTQIA+ stakeholder advisory panels and groups across varying departments of government where community representation and engagement has a demonstrated need, including encouraging local government councils to also do so.

136. WA Labor

- a. Commends the WA Labor Government for its full commitment to abolish the gender reassignment board;
- b. Acknowledges the hardships experienced by the trans and gender diverse community whilst they wait for this process to be completed;
- c. Calls on the WA Government to action this commitment as soon as possible.

137. WA Labor:

- a. Commends the Path to Safety: Western Australia's Strategy to Reduce Family and Domestic Violence 2020-2030 plan, and
- b. Acknowledges that LGBTQIA+ Australians are disproportionately at risk of domestic violence and face a higher likelihood of being barred from accessing support services related to this, and
- c. Calls on the WA Labor Government to consult with and fund LGBTQIA+ services and organisations to achieve successful implementations for the Path to Safety Plan for LGBTQIA+ Western Australians.

## **Women**

### **Equality, Choice, and Participation Introduction**

138. The rights of women to fully participate in society are now partially enshrined in legislation but have yet to be fully realised in the social, economic, political, and public institutions of our society.

139. WA Labor recognises that it is the right of women to participate fully in all aspects of life: politically, socially, and economically, and that our society is enriched and improved by the ongoing and vigorous pursuit of gender equality. WA Labor will promote policies that allow every woman to pursue her own goals as an equal member of the community.

140. WA Labor believes:

- a. Equal gender representation across all levels of decision-making is central to good governance, and as a result will encourage continued efforts to increase the number of women at senior levels in both the public and private sectors;
- b. Affirmative action is vital to encouraging more women into politics and participating in decision making processes across all levels of government;

- c. The majority of unpaid work in the community is still undertaken by women and while this work is greatly valued, a reliance on unpaid work contributes to the social and economic disadvantage of many Western Australian women;
  - d. All women of any age group should have equitable access to life opportunities and support services specific to their age and gender needs, in both their personal and professional lives; and
  - e. Australian Labor Party (Western Australian Labor) believes that: a gender lens should be applied across Government to ensure that policies, projects, and contracts are designed and implemented to increase opportunities for equity.
141. WA Labor condemns and will act against unfair discrimination on the basis of gender, gender identity, sexuality, marital status, cultural diversity, economic status, disability, religion, and age.
142. Family & Domestic Violence is an Australia- wide scourge. Western Australia has the second highest rate of Family & Domestic Violence, indicating this issue needs to be continuously addressed by the Labor Party in Government.
143. The impacts of Family & Domestic Violence are shared across a number of portfolio areas, and support services such as law enforcement, health and education need to continue to develop the necessary prevention, early intervention, support services and education strategies to address this epidemic.
144. 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. Actively oppose the inaction of governments who do not establish significant affirmative action measures and/or have under- representation of women in Parliament;
  - c. Proactively pursue equal pay for women for work of equal or comparable value;
  - d. Ensure that non-government organisations that receive state funding adhere to a policy of diversity and gender balance on their board of management; and
  - e. As a political party, develop a strategy to support and attract women to run for local council elections and Parliaments.

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

145. WA Labor believes:
- a. That employers and their workforces benefit from family friendly workplace policies and entitlements;

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

146. Labor Party (Western Australian Labor) supports steps to identify the barriers to women's involvement in local government and consideration be given to superannuation for elected members and a voluntary preferential system of voting.

147. WA Labor will:

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

### **Family Friendly Parliament**

148. WA Labor recognises the many obstacles faced by women that prevent their full and active participation in the political process and Parliament. WA Labor is committed to removing these obstacles within our Parliament.

149. In Government, WA Labor will conduct a full and comprehensive review of the issues facing female parliamentarians, and act, as a matter of priority, to address these problems. The issues to be considered include:

- a. Family friendly sitting times;
- b. Family friendly place in Parliament House;
- c. Baby feeding in the chamber;
- d. Automatic pairs to care for children or other family responsibilities (such as aging parents); and
- e. Parental leave for parliamentary committees.

## **Family & Domestic Violence**

150. WA Labor believes:

- a. In eliminating all forms of Family & Domestic Violence;
- b. That Family & Domestic Violence. takes a number of forms including physical, sexual, financial, and emotional abuse, and controlling behaviour; and
- c. That there is culture, behavioural and power imbalances that lead to violence against women and children. These imbalances need to be addressed if sustained change is to be achieved.

151. WA Labor will:

- a. Improve and strengthen Family & Domestic Violence. support services by providing security of funding, and bringing together a range of specialist support services in single locations;
- b. Hold perpetrators to account through stronger sentencing and supervision requirements;
- c. Provide culturally appropriate support services to victims from First Nations and culturally and linguistically diverse backgrounds;
- d. Promote a more responsive culture within the police and justice systems, making it easier and less traumatic for people experiencing Family & Domestic Violence. to seek protection;
- e. Deliver primary prevention programs in schools and community organisations to tackle the cultural issues which lead to violence against women and children;
- f. Provide legal protection of the accommodation and housing rights of victims of Family & Domestic Violence. to reduce the risk of homelessness;
- g. Provide counselling and services for perpetrators to address the issues which contribute to their offending;

- h. Continue to offer state public sector employees paid Family & Domestic Violence. leave and encourage its adoption in all sectors of the WA economy; and
- i. Increase training for health professionals in identifying signs of Family and Domestic Violence, including exploring the development of, and promotion of, tailored training for allied health professionals, and strengthen information sharing and risk assessment framework.

## **Arts and Culture**

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

152. WA Labor believes:

- a. The arts, artists and arts workers are vital to the quality of life of Western Australians. The arts community contribute to the economic, cultural, educations, health, leisure, and social fabric of our community;
- b. Participation in and universal access to culture and the arts is a crucial part of a progressive society; and
- c. That it is vital that national arts funding and touring policies should take into account the unique geography of Western Australia and ensure equitable access to Federal arts funding and programs is vital.

153. WA Labor recognises:

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

- f. The importance of promoting funding programs to encourage and support young people engaging in the arts, new and innovative art forms, and technologies, at the same time as respecting our heritage art forms and collections.

154. WA Labor will:

- a. Ensure the public collecting institutions implement a cohesive strategy for the development of State collections that balance international aspirations and the need to reflect the community of the State within which they operate; Advocate and encourage strategic partnerships across the government and non- government sector to ensure a vibrant and healthy arts community, and to make studying, living and working in Western Australia more attractive for talented and experienced artists of all genres;
- b. Promote and support creative industries development and the integration of the arts into programs supporting new technology development;
- c. Value and promote the cultural diversity of First Nations Western Australians while also encouraging innovation and connection across cultures;
- d. Value cultural facilities as vital assets within the community and encourage a whole of government and community approach to ensure ongoing investment in development and maintenance of them to ensure their ongoing viability and relevance to the community;
- e. Support the digitisation of significant state collections, and initiate and support the documentation of significant First Nations sites and include them in identified collections so that all State collections may be preserved and made accessible for future generations;
- f. Advocate investment in culture and the arts by the whole community as essential for the development and presentation of art and culture across the State, encouraging contribution by all tiers of government, the private sector, and individuals;
- g. Work to improve standards of arts education in all educational spheres to ensure a strong creative community;
- h. Appropriately fund and work with public cultural institutions and organisations, non- government arts bodies and the Department of Education to improve access to arts in Government schools and ensure equity in arts education;
- i. 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;

- j. Ensure that public cultural institutions maintain equitable and open access to programs for the Western Australian community;
- k. Support a local content policy in the arts in WA, to ensure that State Government funding is used to develop local arts practitioners and companies; including but not limited to middle tier arts projects which exist between emerging artists and state-funded companies;
- l. Explore new mechanisms for distribution of arts funding and new ways to support creators and arts organisations in a multi-platform environment;
- m. Address the dearth of funding for touring arts products and programs;
- n. Support the activation of under-utilised spaces for arts and cultural activities;
- o. Lead a regional renaissance which will put arts and culture at the heart of community life in regional Australia;
- p. Support the development of ideas and arts projects which are uniquely Western Australian including but not limited to the Department of Cultural Industries holding a lead role and responsibility to work with Western Australian artists to develop a long-term audience development strategy;
- q. Work with local government to develop professional and affordable local venues for cultural performances including music, theatre, and dance; and
- r. Urge the federal Labor to amend the ABC legislation to:
  - i. More permanently protect funding for the ABC; and
  - ii. Change the system for appointing ABC directors so they are more representative of the community.

## **Young People**

### **Supporting The Needs & Rights of Young Western Australians**

155. WA Labor believes:

- a. Young people are not a homogenous group; they represent the diversity of the wider community;
- b. Civil, political, economic, social, and cultural rights of young people should be inherent in all levels of government and in law;
- c. Young people are key stakeholders in the Western Australian community and all legislation and policy should consider the views and needs of young people;



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



156. WA Labor will:

- a. Express and execute all policies in a manner which considers the views, values, and outlook of young people;
- b. Promote positive images of young people;
- c. Work to ensure policy development and legislative change that reflects the diversity of needs of young people;
- d. Ensure that rural and regional young people are supported and have access to cultural and recreational activities similar to those offered in the metro area. A specific focus should be placed on creating opportunities for First Nations young people;
- e. Increase funding to social services that support young people and introduce a funding model that provides funds to organisation based on need, rather than competitive tendering;
- f. WA Labor will support the further development and advocacy work of an independent, united, and active voice for young people in Western Australia;
- g. Hold a review of the voting age, with a focus on lowering the voting age to sixteen (16);
- h. Facilitate active engagement of young people in the decision-making process, through already established models including Youth Advisory Councils and Youth Parliament, but will also work to utilise technology as a new and innovative medium for consultation with young people;
- i. Provide opportunities for young people to sit on government committees and advisory bodies, and ensure that they receive adequate support in those roles;
- j. Develop partnerships between local government, businesses, and young people, to manage the development and maintenance of youth cultural venues and public spaces;
- k. Commit to ensuring penalty rates remain in operation at a state and federal level;
- l. Abolish youth wages that exist in State Awards, and commit to the progressive abolition of junior rates of pay nationally;
- m. Fight youth unemployment with the development of a youth employment strategy, including increasing apprenticeships and traineeships through local content rules, improvement of state government graduate programs for non-university graduates, and developing incentives for expanding graduate programs in the public, private and not-for profit sectors;
- n. Introduce 'service hubs' in all Western Australian high schools that provide information and support to at risk young people;

- o. Repeal law and order legislation that disproportionately impacts upon youth, including out of control parties' legislation and the prohibitive behaviour orders legislation;
- p. Continue its opposition to corporal punishment;
- q. Support tertiary students by fiscally supporting student organisations which provide essential services and advocacy, if the need arises;
- r. Ensure that TAFE students are provided adequate support on campus, whilst completing their study;
- s. Increase civics focused education in high schools that informs young people about government processes and encourages them to become active in the community;
- t. Remove discriminatory driving restrictions that disproportionately affect young people, such as the midnight curfew and the four demerit point system; and
- u. Remove the burdens that prevent young people from obtaining their driver's licence and buying their first car, including fair remuneration upon purchase and licensing fee relief.

157. WA Labor recognises the important connection between young people and their families and where possible will ensure policies and program that maintain and rebuild relationships with the impact of family separation.

### **Preventative Youth Justice**

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

159. WA Labor recognises that some of the primary obstacles to breaking the cycle of offending and reducing recidivism stem from intergenerational issues, institutionalised and systemic discrimination.

160. WA Labor commits to:

- a. Increase resourcing to evidence-based programs that support early intervention for all young people;
- b. Ensuring that, diversion, restorative justice, and rehabilitation are the foundations for managing young people in contact with the youth justice system;
- c. Ensuring that young First Nations people in contact with the youth justice system are provided with holistic support that addresses their health, education, social and economic concerns stemming from the long-term effects of intergenerational social issues;

- d. Developing co design strategies with First Nation leaders and organisations to encourage First Nations young people at risk to engage with their peers and the wider community.
- e. Developing a focus on evidenced-based education projects that partner with community organisations and education authorities to create strategies to assist young First Nations students at risk of disengaging from formal education.
- f. Ensuring consultation with Aboriginal First Nations communities and organisation in the development of legislation and policy within youth justice that directly affects their communities.

## RESOLUTIONS

1. WA Labor State Conference mourns the devastating and preventable alleged murders of 43 women in Australia in 2023. Conference especially notes the 5 women allegedly murdered by a male known to them in the last 2 weeks, one of which tragically occurred at the same venue Conference is held.

WA Labor reaffirms its commitment to implement strategies and policies within all levels of government and public administration to protect vulnerable women and children from family violence, and to reduce the cycle of family violence in Western Australia.

2. WA Labor urges the Albanese Labor Government to re-establish the Bureau of Migration Research and charge this body with analysing the existing information collected by the ABS and producing data that goes to informing appropriate service provision for CaLD community members.
3. WA Labor recognises and acknowledges the contribution that International Students make to our economy and urges the Cook Government to work towards the provision of appropriate accommodation for these students.
4. Disability Support Workers are passionate about providing high quality and safe support for people with disabilities.

Many service providers and the NDIS have failed to provide safe working place for support workers.

Over 1500 workers in the NDIS have told their Union, that they are facing violence at work, regular unpaid work and bearing the brunt of understaffing in the NDIS.

This Conference:

Acknowledges that Disability Support Workers strive to provide the best support work despite being paid low wages, taking on considerable unpaid work, bearing the negative consequences of under staffing and working within unsafe workplaces.

Congratulates United Workers Union Disability Support Workers for taking up the fight to address these issues so they can provide the best support they can to people with disabilities.

Urges the Federal Labor Government to engage and consult with support workers and their unions in the review of the NDIS to ensure that people with disabilities are supported by well-paid and respected workers.

5. An increasing number of gig platforms in the disability support sector have emerged which engage workers as independent contractors and purport to offer greater flexibility.

These platforms benefit from workers' labour while abandoning basic employment obligations and shirking many of their taxation and insurance obligations.

These platforms exploit legal loopholes to maximise profit and undermine employing businesses doing the right thing.

State Conference calls on the West Australian Government to:

Ensure payroll tax obligations are met by gig platforms, including platforms that do not use an employment model, and address any current lack of obligation.

Ensure operators obligations to contribute to the West Australian Workers Compensation scheme are met by all gig platforms, including platforms using a contractor model. Further that the Government investigate how to address any current lack of obligations to contribute for workers as a consequence of the use of the contractor model.

6. Increasingly people with high-level complex disabilities and their families are unable to find providers willing to offer the high-quality care they deserve due to inadequate NDIS funding.

Too often, these people find themselves in our public hospitals, as they have nowhere else to go. This leads to poor outcomes for those seeking support, the hospital, and the wider public health system.

This Conference calls on the WA and Federal Governments to work together to ensure there is a properly NDIS funded and supported provider of last resort in Western Australia staffed by trained disability support workers that provides high quality and accessible disability support to those that need it.

7. This Conference congratulates Minister Giles and the Albanese Labor Government for their commitment to tackle the exploitation of those in Australia on temporary work visas.

Many members of United Workers Union (UWU) are currently working on temporary visas across different sectors including horticulture, cleaning, security, aged care, home care and hospitality. Workers in these industries are particularly vulnerable to wage theft, mistreatment, and threats regarding their visas.

We welcome the reforms proposed by Minister Giles to ensure these workers have safe and secure employment, and the opportunity to enjoy the rights and conditions they deserve.

8. This Conference:
  - Expresses its concern at the rise in far-right activism both online and in our communities.
  - Recognises that Far Right activism and violence are on the rise across the world, and Western Australia is not immune to this.
  - Urges the WA State Government explore further ways to combat the rise of far right activism and prioritise tackling the radicalisation of young people; and
  - Re-affirms WA Labors platform position that all people are entitled to respect, equality, dignity, and the opportunity to participate in the social, cultural, and economic life of our nation free of hatred or harassment.
9. Australians of German cultural heritage were interned during World War I and most of them were deported to Germany after World War I.
  - Australians of German, Italian and Japanese cultural heritage were interned during World War II and most of the Australians of Japanese cultural heritage interned were deported to Japan.
  - Although the internment was legally conducted in the name of protecting national security, the actual selection of internees were mostly done on ethnicity and their civil rights and personal freedom were violated. These actions contravened the fundamental pillars of our liberal democracy, which are also Labors enduring values, namely fairness and justice.
  - WA Labor re-affirms its commitment to fairness and justice and commit that internment, detention or imprisonment of Australian citizens or permanent residents shall never be based on the basis of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability under any circumstances, including in times of war.
10. WA Labor recognises the contribution that international students make to our economy and the need for student accommodation. WA Labor acknowledges the State Governments \$2.6 billion investment in accelerating housing supply throughout Western Australia, as well as its recent Planning reforms, the Infrastructure Development Fund, and Build to Rent initiatives, which will unlock a streamlined pathway for increased affordable housing. WA Labor calls on the State Government to continue pursuing reforms to increase the provision of affordable housing supply, including housing suitable for international student accommodation.
11. In 2022, in the wake of the Law Reform Commission of Western Australia's final report 'Review of Equal Opportunity Act 1984,' and after extensive community consultation, the then McGowan Labor Government committed to legislate to make WA's anti-discrimination laws fair and effective, and reaffirmed Labor's 2017 platform commitment to a simpler and fairer process for legal gender recognition. WA now lags behind most other jurisdictions in key reforms, which are increasingly necessary to ensure all Western Australians are free from discrimination, harassment, vilification, and

victimisation. This status quo continues to be harmful to some of the most vulnerable members of our community.

12. WA Labor commends the Cook Labor Government's ongoing commitment to these key reforms and calls on the Government to prioritise them in this term of office.

# 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 everyone in our community are met without compromising the ability of future generations.
  - c. Committing to sustainability will create jobs, improve sustainable living standards, support regional development, and accelerate economic diversification in to high value, lower environmental impact industries;
  - d. The focused protection of 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 quality 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 supports the Albanese Government’s reforms to the Safeguard Mechanism play a key role in transitioning our economy. noting this only applies to the top 250 greenhouse gas emitting facilities in Australia – those that emit 100,000 or more tonnes of greenhouse gasses per year (2019 facilities in 2021/2022).
6. 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.
7. 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.
8. 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:
9. 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 target to reduce emissions by 43 per cent below 2005 levels by 2030.
  - 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.

10. WA Labor will;
- a. Introduce climate change legislation in 2023, 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 and electrify as much of our infrastructure as quickly as possible.
  - 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 low and zero emission vehicles for the State Government vehicle fleet, that use renewable energy.

11. In Government, WA Labor will investigate developing a Fugitive Emissions Plan to ensure accurate emissions accounting and boost the creation of good-paying union jobs to identify and treat fugitive emissions within industry.

## **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. Commit to funding, implementing, monitoring, and reporting on Recovery Plans for endangered species, notably the Carnaby's, Boudins, and Forest Red Tailed Black Cockatoos.
    - c. Urgently investigate and implement education and management measures to reverse extinction.
    - d. Commit to review the Biodiversity Conservation Act to ensure the protection of Western Australia's unique and endangered wildlife and ecosystems for generations to come.
    - 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;
      - i. 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. Review and Amend the Cat Act 2011 to protect native wildlife and support local laws keeping cats under the effective control of their owners at all times, further promoting responsible cat ownership.

## **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 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 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.

## **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 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; and
  - j. Support establishing a high-quality local recycling industry which includes soft plastics recycling facilities in WA.
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;
- 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. 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.

## **Protecting Our Natural and First Nations Heritage**

30. 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.
31. 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.
32. WA Labor welcomes the State Labor Government's announcement to create five million hectares of new national parks, marine parks, and other
33. 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. Labor acknowledges that some community members have expressed strong opposition to hydraulic fracture stimulation ('fracking'), and unconventional gas development throughout the state.
- 41. WA Labor welcomed the McGowan Government's 2017 election commitment to establish an independent scientific inquiry into fracking, and its subsequent approval of all 44 recommendations.
- 42. WA Labor welcomed the 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.
- 43. WA Labor acknowledges that, for the areas of the State covered by existing petroleum titles, the State Labor Government has been guided by the wishes of Traditional Owners and landowners (including farmers). It welcomes the Government's decision to, for the first time, give Traditional Owners and landholders the right to say yes or no to fracking as an activity - requiring that their Free, Prior and Informed Consent is to be obtained before any unconventional gas and fracking production can occur on their land.
- 44. WA Labor supports a scientific approach to the regulation of fracking, and fracking and welcomes the State Labor Government's requirement that the EPA assess all fracking projects, including exploration and production wells, and ensure the highest standards of health, safety, and environmental protection for all industry operations.

45. WA Labor supports strong, enforceable measures to protect groundwater aquifers from pollution, contamination or depletion by industrial activities including the oil and gas industry. WA Labor will implement all 44 recommendations of the scientific inquiry, as well as further considering sector contribution to net zero 2050 targets.
46. WA Labor will target renewable energy and other innovative technology, to displace fossil fuel demand and combat climate change. It will also diversify regional economies to create employment opportunities as part of this transition.
47. Royalties from unconventional onshore oil and gas projects will continue to be used to support the transition to a low carbon future, via a special Clean Energy Future Fund. - WA Labor welcomes the State Labor Government's \$9 million seed allocation to this fund, as well as its additional \$10 million contribution, made as part of the WA Recovery Plan in 2020.

## **RESOLUTIONS**

1. WA Labor recognises that human-induced climate change is the most pervasive threat to the natural environment and encourages the Albanese Federal Government to include comprehensive climate impact as a Matter of National Environmental Significance under the federal Environment and Biodiversity Conservation Act 1999.
2. WA Labor recognises that extreme weather conditions because of climate change pose a significant threat to the work health and safety of working people, increasing heat will reduce labour and agricultural productivity and the emergence of deadly heat in parts of WA could occur within 20 to 30 years unless emissions are reduced to limit warming consistent with 1.5 degrees globally.
3. This Conference calls on the State Government to work with Unions and Industry bodies to ensure our workplace safety laws adequately protect Western Australian workers from workplace injuries and harm caused by climate change
4. WA Labor welcomes:
  - a. The ban on government logging of native forests
  - b. The increased scrutiny of mining operations in Western Australian forests and drinking water catchments
  - c. The announcement of the retirement of state-owned coal-fired power stations by 2030, and the associated reduction of greenhouse gas emissions.
  - d. WA Labor calls on the State Government to:
    - i. Increase the penetration of renewable energy throughout the various electricity generation systems in WA as quickly as possible and invest in transmission infrastructure to enable the roll out.

- ii. Take action to reverse the decline in the population of South Western Australia's endemic black cockatoos, and other threatened and endangered species and ecosystems/ ecological communities.
- iii. Acknowledge that the International Energy Agency recently stated that achieving net zero requires a faster phase out of fossil fuels than previously estimated, with gas production needing to decline globally by 5% per year on average until 2050.
- iv. Note the mitigation hierarchy implies that an over reliance on off sets by heavy emitters would result in a less dramatic decrease in real greenhouse gas emissions reductions.
- v. Continue to ensure industry aims to implement world's best practice Carbon Capture and Storage and closely monitor the efficacy of this technology.
- vi. Continue to promote and facilitate the adoption of new technologies for carbon abatement.

# 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. Sustainable economic growth and continual improvements in living standards;
  - b. A fair and efficient distribution of the benefits of our state's economic success, especially an equitable distribution of work opportunities;
  - c. Increasing real wages and job security;
  - d. An education and training system that drives a knowledge-based economy, encourages lifelong learning, and provides students with the attributes needed in a modern balanced economy;
  - e. A competitive taxation regime that encourages investment and employment, while providing the State with financial capacity to meet community needs;
  - f. A limit on annual increases to State Government tariffs, fees, and charges, to ensure that Western Australian households are not financially debilitated by State Government decisions;
  - g. Protection of living standards for those unable to work;
  - h. The preservation and enhancement of our natural and urban environment;
  - i. Government policy and economic activity remaining with ecological limits, mindful of impacts on climate and biodiversity;
  - j. A Just transition to a low carbon economy;
  - k. The benefits that flow from economic growth should be distributed as equitably as possible to all Western Australians; and
  - l. 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. 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.
12. 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**

- 13. WA Labor recognises that broad community and industry support is essential to the implementation of a successful industry policy.
- 14. WA Labor also recognises the wisdom of adopting an industry policy that enjoys broad industry support. To that end, Labor will consult with industry, unions, and the broader community in formulating the broad thrust of the policy.

## **Strategic Planning**

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

19. 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**

20. 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.
21. 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.
22. WA Labor also recognises an important component of the innovation process is the need to constantly explore value-adding opportunities.
23. WA Labor will continue to implement a range of initiatives that publicly recognise the importance of innovation and encourage creativeness.

## **Infrastructure**

24. 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.
25. 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.
26. 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.

27. 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.
28. 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.
29. WA Labor will develop a long-term water supply strategy to help foster further economic development in our regions.

## **Export Promotion**

30. 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.
31. 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.
32. 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.
33. 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.
34. 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**

35. 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.
36. 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.

37. 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**

38. WA Young 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 Party to develop a robust framework and set of regulations to guide A.I. technology in a beneficial direction as it innovates each year.

## **Online Economy**

39. 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.

40. 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.

41. 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.
42. 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**

43. WA Labor recognises the role that science and technology play in underpinning the State's economy.
44. 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.

45. WA Labor acknowledges that government plays a critical role in providing an environment in which innovative companies can develop and flourish.

46. 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.

### **Highly Skilled Workforce**

47. WA Labor will strive to achieve a world class education and training system.

48. WA Labor recognises the wider role of education and training as being the catalyst for knowledge-based economic development.



49. 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**

50. 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.

51. 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**

52. 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**

53. 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.

Labor believes what constitutes a First Nations business should be re-defined to protect against “black cladding and ensure meaningful employment for Indigenous workers.

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.

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.

54. 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.
55. 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.
56. 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**

57. 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.
58. 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.
59. 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 WA's 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.

### **Open and Accountable Government**

60. 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.
61. 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

62. The manufacturing industry is increasingly characterised by business competitiveness and globalisation, market diversity and converging technologies, and business networks and partnerships.
63. 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.
64. WA Labor's policies will encourage expansion of Western Australia's manufacturing sector.
65. 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.
66. 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.
67. A WA Labor Government will develop a state manufacturing strategy in response to the sector's current and expected future challenges & transformations.
68. 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.
69. 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.
70. 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**

- 71. Shipbreaking remains one of the most dangerous and environmentally damaging industries in the world. The shipbreaking and recycling industry exploits children and impoverished people.
- 72. 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.
- 73. WA Labor calls on the Federal Government to sign the Hong Kong International Convention for the safe and environmentally sound recycling of ships.
- 74. 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**

- 75. 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.
- 76. 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 construction and maintenance at the AMC.
- 77. 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; and
  - d. The possible relocation of existing marine industry construction and maintenance facilities.

## **Animal Welfare**

78. 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.

79. 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.

80. 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**

81. 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**

82. 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.
83. 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.
84. 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.
85. 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**

86. 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.
87. 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.
88. 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.
89. Over the long-term, public-sector areas that are privatised are often left with poor service delivery.
90. 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.
91. 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.
92. 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.
93. WA Labor will legislate to prohibit the privatisation of Health, Hospital and Education services.
94. 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.
95. 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.
96. 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.
97. 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.
98. 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.
99. 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**

100. WA Labor notes that trading hours for general retail shops in the Perth metropolitan area were expanded in 2010 to allow late night trading Monday through Friday, and in 2012 to allow trading on Sundays. Without necessarily attributing causality, WA Labor notes that following these expansions, there has been, amongst other changes, an increase in the share of the grocery market held by the two major chains, to the detriment of smaller grocery retailers.
101. 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.

102. 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.

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

## **Casino Operations**

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

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

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

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

107. 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**

108. 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**

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

110. WA Labor will:

- a. Strengthen and revitalise the assets and infrastructure of our major cultural institutions and agencies to ensure they are world class;
- b. Invest in creative industries education and training infrastructure in our schools and tertiary training institutions;
- c. Ensure our major cultural agencies create opportunities to collaborate with our medium and small creative organisations, especially those in regional and suburban areas, to advance the whole sector;
- d. Will retain and expand where possible the regional film fund;
- e. Stimulate local economies and grow tourism by offering a greater diversity of cultural events in rural and regional areas;
- f. Support individual creative practitioners in their important work, so that they may take the next steps in their career;
- g. Continue to grow our State's live music sector, ensuring both long- term sustainability, growing new audience and market opportunities and making Perth's live music scene one of the best in the world;
- h. Expand opportunities for First Nations peoples to express their history, culture, and creativity, through a range of artistic mediums;
- i. Increase the diversity of the creative industries, giving greater opportunities and voice to those with disability, First Nations peoples, 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**

111. WA Labor believes that renewable hydrogen will play an exciting role in diversify the State's decarbonised economy and create local jobs across our regions.

112. The scale of Western Australia’s renewable energy resources co-located alongside critical minerals, a highly skilled workforce and established export markets and strong established supply chains, which mean that WA is uniquely positioned to become a global renewable hydrogen leader.
113. 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. This commitment has been clearly articulated with the creation of the State’s first dedicated portfolio for Hydrogen Industry.
114. 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.
115. To date the State government has invested \$35.5 million of the renewable hydrogen industry in Western Australia.
116. 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.
117. WA Labor supports delivering regulatory and demand stimulation projects to tackle the barriers and gaps, to provide clarity 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. Looking at other tenure options, potentially mirroring mining tenure.
  - b. Oakajee:
    - i. The McGowan government committed to the activation of the Oakajee Strategic Industrial Area as part of its 2021 election platform;
    - ii. A worldwide Expressions of Interest for the development of the site received over 65 submissions;

- iii. The State Labor Government is now delivering on the \$7.5 million election commitment towards important road infrastructure at Oakajee, an important first step towards developing it into a globally competitive renewable hydrogen precinct; and
    - iv. A broader activation plan is now being developed and will be completed in the next three months.
  - 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, aiming at a 10% replacement;
    - 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
    - iv. 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 an additional \$10 million towards wind turbine manufacturing. This will include the development of a full feasibility study which is likely to be completed in mid-2022; 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 and have made a \$1 million allocation to support this work.

## **Wind Turbine Supply Chain**

118. 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.
119. 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.
120. 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.

## **Battery Supply Chain**

121. WA Labor in government will continue to create policies and invest in programs that develop projects along the lithium-ion 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 lithium-ion 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**

- 122. 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.
- 123. 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**

- 124. The Tourism industry is one of the largest employment sectors and export income earners in Western Australia.
- 125. 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.
- 126. WA Labor believes Western Australia can become one of the world's greatest tourism destinations and we are committed to achieving this goal.
- 127. 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.

128. 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.

129. 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**

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

### **Infrastructure and Product Development**

131. 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**

132. 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 on the World Wide Web.

## **Strategic Development of Key Industry Sectors**

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

### **Eco-Tourism**

134. 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.

### **Caravan and Camping**

135. 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**

136. 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**

137. WA Labor:

- a. Acknowledges that Western Australia's Indigenous cultures and natural heritage provide a unique attraction to this State for tourists;
- b. Will develop and implement an Indigenous Tourism Development Strategy for WA; and
- c. Will develop, in conjunction with the appropriate First Nations People representative bodies, tourism projects to enhance the employment prospects of Indigenous Western Australians in areas in which they live and work and promote respect and understanding of these unique cultures.

## **Arts and Culture**

138. 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.

139. 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.

140. 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.
141. 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)**

142. 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**

143. 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**

144. 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**

145. 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.

146. 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.

147. 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**

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

149. 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**

150. 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.

151. WA Labor notes the Taskforce to oversee implementation of the new WA Jobs Plan.

152. 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.

153. 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.

154. 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.

155. 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**

156. WA Labor recognises the need to maintain Western Australia's competitive position both nationally and internationally.

157. 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**

158. 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.

159. 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.

160. WA Labor will:

- a. Ensure that working hours and workloads do not pose a risk to health and safety, and do not prevent appropriate involvement in family and community life, irrespective of the industry or occupation;
- b. Investigate the 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;
- c. Promote opportunities for increased employment as an alternative to excessive hours of work;
- d. Encourage employers to address staffing levels and workloads as an important component of a policy on working hours, including where appropriate to seek to establish reasonable links between staffing levels and workloads, such as staff to client ratios;
- e. Recognise domestic care workers as employees and 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
- f. Investigate the introduction of a licensing scheme for labour hire agencies in Western Australia to regulate labour hire operators;
- g. 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;
- h. 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
- i. 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.

161. 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

162. 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.
163. WA Labor recognises that the growth of casual employment in the economy is undermining community standards and is most disproportionately applied to women and low paid workers such as childcare workers, aged care workers, cleaners, hospital and hospitality and retail workers.
164. 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. Labor maintains that this approach would have no effect on casual employees who genuinely want to remain casuals and retain their casual loading;
  - b. Improve enforcement of the rights of permanent part-time workers to the pro-rata entitlements of full-time workers, including access to training and promotion;
  - c. Establish minimum and maximum ranges of hours per week/month for part-time employees. improve the quality of part-time employment by generating real choices for employees such as the right to convert to part-time work in the lead up to retirement, in returning to maternity leave, or where required for family or personal reasons;
  - d. Improve the regularity and predictability of working hours for casual, part-time and shift work employees; and
  - e. Extend regulation of working hours and casual and part-time employment to labour hire and contracting firms.
165. 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

166. 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.
167. 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.
168. 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.
169. 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.
170. WA Labor recognises that the Easter period is a time of religious and cultural significance and a time many families utilise for holidays and other gatherings. For workers in seven-day industries, this often proves impossible, as neither Easter Saturday nor Easter Sunday is a public holiday.
171. WA Labor also recognises that Easter Saturday is a gazetted public holiday in every jurisdiction in Australia other than Western Australia and Tasmania. WA Labor commends the state government for committing to provide for Easter Sunday as a public holiday for those working on that day.
172. WA Labor further recognises that Western Australia, as of 2017, has only ten gazetted public holidays, the lowest of any state or territory



in Australia. WA Labor in government will amend the Public and Bank Holidays Act to provide that both Easter Saturday and Easter Sunday are to be observed as public holidays.

173. 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.
174. 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.
175. 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**

176. 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.
177. 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.
178. 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.
179. 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.
180. 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.
181. 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**

182. Labor remains committed to enhancing the training and employment opportunities for Indigenous Western Australians.

183. WA Labor recognises that the general and youth unemployment rate of Indigenous Western Australians is unacceptable.
184. WA Labor commits to focus on the reduction of Indigenous unemployment as a major policy priority.
185. WA Labor will establish benchmarks and targets that quantify decreases in Indigenous unemployment rates.
186. WA Labor will encourage Indigenous self-management and economic self-sufficiency.
187. WA Labor believes Indigenous people should have full access to employment and will target areas where Indigenous people are underrepresented.
188. WA Labor will support the further development of high-quality training and employment environments shaped by and for Indigenous Australians.

## **Sex Workers**

189. WA Labor recognises that sex work is work, and sex workers are workers.
190. 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.
191. 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.
192. 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.
193. 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**

194. 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.

195. 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.

196. 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 rural and metropolitan regions;
    - Community housing (community-based, non-government, not-for-profit accommodation generally directed at people on low incomes, and women and children escaping domestic violence); 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 saving initiative would be funded over a set period from tenants through a temporary increase to rents based on the capacity and history of re-payments and the voluntary acceptance of the solar installation;

- 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**

197. WA Labor acknowledges the growth in the short stay accommodation sector, including AirBNB and urges the Cook Labor government to pursue reforms to regulate the industry.

198. WA Labor affirms its support for the Cook 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.

### **Rental Property Manager Incentives**

199. 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

200. WA Labor calls on the Cook 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**

201. 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.
202. WA Labor will ensure a high quality of housing and commercial construction in Western Australia.
203. WA Labor understands the current social dislocation, including ongoing changes in schools, resulting from families not being able to access long term secure rental housing and will work with stakeholders to address rental security issues.

## **Sustainability**

204. WA Labor believes in improving the total sustainability performance of all buildings, whether residential or commercial in nature, publicly or privately owned.
205. 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.
206. WA Labor will promote improved building environmental performance for both new and existing buildings through the introduction of appropriate regulatory measures and by increasing community awareness of the issue.

## **Planning**

207. 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.
208. 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**

209. WA Labor will:

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

### **Reducing Water Consumption**

210. 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**

211. 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**

212. 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**

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

### **Reducing Energy Consumption and Greenhouse Gas Emissions**

214. 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**

215. 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**

216. 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**

217. 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.

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

### **Public Buildings**

219. WA Labor will develop a programme 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**

220. 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**

221. 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**

222. 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.

223. 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.

224. 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. Reject the Federal Government's attempts to interfere with industrial relations in this state by making divisive and regressive IR policies a contractual condition on Federal projects in WA;
- 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 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

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

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

225.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.

Consider best practice models for occupational licensing while acknowledging the challenges faced by the WA construction industry.

226. 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.
- i. WA Labor will:
- j. Hold principal contractors to account for the actions of their subcontractors;
- k. Continue to utilise project bank accounts State Government jobs to protect payments to contractors and their employees;
- l. Implement effective government sanctions on principal contractors that use companies who engage in pyramid subcontracting and sham contracting arrangements;
- m. Apply a vigorous auditing process to hold principal contractors and employers to account; and
- n. 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**

227. 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**

228. 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.

229. 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.

A 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.

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**

230. 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.

231. 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.

232. 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.

233. 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.

234. 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.

235. 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.

236. 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.
237. 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.
238. WA Labor believes that quality public services are best delivered by government encouraging and maintaining direct employment in all government departments, agencies, and corporations.
239. 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.
240. WA Labor believes that justice for all employees, regardless of where they work, is best secured by strong unfair dismissal protections.
241. 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.
242. 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**

243. 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.

244. 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.
245. 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.
246. WA Labor will ensure workers with a disability in WA have access to information and support about their workplace rights.

### **A Fairer Legal Framework**

247. 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.
248. 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.
249. 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.
250. WA Labor will ensure that a provision providing Redundancy Payments to reflect community standards will be inserted into the Minimum Conditions of Employment Act.
251. WA Labor will ensure that resources are directed to ensure compliance by all employers with such minimum standards.
252. 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.
253. WA Labor supports the right of every worker to a safe home, community, and workplace.
254. WA Labor stands against family violence. WA Labor is committed to Domestic Violence leave as a universal workplace right with appropriate paid leave and employer support.

## **Labour Hire**

255. WA Labor acknowledges the community wide dissatisfaction and anger towards the practice of labour hire.
256. WA Labor notes that:
- Non-Disclosure Agreements (NDAs) are often used to silence workers and protect employer seeking to avoid accountability or the need to address workplace culture.
  - WA Labor calls on the state government to:
    - Legislate to limit the use of non-disclosure agreements in sexual harassment cases to prevent victim-survivors being silenced; and
    - Ensure a trauma-informed approach so that victim-survivors have a choice and agency when signing nondisclosure agreements.
257. WA Labor acknowledges that labour hire businesses weaponise job insecurity, casualisation and flexibility to cut wages and conditions across every industry in Western Australia.



258. WA Labor will act on labour hire in Western Australia.
259. WA Labor will protect workers from exploitation in the labour hire industry by seeking to work with the Federal Government to introduce a national regulatory or harmonised regulatory framework. If this is unachievable setting up a WA 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.
260. 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.
261. 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.
262. 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.

263. 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**

264. 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.

265. WA Labor congratulates the state government for legislating the strongest WHS laws in Australia during its last term.

266. This legislation includes Industrial Manslaughter provisions including jail terms of up to 20 years where there is gross negligence by the PCBU, and it leads to the death of a worker.

267. It urges the government to bring these laws into effect through regulation with all haste.

268. 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**

269. 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.

270. 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.

271. 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.

272. 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**

273. WA Labor recognises that workers are often excluded from access to the Commission if they do not fit neatly into the definition of 'employee'.

274. 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.

275. 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.

276. The trend to casualisation of the workforce and other forms of precarious employment should be discouraged in preference for secure, quality, full time, permanent employment.

277. 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.

278. 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**

279. 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.

280. 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. 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.

281. 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.

### **Overall equitable arrangements on tariffs**

- 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**

282. 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.

283. WA Labor commends the state government for including an Equal Remuneration Principle in the Industrial Relations Legislation Amendment Bill which did not get through both houses in the 2020WA A Labor notes that the Government has committed to return the Bill to parliament and urges parliament to prioritise passing the Industrial Relations reform legislation when it is reintroduced.

284. 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.

285. 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.

286. 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**

287. 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.

288. 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.

289. 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**

290. 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.

291. 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**

292. People WA Labor believes that all people deserve to work in an environment free of exposure to risk in their workplace.

293. WA Labor is committed to ensuring that WA has a strong legislative framework to protect people in the workplace. WA Labor will do this by:

- a. Strengthening state Work Health and Safety Laws;
- b. Working with other states and territories to ensure that the national harmonised framework of work health and safety laws is maintained and strengthened to meet the highest international standards;



- c. Ensuring that WorkSafe is well resourced and empowered to be a tough regulator noting the significant increases in resources under the State Labor Government;
- d. Blocking attempts to expand the Comcare scheme;
- e. Developing a strong regulatory framework which ensures the health, safety, and wellbeing of FIFO workers; and
- f. Accordingly, WA Labor commends the government for its pioneering FIFO mentally healthy workplaces by:
  - i. Ensuring all decision-making forums are genuinely tripartite; and
  - ii. Increasing resources for research, standards setting, information and inspection by WHS regulators.

294. WA Labor congratulates the government for legislating in its first term for strong WHS laws, particularly regarding Industrial Manslaughter. It urges the government to continue building on these achievements by continuing to improve and expand our work health and safety laws in the following areas:

- a. Consultation on WHS representative rights;
- b. Third party ability to prosecute for breaches of Work Health and Safety Laws;
- c. Onus of proof on employers;
- d. Minimum standards for work accommodation facilities & camps;
- e. Tripartism;
- f. Right of entry permit holders;
- g. Implement a system of responsibility based on the “hierarchical” chain of command of an employer organisation; and
- h. Update uniform sanitation standards to provide workers in Western Australia’s remote resources and construction industries access to toilets and sanitation items across sites, as well as improved facilities for showering, hand washing and laundering.

295. 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.
296. WA Labor believes that transport related fatalities which occur during a worker's duties to be classified as work related.
297. The WA Labor Government has passed the WHS Act 2020 which maintains swift entry into workplaces for properly trained and credentialed union officials to ensure compliance and to inspect and investigate suspected breaches of the WHS Act and Regulations.
298. WA Labor will advocate for Safe Work Australia, National Offshore Petroleum Safety and Environmental Management Authority to become genuinely tripartite bodies.
299. 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.
300. 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.
301. 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.
302. 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.
303. 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.

304. 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**

305. 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.
- i. 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;
  - j. Costs associated with medical, and all related treatment should be covered for workers' compensation purposes with no arbitrary caps or limits; and
  - k. 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.

306. 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".

307. 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.
308. 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.
309. 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**

310. WA Labor commends the government for creating a single, cross-jurisdictional Occupational Safety and Health (OHS) Inspectorate encompassing the general, resource, and offshore sectors.
311. 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.
312. WA Labor will ensure that there are sufficient active inspectors to perform the work expected and efficiently service the entire State.

### **Workers Compensation System**

313. WA Labor believes that:
- a. A range of statutory and common law remedies should be available to injured and diseased workers. Statutory benefits must be measured by their equity and adequacy;
  - b. A balanced and expeditious dispute resolution is critical for an equitable workers' compensation system;
  - c. Dispute resolution must recognise the right of injured workers to adequate representation; and
  - d. Whilst the vast majority of injured workers return to work within a relatively short period, those people with disabilities who have impaired work capacity are entitled to dedicated rehabilitation efforts to support a return to meaningful employment with sufficient funds available.
314. WA Labor will therefore:
- a. Ensure that the dispute resolution processes within the Workers Compensation system are expeditious and fair to workers.
315. WA Labor commends the State Labor Government for its commitment to introducing presumptive PTSD regulations for Ambulance officers.

316. 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.
317. WA Labor will investigate alternative means of ensuring comprehensive workers' compensation cover for all Western Australian workers.
318. 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.
319. 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.
320. 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.'
321. 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**

322. WA Labor recognises the profound changes that have occurred in working arrangements and working patterns for many Western Australians.
323. 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.
324. 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.

325. WA Labor will ensure presumptive legislation protections for PTSD illness for Police, Fire and Emergency Service personnel.

## **Public Sector Employment**

326. WA Labor is committed to prioritising permanent full-time jobs within government departments and agencies rather than outsourcing.

327. 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.

328. 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.

329. 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.

330. WA Labor will work with relevant unions of government employees on the systems and processes for managing change and organisational reviews and structures.

331. WA Labor will, in consultation with relevant unions of government employees, review the use of labour hire, independent contractors and consultants to ensure that such employment or contract arrangements are used only where necessary and in accordance with WA Labor policy on government and determine the need for amendments to the Public Sector Management Act or other relevant legislation.

332. 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.

333. 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.

334. 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.

335. WA Labor will, where possible, return outsourced services to the public sector.

### **Government Procurement and Industrial Relations Standards**

336. 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.

337. 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.

338. WA Labor is committed to and will:

- a. Explore the opportunity for use of Alliance and other emerging models in delivering large and complex infrastructure, which would help restore public sector capability, ensure best outcomes for the community, and minimise waste;
- b. Restore a strong internal procurement capacity 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.

339. 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.

340. 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.

341. 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.
342. Further a WA Labor Government will ensure that there is a willingness by government departments to exercise this power.
343. 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.
344. 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.
345. 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.
346. WA Labor will improve and enhance the power and authority of the WAIRC over workers employed by the State of WA.

## **Minerals and Energy**

### **Introduction**

347. 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.
348. 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.
349. 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.

350. 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**

351. 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**

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

#### **Economic**

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

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

## **Social**

- o. Ensure that all minerals and energy sector development proposals and plans are accessible to the public and subject to social and environmental impact assessments;
- p. Such assessments will include public review and community consultation;
- q. Ensure the protection of First Nations People sacred sites and cultural heritage and that all reasonable demands by the local First Nations People community for compensation, and

participation in the benefits of developments, are met with a view to facilitating First Nations People participation in the broader economy;

- r. Ensure that companies accept their financial and social responsibility towards:
  - 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.

## **Environmental**

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

## **Energy**

353. WA Labor recognises the importance of the provision of energy for economic development and householders. The provision of energy needs to balance a range of interests such as sustainability, affordability, available resources, and latest technology. WA Labor will develop and implement a plan to generate 30% of Western Australia's energy production from renewable energy resources by 2030.

354. To achieve this goal, WA Labor will:

- a. Maintain a renewable energy buy-back scheme to require electricity suppliers to purchase from individuals;
- b. Promote fuel switching, energy efficiency and green power purchases among domestic and commercial users;
- c. Continue community service obligations by the utilities;



- d. Ensure that government policy incorporates the principles of energy efficiency particularly in respect of commercial and domestic construction, urban planning, and transport;
- e. Promote Western Australia as an international centre for research and development in energy technologies in both conventional and renewable sectors;
- f. Labor is committed to the long-term future of the Collie coalfields as a source for base load electricity, until viable alternative base load energy sources become available. In this framework, Labor will ensure that the future of coal is developed within a framework using clean coal technology; and
- g. Maintain the Domestic Gas Reservation policy so that there is an oversupply of gas into the Western Australian domestic market. An oversupply of gas will lead to lower gas prices in the domestic market, and innovative uses of the gas, as has occurred in the United States in response to their domestic gas reservation policy.

## **Energy Utilities**

355. 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**

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

356. 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.

357. 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**

358. 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.
359. WA Labor recognises the unique needs of people living in rural and regional Western Australia.
360. 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.
361. 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.

362. 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**

363. 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.

364. 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.

365. 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.
366. 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.
367. 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.
368. In recognising that FIFO and other long-distance commuting arrangements have a place in the employment landscape, the State WA Labor Government will implement and legislate all of the recommendations published by the Education Standing Committee of the Legislative Assembly of the Parliament of Western Australia, the Impact of FIFO work practices on Mental Health, dated (Report 5 of June 2015).

### **Fly In Fly Out and Regional Communities**

369. 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.
370. WA Labor will seek to limit fly in fly out work practices through policy and practice to:
- a. Identify suitable regional economic centres and assist those centres to develop their capacity to support industry;
  - b. Actively develop partnerships between local businesses and resource developers;
  - c. Investigate the infrastructure and other requirements necessary to establish Kalgoorlie-Boulder and other regional centres as hubs for surrounding fly-in fly-out operations; and
  - d. Support identified community services under threat from the loss of volunteers as a requirement of work away arrangements.

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

372. 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**

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

- a. Providing an environment that promotes good health and wellbeing;
- b. The application of a risk management process to avoid or minimise the harm from psychosocial hazards and risk factors and develop a mentally healthy workplace;
- c. Developing response strategies (intervention) for workers when there are concerns regarding work-related stress or exposure to psychosocial hazards and risk factors; and
- d. Providing an environment that supports recovery.

374. WA Labor will investigate and review the compliance by resource and construction employers and hosts to the Code of Practice for Mentally healthy workplaces for fly-in fly-out (FIFO) workers in the resources and construction sectors.

375. WA Labor will legislate to make the Code of Practice enforceable under a regulatory framework if there is demonstrable failure to comply by employers and hosts in the resources and construction sectors.

## **Local Decisions by Local Leaders**

376. 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.

377. 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**

378. 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.

379. 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.
380. 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.
381. WA Labor will cooperate with Federal Government and agencies to, as a matter of urgency, ensure that comprehensive consultation with First Nations People communities defines their prioritised needs and wants following the abolition of ATSIC.
382. WA Labor recognises the largely unrealised benefits of First Nations People plant knowledge and tourism and will implement further programs to facilitate these endeavours at the community level.
383. 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.

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

384. 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.
385. To ensure the creation and maintenance of a sound economic base in our regions, WA Labor will:
- a. Foster the development of regional economies by maintaining the principle of uniform charges for services;
  - b. Continue the Buy Local Policy to facilitate the development of regional economies;
  - c. Maintain and extend the Regional Investment Fund;
  - d. Investigate opportunities to improve the provision of both public and economic infrastructure to rural and regional industries;
  - e. Ensure the delivery of essential utility services, such as electricity and water, to rural, regional, and remote communities, at reasonable prices;
  - f. Increase efforts to attract and retain professional and skilled people in regional areas. Labor will continue to ask the Australian government to reform the zonal tax rebate scheme;
  - g. Bolster efforts to identify, assist and facilitate local economic development, particularly associated with major resource and industrial developments;
  - h. Utilise the increased purchasing power obtained through the Government's centralised procurement arrangements

to enhance economic, employment and training benefits to regional communities from the Government's Buy Local and Local Content policies; and

- i. Continue to promote Western Australia and its regions as a destination for Western Australian, national, and international tourists.

## **Sustainable Resource and Industrial Development in Our Regions**

386. 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.

387. 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.

388. 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:

389. 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.

390. 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.



391. 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.
392. WA Labor congratulates the state government on its deal with the Federal government on Commonwealth/State Financial Relations. This deal should assist in enabling greater levels of investment and industrial development in WA regions.
393. 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.
394. WA Labor will investigate the establishment of a fund to assist regional communities to participate in the environmental impact assessment of major projects.
395. As part of a major project proponent's development application, WA Labor will require the proponent to develop a sustainability statement that addresses the economic, social, and environmental impacts of the project during the construction and operations phases and following site rehabilitation, in a manner that enables the government to assess the overall cost-benefit to both the region and the State from a sustainability perspective. This statement should be released in parallel with any formal document released for public review under the Environmental Protection Act.

## **Sustainable Energy for Our Regions**

396. WA Labor recognises the world's likely transition to a hydrogen economy and that natural gas will remain the most efficient feedstock for production of hydrogen in the short to medium term. Given Western Australia's vast natural gas resources and growing oil and gas skill set, Labor further recognises the potential of Western Australia to contribute to the hydrogen economy in a meaningful way.
397. 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.
398. WA Labor will promote greater accessibility and availability of LPG and CNG for motorists and the transport industry in Regional Western Australia.
399. 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**

400. 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:
- a. Facilitate the diversification of production for identified niche markets;
  - b. Work towards a significant improvement in the number of opportunities for adding value to agricultural products;
  - c. Focus on the further development and expansion of Horticulture, Tropical Agriculture and Mari/Aquaculture; and
  - d. Continue to work on the integration of tree farming into profitable farming systems.
401. WA Labor will reinforce the role of the Department of Agriculture to maximise support for existing agricultural industries and the development of new initiatives.
402. 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.
403. 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.
404. 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.
405. 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.
406. WA Labor will work with the Australian Government to protect Western Australia's scientifically based quarantine standards.
407. 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:
- a. Improve agricultural education opportunities in regional and rural centres;
  - b. Develop an integrated and well-structured system of agricultural education from primary to tertiary level; and
  - c. Give increased emphasis to the development of improved financial management training for the rural sector, including farmers and related businesses.

## **Genetically Modified Food Crops**

408. 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.

409. 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**

410. 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.

411. 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.

412. 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.

413. WA Labor will review the current vegetation offset system with a view to improving environmental outcomes and its enforcement.

### **Pastoral Land Tenure**

414. 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**

415. 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.

416. WA Labor recognises that arrangements for Statutory Marketing Authorities need to be consistent with the National Competition

Policy Agreement, but Labor will not dismantle Statutory Marketing Authorities where it can be demonstrated that:

- a. Any costs to the community arising from the regulation are outweighed by the benefits; and
  - b. That regulation is the only way these benefits can be achieved.
417. 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.
418. 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**

419. 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.
420. 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. WA Labor will:
- k. Seek to more clearly define the property rights of commercial fishing license and authority holders;
- l. Develop an Estuarine Management policy;
- m. 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;
- n. Expand the research and development programs that facilitate the growth and management of fisheries in Western Australia;
- o. Establish appropriate business development and support mechanisms to foster the development of Western Australia’s aquaculture and mariculture industries; and
- p. 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**

421. 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.
422. 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.
423. 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.
424. 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.
425. 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**

426. 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.
427. 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.



428. WA Labor is committed to implementing policies that will strengthen the capacity of small business to make a substantial contribution to the state's economy.

### **Developing Small Business**

429. 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.
430. 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**

431. 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.
432. WA Labor will utilise mechanisms available to it, including legislation, to create the best possible fair-trading environment.
433. 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.
434. 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.
435. 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.
436. 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**

437. 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**

438. 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.

439. 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**

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

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

442. 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**

443. 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**

444. 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.
445. 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**

446. 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**

447. Fluctuations in the supply of retail trading space in the metropolitan area has unnecessarily caused undue financial difficulty for small business retailers.
448. 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**

449. 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.
450. 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**

451. 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**

452. WA Labor will continually explore ways of reducing insurance costs for small business.
453. WA Labor acknowledges the cost of public liability insurance is having a detrimental impact on small business.
454. 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.
455. 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**

456. WA Labor recognises that the long and ongoing relationship of First Nations People with land is an essential element in restoring the environment and will increase the role of local First Nations People in the planning for and implementation of land management. This includes recognition that Traditional Owners be included in the development of any project development agreement the recognition that "no means no".

## **Procurement**

457. 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.
458. 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.
459. 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 AS4801, statutory employment obligations and industrial instruments from tendering for and becoming engaged on state government projects.
460. 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.

## **Partnership Agreements**

461. WA Labor understands that Partnership Agreements are increasingly being used outside of the original intentions. These agreements are becoming a tool for employers to potentially undermine workers' conditions across a range of industries. WA Labor in Government will:
- a. Undertake a Parliamentary inquiry into the misuse of Partnership Agreements being formed in industries not intended when the legislation was created; and
  - b. Consider a Bill to amend the partnership act 1895 & Limited Partnerships Act 2016 to ensure it is illegal for Partnerships to be formed in certain fields of work and not to undermine current or future enterprise bargaining agreements with their workforce's.

## **Security of Payment**

WA Labor will consider the introduction of statutory cascading trusts in the building and construction sector in Western Australia in accordance with the recommendations of the Fiocco report.

## 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.

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.
  
3. 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.
  
4. 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.
  
5. 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.

6. 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.
7. 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.
8. 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.
9. WA Labor State Conference calls on the Albanese Labor Government deliver an urgent and significant jobs boost to Services Australia.
10. 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.

11. 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).

12. 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.

13. 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.

14. 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.

# Chapter 5: Transport, Roads, Infrastructure and Planning

## Enduring Values and Principles

1. Planning policy and decisions, the building of infrastructure, and the location and structure of transport networks will be driven by:
  - a. Identified need;
  - b. Alleviating urban congestion;
  - c. Integration and intensification of residential suburbs and centres of economic and service activity with public transport;
  - d. Utilising state government policy and decisions in these policy areas to alleviate economic and other inequality or disadvantage throughout WA and between classes of people;
  - e. Supporting the just transition to a net-zero emissions future and conserving the natural environment;
  - f. Ensuring public and user safety and improving community amenity;
  - g. Democratic participation in the decisions and policies of state government by all relevant stakeholders;
  - h. Fiscal accountability and responsibility;
  - i. A commitment to transparent decision making and policy development free of conflicts of interest and corruption;
  - j. Supporting local jobs and the development of a highly skilled state workforce underpinned by best practice and fair industrial relations obligations; and
  - k. Policy innovation and utilising technology.
2. Integrated land use planning, environmental protection, transport, infrastructure and industry policies will deliver better social, economic and environmental outcomes by consideration of Economic, Environmental and Social Sustainability principles.
3. WA Labor will ensure that we make the most efficient use of available land and infrastructure.
4. WA Labor recognises that we deliver the best outcomes for Western Australia in partnership with Federal Labor Governments. It was Federal Labor and Anthony Albanese that created Infrastructure WA and led the biggest ever investment in WA infrastructure including Gateway WA, the Perth City Link and the Great Eastern highway Upgrade. Only Federal Labor has a true commitment to community infrastructure and community consultation.

5. WA Labor commits a Labor state government to maximising public ownership of infrastructure assets and the direct public sector delivery of the administration of public infrastructure, transport and/or planning assets and services, and to not privatising the Network and Infrastructure workforce. Where infrastructure and/or services have been privatised a WA Labor state government will gradually, where it is appropriate and fiscally and legally possible, to terminate those contracts and directly deliver and directly employ those workers delivering services and administration. WA Labor further affirms the extension of this commitment to local government.
6. WA Labor acknowledges that planning, infrastructure and transport policies and decisions must be done according to a collaborative 'whole of government' approach incorporating the enduring values and principles. Where discoordination of policy development and decision making is identified within the public sector and between the public sector, members of parliament and constituents and other stakeholder interests a Labor state government will break down silos and discoordination to ensure policy development and decision making is appropriately adapted to meeting all interests as far as reasonably possible.
7. When undertaking procurement decisions a Labor state government will, as far as reasonably possible, purchase the most environmentally sustainable and local option.
8. A WA Labor state government will continue to recognise the fundamental role of Trade Unions in representing employees in transport, infrastructure, and planning.
9. WA Labor acknowledges that the phenomenon of automation and its interaction with the provision of public transport and private transport. WA Labor calls on any state Labor government to ensure that automation and AI does not lead to a pathway to further de-intensification of transport across urban and regional WA. Any consideration of automated public transport must be done in consultation with unions to ensure just transitions for workers and with communities, academics and regulatory bodies with particular regard to safety.

## **Transport**

10. A WA Labor state government is committed to an affordable fare structure for all transport throughout WA. WA Labor acknowledges and congratulates the commitment of the Cook Labor government to capping fare structures across the Transperth transport network to a maximum of a two-zone fare with a further reduction for SmartRider users.
11. WA Labor calls on any Labor state government to further inquire into the potential for fare reductions across regional transport networks consistent with Labor's strong support for closing economic inequality between Perth and the regions.

12. WA Labor calls on any state government to support research and trials into alternative transport fuels, methods and technologies with the goal of reducing reliance on fossil fuels and emission levels and improving local air quality. Particularly, WA Labor identifies dual opportunities that hydrogen and batteries provide for alternative and environmentally sustainable fuels to power the WA public transport network.
  - a. If EV power is deemed to be the best option for alternative fuels better accessibility to EV power charging stations is required. For instance, implementing charging stations at all petrol stations or built into garages of new home
13. A WA Labor state government will continue to maintain and provide for better access to all forms of public and private transport for people living with a disability.
14. A WA Labor state government will ensure that all forms of public transport are safe regarding all aspects of transportation for the public and public transport workers. A WA Labor state government will provide for direct state government employed public transport security officers. A WA Labor state government will not privatise the provision of public transport security officers. Where there is already the existence of privatised public transport security officers, a WA Labor state government will work to bring them under direct state government employment.
15. A WA Labor state government will undertake appropriate education, communication, awareness, and advertising campaigns to induce increased demand for all forms of public transport throughout WA. And reduce anti-social behaviour on public transport.
16. Research, develop and fund bulk road, rail and maritime freight transport networks as appropriate with preference given to networks that greater comply with the objectives of emissions reduction, public and community safety and amenity, and transport efficiency.
17. A WA Labor state government will enable the use of debit and credit cards to pay for public transport fares. A WA Labor state government will provide such a digital system to support this commitment. A WA Labor state government will ensure that bus drivers and road coach operators do not have to handle money into the future by the implementation of this policy. A WA Labor state government will ensure that any new ticketing system will not result in the reduction or replacement of frontline staff, such as customer service staff, station staff, and transit officers.

## **Rail**

18. The centrepiece of the Cook Labor state government's transport and infrastructure plan is METRONET. WA Labor congratulates the Cook Labor state government on its success in continually implementing METRONET across the Perth metropolitan area and recognises the seismic improvement it will bring to public transport and urban

congestion, reducing car and particulate emissions, and to many people's lives and community amenity. WA Labor further congratulates the Cook Labor state government on completing the construction of the railcar manufacturing facility in Bellevue and reaching its target of 50% local content in railcar and componentry manufacturing. And additionally, the successful construction and implementation of the Airport link.

- a. The enduring objectives of METRONET, in no order of priority, are:
  - b. Build the Thornlie-Cockburn Link;
  - c. Build the Morley-Ellenbrook Line;
  - d. Complete the Forrestfield-Airport Link;
  - e. Extend the Joondalup Line to Yanchep;
  - f. Extend the Armadale Line to Byford;
  - g. Plan for and build in appropriate stages new train stations and refurbish and/or redevelop existing train stations;
  - h. In appropriate stages remove level crossings across the Perth metropolitan area;
  - i. Plan for and commence building the METRONET Circle Line as a longer term objective;
  - j. Integrate planning decisions with METRONET to intensify and make more sustainable residential and urban economic development and service delivery and to guide infrastructure development;
  - k. Integrate all other forms of transport with METRONET to provide a seamless and efficient multi-modal transport network that reduces urban commuter reliance on automobile or other forms of non-sharing transport; and
  - l. The provision of a new generation of locally manufactured railcars and componentry with a Labor state government committing to gradually building such manufacturing capacity to ensure that METRONET maximises local content in railcar and componentry manufacturing.
  - m. And clearly communicate Metronet changes to encourage patronage and increase awareness of project developments.
19. WA Labor is committed to the continuing operation of regional commuter train services. WA Labor is committed to continuing the operation of the Prospector, AvonLink, MerredinLink and Australind regional train services. WA Labor is committed to improving regional commuter train services and will undertake appropriate inquiries regarding such improvement and potential expansion.



20. WA Labor congratulates the Cook Labor state government for working with private Tier 3 rail owners, communities and unions towards re-opening Tier 3 rail that has been 'mothballed'. The re-opening of Tier 2 and 3 rail will support safer roads, improve community amenity, and efficient transportation of goods to market and export. In furtherance of this objective WA Labor calls on any state government to:
- a. Inquire into and provide funding for the maintaining of and repair of Tier 2 and Tier 3 rail to the appropriate specification to ensure that it remains open or is capable of being re-opened;
  - b. Ensure that any funding for work to be performed on Tier 3 rail that is provided to the private owners of Tier 3 rail is spent only on the direct work upon Tier 3 rail and, where reasonably necessary, other related activities or infrastructure insofar as related to work to be performed on Tier 3 rail;
  - c. Insure against funding for work to be performed upon Tier 3 rail being spent on other activities of the private owners of Tier 3 rail, apart from where reasonably necessary and related to Tier 3 rail work, by entering into legally enforceable funding agreements with the private owners of Tier 3 rail and the entities that will perform Tier 3 rail work;
  - d. Continue to inquire into the re-opening, potential future public ownership, and ongoing maintenance of Tier 3 rail; and
  - e. Continue to work alongside and consult with unions, industry, private Tier 3 rail owners and communities that have relevant interests in Tier 3 rail.
21. A WA Labor state government will provide adequate funding in the Public Transport Authority's budget for exploration and provision of alternative additional Personal Protective Equipment and associated options for Transit Officers and Transit Supervisors. A WA Labor state government recognises the difficult but important work that Transit Officers carry out on the network. A WA Labor state government will review the current powers, legislation, and regulations they have that assists keeping the travelling public safe with the intent of strengthening their ability to carry out their role.
22. Services such as cleaning, revenue protection, cultural support and advocacy on the rail network are essential to its operation. A WA Labor state government will ensure that these services, which are currently privatised, will be insourced back into the state public service where legally possible.
23. The freight rail network is an invaluable part of supporting the economic activity and development of WA. WA Labor acknowledges the Cook Labor state government's investment in and increased utilisation of the freight rail network. Any WA Labor state government will:
- a. Ensure appropriate levels of investment in and utilisation of the

- freight rail network;
- b. Ensure that freight rail remains publicly owned where it already is and bring back into public ownership freight rail that has been privatised in a gradual, legal and fiscally responsible manner;
  - c. Support railcar manufacturing in WA with appropriate funding incentives and by encouraging private freight rail operators to purchase locally manufactured railcars and local maintenance of their freight railcars; and
  - d. Aim to expand rail to reduce road traffic.
24. A WA Labor state government will support railcar manufacturing and maintenance in WA with appropriate policies, local public procurement, skills training for railcar workers, and by incentivising local private procurement in other industries reliant upon rail transportation. The ultimate objective is to achieve the manufacturing capacity to ensure that all railcars operating in WA maximise locally manufactured content.
25. A WA Labor state government is committed to regional rail transport being as safe as possible. Therefore, a WA Labor state government will gradually improve regional rail crossings including installing 'boom gates' on all regional rail crossings where appropriate.
26. A WA Labor state government will ensure the appropriate levels of staffing for the operation of the rail transport network throughout WA and for appropriate wages to be paid to non-operational and operational rail workers to avoid 'churn' between public rail operations and private rail operations in the resources sector.
27. A WA Labor state government will investigate the feasibility of and funding of light rail technologies, projects, networks across the Perth metropolitan area and in appropriate regional urban centres.
28. WA Labor recognises that Petrol and Diesel Excises unfairly disadvantage rail operators in Western Australia. As consumers of diesel fuel, rail operators must pay the excise, but do not have the funds raised by the excise reinvested back into the maintenance and establishment of Government owned rail infrastructure.
29. WA Labor recognises that fuel excise rebate schemes for rail transport are inadequate and that a rebate gap exists across the excise scheme. WA Labor believes that fuel excise revenue raised from the rail industry should be used for the maintenance and establishment of rail infrastructure.
30. WA Labor calls on the Federal Government to amend fuel excise legislation to ensure that fuel excise revenue raised from the rail industry, be used for the maintenance and establishment of rail.
31. WA Labor will continue to investigate resilience of rail dualling as a means for ensuring WA's connectivity to supply routes and safe guards for interstate freight

## Road

32. 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.

Further a WA Labor state government will:

- e. Investigate how remuneration within the intrastate road freight industry interacts with road and other safety outcomes and obligations;
  - f. Investigate how age, mode of transport and effectiveness of power to weight ratios of vehicles interact together regarding road safety; and
  - g. Investigate the benefits of an advanced or defensive driving course to new drivers.
33. A WA Labor state government will inquire into how to encourage and/or directly incentivise the uptake of hybrid, electric and alternatively powered vehicles to reduce commuter and industry emissions. A WA Labor state government will gradually, where appropriate, transition the state government vehicle fleet to hybrid, electric and other alternatively powered vehicles in support of this market in the pursuit of economic scale and resultant lower prices for consumers.
34. A WA Labor state government will consider the most effective way/s of improving the availability of electric vehicle charging across WA. A WA Labor state government will implement new conditions on any existing and new licences for fuel stations mandating minimum numbers of electric vehicle charging points at such stations. Furthermore, a WA Labor state government will ensure that public and private facilities, particularly tourism 'hotspot' locations and their facilities, provide adequate electric vehicle charging facilities.
35. WA Labor recognises the ongoing importance of the road freight industry now and into the future. A WA Labor state government will work with the federal government and other state government to improve communication and collaboration between road freight industry regulatory bodies.
36. In support of a safer road freight industry and supporting road freight

workers right to roadside amenities and facilities a WA Labor state government will provide funding along identified road freight transport routes, particularly in regional and remote areas, to provide new and improved roadside amenities and facilities for road freight workers and owner-drivers. A WA Labor Government, in consultation with the transport industry and TWU WA Branch, will also develop a public education campaign that demonstrates why heavy vehicle drivers must have access to designated rest areas

37. In the spirit of reconciliation and in acknowledging the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community, a WA Labor Government, in consultation with Main Roads, will establish a working group, comprised of Indigenous Land Councils and Aboriginal Corporations, to rename existing rest areas in honour of past or existing Indigenous leaders and or elders. A condition of this process must ensure that 50% of the people who have a rest area named after them are women. Rest areas can also be named after important indigenous cultural sites and or landmarks.
38. 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 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:
    - i. Include enforcement provisions for 14-day minimum payments and penalties for non- payment;
    - ii. Implement enforceable, safe and sustainable minimum rates to discourage the 'race to the bottom' by those who cut rates to win contracts even if at a financial loss
    - iii. Enact protections from repercussions for those who raise complaints relating to possible breaches of the Act, accompanied by education and training; and
    - iv. Extend to cover small vehicles, couriers and gig economy workers carrying under 4.5tonnes.
39. Perth and regional bus networks are essential to the efficient operation of all public transport networks. WA Labor recognises the importance of high frequency bus services in its current form and into the future. A WA Labor state government will:
  - a. Ensure the provision of priority bus lanes where appropriate;
  - b. Provide a safe workplace for all public bus transport workers, by;
    - i. Implementing a cashless system

- ii. increasing security and reducing call out times for security
  - iii. improving communications between depot and driver
  - iv. improving enforcement and power to detain for security.
  - v. Installing safety screens for drivers
  - vi. training drivers in conflict resolution
- c. Gradually transition the state bus fleet to alternative means of power consistent with lowering emissions from the public transport system with the effective supporting infrastructure to maintain operation;
  - d. Will not privatise the operation of public bus networks and where any operations of the public bus networks are operated privately will ensure equitable rates of pay, conditions and job security for all bus drivers and workers, with particular regard to public-private comparisons; and
  - e. Ensure that all communities, urban and regional, are provided, where possible, with adequate bus services. Consistent with the preceding a WA Labor state government will work with local members of parliament and communities in planning the routes of any public bus network and take into consideration their views.

40.A WA Labor government will impose improved response targets for government-contracting bus security services with further security officers and mobile security to identified bus services with consistent intensification of incidents. In the furtherance of deterring anti-social behaviour a WA Labor government will impose appropriate penalties for bus patrons who abuse and/or assault all transport workers, damage busses or disrupt the operation of busses by drivers. Bus drivers should be given conflict resolution training to deal with such instances and Security officers on buses should be given powers to arrest or detain individuals doing the wrong thing.

41. WA Labor congratulates the Cook Labor state government on providing affordable vehicle licencing fees and the introduction of a no-fault catastrophic motor vehicle accident insurance scheme. However, licencing of vehicles can be paid annually, half yearly or every three months with the cost of licencing fees increasing as the licencing period is shortened. WA Labor calls on the Cook Labor state government to investigate equitable payment conditions with the intent to minimise any distinction in cost between different vehicle licencing periods as it penalises those licensees that cannot afford to pay annually.

## **Intrastate Aviation**

42. WA Labor recognises that WA's size and population density makes a vibrant and viable intrastate aviation industry a necessity. A WA Labor

government will use its regulatory power to create competition whilst balancing the coverage and stability of intrastate networks. A WA Labor state government will:

- a. Encourage and develop the expansion of State, interstate and international services;
  - b. Co-operate with the Commonwealth and local governments, to ensure that regional airport facilities and both Perth and Jandakot Airports meet the current and future needs of the community;
  - c. Recognise that regional communities rely upon competition within the intrastate aviation industry and state government support to travel to Perth and between other areas of WA. Consistent with this recognition a WA Labor state government will undertake appropriate stakeholder consultation and inquiries to establish lower cost regional aviation fares.
43. Work with local governments that operate airports and airstrips to enable adequate funding levels and strategies are implemented to support public ownership and direct local government employment.

WA Labor affirms its opposition to the privatisation of local government airport and airstrip operations.

COVID-19 demonstrated the inherent volatility of the aviation sector and its vulnerability to external shocks, with reasonably paid secure jobs being replaced by low paid and insecure jobs.

Aviation is an important community service which warrants effective government regulation, oversight, planning, investment and equity in order to create and maintain good Australian jobs in our cities and regions, and protect essential transport routes for Australian business and communities.

Where WA Labor has jurisdiction, aviation jobs must be safe, secure and equitable for the public interest. This includes ensuring that safety continues to be the number one priority, maximising good and secure full-time jobs, and addressing inherent power imbalances between participants to ensure a viable, safe and sustainable aviation industry including through the use of fair procurement policy.

## **Maritime Transport**

44. A WA Labor state government values the ferry transportation services and will continue to own, maintain operate, and improve these public transport services for the benefit of the community.
45. A WA Labor state government will use its power of procurement to purchase new ferries locally where possible and conduct maintenance on existing ferries locally where possible.
46. A WA Labor state government recognises that the health of the Derbarl Yerrigan (Swan River) is essential to that ecosystem's survival,



community amenity, water sports, and tourism. To aid in maintaining the river's health a WA Labor state government will develop appropriate water transport policies to protect our sensitive marine environments and waterways. Furthermore, a WA Labor state government will look to transition the public ferry fleet to environmentally sustainable and alternative sources of fuel that will reduce river pollution.

47. WA Labor supports Australian crewed shipping services and concerned about the current federal government undermining Australian shipping and seafaring, and the Coastal Trading Act. WA Labor supports Australian crewed shipping services to regional WA and calls on a WA Labor state government to work with shippers on access arrangements for regular berthing schedules. 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.
48. WA Labor calls on the Cook Labor state government to work with the federal government to re-establish Australian shipping and seafaring. WA Labor calls on the federal government to ensure that ships within Australia's exclusive economic zone are Australian crewed. 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.
49. A WA Labor state government will investigate whether to establish a Coastal Shipping Taskforce that will inquire into and work towards the re-establishment and development of Western Australian coastal shipping. A WA Labor state government will consider convening an interstate taskforce on coastal shipping working particularly with the states of Queensland and Victoria.
50. 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.
  - a. The WA Labor State Government 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:
  - b. ensuring all Ports and companies that operate ports in WA allow ITF inspectors access to internationally crewed vessels at their facilities;
  - c. 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



- d. considering recommendations from the Australia Institute's Robbed at Sea report and investigating how they can be implemented at a state level.
51. WA Labor calls on the Cook Labor State Government to work with the federal government to re-establish Australian shipping and seafaring. Further, WA Labor commits to supporting the Federal Labor Government on rebuilding Australia's Maritime workforce through the creation of a strategic fleet therefore reducing Australia's reliance on international shipping and seafarers.

## **Planning**

52. WA Labor will ensure that planning decisions are based on extensive community engagement and consultation.
53. 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.
54. A WA Labor State Government will inquire into the effectiveness and appropriateness of Joint Development Assessment Panels as part of the planning system.
55. A WA Labor state government, through the planning process, will improve protection and management of the natural environment. WA Labor calls on the Cook Labor state government to make it a mandatory consideration in any release of land for residential or commercial development the impact it will have on the natural environment and provide conditions on any development to protect the natural environment.
56. 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 retention of open space for recreation, food gardening, general community amenity and climate control;

- 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.
57. 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.
58. 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.
59. 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.

60. 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.
61. 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.
62. 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.
63. 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.
64. 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.
65. 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.
66. To build more new state housing homes/units.
67. To encourage residents moving into new homes to have a native garden with a drip water system to help to save water.

## **Infrastructure**

68. A WA Labor state government will not privatise public infrastructure or the management or operation of any public infrastructure. Where legally and fiscally possible, a WA Labor state government will gradually insource into public ownership public infrastructure that has been privatised.

69. A WA Labor state government will maximise public infrastructure efficiency and equity across all urban and regional areas of Western Australia.
70. WA Labor congratulates the Cook Labor state government for establishing Infrastructure WA to provide a comprehensive state infrastructure strategy and identify priority state infrastructure projects and the WA Labor state government will investigate infrastructure projects being overseen by a statutory Chief Engineer.
71. A WA Labor state government will ensure that state infrastructure projects are appropriately utilised to extract the greatest possible local jobs benefit and procure services and infrastructure components from local business wherever possible.
72. A WA Labor state government will ensure to work with Regional Development Commissions and other organisations to ensure that state infrastructure projects appropriately source services and components as locally as possible.
73. Consistent with the just transition to net-zero emissions future a WA Labor state government will ensure wherever possible that state infrastructure projects will utilise the most sustainable materials possible and otherwise utilise state infrastructure projects as opportunities to trial new materials where appropriate to support new local industries.
74. Where a WA Labor state government contracts a private service provider to deliver a whole or part of an infrastructure project it will ensure that private providers uphold fair and best practice industrial relations, that must include bargained enterprise or industrial agreements, so that workers have fair wages and conditions and a safe and healthy workplace.
75. Overhead shelters to be extended to seating areas at all train stations and bus stops

## **Ports**

76. A WA Labor state government believes in the importance of the provision of public sector common user berths across ports in Western Australia.
77. Regionally based public Port Authorities play an important role in providing a stable economic base in our regions. A WA Labor state government will:
  - a. Ensure port authorities are locally and/or regionally based, able to meet community and industry needs, and have board members comprised of industry, workforce, trade union and community representatives;
  - b. Not privatise existing and future ports and the outsourcing of port infrastructure, maintenance and operations; and

- c. Ensure that port authority, towage, other ancillary services are provided under bargained enterprise and industrial agreements.
78. WA Labor remains committed to the construction of the Kwinana Outer Harbour.
79. 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.
80. A WA Labor state government will work with unions to provide a just transition for Fremantle Port workers in transitioning to the Kwinana Outer Harbour and work with relevant and affected organisations.
81. 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. This has created a two-tier system that allows some ports to avoid regulations and conditions to gain advantage.
82. The WA Labor State Government commits to:
- harmonising 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
  - 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.
83. 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.
84. The WA State Labor Government 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.
85. 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.

## **Road Infrastructure**

86. A WA Labor state government will ensure the highest possible standard of all roads throughout WA. A WA Labor state government will work with federal government to ensure adequate funding of maintenance of interstate roads, provide adequate funding for state road maintenance, and provide to local governments adequate funding to maintain local roads for the purposes of safety and accident prevention.
87. A WA Labor state government will gradually work towards the dualling of significant state roads in regional areas in the interests of safety.
88. 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.
89. A WA Labor state government will research and develop innovative designs for all road infrastructure and sustainable and recycled materials for road construction. Particularly, WA Labor calls on the Cook Labor state government to investigate the feasibility of using recycled plastic pellets to replace bitumen roads.
90. WA Labor recognises the theory of induced demand and recognises that to reduce urban traffic congestion a WA Labor state government will always prefer transport infrastructure projects that support shared public
91. transport over less intensive forms of road transport that contribute to urban emissions.
92. WA Labor congratulates the Cook Labor state government on not proceeding with the Roe 8 infrastructure project and calls on the federal government to delist the Roe 8 project as a priority infrastructure project and to release allocated funding for Roe 8 to the state government for congestion busting transport infrastructure that will take cars off the Perth metropolitan road network.
93. A WA Labor state government will ensure all revenue raised from heavy road vehicles including but not limited to RAV permits and licencing will be directed back into the upkeep of those roads to ensure safety standards are met.
94. 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.

## **Cycling Infrastructure**

95. A WA Labor state government will continue to increase the attractiveness of cycling as a transport and commuting option by making it as safe, connected, convenient and widely accepted as possible. Further initiatives will include:



- a. Promoting the health benefits of choosing active transport (cycling and walking) as part of the daily commute;
- b. Congestion busting at school drop-off and pick-up times by encouraging, walking, bike riding and other active transport options;
- c. Encouraging all forms of cycling tourism, from destination based mountain biking in the regions, touring in the Perth hills and south- west, to relaxed sightseeing trips around Perth and the river;
- d. Working with cyclists and heavy vehicle drivers to develop practical systems and laws that prevent dangerous interactions between different road users;
- e. Implementing and continuously improving and maintaining a Principal Shared Path network that joins cycling infrastructure together with minimal interaction with roads and dangerous traffic;
- f. Investing in and planning new cycling infrastructure in urban centres and regional areas to achieve less reliance on car transport and reducing poorer health outcomes in regional areas as compared to urban areas; and
- g. Inquiring into a dedicated, continuous and sealed south-west coastal cycle path similar to the famous Bibbulman Track for both amateur and professional cyclists and tourists.

## RESOLUTIONS

1. WA Labor congratulates the Cook Labor Government, namely the Deputy Premier and Transport Minister, Hon Rita Saffioti and Main Roads on the ongoing and successful in-housing and transition of road maintenance workers into Main Roads Western Australia.

The Departmental staff, Ministerial staff and Minister have engaged at all times in good faith with the best interests of road maintenance workers at the heart of this transition.

The AWU commends the Minister and her Department on the proactive, constructive, and sustainable way in which they have engaged with the workforce and their union, the AWU.

The AWU would like to thank the Minister on behalf of all road maintenance workers and our members for their professionalism and genuine commitment to this transition and encourage the Cook Labor Government and future Labor Governments to pursue this model of in-housing across government services where possible.

2. The Transport Workers Union commends the state government for its work with bus drivers, ensuring consultation with safety committees to protect drivers and their passengers from anti-social behaviour on our public transport network.



Unfortunately, bus drivers who are on the frontline are reporting instances of anti-social behaviour are on the rise.

WA Labor recognises the particular vulnerability of public transport workers to physical assault, abuse and anti-social behaviour and will improve safety and security by increasing security, increasing security and reducing call out times for security, improving communications between depot and driver and improving enforcement and power to detain for security.

For the safety of both drivers and their passengers, Labor will increase deterrents for assaulting public transport workers.

3. This Conference congratulates the State Labor Government for its commitment to world class public health facilities through record infrastructure investment.

Conference acknowledges the roles of Royal Perth Hospital and Sir Charles Gardiner Hospitals as centres of excellence in the provision of public healthcare.

WA Labor calls on the Cook government to give consideration to the redevelopment of both tertiary hospital sites when undertaking the next round of health infrastructure planning.

WA Labor calls on the Cook Government to continue to work with construction unions to ensure best practice industry standards and conditions for workers on government infrastructure projects.

4. There is a compelling need to professionalise the heavy vehicle driver occupation and attract new entrants to the sector. An apprenticeship or traineeship is an important step towards professionalising the role of a truck driver and should improve its standing as an occupation with a long-term career outlook in the broader supply chain industry.

The apprenticeship or traineeship scheme should be aligned to a nationally recognised qualification is an important means of supporting pathways for new employment in the road transport industry in the hopes of improving the jobs standing as an occupation with a long-term career outlook in the broader supply chain industry.

The TWU endorses the apprenticeship or traineeship scheme as an effective means for encouraging long-term, sustainable, and safe work in the road transport industry and should ensure road transport operators in all states and territories have access to safe minimum standards with respect to rates of pay, hours of work and general terms and conditions of engagement.

# Chapter 6: Education and Training

## Overarching Statements

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, inclusive, and equitable to all, as a fundamental right to ensure all student can lead fulfilling lives, make contribution to society, and engage robustly in our democracy.
  - b. The direct provision of and promotion of quality, free and equitable education through public schools is a key responsibility of the WA Government.
  - c. Access to high quality education is the keystone to a just, equitable and cohesive society, encouraging cultural diversity, establishing high standards of health and wellbeing, cultivating economic prosperity for individuals and the broader community, as well as supporting an active engagement of citizens in the democratic life of the state.
  - d. The principles of equity and access in meeting the educational needs of all students must be appropriately addressed via resourcing, evidenced-based strategies, data, and purpose-built facilities catering for 21st century learners.
  - e. All staff employed in Western Australian schools have the right to work in a safe working environment free from any form of discrimination.
  - f. All students have the right to an education free from bullying, harassment, abuse and discrimination and benefit from being taught the values of inclusion, compassion, empathy, and diversity.
  - g. Schools are a hub for community engagement and fostering genuine relationships with families, businesses, and the wider community.
  - h. The principles of equity and access in meeting the educational needs of all students must be appropriately addressed via resourcing, evidenced strategies, and data.
  - i. Early intervention, culturally safe and responsive learning, and longer-term funding arrangements in addressing the educational barriers experienced by Aboriginal and Torres Strait Islander peoples.
  - j. Students have the right to access a broad curriculum that caters to their individual needs, passions, and interests.

- k. Peak bodies representing teachers, parents, educational unions, and professional bodies should be consulted in the development of educational policy.

## **Fairness in Education**

- 2. In Government, WA Labor will:
  - a. Ensure that all students have equitable access to quality education in Western Australia, inclusive of curriculum, resourcing, and infrastructure.
  - b. Ensure that all students have sufficient support, opportunity, and resourcing for all post-secondary pathways;
  - c. Commit to providing students with disabilities and additional learning needs access to participate in education on the same basis as their peers;
  - d. Consult with all stakeholders inclusive of students and their families in making reasonable adjustments to eliminate harassment and victimisation;
  - e. Endorse tailored programs and provide specialist educators to help specific needs of the students;
  - f. Ensure that online and face-to-face professional learning is accessible by all educators, regardless of locality;
  - g. Retain educators of the highest calibre in all schools, specifically remote and regional schools by providing strong incentives.

## **Early Childhood Education**

- 3. In Government, WA Labor will:
  - a. support early childhood education centres with sufficient resourcing, promoting play as the fundamental way for learning;
  - b. work with the Federal Government to ensure that all early childhood centres are affordable for all families;
  - c. ensure professional learning is accessible for upskilling all early childhood teachers for “best practice” in education;
  - d. support and endorse programs that are developmentally appropriate for all students;
  - e. provide timely access to allied health professionals when required by students;
  - f. provide early childhood educators sufficient time and resources to assess against the National Quality Standards for early childhood education.

## **Primary Schools**

4. In Government, WA Labor will:
  - a. ensure that all primary schools provide broad and comprehensive curriculum that caters for the interests and capabilities of all students.
  - b. ensure that all programs offered in primary schools are respectful and inclusive of all students.
  - c. increase access to school psychologists and allied health services.
  - d. provide professional learning that is easily accessible by all primary teachers, inclusive of the Western Australian Positive Behaviour Support (WA PBS) and Classroom Management Strategies (CMS).
  - e. give attention to staff ratios and the needs of all classes, to reduce teacher workload and increase one-on-one care for all students.
  - f. Fund programs and provide resources to help reduce the administrative, logistical, and emotional load of teachers and better allow time for professional development and other non-classroom duties.

## **Secondary Schools**

5. In Government, WA Labor will:
  - a. ensure all secondary schools have equitable resourcing to provide broad and comprehensive curriculum that can be accessible by all students.
  - b. ensure that all secondary school students have access to affordable courses required for their career pathway.
  - c. increase access to school psychologists and allied health services.
  - d. ensure that all programs offered in secondary schools are respectful and inclusive of all students.
  - e. provide professional learning which is easily accessible by all secondary teachers, inclusive of WA PBS and CMS.
  - f. give attention to staff ratios and the needs of all classes, to reduce teacher workload and increase one-on-one care for all students.
  - g. fund programs and provide resources to help reduce the administrative, logistical, and emotional load of teachers and better allow time for professional development and other non-classroom duties.

## **Rural, Regional and Remote Schools**

6. WA Labor is committed to equitable outcomes for all students regardless of location. WA Labor recognises that:
  - a. Outcomes for students studying in rural locations are generally poorer than for students studying in the metropolitan area.
  - b. The explanations for gaps in performance of rural students are complex and solutions need to be multi-faceted.
  - c. Rural schools are important for local communities and are valuable infrastructure to promote social inclusion.
  - d. Supporting Aboriginal students in rural areas is imperative if we are to reduce the gap in student achievement.
  - e. School staff are essential in reducing the gap in student performance and attracting school staff to rural locations requires incentives and support.
7. In Government, WA Labor will:
  - a. provide targeted support and initiatives for students in rural schools to enhance opportunities and improve outcomes.
  - b. Undertake a review to determine:
    - i. Factors that impact on rural student performance with a view to enhancing current support policies.
    - ii. The effectiveness of current staffing policies and incentives in attracting staff to rural and remote schools, including housing.
  - c. Develop new strategies to support students in rural areas, including improving access to allied health professional support and school psychologists.
  - d. Build and grow new and existing partnerships between rural and metropolitan schools to enhance experiences for all students.
  - e. Enhance career pathways for school staff in rural areas.
  - f. Continue to develop culturally inclusive schools and culturally responsive systems in rural areas.

## **Safety and Behaviour**

8. WA Labor is committed to:
  - a. a preventative, educative, restorative, and positive approach for engaging and managing students in schools and the wider community; and
  - b. creating inclusive, welcoming, safe, and orderly school learning environments.

9. In Government, WA Labor will:

- a. ensure that all schools provide all staff with access to professional learning and training to effectively implement a whole-school approach to student behaviour.
- b. ensure staff engage in reflective practice to enhance the learning outcomes for students with diverse and complex behaviours.
- c. ensure that all staff in WA have access to online and face-to-face professional learning that builds a preventative, educative, restorative, and positive school community culture.
- d. provide targeted funding and staffing for WA PBS and CMS to ensure all staff have access to these programs.
- e. fund locally based programs to prevent antisocial behaviour for the community.
- f. ensure that all programs are built on a strength-based model incorporating school behaviour plans for all students.
- g. ensure that all stakeholders are trained and part of a restorative approach.
- h. ensure that through a multi-tiered system of support for students, schools have easier access to school psychologists and allied health services.

## **Cultural Responsiveness**

10. In Government, WA Labor will:

- a. recognise the State's growing diversity.
- b. maintain a strong commitment to provide culturally responsive education to Culturally and Linguistically Diverse (CaLD) students whose first language is other than Standard Australian English.
- c. embed high quality teaching and learning practices designed to meet the needs of students who speak Standard Australian English as an additional language or dialect.
- d. implement the four principles of multiculturalism —civic values, fairness, equality, and participation— across all levels of the education system.
- e. foster the values of mutual respect, substantive equality, and a commitment to shared values across all levels of the education system.
- f. support schools to implement culturally responsive policies, programs and services for n students, staff, and school communities. This is first and foremost for Aboriginal students.

- g. work with school and community leaders to build culturally responsive schools through curricular and extra-curricular activities.
- h. ensure that all staff in WA complete professional learning on Cultural Awareness and Responsiveness to minimise any unconscious bias that may occur.
- i. encourage “Acknowledgement of Country” be part of the morning routine and the start of all events.
- j. ensure that cultural celebrations and rituals are part of “Personal Leave.”

## **Disabilities and Additional Learning Needs**

11. In Government, WA Labor will:
  - a. ensure that all programs are built on a strength-based model and inclusive of all disabilities and additional learning needs.
  - b. ensure that students with disabilities and additional learning needs have the same opportunities as others, including access to buildings and facilities.
  - c. ensure that all stakeholders, inclusive of parents and carers, staff and allied health agencies are involved with the management of all students with disabilities and students with additional needs.
  - d. ensure that all staff receive professional learning and evidence-based training on students with diverse disabilities and additional learning needs.
  - e. work in partnership with the Federal Government for implementing the National Disability and Insurance Scheme (NDIS) and model effectively.
  - f. ensure that all staff partake in professional learning and training in, “Understanding & Supporting Behaviour” through a preventative and proactive model.

## **School Infrastructure and Services**

12. WA Labor acknowledges the Federal Governments support for New Energy apprentices in WA and calls on WA Labor to, where applicable, lift relevant trades apprentice minimum standards, including trades covered by the trades qualifications covered by the Metals Trades (General) Award, to a Certificate IV level.
13. WA Labor in government will establish a New Energy Centre of Excellence and, where applicable, lift relevant trades qualifications to Certificate IV as a minimum working standard.



14. In Government, WA Labor will:

- a. provide transparency on funding all schools, inclusive of new builds, renovations, upgrades, and maintenance.
- b. ensure that all new builds have facilities that are inclusive for the needs of all students and educators.
- c. ensure that all schools have easier access to school psychologists and allied health services.
- d. ensure that schools are made accountable for the services provided to both individual students and schools.

### **Staffing and Salaries**

15. In Government, WA Labor will:

- a. ensure that all government employees have the right to permanent status following long-term contracts.
- b. retain and maintain a high calibre of educators in Public Schools by providing on-going support and training.
- c. ensure that salaries match the roles of employees in Public Schools to maintain expertise in their field.
- d. ensure that salaries match the skill level of all educators in education.
- e. Graduate teachers are supported by experienced mentor teachers for the first 5 years of teaching.
- f. revisit the means for achieving L3 Classroom Teacher status.
- g. ensure that leadership can only be attained after a minimum number of years in a classroom - "Dedication ahead of aspiration".
- h. ensure that fair and equitable pathways are investigated for employing staff of the highest calibre in Public Schools.
- i. alternative pathways are investigated to teach in Public Schools.
- j. ensure that staff in Public Schools be sought from all countries worldwide.

### **Vocational Education and Training**

16. 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 to low-cost courses targeting economic and skills shortages in our State.

- c. ensure that VET is offered around the State providing opportunities for all Western Australians.
- d. ensure that greater access and time to courses in English is provided to non-English speaking students in TAFE Colleges.
- e. Work in partnership with industry and businesses to develop programs that respond to industry needs and requirements.
- f. continue to establish greater partnerships and articulations with universities.

## **Universities**

17. In Government, WA Labor will:

- a. continue to work in partnership with universities to maintain courses that fosters life-long learning, critical thinking, and problem-solving fit for the 21st century.
- b. continue to work in partnership with Public Schools and TAFE Colleges, providing pathways for students who choose to enter universities through alternative pathways.
- c. continue to work collaboratively with the Federal Government to retain research-based courses for the long-term benefit of the WA economy.

## **Mental Health and Wellbeing**

18. In Government, WA Labor will:

- a. support graduate teachers by allocating experienced teachers as mentors.
- b. change the number of days for accessing People Sense to a needs-basis model.
- c. ensure that all Public Schools include Mental Health and Wellbeing for staff as a priority within the business plan.
- d. provide meaningful and accessible services for public school teachers and staff to help them manage their own mental health and wellbeing.

## RESOLUTIONS

1. This Conference recognises:
  - a. There is a significant and unprecedented workforce crisis in early education care across Australia due to the sustained low wages and lack of respect and recognition of this essential workforce.
  - b. This workforce crisis is adversely affecting the quality of early education and care our children are receiving, making it hard for parents to get the affordable early learning and care they need to work and work more.
  - c. Centres are increasing fees, capping rooms, limiting access, and leaving parents on waiting lists for months and years at a time due to an inability to attract and retain the workforce they need.
  - d. The only way to address this workforce crisis is to pay educators what they are worth so they can afford to stay and return to a sector they are passionate about.
  - e. United Workers Union Early Education members are already using new Multi Employer bargaining legislation to push for professional wages and better standards across the sector, forcing the Federal Government to come to the bargaining table as the funder.
  - f. It is critical that the Federal Government confirm its commitment to coming to the negotiating table prepared to contribute funding towards the outcome. The 2023 WA Labor State Conference supports Early Childhood Educators in their claim for a 25% pay increase funded by the Federal Government.
2. The 2023 WA Labor State Conference:
  - a. Congratulates and welcomes Sabine Winton in the newly created Early Education ministerial portfolio.
  - b. Recognises that the creation of this portfolio highlights the importance of Early Education policy in the broader education system and a commitment to reforming a sector that is failing children, families, educators, and the community.
  - c. Recognises that the current Early Education and Care model has led to low wages for educators whilst prioritising profit for stock market investors and foreign investment funds, leading to a lower quality of early learning for children.
  - d. Recognises the move by States, such as Victoria, to incorporate early childhood education into public education to address access, improve education outcomes and wage equity issues.
  - e. Encourages the Cook Labor Government to prioritise building a better model of early childhood education and advocate for the Albanese Government to do the same.

3. This Conference condemns violence in any workplace and recognises the unique issues of occupational violence and aggression in school settings.

This Conference notes that the government has the primary responsibility to ensure education staff are safe in the workplace and acknowledges the work undertaken by Minister Buti to date through the implementation of the No to Violence in Schools Plan and 10-point action plan to address these complex issues.

This Conference urges the Cook Labor Government to ensure that all schools commit fully to the plan and work with union delegates and health and safety representatives to ensure schools comply.

This Conference commends the work of the delegates and members of the United Workers Union to ensure our Public Schools are safe for all.

# Chapter 7: Health

## Health WA

### Putting Patients First

1. WA Labor is committed to building a world class sustainable health system centered on the patient.
2. WA Labor believes that Health is the most important service government provides and will aim to deliver the best health care for all Western Australians, irrespective of where they live, their backgrounds or their income level.
3. WA Labor will give patients and consumers a real say in changing the way the system operates. It is their healthcare system, and the individual should have a say in what services they receive and how they receive them.
4. WA Labor will drive innovation, integration and culture change and create a modern healthcare system that is available, accessible and equitable to all Western Australians.
5. WA Labor recognises some bridging visa holders are not provided Medicare by the Federal Government, which results in costly access to hospital services. WA Labor will ensure bridging visa holders have the same financial access to the public health system as other Western Australians.

### Modern Care in the Community

6. WA Labor endorses the recommendations of the Sustainable Health Review and commends the report's initiative to drive a cultural shift towards community-based care, prevention, and hospital innovation.
7. WA Labor acknowledges the ambitious blueprint it lays out for rebalancing the health system over the next 10 years to ensure that Western Australians receive quality health care that can be sustained for future generations.

### Health and Medical Research

8. WA Labor's Future Health Research and Innovation Fund will continue to drive medical research and innovation and provide a secure source of funding to develop Western Australia's research capability
9. WA Labor will embrace the opportunities to improve patient services by harnessing the power of the genomic, biological, and technological revolutions to provide a better, safer, and more sustainable health care for all.
10. WA Labor recognises the need for the sourcing of goods and services that are provided by local medical manufacturing industry in order to retain capability, knowledge and competitiveness.

## **A Role for Pharmacists**

11. WA Labor believes that pharmacies are an important part of an integrated health care system and that they have a role delivering essential healthcare services such as vaccinations, with the appropriate regulations.
12. WA Labor will support community pharmacists to continue to play their role in the community and will fight efforts to corporatise the sector.

## **A Healthier Western Australia**

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

13. WA Labor is committed to ensuring the population health division continues to be well resourced to assist with providing the best health advice, preparedness, and response to current or future pandemics.
14. WA Labor recognises that in order to give Western Australians the greatest opportunity to lead happy and fulfilling lives, promoting optimal wellbeing, and preventing illness is as important as treating disease.
15. WA Labor recognises the importance of health promotion and illness prevention as strategies to improve quality of life and, reduce the number of people accessing the health care system.
16. WA Labor is committed to implementing strategies that will halt the progress of Type 2 Diabetes and further advance treatments that place the disease into remission.
17. WA Labor will invest further into nutrition research to make informed decisions about food policies, health programs, and public health campaigns and to ensure evidence-based decision-making to allocate resources towards initiatives that have the most significant impact on public health.
18. WA Labor recognises the need for more nutritionists, and in collaboration with the Federal Labor Government it will provide more student places to the relevant tertiary institutions.
19. WA Labor will establish nutritional medicine services through health clinics to curb down the metabolic disorders.
20. WA Labor is committed to creating a cultural change in our health system that sees prevention of disease given a focus in our healthcare system.
21. WA Labor in Government will work towards increasing investment in public health, including investing in the state's public health workforce, and aims for health prevention to reach at least 5% of total health expenditure by July 2029.
22. WA Labor recognises affordable oral health care as a gap in our national health system and calls on the Federal Government to provide

universal access to affordable dental services for all Australians via Medicare.

23. WA Labor recognises the importance of access to and the affordability of life saving cancer treatment services for all Western Australians. WA Labor recognises that financial hardship creates barriers to health treatment and that hardships can include 'on the ground' costs such as transport and parking and large scale costs such as non-PBS listed medications. .
24. WA Labor supports advocacy by the Australian Bone Marrow Donor Registry to conduct publicly funded swab testing to find matches for bone marrow transplant and cancer treatment across genetically distinct and diverse communities.
25. Labor has a proud history in HIV policy, taking a bipartisan approach to tackling the disease and preventing a generalised epidemic. Unfortunately, it remains the case that HIV and other Blood Borne Virus (BBV) notifications are too high, though improving with recent medical developments. WA Labor:
  - a. Commits to the United Nations' Political Declaration on HIV and AIDS, including the UNAIDS Fast-track 95-95-95 goal to end HIV/AIDS transmission by 2030;
  - b. Will take steps to tackle stigma experienced by HIV & BBV affected people and communities, including by supporting the "U=U" (undetectable equals untransmittable) health message;
  - c. Will work with community providers and advocacy groups to design and deliver local strategies and prevention campaigns.
  - d. Supports peak bodies working to spread positive health messaging around HIV & BBVs, promote prevention strategies and provide support services to HIV positive individuals.
  - e. Supports public health and awareness campaigns to encourage the uptake of HIV Pre-Exposure Prophylaxis strategies to prevent transmission in high-risk groups including accessibility around prescribing of PrEP medication.
26. WA Labor recognises the need for regular and comprehensive testing as part of a public health approach to reduce sexually transmitted infections (STIs) in the LGBTQIA+ community.
27. WA Labor supports strategies, including procurement policies and increased public funding via Medicare bulk billing that encourage community based clinics to provide testing at no cost to the patient in order to minimise barriers to testing and maximise public health monitoring of sexually transmitted diseases.
28. WA Labor will investigate barriers to STI testing in rural and regional WA and will implement strategies to increase both accessibility and equity to disadvantaged groups.



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

29. WA Labor recognises the harms associated with alcohol and other drug use.
  - a. WA Labor will target the reduction of alcohol consumption as a key component of its long-term health strategies.
30. WA Labor acknowledges the benefit of health promotion, primary prevention, early intervention, and rehabilitation that targets alcohol, tobacco, and other drug use, to the overall health system.
31. WA Labor is committed to introducing further tobacco law reforms to strengthen laws and policing relating to sale, supply and marketing of tobacco products and exposure to second-hand smoke.
32. WA Labor is committed to ensuring that Western Australia is a world leading jurisdiction in tobacco legislation and prevention programs.
33. The protection of children from access to tobacco and vaping products remains a priority of WA Labor. WA Labor is committed to looking at ways we can reduce the serious impact of tobacco and vaping use in Western Australia.
34. WA Labor in Government will introduce a minimum unit (floor) price for alcohol with regular adjustments for inflation, informed by independent modelling using WA data and guided by reform that has taken place in the Northern Territory.
35. WA Labor supports reform of the Wine Equalisation Tax to address the issue of wine being the cheapest form of alcohol available for sale.
36. WA Labor supports harm minimisation as the basis of public health response to alcohol and other drug use.
37. WA Labor supports a managed and regulated pill testing scheme, particularly at festivals and events as a means of significantly reducing harm and adverse outcomes for young people.
38. WA Labor calls the investigation of other medically informed harm minimisation strategies in use in other jurisdictions.
39. WA Labor recognises the need to provide support for opioid addiction through community based approaches. WA Labor respects the need for those who need to access appropriate and medically supervised pain management programmes with dignity, equity and without stigmatisation.

## **Public Health and Community Design**

40. WA Labor will commit to increasing medical research funding into asbestos related diseases and develop a campaign to raise awareness in the community of the dangers of asbestos outside of the occupational setting - noting that women have historically been overlooked in the public protections currently offered.

41. WA Labor supports clear labeling on foods and drinks that enables consumers to better understand the health implications of their consumption decisions, particularly in relation to pregnancy.
42. WA Labor is committed to limiting unhealthy food outlets near schools and reducing the promotion of unhealthy food and drinks.
43. WA Labor supports a phased introduction of policies that promote a reduction in the level of sugar in products that are consumed by Western Australians.
44. WA Labor will invest in and promote mechanisms that encourage the food industry to produce healthier foods and ensure a healthier Western Australia.
45. WA Labor commends the WA Labor State Government on banning alcohol advertising on public transport.
46. WA Labor calls on the State Government to continue to explore limiting gambling and unhealthy food and drink advertising on public transport that is proven to lead to long-term harm.
47. WA Labor supports the proactive use of Health Impact Assessments in community and Government planning decisions to promote health and prevent disease and injury.
48. WA Labor is committed to planning and implementing strategies to prepare for and adapt to changing climate conditions to promote public health and prevent disease and injury.

## **Creating a Modern Mental Health Care System**

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

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

53. WA Labor supports the transition to community- oriented models of care that have an increased emphasis on carers, the development of non-public provision of care, and the rebalancing of clinician and non-clinical support services.
54. WA Labor believes that people with mental illness have a right to participate meaningfully in individual and community life without discrimination, stigma, or exclusion.
55. WA Labor recognises the accessibility and equity issues persist with mental health services in regional and rural WA and calls on the Cook Government to increase the incentives to attract additional mental health related workers to the regions.
56. WA Labor will implement the recommendations made by the Ministerial Taskforce into Public Mental Health Services for Infants, Children and Adolescents in order to increase and invest in additional programs and educational courses.
57. WA Labor will improve care and support for persons and families with ADHD, through improved access to diagnosis, treatment and support for persons with ADHD. Persons and families with possible ADHD should have easy access to trained GP care, supported by specialist services.
  - a. The care should be free or easily affordable and provide improved practical support within the education, employment, community service and correctional sectors.
  - b. Education and support services should be in partnership with community led providers and other government support services.

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

58. WA Labor recognises that at least 30-50 per cent of people with an alcohol and other drug problem also have a co-occurring mental illness.
59. WA Labor will ensure policy for co-morbidity is a focus of future policy direction.
60. WA Labor congratulates the initiatives undertaken by the Cook Government to tackle co- occurring mental health issues. In particular the:
  - a. Investment in 33 Alcohol and other drug rehabilitation beds in the Southwest
  - b. The establishment of a comprehensive AOD Youth Centre in the Kimberley for young people with complex needs.
  - c. Urgent Care Clinics (Toxicology) units
  - d. \$244.8 million commitment to the Methamphetamine Action Plan to help reduce the demand, supply, and harm of methamphetamine. WA Labor recognises the impact of

methamphetamine use is devastating for individuals, their families and the community and that use must be viewed as a health and community issue and cannot be solved by law enforcement alone.

61. WA Labor is focused on reducing the harm associated with methamphetamine with the introduction of programs and services such as:
- a. Crisis intervention services to provide a safe place for those individuals who are a risk to themselves and others;
  - b. Mental Health Emergency Centres;
  - c. Mental Health Emergency Co-Response units across Western Australia led by first line nurses and paramedics that aim to deescalate situations before police presence is required;
  - d. Needle Syringe exchange programs.
  - e. Expand Hepatitis WA nurse-led program which supports GPs to provide brief interventions to meth users
  - f. Expansion of Transitional Housing and Support Program to provide safe places for those in recovery.

## **Suicide Prevention**

62. WA Labor recognises that suicide is an extremely complex issue, and we must look towards evidence based, culturally appropriate and co-designed strategies that can tackle the heartbreaking statistics facing Western Australia.
63. WA Labor recognises that suicide rates in Western Australia are far too high, and we are committed to reducing the rate of suicide in Western Australia including (but not limited to) targeting strategies that combat the rates of suicide in high-risk cohorts like youth, men, LGBTQIA+ communities, cultural and linguistically diverse communities, and First Nations Peoples communities.
64. WA Labor recognises that due to historic trauma, social issues, reduced living and health standards, our First Nations youth in particular are at a higher risk of suicide.
65. WA Labor endorses the Cook Government's response to the Coroner's inquest into First Nations youth suicide in the Kimberley and the Message Stick Inquiry.
66. WA Labor endorses a co-design and co-delivered suicide strategy that will be developed with local community input and engagement.

## **First Nations**

67. WA Labor believes that future suicide prevention strategy for youth in the Kimberley (and future Government suicide prevention strategy) must be done in partnership with First Nations People, communities,

and organisations to ensure we positively impact the lives of young First Nations People.

68. WA Labor will develop a comprehensive reform agenda that is informed by the community, designed by the community, and driven by the community.

## **Healthcare for All**

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

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

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

75. WA Labor recognises the need for a wide range of health services that are accessible, culturally appropriate, and protective of the rights of the aged, especially those which relate to the independence, empowerment, and self- efficacy of our senior citizens.
76. WA Labor acknowledges the pressure that a lack of aged care beds has on the public health system.
77. WA Labor will work collaboratively with the Commonwealth to reduce the overuse of acute care beds by ensuring there are enough quality appropriate aged care places to ensure real choice for all Western Australian seniors seeking affordable, quality, conveniently located residential aged care.
78. Currently many elderly patients are occupying expensive hospital beds, because they are no longer well enough to continue living at home and because an aged care bed isn't available.

79. WA Labor supports community-led efforts for the establishment of demographically tailored Aged-care facilities that best cater for the needs, agency and empowerment of people across the multicultural, LGBTIQ population.
80. WA Labor is committed to fast tracking the establishment of aged care facilities to free up beds by:
- a. Identifying State owned land suitable for aged care facilities;
  - b. Working with local councils and planning authorities to removing planning impediments for aged care facilities
  - c. Assessing existing Government buildings and assets to determine whether they are suitable to be converted into aged care facilities.
81. WA Labor supports research and programmes into the role of speech processing and understanding within older people, particularly the intersection between reduced hearing and dementia.
82. WA Labor will work towards ensuring our elderly can receive an aged care bed where and when they need it.

## **Women's Health**

83. WA Labor acknowledges that women's health is determined by social, political and the economic context of their lives and that gender is a valid indicator of disadvantage in accessing health services. WA Labor believes that the general health of women in our society is an important factor in ensuring a strong foundation for healthy and sustainable families and communities.
84. WA Labor understands that a healthy mother is key determinant of a healthy child and that preventative health for a child begins preconception.
85. WA Labor supports a woman's right to make choices about reproductive, sexual, and maternal health.
86. WA Labor believes in the rights of women to make choices about their maternal health, particularly the right to choose a midwife as their primary health care professional.
87. WA Labor will work towards ensuring all women have access to reproductive technology regardless of their marital status or sexual orientation.
88. WA Labor recognises the need for a focus on the health needs of women, especially those in rural and remote areas, and those who are economically or otherwise socially disadvantaged and isolated.
89. Women are often overlooked, ignored and misdiagnosed when presenting with health issues, particularly reproductive health issues. WA Labor calls on the Cook Government to deliver additional investment in women's health to support women with reproductive

health concerns, chronic health issues including endometriosis and PCOS.

90. WA Labor will:

- a. Address women's health issues with a range of targeted programs which highlight prevention, early intervention, and treatment;
- b. Seek to minimise the risk of birth trauma and mental illness by providing access to evidence based and woman centered, antenatal, intrapartum and postnatal care;
- c. Ensure public health services, particularly public hospitals, have a duty to provide access to abortion services, especially in rural and remote areas, or where there is not another public service provider available within a reasonable distance;
- d. The shortage of physicians who are qualified to perform pregnancy terminations by working with GP training associations to ensure all prospective general physicians and specialists in the field are educated thoroughly in reproductive and sexual healthcare, including pregnancy termination services.
- e. Ensure that women access care from a health service that is responsive, competent, resourced and using woman-reported data to inform quality improvement.

## **Men's Health**

91. WA Labor acknowledges that men face poorer outcomes than women on most measures of key health and wellbeing indicators.
92. WA Labor acknowledges that males are currently over-represented in the areas of suicide, cancer, type 2 diabetes, heart and lung disease and stroke.
93. WA Labor congratulates the Cook Government for the release of the Men's health and wellbeing policy that seeks to address inequalities and accessibility issues in men's health.
94. WA Labor will commit to addressing the lower life expectancy and higher levels of mortality from non- gender specific causes of death that men face.
95. WA Labor will commit to empowering men to be proactive in managing their health and wellbeing through building understanding of men's health needs and increasing efforts towards health promotion approaches and activities. WA Labor believes that men should be given the tools they require to live healthier, happier, and longer lives.

## **Disability Health and Support**

96. WA Labor is committed to innovative solutions to prevent NDIS participants from being admitted to hospital as a result of lack of



support funding

97. WA Labor will support the development of cost minimising diversion procedures to prevent NDIS participants in crisis from being admitted to the hospital without medical need
98. WA Labor will ensure that health professionals have access to disability awareness training to increase health outcomes for people living with disability
99. WA Labor will support initiatives which increase availability of clinicians, including training and recruitment options, as well as allowing all current clinicians to work within the full scope of their qualifications

## **Child Health and Development**

100. WA Labor will make early childhood health programs a cornerstone of its preventative and developmental health strategies recognising that they are a crucial determinant of their future health, welfare, and pathway in life.
101. WA Labor is committed to funding, implementing, and evaluating initiatives for early intervention, and the reduction of infant mortality rates.
102. WA Labor strongly supports childhood vaccination for preventable but potentially life threatening illnesses and acknowledges the importance of equity to access to vaccination services.
103. WA Labor notes with concern anti-vaccination campaigns and will work to provide evidence- based information to the community to ensure the continued high level of vaccination coverage.
104. WA Labor believes that the first 1000 Days between conception and age two is the most critical period of development that shapes children's long-term outcomes.
105. WA Labor believes that investment in improving the outcomes of this age cohort is a unique opportunity to shape healthier and more prosperous futures for Western Australians.

## **Culturally and Linguistically Diverse Targeted Health**

106. WA Labor recognises the significant numbers of CaLD community members in WA who are falling through the cracks of the state healthcare system due to issues around equity and accessibility.
107. WA Labor calls on the Cook Government to commit funding to multicultural agencies to provide counselling and psychosocial services in culturally and linguistically appropriate ways and through appropriately qualified practitioners.

## **Rural and Regional Health**

108. WA Labor recognises that Western Australians living in rural, regional, and remote areas need accessible services for physical health and

peace of mind, which together promote overall health and wellbeing within their community.

109. WA Labor will continue to develop integrated district health services in collaboration with local service providers and the federal Government to provide more comprehensive, accessible, and sustainable health services to rural communities.
110. Equity of direct access to services and specialists is limited by distance. WA Labor will ensure equity of outcomes and equity of access by means of travel and satellite accommodation support. WA Labor will support initiatives such as consolidation and standardisation of services and increased use of digital solutions.

### **Lesbian, Gay, Bisexual, Transgender, and Intersex People**

111. WA Labor recognises the need to provide for the health needs of lesbian, gay, bisexual, transgender, and intersex people (LGBTQIA+) people, especially those in rural and remote areas, those with HIV/AIDS, and those affected by poverty and homelessness, including but not limited to sexual and reproductive health.
112. WA Labor recognises that for many Transgender and Gender Diverse Western Australians affirming their gender can often mean accessing specialist health services. The necessary services should be available, accessible, affordable, and should recognise trans-identities from a rights-based perspective rather than medical pathologisation.
113. WA Labor believes that Trans and Gender Diverse people who are incarcerated or in remand should not be denied the relevant health care they would otherwise be able to access.
114. WA Labor will support the crucial role of organisations that produce and distribute targeted information about health and welfare issues to LGBTQIA+ Western Australians.
115. WA Labor calls on the Cook Government to support ongoing community engagement between community advocacy organisation and health professionals to build a comprehensive forward focused LGBTI Health Strategy.
116. WA Labor believes in providing the extra support required for LGBTQIA+ services in First Nations and regional communities to have a positive impact on mental & physical health outcomes.
117. WA Labor strongly opposes the dangerous, damaging, and discredited practice of so-called LGBTQIA+ conversion therapy. WA Labor will work to support survivors and work toward seeing the end of the practice in Western Australia by:
  - a. Prohibiting LGBTQIA+ conversion conduct of social workers, counsellors, registered and unregistered health professionals;
  - b. Identifying and appropriately funding treatments, practice and support services that positively support LGBTQIA+ people, particularly victims of conversion.

- c. Increase public awareness and education around the harmful impact of conversion practices.
- 118. WA Labor acknowledges best practice in co-design and co-delivering responses to deal with emerging communicable diseases where clinician led community roundtables has led to rapid and successful responses to public health measures including M-Pox vaccination.
- 119. WA Labor supports the continued funding of the Gender Diversity Service at Perth Children’s Hospital as a vital service for young people and their families and seeks to address issues in wait times and accessibility.
- 120. WA Labor acknowledges the significant barriers that adults experience when accessing gender identity support services and will ensure that health services provided as part of adult focused Gender Diversity Services have increased capacity and accessibility.
- 121. WA Labor acknowledges the uneven transition to adult based care when young adults try to continue their gender affirming treatment as adults
  - a. WA Labor calls on the Cook Government to investigate strategies to provide transitional support and out-reach services to young people and their families.
- 122. Rainbow Tick accreditation is for organisations that are committed to safe and inclusive practice and service delivery to the LGBTQIA+ community. WA Labor congratulates the Cook Government on Bentley and Royal Perth Hospitals being the first hospitals in Australia to receive the Rainbow Tick accreditation. WA Labor will work to increase the number of health service providers that have Rainbow Tick accreditation in Western Australia and consult with the LGBTQIA+ community directly on ways of ensuring health services are more inclusive and accessible for LGBTQIA+ people.
- 123. WA Labor recognises the unacceptably high rates of suicide in the LGBTQIA+ community relating to chronic and prolonged anxiety and specific mental health impacts and commits to continuing to take action to address this disparity in consultation with the LGBTQIA+ community. This includes the mental health impacts of bullying, homophobia, harassment, discrimination, and inequality on LGBTQIA+.
- 124. WA Labor notes the recommendations of the Ministerial Expert Panel on Assisted Reproductive Technology and Surrogacy and commits to equality, equity and accessibility for those who are seeking to access reproductive services.
- 125. WA Labor supports the rights of intersex people to have agency and autonomy over their lives, including in medical settings. WA Labor will ensure effective oversight of clinical practices and end harmful practices that modify sex characteristics of people with intersex variations without personal informed consent.

126. WA Labor calls on the Cook Government to follow the lead of other jurisdictions in ending deferrable medical interventions on people with innate variations of sex characteristics.
127. WA Labor calls on the Cook Government to fund and provide access to affirmative peer led psycho-social support and counseling in order to address the stigma and discrimination that many intersex people face.
128. WA Labor recognises the need for the provision of centralised LGBTQIA+ health care services that are co-designed, co-delivered and embedded within the community.

WA Labor calls on the Cook Government to investigate the creation of a non-profit healthcare and community hub as a base for LGBTQIA+ organisations to integrate, collaborate and provide services.

### **People with Rare and Undiagnosed Diseases**

129. WA Labor recognises:
  - a. Rare and undiagnosed diseases impact both children and adults, with the impact being lifelong and severe, characterised by pain, suffering, intellectual and physical disability, mental health burden and premature death.
  - b. That people who live with rare and undiagnosed diseases present a special case for the health care system, they represent approximately 6 to 8% of the Western Australian population, and collectively rare and undiagnosed diseases are not uncommon.
  - c. The need to provide for the higher and special health needs of people with rare and undiagnosed diseases, especially for children, first nations people and those that live in rural and remote areas.
  - d. Rare diseases amount to over 10% of hospital inpatient admission costs and the number of Emergency Department presentations and admissions to inpatient care rates related to rare diseases is two and a half times higher than more common disorders and is even higher in rural and remote areas.
130. That early diagnosis and intervention makes a significant and lifelong difference to a person suffering from a rare disease. However, for most sufferers of a rare disease diagnosis is a challenge and that on average, it takes 5 to 7 years to diagnose a child with a rare disease, if diagnosed at all, that people with rare diseases often must-see multiple practitioners before getting a diagnosis and alarmingly, for 1 in 2 people with rare diseases, the initial diagnosis is wrong.

## **A Fairer Deal**

### **Commonwealth and State Relations**

131. WA Labor recognises the important role that the Commonwealth Governments have always played in the provision of health services, and WA Labor will continue to work with the Commonwealth to increase the range of services funded under the Medicare system.
132. WA Labor calls on the Federal Government to consider an expansion of the Medicare rebatable items in order to provide effective coverage of health services.
133. WA Labor believes that the way healthcare is funded by the Commonwealth disadvantages our State and that we face unique challenges posed by remoteness, the vast geography of our State and our diversity. We will advocate for funding mechanisms which account for these unique challenges, including medical research funding, the NDIS, and skin check examinations.
134. WA Labor believes that the way healthcare is funded by the Commonwealth disadvantages our State and that we face unique challenges posed by remoteness, the vast geography of our State and our diversity. We will advocate for funding mechanisms which account for these unique challenges, including medical research funding, the NDIS, and remote primary care clinics.
135. WA Labor calls on the Cook Government to investigate the significantly lower levels of medical research funding, grants and awards that flows from Commonwealth funded sources to Western Australia as would be expected per capita. Such sources include the National Health and Medical Research Council (NHMRC) and Medical Research Future Funds (MRRF).
136. WA Labor calls on the Federal Government to ensure that WA get its fair share of research grants and awards in order to promote the retention of scientific talent in our state and the delivery of flow on benefits to our entire community.

## **Valuing our Workforce**

### **Pathways to Permanence**

137. WA Labor recognises the importance of providing employment stability and security within the public sector. We will advocate for the use of permanent employment contracts whenever appropriate.
138. WA Labor will continue to ensure a pathway to permanency within the Health Public Sector for employees who have worked under casual or temporary contracts by converting those existing employees with more than two years' employment in a similar or similar job to permanent.
139. WA Labor will support the direct employment of staff where it is appropriate to do so.

140. WA Labor will work with unions to ensure we meet our commitment to WA families who deserve certainty in their workplace.
141. WA Labor recognises the over-reliance of casual and private agency staff in public hospitals undermines the working conditions of staff and the services they provide to West Australians and reaffirms that secure jobs with good working conditions are necessary for a high-quality and accessible health system.

## **Health Care in Public Hands**

142. WA Labor is committed to maintaining integrity, transparency and accountability in the public health sector and ensuring that important services for the Western Australian community continue to be delivered by the public health system.
143. WA Labor opposes the privatisation and outsourcing of public hospitals, public health services and all health care units and ancillary services that facilitate the operation of the public health system.
144. WA Labor will where possible bring services back into the public sector which had been privatised by previous Governments.

## **Our Workforce**

145. WA Labor recognises the important contribution made by the whole health workforce and will implement strategies to assist health workers balance work and family responsibilities in a secure job environment and maintain workplace morale and effective system changes.
146. WA Labor supports the employment of more First Nations Peoples health staff in all capacities.
147. WA Labor recognises the importance of a permanent workforce in all areas of the health system, will work to reduce the use of casual and relief positions and support a permanent health care workforce to create a more stable, productive, and responsive health system.
148. WA Labor supports nurse and midwife patient ratios for the Western Australian Health System as a means of ensuring a strong public health workforce and sector.
149. Labor will ensure that services are provided by appropriately qualified and skilled practitioners and will continue to implement appropriate training programs to all staff. Labor will continue to support, where appropriate, limited attraction and retention strategies to ensure that the new, upgraded, and existing hospitals and medical facilities are adequately staffed.
150. WA Labor will ensure there is a no tolerance for aggression or violence towards any health staff. Labor supports Health Service providers, staff and their union representatives progressing initiatives to reduce aggression from the community towards health staff; protect staff when aggression or violence occurs; and increase collaboration and information sharing between health staff, Police, and other stakeholders.

151. Enrolled Nurses play an important role in our Public Health system. Unfortunately, these highly trained medical professionals are often not permitted to work to their full scope of practice due to systemic and cultural obstacles in the Nursing profession and leadership.

- a. These outdated obstacles often mean that Enrolled Nurses are not fully utilised in providing front-line care to patients.

152. WA Labor supports:

- a. An increase in the number of medical student internships and increased specialist training positions in areas of workforce shortage;
- b. A centralised and publicly run Allied Health graduate placement programme to improve efficiencies and equity;
- c. Nurse practitioner models and expanded scope allied health roles, increasing in the number of registered and enrolled, and specialist nurse practitioners;
- d. Plan for the demand and supply of workforce aligned to the Clinical Services Framework 2015-2024;
- e. Promotion of leadership programs which build capacity and capability at every level of the organisation;
- f. Improved governance and management processes and practices;
- g. Annual WA Health Conferences and Awards showcasing staff achievement and innovation;
- h. The continued provision of Professional Indemnity Insurance to Public Health workers by the Health Department and the promotion of this to new and existing employees; and
- i. The exploration of innovative workforce models such as allied health generalists, allied health assistants and physician assistants.
- j. Provide equity scholarships and clinical placement support for medical, nursing and allied health students.
- k. Expanding and normalising opportunities for endorsed midwives to work within the public sector using their full scope of practice.

153. WA Labor recognises that a diverse workforce ensures the health system reflects the modern face of Australia and supports policies and practices, which are inclusive of staff of different cultural backgrounds, gender, ethnicity, and sexual orientation.

154. WA Labor will ensure workforce planning is a focus to ensure a sustainable health system. Planning will encompass all occupations and professions including allied health professionals who play a vital



but overlooked role in the delivery of preventative, restorative and rehabilitation care; management and service delivery staff who provide essential support to the front line.

## **Family and Intimate Violence**

155. Enhance current training programs and review comprehensive training programs from other states, adapt to ensure alignment with Western Australia's key demographics and support their implementation for Western Australian health care providers to develop sensitised understanding of family and intimate violence.

## **RESOLUTIONS**

1. WA Labor recognises the significant numbers of CaLD community members in WA who are falling through the cracks of the state healthcare system and urges the Cook Government to commit funding to multicultural agencies to provide counselling and psychosocial services in culturally and linguistically appropriate ways and through appropriately qualified practitioners.
2. This Conference;
  - a. Recognises the huge achievement won by United Workers Union Aged Care members in transforming an industry defined by low wages, short staffing and poor working conditions.
  - b. Notes the bravery and dedication to real sector reform that aged carers demonstrated to take national strike action to bring attention to the crisis in aged care.
  - c. Understands that aged carers have been woefully neglected by previous Liberal Governments and that the struggle for them to be recognized for their important work continues.
  - d. Welcomes the Albanese Labor Government's commitment to working with the United Workers Union, which represents aged care workers, in funding a pay rise for direct carers and implementing minimum staffing levels, which allows carers to provide quality care to older Australians.
  - e. Supports the 15% pay rise for direct carers to be extended to aged care support staff like kitchen staff and cleaners, whose job is crucial in providing quality care to older Australians.
3. This Conference congratulates Minister Sanderson, her staff and the Cook Labor Government on passing much-needed Abortion Law Reform to ensure all West Australians have access to these important medical procedures.

These reforms build on the work of the McGowan Labor Government to create Safe Access Zones around services to combat the harassment those seeking medical care received.

This Conference acknowledges the courage of generations of Labor

activists in this fight and the work and determination of WA Labor for Choice to ensure the success of these reforms.

4. This Conference believes ambulance services should be delivered to a high standard by staff who are safe and supported to do their job effectively.

WA Labor is committed to actioning the core recommendations of the 2022 Legislative Council Inquiry into the Delivery of Ambulance Services in WA. This includes overseeing a new contract with St John WA that sets out strict key performance indicators and facilitates additional investment in more paramedic crews across metropolitan and regional WA.

This Conference welcomes the announcement that the Government will conduct an evaluation in late 2025 that will consider whether the current ambulance contract delivers sufficient value for WA.

5. The overreliance of casual and private agency staff in public hospitals undermines the working conditions of staff and the services they provide to West Australians.

WA Labor State Conference recognises the hard work of Minister Sanderson, Premier Cook and the WA Labor Government to reduce insecure work in our Hospitals.

This Conference urges the Cook Labor Government to ensure all Health Service Providers in our WA Health System are constantly working to reduce their use of and reliance on casual staff.

This Conference reaffirms that secure jobs with good working conditions are necessary for a high-quality and accessible health system.

6. Enrolled Nurses play an important role in our Public Health system.

Unfortunately, these highly trained medical professionals are often not permitted to work to their full scope of practice due to systemic and cultural obstacles in the Nursing profession and leadership.

These outdated obstacles mean that Enrolled Nurses are not fully utilised in providing front-line care to patients.

United Workers Union, the Union for Enrolled Nurses, welcomes the ongoing support of the Minister to ensure Enrolled Nurses can work to their full scope of practice and provide the highest standard of care to West Australians in our Public Health system.

7. Conference supports stronger regulation of the sale and distribution of Nitrous Oxide.

The WA Government needs to expedite measures such as those enacted in South Australia.

8. WA Young Labor supports Age Care Workers' right to speak their own language during breaks and in the lunch room.

WA Young Labor urges the Albanese Labor Government to enquire into racial discrimination in Age Care and other care based sectors.

# 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. The concept of the separation of powers, including the supremacy of the Parliament and the independence of the judiciary, is integral to a properly functioning democracy, the upholding of the rule of law, and the protection of rights.
3. Democracy is strengthened and protected by:
  - a. universal compulsory voting for all citizens over the age of 18 in both State and local government elections;
  - b. open and accountable electoral processes; and
  - c. public participation in decision-making through consultative processes.
4. All Western Australians should be treated equally before and under the law.
5. The law should be clearly expressed, in clear, unambiguous and plain language that all people can access and understand.
6. Governments should always protect and maintain fundamental civil and political rights.
7. Governments should not compulsorily acquire or abolish an individual's property rights without proper reason.

## Rights Protection

8. WA Labor believes in the advancement, maintenance and protection of:
  - a. fundamental human rights;
  - b. democratic rights and rights to vote;
  - c. equality and equity before the law;
  - d. the operation of our justice system consistent with internationally recognised human rights principles;
  - e. respect and recognition of First Nations People's customary law;
  - f. the legal right to fight discrimination based on race, ethnicity, religion, sex, industrial history, gender identity and history, intersex status, being a victim of domestic and family violence, sexual orientation, age, or against any other arbitrary discrimination;

- g. freedom of thought and conscience;
  - h. freedom of speech;
  - i. freedom of association;
  - j. freedom of religion;
  - k. rights of peaceful assembly, including peaceful protests;
  - l. the rights of children against exploitation, while respecting the proper role of parents and other persons responsible for their welfare;
  - m. marriage equality;
  - 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.
9. Adults should be entitled to read, hear and see what they wish in private, subject to adequate protection against persons being exposed to unsolicited material that is offensive to them and the prevention of the exploitation, or the violation of the rights, of others, particularly children and other vulnerable persons.
10. WA Labor recognises the need to balance individual freedoms and responsibilities. To that end, WA Labor will ensure West Australians are legally protected from hate crimes, on the grounds of their race, religion, gender or sexual orientation. Such protection will comprise both criminal and civil causes of action where appropriate.

## **Law Reform**

11. Law reform should be based on sound research, evidence and community consultation, which can be facilitated through bodies such as the WA Law Reform Commission.
12. Social and technological changes often occur faster than changes in the law and Labor is committed to ensuring that law reform keeps pace with such developments to ensure the effective operation of the law and proper protection of the rights of Western Australians.
13. WA Labor will modernise the Constitution of Western Australia to:
- a. consolidate the Constitution into one Act of Parliament;
  - b. define the roles of the Governor, the Premier and the Cabinet;
  - c. provide a double-dissolution mechanism to resolve deadlocks between the two houses of Parliament;
  - d. remove the power of the Legislative Council to block ordinary annual appropriation and revenue bills (supply), allowing delay only; public participation in decision-making through consultative processes.

- e. entrench the principle of one vote, one value in both houses of Parliament;
  - f. safeguard the separation of powers of the three arms of government and in particular, the safeguarding of the independence of the judiciary;
  - g. promote awareness of the Western Australian legal and constitutional system; and
  - h. implement a republican mode of government in Western Australia.
14. WA Labor will work towards enacting human rights legislation in Western Australia to:
- a. protect human rights from abuse by government;
  - b. confirm the sovereignty of the democratically elected Parliament;
  - c. require courts to interpret legislation consistently with human rights wherever possible;
  - d. allow Courts to declare legislation invalid if it is not compliant with enshrined rights, unless the Parliament has expressly provided otherwise;
  - e. require Ministers to report to Parliament on the potential human rights impact of proposed legislation;
  - f. foster a public sector that is mindful and respectful of human rights; and
  - g. foster a civil culture that is respectful of human rights.
15. WA Labor will ensure that fundamental principles of legislative integrity are complied with, including that:
- a. all legislation must have regard to the rights and liberties of individuals;
  - b. where legislation makes rights and liberties or obligations subject the exercise of administrative power, such power must be sufficiently defined and subject to appropriate review;
  - c. legislation must be consistent with principles of natural justice;
  - d. restrict delegation of administrative powers to appropriate cases and appropriate personnel;
  - e. the onus of proof for establishing a defence in criminal matters only be reversed where absolutely necessary and appropriate;
  - f. bodies and officers should not have the power to enter premises, to search, seize or require the production of documents, or other property without a warrant or other authorisation from a judge or other independent judicial officer;

- g. the freedom from self-incrimination is protected;
  - h. rights and liberties are not unnecessarily infringed, and obligations not arbitrarily and unnecessarily imposed;
  - i. immunity from proceedings or prosecution is not conferred without justification;
  - j. legislation, regulations, rules, policies and forms be clear and unambiguous;
  - k. a person is entitled to reasons for administrative decisions affecting a person;
  - l. administrative decisions subject to review are clearly identified; and
  - m. criminal offences and penalties cannot be created or amended through delegated legislation or executive action.
16. WA Labor will establish a comprehensive and accessible register of legislative instruments.
  17. WA Labor will remove the right of corporations to vote in local government elections.
  18. WA Labor supports the establishment, with the judiciary, of an independent judicial commission, to provide education to judicial officers and to create a clear and appropriate process for handling complaints against judicial officers.
  19. WA Labor will review and seek to implement appropriate recommendations from the Women Lawyers Western Australia 20th Anniversary Review of the 1994 Chief Justice's Gender Bias Taskforce Report.
  20. WA Labor notes a legislative review of the Western Australian Justices of the Peace Act 2004 to introduce five-year renewable appointments for justices of the peace in Western Australia was completed in November 2014. WA Labor will progress the implementation of the changes.
  21. WA Labor commits to reviewing all legislation to remove all discriminatory language to ensure equal opportunity and protection for all, in line with the 2017 election commitment.
  22. WA Labor recognises that current legislation and practices under WA's Family Court and Health systems pertaining to intersex and transgender young people are outdated, restrictive and unnecessarily cumbersome.
  23. WA Labor will review relevant laws and processes to ensure that:
    - a. Transgender people under the age of 18 should be able to access medical treatment with respect to gender identity, based on informed assessments from medical professionals and consent from a parent or guardian.

- b. The Family Court may intervene in cases where parental consent has been withheld or has been contested.
  - c. The Family Court has appropriate guidelines for making such determinations.
24. WA Labor commits to implementing the recommendations of the WA Law Reform Commission's Project 108 report to address outstanding issues around discrimination on the basis of gender identity.
25. WA Labor commends the McGowan Labor Government's election commitment to ban the practice of Sexual Orientation and Gender Identity Change Efforts (SOGICE), also known as so-called conversion practices in line with the national code of conduct for unregulated healthcare practitioners.
- WA Labor strongly opposes the dangerous, damaging, and discredited practice of Sexual Orientation and Gender Identity Change Efforts (SOGICE) 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.
26. 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**

27. 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.
28. 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**

29. 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.



30. WA Labor is committed to ensuring that good and sound local decision making can be facilitated for the benefit of the local communities. Labor will ensure that newly elected member of local governments are given opportunities to enhance their understanding of the local government act, financial decision making and corporate governance.
31. 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.
32. WA Labor affirms its commitment to work together with local governments in partnership for the benefit of all Western Australians.
33. WA Labor affirms that the assets and services owned by local government should continue to be managed, owned and delivered by local government. WA Labor does not support the further privatisation of local government assets and services, including by outsourcing services and the creation of so-called 'beneficial enterprises' or other council-controlled organisations. It is in the public's interest those privatised services be returned to ownership, management and delivery by local government.

## **Accountable Government**

34. 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.
35. 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.
36. 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**

37. Western Australians are entitled to the highest standards of probity, integrity and service from their government and its officials.
38. Government should adhere to the highest standards of integrity, transparency and accountability.
39. 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.
40. The integrity of government is enhanced by the continuing existence of an independent, specialised and adequately resourced body, to investigate official corruption.
41. 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.
42. Government integrity bodies cannot be involved in working with and scrutinising Police or other law enforcement bodies.
43. 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.
44. The public sector in general, and government boards and committees, should be representative of the community at large.
45. WA Labor will work to ensure that there is adequate representation of women, young people, First Nations people, people living with disabilities, and those from linguistically diverse backgrounds at all levels of seniority within Government.
46. 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

47. 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.
48. 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.
49. 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.
50. Government services should be simple to access, easily understood, responsive and available throughout Western Australia, using appropriate technology.
51. Where government is responsible for the provision of services, it must guarantee the standards of the delivery of such services.
52. 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.
53. 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.
54. 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.
55. 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.

56. 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.

57. 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.

58. 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.

59. 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.

60. 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.
61. 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**

62. All Western Australians are entitled to live free of violence; in safety and security.
63. It is a fundamental role of Government to assist in times of natural disaster, emergencies and other security and safety threats.
64. WA Labor also acknowledges that climate change may intensify the range and nature of natural disaster threats.
65. 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.

66. 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.

67. 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.

68. WA Labor will ensure adequate regulation of the security industry and the tattoo industry, in consultation with industry and unions.

69. WA Labor acknowledges the growing threat of homegrown terrorism and is committed to keeping Western Australians safe.

70. WA Labor committed to tackling terrorism in all its forms - including violent jihadism and violent right-wing terrorism.



71. 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.
72. WA Labor will investigate re-introducing Multicultural Liaison Officers in WA Police.
73. 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.
74. 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.
75. 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**

76. WA Labor believes that a proper functioning criminal justice system is a vital part of a civil society that values the rule of law and is essential to ensuring a peaceful and orderly functioning society. This requires the State to have sufficient powers to perform the necessary functions of the criminal justice system balanced against necessary restraints on such power to protect the community and individuals for having their liberties and freedoms inappropriately constrained.
77. 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
78. 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.

79. All aspects of crime prevention and the criminal justice system need to be adequately resourced with appropriate accountability to successfully achieve these objectives.

80. 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.

81. 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**

82. 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.

83. The causes of crime are diverse but domestic violence, social disadvantage, mental health and drug use are significant factors in criminality.

84. 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.
85. Investment in crime prevention and addressing the underlying causes of crime is a key mechanism of reducing crime in our community and ensuring less people become victims of crime, as well as delivering improved social and economic outcomes for the community as a whole.
86. WA Labor will be smart on crime, adopting a strategy of justice reinvestment - tackling crime at its source.
87. As part of a Smart on Crime approach, WA Labor will:
- a. ensure all relevant agencies work collaboratively to develop and implement evidence based crime prevention strategies;
  - b. work with young people at risk of offending and their families to identify their needs and to encourage their full participation in society;
  - c. promote the principles of restorative justice and therapeutic justice to build a sense of community spirit and responsibility of offenders, with aims to restore victims and the community to their pre-offence state of security;
  - d. promote crime prevention strategies that are cognisant of and appropriate to Western Australia's complex multicultural society;
  - e. deliver a targeted approach to the various causes of crime;
  - f. continue to investigate and seek to implement innovative and alternative initiatives to better deal with patterns of offending and classes of victims, including improved criminal justice diversion and intervention strategies for First Nations people, those with decision making, 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.

## **Police**

88. How police perform their role is central to the level of public confidence, effective emergency management, safety and security in the community.
89. 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.

90. 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 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**

91. 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.

92. 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.
93. WA Labor believes there is no justification to authorise unreasonable personal searches by police.
94. 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**

95. 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.
96. 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.
97. 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.
98. WA Labor recognises that it is important that sentences have regard for community expectations.
99. 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.

100. 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.
101. 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.
102. 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.
103. 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.
104. 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.
105. WA Labor believes that prisons, juvenile detention centres and prisoner transportation and other corrective services should:
- a. operate under established international best practice;
  - b. be sufficiently resourced and staffed to ensure the safety of staff, prisoners and the wider community; and
  - c. be operated at the same standard and with the provision of required services, regardless of location or the predominate race of their inmates.
  - d. All corrective services, including prisons, must in all circumstances be the full responsibility of Government.
106. 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.

107. 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.
108. 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.
109. WA Labor will ensure adequate post release services for people who are returning to their families and communities.
110. 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.
111. Such Conviction Review Commission would independently review such cases for referral to the Court of Appeal for determination.

## **Rehabilitation**

112. Offender treatment, training and rehabilitation services and programmes should incorporate international best practice, with regular review, monitoring and accreditation.
113. 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.
114. 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**

115. 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.



116. The opportunity to engage diligent and competent legal representation is essential to ensuring access to justice.
117. 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.
118. WA Labor will encourage and support the expansion of pro-bono clearing house services in and for Western Australia.
119. 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**

120. A Labor acknowledges the unique position of First Nations Peoples as the first inhabitants of Western Australia.
121. 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.
122. First Nations Peoples' customary law should be respected and appropriately recognised.
123. 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.
124. 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.
125. WA Labor will continue to support the First Nations People's Sentencing Courts currently operating in WA.

126. 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.
127. WA Labor will consider establishing a Neighbourhood Justice Centre similar to the City of Yarra Neighbourhood Justice Centre in Melbourne, Victoria.
128. 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.
129. 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.
130. 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.
131. 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.
132. 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.
133. 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.
134. WA Labor commits to maintaining funding to the Aboriginal Legal Service at least in its present proportion to general funding for community legal services.
135. 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.

136. Noting WA's shameful history of First Nations Peoples deaths in custody, WA Labor reaffirms our commitment to a Western Australian Custodial Notifications Service and to fully implementing the recommendations of the 1991 Royal Commission into Aboriginal Deaths in Custody.

### **Persons With Special Needs and the Justice System**

137. 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.

138. 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.

139. 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.

140. Additionally, uniform legislation on the age of criminal responsibility across the States, Territories and Commonwealth is desirable.

141. In government, WA Labor will work within COAG to encourage all states to increase the age of criminal responsibility in line with international standards, but at least from 10 years to 12 years.

142. 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.

143. WA Labor will amend the laws, processes and facilities for the detention of mentally impaired offenders and, in particular, ensure that mentally impaired offenders are not detained unfairly or for longer than the sentences the offender would have otherwise received if they pleaded guilty as a mentally competent offender.

### **Family & Domestic Violence**

144. Women, children, young people, people living with disabilities and those from culturally and linguistically diverse (CALD) backgrounds are amongst the most vulnerable in our society.

145. 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.

146. WA Labor will support a Family and Domestic Violence Prevention Strategy to protect victims of family and domestic violence through
  - a. increasing access to legal representation and assistance, community services and refuges;
  - b. providing appropriate training to professionals such as judicial officers, Police, court staff and others dealing with family violence;
  - c. ensuring relevant government agencies work collaboratively to prevent family and domestic violence and effectively support its victims.
147. WA Labor will conduct a review of the convictions and sentences of any person (irrespective of gender or relationship to the deceased) who is currently in prison in WA for committing homicide in the context of serious domestic and family violence to determine whether pardons, parole and reduced sentences are appropriate in the light of the previous WA Labor Government's reform of laws on domestic violence homicide.
148. A WA Labor Government will work to enact and give effect to the outstanding recommendations of the WA Law Reform Commission's Enhancing Family & Domestic Violence Laws (Project No. 104) Final Report in particular relating to RTA.
149. WA Labor will reintroduce metropolitan Family and Domestic Violence courts. WA Labor will ensure that appropriate resources are available to enable applications for Family & Domestic Violence Restraining Orders to be dealt with immediately.

## **Drugs And Alcohol**

150. 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.

151. 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.
152. 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.
153. WA Labor will legislate against the third party supply of alcohol to minors.

## **Mental Health**

154. A disproportionate number of people caught up in the criminal justice system have mental health problems.
155. WA Labor will review the laws, processes and facilities for the detention of mentally impaired offenders, and in particular ensure that mentally impaired offenders are not detained unfairly or for longer than the sentences the offender would have otherwise received if they pleaded guilty as a mentally competent offender.

## **Sexual Abuse**

156. 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**

157. 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.
158. 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.
159. 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.
160. 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).
161. 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.

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

162. WA Labor will continue to enhance current training programmes and review comprehensive training programmes from other states, adapt to ensure alignment with Western Australia's key demographics and support their implementation for Western Australian police, prosecutors and judges to develop sensitised understanding of family, domestic and intimate violence.

## **Achievements**

163. WA Labor is proud of its achievements in law, governance and community safety over many, many years, including:
  - a. introducing 'one vote, one value';
  - b. removing the requirement to own property to vote;

- c. establishing the Court of Appeal;
- d. overhauling the Magistrates Court;
- e. creating the State Administrative Tribunal;
- f. establishing the Equal Opportunity Commission;
- g. completing State gay and lesbian law reform;
- h. establishing the Commissioner for Children & Young People;
- i. establishing legal recognition of de facto relationships;
- j. establishing the Ombudsman (Parliamentary Commissioner);
- k. introducing Freedom of Information Legislation;
- l. maintaining essential services in public ownership;
- m. creating the lobbyists register;
- n. establishing the independent Office of the Director of Public Prosecutions;
- o. overhauling and modernising criminal court procedure and appeals;
- p. introducing anti-terrorism legislation;
- q. creation of the sex offenders register;
- r. regulation of those working with children;
- s. removing time limits on legal action for damages for victims of child sex offences;
- t. revision of domestic violence legislation and the treatment of domestic violence by Police;
- u. expunging historical convictions for consensual homosexual acts;
- v. introducing a redress scheme for victims of institutional child sexual abuse;
- w. the criminalisation of non-consensual sharing of intimate images – so-called ‘revenge porn’;
- x. securing ongoing and sustainable funding for CLCs;
- y. introduction of the offence of non-fatal strangulation to combat family and domestic violence; and
- z. implementation of a Custodial Notification Service.



## RESOLUTIONS

1. WA Labor acknowledges the ongoing review of Legal Aid funding, and in particular the Federal Labor Government's commitment to the review of the National Legal Assistance Partnership (NLAP).  
WA Labor commits to ensuring that all West Australians are able to access affordable advice and support necessary to give effect to their legal rights.
2. The introduction of the offence of Assault Causing Death has re-introduced provocation as a defence to certain homicides. WA Labor will closely monitor the necessity for an Assault Causing Death charge and the provocation defence generally.
3. WA Labor condemns attacks on places of worship in this State. Recognising the commitment to the right to freedom of religion in 8 j) of this Chapter, WA Labor will consider amending the Criminal Code to introduce an offence of Disturbing Religious Worship analogous to Victorias.
4. WA Labor commends the Government for its commitment to reducing plastic waste, in particular by banning disposable plastics in electioneering material.
5. The Australian Law Reform Commissions report 96 Essentially Yours recommended adoption of an offence of non-consensual genetic testing. In 2008 the Model Criminal Law Officers Committee of the Standing Committee of Attorneys-General accepted that recommendation and drafted a model provision. WA Labor accepts the need to protect people from unauthorised processing of their genetic material and will consider implementing an offence in line with those recommendations.
6. WA Labor notes the ongoing work of the Law Reform Commissions Project 113 which is undertaking a review of Chapter XXXI of the Criminal Code Compilation Act 1913 (WA) (Code) and sections 186, 191 and 192, to ensure that those provisions are aligned with community expectations of sexual offences. Following this review, WA Labor will investigate the laws on consent in particular and consider such changes as might be required to implement an affirmative consent model as part of the sexual assault laws in WA.
7. Following the conclusion of Project 113, WA Labor will also undertake meaningful engagement with sex workers, to review sections 190 and 191 of the Code, with a view to decriminalizing sex work in line with New South Wales and Victoria.
8. WA Labor recognises the ongoing problem of drink spiking. It will review s305A of the Criminal Code to ensure the offence of intoxication by deception is fit for purpose.
9. Consistent with WA Labor's longstanding opposition to mandatory sentencing, WA Labor will review the Sentencing Act 1995 to ensure that

there are no exceptions to the principle that imprisonment is a sentence of last resort and that a sentence of imprisonment will not be imposed where it would be manifestly unjust to do so.

10. WA Labor commends the actions of the Attorney General in intervening to ensure that information collected by the Safe WA Covid app can only be used for contact tracing. Recognising that WA is one of the only Australian jurisdictions which lacks State privacy legislation, and the broader need for comprehensive privacy protection in WA, WA Labor will continue to progress the Privacy and Responsible Information Sharing Laws, with a view to bringing WAs privacy protections in line with other Australian jurisdictions and to cover the not-for-profit sector.

11. Conference calls on WA Labor to recognise that 143 Western Australian children between 2018-2019 aged 10 - 13 were imprisoned, 72 per cent of whom were Aboriginal or Torres Strait Islander children and that children have diminished capacities and consequently, need to be protected from the full force of the criminal law.

Its time the WA Labor Government implemented the legislation to raise the age of criminal responsibility from 10 years old to at least 14 years old. Paying regard to current international standards, and what is best for children, for families, and for the communities in which they live. Noting that Attorney-General John Quigley led the campaign amongst his colleagues in the Council of Attorneys-General.

12. WA Labor congratulates the Cook Labor Government for its work in combating family and domestic violence (FDV). In particular by ensuring that persons who have a violence restraining order, or a family violence restraining order taken out against them lose their firearms license.

13. WA Labor acknowledges the efforts of the Cook Government to create a safe and rehabilitative environment for children and young people in detention. WA Labor encourages the Cook Government to:

- Continue implementing and refining a therapeutic model of care at Banksia Hill Detention Centre;
- Ensure that the human rights of children and young people in detention are upheld to the highest standards;
- Invest in staffing and resources to ensure that staff are safe at work and that children and young people in detention have access to out-of-cell time and appropriate therapeutic programs and through-care to the maximum extent possible;
- Be transparent on conditions in youth detention and support the ongoing monitoring work of the Inspector of Custodial Services.

14. WA Labor affirms:

- Retail and fast-food workers are essential workers;
- These workers frequently experience customer aggression and violence; and

- Strong action has been taken in other States to stamp out this scourge and send a message that our society will not tolerate assaults on retail and fast-food workers.

WA Labor calls for Western Australia's Criminal Code Compilation Act 1913 be amended to impose higher maximum penalties for assaults on retail and fast-food workers.

# Chapter 9: International Engagement

## IAPC Report For State Conference 2023 - Chapter 9 - International Engagement

### Preamble

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'.

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.

Recognised by WA Labor, the State's enduring economic task in 2023 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.

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, either due to peaking demand and / or 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.

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.

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.

Secondly, unforeseen events such as COVID-19 and Russia's war of aggression in Ukraine have shown how quickly the international flow of goods, services and people can be disrupted. While the State has maintained its hard-earned reputation in recent years as a safe supplier of minerals, energy and agricultural products, disruptions in the supply of products and skills have tested the 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.

Thirdly, economic growth rates in the Indo-Pacific region remain well above global and OECD averages. While the dynamism of the urbanising and large consumer populations of India, Indonesia, Vietnam and wider ASEAN region was temporarily diminished amid the pandemic, these economies are now leading the global recovery and are 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.

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**

2. 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.
3. 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.
4. 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.
5. 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.
6. 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.
7. 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 experts can recover and grow with increased activity across South and Southeast Asia.
8. 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.
9. 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.

10. 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.
11. 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**

12. 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.
13. 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 executive 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 international engagement strategies and objectives of the State Labor Government.
    - iii. 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

- 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**

14. 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 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.
15. WA Labor acknowledges the ALP National Platform 2023 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.
16. 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.

17. 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.
18. 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**

19. WA Labor acknowledges the ALP National Platform 2023 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.
20. 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.

### **RESOLUTIONS**

1. WA Labor recognises the potential Unmanned Underwater Vehicles (UUVs) and Unmanned Surface Vehicles (USVs) have with respect to pursuing a variety of strategic interests, such as:
  - Monitoring and securing territorial waters;
  - Monitoring and securing maritime trade, for which Australia is heavily reliant on;

- Monitoring and protecting Australia's vast coastlines;
- Monitoring and research of marine environments and fisheries;
- Enhancing Australia's ability to project power into a variety of naval theatres thought the world, which is ideal with respect to matters such as combating piracy, illicit drug trade, and encouraging freedom of navigation;
- Enhancing Australia's ability to assist with humanitarian operations such as search and rescue missions.

WA Labor recognises the potential for UUVs and USVs to provide a variety of complementary roles to existing naval operations, and help Australia's imbalance between its significant coastline length and limited population and defence personnel.

WA Labor recognises the potential for Australia to manufacture, maintain, and export its own UUVs and USVs, and thereby, enhance its industrial base and strategic autonomy.

WA Labor recognises Australia's potential to invest in and develop UUVs and USVs, including to enhance relationships with many Pacific and Indian ocean nations.

2. WA Labor recognises the vulnerabilities caused by electronic warfare, which can be used to interfere with communication and surveillance, infrastructure, military vehicles, and unmanned vehicles.

WA Labor recognises the need for Australia to invest and develop means to respond to the threats posed by electronic warfare, and the ability to pursue these endeavours with allied nations.

WA Labor recognises that the investment and development of electronic warfare response mechanisms also provides the potential to cooperate and enhance relations with partner nations.

3. WA Labor recognises the increasing issue of Space Debris (artificial and natural) within the Earth's orbit, which threatens the long-term viability of space travel, satellites, and the immeasurable benefits they provide to contemporary society throughout the world.

WA Labor recognises the need to raise awareness, foster, and contribute to international efforts in addressing Space Debris (artificial and natural) within the Earth's orbit, which shall include coordinated efforts into establishing a mechanism/s to:

- Detect and monitor debris;
- Enhance satellite design to evade/resist collisions;
- Reduce the amount of debris both introduced to and currently within the Earth's orbit;
- Establish, enhance, and enforce rules and regulations to maintain responsible conduct with regards to the launching, management of, and safe disposal of manmade satellites.

- WA Labor recognises the strategic benefits of increased investment into addressing space debris, which include:
- Encouraging development and maintenance of satellites, which in turn, can enhance Australia's industrial base with respect to the satellite industry and related industries;
- Utilising Australia's advantageous location near the equator for the launching of satellites;
- Enhancing Australia's readiness to responding to the threats posed by space militarisation, which can exacerbate the space debris issue;
- Providing Australia more scope to cooperate with friendly nations such as Japan and the United States of America with respect to responding to the strategic challenges posed by space militarisation;
- Increasing the ability for Australia to enhance its relationship with other nations with fledgling space industries such as India.

WA Labor acknowledges the need to contribute to and enhance dialogue with other nations to limiting and discouraging the militarisation of space.

4. WA Labor affirms its commitment to the improvement and development of critical infrastructure that benefits those living in Northern Australia, as well as the surrounding theatre. Such projects, in partnership with the Federal Labor Government, are paramount not only to stimulate local economic activity but also to significantly enhance our nation's strategic capabilities. In a world where the balance of power is potentially shifting, it is crucial that we are adequately prepared to face any challenge that may arise, be it from the changing climate or from adversarial actors.

These proposed facilities would not only play a key role in increasing Australia's strategic capabilities in our time of need, but also enhance our ability to provide humanitarian assistance and disaster relief to our regional partners and allies in their time of need. This capability to extend a helping hand in a time of crisis should be an integral part of our international engagement strategy, and projects such as this serve as a manifestation of our values of compassion and mateship.

This strategic infrastructure initiative, funded in concert with international partners, should exemplify Labors unwavering dedication to a secure, prosperous, and compassionate region, and reinforces the nation's preparedness against the multifaceted geopolitical challenges of the contemporary world.

5. WA Labor calls for increased action from the Federal Labor Government to address the current crisis in Myanmar, both to advance humanitarian and human rights in the Asia-Pacific region.

WA Labor calls on the Federal Labor Government to:

- Impose sanctions on Myanmar state-owned enterprises, including Myanmar oil and gas enterprises, Myanmar mining, forestry and gem enterprises;
- Impose further asset freezes, travel and visa bans on individuals and the families of top military junta personnel and their close associates;
- Provide further humanitarian assistance to people who have been displaced by the military's attacks on civilians;
- Review visa qualification criteria for people from Myanmar seeking to enter Australia.

WA Labor calls on the Federal Labor Government to take a human-rights stance in dealing with the crisis in Myanmar: to promote democratic values in Australia's region, uphold our security interests, and reaffirm multiculturalism and democracy by supporting the Burmese diasporas pro-democracy movement.