



2017 WA LABOR PLATFORM



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CHAPTER 1: ENDURING LABOR VALUES

INTRODUCTION

- 1** The Australian Labor Party was founded by the trade union movement on the principle that collective action is the best way to improve the circumstances of working people in the community.
- 2** The Australian Labor Party recognises that modern societies are dynamic and changing, and that Western Australia must be integrated into an increasingly connected world. The Australian Labor Party also understands that Western Australia has a dynamic free market economy, where the private sector generates most of the wealth and creates most of the employment.
- 3** Our Party is founded on pillars of fairness, justice and compassion for all.

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

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

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

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

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

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

FAIRNESS

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

COMPASSION

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

INDIVIDUAL FREEDOM

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

LABOUR RIGHTS

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

RESPONSIBILITY

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

OPPORTUNITY

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

SUSTAINABLE ENVIRONMENT

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

DEMOCRACY

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

COMMUNITY

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

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

HISTORY AND THE FUTURE

We value the role that government and people have to play in creating a better future based on the lessons of our shared history.

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

EQUALITY

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

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

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

LABOR IN GOVERNMENT

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

- 6** Therefore, when in Government, Labor will:
- a)** Scope, design, implement and deliver a social inclusion strategy that ensures the social and economic participation of all individuals, groups and communities in Western Australia. The strategy will include initiatives designed to address key challenges to the well being of all Western Australians such as poverty, homelessness and disadvantage in all its forms. This strategy will be overseen by the Department of Premier and Cabinet and provide a whole of government approach that implements the social justice objectives of the WA Labor Party;
 - b)** Deliver on all election promises;
 - c)** Engage the community as a whole in an ongoing debate aimed at leading opinions on inequality;
 - d)** Focus public fiscal activities and the role of the public sector on sustainable improvements that are tested against our belief in social justice and not just our credit rating; and
 - e)** Reward private sector activities that promote Labor's social justice objective.
- 7** 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.

CHAPTER 2: COMMUNITY AND SOCIAL POLICY

CARERS

VALUING CARERS

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

- b)** Ensure all government departments and agencies fulfill 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.

FAMILIES AND CHILDREN

- 4** 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; and
 - e)** Quality family and children's services depend on a professional workforce that is properly recognised and remunerated.
- 5** WA Labor in Government:
 - a)** Will place the rights and interests of the child at the centre of the child protection system;
 - b)** Supports 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)** Values the community and voluntary sectors as partners in supporting families and children, particularly those that are vulnerable;
 - e)** Acknowledges that Aboriginal 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 controlled community organisations;
 - f)** Believes that there must be better service integration between Government agencies and the community sector;
 - g)** Will promote a whole-of-community responsibility for child safety;
 - h)** Understands 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)** Supports the independent Commissioner for Children and Young People;
 - j)** Will 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; and
 - l)** Improve support for children living with disability to ensure they are provided with health and social support services to reduce the risk of harm.
- 6** WA Labor will:
- a)** Deliver streamlined and flexible childcare regulation and continue to work with the Commonwealth to maximise parental choice in the care of children and ensure childcare providers give safe, accessible, affordable and high-quality services;
 - b)** Support workforce development in early childhood education and care by:
 - i)** Introducing ongoing compulsory education for childcare professionals on aspects of childcare including mandatory reporting, understanding ratios, and national standards and complying with general OH&S provisions;
 - ii)** Providing induction training for new childcare staff; and,
 - iii)** Providing student access to quality, affordable early childhood education care TAFE training and qualifications.
 - c)** Work with childcare providers and the relevant union to achieve professional recognition and pay for childcare professionals.
 - d)** Strengthen legislation and provision to encourage and require responsible parenting;
 - e)** Provide families with parenting support information;
 - f)** Implement education and awareness raising to prevent family and domestic violence, including promoting respectful relationships, as well as the message that family or domestic violence in any form is not acceptable;
 - g)** Ensure that children remain the central focus of child protection action;
 - h)** h) Consider the development of child advocacy centre models in WA;
 - i)** i) Adhere to the measures detailed in the UN Convention on the Rights of a Child;
 - j)** 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 the community sector as partners with Government and a vital building block in the community;
- 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)** Introduce safeguards to protect children living with disability while in care at home or in service facilities;
- p)** Improve support for children living with disability and their siblings to ensure they are provided with opportunities and health and social support services to reduce the risk of harm; and,
- q)** Ensure the independent appointment of the Commissioner for Children and Young People.
- r)** Ensure all people have the right to form and belong to a family regardless of gender, gender identity or sexual orientation. WA Labor will ensure all those who wish to form a family are not impeded from doing so nor discriminated against.
- s)** Commit to reducing the disproportionate rate of Aboriginal and Torres Strait children in the child protection system and to uphold the “Aboriginal and Torres Strait Islander Child Placement Principle”.

ABORIGINAL AFFAIRS

PREAMBLE - RECOGNITION OF TRADITIONAL RIGHTS

- 7** WA Labor recognises that Aboriginal decision making processes lay within individual language groups.

INTRODUCTION

- 8** WA Labor is committed to promoting the social, cultural, economic and physical well being of Aboriginal and Torres Strait Islander peoples.
- 9** WA Labor recognises and respects Aboriginal authority and self-determination.
- 10** Past experience and dislocation has significantly contributed to the current disadvantage Aboriginal and Torres Strait Islander people face across a range of socio-economic indicators.
- 11** Acknowledgement of this history and its impact is vital to Australia's future.
- 12** A commitment from government and the community to substantial change is required, and this can be facilitated through the continuing development of the processes outlined by the Statement of Commitment to a New and Just Relationship between the Government of Western Australia and Aboriginal Western Australians, signed by the Gallop WA Labor government in October 2001.
- 13** These practices should be used to develop a framework for constructive negotiation on legislation that may have a disproportionately negative impact on Aboriginal people in Western Australia.
- 14** Land has an inherent physical, emotional and spiritual meaning to all Aboriginal Australians.
- 15** This way of life has been acknowledged with the recognition of the traditional property rights of Aboriginal Australians (Mabo 1992), who have the full protection of the law in exercising their common law rights of native title.
- 16** However, not all Aboriginal Australians have equal access to the remedies provided for under native title. WA Labor will develop alternative strategies to redress the dispossession of Aboriginal Australians for whom native title recognition is not a viable option.

- 17** WA Labor is committed to forms of governance for Aboriginal Australian communities that foster self-determination.
- 18** All future policies and programs affecting Aboriginal Australians must be developed and implemented in consultation with the Aboriginal communities.
- 19** WA Labor recognises the importance to Aboriginal Australians of increased political participation including in political parties; as such, WA Labor party policy committees will encourage, support and implement strategies to increase the involvement of Aboriginal people.
- 20** Aboriginal 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.
- 21** 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 Aboriginal Australians.
- 22** 22. WA Labor acknowledges that racism still exists in Australian society and will continue to address this issue through policy and action.
- 23** WA Labor believes that it is important that all Australians recognise the contribution of Aboriginal people and Aboriginal cultures to the Australian way of life.

ECONOMIC DEVELOPMENT

- 24** WA Labor recognises that Aboriginal communities should have access to an equitable level of services and citizenship rights and will encourage capacity building and self-reliance.
- 25** WA Labor will work with indigenous communities to:
- a)** Develop strategies to encourage economic development and increase employment;

- b)** Identify and support sustainable commercial development opportunities for Aboriginal communities to encourage economic independence, employment and training;
- c)** Provide support and training to help new local enterprises and encourage community self reliance using local community skills and resources;
- d)** Promote economic development projects that involve local Aboriginal people in developing and maintaining community infrastructure;
- e)** Provide training and support that increases understanding of the economic and employment systems in Australia, to promote economic development;
- f)** Support Aboriginal communities to enjoy the social and financial benefits of new technologies;
- g)** Ensure accounting systems strengthen community controls;
- h)** Focus on localised small scale economic programs for community training and employment;
- i)** Provide a business mentor scheme using mentors with appropriate cultural background or training to engage communities with new initiatives;
- j)** Facilitate specific labour market entry programs for Aboriginal school-leavers in consultation with Aboriginal education stakeholders; and
- k)** Facilitate relationships that foster improved employment and economic outcomes between the private sector and Aboriginal communities.

EDUCATION, EMPLOYMENT AND TRAINING

- 26** WA Labor believes that all Aboriginal Australians should have access to a high quality education regardless of age, gender or location.
- 27** 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 Aboriginal children at schools in order to best direct funding and resources;
 - c)** Develop programs and strategies to ensure that more Aboriginal Australians participate in and have access to relevant, appropriate and engaging education at all levels;
 - d)** Guarantee that more Aboriginal Australians 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 Aboriginal histories and cultures;
 - f)** Develop and enhance Aboriginal 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 Aboriginal Australians identifying as disengaged from education;
 - h)** Incorporate Aboriginal learning styles into appropriate curriculum;
 - i)** Encourage and support Aboriginal Australians in the pursuit of post-compulsory education and the achievement of tertiary qualifications;
 - j)** Increase the variety of transitional learning pathways for Aboriginal Australians 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 Aboriginal young people with skills to better manage any behavioural issues with the potential to result in their exclusion from the classroom;
 - m)** Ensure that Aboriginal children excluded from schools for disciplinary reasons receive appropriate alternative education services; and
 - n)** Ensure that schools with high suspension and expulsion rates are given additional resources to address the social and emotional needs of students who frequently require disciplinary action.
- 28** WA Labor recognises that the general and youth unemployment rate of Aboriginal Western Australians is unacceptable.
- 29** WA Labor is fundamentally committed to reducing Aboriginal unemployment as a major policy priority.
- 30** WA Labor will establish benchmarks and targets that quantify decreases in Aboriginal employment rates.
- 31** WA Labor will encourage Aboriginal self-management and economic self-sufficiency.
- 32** WA Labor believes Aboriginal people should have full access to employment and will target areas where Aboriginal people are underrepresented.
- 33** WA Labor will support the further development of high quality training and employment environments shaped by, and for, Aboriginal Australians.
- 34** WA Labor will support local, flexible programs that meet the needs of Aboriginal Australians either alienated from, or unable to gain access to, learning environments.
- 35** 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 Aboriginal workers 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 Aboriginal workers.

- 36** WA Labor will:
- a)** Promote onsite training and flexible learning courses at TAFE accommodating the needs of Aboriginal people;
 - b)** Continue the recruitment, employment and career development of Aboriginal Western Australians in the public and private sectors;
 - c)** Provide support for employers of Aboriginal Australians;
 - d)** Support Aboriginal participation 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 Aboriginal people; and
 - h)** Expand the representation of Aboriginal people employed in State Government departments to better meet the needs of Aboriginal clientele.

LAND, LANGUAGE AND CULTURE

- 37** Past government policies and practices have limited the traditional rights, access to land and security of title that are essential to enable Aboriginal Australians to fully exercise their economic, social and cultural rights.

- 38** 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 Aboriginal Western Australians for whom native title remedies are not available;
 - c)** Encourage the negotiation of regional community agreements between Aboriginal interests, all levels of government and other interests; and
 - d)** Implement programs that:

- i)** Acknowledge the cultural diversity of Aboriginal Australians;
- ii)** Recognise the role of Aboriginal systems of kinship and law;
- 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 Aboriginal Australians over their artistic and intellectual property; their products and services;
- vii)** Adequately resource Aboriginal people to manage and protect Aboriginal heritage areas;
- viii)** Recognise culturally significant events and festivals; and
- ix)** Introduce measures to reinforce Aboriginal cultures and cultural heritage.

- 39** WA Labor will promote the recognition of Aboriginal place names given by nomenclature committees of Local Governments.

- 40** WA Labor will promote the knowledge of Aboriginal languages in the wider community.

HEALTH, HOUSING AND WELL-BEING

- 41** Good health is necessary for Aboriginal Australians to prosper. Aboriginal Australians are severely disadvantaged. The average life expectancy of Aboriginal people is unacceptably low. All tiers of Australian government, in close consultation with Aboriginal men and women, must immediately take measures to achieve sustained progress.
- 42** WA Labor recognises that environmental health standards in some Aboriginal communities are unacceptable and commits to improving standards, including of sanitation and the provision of drinking water.
- 43** WA Labor will:
- a)** Involve Aboriginal people in improving health and housing;

- b)** Facilitate expansion of Aboriginal Medical Services;
 - c)** Improve the training of Aboriginal 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 Aboriginal health and community workers and institute a system of registration for them;
 - f)** Identify any inadequacy in the provision of services to Aboriginal people, 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 Aboriginal clients;
 - i)** Devise culturally appropriate sex education programs designed specifically for Aboriginal adolescents;
 - j)** Ensure that Aboriginal 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 Aboriginal 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 Aboriginal 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 Aboriginal people;
 - o)** Facilitate development with the relevant union of professional organisations of Aboriginal health community workers, and encourage their involvement in school and community activities; and
 - p)** Facilitate research into and development of Aboriginal health and health related issues, and investigate the feasibility of establishing a College of Aboriginal Health;
 - q)** Improve strategies to prevent family and domestic violence and assist those affected; and
 - r)** Support policies and programs designed to reduce the incidence of foetal alcohol syndrome.
- 44** WA Labor recognises that Aboriginal Australians are disproportionately represented in public housing and that public housing policies therefore, should be sensitive to Aboriginal cultural obligations to family members.
- WA Labor will ensure that the disruptive behaviour management ('three strikes') policy is used as a means to identify and engage appropriate support for tenants at an early stage so that their tenancy can be sustained, rather than as a purely punitive measure that may result in eviction.
- WA Labor will remove the barriers that may prevent Aboriginal Australians from gaining access to safe community housing, including ensuring that rent charged is within their capacity to pay.
- Private rental assistance loans should be used as an early intervention tool to help Aboriginal tenants to sustain their tenancy when it is at risk due to rent arrears.
- 45** WA Labor recognises that suicide remains one of the main causes of preventable

deaths in Aboriginal communities in Western Australia.

46 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

47 WA Labor recognises the vital role Aboriginal Health Workers play in improving health outcomes for Aboriginal people. In Government WA Labor will commit to increased funding for the sector to provide greater training and improved remuneration for Aboriginal Health Workers.

48 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 Aboriginal 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.

JUSTICE

49 WA Labor will:

- a)** Ensure that Aboriginal Australians have equitable access to legal representation and interpreters;

b) Ensure full implementation of all the recommendations of the Royal Commission into Aboriginal Deaths in Custody;

c) Implement strategies aimed at reducing self harm and deaths in custody;

d) Implement policies to reduce the numbers of people held in custody and recidivism of those in prison;

e) Co-operate with the Commonwealth to ensure that comprehensive and consistent human rights protection and enforcement mechanisms are available to all Australians;

f) Encourage Australians to appreciate the significance of, and the need to respect, the human rights of all Australians;

g) Take legislative, administrative and other action to eliminate racial discrimination including special measures to achieve equality and eliminate the effects of past and current discrimination;

h) Promote sentencing options that provide culturally based programs of rehabilitation, especially for young Aboriginal repeat offenders;

i) Legislate to create an office of Public Defender, to ensure that no Western Australian is tried for a custodial offence without legal representation.

50 The Royal Commission on Aboriginal Deaths in Custody Recommendations 8, 15, 16, 18-26, 35-28 all be legislated into the WA Coroners Act.

These recommendations relate to the conduct of coronial inquiries into deaths in custody and include:

a) timelines for ministerial responses and the provision of information to parties at coronial inquests;

b) the development, by the coroner, of guidelines for the conduct of inquiries into deaths in custody including:

c) the rights of relatives and the deceased's representative to view the body and have independent observers present at the post-mortem and to obtain their own independent

post-mortem.

- d)** that the post-mortem should be conducted by a specialist forensic pathologist;
- e)** awareness and respect of cultural issues that may relate to autopsy and engagement with relatives and organisations such as Aboriginal Legal Services to address these;
- f)** that custodial authorities be required by law to immediately notify the Coroner's Office of all deaths in custody;
- g)** that autopsy reports, CCTV and other critical evidence be provided to bereaved families as soon as possible after a death in custody or care and in a timely and culturally competent way;
- h)** that the Coroner's Court fund and engage Aboriginal advocates to provide advocacy, information and support to bereaved families and to presiding coroners from the time of death through to the aftermath of inquest findings; and
- i)** that deaths in custody and care be the subject of expedited hearings.

JUVENILE JUSTICE

- 51** WA Labor acknowledges there are unacceptably high Aboriginal and Torres Strait Islander juvenile detention rates. Aboriginal young people are 28 times more likely to be incarcerated than non-indigenous young people. Further, there are high-levels of economic and social disadvantage in indigenous communities that lead to such disproportionately high level of contact with the criminal justice system.
- 52** WA Labor recognises that accountability is the core of successful policy implementation. WA Labor will ensure that Government is held accountable for all policy affecting Aboriginal people.
- 53** 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. Aboriginal young people are significantly less likely to receive the benefits of court diversionary programs than non- Aboriginal young people, as a

result they have increased contact with the criminal justice system and in turn are more likely to receive a period in detention, either on remand or post sentencing. It is clear there should be a serious examination as to how we can best ensure young Aboriginal people have opportunity and support early in their lives free from involvement with the criminal justice system.

- 54** WA Labor acknowledges that in Government it can play a role in reducing indigenous juvenile detention rates.
- 55** In particular WA Labor commits to:
 - a)** Increase resourcing to evidenced based programs that support early intervention;
 - b)** Ensuring that young Aboriginal people are provided with holistic support that addresses their health, education, social and economic concerns stemming from the long term effects of intergenerational social issues;
 - c)** Developing localised strategies for rural, regional and remote communities that encourage and support young Aboriginal people's engagement with their peers and wider communities;
 - d)** Ensuring, legislatively, that incarceration is treated as a last resort, and that diversionary tactics, restorative justice and rehabilitation are the priority for young offenders;
 - e)** Developing a focus on evidenced-based education projects that partner with community organisations and education authorities to create strategies to assist young Aboriginal students at risk of disengaging from formal education; and
 - f)** Partnering and consulting with Aboriginal elders and leaders in positions of responsibility in the creation and implementation of all policy and legislation directly affecting their communities.

ACCOUNTABILITY

56 WA Labor will work closely with Aboriginal 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 Aboriginal development strategies.

RECONCILIATION

57 WA Labor supports the view that reconciliation between Aboriginal and non-Aboriginal people is a priority in our community.

58 Recognising that reconciliation is not simply an Aboriginal 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 Aboriginal 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 indigenous programs to fund this initiative.

STOLEN WAGES

59 The Stolen Wages Scheme was established by the Barnett Liberal Government following a recommendation from the Stolen Wages Task Force Report of 2008.

- WA Labor acknowledges the shortcomings of the Stolen Wages established by the Barnett Government. 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 will work closely with stakeholders and Aboriginal representatives to develop a scheme that delivers justice and genuine repatriation to the Aboriginal workers whose wages and entitlements were withheld.
- 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 Aboriginal people made to the pastoral industry and other enterprise in this State.

STOLEN GENERATION

60 WA Labor acknowledges that the removal of Aboriginal and Torres Strait Islander people from their families has led to an “entrenched pattern of disadvantage and dispossession which continues to wreak havoc and destruction in Indigenous families and communities.”

61 WA Labor will take into consideration the systemic disadvantage confronting Aboriginal and Torres Strait Islander people when formulating policies and laws which affect Aboriginal and Torres Strait Islander people.

62 WA Labor acknowledges that funding for all indigenous related services and programs, should take into account the needs of members of stolen generations.

63 WA Labor believes that a Labor government should continue to work towards the recognition and compensation by the state to the people and communities of stolen generations.

64 WA Labor will work with our Federal counterparts to implement the recommendations of the Bringing Them Home Report.

- 65** WA Labor supports the establishment and funding of Healing Centres, for Aboriginal communities impacted by the Stolen Generation.

MULTICULTURAL INTERESTS

VALUING DIVERSITY

PRINCIPLES FOR A LABOR GOVERNMENT

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

- 67** WA Labor recognises that Australian society is a racially, 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. Racial and ethnic diversity in society benefits Australians as individuals, and as members of society as a whole.

- 68** WA Labor recognizes that a high proportion of the WA community comes from a non-English speaking background (NESB), and that this is not reflected in any of the three arms of government, nor is it reflected in any meaningful manner in government agencies and associated service provision.

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

a) Civic Value

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

b) Fairness

The pursuit of public policies free of prejudice, discrimination and exclusion on the basis of characteristics such as origins, perceived 'race', 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. 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.

- 70** 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 race, 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 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.

71 Citizenship

All Australians recognise and accept the following declaration of commitment:

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

LABOR GOVERNMENT IN ACTION

72 WA Labor Government affirms:

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

73 WA Labor Government will:

- a)** Support the principles of the WA Charter of Multiculturalism in recognising the culturally diverse nature of Western Australian society;

- b)** Commit itself to develop a set of public sector benchmarks for all service delivery to promote substantive equality, which:
 - Recognise the special needs and entitlements of newly arrived migrants irrespective of visa categories;
 - Encourage and support the participation of all members of Western Australia's culturally and linguistically diverse population in all social, political, cultural, artistic and economic activities, recognising the unique contribution these make to Western Australia's society;
 - Recognise the need for inclusiveness and equity for Western Australians of cultural and linguistic diverse backgrounds as policies and programmes are formulated and implemented, particularly in relation to seniors, women and youth; and
 - Support the Equal Opportunity Commission to implement the Substantive Equality Framework in all state government 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.
- 74** 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 and transport concessions.
- 75** A WA Labor Government 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.
- 76** 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.
- 77** 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 indigenous languages in rural/remote service

provision.

- 78** WA Labor Government understands the necessity of English as a lingua franca in our society and its role in encouraging labour market participation by recent migrants. As such a WA Labor Government will endeavor to provide a variety of English language courses accessibly and affordably to recent migrants from NESB backgrounds.
- 79** Labor re-establish a Multicultural Commission
- 80** 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.

PEOPLE WITH DISABILITIES

ACCESS AND OPPORTUNITIES FOR ALL

- 81** WA Labor believes:
- a)** That people living with disabilities should have equal opportunities in all aspects of life and should be treated with dignity and respect;
 - b)** That people living with disabilities experience social justice, economic opportunity and access to the same rights as other members of the community;
 - c)** Legislation should exist to protect the rights of, and guarantee full equality for people with a 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 living with disabilities have a right to be involved in decision making processes that affect them and their lifestyles; and must be consulted meaningfully both directly and through representative and advocacy organisations;
 - f)** Accommodation based on individual needs and choice is a fundamental right of people with disabilities;
 - g)** That people living with disabilities alleged to have committed crimes have the right to be dealt with justly, especially when their disability has contributed to offending behaviour;
 - h)** That people living with disabilities should be able to demand a minimum standard of support and service provision;
 - i)** That all levels of Government and their departments and agencies have a responsibility to meet the needs of people living with disabilities and should be working collaboratively; and
 - j)** The needs of people living with disabilities should be reflected in all government legislation and policies; as well as by organisations and business in the wider community.
- 82** WA Labor recognises:
- a)** That the number of people living with disabilities 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 disabilities must have the same access as others to realise their capacity for individual and social development;
 - d)** That caring for people living with disabilities can significantly affect carers and families, including parents, siblings and extended family members;
- e)** Families of children living with disabilities are exposed to health risk and early intervention is needed to protect the health of all family members;
 - f)** That there are special needs applicable to people with psychiatric disabilities and acquired brain injuries which are currently not being met;
 - g)** Service delivery for people living with disabilities should be provided by qualified workers and be appropriate to their individual needs and the needs of their families;
 - h)** That organisations who support the needs of people living with disabilities should be funded at appropriate levels;
 - i)** Domestic Care workers are marginalised workers within the sector who provide important care to people living with disabilities in their own home;
 - j)** That disability workers should be paid fair and reasonable wages for the work they undertake;
 - k)** The challenges faced by the disabilities sector in attracting and retaining quality staff and that much of this problem is rooted in the poor wages and conditions for disability direct care workers; and
 - l)** That disability workers in the non-government sector receive lower wages and lower conditions of employment than their colleagues employed directly by the Disability Services Commission, and will work with the sector in addressing this through registered industrial agreements.
 - m)** That 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.
- 83** WA Labor will:
- a)** a) 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 and

quality of the workforce, including, but not limited to, pre-employment background checks and worker registration;

- b)** Ensure that disability service standards are promoted, maintained and adhered to by funding independent standards monitoring, and by supporting independent individuals and systemic advocacy;
- c)** Support the vital role of non-government organisations in the provisions of services to people with disabilities, including ensuring that the wages and conditions of employees are regulated;
- d)** 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;
- e)** Work towards making the built environment is universally accessible to people with disabilities;
- f)** Maintain a direct governmental role in service delivery and service provisions;
- g)** Work with the Commonwealth, the non-government and the private sector to facilitate access for people with disabilities to employment, training and alternatives to employment;
- h)** 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
- i)** Recognise the home as a workplace for domestic care workers.

SENIORS

A PROGRAM FOR DIGNITY AND INDEPENDENCE

84 WA Labor believes:

- a)** That 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)** That 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)** That access to information technology is a significant issue for seniors' social inclusion;
- e)** That seniors have a right to remain independent and secure within their home environment;
- f)** That 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)** That healthy, active seniors symbolise a healthy State.

85 WA Labor recognises:

- a)** That we have an ageing population and will need to expand and improve on seniors services;
- b)** That we have an obligation to provide a strong safety net to seniors who are unable to be financially independent;
- c)** That the rise in the age of retirement will disadvantage a number of seniors;
- d)** That there is a growing need for more supported accommodation and services to help seniors to stay in their own homes for longer;
- e)** That seniors require secure, affordable accommodation that meets their individual needs; and

- f)** That seniors, including those in remote and rural areas, need to be able to access essential health and welfare programs.
- 86** WA Labor will:
- a)** Retain transport concessions for seniors in conjunction with the Federal government and other States and Territories. This will enable WA seniors card holders to access public transport concessions when travelling interstate, and will include the Indian Pacific, the Ghan and the Overland;
- b)** Maintain a dialogue with relevant groups of how to best to serve the needs of seniors;
- c)** Report annually on the progress made by government in addressing the needs of seniors and our ageing population through the Minister for Seniors Active Ageing Progress Reports;
- d)** Implement health promotion programs dealing with the specific health care needs of seniors;
- e)** Deliver a community education campaign to encourage take-up of State Government concessions, including media publicity and a brochure;
- f)** Ensure that seniors, including those in rural and remote areas, can access essential health and welfare services;
- g)** Provide services to seniors that will allow them to live in their own homes for as long as possible;
- h)** Consider and incorporate in strategic planning by government agencies the implications of an ageing population;
- i)** Provide a range of rebates and concessions to support seniors who are on low and fixed incomes. Work with local government and community organisations to increase access to appropriate and affordable fitness, recreation and leisure programs for seniors;
- j)** Develop further policy on safety and security for seniors as identified by consultation with older people in the community, including safeguards to ensure the needs of seniors are taken into full account in the development of housing;
- k)** Strive to improve weekend and non-peak services, providing better mobility for seniors;
- l)** Develop further guidelines to enable prevention, early identification and strategies to deal with violence and abuse against seniors;
- m)** Support increased access to and an increased role for senior citizens' centres;
- n)** Increase the number of new homes specifically for seniors;
- o)** Work with the Federal WA Labor Governments to increase the number of beds in aged care facilities;
- p)** Ensure Federal Funding contributes to wage increases for care/clinical staff in order to attract and retain staff in aged care facilities;
- q)** Work with education organisations and employers in aged care, to better attract, train and retain skilled people to the aged care workforce by
- recognising that relatively low wages in the sector result from gender pay inequality; and
 - ensuring that future aged care funding is allocated to both service and wage increases.
- r)** That the level of funding for aged care services, including culturally appropriate and LGBTI 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 an adequate nurse coverage on site at aged care facilities;
- u)** Will abolish stamp duty for qualifying senior citizens on Centrelink who wish to own their family home to bring Western Australia in line with other States and Territories;
- v)** Transport concessions for seniors to be extended to seven days a week 24 hours a

day; and

- w)** Provide a range of rebates and concessions to support seniors who are on low and fixed incomes.

87 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.

Labor will, in its first term of government:

- i)** Implement more effective checks and balances to prevent financial elder abuse, especially the fraudulent transfer of property;
- ii)** Incorporate a code of conduct for strata managers in the Strata Titles Act 1985 as well as a "fit and proper person test" for such persons;
- iii)** Expand the jurisdiction of the State Administrative Tribunal ("SAT") in relation to Strata management disputes;
- iv)** Amend the Strata Titles Act 1985 to provide for greater levels of transparency and accountability on financial reporting;
- v)** Amend the Strata Titles Act 1985 to prohibit harassment and unconscionable conduct towards residents;
- vi)** For elderly tenants of public housing, consider if accommodation provided would allow for a for live-in carers;
- vii)** Promptly enact the second tranche of recommended amendments to the Retirement Villages Act 1992;
- viii)** Consider accessible complaint mechanisms for residents in retirement villages, a rapidly growing sector of the market;

- ix)** Introduce new laws for park homes where termination of leases can only be achieved through mutual agreement or upon application to the SAT;
- x)** Ensure that any future amendments to the Caravans and Camping Grounds Act 1995 must incorporate transitional provisions to acknowledge and protect the interests of long term residents, many of whom are seniors; and
- xi)** 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

- 88** All people living in Western Australia should share in the benefits the State has to offer.
- 89** WA Labor is committed to a government which will develop integrated and sustainable economic and social policies which benefit the whole community.
- 90** 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.
- 91** WA Labor will develop, assess and implement policies which give effect to these principles and values.

INTEGRATION OF SOCIAL AND ECONOMIC POLICY

- 92** 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.
- 93** 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.

94 WA Labor is committed to:

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

POVERTY AND INCOME SECURITY

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

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

97 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.

98 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

99 WA Labor believes:

- a)** That safe and stable accommodation should be attainable by all Western Australians;

- b)** That there is no shame in being homeless, and people are capable of bouncing back and leading fulfilling lives, with the right support;

- c)** That all levels of Government have an important role in supporting people to obtain safe and stable accommodation;

- d)** That the definition of homelessness includes people who are unable to stay in their usual place of residence and are forced to 'couch surf', or stay with other people;

- e)** In a whole-of-community response to addressing homelessness;

- f)** That certain groups of people are at greater risk of homelessness, and require additional support; and

- g)** That early prevention and intervention can prevent a lot of issues for individuals, and result in strong outcomes for the community.

100 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; and

- e)** 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.

101 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)** Consult with the community sector to assist in implementing policy development;
- c)** Work with government at all levels, and the community sector, to achieve the best possible outcomes for homelessness issues; and
- d)** Support prevention and early intervention programs and initiatives that deliver stable accommodation.

PARTNERSHIP WITH THE COMMUNITY

NON-GOVERNMENT ORGANISATIONS

102 WA Labor acknowledges:

- a)** The valuable contribution that the community sector makes in supporting Western Australians in need, as well as building stronger communities;
- b)** The primary coordinating role of the Western Australian Council of Social Services (WACOSS), and the need for government to work with the community sector; and
- c)** The importance of Aboriginal controlled community organisations in achieving real and sustained change for Aboriginal people.

103 WA Labor will:

- a)** Improve procurement processes and deliver improved security of funding for the community sector; and
- b)** Deliver a framework to measure outcomes and assist the sector to provide more integrated, targeted and flexible services;

- c)** Ensure that non-government organisations that receive state funding adhere to anti-discrimination practices. Non-government organisations that withhold care and/or assistance on the basis of age, gender identification, sexuality, race, disability or impairment, religion or other grounds covered in the Equal Opportunity Act 1984 will have their funding reviewed.

VOLUNTEERS

104 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.

105 Volunteers deserve respect and protection from those who may misuse their commitment.

106 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

107 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.

- 108** WA Labor is committed to initiating and developing opportunities for the maximum participation of all members of the community in recreational and sporting activities.
- 109** 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. WA Labor recognises that the quality 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
- 110** 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.
- 111** WA Labor will:
- a)** Provide adequate resources, through the Department of Sport and Recreation, to ensure that facilities are provided to encourage maximum participation by all members of the community in a wide range of sporting and leisure activities to suit the various needs of the community;
 - b)** Develop initiatives to highlight and enhance the importance of developing sporting and recreational skills and enjoyment for all primary and secondary school students, including encouraging the participation of sporting mentors and role models eg. professional athletes;
 - c)** Develop and implement suitable programs to increase the opportunities for community members to participate in social and competitive sport and recreational activities;
 - d)** Review the management and maintenance of community sporting and recreational facilities to ensure effective and efficient utilisation of facilities to the advantage of all community members;
- e)** Develop recreational complexes in partnership with Local Government and regional sports to service regional areas; and
 - f)** Enable greater communication and cooperation between sporting groups and all levels of government.
- 112** WA Labor is resolutely committed to creating an environment for the pursuit of excellence as well as equality of opportunity to achieve excellence, for all members of the community.
- 113** 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. WA Labor will:
- a)** Provide adequate resources, through the Department of Sport and Recreation and other 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 recreational activities to suit the various needs of the diverse population in regional, rural and metropolitan areas;
 - b)** Explore 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)** Review, ensuring high standards in, 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;

- f)** Develop recreational complexes in partnership with Local Government and regional sport and recreation organisations to service regional areas;
- g)** Enable greater communication and cooperation between recreation and sporting groups and all levels of government;
- h)** Develop programs to engage young women in the pursuit of healthy active lifestyles;
- i)** Develop and support accessible low cost and appropriate recreational opportunities for seniors;
- j)** 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;
- k)** Support the Western Australian Institute of Sport and other community agencies to enhance and develop opportunities for excellence through interagency cooperation;
- l)** Maintain and improve training and career opportunities as well as fair remuneration for trained recreation staff;
- m)** 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;
- n)** 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;
- o)** Support organisations in pursuing well founded training for coaches, leaders and instructors, including volunteers to help participants improve;
- p)** 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;

- q)** 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
- r)** 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

- 114** 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.
- 115** 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.

LGBTI

- 116** The LGBTIQ community are full and equal members of our society with a unique and diverse contribution to make to Western Australia.
- 117** WA Labor believes all people deserve to experience life as their genuine self and to be recognised as their true identity.
- 118** WA Labor understands the challenges faced and placed upon LGBTIQ people, especially youth, Aboriginal people, people from diverse racial and ethnic backgrounds and those living in regional areas.
- 119** WA Labor recognises specific challenges faced by LGBTIQ people of faith or religious backgrounds.
- 120** WA Labor values LGBTIQ people as individuals, as families and as family members, as workers, young people, seniors, and as a collective group within society.
- 121** WA Labor recognises the needs of LGBTIQ people are diverse and cover a range of policy areas.

WA Labor will endorse the WA Labor Leader for taking overarching responsibility for ensuring the needs of LGBTIQ people are recognised and met as not one Minister has responsibility for ensuring the needs of LGBTIQ people are met and, therefore, all Ministers share responsibility in ensuring LGBTIQ community are supported in line with Labor's Enduring Values.

WA Labor will work toward forming an Equality Commission with an Equality Commissioner overseeing responsibility for the LGBTIQ community across all policy areas.

- 122** WA Labor opposes Gay Conversion Therapy as a cruel and misinformed practice. WA Labor will work toward ending this practice.
- 123** WA Labor recognises that discrimination causes hurt, trauma and suffering. Discrimination towards LGBTIQ people was wrong and remains wrong.

WA Labor acknowledges the impact on LGBTIQ people of past practices, systems, attitudes, behaviours and laws that excluded, discriminated, demeaned or criminalised LGBTIQ people. WA Labor will work to ensure that past wrongs caused by discrimination or criminalisation of sexual orientation are corrected.

- 124** WA Labor recognises the suffering and distress experienced by people with gender dysphoria. WA Labor believes all people deserve to experience life as their genuine self and to be recognised as their true identity.

WA Labor:

- Endeavours to facilitate and empower transgender people to re-assign to their correct gender as easily and with as much dignity as possible.
- Will take steps to ensure the Gender Reassignment process is as streamlined, efficient and expedient as possible with a minimum of bureaucracy, expense and unnecessary complication.
- Will work to amend the Gender Reassignment Act 2000 to achieve such.
- Will ensure no person who undertakes to transition or who commences Gender Reassignment will be disadvantaged for having done so.
- Commits to working with the Transgender community to achieve the best method possible for achieving 1-4.
- WA Labor opposes the current practice that requires a transgender person to divorce from their marriage, in order to have their correct gender legally recognised on their birth certificate and other identity documentation.

- 125** WA Labor believes all people, regardless of their gender, gender identity or sexuality should have the right to marry the person they love. WA Labor recognises the overwhelming community support for marriage equality and will support efforts to make marriage equality a reality for all Australians.

126 WA Labor will abolish the Gender Reassignment Board and will allow transgender people to change the gender marker in their official identity papers to their preferred gender on written request and without the need for hormones and/or surgery.

A third new gender category known as “X” for ‘not specified’ will also be introduced

127 WA Labor recognises the specific needs of LGBTIQ Aboriginal people and Aboriginal youth. WA Labor will support programs and policies that provide LGBTIQ-specific services, education, information and support.

WOMEN

EQUALITY, CHOICE AND PARTICIPATION

INTRODUCTION

128 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.

129 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.

130 WA Labor believes:

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

c) The majority of unpaid work in the community is still undertaken by women and while this work is greatly valued, a reliance on unpaid work contributes to the social and economic disadvantage of many Western Australian women; and

d) All women of any age group should have equitable access to life opportunities and support services specific to their age and gender needs, in both their personal and professional lives.

131 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.

132 WA Labor will:

- a)** Proactively pursue equal gender representation across all levels of Government, including in the executive and on Government boards;
- b)** Actively oppose the inaction of governments who do not establish significant affirmative action measures and/or have under-representation of women in Parliament; and
- c)** Proactively pursue equal pay for women for work of equal or comparable value.

WOMEN AND HEALTH

133 WA Labor believes:

- a)** That gender is a key consideration in understanding the complexities of health related disadvantage;
- b)** 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. A full range of general health services (including dentistry services) should be made available to all women and children;
- c)** In the rights of women to make choices about their reproductive lives, particularly the right to choose and access appropriate fertility control or abortion services including after-care;

- d)** 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;
- e)** That all women must have access to reproductive technology regardless of their marital status or sexual orientation;
- f)** There is increased and unacceptable sexualisation of girls and young women in the media

134 WA Labor will:

- a)** Locate a range of general health, mental health, reproductive health and dental health services so that they are available for all women and children to access and ensure that they are affordable and of a high quality;
- b)** Provide access to professional, quality and compassionate antenatal and postnatal care, to minimise the risk of mental illness;
- c)** Ensure that all women have access to accurate, professional and accountable medical advice as a basis for decision-making;
- d)** Continue to support women's health centres and child health clinics and aim to provide all women with access to specialised women's and children's health services;
- e)** 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;
- f)** Require health professionals who object to the provision of fertility control services to make their objections known in advance;
- g)** Provide every student with age appropriate comprehensive sex education as a way to empower young people to make informed and responsible decisions;
- h)** Continue to support children and adult health services specific to eating disorders and body image related mental health issues; and
- i)** Ensure all state government advertising depicts women and girls in an appropriate and representative manner.

135 WA Labor recognises that;

- a)** many people experience difficulties accessing abortions for a range of reasons, including location, cost, discrimination and other inhibitive factors.
- b)** often people face difficulty obtaining a referral to medical professionals able to provide appropriate termination care.
- c)** private telehealth services have improved access to medical abortions in regional areas where care can be followed up by a GP, however;
 - medical abortions are not recommended for all patients;
 - some patients may prefer a surgical abortion, and
 - there are few providers of surgical abortions in regional Western Australia.

Accordingly, in government, WA Labor will;

- i)** improve access to abortion services for West Australians in the public health system, including in regional areas;
- ii)** improve access to abortion services for West Australians unable to afford private services;
- iii)** work with health stakeholders including the AMA and Royal College of GPs to improve referral and on-referral pathways;

WOMEN AND WORK: PAID AND UNPAID

136 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.

137 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;

FAMILY AND DOMESTIC VIOLENCE

138 WA Labor believes:

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

achieved.

139 WA Labor will:

- a)** Improve and strengthen family and 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 Aboriginal and culturally and linguistically diverse backgrounds;
- d)** Promote a more responsive culture within the police and justice systems, making it easier and less traumatic for people experiencing family and 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 and 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 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, and strengthen information sharing and risk assessment frameworks.

ARTS AND CULTURE

LABOR VALUES THE CULTURE OF OUR COMMUNITY

140 WA Labor believes:

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

141 WA Labor recognises:

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

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

142 WA Labor will:

- a)** Ensure the public collecting institutions implement a cohesive strategy for the development of State collections that balance international aspirations and the need to reflect the community of the State within which they operate;
- b)** Advocate and encourage strategic partnerships across the government and non-government sector to ensure a vibrant and healthy arts community, and to make studying, living and working in Western Australia more attractive for talented and experienced artists of all genres;
- c)** Promote and support creative industries development and the integration of the arts into programs supporting new technology development;
- d)** Value and promote the cultural diversity of Aboriginal Western Australians while also encouraging innovation and connection across cultures;
- e)** Value cultural facilities as vital assets within the community and encourage a whole of government and community approach to ensure ongoing investment in development and maintenance of them to ensure their ongoing viability and relevance to the community;
- f)** Support the digitisation of significant state collections, and initiate and support the documentation of significant Aboriginal sites and include them in identified collections so that all State collections may be preserved and made accessible for future generations;

- g)** Advocate investment in culture and the arts by the whole community as essential for the development and presentation of art and culture across the State, encouraging contribution by all tiers of government, the private sector and individuals;
- h)** Work to improve standards of arts education in all educational spheres to ensure a strong creative community;
- i)** Appropriately fund and work with public cultural institutions and organisations, non-government arts bodies and the Department of Education to improve access to arts in Government schools and ensure equity in arts education;
- j)** Promote and encourage equitable provision of communication services throughout Western Australia (radio, television, broadband coverage or any new communication means), to give choice and access to all areas of the arts;
- k)** Ensure that public cultural institutions maintain equitable and open access to programs for the Western Australian community;
- l)** Support a local content policy in the arts in WA, to ensure that State Government funding is used to develop local arts practitioners and companies;
- m)** Explore new mechanisms for distribution of arts funding and new ways to support creators and arts organisations in a multi-platform environment;
- n)** Address the dearth of funding for touring arts products and programs;
- o)** Support the activation of under-utilised spaces for arts and cultural activities;
- p)** Lead a regional renaissance which will put arts and culture at the heart of community life in regional Australia;
- q)** Support the development of ideas and arts projects which are uniquely Western Australian; and

- r)** Work with local government to develop professional and affordable local venues for cultural performances including music, theatre and dance.

YOUNG PEOPLE

SUPPORTING THE NEEDS AND RIGHTS OF YOUNG WESTERN AUSTRALIANS

143 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 LGBTI youth face unique challenges and barriers within the community Their community services should be supported and these barriers should be removed; and
 - r)** That cultural, economic and social barriers and discrimination facing migrant youth in our community should be removed.
- 144** 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 Aboriginal 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)** Continue its financial support of the state youth peak body, the Youth Affairs Council of 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.

a consistent, high quality service that is respectful of and facilitates individual needs and goals.

- the current NDIS pricing arrangements are flawed, and a reflect systemic undervaluation of disability support work, are predicated on an under classification of support workers and supervisors and an under estimation of the time needed to deliver services.
- Service providers are struggling to provide a quality standard of care under current NDIS pricing arrangements, this is particularly problematic for the complex residential care sector.

This State Conference urges WA Labor to see the NDIS in Western Australia as an opportunity to protect current competitive wages and conditions and to raise quality standards across the sector in the long run which will drive systemic quality improvements in service delivery for all Western Australians with a disability.

RESOLUTIONS

- 145** WA Labor will ensure that the Neighbourhood Centre Sector in WA is always financially supported and is fully consulted when it comes to matters of proposed funding changes.
- 146** WA Labor proposes that Western Australia introduce a public holiday to celebrate and value Australian Aboriginal people, their culture, history and contribution to our country, in order to promote reconciliation and unity.
- 147** WA Labor acknowledges that an integral component of the successful implementation of the NDIS is the capacity of the disability workforce to deliver quality services for people with disability.

WA Labor knows:

- a stable workforce of professionally trained, skilled and dedicated workers with decent working conditions, job security and competitive wages is required to provide

WA Labor will:

- Ensure service delivery for people living with disabilities is provided by qualified workers and is appropriate to their individual needs and the needs of their families;
- Ensure organisations who support the needs of people living with disabilities are funded at appropriate levels;
- Ensure disability workers are paid fair and reasonable wages for the work they undertake;
- Acknowledge the challenges faced by the disability 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

- 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.

148 The Australian Rugby Union has excluded Western Australia's "Western Force" from participating in the Super Rugby Competition in a decision that doesn't stand scrutiny. The Western Force were admitted to the Super Rugby Competition in 2006 ahead of a team from Melbourne. WA Rugby by any measure is performing better than the Melbourne Rebels franchise admitted to the competition in 2011.

The Australian Rugby Union hasn't been fair and equitable in their support for the Australian Teams participating in Super Rugby and have acted in their own self interest to preserve the old school tie network control of the game.

The Australian Rugby Union has failed to meet its commitments to Rugby WA, the Western Force and the Rugby Community. In short, the Australian Rugby Union has treated Western Australia like the fictional city of Panam (Hunger Games) treats the Districts who exist only to provide.

The Australian Rugby Union encouraged the Western Australian Government to invest approximately \$100M into Perth Oval to provide a rectangular field stadium, training and administration facilities.

The McGowan WA State Government is challenging the action of the Australian Rugby Union and WA Labor should encourage and endorse this action as well as support a bipartisan Senate Inquiry into the relationships and commitments the ARU gave the Western Australian Government and the report the Victorian government pay a lower fee for the Wallabies to play in their state than Western Australia is asked to pay.

If the decision to exclude the Western Force from any Super Rugby or rebranded elite competition stands we encourage the Western Australian Government to consider this treatment in future dealings with the Australian Rugby Union.

149 WA Labor notes that only 5% of GPs and 10% of Gynaecologists are certified prescribers of RU486, the medical abortion pill. A WA Labor State Government will work with healthcare providers to support them becoming certified prescribers of RU486. Medical abortion through the use of RU486 currently leaves patients significantly out of pocket, with costs over \$500. While these costs are a federal responsibility, a WA Labor government will do what it can to promote more affordable access to RU486.

150 WA Labor recognises that there is currently a shortage of physicians who are qualified to perform pregnancy terminations. WA Labor in Government will work with universities and GP training associations such as the AMA WA and WAGPET to ensure all prospective general physicians and specialists in the field are educated thoroughly in reproductive and sexual healthcare, including pregnancy termination services.

151 WA Labor recognises that people who are gender diverse, sexually diverse and/or live with intersex variation(s) can experience unintended pregnancies. WA Labor will work with the LGBTIQ+ community and health professionals to provide appropriate care for those patients, including pregnancy termination services.

152 WA Labor supports the right to choose the reproductive and fertility health services people wish to access. WA Labor believes that people should be able to make this choice and access these services without fear of harassment, fear of being identified or public obstruction. WA Labor will act to ensure that there are safe access zones around clinics that provide reproductive and fertility health services.

153 WA Labor believes public hospitals should refer patients requesting abortion counselling to unbiased, objective and non-directive counselling services.

154 WA Labor believes widely accessible, publicly funded and high quality health care is one of the cornerstones for a fair society. This includes reproductive and sexual health services.

155 WA Labor recognises that current pregnancy termination policy and practices have led to an unfair divide between those that can access and afford care and those that cannot.

WA Labor will work to improve access and equity to publicly funded sexual and reproductive healthcare, including pregnancy termination services, especially for those unable to afford private services, and/or unable to access private services due to regional locations, and/or unable to access due to discrimination on their sexual preference, ethnicity or other inhibiting factors.

WA Labor condemns the previous Barnett Liberal Government for restricting publicly funded abortion services and creating an unequal and untenable situation in our community.

WA Labor continues to oppose the Barnett Government's decision to award the tender for Midland Health Campus to Catholic healthcare provider St John of God. A public hospital servicing a large area should offer all services including pregnancy terminations, vasectomies, IVF and contraception services. WA Labor will ensure that public healthcare providers offer comprehensive reproductive and sexual health services in the future.

156 WA Labor notes and condemns the increasing prominence of groups such as Reclaim Australia and other similar "alternative right" collectives. WA Labor believes that "alternative right" is a misnomer for these groups. They are hate groups that spread fear, division and violence. WA Labor recognises that a key strength of the WA

community is the racial, religious and sexual diversity of its people, and that this should be celebrated proudly.

WA Labor will endeavour to act as a leader in supporting attitudinal shifts so that this is never seen as a point of shame. Accordingly WA Labor reaffirms its condemnation of attacks on people due to their sexual orientation, ethnic, racial or religious background.

WA Labor also notes the recent attacks on the Thornlie and Southern River Mosque and the Sikh temple in Bennet Springs. WA Labor condemns groups that spread misinformation and hate and use it to incite violence. WA Labor condemns the attempts by Reclaim Australia to misappropriate a symbol of the union movement: the Eureka Flag.

157 State Conference acknowledges the abuse and neglect that sadly occurs in the disability support sector.

These incidents can have a profound impact on those involved, as well as adversely affecting the confidence of the wider community in the ability of the sector to provide a quality service.

This risk is exacerbated by the complete absence of legislation in WA which mandates pre-employment screening for all people who work with adults with a disability.

WA Labor acknowledges the stress and trauma instances of abuse and neglect bring to people with a disability, and also to direct care workers in the sector.

WA Labor will introduce new laws into Parliament which will require comprehensive pre-employment screening of all workers who provide direct care and support to adults with a disability.

The laws will include the introduction of the CLEAR CARD, a pre-employment screening system to ensure disability support workers have undergone appropriate background

checks before they are permitted to work with people with disabilities.

Every disability sector employee will be required to hold a CLEAR CARD. The CLEAR CARD will ensure people who have been convicted of abuse, violent crimes or other relevant offences cannot gain employment in the disability sector.

WA Labor will also introduce a formal reporting system so abuse and neglect in the disability sector can be quickly identified, bringing WA into line with other States who have effective systems in place to report abuse of people with disabilities.

WA Labor will strengthen the Health and Disability Services Complaint Office (HaDSCO) to ensure it has increased capacity to investigate and, where necessary, take action on individual reports of abuse and neglect.

CHAPTER 3: CONSERVATION, THE ENVIRONMENT AND CLIMATE CHANGE

Building our environmental legacy

ENVIRONMENT

- 1** WA Labor believes that:
 - a)** A strong economy and environmental sustainability are mutually compatible;
 - b)** The Western Australian Government's responsibility is to ensure that the present needs of everyone in our community are met without compromising the ability of future generations to meet their needs;
 - c)** Committing to sustainability will create jobs, improve living standards, support regional development and encourage growth in new industries;
 - d)** Environmental sustainability requires a whole of government approach and that all government decision-making should consider the need for a sustainable future;

- e)** Biodiversity is crucial to environmental sustainability and must therefore be protected; and
- f)** Aboriginal people have a relationship with the land that gives them the right to determine and implement environmental policy for that land, subject to the determinations of the Environmental Protection Authority.

CLIMATE CHANGE & CLEAN ENERGY

- 2** WA Labor recognises the science demonstrating that Human induced climate change is real and Western Australia's natural environment, public health infrastructure and economy are all vulnerable to its impacts.
- 3** WA Labor supports the need for Western Australia to develop strong mitigation and adaptation plans to deal with the consequences of climate change.
- 4** WA Labor supports the need for a comprehensive Energy, Jobs and Community Transition Plan to smoothly and fairly transition WA's energy sector from fossil fuel based energy production to renewable based energy production.
- 5** WA Labor believes that:
 - a)** Responding to climate change presents Western Australia with an opportunity to diversify our economy, create jobs and enhance our social fabric;
 - b)** Reducing energy use and improving energy efficiency is the most economically viable and cost effective way to reduce greenhouse emissions;
 - c)** A market-based mechanism is a highly effective method to reduce carbon emissions on a large scale; and
 - d)** The Western Australia Government must establish and work towards renewable energy targets for Western Australia, consistent with target commitments made by Federal Labor.
 - e)** The WA Government should have a dedicated office tasked with implementing and monitoring climate change policies.
- 6** In Government, WA Labor will:
 - a)** Consider legislation that includes:

- i)** Implementing a mandatory energy efficiency scheme for large and medium electricity users;
 - ii)** Supporting mandatory renewable energy targets; and
 - iii)** Continuing to develop ways to reduce waste to landfill and increase recycling.
- b)** Monitor the effects of greenhouse offsets in reducing the carbon footprint of major projects;
 - c)** Monitor, publicly advertise and appropriately regulate greenhouse gas emissions, particularly in high emitting industries;
 - d)** Continue to support clean coal technology and ensure that any new coal fired power plants utilise world's best practice carbon reduction technology;
 - e)** Require that Government owned and leased properties, where possible, achieve a six star rating under the National Australian Built Environment Rating System;
 - f)** Require that all Government owned office equipment is the most energy-efficient available at the time of purchase;
 - g)** Require energy efficient design principles and building practices in the construction of all Government building works, including schools and public housing;
 - h)** Review all government purchasing and procurement to identify areas where greenhouse emissions can be reduced;
 - i)** Ensure minimum mandatory energy and water efficiency standards are met in the construction of new homes and major renovations, as well as work towards the introduction of similar standards for existing homes;
 - j)** Establish innovative education programs to target the reduction of greenhouse emissions and increase energy conservation in households, including home energy audits;
 - k)** Continue to invest strongly in the public transport system, and look to further expand the system;
 - l)** Investigate and implement programs to encourage the uptake of low and zero emission vehicles for the State Government vehicle fleet;
 - m)** Continue to encourage the generation of renewable energy from the grid-connected customers, including working with energy utilities to reduce red tape;
 - n)** Strongly invest in an innovative and local renewable energy industry, including offshore wind and wave energy, creating jobs for Western Australia's future;
 - o)** Promote Western Australia as an international centre for research in renewable energy technologies;
 - p)** Prioritise the installation of household renewable energy systems on state housing stock ; and
 - q)** Develop the legislation, policy and science necessary for the establishment of a commercial carbon sequestration industry in Western Australia's Rangelands, ensuring that a royalty is paid to government for use of this publicly owned resource.
- 7** WA Labor reaffirms its in principle support for the Paris Climate Change Agreement and reaffirms its commitment to Western Australia undertaking fair and equitable efforts to reduce carbon pollution to ensure that global temperature rise is kept to 1.5 degrees
- 8** WA Labor will develop a Just Transition Agreement for energy and coal workers to transition into renewable energy over the next ten years. The Agreement will be developed with stakeholders including relevant Unions and environment groups to ensure that energy workers and communities such as Collie and Bunbury are not disadvantaged.
- 9** Given the Party's concerns with mitigating climate change, the increasing cost of energy and the jobs market broadly, a WA State Labor Government commits to commissioning a detailed review into Pumped Hydro Storage technology as a

component of the SWI grid, more specifically:

- a)** Explore the long-term potential demand for energy storage infrastructure with respect to a renewables based grid, as well as in mitigating concerns about baseload power.
- b)** Acknowledge the Australian National University's (ANU) Department of Engineering costing of \$13 million for a system comparable in capacity to South Australia's Lithium Ion battery project, is 40% of the lowest quoted figure for their capital costs and that Pumped Hydro has approximately double the life cycle.
- c)** Explore the relative costs and benefits of Pumped Hydro Storage at sites in the Collie Region, near the Perth Metro area, namely the Darling Range, population centres in the South West, namely the Stirling Range, and relevant sites in the North of the State, namely the Super Pits.
- d)** Commit to investing in this infrastructure in the most economically beneficial way as presented by the report.
- e)** Allow this infrastructure to interact with the WEM in the methodical way the Energy Minister recommends.

BIODIVERSITY

10 WA Labor believes that:

- a)** Western Australia has a unique and diverse range of species, habitats and ecosystems that remain under threat from human activity;
- b)** Natural resource management, and particularly native vegetation protection, is a prime responsibility of government;
- c)** Our urban bushland must be conserved and protected both for its biodiversity values and its role in enhancing our urban lifestyle;
- d)** Our native forests are a national treasure, and deserve to be treated as such; and

- e)** More can be done to protect our unique wildlife, native forests and community heritage, particularly in the Kimberly and south-west regions of Western Australia.

WA Labor recognises that the Biodiversity Conservation Act passed by the Barnett Government is inadequate to maintain healthy biodiversity in WA and to protect our unique plants and wildlife.

11 In Government, WA Labor will:

- a)** Introduce legislation to amend the Biodiversity Conservation Act to update and strengthen our current wildlife conservation laws for the protection of Western Australia's unique wildlife and ecosystems for generations to come; This will include at a minimum passing the amendments to the legislation that were tabled by WA Labor while in Opposition; including:
 - Requirement for a State Biodiversity Strategy;
 - Establishing a Scientific Advisory Committee;
 - Requirements for public reporting on the state of biodiversity
 - Increasing public transparency of decisions that affect biodiversity; and
 - Other improvements to the Act.
- b)** Develop programs that rehabilitate and restore our landscape to a productive and ecologically healthy condition;
- c)** Develop programs to tackle land degradation caused by salinity, soil acidification, erosion and acid sulphate soils;
- d)** Establish a system of bioregional planning;
- e)** Ensure that proposals to destroy native vegetation for urban development are appropriately assessed under the Environmental Protection Act;
- f)** Examine cost effective incentives for bushland and wetland protection programs that give financial rewards to landholders who meet high standards of ecosystem management;
- g)** Support a process that involves the participation of relevant stakeholders including land owners, Local Government,

environment groups and unions to reach agreement about the management of forests at a regional landscape level, with a focus on transitioning to a more environmentally and economically sustainable approach to meeting our timber demands; and

- h)** Investigate incentives to support a plantation industry and secure the jobs of those workers supported by the forestry industry.

PROTECTING OUR NATURAL HERITAGE

WA Labor believes that our unique 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.

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. Consequently we strongly support the expansion and resourcing of our network of protected areas to reach international scientific standards and meet local community expectations.

POLLUTION & WASTE MANAGEMENT

12 WA Labor believes that:

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

13 In Government, WA Labor will:

- a)** Ensure that standards for levels of air, water and soil pollutants in the environment meet or exceed world's best practice;
- b)** Ensure that agencies set up to monitor the effects of pollutants on our air, water and soil are properly resourced and able to operate effectively to provide advice, information and recommendations to government in a timely manner;

- c)** Establish a container deposit scheme with refunds on cans and bottles;
- d)** Institute a statewide ban on plastic bags in consultation with Local Government;
- e)** End the dumping of construction and demolition waste in landfill by insisting that this material is reused wherever possible;
- f)** Work with producers to extend their responsibility for eliminating packaging and other unnecessary material which ends up as waste;
- g)** Work with industry to eliminate e-waste;
- h)** Promote world's best practice for tyre recycling;
- i)** Support strong, enforceable measures to protect groundwater aquifers from pollution, contamination or depletion by industrial activities; and
- j)** Support national action to ban the use of microbeads in cosmetics and other products

OCEANS AND RIVERS

14 WA Labor believes that:

- a)** Western Australia contains some of the best coasts, oceans and rivers in the world, underpinning our way of life;
- b)** Our state's oceans, estuaries, waterways and catchments lack the comprehensive governance mechanisms which are needed to deliver the policy required to cope with the modern demands on the aquatic environment; and
- c)** The Swan Canning river system and Peel-Harvey estuary and the Leschenanet Estuary and inlet, the Vase Estuary and Collie and Preston River Systems are under serious threat.

15 In Government, WA Labor will:

- a)** Establish a scientifically credible and representative system of marine sanctuaries for Western Australia, at least meeting the standards for protection and science established by Australia's world-leading Ningaloo and Great Barrier Reef marine parks;
- b)** Establish a comprehensive marine sanctuaries network in state waters, based on international best practice for marine protected area design to protect all areas of high conservation value and the broad-scale ecological health of our marine environment;
- 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; and
- f)** Support the protection and development of a management plan for the Fitzroy River and new Fitzroy River National Park to ensure the health of the river and provide a basis for sustainable economic development
- 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; and
- h)** Use scientifically proven methods of reducing the incidence of shark attacks. Labor will resource measures that are known to make beaches safer, such as aerial and beach patrols and beach enclosures. Labor will also support new methods to increase safety such as personal shark deterrents. WA Labor will not implement a cull of shark populations.

SUSTAINABILITY & WATER MANAGEMENT

- 16** WA Labor believes that:
 - a)** Western Australia can be a world leader in making our urban, regional and remote communities sustainable; and
 - b)** The decline in rainfall and considerable per capita consumption of water has put significant strain on available resources.
- 17** In Government, WA Labor will:
 - a)** Act to ensure that the principles of environmental protection, economic efficiency and social equity are respected in relation to matters affecting:
 - i)** Efficient land use;
 - ii)** Energy efficiency;
 - iii)** Water use;
 - iv)** Air quality;
 - v)** Traffic congestion;
 - vi)** Transport efficiencies; and
 - vii)** Carbon neutrality.
 - b)** Implement a long term water supply strategy that will provide for climate independent water security, including measures such as:
 - i)** Water recycling and aquifer recharge;
 - ii)** Desalination, using renewable energy as a power source;
 - iii)** Environmentally sustainable drawdown on aquifers;
 - iv)** Efficient and sustainable use of dam water;
 - v)** Sustainable use of water from dewatering operations; and
 - vi)** The reintroduction of Waterwise subsidy program for the efficient use and supply of water in the home;
 - c)** Promote the adoption of water efficiency and re-use technologies, as well as urban planning measures that improve the quality and integration of urban water, sewerage and drainage;
 - d)** Maintain public ownership and control over all major water supply, distribution, drainage and disposal systems; and
 - e)** Review and improve Western Australia's water market.
 - f)** Take advantage of the opportunities that will

be created by Metronet to integrate water planning with land use planning in developing urban areas under the principles of a Water Sensitive City.

FRACKING

WA Labor acknowledges that communities have expressed opposition to gas fracking development throughout the State, and that the previous Government failed to protect communities and the environment from the harmful effects of this industry.

WA Labor will immediately ban fracking in the SouthWest, Perth, Peel and Swan Valley Regions.

WA Labor supports a scientific approach to the regulation of fracking, and will conduct a public inquiry to examine environment, health, agriculture, heritage and community impacts prior to any fracking activity.

WA Labor will place a moratorium on the use of fracking until such an inquiry can demonstrate that fracking will not compromise the environment, groundwater, public health or contribute adversely to climate change.

Following the public inquiry into fracking and where supported by Traditional Owners, WA Labor will consider a permanent ban on fracking in any water reserves or groundwater areas, productive farmlands, or areas with environmental, cultural heritage or tourism values which could be compromised by fracking.

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 target renewable energies in order to combat climate change and diversify regional economies to create employment opportunities..

REGULATION

18 WA Labor believes that:

- a)** The best way of protecting our environment is to have a robust and transparent environmental assessment system, effectively

engaging all industry and community stakeholders;

- b)** The long term legacy issues associated with the closure and rehabilitation of mining and other industrial sites in Western Australia must be addressed as a matter of urgency to ensure that proponents, and not taxpayers, pay the costs of closure and rehabilitation; and
- c)** Proposals or developments which represent a significant change in public policy and involve environmental threats in terms of the long term management of the consequences of that proposal or development should be subject to a public inquiry in the form specified in s40(2)(c) of the Environmental Protection Act 1986.

19 In Government, WA Labor will:

- a)** Correctly resource the Environmental Protection Authority and the Department of Environmental Regulation such that assessments and compliance monitoring are carried out in a way that maintains the community's trust;
- b)** Insist that mine closure plans and the capacity to finance and progressively implement those plans will be built into the assessment processes for mining proposals and developments;
- c)** Review and, where necessary, modify existing mine closure plans where the proponent's capacity to finance and progressively implement those plans is in doubt;
- d)** Initiate an inquiry with the powers equivalent to those specified in s40(2)(c) of the Environmental Protection Act 1986 into any proposal or development, which represent a significant change in public policy and involve environmental threats, approved by a non-Labor Government without such an inquiry being held; and
- e)** Provide sufficient resources to enable community groups, NGOs and other environmental organisations to participate in government processes and play a substantial role in ensuring best environmental outcomes for Western Australia.

URANIUM AND THORIUM

- 20** WA Labor believes that:
- a)** Enriching uranium poses significant risks to human health, the natural environment and is not a solution to climate change; and
 - b)** Thorium also poses significant risks to human health and the environment.
- 21** In Government, WA Labor will:
- a)** Oppose the mining and export of uranium;
 - b)** Oppose nuclear enrichment, nuclear power and otherwise the production of dangerous radioactive waste;
 - c)** Oppose the storage of nuclear energy waste in Western Australia;
 - d)** Oppose the testing or use of nuclear weapons in Western Australia or near our coastline;
 - e)** Encourage local governments to declare themselves 'Nuclear Free Zones'; and
 - f)** Ensure that the mining of thorium in Western Australia only occurs under the most stringent environmental conditions and oppose thorium exports to countries that do not observe the Nuclear Non-Proliferation Treaty.

GENETICALLY MODIFIED ORGANISMS

- 22** WA Labor believes that:
- a)** Genetically Modified Organisms, if they escape into the wild, may pose a risk to biodiversity including interfering with wild genetic stock, disrupting the breeding systems of native species and damaging agricultural produce.
- 23** In Government, WA Labor will:
- a)** Maintain a moratorium on GMOs and their respective products until these issues are resolved.

HERITAGE

- 24** WA Labor believes that:
- a)** Our built, cultural and Indigenous heritage is an important monument to the achievement of past generations and is a continuing focus for our sense of community.

- 25** In Government, WA Labor will:
- a)** Continue to provide adequate funding to the National Trust and the Heritage Council to ensure their autonomy and capacity to implement their objectives; and
 - b)** Encourage government and community heritage organisations in their advocacy of heritage issues and in their education of the professional and wider community about heritage matters.

RESOLUTIONS

- 26** WA Labor notes that the former Liberal National Government failed to deliver a credible science-based process for the establishment of marine sanctuaries in the Western Australian marine environment, including creating WA's first ocean marine park with no sanctuary zone at Roebuck Bay.

Accordingly, WA Labor will establish a scientifically credible and representative system of marine sanctuaries for WA, at least meeting the standards for protection and science established by Australia's world-leading Ningaloo and Great Barrier Reef Marine Parks.

As the last WA Labor Government proved at Ningaloo Reef, creating world class protection in marine sanctuary zones leads to world class environmental, social, economic and political gains.

WA Labor notes that Ningaloo remains a benchmark for marine protection, tourism has grown, the environment has recovered and it also remains a top recreational fishing destination. It has stood the test of time as a major environmental accomplishment of the Gallop and Carpenter Labor Governments.

WA Labor will establish a comprehensive marine sanctuaries network in the Kimberley, based on international best practice for marine protected areas, designed to protect all areas of high conservation value and the broad-scale ecological health of the unique

Kimberley marine environment.

WA Labor congratulates the McGowan Labor Government on their election commitments:

- to continue to implement a mosaic of national parks to protect the outstanding natural and cultural values of the broader Kimberley, including a network of marine sanctuaries;
- to deliver a credible science-based process of the establishment of future marine sanctuaries in the Kimberley; and
- to include the thousand islands of the Buccaneer Archipelago and the fringing reefs that surround them within a new marine park.

WA Labor will conduct a science-based review of the Yawuru Nagulagun Roebuck Bay Marine Park to determine the location of sanctuary zones.

WA Labor notes that the sealing of the Cape Leveque Road will have benefits for tourism and communities on the Dampier Peninsula but will also increase pressure on the coastal environment, fisheries and cultural values.

WA Labor will work with Traditional Owners and other stakeholders to ensure the environmental and cultural values of the Dampier Peninsula are protected. The rights and aspirations of Traditional Owners will be respected through strong consultation, including on the boundaries of marine parks and by providing opportunities in management, science and tourism.

WA Labor recognises the importance of Sea Country to Aboriginal people and will amend the CALM Act to allow for the Joint Vesting of marine parks with Traditional Owners. New marine parks will be joint managed with Traditional Owners.

27 WA Labor notes the acquisition by government over the past two decades of 7 million hectares of outback areas which hold great natural and cultural importance, as well as economic potential, for future generations

of Western Australians. It also notes that, although these areas were acquired for the conservation estate, they are yet to receive formal protection and adequate resourcing.

WA Labor strongly believes that our unique wildlife and remarkable outback landscapes require protection for nature conservation, as well as to support jobs and economic diversity in regional and remote areas.

Equally, we strongly believe that Aboriginal Australians maintain a deep connection to and knowledge of country and, as such, are often best suited to manage lands dedicated to the conservation of our natural and cultural heritage.

With the free, prior and informed consent of local Traditional Owner groups, WA Labor in government will look at incorporating these areas into the conservation estate. Areas with the highest conservation and heritage values will be declared A Class Reserves.

These parks should be jointly vested with local Traditional Owner groups and have the resourcing to employ Aboriginal Rangers for on-ground management.

WA Labor recognises the vital importance of governmental, corporate and other non-government partnerships in building and securing the long term financial capacity and technical expertise of these Ranger Teams to ensure their long-term sustainability.

Labor also supports resourcing these park declarations to ensure that Native Title responsibilities and opportunities are honoured, and sound conservation management can be undertaken into the future.

28 WA Labor congratulates the McGowan Government for the landmark election

commitment to protect the Fitzroy River and supports the Environment and Water Ministers in:

- Establishing the Fitzroy River National Park, which will extend the Geikie Gorge National Park along the Fitzroy River to the north and along the Margaret River to the east;
- Supporting 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; and
- Not allowing the Fitzroy River or its tributaries to be dammed.

WA Labor recognises that the Fitzroy River has unique cultural and environmental values of national and international significance. The health of the Fitzroy River is intimately linked to the culture and health of people, the protection of endangered species, and the health of the Kimberley's pristine coastal environment that supports tourism, fishing, pearling and aquaculture industries.

WA Labor recognises that Traditional Owners have released a Fitzroy Declaration that raises concerns about the potential for cumulative impacts on the unique cultural and environmental values of the Fitzroy River and outlines principles for the protection and management of the river founded on cultural governance.

WA Labor will support Traditional Owners in ensuring protection for the Fitzroy River and in establishing a management framework that builds on the aspirations expressed in the Fitzroy Declaration.

WA Labor recognises that the development of mines, oil and gas, fracking, irrigation and dams pose a significant risk to the cultural and environmental values of the river.

WA Labor will support the creation of a legislated buffer zone to protect the river and its floodplains.

WA Labor will support measures to ensure that water extraction outside of the buffer

zone is environmentally and culturally sustainable.

WA Labor supports the creation of the Fitzroy River National Park. The national park will be jointly managed by the Traditional Owners and the Department of Environment and Conservation. Under the joint management agreement, Traditional Owners will be able to exercise significant control over their traditional lands, create sustainable economic enterprises in their own right and in partnership with private and Government entities.

WA Labor will work with Traditional Owners and other stakeholders to ensure the protection of the National Heritage and other significant cultural and environmental values of the Fitzroy River and provide a basis for culturally and environmentally sustainable economic development.

WA Labor notes and congratulates the McGowan Government's delivery of a core election promise to ban all future uranium-mining applications in Western Australia.

WA Labor reaffirms its long and principled opposition to the mining and use of uranium due to the devastating effect it and its by-products have on workers, the environment and communities.

WA Labor, in particular, notes that due to the location of uranium deposits in WA, any potential mining of uranium would likely have a disproportionate effect on Indigenous communities.

WA Labor also reaffirms its pre-election commitments to investing in renewable energy and leading the industry in the development and implementation of sustainable energy technology.

This Conference condemns the previous Liberal Government for its reckless approval of uranium mining projects within Western Australia.

WA Labor State Conference notes the legal advice that these approvals cannot be overturned without serious legal and financial ramifications for the State.

WA Labor cannot and will not use taxpayers' money to pay out projects which are not financially viable.

WA Labor commits to supporting and resourcing the Environmental Protection Authority, the Department of Mines and Petroleum, WorkSafe and any other relevant departments to ensure they have the capacity to guarantee strict compliance from any potential uranium mines to best practice in the environmental, industrial and community spheres.

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

the implementation of a broad based industry policy that encourages investment, education, innovation and competition as well as the development of an effective and impartial way to measure the degree to which quality of life has been affected by changes in the economy.

STRATEGIES FOR GROWTH

- 5** WA Labor will pursue policies to ensure that the Western Australian economy meets the challenges of an increasingly competitive global economy. This means implementing an industry policy that builds on our natural strengths, promotes economic growth and builds a more diversified industry base.

WESTERN AUSTRALIAN INDUSTRY POLICY

- 6** 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.

- 7** WA Labor will implement an industry policy that employs a full range of policy instruments designed to facilitate business success and foster a strong and diversified industry base that is internationally competitive.

- 8** WA Labor recognises the development of an imaginative industry policy involves all aspects of the interface between government and industry and does not exclusively revolve around government financial assistance programs.

- 9** Essential features of the industry policy will involve:

- a)** Creating a partnership between Government, industry stakeholders and the wider community, recognising the broad support necessary for a successful industry policy.

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

PARTNERSHIPS

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

- 11** WA Labor also recognises that the broader community needs to be assured that changes in economic and industry policy will lead to improvements in the quality of life for all Western Australians. To that end, Labor will develop a series of Quality of Life indicators that measure the impact of economic change on the community. These indicators will assess economic, social and environmental factors that affect the broader community and the degree to which

economic and industry change has impacted on those factors.

- 12** 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

- 13** 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.

- 14** 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.

- 15** 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.

- 16** WA Labor will ensure that strategic intervention includes the development of legislation that address the regulatory requirements for local content and develops policies to further processing of raw materials and energy products, and the use of government purchasing to encourage local investment in new technology, manufacturing and building and construction.

CREATIVITY AND INNOVATION

- 17** 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.

- 18** 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.

- 19** WA Labor also recognises an important component of the innovation process is the need to constantly explore value-adding opportunities.

- 20** WA Labor will continue to implement a range of initiatives that publicly recognise the importance of innovation and encourage creativeness.

INFRASTRUCTURE

- 21** One of the keys to attracting major projects in Western Australia is the provision of common user infrastructure.

- 22** 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.

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

EXPORT PROMOTION

- 24** 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.

- 25** 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.

- 26** 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.
- 27** 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.
- 28** 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

- 29** 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.
- 30** WA Labor accepts there are challenges to boosting the innovation culture and that fundamental research which benefits the broader economy, rather than just the company undertaking it, may be undersupplied in the free market. In this sense there is a case for government support. Labor will look at whether this support can be provided through a competitive grants scheme along the lines of the now defunct Commercial Ready. The scheme should focus on R&D with wide benefits that would not be undertaken otherwise.
- 31** To bolster the growth of innovation, WA Labor will
- a)** Assist private enterprise and academia to increase research and development (R&D) investment, as a percentage of gross state product, to underpin higher rates of innovation throughout Western Australia;

- b)** Work with industry to identify high potential innovation targets for 'fast-tracking' and priority investment. For example high potential sectors include—renewable energy technologies, transport and freight infrastructure, digital communications, water recycling and security of supply, minerals processing and information technology;
- c)** Create incentives for innovative industries, academic organisations and entrepreneurs to build critical research and innovation infrastructure, including human capital; and
- d)** Maximise the benefits of innovation by encouraging the commercialisation of local innovations and the development of export markets for new technologies and knowledge based service industries.
- e)** Foster structured interactions between government, universities, business, industry and the community to drive the development of Innovation Hubs creating new industries and opportunities.

ONLINE ECONOMY

- 32** Information and communication technologies can enhance the well-being and employment prospects of all Western Australians, both as industries in their own right, and as enablers of more efficient production across all other industries.
- 33** 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.
- 34** 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.
- 35** Therefore, WA Labor in Government, in cooperation with all stakeholders, will:

- a)** Pursue opportunities for online trade promotion and marketing activities, delivery of online Government services as well as a range of other economic, social and environmental services that will be made available by the use of the technology;
- b)** Ensure resources equivalent to those used to support other significant sectors of the State economy are available to promote and develop the place of Western Australia in the global information technology and communication industries;
- c)** Ensure the availability of information and communication technologies at affordable prices to all Western Australians, regardless of economic status;
- d)** Develop specific strategies designed to increase the development of infrastructure to support Western Australia's involvement in the global information technology and communications industry;
- e)** Pursue the widest possible access to communications and information services by working to extend the telecommunications network to reach the maximum number of WA homes and places of work; with provision of sufficient bandwidth to meet current and future needs;
- f)** Continue to work for the extension of the telecommunications network, in consultation with the information technology and telecommunications sectors and other stakeholders;
- g)** Encourage the widest possible dissemination of information technology; and
- h)** Recognise the challenges to existing taxation and regulatory regimes created by the expansion of the on-line economy and the need to work with other governments and the community to implement the best possible arrangements which both enhances the on-line economy and protects the state's interests.

SCIENCE AND TECHNOLOGY

- 36** WA Labor recognises the role that science and technology play in underpinning the State's economy.

- 37** 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.
- 38** WA Labor acknowledges that government plays a critical role in providing an environment in which innovative companies can develop and flourish.
- 39** WA Labor will encourage scientific and technological innovation by:
 - a)** Investigate the benefits of re-establishing a Science Council comprising of individuals with both research and applied skills;
 - b)** Encouraging the development of technology parks, laboratories, marine research facilities and shared facilities between the private sector and government departments to support research programs;
 - c)** Promoting cooperation between the Commonwealth Government, universities, State Government departments and institutions and private industry in selecting research programs for support;
 - d)** Creating a number of state government funded fellowships to carry out research of an internationally prominent standard in Western Australian institutions in fields identified for priority by our strategic industry policy;
 - e)** Ensuring State Government participation in cooperative research centre initiatives, particularly in the fields of information technology, medicine, biotechnology and environmental management;
 - f)** Encouraging an adequate supply of graduates in the science and technology-based disciplines;
 - g)** Expanding the skill base to meet the demands of the IT and T sector.
 - h)** Appoint and maintain a STEM advisory panel incorporating industry, researchers and educators, chaired by the Chief Scientist to ensure there is a job ready workforce to capitalise on the creation of job opportunities;

- i)** Develop a STEM Strategy for Western Australia to improve STEM education, identify STEM growth industries and provide a vision to grow the local workforce; and
- j)** Sponsor Science Industry fellowships to build links between the University sector and industry.

HIGHLY SKILLED WORKFORCE

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

INDUSTRY ATTRACTION

- 42** 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.
- 43** 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

- 44** An incoming WA Labor Government will:
 - a)** legislate to ensure Skilled Work Agreements are implemented on all major resource projects in WA to maximize local engineering, fabrication and other skilled work.
 - b)** continue to support the construction of facilities and equipment for resource and infrastructure projects such as the Australian Marine Complex, which can build, and service, major offshore and onshore resource projects.
 - c)** legislate to ensure that local content regulations are strengthened, particularly in relation to materials which require a High Risk Work Licence (HRW). This includes, but is not limited to scaffolding, cranes, and forklifts). It follows that the importation of such materials (including but not limited to pre-cast concrete and tilt up panels) will be subject to a stringent assessment process.
 - d)** Create more opportunities for businesses, including local small and medium businesses, to compete for government contracts.
 - e)** support industry networks to enable business and government departments to maximize opportunities for local suppliers.
 - f)** require all government agencies to report annually on their success in creating jobs and supporting the local economy through this process.
 - g)** adopt the Aboriginal Procurement Policy of awarding three per cent of all government contracts to Aboriginal owned businesses by 2020.
 - h)** drive employment and apprenticeship creation through a continuous infrastructure development.

- i) appoint a Minister for Defense Issues to champion the Western Australian defense industry, assisted by the creation of a Defense West advisory board to provide expert advice.

PROJECTS APPROVALS PROCESS

- 45 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.
- 46 WA Labor is committed to ensuring an approvals process that is timely and effective without impacting on the integrity of environmental and other assessment processes.

OPEN FOR BUSINESS REGULATORY APPROACH

- 47 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.
- 48 WA Labor recognises that modern regulatory approaches involve the development of regulations that minimize transaction or compliance costs while providing for the protection of the environment, consumer and worker rights, remuneration and safety, as well as prudent corporate behaviour and the elimination of anti competitive practices.

OPEN AND ACCOUNTABLE GOVERNMENT

- 49 In government, WA Labor will ensure its industry attraction strategies are subject to the highest level of public scrutiny, openness and accountability. These include extending the powers of the Auditor-General to include scrutiny of expenditure of public monies for industry attraction purposes.

- 50 Any strategic intervention by Government will be subject to a cost benefit analysis taking into account factors such as the impact of the intervention on employment, growth, quality of life and the likely net benefit to the state.

INDUSTRY SECTORS

Manufacturing Industries in Western Australia

- 51 The manufacturing industry is increasingly characterised by business competitiveness and globalisation, market diversity and converging technologies, and business networks and partnerships.
- 52 WA Labor is committed to increasing Western Australia's manufacturing sector, on the basis that:
 - a) This sector can be the engine for significant job growth, particularly in generating high skill, high income jobs; and
 - b) Service enhanced manufacturing, which bring together manufacturing systems, design, delivery, and quality through information technology are the engine of growth in current world trade and it is essential that Australia is part of this and realises its full potential.
- 53 WA Labor's policies will encourage expansion of Western Australia's manufacturing sector.
- 54 In conjunction with TAFE and other VET suppliers, WA Labor will create new job training programs for clean technologies.
- 55 A WA Labor Government will develop a state manufacturing strategy in response to the sector's current and expected future challenges & transformations.
- 56 It is accepted that difficulties in attracting new employees to fill skills shortages in manufacturing may be exacerbated by the sector's poor public image. Whilst some old-style manufacturing industries remain, there may be insufficient community awareness of the many manufacturers offering attractive and increasingly interesting working environments.

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

ANIMAL WELFARE

57 WA Labor believes;

- a)** All animals should be cared for in a humane manner that provides freedom from pain, injury and distress;
- b)** ‘Animals’ includes pet, domestic and companion animals, sport and performance animals, farm animals and animals used in scientific research and wild animals;
- c)** Good animal welfare requires disease prevention and veterinary treatment, appropriate shelter, management, nutrition, humane handling and humane slaughter/ killing;
- d)** Children and adults who commit acts of cruelty on animals are at risk of showing violence and aggression in other circumstances; and
- e)** Acts of cruelty against animals should be prevented from occurring rather than punished after the event.

58 WA Labor recognises that;

- a)** Animal welfare means how an animal is coping with the conditions in which it lives;
- b)** An animal is in a good state of welfare if (as indicated by scientific evidence) it is healthy, comfortable, well nourished, safe able to express innate behaviour and is not suffering from unpleasant states such as pain, fear and distress. (Source; The World Organisation for Animal Health);

- c)** Growing public concern about the practices being used in the production of animals for food, in science and sport (performance or racing etc) as well as how other (pet, companion and wild) animals are being treated. The public is demanding that animals are treated humanely throughout their lives and that their welfare has been adequately met during this time;
- d)** The current legal framework in place to protect animals relies on legal remedies rather than prevention; and
- e)** The link between acts of cruelty and torture to animals and violent and aggressive behavior in children and adults, is commonly known as the ‘Cruelty Connection’.

59 WA Labor will;

- a)** Work with stakeholders to develop a WA Animal Welfare Strategy;
- b)** Review and introduce amendments to strengthen the Animal Welfare Act 2002 thereby improving outcomes for animals;
- c)** Ensure that a state Labor government adequately funds an independent and effective Animal Welfare Inspectorate;
- d)** Establish a parliamentary committee that can have oversight and inquire into. Matters of animal welfare;
- e)** Work with stakeholders to reduce and eventually eradicate intensive farming in favour of humane food production;
- f)** Promote standardised, regulated, labelling of foods so that consumers are better informed as the demand for humane food increases;
- g)** Provide appropriate interventions for children caught being cruel to animals; and
- h)** Advocate to Commonwealth Government that it establish an independent Commission of Animal Welfare that will monitor, investigate and be able to make commendations to government regarding matters impacting on animal welfare including, inter alia, Commonwealth Model Codes of Practice for intensive animal production, all aspects of the live export industry, inconsistent and ineffective enforcement of animal

welfare laws in states and territories, animal transportation, animals in sport, animals used in experimentation and the killing of feral animals.

- i)** Establish an independent Office of Animal Welfare to improve the protection and well-being of animals and restore consumer confidence by introducing a more robust, independent structure to oversee the State's animal welfare legislation and develop and monitor the delivery of a WA Animal Welfare Strategic Plan.
- j)** The work that an independent office should pursue also developing animal welfare policy and law independent of commercial and animal advocacy interests, based on independent, evidence-based animal welfare science; and monitoring and reporting to Government (and Parliament) on the effectiveness of legislation regulations and policies and practices governing animal welfare with the aim of improving animal welfare outcomes.

LIVE EXPORT

60 WA Labor recognises that:

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

61 To this end, WA Labor will:

- a)** 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;
- b)** Ensure adequate transitional arrangements are in place to facilitate the expansion of a chilled and frozen meat trade;

- c)** Develop and implement an alternative and sustainable economic base for the pastoral industry in the north of WA;
- d)** Work with the Commonwealth government, industry and importing countries to promote the trade in chilled meat from animals humanely transported and slaughtered in Australia;
- e)** 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
- f)** Promote Australian chilled and frozen meat in potential new markets through intensive international promotional campaigns, such as the emerging markets in China.

TRADED SERVICES

62 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.

63 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.

64 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.

65 In addition to measures to promote tourism and the on-line economy a WA Labor Government will develop an active approach to traded services, which will contain the following elements:

- a)** Ensuring the highest quality local demand by delivering to all Western Australian world class public services;
- b)** Ensuring that firms have access to world class infrastructure, particularly in relation to information technology and telecommunications;

- c)** Establishing a services industry taskforce to look at ways of fostering public and private services exports;
- d)** Ensuring that new services companies have equal access to small business and trade promotion programs; and
- e)** Ensuring that serviced industries are adequately represented on the State Development Forum.

PUBLIC SECTOR SERVICE DELIVERY

- 66** 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.
- 67** WA Labor recognises the invaluable role public sector employees play in the provision and delivery of services to the wider WA community, and will negotiate with Public Sector Unions to actively put in place attraction and retention strategies for its workforce, including:
- a)** Plans to ensure that workers in regional centres are not disadvantaged vis a vis their private sector counterparts, or as a result of being based in a region as opposed to the metropolitan area.
 - b)** The provision of adequate regional housing (or subsidies) in terms of supply and quality.
 - c)** Attractive and competitive pay and conditions, including improved employer superannuation contributions.
 - d)** In acknowledging its commitment to public sector employees, Labor will move to close the widening gap in pay and conditions between workers in the private and public sectors; identify itself as an employer of choice and act accordingly and ensure the ongoing maintenance and provision of vibrant public sector services in both metropolitan and regional centres.
- 68** WA Labor recognises that privatisation and Public Private Partnerships (PPPs) can be used as a means of driving down wages, conditions of employment and cutting costs in the delivery of public services.

- 69** Over the long term, public sector areas that are privatised are often left with poor service delivery.
- 70** To ensure that the operation of the Public Sector services provided by and to it are subject to the highest level of public scrutiny, openness and accountability, WA Labor will:
- a)** Require State government agencies to establish detailed mechanisms to monitor the operation of contracts awarded by them to the private sector;
 - b)** Expand the powers of the Auditor General to audit and publicly report on the efficiency and efficacy of taxpayer funded services provided by the private sector; and
 - c)** Require that the private service provider is subject to no lesser standards of scrutiny and responsibility than would apply to a public sector provider of those services, including applicable policies, customer service charters and complaint handling mechanisms, and complies with all relevant legislation including equal opportunity, occupational health and safety and industrial relations legislation.
 - d)** Further that the private service provider is subject to no lesser standards of scrutiny and responsibility than would apply to a public sector provider of those services, including applicable policies, customer service charters and complaint mechanisms, and complies with all relevant legislation including equal opportunity, occupational health and safety and industrial relations legislation.
- 71** 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.
- 72** WA Labor will legislate to prohibit the privatisation of Health, Hospital and Education services in terms contained in the No Privatisation of Schools and Hospitals Private Members Bill 2010.
- a)** WA Labor will legislate so that any privatisation of government business enterprises may only be approved by Parliament where the proposed privatisation would result in:

- b)** Superior service at reduced cost to industry and consumers, particularly to isolated and disadvantaged consumers;
- c)** No decrease in the total level of employment or workers entitlements;
- d)** Positive long term budgets outcomes; and
- e)** A maintenance or improvement in the natural and built environment.

73 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.

74 The federal public sector employs thousands of Western Australians in areas as diverse as Centrelink, Medicare, Biosecurity and Border Protection, Agriculture, CSIRO and Meteorology, Defence, Tax and the ABC.

The federal public sector has always offered decent jobs in communities across WA as well as vital public services that we all rely on. Good public services are the foundation of a strong community.

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

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

TRADING HOURS

75 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.

76 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

77 WA Labor in government will not make any further changes to retail trading hours without first being convinced of the need for such change and without taking into account previously implemented changes and the potential impact of any proposed changes on:

- a)** The level of employment in the retail sector
- b)** The viability of small retailers and the share of market held by major chains
- c)** Small retail business owners and their families
- d)** The viability of local suppliers
- e)** Religious, cultural, sporting and volunteer activities
- f)** Current retail employees, including:
 - Their access to public transport
 - Their ability to undertake family and caring responsibilities
 - Their ability to participate fully in religious, cultural, sporting and volunteer activities

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

CASINO OPERATIONS

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

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

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

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

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

TOURISM INTRODUCTION

- 79** The Tourism industry is one of the largest employment sectors and export income earners in Western Australia and is set to become one of the major industries in the new millennium.
- 80** 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.
- 81** WA Labor believes Western Australia can become one of the world's greatest tourism destinations and we are committed to achieving this goal.
- 82** To succeed it will require:
- a)** Long term planning;
 - b)** Strong partnerships being formed between all interests involved in the industry;
 - c)** Industry development that is environmentally and culturally sustainable;
 - d)** Building on our strategic advantages;

- e)** Regions having the necessary infrastructure; and
- f)** An economic environment that is conducive to growth.

- 83** 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.

- 84** Accordingly, WA Labor will seek to work in partnership with stakeholders to promote and develop tourism's full potential, including the implementation of:

- a)** Effective infrastructure and product development;
- b)** Intrastate, interstate and international marketing campaigns;
- c)** Strategic development of key industry sectors;
- d)** Industry growth and prosperity; and
- e)** Employment opportunities for West Australians.

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

INFRASTRUCTURE AND PRODUCT DEVELOPMENT

- 86** WA Labor will:

- a)** Work with local government, regional and local tourism associations and groups to improve services and attractions in the regions;
- b)** Ensure the Western Australian tourism industry has access to and uses the on-line economy;

- c)** Work with the relevant planning and other authorities to ensure the industry has the room to expand and provide a range of facilities that meet the needs of local, interstate and international visitors in accordance with the destination development strategies;
- d)** Ensure we have competitive and sustainable intrastate air services and promote new international links, including exploring opportunities for developing Perth as an international air tourism and transport hub; and
- e)** Identify and develop key infrastructure requirements to enable WA to host international standard cultural and sporting events.

INTRASTATE, INTERSTATE AND INTERNATIONAL MARKETING CAMPAIGNS

87 WA Labor will:

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

STRATEGIC DEVELOPMENT OF KEY INDUSTRY SECTORS

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

ECO-TOURISM

89 WA Labor will:

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

CARAVAN AND CAMPING

90 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

91 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

92 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 Aboriginal representative bodies, tourism projects to enhance the employment prospects of Indigenous Western Australians in areas in which they live and work, and promote respect and understanding of these unique cultures.

ARTS AND CULTURAL FESTIVALS

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

MEETINGS, INCENTIVE, CONVENTION AND EXHIBITIONS (MICE)

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

EVENTS

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

DIVE & MARINE TOURISM

- 96** 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

- 97** 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.
- 98** 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.
- 99** 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

- 100** WA Labor believes that the tourism industry provides an opportunity to provide rewarding jobs for people throughout the State and especially for young people.
- 101** To achieve this, 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

Employment Maintenance and Job Creation

INTRODUCTION

- 102** Since the foundation of the Labor Party the attainment of full employment and the improvement of wages and working conditions have been at the core of Labor's philosophy.
- 103** 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.
- 104** 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.
 - e)** 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

- 105** WA Labor recognises the need to maintain Western Australia's competitive position both nationally and internationally.
- 106** WA Labor acknowledges wage costs as one of the factors determining our competitiveness. However there are a number of other important factors that must be taken into account:
- 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

- 107** WA Labor recognises that there has been considerable change in the workplace and the workforce and there are many challenges in the rapidly changing labor market.
- 108** 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.
- 109** To address these challenges, WA Labor will:
- a)** ensure that working hours and workloads do not pose a risk to health and safety, and do not prevent appropriate involvement in family and community life, irrespective of the industry or occupation;
 - b)** investigate the effect of the European Union Directive on Working Time, which provides for a limit of an average 48 hours per week, including overtime, in the European Union;
 - c)** promote opportunities for increased employment as an alternative to excessive hours of work

- d)** encourage employers to address staffing levels and workloads as an important component of a policy on working hours, including where appropriate to seek to establish reasonable links between staffing levels and workloads, such as staff to client ratios;
- e)** recognise domestic care workers as employees and will amend the Industrial Relations Act 1979 so that workers in disability and aged care, who may be classified as domestic service workers by employers, are deemed employees and are entitled to minimum conditions of employment; and
- f)** investigate the introduction of a licensing scheme for labour hire agencies in Western Australia to regulate labour hire operators;

CASUAL EMPLOYMENT

- 110** WA Labor is concerned that the employment of casuals on a regular basis is being used to avoid basic working conditions such as sick pay, holiday pay, overtime loadings and job security.
- 111** 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.
- 112** To achieve improvements in this area, WA Labor will
- a)** Ensure that casual, part-time and full-time employment is more clearly defined, and for such definitions to provide the basis for regular casuals to convert to permanent employment if that is their choice. Labor maintains that this approach would have no effect on casual employees who genuinely want to remain casuals and retain their casual loading;

- b)** Improve enforcement of the rights of permanent part-time workers to the pro-rata entitlements of full-time workers, including access to training and promotion;
- c)** Establish minimum and maximum ranges of hours per week/month for part-time employees. improve the quality of part-time employment by generating real choices for employees such as the right to convert to part-time work in the lead up to retirement, in returning to maternity leave, or where required for family or personal reasons;
- d)** Improve the regularity and predictability of working hours for casual, part-time and shift work employees; and
- e)** Extend regulation of working hours and casual and part-time employment to labour hire and contracting firms.

WORK AND FAMILY

- 113** 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.
- 114** Accordingly 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)** Extend paid maternity leave of 14 weeks to all public sector employees;
 - d)** 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;
 - e)** Amend the Minimum Conditions of Employment Act to provide a minimum standard of personal/carer's leave; and

f) 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.

115 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.

116 WA Labor recognises the significance of the public holiday granted for Boxing Day. Consistent with this, WA Labor in government will amend the Retail Trading Hours Act 1987 to provide that, notwithstanding any exemptions to trading hours granted by the Minister, a general retail shop may only trade on Boxing Day if the shop is staffed only by employees who have freely elected to work on that day.

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

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

118 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.

119 Labour Day (or May Day) is an annual public holiday which is held to celebrate the achievements of workers not only in Australia but throughout the world.

Traditionally, Labour Day falls on 1 May in each calendar year. However, in Western Australia, Labour Day falls on the first Monday of March each calendar year.

WA Labor recognises the historical importance of this public holiday and calls upon the WA Labor Government to review the relevant legislation to ensure that Labour Day is held on 1 May of each calendar year.

EMPLOYMENT ASSISTANCE PROGRAMMES

120 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.

121 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.

122 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.

123 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.

124 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.

125 WA Labor acknowledges the particularly crucial and effective role played by group training companies in providing rotated structured training and other opportunities for apprentices who work in smaller companies that have a limited capacity to train in their own right.

INDIGENOUS EMPLOYMENT

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

127 WA Labor recognises that the general and youth unemployment rate of Indigenous Western Australians is unacceptable.

128 WA Labor commits to focus on the reduction of Indigenous unemployment as a major policy priority.

129 WA Labor will establish benchmarks and targets that quantify decreases in Indigenous unemployment rates.

130 WA Labor will encourage Indigenous self-management and economic self-sufficiency.

131 WA Labor believes Indigenous people should have full access to employment and will target areas where Indigenous people are under represented.

132 WA Labor will support the further development of high quality training and employment environments shaped by and for Indigenous Australians.

HOUSING AND CONSTRUCTION

THE EQUITABLE PROVISION OF QUALITY HOUSING

HOUSING

133 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.

134 WA Labor recognises:

a) The importance of providing all Western Australians with a range of accommodation options;

b) The problem of homelessness in our community;

c) The role that community housing plays in meeting the housing requirements of people with special needs or disabilities, young people, people in housing crisis, seniors, people from culturally diverse backgrounds and women and children escaping domestic violence;

d) That a vibrant housing construction industry is a critical element in the state's economy;

e) The importance of having an effective State Housing Strategy in place to address long-term challenges in Western Australia;

f) That the number of Western Australians in 'housing stress' (ie paying more than 30% of their income in housing costs) continues to increase; and

g) That, in order to get into a home of their own, many purchasers are taking out mortgages that put them into housing stress.

135 WA Labor will:

a) Expand the provision of public and other forms of affordable housing;

b) Ensure the provision of more affordable housing by planning and regulation changes to reduce cost;

c) Consult key stakeholders such as local government, unions, tenant organisations, industry bodies and community organisations in the provision of housing;

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

CONSUMER PROTECTION

- 136** 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.
- 137** WA Labor will ensure a high quality of housing and commercial construction in Western Australia.
- 138** 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

- 139** WA Labor believes in improving the total sustainability performance of all buildings, whether residential or commercial in nature, publicly or privately owned.
- 140** 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.
- 141** 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

- 142** 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.

143 WA Labor will:

- a)** Place new emphasis on greater levels of infill urban development to assist in restricting urban sprawl;
- b)** Review and introduce Liveable Neighbourhoods as a mandatory guide for the design of new sub-divisions, and will develop an equivalent guide for in-fill development in existing urban residential areas in consultation with local government and the urban development and building industries; and
- c)** Require the design of new urban sub-divisions to apply the principles of Water Sensitive Urban Design (WSUD), which recognises the linkages in the water cycle between urban development, stormwater systems and the quality of downstream ecosystems.

HOUSING

IMPROVING ENERGY EFFICIENCY

144 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

- 145** 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.
 - e)** Improving Water Balance

146 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

147 WA Labor will work with the housing industry and local government to develop a strategy for the introduction of Waste Management Plans for all residential building activity requiring development approval.

148 Develop specifications and applications for the use of recycled construction and demolition waste materials;

149 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

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

REDUCING ENERGY CONSUMPTION AND GREENHOUSE GAS EMISSIONS

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

CONSERVING WATER IN COMMERCIAL BUILDINGS

152 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

153 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

154 WA Labor will

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

PUBLIC BUILDINGS

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

Greenhouse Ratings (ABGR) System, and make the resulting reports available to the public.

PUBLIC INFRASTRUCTURE

- 156** 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

- 157** 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

- 158** 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 well being of the Western Australian people in that it produces the built environment of housing, commercial and public buildings; our infrastructure of roads, railways, pipelines, power stations and transmission network; and the onshore and offshore installations needed for the resources industries;
 - c)** That the construction industry can provide employment and opportunity for thousands of people of diverse abilities and aptitudes;
 - d)** That the construction industry in Western Australia has been subjected to severe fluctuation in demand that has promoted instability in the construction business and uncertainty in employment; and

- e)** That sections of the construction industry are typified by avoidance of proper training, workers compensation, safety and taxation obligations and seeks to put itself above the law by refusing long established industrial entitlements, such as right of entry, under the false pretence it is unlawful.

- 159** WA Labor will:

- a)** Establish a construction industry council involving construction companies and contractors, unions, a consumers representative and government nominees for the purpose of implementing the objectives set out in the subsequent subclauses of this section;
- b)** Ensure appropriate training, safety, wages and conditions are in place for people employed in the construction industry;
- c)** Ensure that the industry complies with statutory health and safety requirements and will require improved amenities on construction sites;
- d)** Focus on the necessary infrastructure to support the state's major wealth creating resource developments;
- e)** Devise means to counter severe fluctuation in demand and promote stability in the industry;
- f)** Support innovation both in the building and construction section and the building supplies industry and the greater utilisation of information technology in the industry;
- g)** Investigate export opportunities for the building and construction industry and building services and training sectors;
- h)** Assess the annual apprenticeship and training needs of the building and construction industry and develop strategies to meet these targets;
- i)** An incoming Labor Government will legislate to ensure that there is a requirement for all major resource companies to contribute to the Building and Construction Industry Training Fund (BCITF) (through a training levy) at the construction stage of a project. The contribution will be determined based on total project cost. This investment will up skill apprentices and ensure that the building and

construction industry has the skills to meet the needs of the future;

- j)** Reject the Federal Government's attempts to interfere with industrial relations in this state by making divisive and regressive IR policies a contractual condition on Federal projects in WA;
- k)** WA Labor will establish a mechanism to regulate labour hire companies, to ensure that proper industry benchmark employment standards are adhered to on construction projects.
- l)** Develop and implement a licensing and registration requirement for tradespersons working in the commercial construction sector engaged on projects over \$5 million.

INDUSTRIAL RELATIONS PROMOTING FAIRNESS IN LABOR RELATIONS

160 WA Labor believes that the industrial relations system is a defining statement about the society we want. It helps characterize both our society and the community values we hold important.

161 WA Labor will:

- hold principal contractors to account for the actions of their subcontractors;
- analyse the benefit of implementing a statutory requirement for a trust scheme on State Government jobs to protect payments to contractors and their employees;
- implement effective government sanctions on principal contractors that use companies who engage in pyramid subcontracting and sham contracting arrangements; and
- apply a vigorous auditing process to hold principal contractors and employers to account.

162 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.

163 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.

164 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.

165 WA Labor believes that strong right of entry laws for unions lead to better industrial protections for workers and safer workplaces.

166 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.

167 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.

168 WA Labor believes that quality public services are best delivered by government encouraging and maintaining direct employment in all government departments, agencies and corporations.

169 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.

170 WA Labor believes that justice for all employees, regardless of where they work, is best secured by strong unfair dismissal protections.

171 WA Labor will establish and operate ethical standards and codes of practice to the highest possible standard. These standards will be based on the principle of open government and administration and will encourage review and transparency in decision making.

172 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

173 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.

174 The most important source of both security and income for West Australian families is participation in the workforce. Labour is not a commodity, but an important element to our well being.

175 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.

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

A FAIRER LEGAL FRAMEWORK

177 WA Labor believes that the legal framework of industrial relations should reflect the following important principles:

- a)** To provide fairness for all parties involved in industrial relations, recognising that different relationships of power exist between the parties;
- b)** To ensure that all employees are entitled to relevant, consistent and secure conditions of employment;
- c)** To ensure that employee entitlements are protected in the circumstances of a transmission of a business or part of a business or when a contract for service changes;
- d)** To provide opportunities for and encourage fair, good faith, collective bargaining;
- e)** To emphasise the importance of conciliation and arbitration in dispute resolution;
- f)** To promote the relevance and primacy of the Western Australian Industrial Relations Commission (WAIRC);
- g)** To apply equally to all workers irrespective of the size of their employers business;
- h)** To be extended beyond a narrow definition of employees to include those in employment-type relationships;
- i)** To reduce the increasing 'legalism' of the system and remove barriers to workers accessing rights;
- j)** In industries regulated by the State Government such as security, childcare and disabilities, all new employees are required to attend an induction program, to be held by the relevant department and that Unions representing those workers are able to attend; and
- k)** To ensure that any award modernisation process does not disadvantage award dependent workers, and continues to strengthen and improve awards as living documents.

178 WA Labor believes that all employees are entitled to a range of minimum conditions of entitlements which will be enhanced in accordance with the recommendations of the Review of the Labour Relations Reform Act 2002.

179 WA Labor recognises that collective bargaining is not necessarily beneficial for all workers, particularly in low paid industries. WA Labor will ensure that a range of minimum conditions and entitlements are enhanced in accordance with the recommendations of the review of the Labor relations reform Act 2002.

180 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.

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

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

183 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.

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

185 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.

186 The WA State Labor Government will review the QLD Labour Hire Licencing Bill 2017.

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

Once this legislation is enacted, it will combat the exploitation and underpayments in the labour hire sector and will enforce the following (among other things):

- 1 . Require all labour hire companies to apply for a licence within 28 days of the legislation coming into effect;
- 2 . 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;
- 3 . Licence inspectors will have the power to enter workplaces without warrant; and
- 4 . Will allow licence inspectors to seize documents and property believed to be in connection with an offence.

RECKLESS OR GROSS NEGLIGENT CONDUCT

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

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

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

190 In Government, WA Labor will legislate to enact the following health and safety principles:

- a) Every worker has the right to a safe and healthy work environment;
 - b) Every person conducting a business or undertaking (PCBU) has a duty to provide this;
 - c) Compliance with this duty by a PCBU will ensure a work environment free of hazards and thus free of exposure to hazards, illness, disease and death;
 - d) Work Health and Safety legislation must provide a range of sanctions to reflect the range of exposures to hazards, illness, disease and death experienced by workers;
 - e) An appropriate sanction for breach of WHS law should include a jail term for seniors officers of a PCBU;
 - f) Maximum terms, reflecting the seriousness of the breach, should be 20 years;
 - g) Legislation must ensure that jail is a reasonable and foreseeable prospect for serious breaches of WHS duty;
 - h) Acts or omissions that are reckless or grossly negligent form the test of what may attract a jail term;
 - i) Where a regulator fails to initiate a prosecution, a union or another party with an interest must have a right to initiate a prosecution; and
 - j) The ability of any affected person to seek an independent review of the failure of a regulator to initiate a prosecution (by a separate body, such as the Director of Public Prosecutions) must be included in any future WHS legislation.
- 191** 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
- 192** WA Labor is committed to ensuring that a number of fundamental rights are established in Australian workplaces for workers and union delegates. These include:
- a) The formal recognition of the representative role of union delegates in the workplace;
 - b) The absence of discrimination or harassment in employment;
 - c) The right to bargain collectively;
 - d) The right to be informed and consulted before decisions are made that will have a significant effect on employment or work;
 - e) The right to reasonable time off to consult with other workers and participate in the affairs of the union;
 - f) The right to trade union education;
 - g) The right of union delegates to appropriate facilities for carrying out their role including consulting with workers and their union;
 - h) 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.
- 193** 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**
- 194** Labor recognises that workers are often excluded from access to the Commission if they do not fit neatly into the definition of ‘employee’.
- 195** 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 dispute.
- 196** 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.

197 The WA Labor State Conference applauds the support of the Gillard Government in the ASU's equal pay case for the social and community services sector.

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

199 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.

200 WA Labor believes that:

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

PAY EQUITY

201 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.

202 Accordingly WA Labor believes that an Equal Remuneration Principle ought to be inserted in the state wage fixing principles for application when the Commission:

- a)** Makes, amends or reviews awards;
- b)** Arbitrates industrial disputes about equal remuneration; and
- c)** Values or assesses the work of employees in 'female' industries, occupations or callings.

203 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.

204 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

205 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.

206 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.

207 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

208 WA Labor recognises the disadvantaged position of outworkers—such as those labouring in the textile, clothing and footwear (TCF) sector—when compared with the rest of the labour force. As workers subjected to the most insecure and vulnerable forms of precarious employment, outworkers require specific regulatory protection in order to control the exploitative conditions under which they are engaged.

209 WA Labor is committed to ensuring that outworkers throughout Western Australia Australia are engaged under secure, safe and fair systems of work.

WORKPLACE HAZARDS: PREVENTION TREATMENT, COMPENSATION

WORK HEALTH AND SAFETY

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

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

- a)** Strengthening state Work Health and Safety Laws;
- b)** Working with other states and territories to ensure that the national harmonised framework of work health and safety laws is maintained and strengthened with the highest international standards;
- c)** Ensuring that WorkSafe and the Department of Mine Safety is well resourced and empowered to be a tough regulator;
- d)** Blocking attempts to expand the Comcare scheme;
- e)** Developing a strong regulatory framework which ensures the health, safety and well being of FIFO workers;
- f)** Ensuring all decision making forums are genuinely tripartite; and
- g)** Increasing resources for research, standards setting, information and inspection by WHS regulators.

212 A WA Labor Government will improve our occupational health and safety laws in the following areas:

- a)** Consultation on WHS representative rights;
- b)** Industrial manslaughter;
- c)** Third party ability to prosecute for breaches of Work Health and Safety Laws;
- d)** Onus of proof on employers;
- e)** Minimum standards for work accommodation facilities & camps;
- f)** Tripartism;
- g)** Right of entry permit holders; and
- h)** Implement a system of responsibility based on the “hierarchical” chain of command of an employer organisation.

213 WA Labor believes that a strong and empowered health and safety regulators is essential to ensure compliance with work health and safety laws. Labor will do this by:

- a)** Increasing funding to WorkSafe;
- b)** Ensuring that there are sufficient active inspectors to perform the work expected and efficiently service the entire state;
- c)** Investigating alternative models of funding for WorkSafe including industry levies;
- d)** Ensuring regular and comprehensive public reporting of injury, disease and fatality statistics; and
- e)** Investigating creating a single, cross-jurisdictional Work Safety and Health inspectorate encompassing the general, resource, and onshore sectors.

214 WA Labor condemns the State Government for the inaccurate reporting of workplace fatalities and calls for all transport related fatalities which occur in the course of a worker’s duties to be classified as work related.

215 A WA Labor Government will implement legislation to provide for immediate entry into workplaces for properly trained and credentialed union officials to ensure compliance and to inspect and investigate suspected breaches of the WHS Act and Regulations.

- 216** A WA Labor Government will advocate for Safe Work Australia and National Offshore Petroleum Safety and Environmental Management Authority to become genuinely tripartite bodies.
- 217** WA Labor recognises that Western Australia is lagging behind international work health and safety regulators at appropriately classifying cancer causing carcinogens in the workplace and commitments a WA Labor Government to implementing appropriate regulation to recognise these carcinogens.
- 218** A WA Labor Government will implement legislation to allow for trade unions and other third parties to bring about prosecutions against breaches of the Work Health and Safety Act and Regulations.
- 219** WA Labor will legislate in its first term to make industrial manslaughter an Offence under the criminal code.
- 220** 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.
- 221** WA Labor believes that an open and transparent safety environment will deliver better outcomes for employees and businesses working in Western Australia. Reports and managements plans that result from a legislative framework or statutory body or officer are public property and therefore should be available for scrutiny by the public. WA Labor in Government will do everything that is necessary to ensure proper parliamentary and public scrutiny of all Occupational Health and Safety related reports, investigations, management plans and statistics.

WORKERS' COMPENSATION AND INJURY MANAGEMENT

- 222** WA Labor believes that workers' compensation should be available on a no-fault basis where an injury "arises out of or in the course of employment", even where it is the aggravation of an existing injury or disease.
- 223** WA Labor believes that the following principles should form the core of Western Australia's workers' compensation scheme:
- a)** Premiums must recover the costs of the system as well as encourage safe work practices;
 - b)** A range of statutory and common law remedies should be available to injured and diseased workers. Statutory benefits must be measured by their equity and adequacy;
 - c)** Workers should have equal access to workers compensation regardless of age;
 - d)** That workers' compensation self-insurance should only be available to employers who show strong commitment to workers' rights and occupational health and safety and that manage regulatory safeguards are needed to ensure that current self-insurers meet the highest possible standards;
 - e)** Unions must have the power to enforce non-compliance with workers compensation law;
 - f)** The dispute resolution System should be a quick, easy, effective and legally binding mechanism to resolve disputes about all aspects of the workers' compensation system;
 - g)** Workers should have the right to be represented in all stages of the workers compensation and injury management system;
 - h)** Return to work should be elevated as a central tenant of workers compensation by:
 - i)** placing an absolute obligation on employers to provide suitable duties;

- ii) preventing termination unless the injury management plan states that the return to work goal is a different job and a different employer; and
- iii) incentivising the employment of injured workers.

- i) Journey claims and recess claims should be covered by the system;
- j) Weekly payments should be set at a level equivalent to an injured worker's ore-injury average weekly earnings irrespective of their fitness for work and should not be subject to any caps or step-downs;
- k) Costs associated with medical and all related treatment should be covered for workers' compensation purposes with no arbitrary caps or limits; and,
- l) Work Capacity Reviews and Decisions should be removed from the workers' compensation legislation. Consideration of a worker's functionality is properly addressed as part of their rehabilitation plan.

224 Labor is committed to the following principles with respect to workers' compensation:

- a) That casual employees who have been regularly and systematically engaged be entitled, in addition to any other entitlement, to be paid their average weekly earnings from the date of injury until their claim is either (a) accepted and weekly payments of compensation begin, or (b) rejected.
- b) That permanent employees who exhaust their sick leave entitlements before their claim is either (a) accepted and weekly payments of compensation begin, or (b) rejected are, in addition to any other entitlement, to be paid their weekly earnings until their claim is either (a) accepted and weekly payments of compensation begin, or (b) rejected.
- 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 rather than to simply advise the employee. Further, on receipt of such application, Workcover would be required

to determine if the employee consents and, if unable to make such a determination, or in the event that the employee does not consent, convene a conciliation conference in the first instance to seek to resolve the dispute.

- 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.

225 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.

226 WA Labor recognises that the majority of work related cancers are uncompensated and will investigate avenues to compensate exposure to known carcinogens in the workplace.

227 Weekly compensation payments should be consistent with a worker's ore-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.

228 Volunteers who are injured in work situations should be recognised under workers'

compensation legislation and be entitled to make claims.

- 229** A WA Labor Government will extend presumptive cancer legislation to eligible fire fighters employed by the Department of Parks and Wildlife.

STRENGTHENING OF THE OHS INSPECTORATE

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

- 231** 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.

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

WORKERS COMPENSATION SYSTEM

- 233** WA Labor believes that:

- a)** A range of statutory and common law remedies should be available to injured and diseased workers. Statutory benefits must be measured by their equity and adequacy;
- b)** A balanced and expeditious dispute resolution is critical for an equitable workers' compensation system;
- c)** Dispute resolution must recognise the right of injured workers to adequate representation;
- d)** Whilst the vast majority of injured workers return to work within a relatively short period, those people with disabilities who have impaired work capacity are entitled to dedicated rehabilitation efforts to support a return to meaningful employment with sufficient funds available;

- e)** Workers should have equal access to workers compensation regardless of age;

- f)** Weekly compensation payments should be consistent with a workers pre-injury earnings and Labor will oppose any step down arrangements to compensation which reduce injured workers weekly payments or excludes payments such as shift loadings, overtime or penalty rates;

- g)** That workers compensation self-insurance should only be available to employers who show strong commitment to workers' rights and occupational health and safety and that stronger regulatory safeguards are needed to ensure that current self-insurers meet the highest possible standards; and

- h)** Costs associated with medical and all related treatment should be covered with no caps or limits.

- i)** That PTSD presumptive legislation protections are developed for Police, Fire and Emergency service personnel.

- 234** WA Labor will investigate alternative means of ensuring comprehensive workers' compensation cover for all Western Australian workers.

- 235** 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.

- 236** 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.'

- 237** Workers, who are injured travelling to and from work, and during recess periods of the working day, should be entitled to full access to the workers compensation system through legislated JourneyCover arrangements.

- 238** 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

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

240 With an increasing flexible and competitive working environment many employees lack security with regard to their entitlements or are unable to accrue and attain the ordinary entitlements accepted as a basic right in full time long term employment.

241 WA Labor supports:

- a)** Workers exercising choice in regard to the security of their entitlements, particularly the use of "not for profit" industry based trust funds with employer and employee representation that provides 100% accrued entitlements;
- b)** Choice for workers as to where their entitlements are placed;
- c)** Portability of entitlements, particularly long service leave; and
- d)** Establishment of the concept of service to the industry as opposed to service to individual employers as a basis for accruing entitlements, particularly long service leave.

242 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.

243 WA Labor recognises that the current Liberal Government public sector wages policy has been applied inconsistently, resulting in equity between public sector groups, particularly lower wage earners.

244 WA Labor will:

- a)** immediately review the current government's public sector wages policy; and

b) properly fund wage increases for those workers most disadvantaged by the policy, where this policy has created inequity between different public sector groups. These increases will remove inequity between those public sector groups.

245 WA Labor will work with industry and unions to develop portable LSL schemes for private sector employment areas with high labour turnover.

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

PUBLIC SECTOR EMPLOYMENT

247 WA Labor will amend relevant legislation, such as the Public Sector Management Act and the Industrial Relations Act, to ensure that public sector employees, including Senior Executive Service employees, have access to the industrial relations tribunal for all industrial matters.

248 WA Labor recognises that the previous Liberal Government public sector wages policy has been applied inconsistently, resulting in equity between public sector groups, particularly lower wage earners. WA Labor will:

- a)** immediately review the current government's public sector wages policy; and
- b)** properly fund wage increases for those workers most disadvantaged by the policy, where this policy has created inequity between different public sector groups. These increases will remove inequity between those public sector groups.

249 WA Labor will establish an agreement with relevant unions of government employees on the systems and processes for managing change and organisational reviews and structures.

250 WA Labor will, in consultation with relevant unions of government employees, review the use of labour hire, independent

contractors and consultants to ensure that such employment or contract arrangements are used only where necessary and in accordance with ALP policy on government and determine the need for amendments to the Public Sector Management Act or other relevant legislation.

- 251** 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.
- 252** WA Labor will establish a process for independent review of decisions on recruitment and selection for appointment and promotion of government employees for both process and outcomes that ensures the primacy of merit selection.
- 253** 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.
- 254** 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.
- 255** WA Labor will, where possible, return outsourced services to the public sector.

GOVERNMENT PROCUREMENT AND INDUSTRIAL RELATIONS STANDARDS

- 256** WA Labor in Government will conduct a properly resourced review of WA government expenditure and regulation to ensure its decisions promote collective bargaining, fair wages and conditions and increased productivity.
- 257** A WA Labor Government will review all procurement policies and practices to ensure the following:

- a)** That preference in awarding contracts is given to those companies that are prepared to work within the Labor Governments industrial relations framework; that is, which have a positive approach towards the rights of trade unions and their members and respect the right of employees to become members of the appropriate union and which do not promote individual employment contracts as a mechanism to undermine collective bargaining and the Award system;
- b)** That a Labor Government will only do business with companies that abide by all employment and employment related laws, including awards, enterprise agreements, superannuation, workers compensation, health and safety and taxation obligations; and
- c)** That all successful tenderers for cleaning contracts in Government owned buildings will be signatories of the United Voice "Cleanstart Principles".
- d)** That government at all levels should be subject to the same reporting requirements as the private sector and should always have regard to ethical labour practices when awarding contracts for goods and services provision. WA Labor will ensure public procurement contracts are only be awarded to companies that provide evidence of due diligence to minimise the risk of modern slavery and maximise compliance with employment standards in their supply chains.

258 Further WA Labor expects that such companies will ensure any sub-contractors will also comply with these provisions.

259 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.

- 260** Further a WA Labor Government will ensure that there is a willingness by government departments to exercise this power.
- 261** Where a WA Labor Government intends to change or issue tenders for any major contract for the provision of goods or services it shall ensure that no new contract is entered into that disadvantages those employees of the out-going contractor, with respect to employment including continuity of employment and entitlements, wages and conditions and maintenance of labour levels.
- 262** 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.
- 263** A WA Labor Government will ensure at least fifty per cent of buses and trains for the Public Transport Authority of WA are manufactured locally. Tenders will be structured to ensure preferential treatment of local manufacturers in order to protect and lift the skill base of the Western Australian workforce, create local jobs and help in the diversification of the State Economy.
- 264** WA Labor will improve and enhance the power and authority of the WAIRC over workers employed by the State of WA
- 265** The WA Labor Government will implement an amendment of the Priority Start Building Program to ensure any sub-contractors tendering for contracts which involve trade work on State Government projects, have at least 5% of their total workforce including all other related entities engaged as apprentices (or through group apprenticeship arrangements).

MINERALS AND ENERGY

The Responsible Development of Western Australia's

Resources

INTRODUCTION

- 266** 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.
- 267** 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.
- 268** 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

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

- f) Investigate ways to increase 'green fields' exploration undertaken in the State.

BALANCING DEVELOPMENT

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

Economic

- a) Encourage exploration and development of mineral and energy deposits;
- b) Promote Western Australia as an international centre for the mining industry and create a long term plan for the development of the industry;
- c) Promote the development of products and technologies which reduce pollution and greenhouse emissions and add to environmental sustainability;
- d) Promote research to improve the efficiency, safety and environmental performance of the minerals and energy sector;
- e) Promote the sourcing and purchase of locally manufactured and fabricated products and local services where possible, for use in every stage of a project;
- f) Promote downstream processing projects in Western Australia, including by ensuring there is adequate infrastructure and suitable sites for projects;
- g) Ensure that new developments optimise the use of existing infrastructure;
- h) Ensure that infrastructure agreements serve the financial interests of the State and that major projects entailing State Government or statutory authority infrastructure expenditure are subject to social impact, energy audits, economic and environmental cost/benefit analysis and public scrutiny;
- i) Ensure the industry contributes adequately to the cost of infrastructure requirements;
- j) Recognise that Western Australia's mineral resources are an important non-renewable asset which should only be exploited in a manner that maximises benefits to Western Australia;
- k) Ensure that the levels of royalties in minerals

are at levels that ensure project economic viability while maximising returns to the community;

- l) Work to ensure that mining companies active in Western Australia do not use their place in the global market to drop the price of commodities in order to drive out other local mining companies, thus reducing employment, community and taxation returns;
- m) Insist that all existing and new mineral and energy developments enforce the highest possible standard of safe working practices;
- n) Ensure the mining and extractive industries adequately fund education and training for its workforce through an Industry Training Council involving key representatives from all levels of industry;

Social

- o) Ensure that all minerals and energy sector development proposals and plans are accessible to the public and subject to social and environmental impact assessments;
- p) Such assessments will include public review and community consultation;
- q) Ensure the protection of Aboriginal sacred sites and cultural heritage and that all reasonable demands by the local Aboriginal community for compensation, and participation in the benefits of developments, are met with a view to facilitating Aboriginal 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.
- 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

271 WA Labor recognises the importance of the provision of energy for economic development and householders. The provision of energy needs to balance a range of interests such as sustainability, affordability, available resources and latest technology. WA Labor will develop and implement a plan to generate 20% of Western Australia's energy production from renewable energy resources by 2020.

272 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;

ENERGY UTILITIES

273 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

274 Recognising the problems, hazards and dangers of nuclear power, especially relating to:

- a)** The safety of the nuclear fuel cycle;
- b)** The unsolved problems pertaining to the reprocessing and storage of radioactive wastes and spent plant;
- c)** The growing concern about the biomedical effects of even low radiation;
- d)** The coupling of nuclear energy and nuclear weapon development;
- e)** The added danger of a future plutonium economy and the threats to civil liberties involved in a nuclear economy; and
- f)** The fact that Labor policy contained herein

on fossil fuels, energy conservation and renewable resources will ensure Western Australian energy self sufficiency.

275 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.

276 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

Regional Western Australia: Sustainable Regions for a Sustainable Future

INTRODUCTION

277 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.

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

279 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.

280 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

281 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.

282 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.
- 283** 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.
- 284** 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.
- 285** 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.

- 286** 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

- 287** 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.
- 288** 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.

- 289** 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 co-operation for FIFO workers.

In recognising that FIFO and other long-distance commuting arrangements have a place in the employment landscape, Labor will mandate to improve this work practice for the benefit of all workers, their families and local communities. In government, WA Labor will establish a regulatory framework that:

- Ensures FIFO work arrangements are limited to genuinely remote and temporary operations and that workers are provided with genuine choice over where they live;
- Introduces uniform accommodation standards that exclude motelling, hot-bedding and double-bunking and take into consideration the unique challenges associated with FIFO work arrangements. These standards will address camp operational procedures to ensure workers have rights and freedoms when in accommodation camps;
- Ensures that all camp operators adhere to a uniform set of standards around camp infrastructure. This includes ensuring workers in accommodation villages have uninterrupted access to modern digital technology including the internet, Skype and mobile phone reception;
- Addresses the mental health impacts of FIFO work arrangements and introduces a uniform set of standards to mandate the provision of independent on-site mental health professionals on all resource projects;
- Ensures key stakeholders, including Local Government, are engaged where the project will be located to address social and community infrastructure requirements;
- Ensures that project approval regulations stipulate a requirement for all companies to submit a local employment policy plan, to maximise local job opportunities;
- Recognises the difference between the construction phase and the operations/

production phase of a project and introduce enforceable limits on high compression rosters (generally used in the construction phase of a project). This may be in the form of uniform minimum standards on roster length to optimise FIFO work arrangements for the benefit of workers, their families and the broader community. These standards will also ensure that travel time is properly taken into account as a part of working hours and this is to be taken from the usual place of residence of the FIFO worker and not the point of hire

LOCAL DECISIONS BY LOCAL LEADERS

290 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.

291 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

292 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.

293 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.

294 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.

295 WA Labor will cooperate with Federal Government and agencies to, as a matter of urgency, ensure that comprehensive consultation with Aboriginal communities defines their prioritised needs and wants following the abolition of ATSIC.

296 WA Labor recognises the largely unrealised benefits of Aboriginal plant knowledge and tourism and will implement further programs to facilitate these endeavours at the community level.

297 WA Labor recognises that the long and ongoing relationship of Aboriginal people with land is an essential element in restoring the environment and will increase the role of local Aboriginals in the planning for and implementation of land management.

A SOUND ECONOMIC BASE FOR OUR REGIONS

298 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.

299 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

300 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.

301 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.

302 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:

303 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 aboriginal 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.

304 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.

305 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.

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

307 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.

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

309 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

310 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.

311 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.

312 WA Labor will promote greater accessibility and availability of LPG and CNG for motorists and the transport industry in Regional Western Australia.

313 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

314 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.

315 WA Labor will reinforce the role of the Department of Agriculture to maximise support for existing agricultural industries and the development of new initiatives.

316 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.

317 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.

318 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.

319 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.

320 WA Labor will work with the Australian Government to protect Western Australia's scientifically based quarantine standards.

321 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

322 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.

323 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

324 Land management, water quality and salinity are issues that are collectively putting rural and regional communities at risk. WA Labor's preferred approach to water and

land management is based on the following principles:

- a)** An integrated catchment management be adopted in the planning and implementation of land and water conservation measures;
- b)** A participatory, “ground-up” approach must be used to empower local communities to take responsibility for their catchments, with substantial support from Government Departments and Agencies;
- c)** Land managers must be involved in the effort.

325 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.

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

PASTORAL LAND TENURE

327 WA Labor recognises that the pastoral land tenure system must enhance sustainable land management practices, protect the existing land base and provide for the economic viability of leaseholders. We also recognise that the majority of the State’s pastoral leases have significant degradation and related productivity issues which should be actively

addressed. To promote these objectives, a WA Labor Government will seek to:

- a)** Work with leaseholders and other stakeholders to explore new forms of tenure which:
 - i)** permit leases to be accepted by mainstream lenders as security for loans;
 - ii)** allow part or full diversification into other non-pastoral economic activities such as tourism;
 - iii)** recognise and work within the natural carrying capacity of the land;
 - iv)** promote enterprises which assist in remediation of degraded lands.
- b)** Promote efficient pastoral production without degradation of the rangeland and deterioration of the waterways;
- c)** Investigate the costs and benefits of a voluntary stewardship program which actively supports and encourages leaseholders to remediate degraded areas and protect areas of conservation or production value
- d)** Monitor the condition of pastoral leases to improve management and to ensure that all future land-use options are retained;
- e)** Consider the excision of discrete areas of pastoral leases and the release of that land as freehold titles to allow for the development of horticultural and other intensive agricultural pursuits;
- f)** Support the development of horticultural and other intensive agricultural pursuits in pastoral areas and explore the best mechanisms for achieving this; and,
- g)** 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

328 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.

329 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.

330 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.

331 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

332 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.

333 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.

334 WA Labor will:

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

TIMBER AND THE TIMBER INDUSTRY

335 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.

336 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.

337 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.

338 WA Labor recognises that the social, environmental and economic potential of Western Australian native forests are equally important and that these native forests have been substantially degraded by human intervention when measured by size and overall forest health. WA Labor recognises that introduced plants and animals in Western Australian native forest ecosystems is a significant factor in this and will investigate methods of cost effectively reducing them so that these methods can start to be implemented during the period of the present Forest Management Plan.

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

SMALL BUSINESS

DEVELOPING SMALL BUSINESS

INTRODUCTION

340 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.

341 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.

342 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

343 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.

344 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

345 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.

346 WA Labor will utilise mechanisms available to it, including legislation, to create the best possible fair trading environment.

347 WA Labor is also concerned about small and micro businesses being compelled by larger entities to operate their businesses in certain ways in order to obtain work or supplies.

348 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.

349 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.

350 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.

351 WA Labor will:

- a)** Examine methods of simplifying the legal system in order to ensure that small investors and creditors have access to speedy and inexpensive legal redress against breaches of fiduciary duty; and
- b)** Assist with the development of a legal insurance policy or other mechanisms that enable small business to have access to legal advice and representation.

MINIMISING COMPLIANCE COSTS

352 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.

353 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

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

WESTERN AUSTRALIAN AND AUSTRALIAN MADE PRODUCTS

- 357** WA Labor is concerned that successive Liberal Governments have effectively destroyed the “Australia Made” campaign to the great disadvantage of the small business sector.
- 358** In contrast, WA Labor will actively promote

the “Buy Local” policy and prevail upon the Federal Government to reintroduce a campaign to promote Australian made goods.

SMALL BUSINESS PROMOTION AND DEVELOPMENT

- 359** 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.
- 360** 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

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

PLANNING AND SMALL BUSINESS

- 363** Fluctuations in the supply of retail trading space in the metropolitan area has unnecessarily caused undue financial difficulty for small business retailers.
- 364** WA Labor will protect the interests of small

business retailers by:

- a) Requiring impact statements on new centres that may have an impact on existing retailers;
- b) Giving retailers the opportunity to comment on the impact statement; and
- c) Requiring the regulatory authorities considering development proposals to take into account their likely impact on existing small business.

ANTI-TRUST LAWS

365 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.

366 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

367 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

368 WA Labor will continually explore ways of reducing insurance costs for small business.

369 WA Labor acknowledges the cost of public liability insurance is having a detrimental impact on small business.

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.

In government WA Labor through economic inducements will:

- Plan for the transition from fossil fuels to renewable technologies.
- Encourage investment in research, development and manufacturing in partnership between WA's tertiary institutions, industry and government economic agencies.
- Encourage new housing and industrial developments to have 50% + renewable aspirational targets.
- Develop greenfield manufacturing centres strategically placed to retrain and redeploy jobs lost in ageing and redundant energy producing technology.
- Develop and retain WA rare earth resources and processing that is critical in the manufacture of renewable technologies.

TRADITIONAL OWNERS

WA Labor recognises that the long and ongoing relationship of Aboriginal people with land is an essential element in restoring the environment and will increase the role of local Aboriginals in the planning for and implementation of land management this includes recognition of Traditional Owners to have included in any project development agreement the recognition that "no means no".

PROCUREMENT

WA Labor affirms its commitment to local content and local jobs. This conference calls upon WA Labor, when in government, to ensure that there is a local content component in all government procurement contracts.

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.

WA Labor will engage with key stakeholders to develop a government audit strategy that will ensure contractors engaged on state government projects uphold the highest occupational and health and employment standards. This audit strategy will ultimately prevent contractors or sub-contractors that have consistently breached AS4801, statutory employment obligations and industrial instruments from tendering for and becoming engaged on state government projects.

WA Labor believes that all state government funded projects should set an industry standard for the subcontractors and contractors engaged on these projects. WA Labor will commit to establishing an independent body or mechanism to ensure principal contractors do not impose unfair conditions on sub-contractors as well as guarantee security of payment for all works done on Government projects.

RESOLUTIONS

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

371 Conference resolves to support Federal Labor's commitment to undertake a comprehensive review of Australia's tax system.

WA Labor is encouraged by current policies concerning federal tax concessions for negative gearing, superannuation and capital gains and recognises that growing community outrage towards growing wealth and income inequality is symptomatic of a need for a more radical overhaul of the tax and welfare system.

WA Labor notes that no major and lasting tax reforms have been achieved federally since the implementation of the Goods and Services Tax over 17 years ago.

WA Labor notes the objectives outlined in the 2008 Henry Review which sought create a tax structure that will position Australia to deal with the demographic, social, economic and environmental challenges of the 21st century and enhance Australia's economic and social outcomes.

WA Labor supports reforms to the Nation's tax and transfer system that align with progressive Labor values for fairness, equity, compassion and the creation of economic opportunities for all Australians.

372 This State Conference notes with serious concern the most recent developments in federal industrial legislation being pursued by the Turnbull Coalition Government.

In particular, Conference notes the terms of the Fair Work Amendment (Corrupting Benefits) Bill 2017 and the Fair Work (Registered Organisations) Amendment (Ensuring Integrity) Bill 2017.

This seriously flawed legislation represents the latest concerted attack by the Turnbull Government on organised labour and the most fundamental labour rights such as freedom of association.

Moreover, the Government's stated intention with these Bills of improving union governance and protecting the public interest is completely disingenuous. In truth, these laws are designed to provide a thin cover for their attacks on outspoken trade union critics, the longstanding connection between the ALP and the Australian trade union movement and to help generate criticism of parliamentary colleagues who have a trade union background.

This State Conference supports laws which

provide appropriate criminal sanctions for those found to have engaged in the payment or receipt of corrupting benefits designed to improperly influence people who hold important positions in the community. This includes holders of public office such as politicians as well as trade union and corporate office holders. The proper place for those laws is in the criminal law, not through ad hoc additions to industrial law, which is not a criminal jurisdiction. In this respect, Conference notes that Western Australian criminal law already provides for a penalty of seven years imprisonment for these kinds of offences.

This State Conference also supports the right of workers to determine for themselves the internal structures of the trade unions that they belong to without undue interference from the Federal Government.

Trade unions are voluntary, democratic associations and as such it is the members of those unions who should be able to determine whether or not they want to merge with other organisations. These are fundamental components of the right to freedom of association which are guaranteed by international instruments such as International Covenant on Economic, Social and Cultural Rights and the ILO's Convention 87 Freedom of Association and Protection of the Right to Organise (1948). The proposed 'public interest' test in the 'Ensuring Integrity' Bill is not a genuine 'public interest' test. It deprives workers of this most basic right. It is made worse by the retrospective operation of the record of compliance aspect of this test.

Conference condemns this legislation in the strongest possible terms.

373 The WA Labor State Government will include provisions in its procurement policies to ensure that tender documents and government contracts require the successful bidder on government projects to develop a workplace mental health plan which covers the following key areas:

- 1 . Reduce harmful impacts of work;
- 2 . Promote positive aspects of work;

- 3 . Improve mental health and suicide prevention literacy;
- 4 . Facilitate early intervention and treatment;
- 5 . Provide return to work and ongoing support;
- 6 . Peer based and industry wide programs such as MATES in Construction; and
- 7 . Sites near high risk / iconic locations for suicide, such as mental health facilities, should include specific provisions for limiting access to the means of suicide by the public.

374 The WA Labor State Conference calls upon the Federal Turnbull Government to stop unskilled temporary visa holders working in high risk industries such as construction. Stopping unskilled and unqualified overseas labour will reduce and limit the risk of injuries and fatalities on construction sites in Western Australia.

375 The WA State Conference condemns Martin Ferguson for his persistent attacks against the Victorian State Secretary of the CFMEU John Setka, the proud history of the union movement, penalty rates for working people, the sovereign right of Australian workers in the offshore oil and gas sector and the Australian Labor Party more generally.

The WA State Conference calls on Vic Labor to "cut ties" with Martin Ferguson and immediately expel Martin Ferguson from the Australian Labor Party.

The Australian Labor Party was founded by the trade union movement on the principle that collective action is the best way to improve circumstances of working people in the community. The WA State Conference recognises the tireless effort made by trade unions to secure first class working conditions for the Australian working public.

376 This State Conference calls upon the WA State Labor Government to develop and implement amendments to the Construction Industry Portable Paid Long Service Leave Act 1985 to include the following:

- 1 . Long Service Leave payments to workers be based on their ordinary time earnings

including any allowances or loadings paid to workers during ordinary hours of work;

- 2 . Long Service Leave contributions by employers to be based on the ordinary time earnings of their employees including any allowances or loadings paid to workers during ordinary hours of work;
- 3 . Construction work performed on ships, on Offshore Vessels, Off-shore Platforms, Rigs, Barges, FPSOs to be included in the scope of the Construction Industry Portable Paid Long Service Leave Act 1985;
- 4 . The period in which accrued Long Service Leave will be forfeited be extended from 2 years to 5 years; and
- 5 . The time for which employees can access their Long Service Leave be reduced from 15 years to 10 years.

377 The WA State Labor Government will develop and implement a system of responsibility based on the “hierarchical chain of command of an employer organisation within the Occupational Health and Safety legislative framework.

This will establish a system of accountability to ensure the liability for workplace safety and health breaches are not “shifted” from one party to another and that the responsibility for safety compliance is lead from the highest level of the organisations management.

378 WA Labor recognises that the time requirement for Health and Safety Representatives to acquire training under the Occupational Safety and Health Regulations 1996 (“the Regulations”) is too long. Currently, under the Regulations, training for Health and Safety Representatives are required to take place within a 12 month period. In the construction industry (in many instances), the construction project is completed well within the 12 month period.

In this regard, this State Conference moves that the WA State Labor Government will develop and implement amendments to Part 2 Division 1 2.2(3) of the Regulations by reducing the time requirement for the provision of training from 12 months to 3 months.

379 This Conference congratulates the WA State Labor Government for its decision to reform the Occupational Safety and Health Act 1984 (“the Act”). This decision is recognition that the Act is totally insufficient in its current form. Prior to this reform process , the WA State Government will ensure the following is legislated within the current Act:

- 1 . A tenfold increase in current penalties under the existing Act;
- 2 . A further provision within S.24(1) of the Act by adding the words “employees’ representative” and removing the words “whatever is specified in the relevant procedure”;
- 3 . Enable an employee to refuse to work on the basis of a reasonable belief of exposure to injury or harm to his or her health, as opposed to a risk of imminent and serious injury and harm to his or her health as found in Section 26 of the existing Act;
- 4 . Insert provisions that enable unions the right to prosecute employers who breach the Act and the Occupational Health and Safety Regulation 1996 or any relevant standards and codes of practice on behalf of their members;
- 5 . Require principal contractors to have a valid Workers Compensation Certificate of Currency for all sub-contractors and labour hire firms engaged on any and all projects; and
- 6 . To prohibit sub-contractors who do not have a current Workers Compensation Certificate of Currency from undertaking work on any and all projects.

WA Labor recognises that the standard of proof associated with prosecutions pursuant to the Occupational Safety and Health Act 1984 (“the Act”) is impossibly high. Currently, to successfully prosecute under the Act, the offender’s actions are required to constitute “gross negligence”.

WA Labor recognises that although this standard sets a high bar from a legislative/ legal perspective, it sets the bar too low from a safety and health perspective by making it virtually impossible to successfully prosecute.

In this regard, this State Conference moves that the WA State Labor Government will, through its reform of the Act, develop and implement amendments to the Occupational Safety and Health Act 1984 (“the Act”) by replacing the words “gross negligence” with “non-compliance” throughout the Act, any and all associated regulations and any and all associated codes of practice.

380 The WA State Labor Government will consider developing a licensing and registration requirement for all sub-contracting companies engaged on commercial construction projects over \$5 million.

Sub-contracting companies which work on projects over \$5 million should be required to only engage trade qualified workers (or those deemed trade qualified by WA TAFE) and to comply with all statutory requirements including employment laws. Sub-contracting companies which are found to be in breach of such requirements will have their licence suspended or revoked.

WA Labor supports the implementation of a licensing and registration requirement for all sub-contracting companies working the commercial construction sector engaged on projects over \$5 million in the following fields with consideration to the classification in the current Building and Construction General On-site Award 2010):

- a)** Brickwork;
- b)** Carpentry (including formwork);
- c)** Window Fixing and Glazing;
- d)** Wall and Ceiling Fixing;
- e)** Tiling;
- f)** Painting; and
- g)** Plastering.

The licensing and registration requirement will prohibit workers who are not “trade qualified” or have not obtained a Recognition of Prior Learning Assessment (“RPL”) and Verification of Competency (“VOC”) as determined by WA TAFE to work on large scale, commercial construction sites.

381 This state conference calls upon the WA

State Labor Government to develop and implement a licensing and registration requirement for all tradespersons working in the commercial construction sector engaged on projects over \$5 million in the following fields (with consideration to the classification in the current Building and Construction General on-site Award 2010):

- a)** Brickwork;
- b)** Carpentry (including formwork);
- c)** Window Fixing and Glazing;
- d)** Wall and Ceiling Fixing;
- e)** Tilers;
- f)** Painting; and
- g)** Plastering.

The licensing and registration requirement will prohibit workers who are not “trade qualified” or have not obtained a Recognition of Prior Learning Assessment (“RPL”) and Verification of Competency (VOC”) as determined by WA TAFE, to work on commercial construction sites.

382 The WA Labor State Government will within its first term of Government, rescind the Western Australian Building and Construction Industry Code of Conduct 2016 and introduce a procurement policy which considers a new building code prohibiting principal contractors and or sub-contractors who breach employment law, fail to comply with occupational health and safety standards or breach other statutory obligations from tendering for State Government projects.

This will include principal contractors who engage sub-contractors (whether or not on State Government funded projects) who breach employment laws, occupational health and safety standards or don’t comply with their statutory obligations from tendering for State Government projects.

In addition, the WA Labor State Government will establish a new inspectorate with the resources and capacity to audit principal contractors and or sub-contractors and who will act on complaints by third parties, including complaints by industrial

organisations.

WA Labor affirms its commitment to local content and local jobs.

The WA State Labor Government will ensure that there is a local content component in all government procurement contracts.

Working with key stakeholders (including unions), the WA State Labor Government will conduct a government audit on existing construction works on State government funded projects prior to handover as well as develop a strategy on future projects.

The WA State Labor Government will ensure 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.

The WA State Labor Government will engage with key stakeholders (including unions) to develop a government audit strategy that will ensure contractors engaged on State Government projects uphold the highest occupational and health and employment standards.

This audit strategy will ultimately prevent contractors or sub-contractors that have consistently breached AS4801, statutory employment obligations and industrial instruments from tendering for and becoming engaged on state government projects.

WA Labor believes that all state government funded projects should set an industry standard for the subcontractors and contractors engaged on these projects.

WA Labor will establish an independent body or mechanism to ensure principal contractors do not impose unfair conditions on sub-contractors as well as guarantee security of payment for all works done on Government projects.

WA Labor considers there is a lack of transparency in current procurement practices and as a consequence there is an unacceptable risk of corruption. WA Labor will develop guidelines which will increase

openness and minimise risk.

383 The WA Labor State Government will amend the Workers' Compensation and Injury Management Regulations 1982 to include a definition of Certificate of Currency in line with the equivalent NSW legislation, not currently found in the Western Australian legislation. This definition will prohibit the systemic practice of employers "underinsuring" their workforce to save on insurance premium costs.

The effect of this amendment will require employers hold a certificate of currency in an approved form, which states:

- a)** The nature of the business;
- b)** The number of workers of the employer; and
- c)** The amount of wages estimated to be payable by the employer.

384 The WA State Labor Government will amend Section 49(l)(1) of the Industrial Relations Act 1979 to enable an authorised representative of an organisation to enter the premises to investigate any suspected breach of the Construction Industry Portable Paid Long Service Leave Act 1985 and the Workers' Compensation and Injury Management Act 1981.

385 The WA State Labor Government will amend S.49(l)(2)(c) of the Industrial Relations Act 1979 to explicitly permit authorised representatives to enter the premises and to undertake searches and inspections (and take photographs and make audio and video recordings) to investigate and record suspected breaches of occupational health and safety laws.

386 WA Consumers have the right to know that imported products meet Australian Standards for safety and quality.

The WA State Labor Government will support an intelligence led risk based approach to standards compliance on imported products with a particular focus on cladding, glass, insulation and plumbing. This approach will include:

- 1 . New and invigorated processes for sampling;
- 2 . Testing;
- 3 . Labelling;
- 4 . Penalties for false and misleading conduct regarding claims for failure to adhere to regulation and standards;
- 5 . Appropriate governance and regulatory mechanisms will be formed through consultation with governments, unions, industry and other stakeholders.

WA Labor also reaffirms its zero tolerance for the importation of products containing asbestos and non-compliant products.

387 WA Labor notes with concern the high number of companies operating in the construction industry that use phoenix contract arrangements, sham contracting and other non-compliant contractual arrangements to avoid their lawful industrial employment obligations.

These unscrupulous operators not only undermine the integrity of the construction industry by undercutting contractors and sub-contractors that do the right thing. They exploit workers by not paying entitlements such as superannuation, annual leave, redundancy and short change the public by not paying taxation at the appropriate levels. In addition, the practices they engage in lead to insolvencies and company collapses that have a devastating effect on workers and sub-contractors and encourage practices that see companies palm off risk down the contracting chain.

388 This state conference calls for the WA State Labor Government to develop and implement the following amendments to the Workers' Compensation and Injury Management Act 1981 ("the Act") so that in broad terms, workers injured by negligence of their employer are not worse off than other West Australians:

- 1 . Remove the termination day for an election to retain the right to seek damages in respect of an injury to ensure consistency with the limitation associated with personal injury claims (a period of

three (3) years) found within s. 14 of the Limitation Act 2005);

- 2 . Remove the 15% whole person impairment (WPI) and 25% WPI restrictions for common law claims and implement a basic standard of 5% WPI which is consistent with other personal injury claims;
- 3 . Ensure there is no reduction in compensation for an injured worker when electing to proceed to a common law claim;
- 4 . Remove the requirement of 'total and permanent disability or incapacity' in relation to applying for an extension of the prescribed amount for weekly compensation;
- 5 . Include the ability for an injured worker to fast track liability for disputed claims or claims where medical treatment is needed urgently;
- 6 . Toughen the penalties for employers who dismiss a worker who reports an injury;
- 7 . Make it an offence to try to influence an injured worker not to make a claim; and
- 8 . Increase deceased workers dependants benefits to bring them into line with the national standard; and
- 9 . Resolve the 'defacto' anomaly for deceased workers compensation.

389 This State Conference condemns the Barnett Liberal Government for their appalling record on occupational health and safety, with more fatalities 2014-2017 than at any other time over the past seven years. This state conference is extremely concerned about the high number of avoidable workplace accidents that take place in Australia, especially in WA, every year. The WA State Labor Government will implement reforms to WorkSafe to ensure greater compliance by Western Australian companies with occupational health and safety standards.

WA Labor will review the effectiveness and efficacy of state based legislation, regulation and enforcement in WA. WA Labor will ensure that WorkSafe or an alternate independent inspectorate is well resourced and properly positioned to actively enforce health and

safety laws, including:

- 1 . WorkSafe Inspectors working in the construction industry must have sufficient experience in high risk disciplines within the construction industry;
- 2 . Worksafe is funded sufficiently to ensure it prosecutes all employers who fail to comply with occupational health and safety laws and regulations in circumstances where there is potential for workers to be exposed to injury or harm to their health;
- 3 . Worksafe is funded sufficiently to ensure employers who continue to fail to comply with occupational health and safety laws and regulations are prosecuted; and
- 4 . Worksafe Inspectors to issue on-the-spot fines to employers who breach the occupational safety and health laws and regulations with such fines to assist in the funding of Worksafe.

WA Labor recognises the need for a proactive safety regulator to restore high safety standards, as well as confidence in the system.

390

WA Labor condemns the previous Liberal Government's cuts to WorkSafe. WA Labor recognises that these cuts have had the effect of:

- 1 . abolishing WorkSafe inspector positions
- 2 . reducing support positions for WorkSafe inspectors, causing WorkSafe inspectors to spend more time at their desk instead of at workplaces; and
- 3 . reducing WorkSafe's ability to perform its functions in regional and remote areas of WA.

In addition, these cuts have had a direct impact on health and safety in Western Australian workplaces, particularly in high risk industries such as construction, the maritime industry, electrical industry, transport and manufacturing. In these industries workers are operating under significant pressure and are required to respond and react to

consistently changing and often hazardous work environments.

This state conference unequivocally supports the right of every worker to go home safely and calls on the WA State Labor Government to immediately reinstate funding to Worksafe and/or implement a self-funding model to the same level.

WA Labor condemns the previous Liberal Government's cuts to WorkSafe which has reduced the funding to the WorkSafe library. This has had the direct effect of reducing the support given to safety and health representatives to achieve high safety standards in the construction industry in Western Australia.

The WA State Labor Government will reinstate funding to WorkSafe to ensure the librarian position within WorkSafe is maintained to enable safety and health representatives to properly research breaches.

391

WA Labor supports the WA State Labor Government's inquiry into the effectiveness and efficacy of state based occupational health and safety legislation, regulation and enforcement in Western Australia.

Through this inquiry, the WA State Labor Government will institute amendments to the legislative regime to:

- 1 . Ensure WorkSafe inspectors regularly undertake random, unannounced and targeted inspections of workplaces;
- 2 . Assess the competency of WorkSafe inspectors to ensure the highest quality inspectors are employed within WorkSafe;
- 3 . Assess the remuneration of WorkSafe inspectors to ensure WorkSafe inspectors receive wages commensurate to the industry they are working in;
- 4 . Establish the right for unions to prosecute employers for breaches that affect the workers that they represent;
- 5 . Incorporate a system of "on the spot fines" to motivate the creation of a more effective safety framework by principal contractors and employers;
- 6 . Promote a "self-funding" model for the

WorkSafe system, including the review and implementation of 'on the spot' fines;

- 7 . Increase and broaden the scope of penalties under the legislation to encompass the hierarchical chain of command of employer organisations; and
- 8 . Ensure that penalties for employers are reflective of the seriousness of the harmful act.

WA Labor recognises the need for a proactive safety regulator to restore high safety standards as well as confidence in the system.

392 WA Labor condemns the Turnbull Government for its targeted attacks on construction workers through the resurrection of the Australian Building and Construction Commission (ABCC).

WA Labor notes that the ABCC's overwhelming purpose is to "police" workers and their representatives in the construction industry and to constrain construction workers' access to representation, pay equality, better safety and local employment opportunities.

WA Labor recognises the ABCC does not address any substantial issues within the construction industry. In fact, the existence of the ABCC has only inflamed tensions and exacerbated problems within the construction industry.

Further, the ABCC and associated Building Code has done nothing to address the reduction in workplace conditions and outcomes for workers in the construction industry, including:

- 1 . low apprenticeship opportunities and completions;
- 2 . poor/insufficient safety;
- 3 . a high number of insolvencies causing financial difficulties for construction workers and their families;
- 4 . further workplace deaths (particularly as a result of reduced union presence and representation on site);
- 5 . sham contracting;
- 6 . the increased use of temporary visa workers;

- 7 . underemployment of workers; and
- 8 . non-payment of subcontractors.

WA Labor recognises that the ABCC is undemocratic and unnecessary, given there are existing industrial laws that encompass all industries and working people across Australia. Construction workers should not be isolated and subject to oppressive laws.

WA Labor congratulates the Federal Parliamentary Labor Party on its commitment to abolish the ABCC upon gaining government.

393 WA Labor condemns the Turnbull Government for its war on workers through its harsh and unfair industrial relations policies. In particular, this WA Labor Conference condemns the anti-worker Australian Building and Construction Commission (ABCC) for prosecuting approximately 530 construction workers in Western Australia for supporting their industry to ensure better pay, improved safety and the creation of local employment opportunities.

WA Labor unequivocally supports the right of workers to participate in peaceful protests without the fear of prosecution and fines.

394 WA Labor notes that major structural flaws exist in the current superannuation systems which put women and minority groups at a disadvantage. On average women will accumulate 46.6% less in superannuation than men; and one in three women retire with no superannuation at all.

WA Labor knows that increasing financial literacy is essential to ensuring financial security in retirement for women and minority groups.

WA Labor also knows that addressing the gender pay gap and improving workplace flexibility to enable greater female participation in the economy will increase financial security for women and will benefit the Australian economy.

WA Labor will make financial literacy mandatory in secondary education and investigate how to improve financial security for all women and minority groups.

WA Labor will work to address the gender

pay gap and investigate strategies to increase workplace participation.

395 WA Labor notes with concern the emergence of what is known as ‘the black economy’: people and businesses that operate outside the tax system or who do not correctly report their tax obligations.

WA Labor notes that the black economy in Australia is complex and expanding. The growth of new business models, such as the sharing economy, is contributing to increasing complexities.

WA Labor is concerned that the larger the black economy grows, the more revenue that could fund public services will be lost.

WA Labor should act swiftly to curb growth of the black economy.

WA Labor notes the limitations of traditional tax enforcement approaches in tackling the black economy. WA Labor must look to innovation by other OECD countries and emerging technologies for best practice, effective policy options. Policy harmonisation between all levels of government and coordination with the business community is vital in order to curb black economy growth.

WA Labor reaffirms that governments must only engage in procurement practices with private organisations which have a good tax record.

WA Labor condemns the low wage growth condoned under the Federal Liberal Government which increases incentives for individuals to turn to the black economy.

WA Labor is concerned that employees in the black economy are highly vulnerable to exploitation such as wage theft, losing out on superannuation contributions and potentially forgoing protections such as worker compensation.

WA Labor believes that these facets of the black economy are rampant with current employer penalties for such behaviour too soft, noting cases like the 7-11 pay scandal.

396 This Conference believes every worker should have a decent and secure job they can count on.

WA Labor knows that worker exploitation is

widespread across the Australian workforce. Such conduct includes unpaid wages and entitlements, excessive overtime, threats and intimidation, abuse of vulnerability and a failure to comply with proper safety standards for workers.

WA Labor acknowledges that the lack of regulations regarding subcontracting and labour hire arrangements contributes to worker exploitation, particularly in the cleaning and security industries.

WA Labor knows that, in cases of worker exploitation, the principal employer is often a major retailer, government agency or commercial building owner, with virtually no scrutiny or accountability for labour abuses that occur within their supply chain.

WA Labor will protect West Australian workers from unscrupulous employers by:

- 1 . Setting up a WA licensing scheme and developing a code of conduct to regulate labour hire operators that includes:
 - A fit and proper person test on owners/ directors of labour hire companies and authorised representatives of such companies;
 - A threshold capital requirement based on held assets and revenue and cash flow;
 - Annual reporting requirements;
 - A compliance unit within Government;
 - A fee and bond structure which at least partially funds such a compliance unit
- 2 . Advocating for a national licensing scheme that:
 - Holds principal contractors responsible for the employment standards of their sub-contractors;
 - Requires increased transparency and accountability measures in supply chains of vulnerable industries, such as cleaning and security;
 - Extends mandatory transparency and due diligence reporting measures to public bodies so that public procurement contracts are only awarded to companies that provide evidence of compliance with employment standards throughout supply chains both domestically and

internationally;

- Imposes significant penalties for the use of unlicensed or unregistered labour hire firms by ‘host’ or ‘primary’ employers.
- Establishes a public, centralised repository of supply chains transparency and human rights due diligence reports.
- Promotes responsible supply chains practices to companies including multi-stakeholder initiatives that include worker voice; and regularly engage with relevant government, business and worker representative bodies on a genuinely tripartite basis.
- Increases OHS requirements and regulation of accommodation standards.

397 WA Labor recognises that the Australian Dream of home ownership is becoming harder and harder for many Australians to achieve, particularly those on low incomes. West Australians are spending longer renting due to increased costs of living and a lack of affordable housing.

WA Labor believes that, as well as tackling the issue of home ownership affordability, action must be taken to assist those renting their homes.

West Australians in rental properties deserve the opportunity to have a place where they can enjoy their lives, raise a family, have a pet and call their home.

WA Labor will commence a review of the rights and responsibilities of those renting properties and the Residential Tenancy Act, in consultation with all stakeholders within the residential rental market.

398 WA Labor affirms its commitment to a publicly controlled energy system that:

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

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

WA Labor will keep Synergy in public

ownership and:

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

WA Labor will implement a Just Transition Plan that will:

- Initiate a Working Group made up of local Members of Parliament, industry workers, local councils and relevant energy unions. This group would begin convening before 1 December 2017, with a projected end date of December 2018.
- Recognise that coal-powered generation and related industries are facing increasing challenges due to rapid changes in energy demand and technologies.
- Identify and build renewable energy projects in existing energy producing communities such as Collie and Bunbury.
- Provide new jobs.
- Re-train workers for the transition to new energy technologies.
- Build community capacity to help with economic transition and maintain vibrant communities.

399 This Conference recognises:

- a) our leasehold lands have been the traditional lands of Aboriginal Australians over millennia

and that this deep connection to Country carries with it real needs, cultural obligations and an ethos of custodianship which requires ongoing involvement and attention;

- b)** the dynamics of the pastoral estate are rapidly changing and diversification into other industries will provide better environmental and economic outcomes for leaseholders and the state as a whole;
- c)** the state's leasehold tenure system should provide for the economic sustainability of leaseholders while protecting the natural landscapes upon which they depend; and
- d)** the majority of pastoral leases have significant degradation and related productivity issues which should be actively addressed.

To promote these objectives, a WA Labor Government will:

- A)** Work with leaseholders, Traditional Owners and stakeholders to make available a new form of tenure known as a Rangelands Lease which allows for
 - i)** diversification into economically and ecologically sustainable activities such as cultural tourism and carbon farming, and
 - ii)** greater involvement by native title interest holders over the future of leasehold lands. Importantly, such leases could only be secured through the signing of an Indigenous Land Use Agreement and would not extinguish native title interests in the land;
- B)** Drive the development and up-take of enterprises and activities while working within the natural capacity of the land and to assist in the restoration of degraded lands;
- C)** Ensure a more representative and broad-based governance framework for leasehold land which serves all sectors and industries involved in owning leases;
- D)** Support leaseholders who transition to a Rangelands Lease and local native title interest holders by developing and resourcing a framework and process for

fair and equitable negotiation of Indigenous Land Use Agreements;

- E)** Provide for regulatory facilitators and lease business plan development so that leaseholders can readily and affordably transition to more sustainable enterprises and activities;
- F)** Develop and encourage frameworks for Aboriginal Australians with native title interests to more readily access traditional lands on leasehold land without negatively impacting on production and profitability;
- G)** Implement a voluntary stewardship program funded from carbon sequestration royalties which actively supports and encourages leaseholders to remediate degraded areas and protect areas of conservation or production value;
- H)** Develop clear investment pathways for diversification options on leasehold land such as carbon sequestration projects, native medicinal crops, and other sustainable enterprises;
- I)** Monitor and make publicly available the condition of pastoral leases to help improve management, protect important cultural sites, and to ensure that all future land-use options are retained.

400 This Conference acknowledges that the Bank of Western Australia Act 1995 was enacted to allow the former R&I state bank to be privatised. This Act was amended in 2012 to satisfy requirements due to the sale of the bank to the Commonwealth Bank of Australia (CBA). This Act had a 5 year duration and lapses in September 2017.

The amendment Act imposed several conditions on CBA as the purchaser which included guarantees that maintained the number of branches in metropolitan and regional Western Australia and ensured back office support roles reporting to the Chief Information Officer, Chief Financial Officer, Chief Risk Officer and Head of Human

Resources remain in Perth, Western Australia. WA Labor understands the importance of services to citizens in metropolitan, regional and remote areas and this Labor Government:

- give active consideration to enacting legislation in the future if BankWest does not meet its ongoing obligations to the State;
- calls on CBA to meet with the Government and stakeholders, including the Finance Sector Union, to discuss the protection of BankWest jobs in WA and to Keep BankWest Local & Strong.

401 The WA State Labor Government to develop and implement a licensing and registration requirement for all sub-contracting companies engaged on commercial construction projects over \$5 million.

Sub-contracting companies which work on projects over \$5 million shall be required to only engage trade qualified workers (or those deemed trade qualified by WA TAFE) and to comply with all statutory requirements including employment laws. Sub-contracting companies which are found to be in breach of such requirements will have their licence suspended or revoked.

WA Labor supports the implementation of a licensing and registration requirement for all sub-contracting companies working the commercial construction sector engaged on projects over \$5 million in the following fields with consideration to the classification in the current Building and Construction On Site Award): a) Brickwork;b) Carpentry (including formwork);c) Window Fixing and Glazing;d) Wall and Ceiling Fixing;e) Painting; andf) Plastering.

The licensing and registration requirement will prohibit workers who are not “trade qualified” or have not obtained a Recognition of Prior Learning Assessment (“RPL”) and Verification of Competency (VOC”) as determined by WA TAFE to work on large scale, commercial construction sites.

402 WA Labor recognises that local governments undertake a significant local leadership role by developing Strategic Community Plans

that represent the needs and desires of their communities.

In developing these plans, local governments engage directly with their residents and communities.

WA Labor believes that these locally developed plans should be a prime consideration of state government agencies as they develop or implement policies that affect the regions and local communities.

403 WA Labor will ensure that Section 26(2A),(2B),(2C),(2D),(2E) will be central to the consideration of a review of the Industrial Relations Act 1979.

404 Conference calls on the WA Labor Government to implement changes to provide greater job security to Government-contracted workers through ensuring portability of all entitlements, especially LSL and redundancy when these Government contracts are awarded to another contractor.

The following resolutions are vital to ensure the portability of all entitlements for Government-contracted workers who are employed for State Government work:

- Insertion of LSL portability provisions into the Long Service Leave Act 1958 (WA) or the enactment of a new act specifically applying to LSL entitlements of workers in the Government contracted industry;
- Implement changes to provide greater job security to Government contracted workers ensuring that transmission of business for State Government contracts state that all employees continue their employment under new contractors and
- Review of current legislation for transmission of business for State Government contracts to ensure that all these employees’ years of service is recognised.

405 State Conference condemns the Federal Government for its ideological attack on their own workforce which now spans more than three years.

The Federal Government, through its bargaining framework, has sought to cut employees’ rights and conditions, while also forcing employees to accept below inflation

pay-rises.

The Federal Government's attack on its own employees fails to recognise the important work these employees undertake serving the Australian community. It also demonstrates the disdain with which the Abbott/Turnbull Governments hold working people.

State Conference recognises that government employees play a critical role in serving the Australian community and, like other employees, should be treated fairly and with respect by their employer and able to maintain their employment rights and conditions.

State Conference recognises that inadequacies within the Fair Work Act allow intractable employers with an ideological agenda to frustrate genuine bargaining and threaten the rights and conditions of employees.

State Conference acknowledges that it is important that the Fair Work Act provide workers with a level playing field when dealing with employers in bargaining.

Accordingly, State Conference calls on Federal Labor to work with unions to improve the Fair Work Act by:

- Amending the bargaining provisions of the Fair Work Act to establish a better legislative system for workers in bargaining, that provides for genuine bargaining processes and allows for effective action to be taken against recalcitrant employers; and
- Amending the industrial action provisions of the Fair Work Act to ensure workers' rights to take protected industrial action are protected and not subject to excessive restrictions that currently apply.

406 WA Labor condemns the Federal Liberal Government's approach to public sector science which is having broad ranging deleterious effects on science and research in WA.

WA Labor condemns the Federal Liberal Government in its inaction to call out climate sceptics and those who denigrate science and the knowledge sector.

This Conference calls on Federal Labor to

develop a strategy to support the funding of jobs and research, as well as scientists' salaries, attraction and retention of jobs in WA.

407 This Conference:

- Acknowledges the Federal Labor Party's commitment at the last Federal Election to lift service standards for the Australian community by converting casual jobs at DHS into permanent jobs.
- Calls on Federal Labor to continue working with the CPSU to improve vital service delivery and public service provision to our community.
- Condemns the Turnbull Government for its ongoing attacks on its own workforce and on the vital public services that we all rely on.
- Calls on the Federal Government to maintain and increase public sector employment in WA metropolitan and regional areas.
- Calls on the Federal Government to end the use of labour hire arrangements to displace permanent APS employment.
- Calls on the Federal Labor Party to work with the CPSU to restore the APS jobs that have been cut by successive Federal Governments.

408 WA Labor reaffirms its view that the gender pay gap in all its forms constitutes a serious barrier to women's equality.

WA Labor recognises that the pay gap in Australia takes three forms:

- 'glass ceilings' (the domination of high status jobs by men),
- 'glass walls' (majorities of men and women in separate industries where female majority industries are less well paid) and
- employment status (the high levels of women doing part-time and casual work).

Glass walls exist because individuals' choices are influenced by structural factors and social norms. Caring responsibilities and the availability of flexible and part-time work restrict the range of roles that are available to

women. Not all industries and workplaces are flexible.

WA Labor is concerned that mechanisms currently in place to address the undervaluation of feminised industries and support the most vulnerable in the workforce such as precarious, unskilled, low paid or un-unionised workers when requesting flexible workplace arrangements are not adequate.

WA Labor recognises that access to affordable child care is important in helping people manage caring responsibilities and work.

WA Labor will continue to endeavour to act as a leader in supporting attitudinal shifts about pay equity at a whole-of-society level which will flow through institutions, legislation and enterprises.

409 WA Labor believes that all Australians have a responsibility to pay a fair share of tax to ensure quality government services and infrastructure.

WA Labor expresses its concern at the behaviour of some multinational corporations who employ aggressive tax avoidance methods to avoid contributing their fair share.

WA Labor believes the responsibility for budget repair and deficit reduction should not only fall on those hard working everyday Australians and business who pay their taxes or on those who rely on the services that Governments cut to make budget savings.

WA Labor is committed to ensuring that those who avoid their responsibilities pay their fair share.

WA Labor calls on the Turnbull Liberal Government to stop supporting cuts to penalty rates and vital Government services, and instead pursues those companies and individuals who do not pay their fair share.

410 WA Labor believes that Federal Industrial Rules in Australia are currently broken. Everyday working people have seen their rights eroded and attacked by the current Federal Government.

This Conference recognises that inequality in Australia and around the world is at an all-time high.

WA Labor notes that this rise in inequality has coincided with an attack on the rights and ability of Unions to organise and campaign for a fairer workplaces, communities and societies.

WA Labor notes that those in the service, care and contracting industries are particularly affected by this broken system through insecure, casualised and low paid work.

While corporate profits have risen, wages have stagnated, safety standards have been wound back and the human right of workers to withdraw their labour has been severely compromised.

WA Labor is committed to fixing our industrial relations system to ensure everyone has a fair go.

411 WA Labor supports Australian Labor's plans to protect the penalty rates of working Australians in Hospitality, Retail and Fast Food industries. Low paid workers relying on penalty rates give up valuable family time to work on weekends, evenings, and public holidays and should be compensated accordingly.

WA Labor condemns the recent decision by the Fair Work Commission to cut penalty rates for workers and the failure of the Turnbull Liberal Government to intervene and protect the wages of hard working West Australians. The failure to act by Malcolm Turnbull and the WA Liberals demonstrates that they do not care about everyday working West Australians.

WA Labor knows that these cuts to penalty rates will be the difference between putting food on the table, paying the bills and making end meets for many West Australians. At a time when West Australians are suffering growing inequality, low wage growth and increasing costs of living, our lowest paid workers should not have to suffer cuts to their income.

WA Labor recognises that these cuts will disproportionately affect women and young people, widening the gender pay gap and putting the Australian dream further out of reach.

WA Labor also recognises this is the thin edge of the wedge and will continue to oppose efforts to attack the penalty rates of police, nurses, aged care workers, disability support workers and many others in our community who work outside traditional business hours.

412 WA Labor notes that, under the current system, breaches of the OSH Act are heard in the Magistrate's Court: the least senior court in the Western Australian court hierarchy.

Decisions are not publicly recorded in the Magistrate's Court so there is no way of tracking serial offenders or determining a Magistrate's reasons for sentencing.

WA Labor believes that occupational health and safety is everyone's concern and that we, as West Australians, have a right to a safe workplace.

WA Labor believes that the Magistrate's Court is not the right jurisdiction for OSH breaches as it sends the wrong message about the priority of OSH in our state.

WA Labor in government commits to amending legislation so that:

- Alleged OSH breaches can be heard as indictable offences;
- Alleged OSH breaches can be heard as indictable offences;
- Alleged OSH breaches can be heard as indictable offences;

WA Labor also recognises that the Magistrate's Court has a specialist safety and health magistrate and commits to either appointing an analogous specialist judge in the District Court or providing specialist training to sitting judges.

413 WA Labor condemns the apathy of the Barnett Government towards occupational health and safety in Western Australia, which saw the Occupational Safety and Health Act 1984 ("the OSH Act") go without substantive change or update for eight years. Under current legislation, WorkSafe is the only body that has standing to bring prosecutions for breaches of the OSH Act and associated

regulations.

WA Labor recognises that this can lead to unfair outcomes when WorkSafe is under-resourced and not in a position to prosecute all viable cases.

WA Labor notes clause 216 of the chapter, which reads: 216. A WA Labor Government will implement legislation to allow for trade unions and other third parties to bring about prosecutions against breaches of the Work Health and Safety Act and Regulations .

Accordingly, WA Labor in government commits itself to conducting a comprehensive review and rewrite of occupational health and safety legislation and regulation in WA and, as a part of that, enacting an amendment to the OSH Act to give effect to clause 216 so that, where a prosecution is brought by WorkSafe, third parties may join the proceedings as an interested party and third parties have the standing to bring prosecutions where WorkSafe either chooses not to or in matters that are not referred to WorkSafe.

414 WA Labor notes the Construction Industry Portable Paid Long Service Leave Act 1985 ("the Construction LSL Act") was enacted to provide a portable long service leave system for construction workers in recognition of the transitory nature of the industry and the resulting disadvantage construction workers suffer in terms of their entitlements.

WA Labor recognises the hundreds of Western Australian construction workers who have worked in construction roles on offshore vessels and who accrued long service leave under the Construction LSL Act up until 2016.

WA Labor further notes the decision of WA Industrial Relations Commission in *Thompson v The Construction Industry Long Service Leave Payments Board* 2016 WAIRC 00054, which found that construction work performed on ships is excluded from the jurisdiction of the Construction LSL Act. As a result of this decision, hundreds of thousands of banked hours were taken away from the hundreds of workers who had accrued them over the past seven years.

WA Labor condemns the previous Barnett

Government for failing to act on this issue despite the clear need to bring the Construction LSL Act into the modern era: where construction work on offshore ships is a common and frequent feature of the construction industry.

WA Labor commits to amending the Construction LSL Act so that it covers construction work on offshore ships and vessels, and similarly commits to working with the MyLeave Board, relevant unions and stakeholders to re-credit the accrued long service leave that was taken away from construction workers in the wake of the State Commission's decision.

415 WA Labor notes the valuable work of the Education and Health Standing Committee and its report *The Impact of FIFO Work Practices on Mental Health in 2015*.

The Committee's inquiry was initiated after a spate of FIFO suicides in the construction and mining industries, and increasing concern about the impact FIFO was having on the mental health of workers, their families, and the flow-on effects onto the community.

The Committee identified that:

- Nearly 10% of WA's population is directly impacted by FIFO;
- Clear data and records were not being kept by anyone regarding FIFO workers and their experiences;
- Recent studies suggest that the prevalence of mental health problems amongst the FIFO workforce is approximately 30%, which is notably above the national average of 20%;
- The demographic features of the FIFO workforce reflects an increased risk of suicide compared to the general population;
- That even-time rosters are the most favourable FIFO rosters for mental wellbeing;
- Further specific research is needed into the mental health of FIFO workers;
- There is a clear need for legislative change in occupational health and safety in FIFO industries; and

- There is a need for a Code of Practice on FIFO work arrangements.

WA Labor condemns the lack of substantive action from the Barnett Government on this issue and for failing to implement the recommendations from the Committee.

WA Labor agrees with the findings of the Committee on the need for real action to address mental health in FIFO practices and accordingly commits to:

- Adopting and implementing the Committee's recommendations; and
- Continuing work into addressing ways of improving mental health support for FIFO workers in construction and mining.

CHAPTER 5: TRANSPORT, ROADS, INFRASTRUCTURE AND PLANNING

- 1** Land use and transport planning is a process by which WA Labor can ensure a fair distribution of resources and opportunities for community participation and economic development.
- 2** Integrated land use planning, environmental protection, transport, infrastructure and industry policies will deliver better social, economic and environmental outcomes.
- 3** Economic, Environmental and Social Sustainability principles are to be considered in all Transport, Planning and Infrastructure decisions.
- 4** WA Labor will maximise public infrastructure efficiency and equity across all urban and regional areas of Western Australia. WA Labor will identify priority projects for government spending on health, education and employment while integrating transport infrastructure.
- 5** WA Labor will ensure that we make the most efficient use of available land and infrastructure.
- 6** Strategic and well researched public education, rebate and incentive programs are vital to achieving environmental and social sustainability objectives. WA Labor recognises the importance of continuing

current state government initiatives such as Travel Smart and Living Smart programs. In addition to Government programs WA Labor will support community based initiatives.

- 7** WA Labor believes in the importance of the provision of public sector common user berths across ports in Western Australia. Regionally based Port Authorities play an important role in providing a stable economic base in our regions.

TRANSPORT

WA Labor will:

- 8** Plan transport infrastructure to:
- a)** Be affordable and efficient;
 - b)** Optimize the amenity of urban areas;
 - c)** Reduce greenhouse gas emissions and other environmental impacts;
 - d)** Incorporate best practice standards of health and safety;
 - e)** Support people with disabilities;
 - f)** Encourage innovation and flexibility; and
 - g)** provide facilities and support for long distance truck drivers servicing the needs of the North West.
- 9** Continue to review, plan, upgrade and extend access to all forms of public transport supported by the allocation of appropriate levels of government funding.
- 10** Examine the mechanism by which the Public Transport Authority fare structures are decided upon, to ensure cost equity across the network, while maintaining an efficient low cost system for all Western Australians.
- 11** Focus on promoting alternatives, such as:
- a)** Public transport priority lanes;
 - b)** Light and rapid transit systems;
 - c)** Support for local government to improve existing pedestrian environments;
 - d)** Safe pedestrian friendly precincts in central, suburban and regional areas;
 - e)** Encourage greater use of cycling through the continued provision of cycle ways and cycle friendly roads that are fully integrated with the public transport network;
- f)** Increase capacity for bicycles to be taken to Public Transport Hubs and safely stored during peak and off peak times; and
- g)** Provide incentives to businesses that promote and encourage flexible work hours and travel to and from work outside of peak hours and the ability to work from home.
- 12** Support research and trials into alternative transport fuels, methods and technologies with the goal of reducing reliance on fossil fuels and improving greenhouse gas emission levels and local air quality.
- 13** Develop policies and initiatives to continue to improve community and transport safety, including:
- a)** Constant reviews of the effectiveness of road safety campaigns;
 - b)** Encouraging new community awareness initiatives and underpinning legislation;
 - c)** Provision of appropriate security on all public transport systems and their associated infrastructure;
 - d)** The integration of safety principles in all land and transport planning and developments;
 - e)** Support for local government in road safety and accident prevention on local government roads; and
 - f)** Initiate and fund pro-active road safety research and trials on the effectiveness of a power to weight ratio restriction for all probationary drivers, and to investigate the benefits and delivery of Advanced or Defensive Driving Courses to new drivers.
- 14** Recognise that Western Australia's unique geographic location makes a vibrant and viable aviation industry a necessity and use its regulatory power to create competition whilst balancing the coverage and stability of intrastate networks. WA Labor will:
- a)** Encourage and develop the expansion of State, interstate and international services; and
 - b)** Co-operate with the Commonwealth and local governments, to ensure that regional airport facilities and both Perth and Jandakot

Airports meet the current and future needs of the community.

- 15** Develop appropriate water transport policies to protect our sensitive marine environments and waterways.
- 16** Research, develop and fund bulk freight transport networks, road, rail and sea, as appropriate, to encourage the reduction of greenhouse gas emissions and respond to issues of community safety and peace of mind.
- 17** Continue to recognise the fundamental role of Trade Unions in representing transport sector employees in our State.
- 18** Support Australian crewed shipping services from Western Australian ports through the application of State subsidies. In particular, WA Labor will support Australian crewed shipping services to regional Western Australia and work with shippers to ensure access arrangements for regular berthing schedules.
- 19** Improve coordination between State and Federal transportation safety authorities to enhance the safety of freight transport.
- 20** WA Labor will:
 - a)** Ensure port authorities are locally based, able to meet community needs, and have board members comprised of industry, workforce, trade union and community representatives;
 - b)** Oppose the privatisation of existing and future ports and the outsourcing of port infrastructure, maintenance and operations.

PLANNING AND URBAN SERVICES

- 21** WA Labor will:
 - a)** Ensure that planning decisions are based on extensive community engagement and consultation, with all relevant stakeholders given appeal rights, to determine if a local area is suitable, not suitable or should be made off-limits for future development;
 - b)** Through the planning process, improve protection and management of bushland, wetlands and marine environments across the State;
 - c)** Support the continued integration of local

and regional planning strategies into an overarching State Planning Strategy. Perth's urban development will be focused within the boundaries of the Metropolitan Regional Scheme;

- d)** Continue its commitment to development around activity centres and transit hubs;
- e)** Develop activity centres throughout the metropolitan area and in regional areas to provide employment, amenity, access to public transport and good education and health services;
- f)** Ensure adequate and sustainable availability of suitably zoned land in regional WA to meet affordable housing needs;
- g)** Ensure retention of open space for recreation, food gardening and climate control so this is a priority in future planning decisions;
- h)** Strengthen the role of local parks, reserves and conservation areas to preserve natural amenity and protect these valuable community resources for the future;
- i)** Strategically improve residential development, focusing on sustainable housing developments around transport hubs. This will ensure population densities provide the critical mass for a more efficient and user friendly public transport network;
- j)** Ensure all housing subdivisions are designed so the maximum number of lots have full solar access, which will allow for optimum energy efficiency;
- k)** Facilitate increased housing diversity, density, affordability and choice;
- l)** Ensure all planning approvals will stringently apply energy, water and transport efficiency criteria to meet best practice standards;
- m)** Develop and fund a range of initiatives and incentives to improve the energy and water efficiency of public and private rental properties;

- n)** Ensure all public and community housing, has insulation installed;
- o)** Support policies that encourage the sustainability of existing housing through appropriate retrofits, renovations and the efficient use of resources;
- p)** Ensure land developers and builders showcase affordable and environmentally sustainable housing options with a focus on a smaller physical footprint, with a special emphasis on efficient water and energy use;
- q)** Assist developers and builders to showcase housing options that allow for flexibility in use over the life of the building, including occupancy levels and disability access; and
- r)** Ensure that local Authorities and land developers approve the inclusions of appropriate Sustainable Technologies for current and future new housing. This would include Clotheslines, Water Tanks, Grey Water Systems and Solar Panels for Power and Water Heating.
- s)** Review the operation of Building Regulations creating categories of bushfire zones to ensure their effectiveness without creating unintended and unfair outcomes

RESOLUTION

22 Australian workers have been involved in the exploration and mining of bauxite, refining of bauxite into alumina, shipping of alumina around the coast and the smelting of alumina for over a half a century. Local employees have loyally and skilfully maintained the profitability of the company and Australian seafarers on Australian ships have always carried this cargo for Alcoa.

Australian crewed ships carried Alumina from Kwinana Western Australia to Portland Victoria for over 25 years. The MV Portland was introduced with radically lower crewing scales that ensured the commercial viability on that basis over the last 27 years.

On January 13th 2015, the crew of the MV Portland were removed from their ship in the middle of the night by 30 security guards. The ship then sailed to Singapore and the

coastal trading run is now done by Flag of Convenience vessels with exploited overseas labour being paid as little as \$1.25 per hour.

Exploiting the intent of the coastal trading act 2012, Alcoa applied for temporary licences when there were Australian ships available and the Federal Liberal government allowed it to happen. The volume of temporary licences issued since the loss of the MV Portland shows there is sufficient trade to sustain an Australian ship.

Alcoa enjoy huge tax payer subsidies from the Victorian government yet refuse to employ Australian seafarers in a permanent transport leg of their operations despite this transport requirement being completely domestic coastal trade.

WA Labor Government will meet the Victorian Government and Alcoa regarding the use of foreign flagged vessels on a purely coastal trade to demand that tax payers subsidies are used to support Australian jobs, not eradicate them. Further WA Labor Government will demand that an Australian crewed ship is to recommence on this Australian trade.

23 This State Conference meeting recognises that Western Australia's publicly-owned ports deliver an annual dividend to the consolidated revenue of the State Government. Many of the Regional towns were built around those Ports and they are an important part of the regional communities creating stable jobs for the local community.

As such this State Conference proposes that the Government amend Section 60 of the Port Authorities Act 1999 Matters to be included in statement of corporate intent to exclude the requirement set out in sub-section (k)(a) for Port Authorities to provide a detailed report on the "proposed arrangements to facilitate the participation of potential suppliers in the provision of port services or, if no arrangements are proposed, the reason and justification for their absence". As this requirement is inconsistent with

Labor's Platform in regard to keeping WA ports in public hands and supporting local jobs and local communities.

24 WA Labor will continue to support Fremantle Port's current services at the Australian Maritime Complex (AMC). Further, WA Labor will insource the management of all land and leases as well as the security functions at the AMC. These services are being duplicated at a cost to the State and WA would be better served if it all came under the Fremantle Port jurisdiction.

25 Regional Port Authorities are critical to their local economies because apart from their function of encouraging and facilitating the development of trade for the economic benefit of their region and the broader state, they also create direct employment and support local communities.

Conference congratulates the McGowan State Labor Government for initiating a Review – chaired by Laurie Graham MLC – into the previous Barnett government's merger of Albany, Bunbury and Esperance Port Authorities which will:

- 1 . consult with the local communities of those towns;
- 2 . examine, among other things, the extent to which under the amalgamated port authority there has been:
 - loss of local connection to the community; increased uncertainty for local community members; and
 - associated outsourcing of port authority functions; and
- 3 . report by the end of 2017 with recommendations for the future management of the Ports.

26 This State Conference recognises that the Barnett State Government's proposal to sell Port Hedland's Utah Point bulk handling facility (Utah Point) was yet another shortsighted grab for cash to cover up the economic mess left after their time in office. Privatising any WA port will slash jobs, lead to price hikes as we have seen in other states, damage our public services and rip money from the WA economy.

Consistent with the current platform, the McGowan State Labor Government will commit to ensure Utah Point is not be privatised.

27 WA ports are a critical public asset and belong to all Western Australians. They are the cornerstone of many local communities and deliver enormous economic benefit to Western Australia.

This Conference congratulates the McGowan Labor Government's commitment to maintain Fremantle Port as an operational port in public ownership and its commitment to properly assess the validity of the Outer Harbour and timing of such a significant public investment. If the Barnett Liberal Government took the same course of action, our State wouldn't be in such an economic mess.

Currently, we are seeing an increased lobbying effort to prematurely build the Outer Harbour by those who would profit from the estimated \$5-6 billion price tag.

Fremantle Port has abundant capacity that will see Western Australia through the medium to long term without the need for the costly Outer Harbour duplication. Fremantle Port must be allowed to grow to its natural capacity before building the Outer Harbour and long term stevedoring leases should be offered to give certainty for workers and enable further investment from the port operators.

The WA Labor Government will ensure the MUA, TWU and RTBU will be included in the planning and feasibility taskforce and be invited to attend all meetings and forums relating to the Fremantle Port and the Outer Harbour Proposal. The MUA, TWU and RTBU, as major stakeholders, must have a seat at the table so that workers are properly represented, the facts are tabled and the sales pitch from commercial developers are countered.

This Conference also rejects the push by lobbyists and commercial developers to place an artificial cap on Fremantle Port. This proposed cap is designed to make the expensive Outer Harbour appear competitive. In fact, this proposal is anti-competitive, constitutes a plan for redundancies with respect to those employed in and around the Fremantle Port and will ultimately come at a great economic cost to the State and to the broader community.

This Conference calls on the trade union movement and WA Labor to stand up to the commercial developers and lobbyists and make the right decision in the interests of the State once the facts are made clear for all to see.

28 State Conference calls on the State Labor Government to:

- 1 . funding to provide for additional security measures inside busses such as clear protective screens;
- 2 . Impose greater response targets on Government-contracting security companies, as well as more security officers and mobile security being assigned to trouble hot spots; and
- 3 . Implement tougher penalties for individuals who abuse or assault public sector transport workers, damage busses or are unruly whilst using public transport; and
- 4 . Provide added policing powers for security guards.

29 Conference calls on the WA Labor Government to do all that it can to stop the crisis in the transport industry by amending the Owner Driver (Contract and Disputes) Act 2007.

The following amendments are vital to ensure transport workers are adequately protected.

- 1 . Enforcement provisions are to be included for 14-day minimum payments and penalties for non-payment;
- 2 . Enforceable minimum rates that are safe and sustainable and discourage the 'race to the bottom' by those who cut rates to

win contracts even if at a financial loss need to be implemented; and

- 3 . Provisions to include protections from repercussions for those who raise complaints relating to possible breaches of the Act, accompanied by education and training, should be enacted.

30 State Conference calls on the State Labor Government to:

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

CHAPTER 6: EDUCATION AND TRAINING

PREAMBLE

1 WA Labor believes that:

- a)** Access to high quality education is the keystone to building and maintaining a just and cohesive society, enabling the development of respect for and appreciation of cultural diversity providing opportunity for meaningful and rich lives to be experienced, 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.
- b)** Schools cultivated as a central aspect of the community enhance opportunities for deeper whole of community commitment, engagement and investment in education and the implementation of more holistic strategies with improved outcomes for students.
- c)** Education is an essential investment by government in, and for the community, and should be accessible to all residents as a fundamental right.
- d)** A key responsibility for the WA Government is the direct provision for and promotion of quality, free, educational opportunity through public schools.
- e)** Central to the principles of educational

access and equity is well-resourced government support for the provision of quality public education in the schools, VET and university sectors. The principles of equity and access in meeting the educational needs of all students must be appropriately addressed via resourcing and evidenced strategies.

- f)** There is distinctive educational disadvantage experienced by many Aboriginal and Torres Strait Islander peoples, which can only be addressed if effective strategies including early intervention are identified and commitments to longer term funding cycles are made to enable the embedding of such strategies.
- g)** School students must have access to a broad curriculum including a strong focus on literacy and numeracy.
- h)** The use of Information and Communications technologies as teaching and learning tools is now an integrated part of WA Primary and Secondary Education. Ongoing funding for the implementation, upgrade, maintenance and broadband requirements of these technologies is required.
- i)** The roles of all education staff (school leaders, teachers, education assistants, Aboriginal and Islander Education Officers, support staff, lecturers) are important in enabling the effective engagement of students and ensuring students achieve their full potential.
- j)** The opportunity for job security brings both individual and institutional benefits including, loyalty, commitment and improved productivity. Labor is committed to improving career path and job security for all education staff, and will not support individual contracts in the public sector.
- k)** Respect for the voices of peak bodies representative of parents, educational unions and professional bodies is needed and should be consulted in the development of educational policy and proposed strategies.
- l)** Parental/carer engagement in the educational success of students is crucial and every consideration should be given to encouraging

and supporting such participation in the educational journey of our children.

- m)** There is a need to establish safe and welcoming learning environments for students, staff and parents/carers. Occupational Health and Safety practices will be adhered to.
- n)** Quality of educational facilities impacts on the educational environment of students and staff in a single structure system for all government schools.
- o)** All children have the right to an education free from discrimination, bullying, harassment and abuse, and all children benefit from being taught the values of inclusion, compassion, empathy and diversity.

- 2** All children have the right to an education free from discrimination, bullying, harassment and abuse. All children benefit from being taught the values of inclusion, compassion, empathy and diversity.

WA Labor in government supports LGBTI students and commits to funding LGBTI anti-bullying programs in Western Australia until such time that Commonwealth funding is re-established.

EARLY CHILDHOOD

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

PRIMARY SCHOOL

5 Primary Schools are the first compulsory learning stage in student's lives, and as such set the foundation for later learning and life opportunities. All primary schools in the government system will provide a comprehensive curriculum and right of access to local students – no matter where in Western Australia people live.

6 WA Labor will ensure that every government primary school is a well-maintained, well-funded, efficient, effective and inclusive learning community. Every government primary school will provide for the proper physical, emotional and intellectual care and development of young West Australians, celebrate their educational endeavours and learning excellence and value the democratic participation of parents, teachers and students.

7 WA Labor commits to properly resourcing primary schools to ensure that they provide West Australian children a strong foundation in numeracy, literacy and social skills.

MIDDLE SCHOOLING

8 Middle years education should be properly resourced, designed and delivered to meet the developmental, personal, social and intellectual requirements of young adolescents.

SECONDARY AND UPPER SECONDARY SCHOOLING

9 Secondary schools should be properly resourced to provide a range of courses that best enables students to achieve the qualifications they seek, in order to grow in knowledge and skills, and participate in the community and the workforce.

- a)** All employees in our public schools make a valuable contribution to the school communities and the state of WA
- b)** That the provision of a quality public education in local communities is a fundamental responsibility of the State Government;
- c)** Direct employment by the State Government is crucial to maintain strong communities in our public schools, and the high quality of our

public education system;

- d)** The operation and existence of public schools should be motivated by the pursuit of education and learning, and not profit maximisation;
- e)** Public private partnerships (PPPs) reduce transparency and accountability by allowing the State Government to hide behind commercial arrangements with third parties; and
- f)** The private provision of any services within our public schools will lead to:
 - i)** The weakening of school communities and the public education system;
 - ii)** Profit margins being put before quality standards;
 - iii)** The propensity to be over reliant on PPPs; and
 - iv)** A significant reduction in the quality of our Public Schools

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

11 WA Labor is opposed to further privatisation, including PPPs, with regards to front line services in public schools (specifically teaching, education assistants, cleaning, gardening and administrative support staff) does not occur.

12 WA Labor acknowledges the findings of the Parliament's Education and Health Standing Committees Inquiry which reviewed current practices involving IPS schools and their implication for the system as a whole, staff placement procedures, the emergence of a two-tier system, the availability of support for school principals and the perception and reality of the level of autonomy principals have.

NO PRIVATISATION IN OUR PUBLIC SCHOOLS

13 WA Labor believes:

- a)** All employees in our public schools make a valuable contribution to school communities and the state of WA;

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

14 In Government WA Labor will:

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

VOCATIONAL EDUCATION AND TRAINING

15 Labor recognises that Vocational Education and Training plays a vital role in addressing the economic needs of the state and our key state institution to train and deliver our current and future training needs is TAFE. High quality vocational training is one of the best mechanisms to address social and economic disadvantage and provide all West Australians, regardless of their socio economic background, with a rewarding career pathway.

16 Labor believes that educational quality, fair

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and equitable access and affordability must be the key determinants for the structure and resourcing of the training system.

17 The previous Barnett Government has inflicted huge cuts to TAFE through its ill-conceived and ideological policy changes, culminating in the Future Skills policy. The Barnett government attacks have impacted so severely on colleges and students that the effective operation of the entire training system has been compromised.

18 Under the previous Barnett Government the training sector:

- Saw TAFE fees increased by up to 510 per cent.;
- Training data from 2013 to 2016 showed a 24.5 per cent drop in people going to TAFE;
- \$120 million cut from the training budget between 2014 and 2016;
- Saw apprenticeship and traineeship decline by 6860 enrolments between 2014 and 2016;
- A revolving door of disinterested or incompetent ministers;
- Skilled Trade apprenticeship training cancelled and outsourced to Colleges in the Eastern States;
- Approximately 480 jobs cut as a result of TAFE college amalgamations and the voluntary redundancy scheme;
- The eradication of 87 TAFE training courses in one year;

19 The Barnett Government's policy changes have culminated in a massive reduction in the number of students enrolling in quality vocational training and this will have a major impact on the ability of Western Australia to weather the current economic slowdown.

20 In government, Labor will restore the primacy of TAFE as the leading provider of the state's skilled needs and ensure that our training colleges become a fundamental part of the economic transformation of Western Australia.

21 A WA Labor government will:

- a)** Use the TAFE system as a vehicle for

transforming Western Australia's industrial capacity and employment opportunities;

- b)** Determine our complete support for TAFE as the preeminent provider of vocational training in the State and to reinstate its brand under one clear central structure;
- c)** Transform TAFE Colleges into also becoming Industry Skill centres; one-stop shops that will liaise directly with emerging and established local industries, co-locate training and assessment facilities and provide employers, unions, apprentices and trainees with a single point of contact around their training needs;
- d)** Fund the delivery of Foundation Skills Courses by the not-for-profit sector and where possible TAFE, targeted to those areas with the greatest need;
- e)** Revamp the State Training Board and Industry Councils. The structure and input of the Board and Councils will be changed to ensure direct linkage between industry needs and government economic direction;
- f)** Establish and promote programs to encourage both the employment of a greater number of apprentices and ensure a higher rate of completion; Create training outcomes that allow apprentices from craft industries with small numbers to still study within TAFE and Western Australia; Develop Training programs across the vocational study spectrum specifically for Regional WA;
- g)** Ensure that Priority Start, the policy for the employment of apprentices on government-funded projects is enforced and the correct number associated with the value of the project are actually employed. To reinforce WA Labor's commitment to Priority Start the policy will be changed into Legislation.
- h)** Investigate amending the Building Construction and Training Fund Act to expand the training levy to the mining, oil and gas sectors within WA;
- i)** Ensure training is made more affordable to all West Australians, including apprenticeships, traineeships and students who undertake studies in courses that offer valuable social good with lower earnings potential. No

student should be excluded from attaining vocational skills due to not being able to afford ever increasing fees;

- j)** Dismantle and replace the disgraced "Future Skills" with a fairer and more effective training model that is in line with Labor's economic and strategic skill development policies.
- k)** Support Vocational Education and Training in schools through fostering links to TAFE and removing organisational barriers to engagement.
- l)** Ensure that there is a high standard of quality in vocational education in order to maintain the integrity of the industry

UNIVERSITIES

- 22** Universities are essential community resources that provide:
 - a)** The best quality professional education for the next generation;
 - b)** Access to continuing professional education for qualified practitioners; and
 - c)** Research—both contracted and curiosity driven—that generates technological innovation and new human insights.
- 23** Access to places in public universities should be based on merit and equity.
- 24** Universities should be encouraged to form partnerships with public schools to accelerate gifted students and provide support for students at educational risk.
- 25** Strategic relationships within the university sector and with industry, communities and professional bodies are essential.
- 26** Recurrent Higher Education funding, directed towards the financial support of university places, should principally be the responsibility of the Federal Government.
- 27** Universities require a diverse funding base;
- 28** University governance should be representative of the university academic staff, general staff and students and the wider community.
- 29** University Guilds and student societies are an important and integral part of tertiary education.

WA LABOR'S ACHIEVEMENTS IN GOVERNMENT

WA Labor has a proud record in education in Western Australia.

30 30. In our last period of Government, we:

- a)** Opened more than 60 new or replacement schools, of which 16 were in regional areas;
- b)** Raised the school leaving age to seventeen;
- c)** Employed over 1400 extra teachers so that student staff ratios fell in WA schools from 15.75 in 2000 to 13.9 in 2008;
- d)** Employed thousands of extra education assistants and made them permanent employees;
- e)** Doubled the number of people undertaking apprenticeships and training from 18,743 to 37,421;
- f)** Invested \$540 million in School maintenance;
- g)** Invested over \$300 million in upgrades of 42 schools;
- h)** Reduced early years class sizes to 24;
- i)** installed a comprehensive and high-capacity broadband network in our schools;
- j)** Invested nearly \$50 million in rolling out extra information and communications technology to more than 180 schools
- k)** Introduced a concessional 50c bus fare for school students;
- l)** Introduced the "It Pays to Learn" allowance for senior school students; and
- m)** Brought school cleaning services back in house.

RETURNED TO GOVERNMENT

31 WA Labor will:

- a)** Establish a Partnership on School Leadership with key education stakeholders to deliver high quality professional development and to look at ways to attract and retain teachers and leaders at rural and remote schools and metropolitan schools of need;
- b)** Establish a cross sectorial partnership forum with representatives from the government and non-government education sectors,

and the School Curriculum and Standards Authority;

- c)** Provide funding to convert existing classrooms to science laboratories in up to 200 public primary schools;
- d)** Provide funding to deliver professional development for teachers to support the integration of coding into their teaching;
- e)** Provide a site for a childcare centre in the planning for every new public primary school;
- f)** Appoint an Independent Learning Coordinator (ILC) in 10 regional schools to supervise and help students undertaking courses through Schools of Isolated and Distance Education (SIDE);
- g)** Establish a Regional Learning Specialist (RSL) team in the curriculum areas of science, social science, mathematics and English to visit regional schools and run classes for students and support the work of the ILC's;
- h)** Review the planning methodology for new schools;
- i)** Introduce a direct-to-market (D2M) maintenance and minor capital works model that gives schools the authorisation and funding pool to directly engage their own contractors for works up to a value of \$20,000;
- j)** Transform the system to make local government schools the schools of choice for students, parents and teachers;
- k)** Take positive steps to encourage and support a culture of trust and open communication between schools, parents and the community;
- l)** Protect the wages and conditions of teachers and support staff and bargain in a fair, reasonable and timely manner;
- m)** Ensure proper government funding so that there is an equitable approach to compulsory or non-compulsory fees for core teaching activities in Government preschools and government schools;
- n)** Manage behaviour problems in schools by giving principals the authority and resources to provide pastoral support and impose

- consequences for negative behaviour;
- o)** Supports LGBTI students and will seek to provide funding for secondary schools which choose to run LGBTI anti-bullying programs that meet their school needs, if Commonwealth funding is withdrawn;
 - p)** Use the power of governments, including strengthened parenting control orders, to reintegrate into formal education those students otherwise excluded through disruptive behaviour;
 - q)** Challenge students, families and schools, with the resources of police, child protection, health and criminal justice workers, to improve attendance rates, particularly in secondary schools;
 - r)** Restore community volunteering programs to schools;
 - s)** Use reporting and grading formats that allow parents to see clearly how well their child is doing at school;
 - t)** Require primary schools to concentrate on teaching literacy and numeracy, so every child can read, write and deal consistently with numbers at transition to middle or secondary education;
 - u)** Develop strategies for the active recruitment of males into teaching;
 - v)** Ensure equitable and meaningful support for students with diagnosed disabilities;
 - w)** Seek to ensure that students from non-English speaking backgrounds (NESB), especially those from families in Western Australia on Section 457 visas, receive effective language support and orientation to the Australian community, and ongoing support throughout their schooling - not just while they are at Intensive Language Centres;
 - x)** Consult with relevant professionals in order to develop and implement programs promoting resilience within our students;
 - y)** y) Create and properly resource structures and processes that provide genuine professional development and support for teachers;
 - z)** Invest in new schools in developing suburbs, systematically upgrade and rebuild schools in older suburbs;
 - aa)** Continue to support canteens in all government schools;
 - ab)** Where possible, seek to retain in-house cleaners in all public schools which are not already under a public private partnership arrangement implemented by the previous Barnett Government and ensure they are properly trained and equipped;
 - ac)** Employ an additional 300 education assistants, 50 Aboriginal and Islander Education Officers and 120 teachers in WA Government schools;
 - ad)** Where possible, seek to prohibit further privatisation of or contracting out of public school functions including, but not limited to, cleaning, gardening, education assistants, teaching, curriculum support, professional development, security, administration, library services, information technology, psychology support services and dental services.
 - ae)** Support the existence of tertiary student amenities and services fees;
 - af)** Advocate incentives to universities to provide facilities to increase the participation of regional, rural and remote students;
 - ag)** Encourage universities to address the under-representation of Indigenous Australians and students from low socio- economic backgrounds;
 - ah)** Develop strategies to encourage local research and innovation;
 - ai)** Support professional development of principals to help them with their management roles;
 - aj)** Will seek to address the equity issues outlined by the 2016 Parliamentary Education and Health Standing Committee's Inquiry into the Independent Public Schools program; and will:
 - i)** Work with stakeholders to address these inequities;

- ii) Seek to ensure that schools preferring to remain as non-independent public schools will not be disadvantaged by doing so.

RESOLUTIONS

32 This Conference support the establishment and/or expansion of tertiary institutions in Perth's eastern suburbs along the model of the Commonwealth Institute of Higher Education promised for Midland by Federal Labor at the 2016 election and requests the WA Minister for Education to pursue active strategies to increase the numbers of tertiary places available in Perth's eastern region.

33 WA Labor is opposed to changes made to Federal schools funding by the Federal Liberal Government which will see WA public schools receiving \$224 million less over the next three years.

We condemn the former Barnett Liberal Government for budgeting on WA receiving a greater amount of Commonwealth funding over the next four years, which has created a new black hole in education funding.

34 WA Labor knows that permanency is the preferred form of engagement for the education sector and provides good outcomes for students and good outcomes for workers.

WA Labor will develop criteria to convert existing employees, including contract and casual employees, with more than two years' employment in a same or similar job to permanent employment and establish a process for this to continue in the future.

35 WA Labor supports the Independent Public Schools system, but acknowledges the need to address inequities between IPS and non-IPS schools.

This State Conference urges WA Labor to act on recommendations made by the Parliamentary Inquiry into the Independent Public Schools Initiative to ensure greater equity between IPS and non-IPS schools.

36 WA Labor acknowledges that the one-line

budget reform provides autonomy without accountability for both IPS schools and non-IPS schools and lacks essential transparency of funding within the public education system.

37 This State Conference congratulates the Labor State Government commitment to freeze TAFE fees for four years but knows that TAFE remains unaffordable for many Western Australians; particularly those in low socioeconomic situations.

WA Labor recognises that the vocational educational and training sector is a vital public service that is essential to upskilling Western Australian workers and educating the next generation as the economy changes and diversifies.

WA Labor will investigate ways to improve the affordability of TAFE system to ensure TAFE is accessible for all Western Australians, regardless of their circumstances.

38 This State Conference congratulates the Labor State Government for proceeding with its election commitment to put an additional 300 full time education assistants and 50 full time Aboriginal and Islander Education Officers (AIEOs) back into Western Australian classrooms.

WA Labor knows this will help reverse the damaging cuts made by the previous Liberal Government that have meant

- fewer education assistants, teachers and support staff
- a loss of funding for specialist programs
- increased class sizes,
- a reduction in resources and
- less individual attention for our children.

These cuts made it increasingly difficult for public schools to deliver the high quality of education that every child deserves.

WA Labor knows that education support staff provide essential services that are vital for the sustainability of a quality public education. Quality education that delivers

positive outcomes for students requires a stable workforce of dedicated people who have adequate time and resources to do their work.

Maintaining a workforce of education support staff who feel valued in their employment and have secure, meaningful jobs is a major concern of a WA Labor government.

CHAPTER 7: HEALTH

HEALTH WA

WA LABOR: PUTTING PATIENTS FIRST

- 1** WA Labor is committed to building a world class sustainable health system centred around the patient.
- 2** WA Labor is committed to Putting Patients First' – because it is now time to look beyond bricks and mortar, and focus on the actual delivery of health care to the people.
- 3** We will drive innovation, integration and culture change.
- 4** WA Labor will get on with the job of fixing the mess left by the Barnett Liberal Government.

PRINCIPLES AND VALUES

- 5** WA Labor values and strives for:
 - a)** A universal public health care system where equity of access to and quality of care is determined by need;
 - b)** Equity of health outcomes for the population;
 - c)** Evidence based policies;
 - d)** Policies that are centred around the patient and their needs
 - e)** A sustainable, world class health system

INNOVATION

Through innovation WA Labor will drive different ways of delivering health care, such as Medihotels and Innovation Hubs

MEDIHOTELS

- 6** WA Labor is committed to innovating our health system and delivering healthcare differently by putting patients at the centre of everything we do.
- 7** WA Labor will take pressure off our health

system by creating Medihotels that will free up expensive hospital beds so more patients can be treated and wait list shortened.

- 8** The Medihotel is a common sense approach to the challenge of ensuring every precious health dollar results in the maximum benefit for the community.

INNOVATION & MEDICAL RESEARCH

- 9** WA Labor is committed to transforming Western Australia into a medical research and innovation powerhouse by establishing the Future Health Research and Innovation Fund.
- 10** WA Labor's Future Health Research and Innovation Fund will drive medical research and medical innovation and provide a secure source of funding to develop Western Australia's research capability.
- 11** WA Labor will develop a cancer research plan that improves cancer research and treatment for the next decade.
- 12** WA Labor will create an innovation hub at Royal Perth Hospital and provide collaborative accommodation and services to start up and establish medical innovation research companies, linked to other state and regional medical technology
- 13** The digital disruption of Health will be significant and research will enable our health system to be ready to change and meet these challenges and seize upon the opportunity to reinvent the way health services are delivered.
- 14** 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.

INTEGRATION

Integration will see the breaking down of silos between primary, secondary and tertiary care with Urgent Care Clinics

URGENT CARE CLINICS

- 15** WA Labor is committed to delivering Urgent Care Clinics that will take pressure off busy

emergency departments.

- 16** Urgent Care Clinics will provide an alternate model of care and divert patients out of long waits in an emergency department.
- 17** Through Urgent Care Clinics we will innovate our health system and drive different ways of delivering health care that puts patients first.
- 18** Urgent Care Clinics will mean better integrated care and the breaking down of silos between primary, secondary and tertiary care.

A ROLE FOR PHARMACISTS

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

CULTURE CHANGE

Culture Change. Patient opinion will drive a responsive and transparent health system.

PATIENT OPINION

- 21** WA Labor will ensure all public hospitals introduce a patient feedback system to empower patient's choices.
- 22** WA Labor believes the ability to give feedback to health service providers will empower patients by giving them direct access to public hospital management and removing the usual layers of bureaucracy and red tape involved in making a complaint or suggestion.
- 23** Patient Opinion is about listening to people and driving cultural change putting the patient – and their opinion first.
- 24** The WA Labor Health system will be the first state wide health system to fully adopt Patient Opinion and drive improvement in its health system through innovation and putting patients at the centre of everything we do.
- 25** WA Labor believes that in the future successful hospitals will be those that listen and respond to their patients.

- 26** Patient Opinion empowers patients and puts their opinion at the centre of how the Government and hospitals develop policies. This enables us to ensure those policies are more tailored to the patients' needs and what they require and want from their health care system.

- 27** WA Labor is concerned that there is a shortage of low cost parking at Fiona Stanley Hospital which will disadvantage women and children. WA Labor opposes the privatisation of health services.

SUSTAINABLE HEALTH REVIEW

- 28** WA Labor condemns the former Barnett Liberal Government for mismanaging our State Budget and overseeing Health expenditure growth of an unsustainable 30% of the entire State spend.

- 29** WA Labor acknowledges the mess left to us by the Barnett Liberal Government that saw the Health Budget almost triple to \$9 billion, accounting for more than half of every dollar spent by the WA State Government between 2013 – 14 and 2016 –17.

- 30** WA Labor will conduct a Sustainable Health Review to guide future investment in the WA health system so that we can deliver affordable, integrated services which leverage new technology, new patient pathways and current investment in healthcare.

- 31** WA Labor will use the review to inform future decisions about the way that health is managed and delivered to ensure that Western Australians are receiving quality healthcare than can be sustained for our future generations.

- 32** WA Labor is committed to fixing the mess of the Barnett Liberal Government and reversing the legacy of unsustainable health expenditure.

PREVENTATIVE HEALTH

PREVENTATIVE HEALTH SERVICES AND HEALTH PROMOTION

- 33** 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.

34 It 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.

35 WA Labor is acutely aware that Western Australia has a growing obesity epidemic leading to increased rates of diabetes, coronary heart disease, and stroke. Diabetes in particular is the world's fastest growing chronic condition and there is no cure.

36 WA Labor will implement the "Let's Prevent Program" which will involve a pilot that will use evidence-based approaches to educate and encourage participants to make the changes they need to, in order to avoid the impact on their lives of diabetes.

37 WA Labor believes that prevention is better than cure in managing chronic diseases.

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

ALCOHOL, TOBACCO AND OTHER DRUG USE

39 WA Labor recognises that:

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

40 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.

41 WA Labor is committed to introducing Tobacco Law Reform to strengthen laws and policing relating to sale, supply and marketing of tobacco products and exposure to second-hand smoke.

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

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

MENTAL HEALTH

44 WA Labor recognises that the provision of mental health services is a priority and will focus on preventive and early intervention programs, appropriately qualified professional support, community support services and access to suitable housing.

45 WA Labor will embed recovery oriented mental health principles in Government mental health policies, including:

- a)** Implementing a recovery college in Western Australia;
- b)** recognising that recovery is not necessarily about cure but is about having opportunities for choices and living a meaningful, satisfying and purposeful life, and being a valued member of the community
- c)** recovery outcomes are personal and unique for each individual and go beyond an exclusive health focus to include an emphasis on social inclusion and quality of life;
- d)** empowering individuals so they recognise that they are at the centre of the care they receive and;
- e)** supporting individuals to build on their strengths and take as much responsibility for their lives as they can at any given time.
- f)** providing the extra support required for LGBTI services in Aboriginal and Torres Strait Islander and regional communities to have a positive impact on mental & physical health outcomes.

HEALTHCARE FOR ALL

ABORIGINAL AND TORRES STRAIT ISLAND PEOPLE'S HEALTH

46 WA Labor believes that the most effective delivery of community health programmes,

particularly in marginalised and diverse community groups is through properly resourced, integrated community controlled health organisations.

47 WA Labor will continue to work with the federal government and Aboriginal and Torres Strait communities in its initiatives to close the gap in health outcomes.

48 WA Labor recognises that current health indicators demonstrate that the burden of inequity falls most heavily on Aboriginal and Torres Strait Island peoples, and that Aboriginal and Torres Strait Island people have a lower health status and shorter lives.

49 WA Labor is committed to a health policy that recognises the diverse circumstances in which Aboriginal and Torres Strait Island people live.

50 WA Labor sees the support, education, training and employment of Aboriginal and Torres Strait Island health professionals as crucial to meeting the challenges of effective health services.

51 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 Aboriginal and Torres Strait Island patients and their families should be made available when these patients must be cared for in the metropolitan area.

52 Preventative health care and health education programs will be delivered to reduce avoidable illnesses and poor health status.

SENIORS' HEALTH AND AGED CARE

53 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.

54 WA Labor acknowledges the pressure that a lack of aged care beds has on the public health system.

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.

55 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.

56 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.

57 WA Labor will work towards ensuring our elderly can receive an aged care bed where and when they need it.

WOMEN'S HEALTH

58 WA Labor acknowledges that women's health is determined by social, political and the economic context of their lives, as well as by biology, and that gender is a valid indicator of disadvantage in accessing health services.

59 Labor supports a woman's right to make choices about reproductive and maternal health.

60 Accordingly, 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.

61 WA Labor will address female health issues with a range of targeted programs which highlight prevention, early intervention and treatment

MEN'S HEALTH

62 WA Labor will develop a Men's Health and Wellbeing Policy for Western Australia.

63 WA Labor's Men's Health Policy will support the National Male Health Policy and complement the existing West Australian Women's Health Strategy and the Aboriginal Health and Wellbeing Strategy.

CHILD HEALTH AND DEVELOPMENT

64 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.

65 WA Labor is committed to funding, implementing and evaluating initiatives for early intervention, and the reduction of infant mortality rates.

66 WA Labor strongly supports childhood vaccination for preventable but potentially life threatening illnesses and acknowledges the importance of equity to access to vaccination services.

67 WA Labor notes with concern anti-vaccination campaigns, and will work to provide evidence based information to the community to ensure the continues high level of vaccination coverage.

RURAL AND REGIONAL HEALTH

68 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.

69 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.

70 Equity of direct access to services and specialists is limited by distance. WA Labor will ensure equity of outcomes and equity of access by means of travel and satellite accommodation support. WA Labor will support initiatives such as consolidation and standardisation of services and increased use of Information and Communications

Technology (ICT) based solutions including HealthDirect, e-health, telemonitoring, and telepsychiatry.

LESBIAN, GAY, BISEXUAL, TRANSGENDER AND INTERSEX PEOPLE

71 WA Labor recognises the need to provide for the health needs of lesbian, gay, bisexual, transgender and intersex people (LGBTI) people, especially those in rural and remote areas, those with HIV/AIDS, and those affected by poverty and homelessness, including but not limited to sexual and reproductive health.

72 WA Labor will support the crucial role of organisations that produce and distribute targeted information about health and welfare issues, especially sexual health and the reduction of Sexual Transmitted Infections (STIs) to LGBTI people.

73 WA Labor recognises the right of any transgender to receive medical treatment with funding from the State as for any other medical condition of a critical nature. Accordingly, WA Labor will ensure access to gender affirmation surgery and treatments, including for hormones and other essential procedures.

74 WA Labor recognises the higher rates of suicide in the LGBTI community relating to chronic and prolonged anxiety and specific mental health impacts. This includes the mental health impact of bullying, homophobia, harassment, discrimination and inequality on LGBTI individuals, particularly on LGBTI youth.

75 WA Labor believes that people with gender dysphoria should not be denied the associated health care they would be otherwise entitled to if they were not incarcerated or in remand.

76 WA Labor calls on the WA Minister for Health to advocate that Pre-Exposure Prophylaxis (PrEP) is made available to at risk Western Australians via the Pharmaceutical Benefit Scheme (PBS) schedule. PrEP needs to be added to the PBS if Western Australia plans to meet its target of ending new HIV transmissions by 2020.

WA Labor calls on the WA Minister for Health to ensure greater investment in sexual health clinics, in particular those that focus on those at risk. Unless investment in these services is addressed, individuals at risk will struggle to access PrEP. This investment would provide training, infrastructure and human resources to deliver PrEP services within both sexual health clinics and for GPs.

A Labor calls on the WA Minister for Health to advocate for easier access for GPs to prescribe the PrEP medication outside of the current PBS Section 100 restrictions. This will include access to PrEP management training and should be strongly promoted to GPs within the community.

A FAIRER DEAL

COMMONWEALTH AND STATE RELATIONS

- 77** 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.
- 78** WA Labor believes that the way healthcare is funded by the Commonwealth disadvantaged 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.

VALUING OUR WORKFORCE

PATHWAYS TO PERMANENCE

- 79** WA Labor condemns the Barnett Liberal Government for failing our public sector for eight and half years and presiding over a period of increased employment insecurity. Within our Health system the use of casual employees has ballooned from 1,806.4 full time equivalents in 10/11 to 2,574.8 in 15/16.
- 80** WA Labor will work towards creating a pathway to permanency within the Health Public Sector.

81 WA Labor will develop a criteria to convert existing employees including contract and casual employees with more than two years' employment in a same of similar job to permanent and establish a process for this to continue in the future.

82 WA Labor will review the use of contract for service arrangements and support the direct employment of staff where it is appropriate to do so.

83 WA Labor will work with the union to do an audit of temporary employment, set a target to bring to permanency and set timelines to ensure we meet our commitment to WA families who deserve certainty in their workplace.

HEALTH CARE IN PUBLIC HANDS

- 84** WA Labor condemns the former Barnett Liberal Government for actively seeking to outsource important health and hospital services since its first term in Government.
- 85** 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.
- 86** WA Labor opposes the privatisation of public hospitals, public health services and all health care units and ancillary services that facilitate the operation of the public health system.
- 87** WA Labor will cease the further privatisation of public health and hospital services and where possible bring services back into the public sector.

OUR WORKFORCE

- 88** 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.
- 89** WA Labor supports the employment of more Aboriginal and Torres Strait Island health staff in all capacities.

- 90** WA Labor recognises the importance of a permanent workforce in all areas of the health system and will work to reduce the use of casual and relief positions. WA Labor will make casual staff part of the permanent workforce after an agreed period, thus forming a flexible pool of permanent staff. A permanent health care workforce creates a more stable, productive and responsive health system.
- 91** Labor will ensure that services are provided by appropriately qualified and skilled practitioners and will continue to implement training programmes. Labor will continue to support attraction and retention strategies to ensure that the new, upgraded, and existing hospitals and medical facilities are adequately staffed.
- 92** WA Labor supports:
- a)** An increase in the number of medical student internships and increased specialist training positions in areas of workforce shortage;
 - b)** Nurse practitioner models and expanded scope allied health roles, increasing in the number of registered and enrolled, and specialist nurse practitioners;
 - c)** Plan for the demand and supply of workforce aligned to the Clinical Services Framework 2015-2024;
 - d)** Promotion of leadership programs which build capacity and capability at every level of the organisation;
 - e)** Improved governance and management processes and practices;
 - f)** Annual WA Health Conferences and Awards showcasing staff achievement and innovation;
 - g)** The continued provision of Professional Indemnity Insurance to Public Health workers by the Health Department and the promotion of this to new and existing employees; and
 - h)** The exploration of innovative workforce models such as allied health generalists, allied health assistants and physician assistants.

RESOLUTIONS

- 93** WA Labor knows that paramedics, communications and ambulance transport officers all play a critical role in protecting the health and welfare of the Western Australian community.

WA Labor knows that as first responders, these workers are inherently exposed to traumatic incidents throughout their careers, over and above routine workplace stressors. This continual exposure to trauma frequently results in negative trauma response, such as burnout, anxiety and depression, which can develop into conditions such as post-traumatic stress disorder (PTSD). In some instances these trauma responses have led to cases of intentional self-harm and suicide.

WA Labor knows that ambulance services operators have a responsibility to minimise the foreseeable risk to the health and wellbeing of its workforce by ensuring appropriate strategies are in place to prepare and protect all staff from the negative effects of post event trauma.

WA Labor will:

- 1 . Ensure that the Health Department hold the ambulance services contractor accountable for the health and wellbeing of its workforce by enforcing contractual obligations that mitigate the risk of negative health and wellbeing outcomes.
- 2 . Investigate presumptive workers compensation laws that benefit paramedics who develop psychological injury as a result of performing their duties.
- 3 . Investigate options to increase the independent oversight of the ambulance services contractor, including the establishment of a permanent panel of suitably qualified and independent experts to oversee the health and wellbeing strategies and to hold them accountable to established best practice.

- 94** WA Labor will review the current emergency services communications model and

investigate the benefits of bringing ambulance communications under the control of the State Government.

WA Labor will explore the benefits of a state-wide emergency communications centre that enhances the capacity and coordination of all emergency services.

- 95** St John Ambulance is contracted to provide ambulance services to metropolitan and regional Western Australia. There are approximately 3,700 volunteers in regional Western Australia engaged to provide emergency medical care.

WA Labor acknowledges the commitment of these volunteers to the community.

WA Labor will review the country model to ensure it best supports paramedics and volunteers in order to achieve appropriate patient outcomes for all people in regional Western Australia.

- 96** WA Labor recognises that State and Territory governments provide ambulance services in most Australian jurisdictions. In Western Australia and the Northern Territory, St John Ambulance is under contract to the respective governments as the primary provider of ambulance services.

WA Labor knows that maintaining an outsourced ambulance service represents a significant public expenditure for the West Australian Government. Therefore, like any large government expenditure, West Australians are entitled to transparency and accountability in how public funding for ambulance services is being spent.

WA Labor will ensure that oversight of ambulance service funding in Western Australia is best practice and will require increased transparency in financial reporting.

- 97** WA Labor believes all older Australians deserve dignity and the highest standard of care in the final years.

WA Labor recognises that a well-paid, trained and supported aged care workforce

is necessary to ensuring this dignity and high standard of care.

As Australian's population continues to age, Governments must invest in Aged Care and the Aged Care workforce.

This Conference condemns the Turnbull Liberal Government for their \$1.2 billion in funding cuts to Aged Care in the 2016-17 Budget. These funding cuts have significantly affected the ability to provide meaningful care and support to vulnerable older Australians, especially those with acute and complex needs.

WA Labor calls on the Turnbull Liberal Government to reverse these cuts immediately and ensure that aged care is adequately funded and supported to ensure workers are able to continue to provide high quality care.

WA Labor also calls on Australian Labor to make addressing funding and workforce issues within aged care a key issue on which the next Federal Election is fought.

- 98** WA Labor knows that essential public services, such as hospitals, should not be operated by for-profit, private companies, but from the public sector which aims to provide the best possible service to the Western Australian community.

WA Labor knows that the contract at Peel Health Campus has failed to achieve a safe and effective health service and that both the standard of service delivery and working conditions are not those expected for a public hospital.

This State Conference calls on WA Labor to ensure the Peel Health Campus delivers the best service for all West Australians: with public provision the preferred model for delivery.

CHAPTER 8: LAW, PUBLIC ADMINISTRATION AND COMMUNITY SAFETY

Civil & Political Rights

FOUNDATIONS

- 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)** the operation of our justice system consistent with internationally recognised human rights principles;
 - d)** respect and recognition of Aboriginal customary law;

- e)** equality and equity before the 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; and
 - n)** the right to live free of violence from a partner or family member.
- 9** Adults should be entitled to read, hear and see what they wish in private, subject to adequate protection against persons being exposed to unsolicited material that is offensive to them and the prevention of the exploitation, or the violation of the rights, of others, particularly children and other vulnerable persons.

LAW REFORM

- 10** 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.
- 11** 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.
- 12** WA Labor will modernise the Constitution of Western Australia to:
 - a)** consolidate the Constitution into one Act of Parliament;

- b)** define the roles of the Governor, the Premier and the Cabinet;
 - c)** provide a double-dissolution mechanism to resolve deadlocks between the two houses of Parliament;
 - d)** remove the power of the Legislative Council to block ordinary annual appropriation and revenue bills (supply), allowing delay only;
 - e)** 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)** maintain the proper place of Western Australia within the federal Commonwealth of Australia;
 - h)** promote awareness of the Western Australian legal and constitutional system; and
 - i)** implement a republican mode of government in Western Australia.
- 13** 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.
- 14** WA Labor will ensure that fundamental principles of legislative integrity are complied with, including that:
- a)** all legislation must have regard to the rights and liberties of individuals;
 - b)** where legislation makes rights and liberties or obligations subject to the exercise of administrative power, such power must be sufficiently defined and subject to appropriate review;
 - c)** legislation must be consistent with principles of natural justice;
 - d)** restrict delegation of administrative powers to appropriate cases and appropriate personnel;
 - e)** the onus of proof 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 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)** an individual's property can only be compulsorily acquired for a proper purpose;
 - k)** regard be had for Aboriginal tradition and custom;
 - l)** legislation, regulations, rules, policies and forms be clear and unambiguous;
 - m)** a person is entitled to reasons for administrative decisions affecting a person;
 - n)** administrative decisions subject to review are clearly identified; and
 - o)** criminal offences and penalties cannot be created or amended through delegated legislation or executive action.
- 15** WA Labor will establish a comprehensive and accessible register of legislative instruments.
- 16** WA Labor will remove the right of corporations to vote in local government

elections.

- 17** 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.
- 18** 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.
- 19** WA Labor in government will implement a process for people to have historical sex convictions relating to consensual homosexual acts expunged, for anything that is not an offense under current legislation. This process should include the ability of a family member or spouse to apply in the case that the person is deceased.
- 20** WA Labor will progress the implementation of the changes to the retirement age of WA Magistrates to 70 years, in line with other judicial officers, as a matter of priority.
- 21** WA Labor notes a legislative review of the Western Australian Justices of the Peace Act 2004 to introduce five-year renewable appointments for justices of the peace in Western Australia was completed in November 2014. WA Labor will progress the implementation of the changes as a matter of priority in 2017.
- 22** 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.
- 23** WA Labor recognises that current legislation and practices under WA's Family Court and Health systems pertaining to intersex and transgender young people are outdated, restrictive and unnecessarily cumbersome.
- a)** WA Labor will review relevant laws and processes to ensure that:
- 1 . 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.

- 2 . The Family Court may intervene in cases where parental consent has been withheld or has been contested.
- 3 . The Family Court has appropriate guidelines for making such determinations.

- b)** WA Labor will review relevant laws and processes to ensure that intersex children do not undergo potentially unnecessary medical procedures before they are able to give genuine informed consent.

COMMONWEALTH-STATE RELATIONS

- 24** 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.
- 25** 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

- 26** 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 autonomy of local government and the importance of local decision making, to reflect the needs of local communities.

Labor is committed to ensuring that good and sound local decision making can be facilitated for the benefit of the local communities. Labor will ensure that newly elected member of local governments are given opportunities to enhance their understanding of the local government act, financial decision making and corporate governance.

27 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.

28 WA Labor affirms its commitment to work together with local governments in partnership for the benefit of all Western Australians.

ACCOUNTABLE GOVERNMENT

29 Government is critical to the achievement of social and economic justice and in ensuring the sustainable development of Western Australia for everyone's benefit, across generations

30 Government must ensure that Western Australia's valuable and scarce natural and economic resources are managed sustainably, and in a manner that will ensure they benefit future generations of Western Australians.

31 Good and just government requires:

- a)** accountability, responsibility and transparency;
- b)** service delivery;
- c)** community consultation; and
- d)** a strong, effective and efficient public sector.

INTEGRITY IN GOVERNMENT

32 Western Australians are entitled to the highest standards of probity, integrity and service from their government and its officials.

33 Government should adhere to the highest standards of integrity, transparency and accountability.

34 Effective government accountability requires:

- a)** an accessible system for the independent review of administrative decisions;
- b)** effective mechanisms to ensure that reasons can be obtained for administrative decisions;
- c)** a properly functioning and suitably broad right to obtain information from government, such as through freedom of information systems; and
- d)** appropriate whistleblower protections for public servants.

35 The integrity of government is enhanced by the continuing existence of an independent, specialised and adequately resourced body, to investigate official corruption.

36 Integrity and anti-corruption bodies require suitable oversight from the three pillars of our democratic system: Parliament, the executive and the Courts, to ensure their accountability to all Western Australians.

37 Government integrity bodies cannot be involved in working with and scrutinising Police or other law enforcement bodies.

38 WA Labor will set up an Independent Police Complaints Commission (IPCC) to review Police integrity, which is fully independent of active and former police, to assure the public that complaints against the police will be dealt with transparently.

39 The public sector in general, and government boards and committees, should be representative of the community at large.

40 WA Labor will work to ensure that there is adequate representation of women, young people, Aboriginal people, people living with disabilities, and those from linguistically diverse backgrounds at all levels of seniority within Government.

41 The operation of public services and services to government, whether provided by the public sector or the private sector, should be the subject to the highest level of public scrutiny, openness and accountability, including applicable policies, customer service charters, complaint handling mechanisms, and compliance with all relevant legislation, regulations and policies.

- 42** 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

- 43** 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.
- 44** The public service performs best for our community when it operates in a co-ordinated way across government in a non-partisan, merit based and non-discriminatory way; giving frank and fearless advice to government.
- 45** 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.
- 46** Government services should be simple to access, easily understood, responsive and available throughout Western Australia, using appropriate technology.
- 47** Where government is responsible for the provision of services, it must guarantee the standards of the delivery of such services.
- 48** 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.
- 49** 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.

- 50** 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.
- 51** WA Labor will ensure that public services such as:
- a)** public education;
 - b)** public health and hospitals;
 - c)** Police;
 - d)** roads;
 - e)** public transport;
 - f)** water and sewerage;
 - g)** electricity distribution;
 - h)** prisons, juvenile detention centres, prisoner transport and community justice;
 - i)** court and parliamentary security; and
 - j)** child protection,
 - k)** are not further privatised, and where they have been, they will be brought back into government control and operation in a responsible manner.
- 52** 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.
- 53** 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.
- 54** 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.
- 55** 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
- and co-ordination between agencies;
 - 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.
- 56** 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.

- 57** 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

- 58** All Western Australians are entitled to live free of violence; in safety and security.

- 59** It is a fundamental role of Government to assist in times of natural disaster, emergencies and other security and safety threats.

- 60** WA Labor also acknowledges that climate change may intensify the range and nature of natural disaster threats.

- 61** 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;
- c)** building capacity and resilience in the community;
- d)** providing required infrastructure to respond and to prevent and mitigate against injury and damage to property (including our cultural heritage); and to avoid adverse impact on the community;
- e)** co-ordinating the collection and dissemination of up-to-date, comprehensive and accurate emergency information, so that appropriate preparation can be made and specific vulnerabilities in the community identified and resolved in a timely way;
- f)** ensuring there is a proper emergency communications capability operating at optimal levels across the entirety of Western Australia;
- g)** ensuring that Police, fire and emergency services personnel are provided with the highest level of health and safety protection and appropriate resources in order to meet

the needs of our communities;

- h)** ensuring all firefighters have access to treatment and compensation for cancer and other illnesses contracted as a consequence of their service; and
- i)** assisting local communities to work in partnership with fire and emergency services and to be responsible for their own safety.

- 62** 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.

- 63** 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;

- h)** recognising the contribution that all fire fighter and emergency services make to the community; and
- i)** 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.

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

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

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

WA Labor will consult with front-line communities, Local Governments, NGOs and WA Police to ensure appropriate community services are available and accessible to counter violent extremism.

WA Labor will investigate re-introducing Multicultural Liaison Officers in WA Police. These civilian staff will work with culturally and linguistically diverse (CALD) communities to advise WA Police on matters concerning CALD communities; support police when they come in contact with people that may need extra assistance and services to support their cultural, religious and language needs; and ultimately build trust and confidence between WA Police and CALD communities.

WA Labor will investigate establishing a comprehensive training program for law enforcement and allied professionals (including, but not limited to, psychologists, health workers, teachers, youth and social workers and parole officers) to embed countering violent extremism in their practice and pedagogy, in order to develop their expertise in effectively assessing an

individuals' likelihood to carry out a violent act.

CRIMINAL JUSTICE

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

67 The criminal justice system needs to meet many objectives:

- a)** the proper punishment of those involved in committing crimes;
- b)** protection of the personal safety and property of all Western Australians;
- c)** supporting victims of crime;
- d)** rehabilitation of offenders;
- e)** reducing recidivism; and
- f)** operating with integrity and the maintenance of public confidence in the system.

68 In meeting these objectives, the criminal justice system must:

- a)** properly investigate and prosecute criminal activity;
- b)** maintain the separation of investigation, prosecution, defence and judicial processes;
- c)** treat those accused of committing crimes firmly but fairly;
- 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.

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

70 WA Labor unequivocally opposes:

- a)** the death penalty;
- b)** corporal punishment;
- c)** the use of torture;
- d)** indeterminate periods in custody;
- e)** mandatory sentencing;
- f)** extending provisions to stop and search without consent or reasonable suspicion;
- g)** broad anti-association and anti-protect laws; and
- h)** prohibited behaviour orders.
- i)** Imprisonment for fine default alone.

71 WA Labor will provide alternative options for fine defaulters to reduce imprisonment for unpaid fines.

ADDRESSING CAUSES OF CRIME AND JUSTICE REINVESTMENT

72 WA Labor believes that the building of a prosperous, socially cohesive and tolerant democratic society will reduce the level and impact of crime in Western Australia.

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

74 WA Labor believes that investment in services and programmes, across government, in a co-ordinated approach, that address the underlying causes of crime are more effective than punishment and rehabilitation on their own.

75 Investment in crime prevention and addressing the underlying causes of crime is a key mechanism of reducing crime in our community and ensuring less people become victims of crime, as well as delivering improved social and economic outcomes for the community as a whole.

76 WA Labor will be smart on crime, adopting a strategy of justice reinvestment - tackling

crime at its source.

77 As part of a Smart on Crime approach, WA Labor will:

- a)** ensure all relevant agencies work collaboratively to develop and implement evidence based crime prevention strategies;
- b)** work with local government, service providers and local communities to develop crime prevention and reduction strategies, including resourcing programmes and initiatives that focus on early intervention and crime prevention, for example Neighbourhood Watch, Eyes on the Street and DrugARM WA;
- c)** work with young people at risk of offending and their families to identify their needs and to encourage their full participation in society;
- d)** 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;
- e)** promote crime prevention strategies that are cognisant of and appropriate to Western Australia's complex multicultural society;
- f)** deliver a targeted approach to the various causes of crime;
- g)** 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 Aboriginal people, those with decision-making disabilities, sufferers of post-traumatic stress disorder (PTSD), sufferers of foetal alcohol spectrum disorder (FASD), and the intergenerational transmission of the legacy of trauma, including through the continuation of the Drug and Mental Health Courts; and
- h)** encourage an informed debate in our community about the causes, level and impact of crime and how to best respond, including a major focus on early intervention strategies.

POLICE

- 78** How police perform their role is central to the level of public confidence, effective emergency management, safety and security in the community.
- 79** Labor believes that police ‘lock-ups’, ‘watch houses’ and transportation of those in Police custody should:
- a)** operate under established international best practice;
 - b)** be sufficiently resourced and staffed to ensure the safety of police, staff, those in custody and the wider community; and
 - c)** be operated at the same standard, regardless of location or the predominate race of their inmates.
- 80** WA Labor will maintain and enhance the integrity of our police by ensuring that:
- a)** police powers are not devolved to private security personnel or privatised in any way;
 - b)** strategic partnerships with other relevant agencies and organisations are enhanced so that service delivery occurs at the level needed in a co-ordinated and seamless way;
 - c)** appropriate law enforcement and crime prevention initiatives are undertaken in regional and country areas, in consultation with local communities;
 - d)** police resources and training are targeted to ensure professional police operations that are able to meet the challenges of modern law enforcement and crime prevention;
 - e)** more police time is used in crime prevention with a greater and more effective response to incidents;
 - f)** the Police are adaptive to constant shifts in criminal activities;
 - g)** selection and promotion of officers is on merit, while also reflecting the composition and diversity of the Western Australian community, including gender and cultural background;
 - h)** cultural sensitivities are appropriately respected by police;
 - i)** Police powers are not abused and are

exercised in an appropriate way; and

- j)** telephone calls to police are answered promptly and always followed up.

INVESTIGATION AND PROSECUTION

- 81** Preventing and dealing with crime (including organised crime and terrorism) is a balancing act, so that the rights and liberties of Western Australians are not lightly forfeited in the name of combating crime and terror, as well as ensuring the safety and security of us all.
- 82** WA Labor recognises, supports and will protect:
- a)** an unqualified right to silence;
 - b)** the right against self-incrimination;
 - c)** the presumption of innocence;
 - d)** the right to adequate legal representation for serious criminal matters;
 - e)** the general inadmissibility of evidence obtained illegally or by improper means; and
 - f)** the right to an interpreter.
- 83** WA Labor believes there is no justification to authorise unreasonable personal searches by police.
- 84** WA Labor will ensure that accused persons, when interviewed or detained, have the right to:
- a)** seek legal advice prior to interview;
 - b)** have interviews video-recorded;
 - c)** if a child or other vulnerable person, be accompanied by a friend or have another adult present;
 - d)** have access to appropriate medical treatment; and
 - e)** protections from inappropriate invasive bodily searches and the taking of bodily samples.
- ## **CORRECTIVE SERVICES**
- 85** WA Labor will ensure the consistent, just and humane treatment of offenders and supports the appropriate use of both custodial and non-custodial sentencing options, with imprisonment as a punishment of last resort, which is not suitable or appropriate for fine defaulters.

- 86** A society can be judged by the way that it treats its prisoners – the people working in corrective services are essential to ensuring the effectiveness of our criminal justice system.
- 87** WA Labor believes that the most just and appropriate sentencing outcomes in all circumstances require full judicial discretion with all available sentencing options. For this reason, WA Labor is principally opposed to mandatory sentencing, which produces perverse and unjust sentencing outcomes.
- 88** WA Labor recognises that it is important that sentences have regard for community expectations.
- 89** Within 12 months of coming to government, WA Labor will establish a Sentencing Advisory Council. The Sentencing Advisory Council will, with the input of the judiciary and the community, publish recommended guideline sentencing ranges for categories of crimes and offending types for our Courts in order to improve community confidence in sentencing outcomes, while maintaining judicial discretion and alleviating the perceived need for mandatory sentences.
- 90** WA Labor believes that the treatment of people with mental health problems within our prisons is an issue that concerns both community safety and the rights and wellbeing of individuals.
- 91** The WA Labor Government will reaffirm its commitment to reducing prisoner numbers by not introducing any further mandatory sentencing regimes in Western Australia, and will conduct a review of all current regimes. Mandatory sentencing unjustifiably requires the same minimum term to be imposed regardless of how trivial or serious the offence; fails to consider an offender's circumstances; shifts judicial discretion not to impose a custodial term in exceptional circumstances from the Courts to Police and prosecutors; breaches various international treaties which prohibit arbitrary detention, including Article 9 of Universal Declaration of Human Rights 1948; and ignores overwhelming evidence from Australia and overseas demonstrating that it fails to reduce crime, leads to harsh and unfair sentences, unnecessarily increases the overcrowding of prisons and disproportionately affects Aboriginal people and other marginalised groups.
- 92** 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.
- 93** 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. All corrective services, including prisons, must in all circumstances be the full responsibility of Government.
- 94** 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.
- 95** 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.
- 96** The capacity of the prison system should be expanded to: meet demand; prevent overcrowding; allow equal and adequate access to appropriate treatment, training and rehabilitation services and programmes; and ensure prisoners are housed humanely in facilities appropriate for their purpose.

97 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.

98 WA Labor will ensure adequate post release services for people who are returning to their families and communities.

99 WA Labor will establish a Conviction Review Commission to review historical convictions where new evidence is uncovered or where inappropriate investigative or prosecutorial conduct has recently been discovered. Such Conviction Review Commission would independently review such cases for referral to the Court of Appeal for determination.

100 WA Labor believes individuals incarcerated should be accommodated consistent with their own gender identity and offered the necessary protections to keep them safe.

REHABILITATION

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

102 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.

103 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

104 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.

105 The opportunity to engage diligent and competent legal representation is essential to ensuring access to justice.

106 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,

107 are adequately resourced to enable the equitable provision of quality legal services, which are accessible, used in a cost effective manner and available to those in need with meritorious cases.

108 WA Labor will encourage and support the expansion of pro-bono clearing house services in and for Western Australia.

109 A WA Labor Government will secure an ongoing source of funding for community legal centres to ensure their viability and sustainability into the future.

ABORIGINAL AUSTRALIANS AND THE JUSTICE SYSTEM

110 WA Labor acknowledges the unique position of Aboriginal Australians as the first inhabitants of Western Australia.

111 WA Labor believes that there is strength in the diversity of the culture and traditional systems of law found in the various Aboriginal societies within Western Australia.

112 Aboriginal customary law should be respected and appropriately recognised.

113 WA Labor acknowledges the historical and current disadvantage of Aboriginal Australians 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.

114 WA Labor recognises the positive impact of Aboriginal Sentencing Courts in contributing to a sense of Indigenous ownership of the sentencing process; making sentencing a more relevant experience for Indigenous offenders; improving the relationship between

Indigenous people and the court system; and strengthening Indigenous communities.

- 115** WA Labor will continue to support the Aboriginal Sentencing Courts currently operating in WA.
- WA Labor will consider establishing more initiatives of this kind around WA and will consider ways to improve the operation of current Aboriginal Sentencing Courts.
- 116** WA Labor will consider establishing a Neighbourhood Justice Centre similar to the City of Yarra Neighbourhood Justice Centre in Melbourne, Victoria.
- 117** Aboriginal 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 Aboriginal Australians.
- 118** WA Labor will work with Aboriginal people and their communities to develop laws, policies and practices to alleviate disadvantage and address the disproportionate numbers of Aboriginal people caught up in the criminal justice system. WA Labor will be guided by principles of inclusion, equality, fairness, equity and justice.
- 119** 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 Aboriginal people.
- 120** Noting the success of the New South Wales Custodial Notifications Service (CNS) in dramatically reducing Aboriginal deaths in custody in that state, in government WA Labor will fund and implement a CNS to ensure Aboriginal people who are taken into custody have immediate access to

appropriate legal assistance.

- 121** WA Labor will respect the various forms of governance adopted by Aboriginal communities, which reflect their cultural and juridical domains, and as far as possible, consistently with international law, uphold their traditional systems of law.
- 122** WA Labor will encourage more Aboriginal Australians 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 Aboriginal Visiting Scheme, to study law, and in other appropriate areas.

PERSONS WITH SPECIAL NEEDS AND THE JUSTICE SYSTEM

- 123** 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.
- 124** WA Labor recognises that children have diminished capacities and that, as a consequence, children need to be protected from the full force of the criminal law. Additionally, uniform legislation on the age of criminal responsibility across the States, Territories and Commonwealth is desirable. In government, WA Labor will work within COAG to encourage all states to increase the age of criminal responsibility from 10 years to 12 years.
- 125** 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.

FAMILY & DOMESTIC VIOLENCE

- 126** 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.
- 127** All Western Australians are entitled to live safe from family violence, including physical and emotional abuse. Family and domestic violence is criminal conduct and should be guarded against with the full force of the law. WA Labor will develop a Family and Domestic Violence Prevention Strategy to protect victims of family and domestic violence by:
- 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;
 - d)** incorporating specific content into school education programmes;
 - e)** increasing community awareness and education campaigns; and
 - f)** undertaking a review of the impact of family and domestic violence on people living with disabilities.
- 128** Within the first year of the next WA Labor Government, 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.
- 129** A Labor will work to enact and give effect to the outstanding recommendations of the WA Law Reform Commission's Enhancing Family & Domestic Violence Laws (Project No. 104) Final Report in particular relating to RTA.
- 130** 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.

- 131** WA Labor will review and remedy the current situation where formally separated de facto couples' superannuation is considered a financial resource as opposed to an asset.

DRUGS AND ALCOHOL

- 132** 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; and
 - 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.
- 133** WA Labor will introduce comprehensive and innovative strategies aimed at reducing the impact of illicit drug use and abuse on the community, in consultation with appropriate experts and the community generally.
- 134** WA Labor will ensure police and courts make greater use of diversionary programs for people accused of possession of illicit drugs for personal use.
- 135** WA Labor will implement its Meth Action Plan by transforming Melaluca 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.
- 136** 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.

- 137** WA Labor will legislate against the third party supply of alcohol to minors.

MENTAL HEALTH

- 138** A disproportionate number of people caught up in the criminal justice system have mental health problems.

- 139** 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

- 140** 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.

- 141** WA Labor will legislate to exempt victims of child sex offences from time limits on legal action for damages.

- 142** WA Labor acknowledges that the non-consensual sharing of intimate images (known as ‘revenge porn’) goes against a person’s right to privacy, and can have far-reaching negative consequences on their personal and professional lives. WA Labor accordingly will legislate so that it is a crime to distribute, or threaten to distribute real or altered intimate images of another person without their consent.

ASBESTOS

- 143** WA Labor acknowledges that Western Australia tragically boasts one of the highest per capita rates of asbestos related disease “including mesothelioma, asbestosis and lung cancer” found anywhere in the world.
- 144** WA Labor recognises that Western Australia is home to one of Australia’s largest industrial disasters, the mining of blue asbestos in the infamous town of Wittenoom from 1940 to 1966. Not only was blue asbestos mined, but toxic asbestos tailings were spread around the town to build roads, driveways, footpaths, backyards, school playgrounds and the local racecourse.
- 145** WA Labor recognises that people exposed to asbestos while working on do-it-yourself projects are emerging as the “third wave” of asbestos-related cancer victims.
- 146** WA Labor believes that asbestos disease sufferers deserve access to just and fair compensation. In that regard, WA Labor will:
- a)** Support the introduction of provisional damages to allow, following a judgment, if an asbestos victim develops a disease which is different from or more serious than the initial disease suffered at the time of judgment, a court to award further damages to that victim; and
 - b)** Support law reform to allow asbestos victims to recover damages for loss of capacity to perform domestic services for another person such as for a young child, elderly parent or partner with a disability (also known as Sullivan v Gordon damages)

147 The WA Labor Government will, within its first term of Government and in line with the party's commitment to local jobs and local content, ensure WA Government advertising projects employ Western Australian talent; including performers, advertising agencies, voice-over artists and technical production staff, needed to crew what are WA projects.

ACHIEVEMENTS

148 WA Labor is proud of its achievements in law, governance and community safety over many, many years, including:

- introducing 'one vote, one value';
- removing the requirement to own property to vote;
- establishing the Court of Appeal;
- overhauling the Magistrates Court;
- creating the State Administrative Tribunal;
- establishing the Equal Opportunity Commission;
- completing State gay and lesbian law reform;
- establishing the Commissioner for Children & Young People;
- establishing legal recognition of de facto relationships;
- establishing the Ombudsman (Parliamentary Commissioner);
- introducing Freedom of Information Legislation;
- maintaining essential services in public ownership;
- creating the lobbyists register;
- establishing the independent Office of the Director of Public Prosecutions;
- overhauling and modernising criminal court procedure and appeals;
- introducing anti-terrorism legislation;
- creation of the sex offenders register;
- regulation of those working with children; and
- revision of domestic violence legislation and the treatment of domestic violence by Police.

RESOLUTION

149 WA Labor recognises the human rights concerns associated with the Federal Liberal Government's amendments to section 501 of the Migration Act 1958 ("The Act"). Under section 501 of the Act, the relevant Minister has discretion to implement a "character test" to strip individuals of their visas as a result of criminal behaviour.

This discretion extends to enable the Minister to suspend an individual's visa in circumstances where the Minister "reasonably suspects" or has "reasonable suspicion" that the individual has been a member of a group or organisation, or has had or has an association with a group that is involved in criminal behaviour. The practical effect of this is that individuals have their visas suspended and are subsequently incarcerated for extended periods of time in detention without charge or sentence and without having their suspected criminality tested before the courts.

WA Labor calls upon the Federal Parliamentary Labor Party, when in Government, to review section 501 of the Act with the view of limiting the Minister's discretion to suspend visas only in circumstances where individuals have been tried before the courts and subsequently convicted of criminal behaviour.

150 The WA State Labor Government will introduce a civil penalty regime associated to acts or omissions of the officers of the persons or corporations conducting a business or undertaking which cause a person's death when those actions or omissions amount to a serious breach of a relevant duty of care owed by the persons conducting a business or undertaking to the deceased. The purpose to be served by the imposition of civil penalties regime is as follows:

- 1 . Financial punishment that are proportionate to the offence and in accordance with prevailing community expectations;

- 2 . Imposing liability on persons or corporations conducting a business or undertaking to genuinely reflect the serious nature of the conduct;
- 3 . Deterrence, both personal (which causes the offender to assess the risk of re-offending) and general (a deterrent to others who might be likely to offend);
- 4 . Ensuring liability and financial penalty for omissions as well as positive actions on behalf of the persons conducting a business or undertaking;
- 5 . Ensuring the offence allows for the aggregation of responsibility rather than relying on the actions of one individual to determine liability.

151 Misuse of Partnerships

The State Labor Government will prohibit the misuse of partnership agreements in circumstances where they do not meet the requirements of a genuine partnership.

More specifically, the WA State Labor Government will legislate to implement a system of offences within the legislative framework of the Partnerships Act 1895 (WA) (“the Act”) to ensure the following:

- 1 . A person must not establish any partnership, enter into any partnership with another person or organise any person to enter into a partnership for the purpose of avoiding any obligation or obligations that would otherwise incur under any law or instrument governing the terms and conditions under which work is performed by employees;
- 2 . A person must not dismiss, or threaten to dismiss and individual who is an employee and performs particular work for the employer, in order to facilitate the entry into a partnership by the individual to perform the same, or substantially the same work under a partnership;
- 3 . A person that employs, or has at any time employed an individual to perform particular work must not make a statement that the employer knows is false in order to persuade or influence the individual to enter into a partnership

- under which the individual will perform the same, or substantially the same work;
- 4 . An application may be made by a person to a body such as the Western Australian Industrial Relations Commission (“WAIRC”) for a remedy in respect to any arrangement or agreement in the nature of a partnership;
- 5 . It shall be at the discretion of the WAIRC that upon the making of an application to determine the validity of the partnership in accordance with Act;
- 6 . The WAIC shall be given authority to make orders including the absolution of liability of the applicant with respect to the partnership or an award of compensation for the applicant.

152 In today’s globally connected world, cyber security must be part of the core business of government. Cyber-attack has the potential to shut down government agencies, costing the State money and impacting on service delivery. The previous Liberal-National Government failed to take appropriate action to protect the West Australian public service from cyber-attack. WA Labor has already taken action by revising and improving the WA Government Digital Security Policy. WA Labor will take further action to reduce the risk of cyber-attack and will develop a whole-of-government cyber security strategy.

153 WA Labor acknowledges that the previous State and current Federal Governments have made dramatic cuts to the funding of community legal services. These cuts come in the context of findings from the Federal Government’s own Productivity Commission that legal aid services are already dramatically underfunded.

WA Labor recognises the significant achievement of the McGowan Labor Government in providing community legal centres with almost \$1.2 million to compensate for the loss of funding from the Legal Contribution Trust.

WA Labor recognises that cuts to legal aid and community legal services are a false economy, as significant costs are incurred as

a result of restricting access to justice.

WA Labor will urgently reassess the funding needs of legal aid WA, the Aboriginal Legal Service, community legal centres and financial advice centres.

Additionally, WA Labor will demand that the Commonwealth Government reverse its unfair and short-sighted cuts to legal services in WA.

154 WA Labor is committed to ensuring that vital public services are not privatised. In government, WA Labor will undertake to review outsourcing contracts relating to prisons, juvenile detention centres, prisoner transport and court security arrangements.

155 WA Labor notes with alarm that the rate at which Indigenous West Australians are incarcerated increased dramatically under the Barnett Government. Western Australia has the highest rate of Indigenous incarceration of any State or Territory in Australia.

WA Labor is committed to reducing the rate of Indigenous incarceration 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 Indigenous communities to achieve this goal.

156 WA Labor notes the report to the Queensland Government by the 'Special Taskforce on Domestic and Family Violence in Queensland' chaired by The Honourable Quentin Bryce AD CVO and the Victorian Royal Commission into Family Violence.

Those reports contain important recommendations, relevant to Western Australia.

WA Labor will implement appropriate recommendations in WA as a matter of urgency.

157 The introduction of the offence of 'Assault Causing Death' has re-introduced provocation as a defence to certain homicides. It has also seen appalling and

inadequate sentences handed down for domestic violence homicides, as in the tragic case of Saori Jones in 2012.

WA Labor commits to a full review of the Assault Causing Death charge.

158 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.

159 With the experiences of the shameful death in custody of Ms Dhu, WA Labor reaffirms our commitment to establishing as a matter of priority a Western Australian Custodial Notifications Service and implementing the recommendations of the 1991 Royal Commission into Deaths in Custody.

160 WA Labor will amend the Criminal Code Act 1913 to include a criminal offence for wage theft where a director of a business, an employer and/or owner of a business knowingly, recklessly or repeatedly underpays the workers they engage.

161 WA Labor will decriminalise the cultivation, possession and use of small quantities of cannabis by adults, in line with the provisions of the Gallop Government's Cannabis Control Act 2003.

162 The local government legislative and regulatory framework, the Local Government Act 1995, currently treats local government as if all local governments are the same.

WA Labor recognises that local governments are vastly different in size and scale, and in the needs of their communities.

WA Labor understands that each local government faces different challenges, just as each local community has different needs.

To reflect these differing needs and enable better outcomes for local communities, the legislative framework for local government needs to change.

WA Labor supports amending the Local Government Act 1995 to differentiate between local governments and to apply regulation, compliance and administration that are reflective of the capacity of local governments.

163 That, consistent with Labor’s traditional commitment to One Vote, One Value and its achievement of this for elections for the Western Australian Legislative Assembly, as noted in the WA Labor Platform, Chapter 9, para 127, Conference requests the Minister for Electoral Affairs to begin consultations immediately in order to devise and implement One Vote, One Value for the WA Legislative Council by the issuing of writs for the 2021 election.

164 WA Labor notes the Party’s Platform position (in Chapter 8) in relation to the private provision of Prisons:

WA Labor notes that Labor in opposition undertook to return privatised prison facilities to the public sector where the contracts for the services have come to an end.

WA Labor notes that the contract with Serco for the private provision of prison services at Wandoo Prison will come to an end in October this year.

WA Labor resolves, in line with the clear commitments in the Platform and those made by the Party’s leadership, that Wandoo be brought back into the public sector.

CHAPTER 9: INTERNATIONAL RELATIONS

PREAMBLE

The Australian Labor Party is the leading internationalist party of Australia and has been at the forefront of historic shifts in Australian engagement and inclusion within the region and the world. Internationalism is a strength that has contributed to our economic success and our diverse society.

WA Labor expresses its solidarity with the greatest traditions of Labor standing with the

people and workers of the world in upholding and furthering their enfranchisement into their respective political orders. It is in this vain that we seek fair democratic systems to uphold and further human rights and particularly continue the march of strengthening the rights of workers. It is appropriate in this fractious and polarised period of time that we assert our strong support for the rights and interests of women and the freedom of the press, particularly but not to the exclusion of other groups and rights, and remain vigilant in reminding leaders of all countries to respect and uphold them.

It is also important to note that in these more interdependent times of ever-diminishing time and space that we do not shy away from engaging with the world but seek trade and investment for our mutual prosperity. However, continuing to not acknowledge signs that our international system and the way Australia and other countries interact with each other is only benefiting the few over the many are already not being tolerated by a vast movement of people across the world. It is why WA Labor expresses its support for, as we do domestically, to fight internationally for reform of and investment in the international system in order to address international inequality and many other challenges.

At a state level WA Labor will lead a fundamental shift in Western Australia’s approach to engaging with our near Asian neighbours and beyond throughout one of the most diverse continents of the world. Building on Labor’s broader commitment to understanding and engaging with the “Asian Century” a WA Labor government will implement a whole of government Asian Engagement strategy. This will interact with other commitments in this chapter to deliver stronger cultural and economic ties in the region to mark out Western Australia from other states.

ASIAN ENGAGEMENT: A WHOLE OF GOVERNMENT APPROACH

- 1** WA Labor will appoint a Minister for Asian Engagement, charged with overseeing the implementation of an Asian Engagement Strategy
- 2** Develop a whole of government Asian Engagement Strategy to guide economic diversification and create jobs. The strategy will address the following issues and initiatives:
 - a)** Support WA small and medium-sized businesses engage Asia to attract capital investment and exploit export opportunities;
 - b)** Subsidise Asian language training to public servants and consider a small allowance to those who achieve a recognised standard;
 - c)** Help to establish a dedicated centre for Asian Engagement by competitive tender at a WA university;
 - d)** Commit to sending WA government delegations to at least one Asian country every year aligned with the Asian Engagement Strategy priorities and ensure gender equity of these delegations;
 - e)** Require every government department to develop a “Supporting Asian Engagement Plan” and manage its implementation;
 - f)** Host an annual ASEAN Dialogue, concurrently with a trade and investment show, and Asian Arts Festival. In similar vein a WA Labor government will conduct an annual high-level dialogue with the Indian Ocean Rim Association (IORA) as well as pursue other numerous opportunities to hold regional trade, political, cultural and social forums in Perth and encourage other similar forums to take place across Western Australia;
 - g)** Establish an Asian exchange program that will assist with members of the government, not-for-profit, and private sector to engage with our Asian neighbours; and
 - h)** Fund leading arts companies to tour Asian cities; and support Asian arts companies in touring Western Australia;

WESTERN AUSTRALIA AND THE INTERNATIONAL EDUCATION & TRAINING SECTOR

- 3** WA Labor recognises the importance of the international education sector to our economy and the cultural links it provides to Western Australia. WA Labor acknowledges WA’s national share of international students has declined from 9.9% in 2002 to 7.8% in 2015. Over the same period, WA’s nation-wide share of higher education enrolments has declined from 11.2% to 6.8%. If WA achieved its population share of international student enrolments by 2020, an additional \$1.2 billion dollars and 8,000 more jobs would be added to the WA economy. In that regard, a WA Labor government will:
 - a)** Establish what has caused the decline in WA’s national share of international student numbers and adopt policies that will attempt to address these causes and drive growth in international student numbers at WA universities, VET providers and other education and training providers;
 - b)** In pursuing a growth strategy a WA Labor government will ensure that regulation of the education and VET sector will protect against unfair advantage being taken of international students and build trust between provider and consumer. A WA Labor government will consider how regulation can ensure:
 - i)** The maintenance of the highest possible educational standards
 - ii)** Fairness of fees
 - iii)** Providers are transparent and accountable to the regulator and their students
 - iv)** Providers consider the welfare of the student
 - c)** Ensure that violation of standards will be thoroughly investigated, refunds offered to international students who have been affected, and appropriate action is taken against infringing providers and individuals.
- 4** WA Labor recognises the cultural and economic importance of international students travelling to WA but also stresses the importance of WA students travelling

internationally on exchange or conducting their entire education overseas. WA Labor recognises that our relationship with foreign countries, regions and states are deepened if we allow our citizens to form enduring relationships and networks in these countries through their educational experience. This provides for sustained engagement in these countries and long-term economic opportunities.

WA Labor also recognises the prohibitive cost involved and how this presents barriers for low socio-economic background students. Given the opportunities involved it would also be seen as restricting our social mobility by not assisting these students. In this vein a WA Labor government will work with the education and VET sectors to support low socio-economic WA students in whatever way possible to increase the numbers of low socio-economic WA students travelling overseas for education. Special note is made of the importance to align this wherever possible with the overarching priorities of the Asian Engagement strategy.

- 5** Ensure that secondary schools in WA are supported to continue accepting international students as this provides higher likelihood of these students returning to WA universities for tertiary studies.
- 6** WA Labor recognises that enacting these policies benefits all Western Australians through multiplier effects in domestic economic activity, additional employment for teachers and allied professionals and assisting in fee reduction for local students.

STATE TRADE OFFICES

- 7** Labor supports Western Australia's International State Trade Offices located globally with specific interest in regional representation in key Asian markets.
- 8** WA Labor recognises the important role played by State Trade Offices in supporting Western Australia's economic growth through trade, and increasing Western Australia's international status. In that regard, WA Labor will:

- a)** Support retaining international State Trade Offices and aligning them with the priorities of the Asian Engagement strategy;
- b)** Seek to collaborate with Austrade and other state, territorial or federal institutions towards the advancement of Western Australian trade;
- c)** Seek to utilise State Trade Offices to further Western Australia's relationship with nations hosting trade offices and explore potential for expanding Sister-State relationships;
- d)** Expand on the current role of State Trade Offices through informing Western Australian businesses, growers, producers and manufacturers of the role and services offered through international State Trade Offices
- e)** Encourage State Trade Offices to promote cross-cultural dialogue in support of trade;
- f)** Foster collaboration between Western Australian Government institutions, organisations, companies and their international counterparts through its State Trade Offices;
- g)** Encourage investment into Western Australia from international organisations, businesses and individuals for long-term economic benefit;
- h)** Promote Western Australia's importance in the international market;
- i)** Ensure the location, mandate and resourcing of Western Australian international agencies, offices and officers is strategically sound in light of the growth of Indo-Pacific economies; and
- j)** Ensure that whilst the reporting lines of international offices to the Western Australian Government are importantly centralised to one Minister and one Department, there is effective institutional cooperation between all Departments and international offices as part of a whole-of-government approach to international and Asian engagement.

SISTER STATE RELATIONSHIPS

- 9** WA Labor supports Western Australia's Sister-State relationships with international regions and in particular with regional trading partners.
- 10** Western Australia's relationships will be enhanced by the continued development of Memoranda of Understanding between other governments and organisations that outline areas of cooperation between parties, our shared values, and commitment towards human rights. WA Labor will:
- a)** Continue to identify and foster potential Sister-States;
 - b)** Pursue the promotion of Western Australia's trade and cultural opportunities;
 - c)** Identify and facilitate opportunities for cross-cultural dialogue through Sister-State relationships;
 - d)** Participate in forums which foster high-level interaction and collaborations on scientific research and environmental management;
 - e)** Explore more possibilities for complementary agricultural enterprises;
 - f)** Encourage restraint from environmentally destructive practices such as logging and land clearing;
 - g)** Identify the possibilities of Sister-State relationships with other States, particularly our Asian neighbours;
 - h)** Continue to facilitate cultural exchange and cultural events in Western Australia and in our Sister-States;
 - i)** Raise awareness of Western Australia's cultural, business and science and technology exchanges, which occur between ourselves and our sister states;
 - j)** Foster the development of relationships between ourselves and the people of our Sister-States, with a view to enhancing our capacity to engage in informed, sensitive and effective dialogue regarding democratisation and human rights; and
 - k)** WA Labor supports the current sister state relationships.

COUNCIL OF AUSTRALIAN GOVERNMENTS (COAG) AND COUNCIL FOR THE AUSTRALIAN FEDERATION (CAF)

- 11** WA Labor supports the role that Western Australia has in the Council of Australian Governments (COAG) as the prime intergovernmental forum, which comprises the Prime Minister, State Premiers, Territory Chief Ministers and the President of the Australian Local Government Association (ALGA).
- 12** WA Labor recognises that the role of COAG is to initiate, develop and monitor the implementation of policy reforms that are of national significance and which require co-operative action by Australian governments. Relevant issues will generally arise from: Ministerial Council deliberations; international treaties which affect the States and Territories; or major initiatives of one government (particularly the Western Australian Government) which impact on other governments or require the cooperation of other governments. WA Labor will:
- a)** Establish close economic and trade links between provinces, states and territories in other nations through the CAF;
 - b)** Explore bilateral exchanges between provincial, state and territory officials to facilitate policy and program information exchange between other nations and where practical, to freely share best practices, policies and programmes with Western Australia;
 - c)** Explore the establishment of joint provincial-territorial-state offices in other countries where governments share common interests with Western Australia;
 - d)** Maintain a commitment to cooperative federalism;
 - e)** Voice international concerns at COAG meetings and seek intergovernmental agreements or memoranda of understanding towards addressing such concerns;
 - f)** Continue to support COAG intergovernmental agreements, which make clear that

outcomes have head of government support and contain detailed policy and operational manners.

HUMAN RIGHTS AND INTERNATIONAL LAW

- 13** WA Labor acknowledges and respects the accretion over many years of human rights that attach themselves to WA residents due to their status as Australian citizens and human beings.
- 14** A WA Labor government will not legislate or seek to legislate any such law that abridges, infringes or breaches the human rights of individuals.
- 15** A WA Labor government will have particular regard in its engagement internationally for human rights being upheld and will particularly be vocal on issues of slavery and worker exploitation. We hold these views as the broader labour movement that seeks to protect and enhance worker rights not only domestically but internationally.
- 16** WA Labor recognises the foundational role refugees have played in shaping Australian identity and values, and contributing to the vibrant multicultural community in WA and across our nation.

WA Labor notes the continued reports and calls by the United Nations, non-governmental organisations and other relevant institutions that have highlighted the continued violations of refugee rights that are occurring in Australia's name.

WA Labor calls on all levels of government within Australia to commit to work together and for a Federal Labor Government to seek regional and international arrangements that will assist in honouring our international obligations as a signatory of the 1951 Refugee Convention so as to expedite processing, community resettlement and integration.

FAIR TRADE

- 17** 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 vein a WA Labor government will:

- a)** A WA Labor Government will introduce regulations and/or legislation that will commit it and WA government departments to enforce a certification process on foreign businesses that are tendering for WA government contracts or that it holds commercial contracts with for goods and services. This certification process will establish whether foreign businesses tendering for WA government contracts or that the WA government holds contracts with meet WA government standards and international labour standards and human rights.
- b)** A WA Labor government will not award any tender to or cancel the contract held by the WA government with a foreign business where the business cannot establish beyond reasonable doubt that it meets or has not breached the regulations and/or legislation implemented by the WA government and its departments.
- 18** WA Labor notes the many examples in recent history of the failure of foreign businesses, under contract by the WA government and others who import goods to Australia, to deliver imported goods and WA Government projects to and using materials of Australian standard. This poses a threat to public safety and an uneven playing field for local businesses competing in a now global market. A WA Labor government will level the playing field for WA businesses and protect the public and workers from defective materials used on WA Government projects by:
- a)** Ensuring that all materials used on WA Government projects meet Australian standards.
- b)** Ensuring that any project to be completed under contract to the WA Government by a foreign business in a foreign nation is to Australian standard and uses materials that meet Australian standards.

- c)** Ensuring that imported machinery to be used on state government projects meets Australian standards.
- 19** WA Labor recognises the potential benefits trade brings both to our state and Australia. However, WA Labor also recognises the inherent balance that must be struck in our trade relationships and agreements in order to maintain industries vital to our diverse set of communities and the workers employed in them. It is in this vain that WA Labor calls for the following provisions to be considered by any Federal Labor Government when undertaking bilateral and multilateral international negotiations on trade:
- a)** To not accept provisions that disadvantage and restrict Australian workers' opportunities by allowing jobs to be offered to overseas workers without stringent labour market testing to ascertain whether there are opportunities for local workers to be employed first.
- b)** To not accept provisions that will allow for any foreign workers in Australia to exploited, remunerated less, or otherwise create a double standard in Australian industrial laws.
- c)** To not allow provisions that will remove skills assessments for key trades being imported into Australia.
- d)** Overall equitable arrangements on tariffs
- e)** To not accept provisions that threaten the ability of Australian federal, state and local governments to legislate in the public interest
- f)** To recommit to negotiating within the World Trade Organisation (WTO) so that trade reform applies equally to all countries of the world.
- g)** To push for provisions that will require imported goods to be to Australian standard
- h)** To push for provisions that will require of all parties to negotiations and private corporations trading internationally to meet ethical standards, international trade standards and behaviour, uphold human rights and comply with other relevant international laws and agreements.

RESOLUTIONS

- 20** The WA Labor Conference notes:
- 1 . Previous resolutions carried at the 2015 ALP National Conference; and
 - 2 . Supports the recognition and right of Israel and Palestine to exist within secure and recognised borders; and
 - 3 . Urges the next Labor Government to recognise Palestine.
- 21** WA Labor recognises the importance of Australia's economic relationship with other countries. WA Labor believes it is fundamental that these important relationships with other countries continues into the future. These relationships are too important to be underpinned by inferior trade agreements that sell Australian workers, businesses and the Australian community short.
- Free Trade Agreements represent a unique opportunity for Australia but that opportunity has been squandered by successive Federal Governments.
- WA Labor condemns, in the strongest possible terms and provisions of any Free Trade Agreement which
- Disadvantages and restricts Australian workers' opportunities by allowing jobs to be offered to overseas workers without offering them to locals first;
 - Leaves overseas workers vulnerable to exploitation and remunerated less than a local worker;
 - Allows overseas workers access to jobs that have not genuinely been offered to locals first, this is particularly concerning when over 100,000 West Australians are out of work;
 - Removes Skills Assessments for key trades coming into Australia including electricians and carpenters and joiners that will invariably threaten workers' safety;
 - Removes Australian tariffs but leaves other countries tariff structure place;
 - Exposes future Australian Governments to costly, wide-ranging litigation;

- Places unprecedented power in the hands of corporations at the expense of Australian national sovereignty; and
- Impedes the ability of current and future federal, state and local governments to legislate in the interests of the country.

Australia needs to ensure that in all Free Trade Agreements Australian workers are not disadvantaged, overseas workers are not exploited and all workers have the necessary skills to do their job safely and effectively.

WA Labor also calls on the Federal Turnbull Government to refrain from ratifying or implementing any future Agreement that unfairly removes employment opportunities for Australian workers.

NON-PLATFORM ITEMS

NATIVE TITLE

WA Labor calls on the ALP to repeal the effects of the Ten-Point Plan and return Native Title to the domain of the High Court and common law.

THE SITUATION IN WEST PAPUA

WA Labor acknowledges the ongoing reports of human rights abuses committed by security forces in the Indonesian provinces of Papua and West Papua (hereafter referred to as “West Papua”) including reports of extra-judicial killings, torture, assaults, mass political arrests and limitations regarding media freedom.

WA Labor will support processes to enable the United Nations Human Rights Council to conduct full investigations of human rights conditions in West Papua.

WA Labor supports the Indonesian National Commission on Human Rights (Komisi Nasional Hak Asasi Manusia – KOMNAS HAM) to conduct ongoing independent monitoring and investigation of police and military behaviour in West Papua for public report.

WA Labor supports the right to freedom of assembly and freedom of expression and requests to these freedoms be granted to

the people of West Papua along with all internationally recognised human rights.

WA Labor affirms the request from the United Liberation Movement for West Papua for an internationally supervised vote to take place to obtain the democratic will of the indigenous people of West Papua in their desire for self-determination.

WOMEN ON BOARDS

WA Labor congratulates the work the McGowan Government is doing to honour its election commitment to increase the number of women on government boards and committees to 50%.

WA Labor calls on the Government to continue to provide leadership on this issue so that the private as well as the community sectors are encouraged to increase the number of women on boards of management, thereby increasing productivity as well as diversity.

REPUBLIC OF MACEDONIA

Conference notes the outstanding contribution the Macedonian community has made to West Australian and Australian society. Their contribution has enriched our community and added to the diversity that Labor values absolutely. They are an example of the more general contribution all migrants and refugees have made to Western Australia and Australia.

Conference notes Australia is one of the few countries in the world that still uses the term Former Yugoslav Republic of Macedonia in its relations with Macedonia and not with the other republics of what was once called Yugoslavia.

Conference notes that the Macedonian community takes offence at this and that, as a matter of priority, the Federal Government and any future Federal Labor Government should drop the prefix “former Yugoslav” and retain the words “Republic of Macedonia”.

Conference also calls for a Federal Labor Government to consider the opening of an Australian Embassy in the nation’s capital to serve Australia’s interests in the wider region.

AUSTRALIAN FOREIGN AID

Conference notes that the Australian Government and Federal Labor are already committed to the Sustainable Development Goals (SDGs) as a critical framework to reducing extreme poverty.

Conference condemns the Federal Coalition for their savage cuts to Australian aid, taking our national contribution to historic lows as a proportion of Australia's Gross National Income (GNI). These cuts have come at the same time as unprecedented numbers of people have been forced to flee from their homes globally and as the UN has called the current global situation the worst the world has ever faced.

Conference notes that the SDGs call on governments to spend 0.7% of GNI on official development assistance (ODA), or aid. While Labor increased aid significantly when last in government, the Liberals have cut billions meaning that our aid spend has decreased as a proportion of our national income.

Conference believes that it is important for Australia to keep its commitments to the international community and to play its part in reducing global poverty, tackling rising global inequality and protecting human rights.

Conference calls on WA Conference to endorse the policy that: Federal Labor in government commits to not reducing the funding for Official Development Assistance as a proportion of GNI until the targets we have committed to under the SDGs have been met.

Federal Labor commits to increasing aid as a proportion of Australia's GNI when in Government.

Federal Labor in Government will focus Australian aid on the key priorities of tackling poverty, reducing inequality and protecting human rights.

Federal Labor in Government will legislate a target of 0.7% of Gross National Income. Once 0.7% is reached, Australia's foreign aid budget will be protected by such legislation from ever decreasing below this level.

Federal Labor in Government will provide a parliamentary statement that reports on the

government's progress towards our target of 0.7% of GNI and how the foreign aid budget is being spent.

INEQUALITY BUDGET IMPACT STATEMENT

Conference notes the high level of inequality that currently obtains in WA; and the injustice this represents; and the brake on our state realising sustained and inclusive macroeconomic growth.

Conference reaffirms and reminds the State Parliamentary Labor Party and the now Labor State Government that addressing inequality should be the highest priority of any state budget.

In this vein, Conference directs the Labor State Government Treasurer to give direction to WA Treasury to construct a distributional impact analysis of the State Budget. This analysis will seek to:

- 1 . Tax and Transfer: Model the distribution of government expenditure on services and benefits by household income decile; and model the distribution of state taxes, tariffs, fees and charges by household income decile as they currently stand.
- 2 . Policy Change: Model the effects on household income by decile of government changes to expenditure on services and benefits; and changes to state taxes, fees, tariffs and charges.

Conference also directs the Labor State Government Treasurer to utilise this data to create a lasting income distribution database.

Conference also directs the Labor State Government Treasurer to undertake investigation into the feasibility of constructing an income inequality index for WA. This index should represent income inequality by electorates and regions but not exclude other representations of income inequality deemed important or relevant.

Conference directs the Labor State Government Treasurer to encapsulate the Labor State Government's approach to addressing income inequality and outcomes from the State Budget in an Inequality Budget Impact Statement.

US AUSTRALIAN RELATIONS

WA Labor calls upon the Federal Government to publicly stress our shared values and traditions with the people of the United States of America and to publicly remind the Trump Administration of its transgressions against those values and traditions, and to do so whenever such violations occur

OPPOSITION TO PRIVATISATION

WA Labor needs to give the Government clear and consistent guidance of Labor's opposition to privatisation by preparing, for consideration at the State Executive in November 2017, a consolidated version of various Platform items.



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