

2023 NSW LABOR PLATFORM

As amended at the 2022 NSW Labor State Conference

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1. BUILDING SUSTAINABLE COMMUNITIES

- 1.1 NSW Labor will promote urban and regional development that creates sustainable communities. NSW Labor in government will promote economic growth that creates liveable communities with appropriate housing development supported by infrastructure, employment opportunities, affordable energy and affordable public transport. Labor in government will give priority to measures which promote liveable cities including improved planning and public transport to reduce congestion and commuting time; energy efficient building design; green spaces for improved urban amenity and to combat the effect of a changing climate. Labor will also seek to balance such development with access to a protected natural environment and cultural, social and recreational activities and facilities. Labor will promote the concept of ecological permeability in the retention and management of urban bushland.
- 1.2 NSW Labor will promote sustainable energy production and consumption characterised by energy conservation, innovation and the supply of renewable energy.
- 1.3 NSW Labor will work cooperatively with local government to build sustainable communities.

Promoting Sustainable Development

- 1.4 NSW Labor will promote sustainable development in metropolitan and regional centres to ensure citizens enjoy livable communities. Development must support affordable housing, employment opportunities and access to affordable public transport. Labor will achieve this by ensuring that designated transport corridors are reserved through legislation before development takes place. Further, Labor will require all new land releases to be assessed in terms of their impact on the environment, the availability of

employment and services as well as an assessment of alternative options.

- 1.5 NSW Labor will implement selective urban consolidation in major metropolitan centres. This will allow resources to be expended on upgrading services within established urban areas and permit more efficient expenditure on selected growth centres outside existing metropolitan areas.
- 1.6 NSW Labor will promote regional development and greater opportunities for regional communities by ensuring regions are an attractive option for industry by providing access to important services such as ports, electricity and rail in an efficient and cost effective manner. NSW Labor will provide government assistance in the form of subsidies, grants or rebates for firms proposing to relocate to regional areas only in certain circumstances.
- 1.7 The past few years have exposed vulnerabilities in modernist planning approaches such as urban sprawl which promote unsustainable, divided, and vehicle-dependent communities, which are distinctly susceptible to crises. The pandemic has reinforced the imperative for resilient cities, where residents are ensured access to basic services and amenities, regardless of external factors such as lockdowns, so they can live safe, happy, and healthy lives. NSW Labor:
 - Acknowledges the importance of resilient cities as a part of promoting healthy public policy.
 - Recognises the role that '15 Minute Cities' can play in enhancing the health of our communities.
 - Commits to exploring new and innovative models for promoting resilient cities.
- 1.8 An incoming Labor Government should commit to establishing a funding program for Neighbourhood Centres, like the Community Builders Program developed by the previous NSW Labor Governments. The current

arrangements whereby Neighbourhood Centres are funded as part of the Targeted Early Intervention Program limits the work of these Centres to child protection activities unnecessarily. This program should be focused on the important “community centre” role of Neighbourhood Centres and clearly focus on community development and engagement principles and practice.

Affordable Housing for all

- 1.9 NSW Labor will facilitate collaboration across Government departments, agencies and external partners, to ensure a holistic approach to sustainable development that considers transport, housing, environmental needs and the creation of employment opportunities in close range, for metropolitan and regional centres. This will aim to enhance liveability and quality of life for citizens by supporting access to transport, housing and jobs within 30 minutes.
- 1.10 NSW Labor will prioritise long-term rental properties over Short term Holiday Letting
- 1.11 Housing policy should seek to alleviate housing related poverty by assisting those on low and moderate incomes to achieve home ownership, meeting the cost of public and cooperative housing or facilitating the availability of private rental accommodation.
- 1.12 The public housing sector should continue to be developed as a viable and positive housing alternative for those with lower and moderate incomes.
- 1.13 NSW Labor will maintain and develop, in cooperation with the Federal Government, an income related assistance scheme for those who are experiencing housing related poverty in public housing, in the private rental sector and in non-profit cooperative housing.
- 1.14 NSW Labor will ensure that aged persons’ accommodation is provided without discrimination, in a way that meets housing needs and respects the rights and dignity of residents.
- 1.15 In partnership with people with a disability, NSW Labor will develop inclusive and accessible design standards.
- 1.16 NSW Labor will ensure that single people, young people and sole parents have access to housing assistance programs including public and cooperative housing.
- 1.17 NSW Labor supports licensing and regulatory systems for caravan parks and camping grounds and legislated rights for caravan park residents and relocatable home residents.
- 1.18 NSW Labor supports programs to provide housing for Aboriginal people and will continue the operation of the specialist agencies to co-ordinate Aboriginal housing and infrastructure programs.
- 1.19 NSW Labor will provide transitional supported accommodation and related support services to people who are homeless, including young people, women escaping domestic violence, older people, and single people, through the Commonwealth/State Supported Accommodation Assistance Program (SAAP).
- 1.20 NSW Labor will implement case management, assessment and referral processes to link SHS clients with relevant health, housing, education, labour market and community services to help them achieve the maximum possible degree of independence.
- 1.21 NSW Labor will support the provision of transitional supported accommodation and related support services to people who are homeless through the Specialist Homelessness Service program.
- 1.22 NSW Labor will continue to support funded specialist services across the state to work with specific vulnerable groups, including young people, women and families leaving domestic violence and GLBTIQ people.

- 1.23 NSW Labor will ensure that a diverse range of housing stock is available to meet the needs of all sections of the community. The Commonwealth-State Housing Agreement (CSHA) will continue to be the major vehicle to develop the public housing sector.
- 1.24 NSW Labor will continue to support public housing for a broad cross-section of the population with funding from federal and state revenue and private sources. Public rental stock should be well located, energy efficient, integrated with private housing and well maintained.
- 1.25 NSW Labor will support both common equity and private equity housing cooperatives as well as other forms of community managed housing schemes.
- 1.26 A secure and affordable place to live underpins a prosperous, productive and equitable society. Almost a third of NSW citizens live in rented properties with a growing proportion of those being families. The next Labor government will modernise rental rules to provide certainty, balance and fairness to renters and landlords. NSW Labor acknowledges evictions for no reason can significantly undermine tenants' basic rights, including the right to have repairs, challenges to rent, unreasonable increases and resisting landlords unlawfully entering properties. NSW Labor will require landlords to provide tenants with a reason for eviction, to bring fairness back to our rental system.
- Further, NSW Labor will seek to enact the following reforms to tenancy provisions:
- Longer term tenancy provisions to provide renters with security of tenure and allow them to plan for remaining in their communities for 5-10 years
 - A process for residential tenants to have complaints about repairs and maintenance considered and addressed by a government agency prior to applying for redress through the NSW Administrative Appeals Tribunal
- New provisions incentivising landlords of residential premises to keep properties tenanted
 - Making it clearer and easier for residential tenants and landlords to agree to allow pets
- 1.27 NSW Labor will provide flexible and innovative schemes to assist low and moderate income earners to achieve home ownership.
- 1.28 NSW Labor will maintain the Rental Bond Board, which holds the bond money of private tenants and adjudicates entitlement disputes between landlords and tenants. The funds generated by the Board will be used for services that support tenants.
- 1.29 NSW Labor recognises the important role pets play in people's lives, especially during the COVID-19 pandemic. NSW Labor notes the current rental laws are restrictive and in most cases do not allow tenants to have pets.
- 1.30 Labor at both Federal and State levels must address the housing crisis in the here and now. It cannot rely primarily on schemes for house purchase such as the Housing Equity scheme. It must also be targeted to renters. To provide for housing affordability policies for short and long term are required.
- 1.31 Short term policies mean giving relief to renters. Setting caps for rent increases is advocated by housing experts. These can be applied without distorting the market as they are in place to restrict price gouging, which is certainly a market distortion. Price caps occur in other markets and which are used overseas for rents levels.
- 1.32 Visiting the legislation to improve security of tenure and housing conditions. The current protections for tenants are limited and essentially mean notice has to be given. The bodies representing landlords are not

necessarily opposed to greater protections. Any legislation should be drafted in consultation with these bodies to ensure that the interests of both owners and tenants are met.

- 1.33 Overall there is a shortage of houses for rent at prices lower paid households can afford. This requires a long term solution such as building houses for rent. This is different from social or public housing as rents would not be set at the level of a proportion of income (currently for public housing one quarter of income). They would be market rents. I am well aware this is a complex issue but as it occurs overseas there are models to look at.
- 1.34 Policies that reduce house costs will assist tenants. Reintroduction of the policies to reduce capital gains discounts and to reduce negative gearing is needed to achieve this. It should be noted that a most recent OECD Report criticised capital gains tax discounts in Australia, arguing these policies had made inequality worse and housing more expensive. In addition, all other options within the tax system with the potential to impact the cost and availability of habitable residential properties should be considered.
- 1.35 A future NSW Labor Government will:
1. Implement legislation which places a moratorium on the privatisation of public housing including the sale, outsourcing, or leasing of any public housing assets or services.
 2. Implement legislation which guarantees that the number of public housing residences in NSW increases in both: 1. Aggregate terms and, 2. As a proportion of total new housing stock,
 3. Implement legislation which guarantees that where the NSW Government must rebuild or renovate existing public housing assets: 1. Affected public housing residents will be rehomed in high quality local accommodation for the duration of any construction works, 2. Affected public housing residents have a right to return to public housing in their local

community at the conclusion of any construction works, 3. New public housing developments will improve residents' access to public amenities including: schools, hospitals, libraries, childcare facilities, public transport, and suitable employment opportunities, 4. New public housing developments will be built to a high standard such that residents' homes are sustainable, durable, and conducive to a fulfilling life, 5. The Government will only engage construction companies which demonstrate that they will offer their employees secure, well-paid, and safe jobs. 4. Implement legislation to ensure that public housing in the inner suburbs of Sydney: 1. Increases in aggregate terms at a rate exceeding local private housing developments, 2. Promotes the history, interests, and Self Determination of First Nations Peoples.

- 1.36 Open and transparent environmental management systems are essential for effective decision making, monitoring, assessment and reporting of environmental performance and outcomes.
- 1.37 NSW Labor will revive and update what were once best-practice systems of environmental management for NSW, including:
- Management, governance and decision making structures and responsibility, including the independence and resourcing of institutions involved in environmental protection.;
 - Consistent standards and adequate data for decision making;
 - Efficient and certain regulation including environmental assessment processes;
 - Fair and efficient management of Australia's environment as a foundation for ecologically sustainable jobs;
 - Enhancing biodiversity for the benefit of current and future generations; and

- Resilience in the natural environment.

1.38 Labor recognises the need to have a strong environmental watchdog that has the independence to carry out its mission as protector of the environment and advocate of best practice environmental management.

1.39 NSW Labor believes social and affordable housing should exist in every community, and supports inclusionary zoning to deliver on this goal. We require that every new residential development on private land includes a substantial proportion of social and affordable housing, to be owned by social and community housing providers. This proportion will increase over time. NSW Labor will use government owned land to help deliver more social and affordable housing where appropriate.

Labor recognises the importance of safe and sustainable communities. With regard to community safety, and also, the lessons learned from the 2019-20 bushfires, Labor acknowledges the importance of management of flammable landscapes, particularly with respect to State Forests within 10km of regional towns and villages. Labor will ensure that the recommendations of Rural Fire Service Community Protection Planners, the 2020 NSW Bushfire Inquiry, and the 2020 bushfire Royal Commission be acted upon by responsible councils and Statutory Authorities.

1.40 NSW Labor will:

- Examine whether a shared equity scheme could be trialled in NSW.
- Examine whether reform is needed to support the emerging build-to-rent sector.
- Consider what measures can be taken to increase the scale of the
- non-profit social and affordable housing sector.

- Consider other measures to deliver affordable housing for key essential service workers.
- Implement whatever changes necessary to enable and support local councils, NSW Planning and Infrastructure agencies and other not for profit organisations to create and run Community Land Trusts in NSW, including ensuring finance options are available for purchasers.

A Sustainable Environment

1.41 NSW Labor supports the creation of communities in which citizens have a healthy environment with clean air, clean water, safe food, abundant wildlife and green space. NSW Labor supports policies which will improve living standards, create jobs and encourage sustainable industries. In regional areas NSW Labor will aim for regional delivery of natural resource management consistent with national priorities for sustainable development, sustainable agricultural practices and opportunities for new industries. NSW Labor supports strong measures to avoid dangerous climate change. Labor recognises that climate change poses significant risks to economic growth. Labor will put climate change at the heart of our commitment to deliver jobs, innovation and investment to build a prosperous, safe and fair NSW.

1.42 Labor recognises the critical interrelationship between the environment, society and the economy. Labor acknowledges that the prosperity of present and future generations is dependent on the health of our natural environment and the effective management of all natural resources. NSW Labor will integrate environmental, social and economic policy to produce a best practice approach to the principles of ecologically sustainable development. The focus will be on housing options, transport infrastructure, recreational

facilities and business opportunities. Labor recognises that environmental sustainability requires a whole of government approach and that all government decision-making should consider the need for a sustainable future. Labor in government will:

- Commit all areas of policy and administration to environmental sustainability, including reporting on key indicators (including energy efficiency and use, water use and recycling, waste, and sustainable procurement)
 - Implement whatever changes necessary to enable and support local councils, NSW Planning and Infrastructure agencies and other not for profit organisations to create and run Community Land Trusts in NSW including ensuring finance options are available for purchasers
 - Commit all relevant areas of policy and administration to develop climate change mitigation and adaptation plans.
 - NSW Labor will take an active role in equitably transitioning NSW to a renewable powered state. NSW Labor does not support any form of public funding on extraction of new fossil fuels.
 - Investigate establishing state-wide Environmental Accounts, and will seek co-operation with the Federal government and other State governments towards national and regional environmental accounts, as a path to accurately tracking our environmental assets to inform policy making and planning.
 - Introduce a Climate Change Act to provide a long-term framework for climate change mitigation and adaptation.
 - NSW Labor supports the 26th UN Climate Change Conference of the Parties (COP26) in Glasgow that commits to working collectively to halt and reverse forest loss and land degradation by 2030 while delivering sustainable development and promoting an inclusive rural transformation.
- 1.43 NSW Labor will continue to work with farmers and rural developers to ensure that farming practice is ecologically sustainable.
- 1.44 NSW Labor will maintain responsibility for all environment and planning functions including environmental assessment and protection, heritage conservation, national parks and wildlife protection and administration, coastal protection, land use and resource planning, pollution control and waste management.
- 1.45 Labor recognises that clean air is critical for human wellbeing, and the economic prosperity of our community. Labor will:
- Ensure that air quality standards comply with the world's best practice.
 - Implement a long-term air quality strategy through integrated transport planning, better public transport, industry controls, vehicle improvements, community education and regulation.
 - Advocate tougher national emissions standards for motor vehicles, marine vessels and outdoor power equipment.
- 1.46 Labor will require that the costs of pollution control, including licensing, monitoring, policing, auditing and remediation are met by industry and the costs of managing the human health and environmental impacts of pollution are met by polluters.
- 1.47 Labor will ensure that bodies set 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.

- 1.48 No activities are to be undertaken without a full and effective assessment of any likely significant environmental impacts, and such assessments should lead to the imposition of specific controls to mitigate adverse impacts. NSW Labor will ensure that biodiversity offsets policy is built on key foundations:

- 'like for like' offsetting, within a reasonable geographic proximity; no 'net loss' biodiversity outcomes and ideally 'net positive' outcomes;
- recognition that some high conservation value lands must be off limits to offsetting; and
- ensure a single system for environmental offsets for all development in NSW.

- 1.49 Labor recognises and supports the passion of local environment conservation groups and the invaluable contribution they make to protecting and preserving Australia's environment. These groups play an important role in mobilising government action on local environmental issues and are critical, active participants in broader national conversations on issues such as climate change.

- 1.50 Labor will 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 NSW.

- 1.51 Labor will develop and implement an Environmental Justice Action Plan, modelled on international best practice, to support environmental justice research, public education and enforcement. Labor will ensure that members of the community have legal standing to seek enforcement of the law and review of Government decisions, including reviews in the public interest.

Land Use and Resource Management

- 1.52 NSW Labor will ensure that land use decisions recognise the needs of the whole community for land for a variety of different, and changing purposes, and the desirability of multiple uses of land.

- 1.53 With respect to Landcare NSW Labor will:

- Provide an integrated catchment management approach to policy development and to the allocation of funds.
- Take action to prevent desertification, salination and erosion of land.
- Rehabilitate degraded land.
- Facilitate re-forestation.
- Research land management and rehabilitation.
- Enhance biodiversity through native vegetation retention.
- Implement native vegetation retention legislation.
- Promote sustainable land use practices.

- 1.54 NSW Labor will develop a Resource Management Plan for the State, and enhance a regular process of 'State of the Environment' reporting and develop a State Conservation Strategy in consultation with environmental groups, trade unions and industry.

- 1.55 NSW Labor will ensure that mining is considered as one of a number of competing land uses and not as the pre-eminent use, and be subject to full environmental impact assessments.

- 1.56 NSW Labor will assess mining proposals with attention to the following considerations:

- Possible alternative land uses.
- Short and long term economic effects at the local, regional and state level.

- Likely effects on the physical environment, particularly water and air quality.

1.57 NSW Labor will ensure that the costs of rehabilitating affected land to pre-mining condition or a condition suitable for an agreed subsequent use are recognised as a cost of mining to be borne by those undertaking the mining with securities being provided.

Climate Change

1.58 NSW Labor recognises the need for immediate and sustainable action to limit greenhouse gas emissions and counter climate change. Labor recognises that climate change poses threats, and requires responses, in areas including agriculture and primary industries, education, energy, health, infrastructure, local government and planning, tourism and transport. Labor will require climate adaptation plans from Departments and agencies to include modelling of climate change impacts on their operations, services and policy responsibilities. Key principles and goals are to:

- Raise awareness of climate issues within the broader community.
- Promote understanding of the likely impacts on NSW, and identify adaptation strategies.
- Limit and reduce the growth of greenhouse gas emissions.
- Promote climate change partnerships by government, individuals, industry, business and community groups.
- Reduce business uncertainties by establishing carbon constraints to promote new investment and innovation.
- Identify strategic areas for cooperative work with other Australian jurisdictions including a national emissions trading scheme.

1.59 NSW Labor supports Australian Labor's commitment to Australia doing its fair share in reducing greenhouse gas emissions, including the goal that net emissions must approach zero by mid-century. Within Australia, NSW must also do its fair share. NSW is responsible for 31% of the country's economy.

Labor recognises that the relatively high current emissions intensity of the NSW economy presents challenges, but also presents opportunities for emissions reductions. NSW needs to seize the opportunities opening up in a clean energy economy, and avoid being left behind.

NSW Labor will pursue a comprehensive strategy to achieve these objectives Labor will reduce emissions from land management by strictly controlling land clearing and re-vegetating degraded land; supporting primary producers to adopt practices that sequester carbon in soils and perennial vegetation, encouraging carbon farming; supporting energy-efficient technologies that convert emissions and plant wastes into energy and other useful products.

1.60 Climate change is not only a problem for the future. Parts of NSW are already feeling the impact of climate change now. Helping communities adapt to a changing climate is essential to Labor's long term plan to address the issues arising from climate change including reduced water and other resources, rising sea levels, warmer average temperatures, longer and more extreme period of high bushfire risks and more frequent and intense extreme weather events including heatwaves, storms and flash flooding.

Infrastructure planning will need to take account of projected sea level rises due to climate change; potential for increased severity of flash flooding (since warmer air holds more water); and resilience of critical infrastructure in heat waves and storm events.

Labor will give special attention to infrastructure projects which help

affected communities and industries deal with change. Labor will require climate adaptation and resilience plans for all major infrastructures owned or regulated by the NSW government; and promote national climate adaptation and resilience standards and planning for other major infrastructure.

Coalition governments, Federal and State, have failed to provide local governments with the support they need to prepare their communities for climate change impacts.

Labor will:

- Work with Councils to develop risk management procedures and programs acknowledging the growing impact of climate change;
- Hold a Local Government Climate Summit to restore the relationship between State and local governments;
- Work with community and women's organisations to identify and address their vulnerability to climate change and in particular the increase in domestic and family violence during natural disasters.
- Implement strategies that support coastal communities to respond to the impact of rising sea levels
- Work with community organisations (such as sporting bodies) to identify and address their vulnerability to climate change.
- Labor will ensure that health policy and planning takes into account the impacts of climate change.

1.61 Climate change is already causing an increase in the number and severity of natural disasters and extreme weather events affecting Australia. NSW Labor will review our emergency strategies and response capacity and work with other

levels of government to ensure capacity meets increasing demand.

1.62 NSW Labor recognises that the Climate Change will affect both regional and urban NSW. Labor will commission a Climate Change in our Regions Paper that will comprehensively investigate the effects of climate change in Regional NSW, and propose prospective solutions.

NSW Labor recognises that government must be a leader in environmental sustainability to tackle the challenge of climate change.

NSW Labor will demonstrate leadership by reducing the NSW Government's own emissions to net zero by 2030.

Coastal Lands, Rivers and Wetlands

1.63 NSW Labor will maintain an advisory committee comprised of representatives from relevant government departments and authorities, local government and suitably qualified individuals to advise on the:

- Protection and restoration of the coastal environment and its resources.
- Balanced utilisation and conservation of the coastal region and its resources.
- Co-ordination of the policies and activities of public authorities relating to the coastal region.
- Acquisition of lands in the coastal region for coastal protection, access or enjoyment.
- Rejection of proposals for damming of rivers which would compromise World Heritage areas.
- Support for initiatives to improve water security including support for research and investment in wastewater recycling,

desalination, stormwater harvesting and efficient water infrastructure.

1.64 NSW Labor will manage New South Wales rivers and streams with the following principles:

- Recognition that rivers and river systems are complex, have wide ranging interactions with surrounding ecosystems.
- The need to protect remaining wild and scenic rivers.
- The need to apportion water in a way which maintains the river itself.
- The management of salinity.
- Recognition of the importance of flood flows to wetlands and riverine ecosystems.
- The need to ensure that the provision of environmental flows is given priority.
- The need to protect river catchment to prevent silting and maintain water quality with regard to runoff and the effects of grazing stock.
- Full investigation of measures to improve the efficiency of water use and reticulation before constructing or extending dams for urban water supply.
- Establish a one off Healthy Rivers Commission to assess the health of NSW rivers.
- Review all legislation and policies relating to river and coastal health.
- Continue to implement National Water Initiative measures.

NSW Labor will:

- Take a lead role with local government and catchment authorities on litter reduction and water quality strategies for urban rivers.
- Introduce strong water sensitive urban design and

sediment management standards in planning instruments for development in urban catchments, to reduce flooding and improve water quality.

- Invest in the replacement of ageing water and sewerage infrastructure which undermines local water quality.
- When possible, acquire land along urban rivers and tributaries for public access and to provide adequate setbacks for revegetation of riparian zones.

1.65 NSW Labor will co-operate with the Commonwealth and other States in the management of the Murray-Darling River system with particular attention to river flows and salinity.

1.66 NSW Labor will maintain a policy of controlling development in flood liable areas and conduct economic analyses of the relative costs of control and irrigation measures and flood effects, including design criteria for development in flood affected lands.

1.67 NSW Labor will recognise the value of coastal and inland wetlands as ecosystems essential to the protection of particular species of flora and fauna and as breeding grounds for species of birds and aquatic fauna that are of value in pest control or of commercial significance and protect and preserve such wetlands.

A NSW Labor Government will:

- Establish a dedicated Sydney Marine Park to protect the jewel in Sydney's crown, the world renowned Sydney Harbour;
- Lift the Liberal/National Government's moratorium on the creation of any new marine parks;
- Return marine sanctuary zones to full protection, so they again become areas where wildlife and habitats are protected;

- Prioritise protection of breeding areas such as the islands, headlands and beaches where seabirds nest and raise their young;
- Ask the NSW Scientific Committee to consider the addition of the hawksbill sea turtle to the State's Threatened Species List, to give this rare and beautiful creature the protection it deserves; and
- Immediately reinstate protections on the state's Mid North Coast for the Labrador of the ocean – the critically endangered Grey Nurse Shark.
- Review the adequacy of other marine protection.

1.68 NSW Labor recognises the need to protect 30% of Australia's land, rivers, and oceans by 2030. Labor is committed to securing and conserving representative and viable samples of all bioregions of the state in the national parks estate and, working with the federal government to achieve this target. An elected Labor Government will continue its legacy of National Park creation. Labor will direct the National Parks and Wildlife Service to develop funded reserve proposals, including the creation of the Great Koala National Park, and will update and progress the NSW National Parks Establishment Plan of the previous Labor government. Other priorities include improving the links between the various parts of the Paroo-Darling National Park. In advance of the establishment of the proposed parks, NSW Labor will undertake a thorough assessment of the economic impacts of reservation on local jobs and communities, including costs and benefits to the government and the community, and commit to protecting the jobs and interests of workers.

1.69 Labor recognises that we cannot protect the environment with National Parks alone. We must look after ecological systems across the landscape if we are

to continue to have a healthy environment Labor is committed to building a network of corridors across the landscape and across tenures that improve the ecological fabric of our state, building resilience and allowing natural processes to operate. Dangerous global warming makes this ever more important, as connectivity is essential if we are to prevent extinctions in a changing climate. Done well, this land stewardship will also support our agricultural industries by increasing the land's resilience and productivity.

Labor will:

- Reinvigorate the multi-stakeholder and multi-level approach to landscape wide planning and management in NSW. We will ensure investment is targeted and effective in delivering outcomes and that rural communities are given the tools and support to protect the assets they manage;
- Deliver state wide planning and goals for natural resource management by restoring the Natural Resource Commission as a respected leader in scientifically based resource management and environmental protection. We will put a scientist at its head.
- Maintain in the environment portfolio an effective, well-resourced and independent Threatened Species Scientific Committee;
- Deliver regional planning and accountability by restoring the integrity of Local Land Services as regional leaders in natural resource management. We will rebuild the strength of the governance model in which local plans and initiatives are embedded in statewide planning and reinstate a strong emphasis on community innovation and

cooperation in relation to biodiversity protection; and

- Support local communities in driving protection by encouraging community level collaborations to drive outcomes. We will adopt the framework developed by the last Labor Federal Government to support community led proposals for corridor projects, integrating them into biodiversity planning. Adopted corridor projects will receive support on issues like governance and be priorities for funding. The NRC will lead these decisions.
- Ensure we achieve a net increase in vegetation cover to address biodiversity loss and act as a carbon sink and ensure a best practice vegetation mapping program to support this aim.

Waste Management and Resource Recovery

NSW Labor will lead the shift to a circular economy that reduces waste and pollution whilst creating new job opportunities. Labor supports the long-term goal of zero waste to landfill or incineration, and a clear and consistent regulatory and policy framework to achieve that goal. This framework will use a mix of legislative, policy, educative and economic tools to drive waste avoidance and resource recovery.

Labor will:

- Require Government Departments and agencies to set waste reduction targets that will be audited and reported in departmental Annual Reports.
- Require each industry sector to develop its own program for meeting waste reduction targets, including product

design, materials used, recycling and reuse systems and infrastructure.

- Support sustainable markets for recovered resources and recycled materials with strong incentives to stop particular waste streams going to landfill.
- Insist on world's best practice in the storage of hazardous waste materials.
- Use landfill levies to support local government initiatives and trial projects that are proven to, or are likely to, reduce waste and increase recycling within their municipalities, particularly green waste.
- Legislate to ban all single-use plastics.
- Ensure the complete removal of asbestos, rather than remediation, when undertaking any upgrade works to NSW Government property or on any NSW Government funded project to ensure the safety of future generations while working towards a goal of full asbestos removal from all NSW Government owned property and assets.
- Pursue appropriate means to reduce other plastic pollution entering the environment, in particular our rivers and marine environments and reduce generation of plastic waste.
- Labor supports the development of sustainable recycling industries for coal ash, which represents over 18% of all waste produced in Australia.

1.70 Labor recognises that we cannot protect the environment with National Parks alone. We must look after ecological systems across the landscape if we are to continue to have a healthy environment Labor is committed to building a network of corridors across

the landscape and across tenures that improve the ecological fabric of our state, building resilience and allowing natural processes to operate.

Dangerous global warming makes this ever more important, as connectivity is essential if we are to prevent extinctions in a changing climate. Done well, this land stewardship will also support our agricultural industries by increasing the land's resilience and productivity.

Labor will:

- Reinvigorate the multi-stakeholder and multi-level approach to landscape wide planning and management in NSW. We will ensure investment is targeted and effective in delivering outcomes and that rural communities are given the tools and support to protect the assets they manage;
- Deliver state wide planning and goals for natural resource management by restoring the Natural Resource Commission as a respected leader in scientifically based resource management and environmental protection. We will put a scientist at its head.
- Deliver regional planning and accountability by restoring the integrity of Local Land Services as regional leaders in natural resource management. We will rebuild the strength of the governance model in which local plans and initiatives are embedded in statewide planning and reinstate a strong emphasis on community innovation and cooperation in relation to biodiversity protection; and
- Support local communities in driving protection by encouraging community level collaborations to drive outcomes. We will adopt the framework developed by the last Labor Federal Government

to support community led proposals for corridor projects, integrating them into biodiversity planning. Adopted corridor projects will receive support on issues like governance and be priorities for funding. The NRC will lead these decisions.

- 1.71 NSW Labor believes that the manufacture, use, storage, disposal, import and export of such chemicals should be subject to strict statutory controls including outright prohibition where appropriate. Such controls should have the primary objective of preventing harm to human health and to the environment.

Our Natural Environment

- 1.64 Labor is committed to improving household energy efficiency, and ensuring the benefits of electrification are widely realised, and support policies to ensure that low-income households, renters, and those in social housing are not left behind.

Labor will:

- Coordinate a plan with industry and unions to deliver energy efficiency improvements at scale whilst ensuring safety and quality jobs for licenced workers and apprentices
- Consider a target, and support programs, for improving the energy efficiency standards of existing homes, including electrification.
- Implement minimum energy efficiency standards for rental properties and mandatory disclosure of efficiency performance at point-of-sale and rental.
- Comprehensively upgrade the energy efficiency of the social

housing stock, including the electrification of all dwellings.

- Establish a review of household energy supply, with an aim to curtail new gas connections, in line with our net-zero commitments.
- Support lifting the National Construction Code energy efficiency standards for new homes over time, beginning with a rise from 6 to 7 stars.
- Work with industry and households on a gas substitution roadmap which identifies genuine opportunities to electrify and switch fuels for operations while maintaining production

1.65 NSW Labor will:

- Oppose mineral exploration and mining in national parks and other reserves.
- Oppose any forestry operations in national parks and other reserves.
- Ensure that the ecological integrity and biological diversity of national parks, conservation reserves and the biosphere are maintained.
- Support a process that involves the participation of relevant stakeholders including land owners, native title entities, industry, environment groups and unions to reach agreement about the management of forests at a regional landscape level, with a focus on an environmentally and economically sustainable approach, reducing reliance on native forests and meeting more of our timber demands from plantations.

1.66 NSW Labor will protect our State Forests.

NSW Labor will:

- Ensure the dedication of viable reserves, representative of all native forest ecosystems in the State and minimise further clearing of native forests.
- Ensure that where forests are determined to have a timber production role, the forest resource is managed on environmentally sound sustainable yield and multiple use lines.
- Forests NSW property assets are to be maintained and kept under the control and ownership of the NSW State Government. Any excess Forests NSW assets are to be transferred to National Parks and Wildlife Services with suitable allocation of resources (labour and capital) to support its operations.
- Forests NSW (or any other name by which it may be known by in the future) is to remain a wholly owned and operated Government entity.

Labor recognises the intrinsic value of nature, along with the vital role forests – on public land as National Parks and State forests, and on private land - play in protecting biodiversity and water systems and in mitigating the effects of climate change. NSW Labor supports world heritage recognition for internationally significant NSW forests and landscapes.

1.67 NSW has a diverse and rich flora and fauna. NSW Labor will:

- Take action to preserve the genetic diversity of the State's flora, fauna and ecosystems.
- Provide sufficient resources for assessing the status of flora and fauna and monitoring the populations of endangered species.
- Research and develop measures to control feral fauna

and introduced flora which harm natural ecosystems.

- Encourage integrated pest management with an emphasis on biological control.
- Continue to ban duck hunting in New South Wales. Licences shall be issued for crop damage limitation where appropriate.

1.68 NSW Labor will investigate the consequences of broad area control burning and develop alternative approaches to fire management, ensuring that techniques applied in natural areas, such as selective strip burning, are consistent with their maintenance as natural areas. Further NSW Labor will control new development in areas of high bushfire risk.

Hazard reduction and fire operations undertaken within national parks and forestry property assets are to be undertaken by the respective Government agencies (NPWS and Forests NSW) with support, if required, by the fire brigade and rural fire services. The State Government is to ensure that employment levels at these agencies (NPWS and Forests NSW) are to be maintained so that all required fire activities as well as other operating activities can be successfully undertaken by Government employees within these agencies

1.69 NSW Labor will develop and fund a series of 'great walks' in NSW, that highlight our remarkable natural landscape.

NSW Labor will develop and fund a series of rail trails on disused railway tracks in NSW for cycling and walking. Rail corridors used in this way should be kept in public hands as a measure to allow future use.

Protecting our Heritage

1.70 NSW Labor will maintain legislation and the capacity of government agencies to identify, preserve and protect items of environmental heritage including buildings, works, relics or places of historic, scientific, cultural, social, archaeological, architectural, natural or aesthetic significance for the State and items of Aboriginal heritage.

1.71 NSW Labor will preserve, protect and maintain the national estate by the retention of:

- The Heritage Council at State level, to protect historically, architecturally and culturally significant buildings.
- A State Heritage Inventory. The inventory should list all items of State heritage significance and be available to the public.

1.72 NSW Labor will:

- Protect, preserve and maintain the National Estate.
- Investigate the social aspects of population distribution and mobility in relation to the distribution of services and facilities.
- Undertake planning of distribution of economic activity and population.
- Regulate land use.
- Ensure that services and infrastructure are provided in a timely, co-ordinated and cost effective manner.

Promoting Sustainable Transport

1.73 A key factor in creating livable communities is access to transport. The next NSW Labor government will plan and implement an integrated transport system to meet the needs of commuters, road users, industry and freight operators in metropolitan areas, growth areas and country NSW.

- 1.74 NSW Labor will oppose transport projects that are delivered in isolation from broader planning and place making considerations, including the need to deliver population serving essential services.
- 1.75 NSW Labor will examine whether there is scope to broaden the infrastructure appraisal process, both for project selection and project design, to also include the ancillary impacts of projects on amenity, sustainability, network connectivity, and the potential for catalysing job agglomeration.
- 1.76 NSW Labor believes that transport systems should be environmentally sustainable and energy efficient and be planned to meet projected needs. NSW Labor supports the provision of safe, reliable and secure transport services and NSW Labor is committed to improving transport service provision for regional and rural areas of NSW. NSW Labor maintains that transport planning should be evidence-based and in the public interest.
- 1.77 NSW Labor believes all citizens should have access to affordable, reliable public transport. To achieve this NSW Labor will:
- Upgrade metropolitan bus services including the development of strategic bus corridors and bus ways.
 - Develop new commuter rail services including heavy, light and metro systems.
 - Upgrade ferry services.
 - Better integrate public transport modes.
 - Invest in regional transport.
- 1.78 NSW Labor will build better roads, address congestion by a range of measures including the provision of bus lanes and transit lanes and improve road safety.
- 1.79 NSW Labor will improve freight links to drive economic growth and expand export opportunities for NSW businesses and industries.
- 1.80 NSW Labor recognises that emphasis should be given to shifting freight transport from road to rail.
- 1.81 NSW Labor will support the development of alternative transport modes, which are environmentally friendly, and energy efficient, such as car sharing schemes and cycle ways for bicycle riders.
- 1.82 NSW Labor will pursue a strategy to expand access to and uptake of public transport including through the possible adoption of modal-shift goals for each of the Greater Sydney Commission's three city regions.
- 1.83 NSW Labor believes that commuter and public transport workers have to the right to be and feel safe at all times on public transport. NSW Labor also notes that concerns about public transport safety can discourage people from using local services, and therefore from participating in their local community.
- Public transport workers (including workers in the point-to-point transport sector) in NSW, however, are too often subjected to threats, harassment, and assaults. NSW Labor notes that the South Australian Labor Government has made offences against public transport workers an aggravating factor under that state's Criminal Law Act.
- NSW Labor supports a multi-pronged approach to reducing violence and anti-social behaviour on government-operated public transport services. This includes:
- Increasing the number of Transit Officers and security staff on the public transport network;
 - Introducing tough penalties for people who assault, harass or threaten public transport workers; and
 - Consulting with public transport workers on other measures to improve their safety at work.

- NSW Labor will consult with women and women's organisations to understand their experiences of public transport and develop measures to improve safety and encourage use of public transport by women and girls.
- 1.84 NSW Labor recognises that public transport inherently offers energy efficiencies. Labor will work to ensure that all electric rail operations are able to deliver further energy efficiency through regenerative braking; and upgrade lighting across public transport premises for energy efficiency.
- NSW Labor recognises that electric vehicles offer cleaner air in urban areas, and reduced emissions when combined with clean energy sources. NSW Labor supports low and zero emission vehicles becoming the standard for the State Government vehicle fleet. NSW Labor will investigate and implement appropriate programmes to encourage the uptake of low and zero emission vehicles and vessels across all modes and categories of transport. Labor will support electric vehicle uptake through appropriate subsidy support and not introduce taxes that would limit their uptake. Labor will investigate deployment of electric buses in Government and contracted bus fleets, and provide appropriate support for deployment of electric vehicle charging technology.
- NSW Labor will preference local procurement to maximise job creation opportunities and minimise transportation.
- 1.85 Badgerys Creek Airport (BCA) has the potential of providing much needed infrastructure and job opportunities for the residents of Western Sydney. For far too long, this region has been neglected of properly coordinated planning regarding road and rail infrastructure to support the additional one million people projected over next 20 years moving into the region as well as the consequences of an 80 million passenger movement

plus freight airport. For an airport to be successful in Western Sydney it must be properly planned and budgeted for to address the needs of the region. These issues include:

- The development of a best practice noise mitigation plan, including the creation of a night time no-fly zone over communities, recognising that it is possible to ensure simultaneous operations for take offs and landings to the south-west of the runway, while stopping flights over residential communities at night;
- The establishment of Western Sydney Infrastructure and Jobs Development Authority that will develop new rail lines linking:
 - Richmond, Penrith BCA to Campbelltown;
 - The new north-west line, Blacktown, BCA to Liverpool;
 - dedicated rail lines to central and Kingsford-Smith Airport.
- The construction of motorways linking western Sydney to Sydney as well as around western Sydney;
- An appropriate Environmental Impact Statement that includes flight paths and other relevant issues not considered in the construction EIS;
- Noise abatement strategies to accommodate any home, school or health facility in accordance with existing legislation that applies to all airports;
- Australian made products used in the construction of the airport and infrastructure;
- Youth and long-term unemployment programs to be part of the jobs and training provided in this project, including that 20 per cent of employees must be apprentices

from Western Sydney, and at least 20 per cent of apprentices must be women.

- An appropriate fuel line be established being either pipeline or rail;
- Western Sydney health data demonstrates the highest levels of cardio-vascular diseases, all-cancer rates; respiratory illness; diabetes in the State. The airport and population will contribute adversely to health of this region and therefore a funded plan to address these issues must be addressed.
- Proper community consultation to take place.

NSW Labor commits in ensuring the above points are appropriately dealt with.

Developing Sustainable Energy

1.86 NSW Labor will:

- Ensure 50% of NSW energy generation comes from renewables by 2030.
- Publicly invest in large-scale renewable energy by creating a state- owned corporation, NSW Renewable Energy Futures (REF) that will put the public and its interests first in NSW's transition.
- NSW REF will build, invest, own, and operate largescale renewable energy and storage technologies, whilst modernising the grid.
- NSW REF will have an initial investment of \$1.5 billion, which will be sourced either from the sale of Snowy Hydro, or through the issuing of green bonds.
- NSW REF will maximise the speed and efficiency of the energy transition, reduce prices for consumers, maximise job

opportunities in the future economy for regional NSW, and deliver dividends for the people of NSW in a shared future.

- Investigate creating a Renewable Energy and Technology Hub in the Hunter region.

1.87 Labor recognises the important linkages between climate change and electricity policy. Accordingly, Labor will bring those portfolios together in Government. We must pursue greater energy efficiency and cleaner sources of energy. Labor will support the growth of the renewable energy sector in NSW, creating jobs and economic opportunity. Obtaining a greater share of our energy needs from renewable sources is not only better for the environment but promotes greater energy security and reduced energy costs for industry, businesses and households.

A NSW Labor Government will establish an Office of Renewables within the Department of Premier and Cabinet, led by the Energy and Climate Change Minister to drive Labor's dual policy aims of affordable and clean energy.

NSW Labor will develop a comprehensive plan to progressively decarbonise Australia's energy sector, particularly in electricity generation while providing affordable energy security to business and households. A commitment to reinvigorate and grow renewable energy industries in NSW is essential to that plan.

NSW Labor supports Australian Labor's target for at least 50% of Australia's electricity to come from renewable sources by 2030. NSW Labor in government will work with energy experts and stakeholders to develop NSW renewable energy generation for Australia and storage targets and detailed strategies to achieve these targets, with credible pathways to at least 50% of generation for Australia by 2030. NSW Labor will take ambitious

NSW targets on renewable energy, for 2030 and beyond, to the next election.

Labor recognises that committing to sustainability will create jobs, improve living standards, support regional development and encourage growth in new industries. Labor believes this will best position NSW to remain competitive as the global economy changes. Labor will support the growth of the renewable energy sector in NSW, creating jobs and economic opportunity.

NSW has abundant clean energy resources (including solar, wind, wave and geothermal) and is home to world leading centres of clean energy research and development (including in the Hunter, Sydney and the Illawarra). The Hunter, for example, has everything it needs to prosper in a low carbon future, given appropriate policy support: world class academic institutions and research, a strong manufacturing sector used to commercializing innovation and a highly skilled workforce. We must plan for the future and ensure we are building modern, resilient industries that provide prosperity for decades to come.

Labor will:

- Support public and private sector research and development in innovative energy technologies
- Encourage development, manufacture and commercialisation of renewable energy technologies
- Encourage investment to increase renewable energy technology manufacturing and implementation capability
- Pursue opportunities for co-operation with the Clean Energy Finance Corporation and Australian Renewable Energy Agency, and consider needs and options as appropriate for further NSW based financing of renewable energy development and deployment

- Remove arbitrary and discriminatory barriers to deployment of clean energy technologies
- Ensure that regional NSW benefits from opportunities in a clean energy economy (including through development of the Hunter as a clean energy hub)
- Assist fossil fuel dependent communities to diversify their economic base and capitalise on global shifts to a decarbonised economy. NSW Labor will take an active role in equitably transitioning NSW to a renewable powered state. NSW Labor does not support any form of public funding on extraction of new fossil fuels.
- Consider and pursue as appropriate, opportunities for public investment in, and ownership of, renewable energy generation facilities and supporting technologies, including storage.

The Office of Renewables will reinvigorate the Renewable Energy Precincts to foster locally driven plans to increase renewables and decentralise power. Barriers to the growth of decentralised power will actively be removed, embedding these projects in the planning system, standardizing contracts and approaches. Labor will establish a fund to augment renewables proposals from councils and communities.

The Office of Renewables will work with the Clean Energy Finance Corporation and other sources of finance and support to further promote community energy initiatives. NSW Labor will promote community generation and energy storage as part of new housing developments. NSW Labor will support communities reliant on diesel fuel for electricity to transition their use to clean energy alternatives.

1.88 Labor supports renewable energy generation by households as a means of reducing power bills, increasing renewable energy supply, and reducing greenhouse emissions.

NSW Labor will facilitate the establishment of an Australian first market that allows electricity customers to trade energy savings and generation into the wholesale electricity market. A NSW Labor Government will provide consumer protection for solar households and mandate a fair price for householders' excess solar electricity.

NSW Labor will seek to ensure that the electricity grid is able to equitably accept and distribute dispersed renewable energy generation. NSW Labor will make compliance with the Clean Energy Council's Code of Conduct for solar retailers mandatory for all those who wish to receive NSW government contracts. This will provide consumer protection for solar households.

NSW Labor will promote renewable energy generation and energy storage as part of new housing developments.

NSW Labor will work with stakeholders, including industry and finance bodies, to promote access to renewable energy, including rooftop solar, for renters and apartment dwellers NSW Labor will roll out rooftop solar for all suitable public housing premises

The Office of Renewables will develop a strategy for facilitating household purchasing of renewable energy, particularly for households which lack suitable space for installation on their premises such as rooftop solar.

Labor will work with stakeholders (including the Clean Energy Finance Corporation and other finance sector bodies; small business representatives, and the property industry) to promote access to renewable energy in commercial premises, including small business as a means for reducing costs for business, and to take advantage of

available space for renewable energy generation.

Labor believes that government must lead by example in purchasing of renewable energy. NSW Government agencies include some very substantial power users, such as the electric rail network.

A NSW Labor Government will purchase electricity for NSW Government departments and agencies from renewable sources, where possible. As power contracts come up for state government electricity use, a NSW Labor Government will purchase power from renewable sources, if it can be done in a cost effective manner. Labor will investigate "reverse auctions" that have been used successfully in the ACT and will be explored in Queensland.

As well as addressing greenhouse gas emissions, installation of rooftop solar power on government premises will save energy costs to the budget and the taxpayer.

A Labor Government will install solar panels in all public schools in NSW in TAFE facilities, in public hospitals, and on all other government properties wherever appropriate, and where possible will accompany this with installation of energy storage.

A NSW Labor Government will remove the Coalition Government's draconian restrictions on approvals for wind farm developments.

1.89 NSW Labor will facilitate a fair go for the wind industry, the fastest growing, most mature and cheapest renewable energy source. Wind farms will be subject to usual planning laws for developments of the applicable size and scale. Instead of leaving the industry in limbo with unclear guidelines, Labor will provide clarity for the wind industry and the community.

A NSW Labor Government will ensure that the wind industry properly consults with affected communities as well as provides an adequate and shared financial benefit from the prosperity generated.

NSW Labor recognises and supports the critical role that gas plays in the Australian economy. NSW Labor recognises that gas has an important role to play in achieving New South Wales' target of net zero emissions by 2050. NSW Labor's policies will support workers in the gas extraction industry in New South Wales, building on NSW Labor's legacy of supporting sufficient and affordable gas supply for Australian industry and consumers. This includes support for new gas projects and associated infrastructure, subject to independent approval processes to ensure legitimate community concerns are heard and addressed. NSW Labor will ensure the industry assesses and manages environmental and other impacts, including on water reserves and co-existence with other agricultural activities, and engages constructively with landholders.

1.90 NSW Labor recognises the critical role gas- power generation plays in firming the National Electricity Market (NEM) and will have regard to the advice of the Australian Energy Market Operator (AEMO) in continuing to ensure reliability and price affordability as the NEM transitions to net zero emissions and as other technologies emerge.

Through failures at a national and state level, New South Wales's gas supplies are at risk of a critical shortfall. NSW Labor will institute a gas reservation policy to ensure that gas extracted in New South Wales will stay in the state.

1.91 Labor recognises that burning timber and cleared vegetation for electricity is not carbon neutral and is neither clean or renewable energy, and therefore forms no part of a credible strategy for reducing greenhouse gas emissions. Labor will introduce legislation prohibiting the burning of any forests and cleared vegetation for electricity.

1.92 NSW Labor has long opposed the exploration and extraction of uranium in this State, and its export from NSW. We remain unconvinced of any benefits nuclear power may bring, and remain

mindful of the challenges caused by how to manage and store spent fuel rods and radioactive waste that lasts many lifetimes.

A Labor Government will maintain a ban on uranium exploration, extraction and export. A Labor Government will also ensure that there are no nuclear power plants built in NSW.

1.93 A NSW Labor Government, through COAG, will initiate a national framework for the decommissioning of obsolete coal fired generation plants. Labor will work to ensure that:

- those coal fired generation plants within the national electricity market with the highest emissions intensity are retired first (including through regulatory and pricing mechanisms)
- rehabilitation of obsolete power plants is funded by their owners and operators, and not left to the taxpayer
- just transitions are provided for affected workers and communities

1.94 The transition to a clean energy economy carries both opportunities and uncertainty for workers. Labor will ensure jobs in the clean energy economy provide security, decent wages and conditions. Labor will not only address the challenges but will pursue all opportunities to modernise our economy, build more and better jobs and build a future that is clearer, healthier, more equitable and ultimately sustainable.

Growing diverse regional economies in areas such as the Illawarra and the Hunter Valley is necessary to make the transition to a clean energy economy while ensuring this is a just transition for affected workers and communities.

Labor will work with communities, unions and industry to develop a comprehensive regional development approach which supports the growth of

sustainable new industries, technologies and practices.

NSW Labor supports:

- The establishment of a fully funded and resourced Just Transition Authority (JTA) with responsibility for planning, education and re-training of effected workers in the fossil fuel supply chain and carbon intensive energy sector.
- Oversight of low emission energy job creation and worker transition reflecting industry standards and conditions.
- Gender equity practices in all training and employment opportunities created,
- The JTA to work with national and interstate governments to develop a best practice Just Transition framework to support a low carbon economy while providing fairness and opportunity to industry stakeholders including those working in the sector.
- NSW Labor to support these objectives by committing all necessary state and national based resources in order to realise the objectives of a Just Transition. Only firms that train apprentices using nationally accredited/recognised training packages will be utilised.

NSW Labor will ensure that NSW plays its part in:

- making training and skills programs available for workers wishing to build skills in energy efficient technologies and transition to new, clean energy or low pollution industries;
- capitalising on the significant new job opportunities across the renewable energy supply chain;

1.95

NSW Labor believes all communities should have access to reliable affordable energy supplied from increasingly renewable energy sources. NSW Labor's energy policy is based on two broad principles:

- Energy is a basic commodity and necessity that needs to be exploited efficiently and distributed equitably, while still allowing for appropriate returns to be made to either public or private investors.
- Energy production, distribution and use must be carried out in such a way that ecological and environmental constraints are not compromised.
- NSW Labor supports a long-term, ecologically sustainable energy economy.

1.96

NSW Labor recognises that utilities, including energy providers, supply essential services and will ensure that energy providers provide high quality service to clients and adequate assistance to low income earners or those suffering from hardship. NSW Labor will continue to:

- Make available, through non-government organisations, emergency assistance to clients temporarily unable to pay electricity bills.
- Review concessions on electricity accounts and security deposits for low income earners with a view to improving equity of access to these forms of assistance.
- Ensure that customers can gain a stay in disconnection of energy supplies on the grounds of hardship.
- Re-regulate the retail electricity market

1.97

Consistent with Labor's long-term aim of a sustainable energy economy, NSW

Labor will continue to give high priority to energy conservation, and to the development and introduction of renewable energy sources and energy technology.

NSW Labor recognises that improving energy efficiency offers important opportunities to reduce greenhouse emissions, as well as reducing power bills. NSW Labor will provide national leadership in revitalising national strategies on energy efficiency. Labor will implement energy efficiency measures across all areas of State responsibilities, including:

- water supply, distribution and use;
- energy distribution and use, including residential, commercial and industrial use;
- government services, procurement and building works;
- land use planning and design;
- public transport; health; and education;

A NSW Labor Government will develop, no later than its first year of office, a comprehensive strategy for energy efficiency in Government agencies and departments, taking into account initiatives in other Australian jurisdictions such as Victoria, including measures for central budget financing and repayment of initial costs, and reporting of energy use and emissions

A NSW Labor Government will deploy energy efficient lighting to all public hospitals with savings directed to health services in the local area

A NSW Labor Government will deploy energy efficient lighting to all public schools and TAFE facilities, and pursue other areas of energy efficiency in education including heating and cooling, with savings after payback of initial costs directed back to education

A NSW Labor Government will institute a comprehensive program for upgrading public housing for energy efficiency

1.98 NSW Labor will establish a uniform building code based on energy conservation principles and will work with local government in order to secure compliance with this building code allowing for regional variations of the code based on climatic and other determinants. The code will emphasise reduction in energy consumption and will provide guidelines on correct orientation, insulation and solar access for solar energy collectors.

1.99 To address energy costs for business (particularly small business) as well as to reduce greenhouse gas emissions, Labor will institute a comprehensive program to promote energy efficiency upgrades by owners of commercial buildings. A concerted effort will be put into raising Australia's energy efficiency practices and standards such as moving to 7 star efficiency in new homes and retrofitting existing homes where possible.

1.100 A NSW Labor Government will: 1. Advocate for improvements to the quality of residential building construction in NSW. 2. Protect citizens from poor building practices that result in unsafe outcomes and defects. Ensuring compensation is afforded to consumers as a result of poor building outcomes. 3. Review regulations for apartment building constructions to ensure they are in line with best practice and increase penalties for developers who do not comply with rules and regulation. 4. Urgently review the private certification process 5. Ensure apartment building safety, quality, design and built form is enhanced and results in increased consumer confidence. 6. Increase monitoring of new apartment building construction, introduce a building task force that would audit new apartment builds, the task force would report to the parliament on a regular basis and developers would be required to respond to the task force. 7. Ensure that building materials comply with Australian Standards.

NSW Labor is appalled that residents on the Hawkesbury River have been subjected to flooding on up to four occasions in the last four years. Many of these homes were approved for construction on the river floodplain and consideration should be given to relocation. More flood mitigation needs to be undertaken in the Hawkesbury but we question whether raising the Warragamba Dam wall is the best option. Consideration should be given to managing the current dam to mitigate flooding. We are concerned by proposals to allow urban development on the Penrith Lakes sites which was subject to recent flooding.

Working Cooperatively with Local Government

- 1.101 NSW Labor believes sustainable communities can only be achieved by the State Government working cooperatively with local government. NSW Labor supports a strong local government sector. NSW Labor will:
- Promote equity for all residents of NSW regardless of local government boundaries.
 - Guarantee a system of local government based on universal franchise and continuity for local authorities and their elected members.
 - Support local government being recognised in the Australian Constitution.
 - Provide sufficient funding to Local Government to allow the highest standard of service provision across all its industry sectors.
- 1.102 NSW Labor will monitor the existing local government rating system and, where appropriate, implement changes that are equitable for all residents and ratepayers. Rate pegging, particularly the pegging of residential rates, will be

maintained. Special rating variations for individual councils will be considered.

- 1.103 In growth areas to offset the unrecouped costs imposed on local government by major residential releases in defined areas, NSW Labor will provide specific block grants for non-local roads, district recreation and community facilities.
- 1.104 Human Services: funding for services such as recreation, libraries, childcare, youth services, local employment generation, refuges, domiciliary aged services and housing will be sourced from all three levels of government.
- 1.105 Some local government areas are heavily impacted by tourism, imposing significant strain on local infrastructure and service provision as well as additional costs for local ratepayers. We support enabling accommodation levies on overnight visitors in these local government areas to pay for service delivery, infrastructure and tourism development across the whole local government area to take the pressure of ratepayers.
- 1.106 The NSW Local Government Grants Commission will continue to recommend the level of financial assistance grants to local government bodies.
- 1.107 NSW Labor recognises that local libraries have a vital role to play in getting books and information into the hands of people regardless of their wealth. NSW Labor notes that the state share of library funding has fallen to under 10% from 23.6% in 1979/80. NSW Labor supports adequately funded NSW Libraries and will increase the current state share of library funding.
- 1.108 NSW Labor will amend the Local Government Act 1993 (NSW) to create a specific right of casual conversion for local government employees.
- 1.109 NSW Labor will 1. adequately fund local government and 2. conduct an inquiry into cost shifting in local government and commit to funding arrangements that adequately address cost shifting

- 1.110 Labor recognises the importance of second tier cities (Newcastle and Wollongong), and notes current uncertainty of status (regional or metropolitan) for these cities. Labor will develop a second-tier cities policy to ensure a consistent approach to these cities from across Government.
- 1.111 As it develops our future road network, the focus of NSW Labor will be on the 185,000 kilometres of local roads, rather than on the hundreds of kilometres of toll roads. NSW Labor supports the provision of real time travel information to travellers, allowing trips to integrate across all modes of transport. NSW Labor recognises toll costs on drivers in NSW are high and rising, and will support reforms that make the application of road tolls more equitable and affordable. NSW Labor will support greater transparency over toll contracts, including oversight by independent regulators to determine if contracts are in the public interest. Tolling methodology, such as differential tolling for trucks, should be transparent and justifiable.
- 1.112 NSW Labor in Government will amend the Local Government Act 1993 (NSW) so that: 1. outsourcing and contracting of council services should only occur in extreme circumstances where there are no in-house skills and no viable in-house service delivery option; and 2. any workers performing work or delivering services for Council should be on terms and conditions no less favourable than the terms and conditions that would be applicable if direct employees of Council were performing that work or delivering that service.
- 1.113 NSW Labor State will amend section 358 of the Local Government Act 1993 (NSW) so that the Minister cannot consent to the creation of a corporate entity, or the acquiring of a controlling interest in a corporate entity, under this section where it is reasonably likely that the formation or acquisition would result in: employees of Council losing their

jobs; or workers performing work on inferior terms and conditions of employment more generally.

- 1.114 NSW Labor will amend the Local Government Act 1993 (NSW) to require Councils:
- When considering the outsourcing of a community service, to factor in the effect that decision would have.
 - on the terms of conditions of employment of workers; and
 - the quality of quantum of employment opportunities in their local community
 - To periodically review the services that are outsourced to determine whether or not an in-house service delivery model would provide a better outcome for ratepayers, residents, and workers.
- 1.115 NSW Labor will help Sydney and NSW to reach their potential, both economically and culturally by supporting a safe and vibrant night time economy, including the one in five businesses that work after dark. Labor's vision for a new deal for cities and towns at night in NSW would create more jobs and more interesting things to do after dark. It would be a safer place for residents and our night time workers. It would see more profitable late-night businesses and better paid night time workers. For workers at night this agenda means more jobs. It means getting home safely, being able to have a meal and a drink after work, and a fair wage for working our city's nightshift. For workers, particularly in our hospitality and entertainment industries, we also aim to create thousands of new and well-paying jobs. The night time economy agenda is important for the

workers who serve our cities' hospitality and entertainment industries, just as it's important for the health workers and police, retail, manufacturing, freight and transport workers who keep our city running. We want NSW to continue to welcome people from across the world. Sydney is Australia's tourism gateway. Our city's experiences after dark still have far more potential to attract tourism. This is an agenda for all of NSW, not just for Sydney's CBD. NSW Labor supports the further development of the work of the Night Time Economy Councils' Committee.

Better Local Governance

- 1.116 NSW Labor will not support the forced merger of local councils, nor will it support any forced demerger. NSW Labor does not oppose the merger or demerger of councils, but insists that this must be done voluntarily with the clear support of local residents as confirmed through a local plebiscite. NSW Labor will legislate to put in place independent mechanisms to enable this to occur.
- 1.117 NSW Labor does not support the proposal that 'bigger is always better' in relation to local government, and will establish a wide ranging and transparent inquiry into council financing with a particular focus on cost shifting.
- 1.118 NSW Labor will legislate to ensure that property developers and real estate agents do not sit on local councils if determined there is wide community support.
- 1.119 NSW Labor will encourage the voluntary amalgamation of councils. Boundary adjustments will be considered on their merits in accordance with relevant legislation.
- 1.120 Planning in NSW involves consideration of state, regional and local issues. Local planning issues should be determined at the local level by democratically elected

local governments. NSW Labor supports remuneration for elected local government councillors set at a reasonable level by the Local Government Remuneration Tribunal. The number of members elected to a council shall be no less than 5 and no more than 15.

- 1.121 NSW Labor believes that while increasing competition may improve service delivery and result in lower costs, it should not be pursued to the exclusion of other important public policy objectives. For this reason, NSW Labor rejects compulsory competitive tendering (CCT) in local government.
- 1.122 NSW Labor believes that best practice benchmarking for local government is crucial to the overall process of local government reform and will create a climate for improved and more efficient service delivery.
- 1.123 NSW Labor recognises and encourages active roles for regional organisations of councils (ROCs) in the efficient and effective delivery of services to the community, not to the detriment of the existing local workforce.
- 1.124 NSW Labor encourages Local Governments to engage with Young People within their communities and to include them in strategic planning to meet the future needs of youth in their respective shires. It is vital Local Government continue to provide adequate facilities and services within their communities in order to meet the needs of Young People from all socio-economic backgrounds.
- 1.125 Labor in government will legislate to:
 - Ban property developers and real estate agents from holding office at a local government level before the next scheduled local government election;
 - Cap political donations and campaign spending during council elections, with state level caps to serve as a starting

point for the re-examination of caps on ward level expenditure;

- Elect mayors for four years to end the horse trading between parties for the position; and
- Repeal changes to section 451 of the Local Government Act, which allows councillors with a pecuniary interest to vote on planning controls where they could potentially benefit, as long as they declare an interest.

NSW Labor will amend the Local Government Act 1993 (NSW) to require Councils when considering the outsourcing of a community service, to factor in the effect that decision would have on the terms of conditions of employment of workers; and the quality of quantum of employment opportunities in their local community; and to periodically review the services that are outsourced to determine whether or not an in-house service delivery model would provide a better outcome for ratepayers, residents, and workers.

An incoming Labor State Government will be committed to:

1. adequately funding local government and
2. conducting an inquiry into cost shifting in local government and commit to funding arrangements that adequately address cost shifting

Promoting Arts and Culture in the Community

- 1.126 A feature of livable communities is access to arts, culture and recreational activities and facilities. NSW Labor will aim to develop Australian cultural expression of the highest standard possible to the widest range of people, including the disadvantaged and those in remote areas. Arts NSW Assessment Panels should be composed predominantly of professional persons actively engaged in their art or craft. Arts NSW should advise the Minister

responsible for the Arts on policy and disbursement of funds, and report annually to Parliament.

To provide greater access to arts and culture NSW Labor will:

- increase funding for professional theatres and performance groups in the western and southern suburbs of Sydney and in rural and regional areas, so that the level of funding will be on an equivalent basis to that of theatre and performance companies in the Central Sydney area.
- Allocate 1 per cent of all monies expended on construction of public buildings to the purchase of works of art by Australian artists, for exhibition in those buildings.
- Involve the Department of Education in the provision of artistic services to schools. The Department should allocate funds at least equivalent to 70 per cent of the current running costs of the existing professional, permanent theatre companies operating in the education sphere.
- Require the governing bodies of all Arts institutions receiving regular State Government subsidies to provide for worker representation and gender equality.
- Provide adequate funding for professional community arts activities that aim to service the cultural needs of working class Australians.
- Ensure that proprietors provide access to entertainment venues for people with a disability in relation to parking, booking and access to theatres, and that funding be made available under the Arts Funding Program for such facilities.

- Ensure free admission to all art galleries, museums and other cultural centres, substantially financed by the State.
- Establish art museums on a wider basis to enrich the cultural background in outer suburban and regional areas.

1.127 NSW Labor will adopt a policy to enact Agent of Change principles, putting the responsibility of noise mitigation on new development rather than the existing businesses and residents nearby.

1.128 Labor will work across Federal, NSW and local Government to support music. The value we place on music is because of its fundamental contribution to our identity as Australians, to jobs and the economy, to community and wellbeing. Our music industry contributes to safe and vibrant night economies, to regional tourism and export. Without live music we don't have a music industry.

The music industry faces many challenges across red tape and regulation, intermittent funding support for peak bodies, as well as increased competition and digital disruption.

The current Federal Government has cut funding to the Live Music Office established by the last Labor Government.

Under this current NSW Government, hundreds of venues have closed, and thousands of musicians and hospitality workers are unemployed.

Labor in government will work to keep venues open and keep musicians in jobs, including

- Establishing a plan for contemporary music in NSW, including increasing funding support for new and contemporary music.
- Simplifying planning and noise law applying to venues, including where possible taking a one stop shop approach.

- Establish a NSW Music Development hub, to offer the option of housing music policy bodies, rehearsal space, community radio to foster collaboration.

- NSW Labor will establish a NSW Music office to support this agenda.

- Labor supports the role of community radio. Labor supports a guarantee that the portion of the spectrum allocated to community broadcasters will be preserved. In addition, a Labor government will increase the funding allocated to community radio, especially for new music programming.

- Federal Labor has indicated it will re-establish the functions of the Live Music Office in Government.

- Federal Labor will modernise our flagship policy Creative Australia to support Australian stories through:

- No backward steps on copyright. Our policy will guarantee that any reviews of copyright / artists rights will only increase ownership rights of creators and artists.

- Support for Australia's musicians and the live music sector through investing in programs and organisations that promote live music and music exports, community music hubs (national) and music in schools. The policy will also include a crackdown on fake and over priced tickets in the secondary market (such as Viagogo).

1.129 NSW Labor supports the role of community radio.

- NSW Labor supports a guarantee that the portion of the

spectrum allocated to community broadcasters will be preserved.

Evidence-Based Policy

1.130 NSW Labor:

- recognises evidence-based and scientifically driven public policy as a core value of good, lasting and effective government; and
- Where feasible, State and Federal Labor governments should mandate randomised control testing of policies and trials prior to full implementation and roll-out to ensure best practice in policy and optimal use of scarce public resources.

Quantum Technologies

1.131 Quantum technologies under development. NSW Labor recognises Australia as a world-leader in the development of quantum technologies, including quantum photonics, nanoscale materials science and quantum medical science.

NSW Labor in Government will continue, and build upon, investment in research and commercialisation of quantum technologies as a national strategic priority, including quantum computation and nanoscale research, by continuing to support Australia's world-leading researchers and institutions.

2. **SOCIAL JUSTICE AND LEGAL AFFAIRS**

- 2.1 NSW Labor is committed to strengthening our democracy and the participation of Australians in society.
- 2.2 Labor Governments in NSW have continually advanced the rights all citizens including gender equality through reforms that eliminate discrimination, protect people from crime, provide social support and promote a multicultural society. NSW Labor is committed to building on these reforms to improve the quality of life of all citizens and the opportunity for them to fully participate in society.

Community Services and Social Welfare

- 2.3 NSW Labor affirms that it is the right of all to enjoy a standard of living consistent with the achievement and fulfillment of human dignity; and which promotes social justice and human rights.
- 2.4 NSW Labor believes the role of government is to:
 - 2.4.1 Co-ordinate, fund and support service provision.
 - 2.4.2 Monitor services for effectiveness.
 - 2.4.3 Promote the equitable distribution of resources across the State.
 - 2.4.4 Ensure participation in the planning and provision of services by the community.

Support for the Community Sector

- 2.5 NSW Labor is committed to maintaining and supporting high quality and specialised social and community services. The community sector provides support for the most marginalised and vulnerable in our community.

NSW Labor is committed to working with the sector to develop fairer and more secure funding mechanisms into the future.

- 2.6 NSW Labor:
 - 2.6.1 Recognises that some funding processes, like competitive this sector as it drives down quality of services and is a significant contributor to the undervaluing of this sector's work, a major contributor to the historical gender wage gap. NSW Labor will engage in broad consultation with the community, unions, the sector and service providers to develop suitable funding models for service providers.
 - 2.6.2 Does not support for-profit providers making profits from the provision of essential community services
 - 2.6.3 Supports sustainable funding cycles of 5 year service agreements
 - 2.6.4 Is committed to agreed and planned indexation of community and social services funding
 - 2.6.5 Values the important advocacy work of the community sector and will not seek to silence the voice of the sector and the people they support in gag- clauses or any other such restriction

Children and Families

- 2.7 NSW Labor believes all children should:
 - 2.7.1.1 Be afforded the opportunity to reach their full potential in their social, emotional, psychological and physical skills development.
 - 2.7.1.2 Be protected from all forms of abuse and discrimination.
 - 2.7.1.3 Have a right to knowledge of their identity, both social and cultural.
- 2.8 NSW Labor believes all children have a right to quality early childhood education regardless of their parents' financial or employment situation.
- 2.9 NSW Labor believes a wide range of quality services should be available for the education and care of all 0-5-year-old

children, including long day care, family day care, occasional care, preschool education, employer sponsored child care, playgroups and any other means of care in accordance with need. Services for the care of school aged children should include before and after school care, and vacation care. Wherever possible these services should be provided on an integrated basis, with additional support for children with special needs.

- 2.10 NSW Labor will provide separate means of dealing with young offenders and young people in need of care. For young offenders, priority will be given to non-custodial and diversionary schemes.
- 2.11 NSW Labor recognises that government has a role to play in supporting families, covering the continuum from prevention to crisis.
- 2.12 NSW Labor will utilise a broad concept of 'family', and ensure services are culturally sensitive, with resources being allocated for parenting education. While focusing on families, NSW Labor will ensure that the needs of individuals are not overlooked.
- 2.13 Parents should be recognised as the primary educators of their children and appropriate resources should be allocated for parenting education programs and support.

A Whole of Government Response to Family and Domestic Violence

- 2.14 NSW Labor recognises that much needs to be done to support victims of domestic violence, and in particular women and children leaving domestic and family violence.
- 2.15 NSW Labor also notes the outcomes and recommendations of the Victorian Government's Royal Commission into Family Violence. There is a clear need for investment in primary prevention strategies that are designed to dismantle harmful attitudes towards women,

promote gender equality and encourage respectful relationships.

- 2.16 NSW Labor will adopt a whole-of-government multifaceted sustainable approach to stop family and domestic violence and support the safety and well-being of survivors and those living with domestic and family violence. This will include:
 - 2.16.1 Funding in all NSW Government funded programs, services and grants to enable full implementation of Federal Government legislation for ten days paid family and domestic violence leave.
 - 2.16.2 Measures to ensure state and local governments together with the community sector foster collaboration and innovation in the development and implementation of community strategies designed to address family and domestic violence from a holistic and empowerment perspective;
 - 2.16.3 Strengthening funding of domestic violence services, including the re-establishment of specialist feminist domestic violence refuges for women and children, to support a holistic and empowerment approach to service delivery to women and their children who are experiencing family violence;
 - 2.16.4 Improve human services sector responses, through strengthened screening and risk assessment procedures, greater workforce training and development, and better coordination and information sharing between different parts of the human services systems that support victims of family and domestic violence;
 - 2.16.5 Building the capacity of family services, housing, employment, mental health and drug and alcohol services to identify violence and provide support before the violence gets worse;
 - 2.16.6 Strengthening funding to Aboriginal community controlled services for targeted prevention and early intervention initiatives for Aboriginal communities, as well as culturally

sensitive services to respond to Aboriginal women and families in crisis;

- 2.16.7 Strengthening funding in family violence and elder abuse response services;
- 2.16.8 Amendments to the legal system relating to domestic violence against women and increase the penalties relating to the harassment / assault of women seeking relief from domestic violence;
- 2.16.9 Increasing investment in community-based programs that seek to generate cultural change in attitudes and behaviours that facilitate family violence;
- 2.16.10 Increasing investment in programs aimed at protecting victims before violence escalates and intervening to ensure someone does not go on to be violent; and
- 2.16.11 Establishing a Department of Premier and Cabinet Family and Domestic Violence Unit to oversee a whole of government response and accountabilities.
- 2.16.12 NSW Labor is committed to implementing and properly funding measures to criminalise coercive control in NSW.

Inclusion of People with Disabilities

- 2.17 NSW Labor adopts the social model of disability; believing that disability emerges from interaction with an inaccessible environment with physical, attitudinal, communication and social barriers. NSW Labor commits to breaking down barriers and changing NSW to ensure everyone can access full inclusion in our State.
- 2.18 NSW Labor believes people with disabilities have:
 - 2.18.1 Inherent rights to respect for their human worth, dignity and the right to be consulted and participate in the formation and implementation of

policies which affect them and the community as a whole.

- 2.18.2 The same rights as other members of society and should be afforded the opportunity to participate in society to the maximum of their capacity.
- 2.19 NSW Labor believes that services for people with disabilities should:
 - 2.19.1 Have as their focus the achievement of positive outcomes.
 - 2.19.2 Be accredited to ensure that service providers meet quality standards of care.
 - 2.19.3 Be encouraged to adopt evidence based good practice.
 - 2.19.4 Assist people with a disability to realise their potential.
 - 2.19.5 Provide housing in the community when appropriate.
 - 2.19.6 Include school to work transition programs.
- 2.20 Mainstream services should have physical access and a service culture that welcomes and meets the needs of people with disabilities.
- 2.21 People with disabilities, and those who work with them, have a right to be consulted and to participate in decisions that affect them. Advocacy services are necessary to ensure that the influence on public policies is equalised and that people with disabilities have an influence over decisions which determine their lives.
- 2.22 NSW Labor supports the social benefit of a broad and diverse mix of ageing and disability service providers, including the continuing role of the public sector as a provider of frontline disability and home care services.
- 2.23 NSW Labor believes that the provision of public sector disability care in NSW should always remain as a critical safety net for those who cannot access other services and supports as a benchmark for industry standards, and to maintain the quality availability of disability services in Regional NSW.

- 2.24 NSW Labor supports the expansion of workplace initiatives targeted at providing women living with a disability.

Supporting the NDIS and its Workforce

- 2.25 The NDIS represents a proud and historic Labor legacy that has been systematically underfunded, mismanaged, and undermined by successive Coalition Governments.

A future NSW Labor Government will work in partnership with State, Territory, and Federal Governments to rebuild and defend the NDIS and its accountability mechanisms to ensure people with disability across NSW can access choice and control over how they live their lives.

- 2.26 NSW Labor supports a fully-funded National Disability Insurance Scheme that provides the support required for people with a disability while also maintaining and enhancing remuneration, job security and career development opportunities for the disability sector workforce. NSW Labor recognises that retaining and attracting a qualified and experienced disability sector workforce in NSW will ensure quality services and genuine choice and control for people with a disability.

NSW Labor will support enhancing skill levels, skill recognition and continuing professional development of the disability sector workforce via the delivery of an accredited, portable training scheme.

NSW Labor supports:

- 2.26.1 Ensuring employment standards are protected and maintained through the National Disability Insurance Scheme funding mechanisms so NDIS pricing reflects the true cost of required staffing supports for people with a disability;
- 2.26.2 Measures to minimise the spread of casualised and insecure work in the disability sector;

- 2.26.3 The development of best practice standards and accreditation of supports in consultation with stakeholders so that quality controls and safeguards can be established, maintained and properly funded.

- 2.27 NSW Labor also supports the critical role advocacy plays in providing support to people with disability and safeguarding people with disability from abuse, neglect and exploitation.

NSW Labor is committed to supporting the role of independent disability advocacy services.

Supporting the Elderly

- 2.28 NSW Labor believes that older people should receive just recognition for their contributions to society and have access to a wide range of sensitive, innovative and flexible services which will allow them to enjoy their lives and leisure.

NSW Labor supports:

- 2.28.1 Broadening the range of affordable and accessible accommodation options for older people, taking into account cultural diversity.
- 2.28.2 Measures that enable older people to take an active part in community affairs.
- 2.28.3 Introduction of a comprehensive study on the needs of older people with particular emphasis on the needs of those from Aboriginal communities, rural areas and from culturally and linguistically diverse backgrounds.
- 2.29 NSW Labor will ensure that the particular vulnerabilities of older people are addressed in planning for heatwaves and other extreme weather events.
- 2.30 NSW Labor recognises that older persons in our society can be subject to emotional abuse, financial abuse, physical abuse, sexual abuse and neglect. NSW Labor believes that the government must play an active role in reducing the incidence of elder abuse in our state.

- 2.31 NSW Labor will take a zero-tolerance approach to elder abuse in the state and ensure that an effective framework for prevention, investigation and response is in place to address the issue of elder abuse.

Supporting People with Addictions

- 2.32 NSW Labor recognises that gambling can, and often does, become an addiction. NSW Labor is committed to providing support to persons who have a recognised gambling addiction and enabling those persons and their families to take steps to control the addiction.

Providing Home and Community Care Services (HACC)

- 2.33 To enhance the quality of life of the frail aged and people with disabilities and their carers, NSW Labor supports the provision of funding for high quality and cost-effective care in the community, so that appropriate services are provided according to the assessed need of the individual, and inappropriate admission to residential care is avoided.

- 2.34 NSW Labor believes HACC services must be planned and:

- 2.34.1 Be affordable for users.
- 2.34.2 Be culturally accessible and appropriate, and respectful of diversity.
- 2.34.3 Safeguard the rights of users.
- 2.34.4 Have complaints mechanisms for users.
- 2.34.5 Have advocacy services for users.
- 2.34.6 Be delivered by a workforce with a quality training framework, standards of pay and conditions and secure employment.

Homelessness

- 2.35 NSW Labor recognises that an effective network of crisis, medium and long-term homelessness support services are vital to our community. NSW Labor supports adequate funding for specialist homelessness services for all people who require such services.

- 2.36 NSW Labor acknowledges that the following cohorts, amongst others, have the greatest risks of becoming homeless:

1. People with mental health related issues and/or those who misuse drugs or alcohol;
2. Women, with or without accompanying children, leaving domestic and family violence;
3. Those who use domestic and family violence who have been removed from their home for the safety of those whom they use violence;
4. Single parents with children;
5. Young people experiencing abuse, family breakdown or leaving statutory out of home care;
6. Older people, particularly women, renting privately who are no longer working because of illness and/or age with limited assets and financial provisions in the form of superannuation;
7. People being discharged from hospital, including psychiatric centres;
8. Inmates being discharged from prison; and
9. LGBTIQ+ people

- 2.37 NSW Labor is committed to properly funding specialist homelessness services to support people experiencing, or who are at risk of, homelessness.

Promoting Cultural Diversity

- 2.38 NSW Labor acknowledges that Australia's First Nations culture is the oldest continuous living culture in the world and that it plays an integral part in New South Wales' multiculturalism.

- 2.39 NSW Labor supports the concept of multiculturalism and believes it is central to our national identity. NSW Labor recognises this state as a vibrant, egalitarian and resilient multicultural society and is dedicated to building a united, harmonious and inclusive community. A commitment to multiculturalism is central to our state interest as it creates a rich society, brings social and cultural benefits, contributes to a strong economy, helps drive prosperity and promotes community resilience.
- 2.40 NSW Labor recognises the principles of multiculturalism as central to our democracy and a key pillar of our civil society. These principles are expressed within the context of:
- 2.40.1 A unified commitment to the state, its interests and future;
- 2.40.2 Recognition of the importance of shared values governed by the rule of law within a democratic framework; and
- 2.40.3 All citizens having equal rights and responsibilities irrespective of the cultural, racial or linguistic background.
- 2.41 NSW Labor further recognises that diversity in our state should be reflected in a whole of government approach to policy development, implementation and evaluation. As such, each public authority must observe the principles of multiculturalism in conducting its affairs.
- 2.42 NSW Labor recognises the principles of multiculturalism as:
- 2.42.1 Social inclusion;
- 2.42.2 Community Resilience;
- 2.42.3 Justice and Fairness;
- 2.42.4 Social and Civic Participation; and
- 2.42.5 Social, Cultural and Economic Benefits.
- 2.43 NSW Labor will reinstate Multicultural NSW as an independent statutory authority and name it the NSW Commission for Multiculturalism.
- 2.44 NSW Labor will support the NSW Commission for Multiculturalism as a key government agency responsible for implementing the relevant statute and overseeing the implementation of the principles of multiculturalism and policies across all government departments and agencies.
- 2.45 The agency should have and be seen to have:
- 2.45.1 Good governance and well defined roles and responsibilities;
- 2.45.2 Effective structures;
- 2.45.3 A transparent appointments process;
- 2.45.4 Research capacity and capability;
- 2.45.5 Open channels of communication with members of the public, ease of access and productive community engagement; and
- 2.45.6 Adequate funding for community grants that maximise opportunity and accountability, and funding that ensures the agency has the financial resources to meet its charter and obligations.
- 2.46 NSW Labor commits to strengthening the Commission's community engagement, community outreach, language capacities and research capabilities. NSW Labor will ensure an adequate number of qualified staff are employed by the Commission to meet this end.
- 2.47 NSW Labor will task the Commission with producing comprehensive publications that can contribute to the advancement of discourse about multiculturalism in NSW.
- 2.48 NSW Labor in government will ensure that all state government departments and agencies ensure their programmes and services are equitable and accessible for all culturally and linguistically diverse persons and other communities including recently arrived migrants, people seeking asylum, and refugees.
- NSW 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.

NSW Labor in government will ensure all state government departments and agencies allocate sufficient resources to respond to the needs of culturally and linguistically diverse persons and other communities.

- 2.49 NSW Labor recognises the ongoing underrepresentation of culturally and linguistically diverse people in senior leadership positions across business, politics, government and higher education. NSW Labor is committed to improving the representation of culturally and linguistically diverse people across all organisations and institutions, including within the Party.

Fostering Youth Participation

- 2.50 NSW Labor is committed to providing pathways for young people to better themselves and participate in society.
- 2.51 NSW Labor believes young people must:
- 2.51.1 Be aware of their rights and responsibilities.
 - 2.51.2 Be actively involved in the decision making process.
 - 2.51.3 Have access to quality education at all levels.
 - 2.51.4 Have the opportunity to achieve economic and social independence.
 - 2.51.5 Be aware of their rights at work.
 - 2.51.6 Have the ability to access services and facilities that support a good quality of life.
- 2.52 NSW Labor believes that young people have the right to:
- 2.52.1 Food, shelter and clothing.
 - 2.52.2 Freedom of expression.
 - 2.52.3 Freedom of assembly.
 - 2.52.4 Recognition of their unique aspirations derived from varying ethnicities, socio- economic backgrounds and geographic localities.
 - 2.52.5 Privacy and reputation.

- 2.52.6 Freedom from all forms of physical, sexual or mental violence, injury or abuse, neglect or negligent treatment or exploitation.

- 2.52.7 Freedom from discrimination.

- 2.53 Young people share the common responsibilities of society. They are subject to the same laws and the same expectations as other members of society. The enforcement of young people's responsibilities must take into consideration the unique characteristics of youth.

- 2.54 NSW Labor believes in the importance of confidential access to health care facilities for young people.

NSW Labor believes young people should have autonomy and independence in making decisions about their health. Essential to this is access to free and confidential health care services and facilities including:

- 2.54.1 Prevention and early intervention services.
 - 2.54.2 Sexual and reproductive health services.
 - 2.54.3 Mental health services.
 - 2.54.4 Alcohol and other drug services.
 - 2.54.5 Eating disorder and body image services.
- 2.55 NSW Labor recognises youth suicide as a major public health issue. NSW Labor will work to achieve a reduction in youth suicides by striving to achieve a better quality of life for young people, and will:
- 2.55.1 Fund education campaigns to promote community awareness of youth suicide, directed at young people through both secondary schools and the broader community.
 - 2.55.2 Increase the scope of funding for support programs for those sections of this community deemed to be particularly 'at risk,' including those exposed to domestic violence, those experiencing drug and alcohol addiction, those with mental health issues and same-sex

attracted, gender diverse and intersex youth.

- 2.55.3 Fund other specialist services as required.
- 2.56 NSW Labor supports the introduction of a single universal concession card for young people, that is recognised by both the private and public sectors.

Animal Welfare

- 2.57 All animals should be treated humanely. Labor will work to achieve better animal welfare and consistent application and enforcement of animal protection statutes by harmonising relevant federal, state and territory laws and codes. Labor will:
 - 2.57.1 Establish an independent office of animal welfare;
 - 2.57.2 Phase out cosmetic testing on animals or on products used in the production of cosmetics; and
 - 2.57.3 Oppose any 'Ag-gag' legislation
 - 2.57.4 Work with domestic and family violence services to expand foster options for pets when those who are experiencing domestic and family violence and are seeking safety and recovery cannot accommodate family pets.

Promoting Participatory Democracy

- 2.58 NSW Labor believes that:
 - 2.58.1 Electorates, as far as practicable, should contain equal number of voters. No electorate should vary from the quota by more than 10 per cent.
 - 2.58.2 The optional preferential system of voting should be used in all elections.
 - 2.58.3 The positions of candidates on ballot papers should be determined by lot.
 - 2.58.4 The Party affiliations of candidates should be shown on ballot papers. Further, Party how-to-vote cards should be on display in polling places and the restrictions on the wearing of Party

identification in polling places should be removed.

- 2.58.5 All prisoners should retain the right to vote. Adequate facilities must be made available for enrolment, voting, the provision of political information and access to Members of Parliament.
- 2.58.6 A system that provides public financial support of political parties is essential in a democracy.
- 2.58.7 The State Electoral Commission should conduct a program to educate voters fully in the workings of the electoral system and conduct regular campaigns through all schools and tertiary education institutions to encourage all young Australians to enrol as soon as they turn 18 years.

The State Electoral Commissioner should positively encourage potential voters to enrol by accessing and utilising other government databases.
- 2.58.8 That the public should be presented with fair, balanced and truthful information during state elections. NSW Labor will investigate and, if appropriate, take steps to combat the use of misleading and deceptive advertising, misinformation and disinformation during state elections.
- 2.58.9 That the proper functioning of participatory democracy depends on there being a free media in which ideas can be openly exchanged, and that any laws or government actions that impose on this freedom must be carefully scrutinised and only adopted where they have a legitimate purpose and are a reasonable restriction on free media.

Zero Tolerance of Corruption

- 2.59 NSW Labor is committed to stamping out corruption. Corruption is not only a legal issue, but also one of social justice. It fouls democracy, and redirects public resources away from the common good toward venal special interests. NSW deserves honest, transparent and accountable Government. In particular,

citizens have a right to expect that MPs and Ministers will behave ethically and put the community's interests ahead of their own.

- 2.60 Anyone found to have acted corruptly, will be expelled from the Labor Party.
- 2.61 Labor will introduce a New Standard and legislate to:
 - 2.61.1 Appoint an Inspector General for Parliamentary Standards, with powers to conduct audits, investigate and penalise MPs who breach the Code of Conduct.
 - 2.61.2 Give the public access to MP's financial interests including their taxable income and details about the pecuniary interests of spouses and dependents.
 - 2.61.3 Require MPs to disclose details of any family member who holds contracts with the state government.
 - 2.61.4 Require Ministers every month to publish a diary of every meeting they have had with lobbyists, MPs or private companies relating to commercial transactions or decisions.
 - 2.61.5 Ensure that no MP will be allowed to actively work in secondary paid employment.
 - 2.61.6 Require mining exploration licences to be scrutinised by an independent probity panel and subject to approval by Cabinet.
 - 2.61.7 Strengthen protection for whistleblowers. Employees in the private sector will receive the same protection as public servants.
 - 2.61.8 Implement the recommendations of the ICAC to reduce the opportunities and incentives for corruption.
- 2.62 NSW Labor is committed to ensuring public money is spent fairly and transparently in NSW. NSW Labor in government will put in place proper administrative processes so that public money is distributed according to need, not political benefit.

Reform of our Legal System

2.63 NSW Labor believes in providing the community with a just, rational and accessible legal system and one that is responsive to developments within Australian society.

2.64 NSW Labor supports:

- 2.64.1 Co-operation with the Federal Government in any interchange of powers that should result in a more efficient response by the various levels of government to community needs.
- 2.64.2 The powers of the Governor being defined and limited so as to ensure that the Governor acts in accordance with the advice of the government enjoying the confidence of the Legislative Assembly.
- 2.64.3 All awards for community service to exclude titles or other honours with their basis in the Crown.

Access to Legal Services for all

- 2.65 NSW Labor believes that people are entitled to know the laws that apply to them. NSW Labor supports all legislation, including subordinate legislation, being published in an up-to-date and consolidated form, and made readily accessible by the community. Electronic databases of statute and case law are to be available at no cost to the public. Significant amendments to the law are to be provided to affected groups in the community.
- 2.66 NSW Labor believes that class actions should be available to members of a group who have an essentially common cause of action against one or more defendants.
- 2.67 NSW Labor supports costs in civil proceedings being subject to a specific order of the court in each case with judicial discretion to be exercised according to specific criteria and not to be confined exclusively to the result of the proceedings. A successful party should have the right to elect to take a fixed lump sum to cover costs or to assess a bill.

- 2.68 NSW Labor believes that reasonable legal advice, assistance and representation before courts and similar tribunals should be available as a right to all members of the community in circumstances where their own resources are inadequate to meet the cost of those services. Labor will investigate codifying this right and other ways to improve access to justice.
- 2.69 NSW Labor will ensure that legal services are provided by the most economical combination of salaried lawyers and the private profession in the various regions of the State. NSW Labor supports the existence and funding of community legal centres. Any unrepresented person, in either civil or criminal proceedings is to be entitled as of right to an adjournment of his or her case to make an application for legal assistance.
- 2.70 NSW Labor believes that an important mechanism to ensure efficient court processes as well as ensuring access to justice for all is to provide appropriate Legal Aid Funding. To this end NSW Labor, in partnership with relevant legal institutions and the Federal government will review and where appropriate increase funding for Legal Aid.
- 2.71 NSW Labor supports a review of court rules with the aim of reducing the costs of litigation by the elimination of unnecessary procedures and the imposition of limits on oral and written submissions.
- 2.72 NSW Labor supports reform of the law with respect to standing to provide access to the courts to individuals or organisations seeking to protect a substantial public interest.
- 2.73 NSW Labor recognises that the law has historical inequities. NSW Labor will consult and work with women's organisations, peak bodies and stakeholders for youth, older Australians, multicultural, LGBTIQ+, disability and mental health communities, as well as other civic groups and organisations to identify inequities and make

recommendations where appropriate for changes to address those inequities.

Promoting Civil Liberties

- 2.74 NSW Labor supports the regular review of anti-discrimination laws to ensure that they reflect a commitment to eliminate discrimination on the grounds of sex, race, marital status, colour, disability, language, sexuality, age, pregnancy, status, creed or politics wherever it is practiced.
- 2.75 NSW Labor supports an inclusive and diverse NSW with fair and equal discrimination laws which protect all people in NSW equally.
- 2.76 NSW Labor in government will update and reform the anti-discrimination framework and legislation to ensure protection for groups that are not adequately protected and will remove exemptions which privilege religion over other protected attributes, while failing to extend similar protections on other grounds.
- 2.77 NSW Labor supports a community consultation into the introduction of further legislation to better protect the human rights of NSW residents when law is interpreted and applied.
- 2.78 NSW Labor supports improvements to the processes for parliamentary scrutiny of legislation in line with human rights principles so that the human rights of NSW residents are properly protected when law is developed.
- 2.79 Capital punishment should form no part of the law of NSW. No State Government agency should provide any assistance to any State or country to prosecute an Australian citizen for an offence punishable by death unless pursuant to an agreement that a person so convicted will be repatriated to Australia to serve his or her sentence in prison.
- 2.80 NSW Labor believes that censorship laws must conform with the principle that adults be entitled to see, read and hear

what they wish in private and in public subject to adequate provisions preventing persons being exposed involuntarily to unsolicited and offensive material, sights or sounds. The determination of what is offensive to be in accordance with reasonable standards prevailing in the community from time to time. Legislative and administrative measures to be introduced and policed to ensure that material is not prepared, manufactured or distributed which promotes, condones or encourages conduct exploiting or detrimental to the interests of children.

- 2.81 NSW Labor believes that the principles of natural justice and a rigorous assessment of the public interest must be applied to operate at all levels of proceedings against individuals for contempt of court or contempt of Parliament.
- 2.82 NSW Labor supports the right of peaceful assembly to exist subject to any unreasonable interference with the activities of the wider community.
- 2.83 All children have a right to know their parents in the interests of their development and a full knowledge of their social, cultural and genetic background. NSW Labor will ensure that appropriate legislation and regulation operates in NSW to enable adopted children and children conceived by artificial reproductive technology to find out the identity of their non-custodial parents.
- 2.84 NSW Labor supports State Parliament making a formal apology to all people convicted under NSW law on the basis of their homosexuality.

Collection and Dissemination of Information

- 2.85 NSW Labor believes that the law relating to defamation needs to balance the needs of the individual to protect his or her honour, reputation and dignity against the benefits of freedom of

expression and access to information on matters of public importance.

- 2.86 NSW Labor believes that Freedom of Information legislation should enable broad and expeditious access to information in the possession of government departments and statutory authorities limited only by such exemptions as are necessary to protect individual privacy and the public interest.
- 2.87 Under a Labor Government, GIPA (FOI) is to be rebalanced so that Government owned corporations, such as Sydney Motorway Corporation, are fully subject to GIPA (FOI).
- 2.88 Under a Labor Government, GIPA (FOI) is to be rebalanced to support the Public's right to know the full range of costs and benefits resulting from the privatisation of any State owned assets.

An Independent Judiciary

- 2.89 NSW Labor is committed to the independence of the judiciary and the independence of those accorded the status of judges. No member of the judiciary or those accorded the status of a judge should be removed from office except by proved misbehaviour or incapacity.
- 2.90 NSW Labor is committed to addressing the postcode inequities that exist in our legal system and to ensuring that judicial resources are properly and fairly allocated across the state.
- 2.91 NSW Labor is committed to an impartially selected judiciary that represents the diversity of the Australian community. NSW Labor will review the current process for judicial appointments in NSW with a view to further formalising the selection process for judges of all courts within this jurisdiction and formalising arrangements requiring the Attorney-General to consult with relevant heads of jurisdiction, legal professional bodies, and bodies representing legal professionals from diverse or minority backgrounds.

Government as a Legal Entity

- 2.92 NSW Labor believes that no copyright should be enforced, in normal circumstances, by the Crown or any other body in relation to statutes or the judgements or proceedings of courts and tribunals.
- 2.93 NSW Labor supports a Model Litigant Policy to ensure that legal officers representing a government act ethically, fairly, honestly and in a timely manner to ensure the proper administration of justice. NSW Labor supports regular review of this policy to ensure that it reflects modern developments in the legal system and the changing expectations of members of the public interacting with government to resolve disputes.

Criminal Law and Procedure

- 2.94 NSW Labor believes that:
- 2.94.1 The law of conspiracy should be narrowed and clearly defined and directed against agreements to commit crimes.
- 2.94.2 Accused persons should not be confined to the dock during trial unless the judge in his or her discretion orders otherwise.
- 2.94.3 No evidence illegally obtained should be admissible in any court for any purpose, except where the court decides that admission would specifically and substantially benefit the public interest without unduly derogating from the rights and liberties of any individual.
- 2.95 NSW Labor will ensure that NSW law conforms to the following fundamental principles:
- Persons are not subject to arbitrary detention, or prolonged detention without charge after arrest;
 - Persons charged with a criminal offence are presumed innocent

until proved guilty before an independent Court;

- Charged persons are tried without undue delay;
- Accused persons are given a fair trial;
- Persons charged with serious criminal offences are provided with legal representation if they are unable to afford legal representation of their own;
- Persons shall not be found guilty of any crime, the elements of which did not constitute a crime at the time of its commission;
- Persons accused of a criminal offence shall not be compelled to incriminate themselves;
- Persons convicted of a criminal offence shall have the right to appeal against conviction and sentence; and
- Criminal trials shall take place before independent courts open to the public, with suppression and non-publication orders only to be made in exceptional circumstances.

Transport Accident Compensation

- 2.96 NSW Labor believes that the NSW Compulsory Third Party Insurance Scheme should ensure that there is fair and adequate compensation and medical coverage for those injured in a motor vehicle accident. Labor will review the scheme to evaluate the appropriateness of compensation payments and coverage for medical expenses made to injured persons on the basis of fairness.

Protecting the Privacy of Individuals

- 2.97 NSW Labor believes in the protection of the individual's right to privacy. Subject to

the legitimate needs of society, individuals should have the right to control the collection and dissemination of information about themselves and to freely engage in conversation or conduct meetings without intrusion or recording, unless authorised by law.

2.98 NSW Labor will:

- 2.98.1 Legislate to extend the operation of privacy protection to cover both the public and private sectors in accordance with international privacy principles and the best international standards.
- 2.98.2 Maintain regulation of the use, collection and dissemination of information about individuals by both the public and private sectors.
- 2.98.3 Ensure that all Australians have access, subject to questions of public interest, to their personal records, whether held by the public or private sectors, and the right to correct false or misleading information contained therein.
- 2.98.4 Prohibit the use of telecommunications listening devices unless approved by judicial warrant, provided that evidence obtained by illegal invasion of privacy is generally inadmissible.
- 2.98.5 Continually examine the privacy implications of new and emerging technologies to protect the rights of individuals to live their life without unnecessary intrusions by others.
- 2.98.6 Support the uniform reform of the law and practice relating to privacy throughout Australia in both public and private sectors.
- 2.98.7 Legislate to protect the rights of employees to be free from any form of secret surveillance in the workplace, including monitoring of email and Internet usage, unless the employer obtains the approval of a magistrate.

Such approval should only be granted where the employer is able demonstrate that they have reasonable grounds to suspect illegal activity on the part of the employee.

2.98.8 Oppose the use of invasive surveillance and/or continuous electronic monitoring by employers, which adversely affects employees' wellbeing in the workplace. Labor will implement appropriate legislation to ensure that the health, safety and quality of employees working life is not adversely affected by the use of electronic surveillance.

2.98.9 Legislate to ensure employees have reasonable personal use of email and Internet in the workplace. In particular, the right of employees to communicate with each other and their union using these media.

2.98.10 Closely monitor developments in the area of biometrics. Where biometric testing results in scanning or storing of data of an individual's unique traits, NSW Labor will legislate to ensure that absolute security is maintained in storing and maintaining such data.

2.98.11 Implement the total restriction of access to genetic information by insurance companies and employers for the purpose of risk assessment.

Justice Reinvestment for Young People

2.99 NSW Labor is committed to reducing the overrepresentation of Aboriginal young people in our justice systems, and is committed to preventative programs that will save taxpayers money, reduce crime and improve outcomes for young people.

Corrective Services

2.100 The principles of the prison system are deterrence, maintenance of public safety and the rehabilitation of the prisoner. NSW Labor believes that:

- People should be sent to prison as punishment, not for punishment. Prison should only be used as a last resort and sentences should be set at a level commensurate with the nature of the offence and the likelihood of repetition.

- The emphasis in regard to prisoners and their classification is to be rehabilitation and their early return to a useful place in society.
- A wide range of non-custodial sentencing options should be made available and used wherever possible in preference to imprisonment. The potential of criminal justice programs with a restorative orientation should also be investigated. NSW Labor opposes the private contract management of prisons.
- Facilities, resources and personnel to deal with drug-addicted prisoners should be expanded, and pre and post-release drug programs provided, including detoxification programs.
- Subject to compliance with strict security, prisoners should have the right to communicate with their family, friends and legal representatives.
- The system of official visitors to be encouraged and expanded. Such official visitors are to have similar powers, defined by legislation, to those created by the Mental Health Act.
- Other than in the most exceptional circumstances, prisoners under the age of 18 years should be held in juvenile detention centres.
- A prisoner eligible for parole should be released on parole, unless the Parole Board determines that it has sufficient reason to believe that the prisoner, if released from custody, would not be able to adapt to lawful community life. Every effort should be made to provide inmates with rehabilitation and treatment programs.
- A system of probation and parole hostels should be established.
- Within the limits imposed by practical considerations, vulnerable prisoners, especially those serving short sentences, should be housed in secure, separate institutions. Facilities for prisoners on protection at their own request should be no less than they would receive in the normal course of their imprisonment.
- A system of remissions as incentive for rehabilitation should be retained.
- Education and work programs are to be made available to all prisoners according to need.
- Inmates should have access to condoms and dental dams in order to protect themselves and the wider community against HIV/AIDS and other blood-borne and communicable diseases.
- Rehabilitation of prisoners is important in reducing crime, saving taxpayers money and improving our communities. Measures shown to have international evidence in reducing recidivism shall be implemented.

Victims of Asbestos Diseases

- 2.101 NSW Labor is committed to allowing the victims of asbestos and other dust-related diseases to recover all damages rightly available to them, including damages for economic and non-economic loss and exemplary damages. NSW Labor supports legal reform to ensure that all damages for asbestos and other dust-related diseases survive the death of the victim whether or not proceedings are commenced prior to their death.

3 OUR ECONOMIC FUTURE

- NSW Labor will promote sustainable economic development.

NSW Labor supports the redistribution of economic power so that all NSW citizens are able to fairly share in the state's income, wealth and economic power.

NSW Labor believes reducing inequality produces happier, healthier citizens and will boost economic demand and productivity.

NSW Labor is committed to NSW building a modern, mixed and diversified economy which is able to compete in global markets. This includes the continued development of the state's natural resources.

NSW Labor is committed to sustainable economic growth, and the development of a productive, innovative economy, with high skill, high wage employment. The development of such an economy requires an active government working in partnership with the private sector.

Building a Modern Economy

- NSW Labor's economic objectives include:
 - ..1 Maintaining full employment.
 - ..2 Sustainably growing the NSW economy.
 - ..3 Creating a fairer and more economically equal society, which requires the redistribution of income, wealth and economic power, and government led infrastructure delivery. Services should be provided on the basis of need.
 - ..4 Combating poverty and supporting disadvantaged NSW citizens with adequate welfare support and services.
 - ..5 Preparing the NSW economy for the transition to a lower carbon economy.
 - ..6 Ensuring gender equity and eliminating the gender pay gap.

- This can only be achieved if there is government involvement in economic processes to ensure these operate in the interests of the general community.
- NSW Labor believes that both medium and long term economic planning is essential to the maintenance and growth of a mixed economy in the State.

Building 21st Century Infrastructure

- NSW Labor believes that investment in infrastructure plays a key role in promoting productivity and economic growth and brings long term economic and social benefits.
- NSW Labor recognises that the infrastructure essential to support sustainable growth across all areas of NSW includes:
 - ..1 Road and rail, which transport freight and provide essential connections between the regions and the cities.
 - ..2 Ports and airports, which are the gateways between the modern, mixed NSW economy and our trading partners.
 - ..3 Water resources and land use, which underpin the ongoing health of natural resources.
 - ..4 Telecommunications and internet, which provide the foundational infrastructure for 21st century industries.
 - ..5 Energy infrastructure, which supports reliable, cheap, clean energy sources for NSW industry.
 - ..6 Schools, TAFE and universities, which underpin the labour productivity, human capital and research agendas of the state.
 - ..7 Hospitals and the health care infrastructure in NSW, including medical research facilities, which support a healthy and productive workforce for the state.
- NSW Labor commits to reviewing the assurance framework, planning and governance policies for major

infrastructure projects, to ensure independent evaluation and assurance, maintain public confidence in government decision-making and support effective and efficient management of valuable public funds.

- NSW Labor supports a transparent process in the planning and delivery of infrastructure. A Labor Government is committed to publicly publishing cost benefit ratios for projects under Government consideration.
- NSW Labor recognises that Public-Private Partnerships may have a legitimate role to play as an approach to infrastructure financing and procurement. However, that role should be clearly defined and subject to evidence of value for money.
- NSW Labor will:
 - ..1 Maximise expenditure to the extent budgetary circumstances permit, on public works during periods of economic recession in order to minimise unemployment.
 - ..2 Require public works to be carried out by government instrumentalities which have the capacity to undertake work without unreasonable expense.
 - ..3 Ensure that under all government contracts award rates are paid to all workers, and that contractors and subcontractors ensure that union membership is promoted.
 - ..4 Co-operate with all levels of government to produce a national infrastructure plan and take action to ensure that sufficient infrastructure is provided for use by public and private industry to avoid supply bottlenecks and other constraints on economic and social capacity.
 - ..5 Establish a Western Sydney Jobs Task Force consisting of local government, unions, businesses, experts and other stakeholders. The task force will deliver a jobs strategy, identify key industry opportunities, and examine infrastructure and land zoning requirements to ensure that Western

Sydney gets it's fair of jobs from the Western Sydney Airport.

- ..6 Work with Infrastructure Australia to support a co-ordinated national infrastructure plan that supports the development of public and private infrastructure in NSW.
 - ..7 NSW Labor will ensure that all tolled road infrastructure proposals are subject to a direct comparison with the relevant public transport proposals and a transparent cost benefit analysis process.
 - ..8 Ensure that under all government contracts that they have gender pay equity and sexual harassment policies and practices in place.
 - NSW Labor notes the stated goal of the NSW Coalition is to privatise all public transport. This is likely to lead to less reliable and accessible services, and thousands of less secure jobs. NSW Labor does not support privatisation or outsourcing of our public transport in NSW.
 - NSW Labor notes that the new Airport at Badgerys Creek will create enormous additional demand for transport services. Furthermore, it is projected that 495,000 new residents will be living in the South West Growth Centre and Camden by 2031, while an additional 200,000 jobs will be created in the Broader Western Sydney employment area.
- It is clear that the corridor stretching from Leppington to St Marys will be more than just a route to the new airport – it will be a critical transport route for a huge number of people living and working in Western Sydney.
- Infrastructure development in this corridor also presents clear opportunities for value capture – by capturing some of the uplift on land values along the rail corridor, and through the development of land and airspace in conjunction with new stations.
- NSW Labor will:
 - Build an orbital rail corridor linking the South West and

North West rail links, and intersecting with the Western Line;

- Deliver a rail link to the Western Sydney Airport for day one of the airport's operation.
- NSW Labor notes the stated goal of the NSW Coalition is to privatise all public transport. This is likely to lead to less reliable and accessible services, and thousands of less secure jobs.

NSW Labor does not support privatisation or outsourcing of our public transport in NSW.

Delivering Better Government Services

- NSW Labor believes improved government services contribute to the economic prosperity of our State. NSW Labor is committed to the maintenance of State Government expenditures necessary to ensure the provision of adequate government services to the people of NSW. The expenditure policies of NSW Labor will ensure that the methods by which the parliamentary expenditure estimates and public accounts are compiled and presented are in accordance with the objective of providing the maximum financial information to the public.
- NSW Labor will ensure that NSW budget measures will include both the traditional budget measures such as the Gross State Product, as well as broad measures of the community's economic, social and environmental wellbeing.
- NSW Labor will use value capture where possible to help pay for new transport infrastructure, including rail infrastructure.
- NSW Labor will implement an annual report into the state of inequality in NSW.
- NSW Labor supports more detailed and more frequent reporting by the Australian Bureau of Statistics of state and regional economic data. Key state data is currently only available annually. Regional data is essential to measuring difference in economic conditions in cities and the regions where parts of the state are increasing integrated into the global economy.
- NSW Labor will implement a state plan with measurable targets and priorities, as a way to drive government performance and the rapid implementation of Labor's Platform.
- NSW Labor will implement a jobs forecasting study to indicate what the areas of growth are expected to be over a medium term horizon, including an analysis by region. The study will also forecast jobs growth for young people and women.
- NSW Labor notes the existence of the Bureau of Crime Statistics and the Bureau of Health Information. This independent reporting model supports the development and assessment and public confidence in government policy. NSW Labor will consider extending this model of government reporting to other areas of government.
- NSW Labor supports public access to information about government activities. NSW Labor will review the operation of the GIPA Act on coming to government to achieve this aim. Such access should not be at a significant cost to the public.
- NSW Labor supports the role of a Data Custodian at state and federal level to guide and monitor new data access and use arrangements, including proactively managing risks and broader ethical considerations around data use.
- NSW Labor supports a new Comprehensive Right for consumers that would give individuals and small/medium businesses opportunities for active use of their own data and represent fundamental reform to Australia's competition policy in a digital world. This right would create for consumers:
 - Powers comparable to those in the Privacy Act to view, request edits or corrections, and be advised of the trade to third parties of consumer information held on them

- A new right to have a machine-readable copy of their consumer data provided either to them or directly to a nominated third party, such as a new service provider.
- NSW Labor believes public enterprises should operate with social equity and economic efficiency. Each such enterprise is to be directly under the control of a responsible Minister and administered by a board on which there is employee representation. Trade union membership will be actively encouraged, and union members' rights to collectively bargain will be protected. Innovative forms of joint participation by the public sector and the private sector should be encouraged.
- All public enterprises will adopt effective planning, accounting and budgetary control procedures and be subject to regular reviews of policy and administration.
- NSW Labor will ensure that all public enterprises meet the objectives of Labor's stated commitment to social justice and equality.
- Labor is committed to supporting a strong and effective public service by removing the NSW government wages cap. This requires a commitment to adequate resourcing and to ongoing public sector reform. Labor in government will review the extent and practice of using consultants and contractors to replace permanent public servants across the NSW Public Service, with a view to establishing and supporting a modern public service.

Government Procurement

- NSW Labor's procurement policy is based on delivering the following objectives:
- ..1 Quality goods and services for the people of NSW;
- ..2 Increasing manufacturing and service sector jobs in NSW;
- ..3 Innovation;

- ..4 Workplace and public safety;
- ..5 Secure, quality, local jobs, which would mean in practice a commitment from the supplier to such things as a preference for permanent employment, job and pay security at change of contract, drawing on local employment pools, the payment of prevailing wages underpinned by a living, indexed wage parity for outsourced staff, registered enterprise agreements, trained Health and Safety Representatives, union rights agreements, a right to conciliation and arbitration of disputes, paid domestic violence leave and the right for workers in government supply chains to bargain across the supply chain;
- ..6 Closing the gender pay gap including through gender pay audits, a right to flexible work, paid parental leave, paid domestic violence leave, gender bias training, superannuation initiatives that assist to rectify the gap in women's retirement incomes, and proactive initiatives that contribute to closing the gender pay gap in NSW;
- ..7 Skills development including investment in apprenticeships, traineeships and other accredited transferrable skills;
- ..8 Good corporate citizenship (including by Directors) in terms of legal compliance regarding tax, protection of employee entitlements, corporations law, insolvency and redundancy, industrial relations, work health and safety, Australian standards, laws around delayed and disputed payments, migration and visa laws, Labour Market Testing requirements, contracting, workers compensation, superannuation, phoenixing, anti-discrimination, environmental, border duties (where applicable) and other legal obligations;

- ..9 Environmental sustainability including whole life cycle analysis that looks at:
- Direct environmental impacts like: pollution; energy and water use in manufacture; waste generation; use of toxic chemicals; impacts on air quality; impacts on biodiversity; impacts on land use; litter creation; and carbon emissions in manufacture, transport and end of life;
 - Whole of life cycle costing namely long term environmental and financial costs;
 - Evaluation of environmental impacts at each life cycle stage like: extraction of raw materials; product manufacturing; packing and distribution; produce usage/ consumption; and end of life disposal;
 - Integration and extent of re-use, reprocessing and close loop recycling.
 - Track record, plans and strategies for participating in the delivery of a 'just transition' for workers, their families and communities impacted by climate change management and mitigation strategies.
- ..10 Meaningful employment and training opportunities for target groups including Aboriginal and Torres Islanders people, culturally and linguistically diverse people, women, people with a disability, displaced workers, older people and young people in areas of high unemployment.
- ..11 Meaningful training opportunities within the industries from which the government procures goods and services.
- ..12 Renewal in Western Sydney, remote and regional areas;
- ..13 Supply chain ethics including:
- Ethical sourcing of materials including processes to ensure the sourcing of Australian-made materials is prioritised across all of government and publicly funded projects, materials are not made of asbestos and are sourced through unsafe conditions, exploitation, or supply chains that do not involve slave labour, child labour, unlawful employment practices;
 - Engagement of all restricted to employees throughout the supply chain of any good or service provider on lawful terms including in relation to freedom of association, minimum wages and conditions, access to collective bargaining, health and safety and workers compensation;
 - Contractors in government supply chains must commit to full and transparent reporting of the adherence to minimum labour standards and the nature of their sub-contracting relationship with other suppliers; and
 - Lead contractors at the top of government supply chains should take responsibility for any breaches found in those supply chains. Therefore each breach should also be treated as if carried out by the contractor at the top of the supply chain, along with the breaching company.
- ..14 Fair tendering processes including:
- Fair tender assessment and contract pricing to support sustainable business models and good jobs; and
 - Full transparency in: all costings; workloads/productivity; service standards; and sub-contracting;
- ..15 Strengthen/retain quality public and not-for-profit community sector jobs including through

looking to in-house procurement, investing in skills development (especially actuarial skills to assist the procurement and monitoring process), valuing corporate memory and investing in technological capacity

■ A NSW Labor Government will:

- ..1 Implement a whole of Government Procurement Strategy and Policy that includes:
- ..2 A 'Buy NSW First' strategy entailing that if a tender is awarded to a supplier ahead of a local competitor for any reason the procurement decision outlining why the chosen supplier is preferred is explained and justified in transparent manner.
- ..3 Procurement from local Small and Medium Enterprises where applicable.
- ..4 Detailed implementation mechanisms including rigorous pre- qualification of suppliers of goods and services which mandate high quality labour standards, robust conditions of participation with a focus on compliance with labour laws and best practice procurement tools;
- ..5 Companies with procurement contracts who breach labour standards – for example, wage or superannuation theft – must be held accountable with fines and termination of contracts. A 'three strikes and you're out' policy should apply in relation to breaches that affect workers;
- ..6 Mechanisms to ensure that the obligations of the principle government contract holder (as outlined above) apply equally to their contractors and subcontractors in the delivery of the contract.
- ..7 Robust tripartite engagement and oversight including a role in reviewing implementation, assess/pre-qualify suppliers and dispute resolution;
- ..8 Transparent and early purchase pipelines for business;
- ..9 A compliance and enforcement unit that is well-resourced and multi- faceted including regular audits, clear rules for disqualification, penalties for breach, an

inspectorate as well as a role for employees, unions and employer organisations;

- ..10 Local content rules including a holistic approach that encourages tenders to demonstrate the local benefits of their product or service and for this local benefit to be adequately taken into account in the procurement decision. The NSW Government should establish an international sourcing comparator based on the public sector comparator to promote transparency in significant procurement decisions. The international sourcing comparator should be published alongside contract award notices.
- ..11 Government agencies should publish wider economic benefits as part of a holistic cost-benefit analysis when making decisions about major procurement contracts that exceed \$1 billion.
- ..12 All revenue raised from fines for breaches of labour standards in government procurement contracts should be put into enforcement efforts;
- ..13 Unions should also have the right to a legal mechanism to pursue companies that breach labour standard on behalf of members;
- ..14 An appropriate mix of centralised procurement for certain industries (like those identified as "high risk" of exploitation) with flexibility for local procurement (like local councils carrying out RMS contracts in their area or disaster relief clean up work, or local hospitals sourcing supplies from their host towns);
- ..15 The creation of internal expertise for holistically costing purchasing plans.
- ..16 A focus on ethical procurement.
- ..17 Full, fair and reasonable access for local suppliers with transparent assessment of all tenders for local industry participation, to be assessed by the Office of Future Industry
- ..18 Procurement rules to protect payments to subcontractors, including in the event contractors going bankrupt or phoenixing. This should include legislated project

bank accounts for major NSW Government projects to ensure prompt payments to small businesses are available when needed.

- ..19 Establish a strategic domestic manufacturing and industry plan which includes direct Government investment to build the capacity of local manufacturing in strategic areas.
 - Reform the Procurement Board and supporting legislation to reflect the Procurement Strategy and Policy. Ultimate responsibility for Procurement should sit in the Departments of the Prime Minister and Premier so that it has the authority that it requires;
 - Create an Office of Future Industry within the Department of Premier and Cabinet and a Future Industry Taskforce, composed of unions, employers and industry specialists, with the power to second other experts. Between them these bodies would ensure that government policies are efficiently and effectively growing future industries and creating quality, long-term jobs;
 - Create and contribute adequate funding to specific industry/regional plans or codes of practice including:
 - ..1 A Call Centre Code;
 - ..2 Labour Hire Licensing;
 - ..3 A Cleaning Accountability Framework;
 - ..4 The Homeworkers Code of Practice and accreditation to the Code by Ethical Clothing Australia for textile, clothing and footwear procurements
 - ..5 Plans for industries that are prone to insecure work, vulnerable employment, extensive contracting and subcontracting as a business model, and exploitation;
 - ..6 Industry plans for transport, construction manufacturing, financial services, trains, steel, renewable energy, cleaning, local government, the Hunter, Illawarra and Western Sydney;
 - ..7 A public sector employment strategy;
 - ..8 A community sector workforce strategy.
 - NSW Labor reaffirms its support for the rail manufacturing industry in NSW and

recognises its unique role in government procurement decisions. NSW Labor will work with industry and unions to ensure that the industry has a sustainable, long-term future. A NSW Government will:

- ..1 Ensure that all NSW trains are designed, built and maintained in Australia, working with industry and the supply chain to ensure that bids for NSW tender are internationally competitive and that any gaps in NSW rail manufacturing capability are addressed as a matter of priority through a targeted sector development strategy;
- ..2 Where technically and feasibly possible, bring back rail manufacturing contracts that have gone overseas;
- ..3 Work with other state and federal governments to increase productivity in the national rail manufacturing industry and build the sector's export capability.
- In the procurement of human services, NSW Labor will set an appropriate price floor as a minimum for tenders, which will provide for adequate and safe staffing levels, and fair and reasonable wages and conditions. This should include annual indexation of grants that takes into account decisions of the Fair Work Commission which sets the minimum wages and conditions for community services in NSW.

A More Efficient Taxation System

- NSW Labor's taxation policies will be guided by the following principles:
 - ..1 Ability to pay.
 - ..2 Administrative simplicity.
 - ..3 The need to provide sufficient revenue growth to finance improved government services.
- NSW Labor will:
 - ..1 Legislate to close any loopholes that allow the use of artificial tax avoidance schemes.
 - ..2 Maintain a progressive system of taxation on extensive land holdings with exemptions for land used for primary

production, or as the owner's principal place of residence.

..3 Oppose the reintroduction of death duties.

..4 Reduce gambling taxes as a proportion of State revenue.

■ NSW Labor will:

..1 Seek to amend the method of allocation of Goods and Services Tax revenue to reduce the bias against the more populous States.

..2 Seek a permanent change to the methodology used by the Commonwealth Grants Commission to allocate monies with the objective of removing the bias against NSW.

..3 As a result of recognising that environmental damage can distort efficient economic outcomes, through imposition of uncompensated costs on current and future members of the community, businesses and other economic actors and that a healthy environment provides very large economic benefits in ecosystem services, Labor will review the taxation system for environmental impacts, including reviewing options for incentives and removal of disincentives for environmentally beneficial practices, and options for disincentives and removal of incentives for environmentally damaging practices.

Supporting NSW industries

■ NSW Labor believes that government should play an active role to support industry to achieve Labor's goals, by:

..1 Creating jobs, to support our goal of full employment.

..2 Supporting regional development, and producing a more equal NSW.

..3 Supporting high value and value-added work.

..4 Supporting the expansion of exports from NSW industries, or industries that replace imports.

..5 Supporting good wages and conditions, secure work and fair treatment at work.

..6 Support better infrastructure and buildings through engineer registration.

■ NSW Labor will consider supporting the following categories of industries:

..1 Industries in which NSW already has a demonstrable comparative advantage which might be extended.

..2 Industries with significant export, or import replacement, potential.

..3 Industries in emerging economic areas, which may require temporary assistance to get established.

..4 Industries undergoing significant economic change, or structural adjustment.

■ The NSW economy has a number of strengths, including:

..1 A skilled and trained workforce.

..2 Developed infrastructure supporting economic activity and development.

..3 Leading research institutions, including the state's universities and medical research institutes.

..4 High standards of environmental and food safety regulation.

..5 A stable democracy, free press, and strong anti-corruption agencies.

■ NSW Labor believes that the following types of assistance are potential economic development levers that an active government might seek to apply:

..1 Jobs forecasting to inform public sector and private investment decisions, including at a regional level.

..2 Jobs plans for regions of the state, to coordinate the various levels of government, and private economic activity to increase employment.

..3 The role of the Chief Scientist and Engineer, driving a co-ordination of the state's research institutions with government agencies and private firms.

- ..4 The NSW network of trade Commissioners, and their role in promoting exports for NSW industries.
- ..5 Industry networking, both domestically and overseas.
- ..6 Investment assistance for NSW firms, including marketing support.
- ..7 Training programs.
- ..8 Access to finance for startup firms, and small business.
- ..9 Government procurement, including using government's role as an informed purchaser to support NSW industry.
- ..10 NSW Labor will ensure that procurement be government, or in association with government including through grants, contracts or other mechanism, appropriately incorporate environmental sustainability.
 - The provision of such support should be conditional upon the enterprises concerned establishing appropriate consultative mechanisms with their workforce and trade unions.
 - NSW Labor recognizes that the efficient role of public utilities in a mixed economy is important in facilitating industry development.
 - NSW Labor will establish the position of Jobs Commissioner, who would be responsible for the coordination of the creation and retention of jobs in NSW, particularly in regional NSW.
 - NSW Labor will establish an Office of Future Industry within the Department of Premier and Cabinet, as well as a Future Industry Taskforce, composed of private and public sector unions, employers and experts, and reporting to the Jobs Commissioner.

These bodies would ensure that government policies are efficiently and effectively growing our future industries and creating good, long- term jobs.

The Office of Future of Industries and the Future Industries Taskforce would be responsible for:
- ..1 Strategic oversight of the state's industry policy, coordinating the work of government departments, utilities and enterprises, as well as local and federal governments, industry and unions.
- ..2 Attracting investment for key industries and regions.
- ..3 Identifying key industries across the NSW economy and working with business and private and public sector unions to clear obstacles to growth, improve productivity and deliver the maximum number of good, local jobs.
- ..4 Input into the state's infrastructure priorities.
 - NSW Labor in government created the role of NSW Chief Scientist and Engineer. NSW Labor will expand the scope of this role, including to play a key role in co-ordinating the state's research institutions to work with industry to achieve Labor's economic development goals.
 - NSW Labor will introduce a broad-based registration scheme for all engineers, in line with Victoria and Queensland's engineer registration schemes, to ensure that our community is safe and workers are protected. Engineer registration is currently not in place in NSW, meaning any person can call themselves an engineer and carry out work on public and private infrastructure across the state. Labor will strengthen community and worker safety by ensuring only those people with the right engineering qualifications, skills and experience can undertake this important work.
 - NSW Labor recognises that the economic changes represented by the transition to clean energy represent a specific case where active government may look to intervene to support industry. This will be done in a co-ordinated way with Federal government, and with a view to supporting the development of secure, cheap and clean energy supplies for NSW and support just transitions for workers.
 - NSW Labor recognises that innovation research, including both the public good based pure research, as well as applied and early stage commercialisation

research represents a specific case for support. This support might include areas of industry where it is in the public interest to promote the rapid adaptation of innovative practices.

- NSW Labor believes that excessive competition between state governments in an effort to outbid each other to attract investment is counter-productive and against the national interest. NSW Labor will continue to review its Trade and Industry Development Policy in order to estimate the growth dividend available to NSW as a result of successful trade and industry development strategies. This review to be conducted on a tripartite basis with involvement from NSW public and private sector unions and industry.

Regional Development

- NSW Labor will promote the economic development of regions and support Regional Development Australia to operate in politically independent and bipartisan ways and allow representation of all interests in the shaping of development strategies.

NSW Labor is committed to building on the research strengths of NSW in the field of space research, and will coordinate the government, university and private sector activity in this growing sector.

NSW Labor's regional development goals include ensuring that all citizens of NSW have equal life chances regardless of where they live.

Supporting Small Business

- NSW Labor will:
 - ..1 Make available adequate training for small business operators in areas such as business management, compliance, accounting, banking and the digital economy.
 - ..2 Continue to monitor taxes and charges paid by small business to ensure they are fair and affordable.

- ..3 Provide an effective legal foundation for the Office of the Small Business Commissioner— something the Coalition Government has failed to do — so that the holder of that office can act independently and with confidence to assist small business meaningfully in this State.
- ..4 Ensure small businesses are treated fairly by other businesses and by State and local government bodies.
- ..5 Report annually on the 'red tape' burden, its causes and how it can be reduced.
- ..6 Protect small businesses from unfair contracts, including in the area of retail leases and franchising.

Asset Sales and Private Sector Infrastructure

- NSW Labor is committed to the development of a strong, dynamic and relevant public sector.
- NSW Labor rejects the notion that income- producing enterprises should not be owned by the State. NSW Labor believes that support or opposition to asset sales or private sector involvement in infrastructure projects should be based on a broad, objective and factually based approach. Each case should be considered on its merits to determine whether particular existing public assets provide the best benefits to the community in their current form or in some other form.
- NSW Labor will apply a broad social and economic "cost/benefit" analysis to any proposal for private sector involvement in public infrastructure in order to determine whether or not the particular project is justified in the public interest.
- NSW Labor opposes the use in the future of outsourcing and privatisation to limit parliamentary scrutiny.
- NSW Labor will establish a committee (including representatives of government, relevant community and consumer/user groups and trade unions) to examine any proposed changes to the status and/or

standing of a public sector body, service, utility or asset. Its role shall be to take public submissions and make its own investigations regarding any major proposal for privatisation and/or private funding of infrastructure. Based on these submissions and findings, the Committee will prepare an impact statement on the proposed changes. The Committee will in the formulation of its impact statement, ensure that each of the following criteria are examined and shall not recommend any changes that do not meet the criteria overall.

Criteria:

- ..1 The direct and indirect social usefulness of a public asset, service or utility.
- ..2 The original purpose of the enterprise and whether that purpose remains valid, is being appropriately addressed through existing arrangements or could be satisfied by alternative arrangements.
- ..3 Where the original purpose (as discussed above) has become redundant, the other social, redistributive or regulatory roles that have evolved must be taken into account.
- ..4 The retention value of the enterprise measured against its sale value. Any calculation of retention value should incorporate both commercial and non-commercial functions.
- ..5 The current structure of the market place (i.e. monopoly, oligopoly or competitive) and the public sector's role as a competitor and/or regulator in that market.
- ..6 The impact on specific groups or regional areas especially those groups or areas that are already disadvantaged. The assessment should include all factors including the real costs of compensation and/or support that will be needed if the role of the public sector were to change.

- ..7 The impact on employment, skills, training and conditions and the protection of the existing workforce and/or the reform of industrial relations practices in any new enterprise or project.
- ..8 The existing competing demands on the NSW public sector and existing budgetary constraints and/or the alternative sources of funds for public sector investment.
- ..9 The current environmental impact and the need to continue to enhance environmental protection.
- ..10 The administrative economies of scale and coordination that are facilitated by public ownership and control.
- ..11 Appropriate weighting of long-term as well as short to medium term considerations; and
- ..12 Where the money is going, i.e. ensuring that the proceeds of the disposal of assets are responsibly directed to priority public capital needs.
- The 12 criteria outlined above provide the broadest basis to analyse any proposed privatisation or private sector involvement in public infrastructure in NSW.

Co-operatives

- NSW Labor recognises the important social and economic contribution the co-operative movement makes to NSW.
 - NSW Labor will continue to encourage and assist the co-operative movement, including building societies, credit unions and other organisations based on the mutual selfhelp concept.
 - NSW Labor believes that co-operatives should be organisations which offer a workable model for economic and social democracy and should be based on the values and principles adopted by the International Co-operatives Alliance.
- 3.59 NSW Labor supports the ILO's Recommendation 193 on the promotion of

co-operatives as the framework for the provision of a world-class policy and legal environment for co-operatives, including:

- Provision of education and training in cooperative principles and practices at all appropriate levels;
- Efficient registration and regulation of co-operatives;
- Measures that promote the creation of indivisible reserves in co-operatives.

- 3.60 NSW Labor believes it is in the NSW interest to ensure there is robust national co-ordination on co-operatives policy, regulation and legislation in partnership with the cooperative movement.
- 3.61 NSW Labor acknowledges the importance of the NSW Government Cooperative Loan Scheme for the growth of producer-owned co-operatives and the wealth and employment they generate in regional NSW.

Consumer Affairs

- 3.62 NSW Labor believes that governments must act to protect the rights of consumers and tenants. Consumer and tenancy tribunals should be accessible, provided across the State and use mediation wherever possible.
- 3.63 NSW Labor supports consumer educational material being included in the curriculum for primary and high schools. Public education programs on consumer and tenancy rights should be conducted through the media.
- 3.64 NSW Labor supports a uniform food labeling approach to all products sold and supports a national uniform scheme. The contents of all processed packaged food and processed canned goods should be labeled showing ingredients, nutritional value and the country of origin of the contents.
- 3.65 NSW Labor supports a charter of residential housing rights and duties that is fair to both landlords and tenants.

- 3.66 NSW Labor recognises that rental bond data relating to lodgements, refunds and holdings can be inconsistent.

NSW Labor supports the collection of rental bond data including the dwelling type, weekly rent amount and number of bedrooms held by the agent or landlord.

NSW Labor believes access to data relating to rental bonds should be readily available.

- 3.67 NSW Labor believes that advertising standards should ensure that advertising depicting overuse or abuse of tobacco and alcohol, or advertising which is targeted at children, or advertising which is misleading, is not permitted.

- 3.68 Labor acknowledges that our financial services sector is now the largest employing sector in our economy providing significant employment and career opportunities for many Australians now and into the future. Labor also recognises that businesses and the Australian community in general is compelled to participate daily in our financial services sector and that a comprehensive, professional, efficient and competitive industry is essential to allocating capital in the economy and delivering the essential services such as banking, insurance and superannuation.

- 3.69 Labor believes in the consumer protection principles (including consumer best interest duty and removal of conflicted remuneration) underpinning the Future of Financial Advice laws and that all financial product and service providers must be required to act in the best interests of their customers and clients at all times. We will consult further with the financial sector, unions, consumer and retiree groups about detailed implementation of financial regulation applying to all financial services (including insurance and banking).

A Professional Financial Services Industry

- 3.70 NSW Labor recognises that a strong financial services sector is important to the NSW economy and is committed to

restoring public confidence and trust in the financial services sector. NSW Labor supports the implementation of each of the 76 recommendations of the Royal Commission into Misconduct in the Banking, Superannuation and Financial Services Industry.

3.71 NSW Labor supports the four pillar policy.

3.72 NSW Labor is committed to ensuring equity in access to banking services by all Australians and ensuring our most profitable sector continues to provide good quality, skilled, white-collar jobs in towns and communities where Australians need to access banking services.

NSW Labor supports:

- Declaring the Finance Sector an essential service and establishing an industry wide reference group to determine minimum levels of services that must be provided for those companies who hold a banking licence. The reference group will include workers representatives as well as community representatives be made up of employers and employer associate and should not only representatives.
- Assessing proposed retail branch closures against the minimum standards established by the reference group, and if these minimum standards cannot be met, actively campaign to prevent these closures going ahead.
- Introducing an obligation on financial institutions to conduct an independent "Community Impact Assessment before making a decision to close to conduct an independent "Community Impact taking a decision to close branches.

3.73 NSW Labor will continue to take steps to promote an Australian finance sector that functions in accessible, affordable and

fair manner by ensuring our financial institutions are:

- 3.73.1 Regulated appropriately and professionally;
- 3.73.2 Governed in a transparent and accountable manner;
- 3.73.3 Staffed by appropriately trained and resourced professionals;
- 3.73.4 Required to compete ethically and in the interests of all Australians;
- 3.73.5 Operating free of conflicts of interest; and
- 3.73.6 Investing in domestic jobs and skills development.
- 3.74 Labor will consider measures to ensure appropriate disclosure and consideration of issues of climate and environmental risk.
- 3.75 NSW Labor believes it is in the NSW interest to ensure that Australia's finance industry has comprehensive local capability to meet the needs of both the domestic and global economies.
- 3.76 NSW Labor believes a well regulated and comprehensive local banking and finance sector has been of paramount importance to NSW's economic and social progress.
- 3.77 NSW Labor recognises the changing nature of the finance sector and is committed to work with stakeholders in preparing the necessary skills for the financial services jobs of the future through education and training.
- 3.78 NSW Labor recognizes that new technologies are creating a fundamental shift in how the finance industry operates and engages with communities.
- 3.79 NSW Labor believes in the need for an improved industrial framework and provisions to safeguard workers during periods change.
- 3.80 NSW Labor believes in investment of skills and knowledge within current workforces to prepare workers for the next wave of employment opportunity and keeping jobs onshore.

- 3.81 NSW Labor believes that Industry, Government and Trade Unions have a role in developing a recognition and accreditation framework for skills and experiences for workers in finance.
- 3.82 NSW Labor believes that as an essential service within communities the industry has an obligation to maintain ease of access for customers regardless of circumstance or location.
- 3.83 NSW Labor notes that the financial services industry consists of banking, insurance, superannuation, financial advice and other related functions.

Provision of Insurance

- 3.84 NSW Labor acknowledges the important role state government plays in ensuring the delivery of fair and equitable insurance services.
- 3.85 NSW Labor will work with Insurers and other stakeholders to consider the way insurers may identify claims that may result from domestic and family violence and develop practices insurers can enact to assist those who may be the subject of that violence.
- 3.86 NSW Labor will also work with insurers to include payment to those whose property has been destroyed by their current or ex-partner which will include assistance from the insurer in making a premise more secure.
- 3.87 NSW Labor will ensure that:
 - 3.87.1 Insurers cannot avoid a claim where the insured makes an innocent non-disclosure or innocent misrepresentation.
 - 3.87.2 Agents and/or employees of insurers who complete or assist completion of proposal forms or other policy documents should not be treated in law as agents of the insured.
- 3.88 NSW Labor will encourage motor vehicle Third Party Property Insurance as the minimum protection desirable for motor vehicle owners.
- 3.89 Noting that the Fire Levy which applies to Building Insurance falls only on property

owners who insure their properties and further noting that property owners are not obliged to insure their properties or insure them for replacement value, NSW Labor will review the laws relating to building insurance to ensure that all building owners do not bear a disproportionate share of insurance risks and the costs of fire services.

In the event that expanding insurance under the workers compensation system in Australia is impractical, NSW Labor will take steps to introduce an industry insurance scheme which regulates and protects food delivery and share drivers in the gig economy.

Investing in Innovation

- 3.90 NSW Labor recognises both the opportunities and challenges presented by technological change to the way in which we work and live. NSW Labor will ensure that the opportunities presented by technological and economic change to workers, businesses and people's lives are embraced in a manner that enriches the lives of all.
- 3.91 NSW Labor will work with industry, education institutions, all levels of Government and the broader community to anticipate and respond to economic and societal transformation brought about by technological change.
- 3.92 NSW Labor will take a leadership role in promoting and developing an innovative culture and economy and work with all stakeholders to maximise the potential of Australian ideas, technology and innovation.
- 3.93 NSW Labor understands the value posed by industry and market specialisation within the NSW economy. NSW is endowed with an extremely capable workforce with existing skills, talents and expertise. NSW Labor will invest in existing areas where NSW is most competitive and has comparative advantage - nationally and internationally. Fields such as energy, advanced manufacturing, medical technology and life science, education,

financial services and primary production present great opportunities for future economic growth and the next generation of jobs.

- 3.94 NSW Labor will support the promotion of research and development and partner with the national branch of the Australian Labor Party in its attempts to support Australia devoting 3 percent of national GDP towards research and development by 2030.
- 3.95 NSW Labor is committed to supporting ideas, products and technology which can be exported to the world and supports NSW's attempts to compete in an increasingly global marketplace including partnering with other Australia States & Territories. Our people, products and businesses must be supported to ensure we can compete at the highest level and continue to add value both to our economy and society as a whole.
- 3.96 NSW Labor will provide leadership to ensure the potential of the fourth industrial revolution is unleashed and the ideas and hard work of innovative people can create high skill, high wage and secure jobs.
- 3.97 NSW Labor will invest in a knowledge-based economy, accessible by all members of the community, which underpins future jobs, economic growth, and a fair and democratic society.
- 3.98 NSW Labor recognises that all sectors of the community should engage with the digital economy and modern technology. NSW Labor embraces the way in which the NBN and digital technologies can support the formation of micro-businesses, social enterprises, e-traders and tech and non tech start-ups.
- 3.99 NSW Labor knows that an innovative, economically and technologically savvy society is based on Labor's proud history in investing in education for people of all ages and background. An innovative society is dependent on a successful and accessible education system.

3.100 NSW Labor is committed to ensuring that the next generation of jobs created by economic and technological transformation are protected by the same industrial protections and rights fought for by the Labor and Union movement over more than a century.

3.101 NSW Labor is committed to ensuring the benefits of innovation are distributed throughout the community in a fair and equitable manner.

3.102 NSW Labor will for all workers, industries and economic sectors negatively impacted by rapid economic and technological transformation and ensure workers are supported with a safety net and assistance in gaining employment.

3.103 NSW Labor sees innovation as a way to drive our economy forward and tackle underemployment and unemployment.

3.104 NSW Labor recognises the importance of Data analytics in improving public service delivery and outcomes. Labor will pursue these objectives whilst also ensuring security and integrity of this data.

Labor in government will initiate a high level engagement with the NBN Co. and the Federal Government to discuss the priorities and progress of the NBN rollout in NSW to ensure it is being done in an efficient and strategic manner.

3.105 NSW Labor is committed to ensuring that government IT purchasing criteria include the requirement to meet legal standards for employment conditions, including occupational health and safety. In setting government procurement guidelines for IT services, NSW Labor will promote local employment and non-vendor specific solutions, where possible.

3.106 To ensure the economic benefits of innovation are maximised and are distributed through inclusive growth requires that:

- 3.106.1 the needs of industry for new skill sets are mapped to identify skill shortages;

- 3.106.2 industry skills, training packages are developed to address skill shortages;
- 3.106.3 the identification of skill sets and shortages be carried out cooperatively with representatives of workers, employers and Governments;
- 3.106.4 industry skill training and retraining packages be developed for existing workers and new workforce entrants to take advantage of identified industry needs for new skills;
- 3.106.5 assistance be given to workers transitioning within or between industries to address skill shortages. Labor in Government will:
- 3.106.6 fund industry training packages to meet the changing skills needs of industries;
- 3.106.7 fund industry training with employers so that it is accessible to all workers that wish to participate in retraining either in their current industry or another industry;
- 3.106.8 fund industry training boards with equal representation of workers and employers;
- 3.106.9 ensure industry skill training leads to recognised and portable qualifications for workers.
- 3.107 NSW Labor believes that eDemocracy initiatives offer significant opportunities to improve access to, and public participation in government.
- 3.108 NSW Labor will work to expand the ICT-based opportunities for citizens to inform themselves about social and political issues so they can effectively participate in the democratic process.

Further, NSW Labor will promote Open Government initiatives by providing greater opportunities for direct engagement with the community in government decision-making through online communication and new media.

To this end, NSW Labor commits to:

- 3.108.1 Requiring that online consultations with appropriate legal provisions for identity verification must form part of all

Parliamentary Inquiries, as an optional means for the public contribution; and,

- 3.108.2 Positive support from Government for use of social media and online tools for consultation, collaboration and crowd sourcing of ideas and input.
- 3.109 NSW Labor will ensure that government agencies offer their services and information online as quickly and effectively as possible, with the aim of being a world leader in government online.
- 3.110 NSW Labor supports providing effective online consumer protection and advocacy (through co-operation between Federal and State Government Agencies) for both local and overseas online transactions.
- 3.111 The incidence and severity of disasters in Australia and around the world is increasing, and in an increasingly connected world these disasters are having broader and longer-lasting disruptive impacts on individuals, communities and economies. Accordingly our capacity to prepare for, respond to and build back better after disasters must keep pace.

Labor will emphasise efforts to build resilient communities to prevent, mitigate and prepare for disasters.

Labor recognises the economic benefits of integrating disaster risk reduction approaches across policies to reduce community vulnerabilities.

Labor will build disaster risk reduction capacity across NSW, embedding prevention and preparation for disaster related challenges at every level.
- 3.112 Labor is committed to promoting and integrating the United Nations Sendai Framework for Disaster Risk Reduction into disaster management policy, planning and responses. Disadvantaged populations are more at risk from disaster events. Disruptions caused by disasters disproportionately impact these groups. By embedding disaster management approaches which emphasise:

- 3.112.1 Cooperation between levels of government;
 - 3.112.2 Planning for disaster events before they happen;
 - 3.112.3 Building resilience and adaptability in communities so they are better able to manage and respond to disaster events in real time; and
 - 3.112.4 Supporting communities to build back better in the aftermath of disaster
 - 3.112.5 Labor will deliver a safer and fairer disaster management framework, protecting NSW communities and our economic prosperity.
- 3.113 NSW Labor will work with technology providers to improve capacity of those who may be experiencing domestic and family violence to know if tracking, and text and email reading devices have been loaded to their personal or work electronic equipment by the person who is using violence against them.

Utilising our Natural Resources

3.114 Noting the critical importance of the resources industry in New South Wales' economic prosperity, as well in supporting regional communities, NSW Labor will develop Australia's natural resources through competitive minerals, resources and energy industries. NSW Labor will:

- 1. Promote the ecologically sustainable development of Australia's energy resources, taking into account domestic industrial, home and community needs and the need to ensure security of domestic energy supplies which encourage investment and support properly functioning gas and electricity markets;
- 2. Promote opportunities for Australian companies and workers to enter the global supply chains of multinational resource companies;
- 3. Encourage the development of low emission technologies, re-use and storage technologies;

- 4. Encourage downstream processing of minerals, resources and energy products, and public and private investment in the necessary infrastructure;
- 5. Assist the commercialisation and export of minerals and resources related services and technology;
- 6. Ensure an efficient national energy market enhances Australia's natural advantages in downstream minerals processing for domestic and export markets; and
- 7. Support modern maritime engineering excellence in export gas production, including the involvement of Australian engineering and industry within the supply chain.

3.115 NSW Labor's minerals policy is based on three broad principles:

- 1. The mineral resources of Australia belong to the people, who should share in the benefits obtained from the development of those resources.
- 2. Guidelines must be developed for mineral exploitation to establish a stable climate for long life investment.
- 3. Domestic minerals policy must be based on recognition of the:
 - need to increase the efficiency with which resources are used.
 - finite nature of mineral resources.
 - need to extract and use resources within environmental constraints.
 - need to provide for future generations.

3.116 NSW Labor supports continued research and development into renewable energy and energy efficiency.

3.117 NSW Labor will provide leadership to make NSW a global energy superpower, to tackle the challenge of climate change, reduce greenhouse gas emissions, reduce the cost of energy and create decent, secure jobs. This will enable NSW to maximize economic opportunities in high-energy use

industries including the production of hydrogen, ammonia, steel, aluminium and other metals.

3.118 NSW Labor will support the commercial development of sustainable industries that can create decent jobs, provide positive environmental benefits, and present opportunities for high-technology exports, including the electrification of transport and industry, recycling and sustainable materials manufacturing, and land restoration and carbon offsets.

3.119 NSW Labor supports the development of value-added minerals processing projects in NSW including steel manufacturing. NSW Labor will consult with unions, businesses and universities to develop a plan to expand the state's specialist steelmaking capacity.

3.120 NSW Labor supports the role of ad valorem (or flat royalties) as a means of maintaining a basic return to the community for exploitation of natural resources.

3.121 NSW Labor insists on maximising the Australian ownership and control of Australia's mineral resources whilst recognising the continuing role to be played by foreign capital in the exploration and development of Australian resources.

3.122 NSW Labor favours joint NSW Government and private enterprise ventures, at all times ensuring 51 per cent Australian ownership as a minimum. NSW Labor also supports restricting customer equity to less than a controlling interest to ensure the maintenance of arm's length relationship in terms of pricing of mineral exports.

3.123 NSW Labor recognises changing circumstances facing the coal industry, arising from:

- Development of added production capacity.
- Changing technology.
- Increased environmental awareness surrounding the coal industry.

3.124 NSW supports greater consultation and planning to prevent massive sterilisation of coal reserves by surface development. Expansion of urban development must be planned in conjunction with the industry and government.

3.125 NSW believes that coal extraction, marketing and the granting of export licences for new mines should be co-ordinated on a national basis through a joint coal board in each State and the Federal Minister for Energy.

3.126 NSW Labor supports continued research and development into alternative, cleaner and more economical uses of coal.

3.127 NSW Labor will apply the precautionary principle to all areas under investigation for CSG mining which have the possibility of interfering with or polluting groundwater systems, until the scientific community can demonstrate this industry is safe, until it has been demonstrated that the industry can operate safely given the specific conditions of any regions proposed for gas exploration.

3.128 NSW Labor will:

- 3.128.1 Take a long-term approach to supporting those most affected communities in the Hunter Valley, Central Coast, Lithgow, Mudgee and Wollongong regions;
- 3.128.2 Require power station operators and mine owners and operators to identify expected closure dates at least three (3) years prior to the closure to ensure:
 - The State Government can consider the adequacy of the remaining power supply;
 - An orderly transfer of employees over this extended period; and
 - Training packages can be rolled out.
- 3.128.3 Help meet the future employment needs of these workers by working with Unions and employers to identify like for like job opportunities and develop comprehensive training packages that

are put in place before the actual closures take place;

3.128.4 Identify funding for, and facilitate, a pooled redundancy scheme for the Energy and Mining workforce which:

- Offers voluntary redundancies (paid at the rate of four weeks' pay for each year of service) at all remaining power stations and mines until the surplus labour generated by these closures is fully redeployed;
- Sees operators employing only from the pool of Mining and Energy employees affected by redundancies until that pool is exhausted; and
- Is managed by a tripartite authority (Government, Employers and Unions) that includes a mechanism to resolve disputes;

3.128.5 Invest in community infrastructure and take a proactive approach to attracting new employers and industries to these regions; and

3.128.6 Secure a comparable commitment from the Federal Government

3.131 NSW Labor will restore penalty rates and allowances to Sydney Water workers.

3.132 NSW Labor will strengthen the economic regulation and administration of public utilities to make consumer engagement and experience a core guiding principle.

Public Utilities

3.129 NSW Labor affirms support for the public ownership, management and maintenance of water infrastructure, including water catchments, water treatment plants, sewerage treatment plants and water networks.

3.130 NSW Labor reaffirms its total opposition to the privatisation or leasing out of the NSW electricity distribution and transmission networks including the operations of TransGrid, Essential Energy, Ausgrid, Endeavour Energy and Networks NSW. Further, Conference supports the retention of essential services and natural monopolies including the electricity network in public ownership.

4 PROSPERITY AND FAIRNESS AT WORK

- 4.1 NSW Labor believes access to employment based on fair conditions is the key to creating a modern prosperous society.
- 4.2 The Labor legacy is a fair go for all at work. This is characterised by a strong safety net of minimum conditions, gender pay equity and the right to collective bargaining at work. Workplaces should be safe and all workers deserve the right to be represented by a union in their workplace.
- 4.3 NSW Labor believes in fostering jobs and incomes that allow Australians to improve their quality of life, including in retirement.

Promoting Full Employment

- 4.4 NSW Labor will ensure that access to all areas of employment is equally available to everyone regardless of gender, socioeconomic background, disability, ethnic origin, age, race, religion and sexual orientation. NSW Labor affirms its support for the Anti-Discrimination Act 1977.
- 4.5 NSW Labor will work towards the restoration and maintenance of full employment, high levels of job security and skills development.
- 4.6 NSW Labor will develop employment policies that have as their principle objective the creation of meaningful jobs that can be worked either full time or part time, based on the preference of the worker. This will include policies that recognises the inequitable caring responsibilities women undertake and the impact this has on their income, superannuation and career opportunities. Such policies will allow for improved sharing opportunities for caring and redress when equality is not in place

- 4.7 NSW Labor will actively assist those who are unemployed or underemployed with training and education.
- 4.8 NSW Labor will develop policies to overcome the disparity between male and female earnings and the high incidence of women and families in poverty.
- 4.9 NSW Labor will ensure that NSW workers have the necessary capacity to take advantage of job opportunities by ensuring that training is available for the skills required in a diversified economy, including the participation skills necessary for workers to play a more effective role in industrial restructuring and workplace decision making.
- 4.10 NSW Labor will develop individual industry sector policies that identify and present further employment opportunities and training needs.
- 4.11 NSW Labor believes that trade unions, as the legitimate representatives of the workforce, should be fully consulted and involved across a range of industrial, economic and social issues. Accordingly, NSW Labor in government will aim to include unions along with business, community and other appropriate interests in constituted boards, committees and consultative bodies that provide advice to the government.

Creating Fair Workplaces

- 4.12 NSW Labor is determined to ensure that NSW industrial legislation fairly guarantees the rights of workers and the broader community interest.
- 4.13 The NSW Industrial Relations Commission (IRC) will have the role and responsibility of setting minimum wages and other basic entitlements, applicable to common rule awards and enterprise agreements, including compensatory wage adjustments for low paid workers.
- 4.14 NSW Labor supports:
 - Gender pay equity.

- An emphasis on equity, efficiency, and productivity improvement.
 - Recognition of the fundamental right of employees to bargain collectively either at an industry, industry sector, supply chain or enterprise level.
- 4.14.1 The use of collective bargaining agreements involving unions whilst maintaining a comprehensive award system, with full overview by the IRC.
- 4.14.2 The State Wage Case process annually to ensure a fair minimum standard of pay and conditions.
- 4.14.3 Working with the Federal Government, unions and employer groups to achieve incremental increases in occupational superannuation from 9% to 15%.
- 4.14.4 Access for all workers to industrial tribunals and courts with final arbitration powers on all work related issues.
- 4.14.5 Unfair dismissal protection consistent with International Labor Organisation standards.
- 4.14.6 One set of industrial relations laws applying to all workers regardless of the industry in which they work. NSW Labor does not believe that coercive investigative powers have any role in industrial relations laws.
- 4.14.7 The abolition of the ABCC and will make representations to Federal Labor for the immediate abolition of that body.
- 4.14.8 The provision of quality part-time work through the removal of barriers to promotion, career development and training opportunities for part time workers.
- 4.14.9 Legislating to create an offence of wage theft.
- 4.14.10 The equal representation model for industry superannuation funds.
- 4.14.11 The legislated right to demand direct payment of union dues by an employer to a trade union at the request of the employee.
- 4.14.12 The right to take industrial action consistent with International Labour Organisation Standards without restrictions on subject matter, time, workplace or employer and without approval from courts or tribunals.
- 4.14.12.1 The right for casual workers who have been working on a regular or systematic basis for six consecutive months to convert to permanent work if they choose.
- 4.14.12.2 The implementation in its entirety of the 55 recommendations from the Sex Discrimination Commissioner's 'Respect@Work' Report.
- 4.14.12.3 The payment of superannuation on all forms of parental leave including unpaid parental leave.
- 4.14.12.4 Government, companies and unions working together to replicate the success of other nations in making employees real and valued stakeholders through representation on company and government boards.
- 4.14.12.5 NSW Labor will amend the Industrial Relations Act 1996 (NSW) to provide the Industrial Relations Commission of New South Wales with direct and explicit powers to deal with workplace bullying and harassment.
- 4.14.12.6 NSW Labor will open regional IRC facilities in, at a minimum, Wollongong and Newcastle; adequately fund the IRC to staff and run these facilities; and examine the appointment of additional Commissioners to specifically sit in these regional facilities.
- 4.15 NSW Labor will:
- 4.15.1 Encourage membership of trade unions and registered industry associations.
- 4.15.2 Encourage workers' participation in decisions affecting the workplace and in occupational superannuation funds.
- 4.15.3 Provide adequate funding for either trade unions and/or the Office of Industrial Relations to prosecute breaches of Awards, enterprise

agreements and Occupational Health and Safety laws.

- 4.15.4 Support an ongoing consultative mechanism involving Government, Unions NSW, unions and peak employer bodies.
- 4.15.5 Provide recognition, training and support for the role of employee representative (union delegate) within the industrial relations legislation.
- 4.15.6 Work towards the implementation of a 'Australian model' of board representation for workers in companies, government and other relevant organisations. In government, NSW Labor will lead this process by appointing workers and their representatives to government appointed boards and statutory authorities.
- 4.16 NSW Labor believes that workplace change must occur in a way that is fair and equitable.
- 4.17 NSW Labor supports appropriate legislated employment protection standards for NSW workers.
- 4.18 NSW Labor believes that superannuation is an industrial right for all workers that represents deferred earnings for dignity and justice in retirement. NSW Labor supports and will prioritise managing workers capital through the not-for-profit representative trustee governance model of industry superannuation.
NSW Labor will:
 - 4.18.1 support the equal representation model of employees and employers in the industry superannuation model; and
 - 4.18.2 support the place of industry superannuation funds as the default superannuation funds in relevant industry Awards.
- 4.19 NSW Labor is committed to a fair, effective and enforceable scheme to protect employee entitlements in the event of a company going into receivership or liquidation including any worker's unpaid superannuation entitlements.
- 4.20 NSW Labor recognises the unfair and unjust situation that currently exists

whereby employers are both terminating and threatening to terminate Enterprise Agreements under the Fair Work Act.

To ensure that similar industrial strategy is not used in relation to contract carriers who have bargained for Contract Agreement in NSW, NSW Labor will ensure that the Industrial Relations Act is amended so that principal contractors are not able to unilaterally terminate a Contract Agreement and leave contract carriers worse off.

A Strong Safety Net

- 4.21 The use of section 226 of the Fair Work Act by employers to unilaterally terminate enterprise agreements undermines fair collective bargaining and has resulted in a loss of pay and conditions for workers. This was first demonstrated in 2013 in Aurizon V RTBU where 14 Enterprise Agreements were terminated by the employer and employees were forcibly moved onto the Modern Award without their consent.

The unilateral termination of enterprise agreements during bargaining undoubtedly changes the context of bargaining and the power balance between employers, employees and their representatives.

Employers are well aware of this and have used the termination of agreement as a tool to undermine bargaining and drive down the entitlements and conditions of workers. The option for employers to apply to terminate agreements, or threaten to apply has now effectively become another tool for employers to force workers hands in negotiations. NSW Labor will advocate for and support Federal legislation which removes the ability for employers to terminate an agreement except when all parties to the Agreement consent to its termination.

- 4.22 NSW Labor is committed to a wages system that achieves the following objectives:

- 4.22.1 Provides a fair and decent wage system based on collective bargaining, awards and strong minimum standards including penalty rates.
- 4.22.2 Facilitates job security and jobs growth.
- 4.22.3 Upholds the concepts of equal pay for work of equal value and of wage rates being set by reference to the work performed and not permitting a tiered wages system with differing rates of pay for different geographical areas.
- 4.22.4 Prohibits individual statutory contracts/ agreements.
- 4.22.5 Maintains and improves the real value of wages and conditions.
- 4.23 NSW Labor will:
 - 4.23.1 Provide for a mandatory requirement for satisfying the “no disadvantage test” to maintain an appropriate relativity between training wage rates and the adult base rate of pay set by any agreement or award.
 - 4.23.2 Improve paid carers leave so there is no disadvantage.
 - 4.23.3 Penalty rates are fair pay for work at unsociable times. Award penalty rates should not be changed if it would result in a reduction in employees take home pay. Penalty rates that would have been paid if the worker was at work during any personal, carers, sick or parental leave.
 - 4.23.4 Introduce measures to eliminate the significant disparity in the retirement incomes of men and women.
 - 4.23.5 Eliminate the gender pay gap.
 - 4.23.6 Pay superannuation on parental leave

NSW Labor in Government will work with the Federal Government to:

- 4.23.7 Expedite increases in the superannuation guarantee initially to 12% and then incrementally to 15%;
- 4.23.8 Increase penalties on employers who fail to pay workers superannuation entitlements;

- 4.23.9 Remove the \$450 threshold for SCG contributions
- 4.23.10 Require superannuation to be paid on all income.
- 4.23.11 Legislate to require superannuation payments on all welfare payments.
- 4.23.12 Remove work and age limits for superannuation payments so all workers are entitled to superannuation payments; and
- 4.23.13 Amend the FEG so that when a business is wound up any unpaid superannuation entitlements of workers are eligible to be paid under the FEG system.
- 4.24 NSW Labor recognises the importance of a strong minimum wage in providing a strong safety net.

NSW Labor will work to create a fair minimum wage by improving the ‘wage bite’ of the minimum wage, or the ratio of the minimum wage to the median wage.

NSW Labor supports setting a set of medium-term targets to achieve this.

Building Safer Workplaces

- 4.25 NSW Labor supports a minimum of 10 days paid domestic violence leave as a universal right for all workers to be enshrined in the National Employment Standards and relevant State legislation to ensure it is passed on to all workers in NSW.
- 4.26 NSW Labor in Government will work with the Federal Government to implement in their entirety all the recommendations of the Boland Review.
- 4.27 NSW Labor:
 - 4.27.1 Supports the right of all workers to a safe and healthy working life through strong Occupational Health and Safety laws.
 - 4.27.2 Supports workplace occupational health and safety representative structures to facilitate worker and union participation in ensuring safety and health at work.

- 4.27.3 Supports an independent regulatory body and tripartite framework committed to delivering the objectives of the health and safety legislation, with an emphasis on making examples of non-compliance and protecting workers.
- 4.27.4 Will ensure that any move to harmonise State and Federal and Occupational Health & Safety laws does not result in a reduction of employee rights, protections or entitlements nor the rights of their respective unions.
- 4.27.5 Is committed to restoring key provisions which were lost as part of the harmonization of our health and safety laws, including the reestablishment of absolute liability to the duty of care for the PCBU.
- 4.27.6 Ensure mandatory development of Risk Assessment Plans and Risk Control Plans to be undertaken in consultation with works and respective union(s) and to be documented and also displayed for all, and available to WorkCover inspectors.
- 4.27.7 Provide funding for trade unions to educate workers at greatest risk of exploitation and unsafe work practices on their right to safety at work and provide employers with guidance and resources to undertake risk assessments to provide safe workplaces,
- 4.27.8 Provide adequate funding for either trade unions and / or WorkCover to prosecute breaches of Occupational Health and Safety laws.
- 4.27.9 NSW Labor is committed to introducing an offence of industrial manslaughter where actions or omissions of the officers of the persons conducting a business or undertaking (PCBU) cause a person's death when those actions or omissions amount to a gross breach of a relevant duty of care owed by the PCBU to the deceased. The offence to reflect the following characteristics:
1. Making the PCBU criminally liable for gross negligence
 2. Imposing pecuniary penalties and community based remedial programs on liable PCBU's to genuinely reflect the serious nature of the conduct;
 3. Ensuring the offence includes omissions as well as positive actions on behalf of the PCBU;
 4. Ensuring the offence allows for the aggregation of responsibility rather than relying on the actions of one individual to determine liability;
 5. Supports the rights of unions to prosecute offences under NSW WHS legislation. In Government NSW Labor will reinstate the rights of unions to prosecute offences under WHS legislation, and remove current limitations and barriers which have been put in place.
 6. Supports the establishment of a standalone health and safety regulator directly answerable to the responsible Minister and a statutory tripartite council.
- 4.28 NSW Labor recognises the unfair and unjust situation that currently exists in the private waste sector when contracts are put out to tender. Existing employees are often forced to reapply for their own jobs and if they are successful are employed on lower rates and conditions with existing entitlements not recognised. This can result in a waste worker who has worked on the same contract for 30 years never having the opportunity to take long service leave.
- To prevent this from occurring, NSW Labor will ensure that when Local Government puts a tender out for the performance of domestic or other waste management services of the same kind as those performed under a contract immediately in force before the tender is invited the incoming contractor must:
- 4.28.1 Offer all existing employees the same kind of employment

4.28.2 Offer employment under the same pay rates, pay-related conditions and other terms as apply immediately prior to the change of tender

4.28.3 Maintain continuity of service and all employee related entitlements, including annual leave, long service leave and sick leave

4.28.4 Ensure that employees are provided with a fair and reasonable wage increase in each year of the contract

4.29 NSW Labor recognises that the State Government is the economic employer of all workers in the private bus industry. As such, it is the NSW Government who set the wages, terms and conditions of employment for workers in the private bus industry. Since the introduction of competitive tendering, private sector bus drivers have had their wages and conditions attacked and reduced as companies undercut each other to win Government contracts.

NSW Labor condemns the Liberal/ National Government's attack on private sector bus driver conditions.

NSW Labor will ensure that:

1. The wages and conditions of private sector bus drivers are not to be tendered on
2. Bus drivers will receive a fair and reasonable wage increase on an industry basis in each year
3. A tripartite committee involving Government, industry and the union will meet to address issues facing the industry and will make recommendations that the Government will act on.

NSW Labor acknowledges that throughout the COVID-19 global pandemic, private sector bus drivers were frontline workers who in the course of completing work were at high risk of being exposed to the virus through ongoing interactions with the public. Private sector bus drivers played an integral role in offering accessibility to essential services for those who would otherwise be isolated throughout the pandemic. NSW Labor recognises the

sacrifices made by bus drivers who continued to offer high quality transport services throughout an unprecedented pandemic to those who would otherwise go without.

NSW Labor will ensure that:

1. Bus drivers are considered frontline workers during any existing or future pandemic;
2. Paid pandemic leave be extended to bus drivers during any existing or future pandemic;
3. The safety, health and wellbeing of bus drivers is paramount during any existing or future pandemic; and
4. The wages and conditions applicable to bus drivers are not decreased or deteriorated during any existing or future pandemic.

4.30 NSW Labor recognises that Chapter 6 of the Industrial Relations Act is vital legislation which both protects and gives rights to owner-drivers in the state of NSW. Unfortunately, some owner-drivers who would otherwise be afforded the protections of Chapter 6 are excluded for historical reasons which no longer have any relevance. These include owner-drivers who carry bread, milk or cream and owner-drivers who deliver food to homes or other premises.

To address these shortcomings in the current legislation, NSW Labor will amend Chapter 6 of the Industrial Relations Act to ensure that these owner-drivers are afforded the same rights and protections as other owner-drivers in NSW by removing the exclusion at ss 309(4)(d) and (i) of the Industrial Relations Act.

Workplace Silica Dust Exposure

4.31 Each year around 600,000 Australian workers are exposed to respirable crystalline silica (silica) dust at work.

Silica is a natural mineral that is found in sand, stone, rock, granite and concrete. When these materials are worked on in mines, quarries, tunnels, road construction and during cement and concrete manufacturing, small silica dust particles that cannot be seen by the naked eye are released into the air and when inhaled causing irreversible damage to the lungs.

Each year approximately 230 Australian workers are diagnosed with lung cancer and 350 are diagnosed with silicosis.

The exposure to silica dust can be minimised at work but our current laws are a disgrace putting workers' lives at unnecessary risk. Our safety standards and their enforcement in Australia are so shameful that even workers in the USA and Mexico have better protection from silica dust.

A future NSW Labor Government will:

- 4.31.1 Develop and implement a regulation outlining minimum safety benchmarks and penalties for non-compliance across all industries where workers are exposed to silica dust.
- 4.31.2 Make health monitoring program mandatory during and after employment to assist in identifying the onset of any dust-related disease.
- 4.31.3 Legislate for a support program (financial and psychological) backed by industry, employers and manufacturers for workers (and their families) diagnosed with occupational lung disease and who are struggling to return to work and adjusting to life with the devastating impact of their lung disease.

Wage Theft

4.32 NSW Labor will:

- 4.32.1 Amend the Crimes Act (1990) to include a criminal offence for wage theft, where an employer and/ or owner of a business knowingly, recklessly or repeatedly underpays the workers they engage.

- 4.32.2 Support the restoration of right of entry access to provide union with the right to investigate wage records in circumstances where there is evidence an employer has engaged in systematic wage theft, including the advertising of rates of pay below minimum Awards.
- 4.32.3 Support the establishment of Migrant Workers Centre to provide advice and advocacy for migrant workers affected by wage theft, and other exploitative practices.
- 4.32.4 Support the publishing of a public register of businesses engages in systematic wage theft.
- 4.32.5 Improve the capacity of the NSW industrial jurisdiction to enable workers and their unions to recover unpaid wages and entitlements and supports measures to bring about similar improvements to the federal courts system.

Fair Workers Compensation

- 4.33 NSW Labor is committed to repealing the current workers compensation system and replacing it with a system that reflects the following principles:
- 4.34 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.
 - Premiums must recover the costs of the system as well as encourage safe work practices.
 - Workcover must be properly resourced to carry out its functions properly including an increased emphasis on prevention and compliance.
 - Meaningful tripartite consultation must be a central part of the system.
 - The system of scheme agents and self-insurers should be

abolished and all workers compensation functions should be internalised within WorkCover.

- Trade unions must have the power to enforce non-compliance with workers compensation law together with rights of entry, inspection and other investigative powers.
- The Workers Compensation Commission should provide a quick, easy, effective and legally binding mechanism to resolve disputes about all aspects of the workers compensation system.
- Return to work when safe to do so should be elevated as a central tenant of workers compensation by:
 - Doctor-led care with timely and appropriate medical treatment;
 - Legislated injured worker representatives on the ICare Board;
- Placing an absolute obligation on employers to provide suitable duties;
- Preventing termination unless the injury management plan states that the return to work goal is a different job and a different employer;
- Ensuring that Return to Work Plans are implemented and enforced; and
- Incentivising the employment of injured workers.
- Journey claims and recess claims should be covered by the system.
- Weekly payments should be set at a level equivalent to an injured worker's pre-injury average weekly earnings irrespective of their fitness for work and should not be subject to any caps or step-downs.

- Costs associated with medical and all related treatment should be covered for workers compensation purposes with no arbitrary caps or limits.
- 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.
- Penalties set within workers compensation legislation will be designed to provide a significant deterrent for any behaviour which harms or may harm an injured workers health or rights.
- NSW Labor also will ensure that any move to harmonise State and Federal Workers Compensation laws does not result in a reduction of employee rights, protections or entitlements nor the rights of their respective unions.

Promoting Work Life Balance

- 4.35 NSW Labor is committed to promoting policies that assist workers to maintain a balance between the hours they work and the hours available to them to spend with their families, their communities and in recreational activities.
- NSW Labor will place a ban on unpaid overtime for workers earning less than a high income threshold to ensure employees are paid for all genuine hours worked and to ease understaffing pressures by redistributing unpaid work to new additional employees.
 - NSW Labor will introduce a right for workers to disconnect or switchoff from work out of work hours. This will limit the work creep into personal time that results from new technologies like email and work

communication apps on phones.

- 4.36 NSW Labor is committed to the payment of penalty rates as fair compensation for working unsociable and long hours.

NSW Labor believes these should be set at a level to ensure fair minimum conditions for all workers working outside of the traditional working week.

- 4.36.1 NSW Labor recognises that penalty rates are disproportionately earned by women, and any reduction to penalty rates will worsen the gender pay gap.

- 4.36.2 NSW Labor recognises that penalty rates make up a vital part of people's pay, especially in rural and regional NSW.

- 4.37 NSW Labor will implement an extension of statutory Long Service Leave entitlements that reflect the dynamics of a modern labour force where workers' primary attachment may be to an industry rather than an individual employer.

- 4.38 NSW Labor will support:

- 4.38.1 Statutory paid annual leave entitlements.

- 4.38.2 The right of all workers and their families in a modern economy to enjoy the benefits of all public holidays.

- 4.38.3 The development of transition to retirement schemes/programs that allow workers to adjust over a period of time to retirement from the paid workforce. Labor accepts that working Australians who have spent a lifetime working in manual occupations need special consideration with regard to retirement age and support.

- A universal government funded and means tested maternity payment, providing access for all women regardless of their being in paid employment or not and regardless of the rates of pay in their chosen industry.
- A paid paternity leave scheme to operate in conjunction with

paid maternity leave entitlements.

- Those employees with caring responsibilities through legislative and award provisions.
- Working women in their choice to combine paid work and breastfeeding, recognising the critical role that employers play in creating a supportive environment for breastfeeding mothers returning to work from maternity leave. NSW Labor will implement measures which support working women in combining paid work and breastfeeding.
- Retail trading legislation that requires shops to be kept closed and no work behind closed doors on Christmas Day, Boxing Day, Good Friday, Easter Sunday and all of ANZAC Day.
- An employee's right to disconnect from work outside their rostered working hours
- Employees and employers sharing the established benefits of working from home.
- A ban on unpaid overtime for workers earning less than \$100k to ensure employees are paid for all genuine hours worked and to ease understaffing pressures by redistributing unpaid work to new employees.
- A right for workers to disconnect or switch-off from work out of work hours. This will limit the effect of new technologies like email and work communication apps on phones which result in work creeping into personal time.
- declaring a part-day public holiday for NSW from 5pm to midnight on New Year's Eve.

Workplace Surveillance

4.39 Workplace surveillance is becoming increasingly advanced and widely used across workplaces to monitor and gather information on the behaviour and activities of workers. The Workplace Surveillance Act 2005 (NSW) (the WS Act), which governs surveillance of workers by employers in New South Wales, is not fit for 21st century workplaces.

The WS Act fails to recognise the power imbalance between employers and workers. Under the WS Act, employers have broad powers to monitor workers with very few protections for the workers. For example, the WS Act does not give workers any right to:

- be consulted on the introduction of surveillance in the workplace;
- refuse consent to the surveillance;
- question the need or purpose of surveillance;
- access the data/footage acquired through surveillance; and
- prevent unauthorised access, distribution of the information/data attained through surveillance.

Furthermore, the WS Act, overrides the Work Health and Safety Act 2011 (NSW) when it comes to the mental health impact of the invasiveness of workplace surveillance on workers. The WS Act's failure to recognise the power imbalance between employers and workers has resulted in a culture of bullying and intimidation across workplaces, unfair disciplinary actions, loss of privacy and identity amongst the workforce, resulting in severe deterioration of mental health as well as poor productivity.

A future NSW Labor government will amend the WS Act to:

- Refer to 'workers' and 'persons conducting a business or undertaking' instead of 'employees' and 'employers', thus mirroring the definitions under the Work Health and Safety Act 2011 (NSW);
- Require employers to genuinely consult with and obtain the consent of the workforce and their representative (i.e. relevant trade union) in seeking to implement surveillance (whether CCTV, electronic or otherwise);
- Require an employer to satisfy workers and their representatives that all alternatives have genuinely been explored prior to considering introduction of workplace surveillance/monitoring;
- Prohibit employers from using workplace surveillance for purposes other than that which had been agreed with the workforce and their representatives;
- Empower the Industrial Relations Commission of New South Wales to deal with disputes over workplace surveillance and to arbitrate where agreement cannot be reached through alternative dispute resolution methods;
- Provide a right to workers to access their own personal information held by their employers, including information obtained through surveillance; and
- Remove reference to the WS Act overriding the Work Health and Safety Act 2011(NSW).

Public Sector Employment

4.40 NSW Labor is committed to the development and maintenance of a

strong, dynamic, efficient and relevant public sector capable of providing the high quality and responsive community services and infrastructure essential to the development of the NSW economy and the community.

4.41 The NSW public sector plays an essential role in assisting ecologically sustainable economic development and social justice objectives. It also plays a vital role in economic restructuring through services to industry and in addressing market failure through appropriate standards, monitoring and regulation.

4.42 NSW Labor:

4.42.1 Supports providing public sector workers with the best possible pay and conditions to achieve the highest standards in recruiting and retaining public sector workers.

4.42.2 Supports public sector workers being covered by collective industrial instruments negotiated by their unions.

4.42.3 Supports an independent, non- political public service in order to ensure a professional public sector of the highest integrity and efficiency in the delivery of services to the public.

4.42.4 Commits to a public sector superannuation scheme that recognises the responsibility of the Government, as an employer, to provide reasonable superannuation benefits to its employees and opposes reductions in public sector superannuation.

- Supports the retention of employee rights to access to an independent tribunal to hear promotional appeals.
- Supports the establishment and maintenance of appropriate employee consultative mechanisms, that recognise unions as the legitimate representatives of employees, in all public sector organisations.
- Supports the repeal of legislative restrictions that limit public sector employees ability

to seek relief from discrimination.

- Maintains its commitment to the ongoing representation of employee trustees on superannuation boards and will ensure that their role and responsibilities are in accord with Federal legislation.

- Ensure where possible that any long- term employment roles required by the Government will be undertaken through Government employment on a permanent basis.

- Produce an annual report that lists within the public sector by agency, department and enterprise the number and dollar value of employees (listing separately for full-time, part-time and casuals) and third party contracted positions. This report is to be reviewed by the State Labor Advisory Committee.

- Oppose reductions in superannuation standards which occurred in NSW with the introduction of First State Super to the public sector based on the SGC standard only.

4.43 NSW Labor believes all public sector agencies must take active steps to recruit, train and retain Indigenous people at all levels.

4.44 NSW Labor will continue to increase the participation of Indigenous people in the development, management and operation of services and programs.

4.45 A NSW Labor Government will introduce legislation to ensure that workers employed by the Government are paid fairly in accordance with their skills, including by repealing section 146C of the Industrial Relations Act 1996 (NSW).

A NSW Labor Government will rescind the current Public Sector Wages Policy and replace it with a principled and collaborative framework for dealing with

claims by workers and unions for improved pay and conditions.

Regulation of Work

- 4.46 NSW Labor recognises that the changing organisation of work requires regulation of work, whether direct employment, labour hire, owner truck drivers, outworkers, contracting, “gig economy”, franchised and other forms, to maximise secure work with a fair minimum safety net of conditions and protections for all workers no matter how they are engaged to perform the work. To achieve this NSW Labor is committed to making legislative changes including:
- 4.46.1 Ensure that all the Industrial Commission is able to set appropriate conditions of engagement of workers that are no less favourable than those found in the relevant awards, NES and to facilitate trade union representation of such workers.
 - 4.46.2 Ensure that all the Industrial Commission is empowered to make orders of minimum rates which have general application to all contracts for similar types of work.
 - 4.46.3 Ensure that all workers have access to union representation, industrial tribunals and courts.
 - 4.46.4 Ensure that all workers receive training to ensure that they understand their rights.
 - 4.46.5 Ensure that workers receive the same benefits as employees including occupational health and safety, superannuation and workers compensation.
 - 4.46.6 To regulate and licence labour hire providers however described.
 - 4.46.7 Ensure franchisors are jointly liable for breaches of laws regulating work, within their franchise network, by franchisees
 - 4.46.8 Ensure the enforcement of existing WHS laws and regulatory requirements for workers in the gig

economy. Review SafeWork NSW regulatory requirements on work health and safety duties owed to workers in the gig economy by businesses operating in the gig economy.

The Gig Economy in Transport

- 4.47 NSW Labor recognises the explosion of the gig economy in transport which has resulted in a largely unregulated industry that fails to provide workers with any minimum standards or safety protections. Over a six-week period at the end of 2020, five workers were tragically killed in Sydney whilst performing this work. Workers are regularly dismissed without reason or recourse, receive payments well below the minimum wage, have either inadequate or no access to workers compensation and have no minimum entitlements.

NSW Labor will ensure that the NSW Industrial Relations Commission has responsibility for safe standards of work including fair payments and conditions. This Commission will have jurisdiction over all non-employee transport drivers, including owner-drivers and those who work in the gig economy, and will have the power to:

- Hold all participants in the supply chain accountable – ensuring that those with the economic power are held to account;
- Set enforceable minimum rates and conditions – through application by the union, the ability to set industry, sector and enterprise rates and conditions applicable to relevant transport drivers;
- Provide accessible and enforceable dispute resolution – the ability for transport drivers to bring all industrial disputes to the Tribunal for enforceable arbitrate across the supply chain through their union
- Facilitate collective bargaining and action rights – the ability for the Tribunal to facilitate (including through action), approve and enforce collective bargaining between the union, the

transport workers they represent and the entities which engage them; and

- Address unfair termination of contract –the ability for transport drivers to efficiently challenge the unfair termination of their contract with the Tribunal having the power to remedy the termination, including through reinstatement of the contract and compensation through their union.

4.48 NSW Labor will work with a Federal Labor Government to develop portable entitlement schemes for industries like social services so that all workers in a sector can access benefits like leave or training regardless of where they work, how they work or if they change jobs.

4.49 NSW Labor calls on a Federal Labor Government to:

- 4.49.1 Implement a set of rights that must apply to all on-demand economy workers including security of tenure, appropriate payments and monetary compensation, entitlements, superannuation, safe working conditions, union representation, coverage by union agreements and a voice at work.
- 4.49.2 Hold every company in gig economy contract chains accountable for safe and fair outcomes for workers.
- 4.49.3 Ensure that there is training for workers, funded by the companies profiting from the on- demand economy.
- 4.49.4 Ensure that a commitment to quality jobs and futures remains at the core of the Labor Party's mission when dealing with the so- called 'new economy'.

Protecting Horticulture Workers

4.50 NSW Labor will work with a Federal Labor Government to develop portable entitlement schemes for industries like social services so that all workers in a sector can access

benefits like leave or training regardless of where they work, how they work or if they change jobs.

NSW Labor recognises that shocking exploitation in the horticulture industry has persisted for too long without meaningful action by the Coalition Government. The current poorly designed and managed visa framework and its fractured approach to sourcing overseas labour gives unscrupulous employers and labour hire firms far too much influence over vulnerable workers and a capacity to use worker exploitation as a business model.

Such an approach has allowed for a collapse of wages and conditions in the sector and introduced a guest worker program into Australia by stealth.

Reforms will better protect the rights and conditions of all workers in the sector, including visa holders as well as assessing its impact on regional labour markets and industries. This would be complemented by working with the Commonwealth Government on a more coherent overall visa framework that preferences permanent migration, the skills, training and employment of Australians, and the use of temporary overseas workers only when needed. This would be reinforced in New South Wales by stronger oversight, enforcement and penalties for employers and labour hire firms that act illegally in the sector.

NSW Labor:

- 4.50.1 Will work to ensure Australia's horticultural sector is a highly profitable, highly productive sector with highly paid and secure jobs for Australians.
- 4.50.1.1 Condemns the exploitation of workers in Australia's horticultural sector
- 4.50.1.2 Notes the multitude of government, parliamentary, non-government, union and academic reports that have highlighted this ongoing structural problem with workforce in horticulture.

4.50.1.3 Will implement and advocate for policy reforms from opposition and in government that address this issue and immediately end the structural and endemic exploitation of workers that currently exists in NSW and Australia's horticulture sector.

4.50.1.4 Supports workers in the horticultural sector being paid a guaranteed minimum rate for the work they do. Guaranteed rates of pay will help end exploitation currently occurring via the gaming of piece rates and other illegal behaviour.

4.50.1.5 Supports efforts by the union with relevant constitutional industrial coverage to amend the Horticulture Award in order to provide minimum guaranteed rates of pay for horticulture workers.

Workplace accommodation – horticulture industry

4.51 It is well known that workers are being severely exploited in the horticulture industry. Low quality, slum-like accommodation has been one form of exploitation amongst many others faced by workers in this sector. At present, an official of a trade union is unable to inspect workplace accommodations and hold employers accountable for any exploitation as the work health and safety right of entry permit does not allow entry into a place that is used for residential purposes.

The accommodation provided to horticulture workers, including overseas guest workers and visa holders are damp and dreary, often with holes in the walls, doors that do not lock, bathrooms and kitchens with no running water and soiled mattresses for a bed. There have also been situations where 77 workers have been forced to live in a five-bedroom house each paying up to \$130 a week in rent.

In government, NSW Labor will end the slum like conditions of the workplace

accommodation imposed on horticulture workers by amending the Work Health and Safety Act 2011 (NSW) to exclude workplace accommodation in the horticulture industry from residential premises. This will result in trade unions being able to inspect workplace accommodation in the horticulture industry to ensure it is safe and healthy for the workers.

Labour Hire

4.52 NSW Labor notes the proliferation of labour hire providers operating across the state economy, in sectors such as agriculture, food processing, cleaning, security, warehousing, construction and transport. Many of these labour hire operators have been shown to be unscrupulous employers, using sham Enterprise Agreements and underpaying workers. The presence of these operators has in turn undermined the viability of businesses that operate ethically and within the law.

NSW Labor notes that the states of Queensland, Victoria, South Australia and the Australian Capital Territory have introduced important reforms to clean up the labour hire industry, including licensing systems.

4.53 NSW Labor will:

4.53.1 Develop a mandatory licensing scheme for labour hire providers operating in NSW;

4.53.2 Establish a new independent Labour Hire Authority, responsible for licensing, compliance, enforcement and education;

4.53.3 Require labour hire providers to report annually on their labour hire activities;

4.53.4 Introduce a mandatory code of conduct for labour hire providers, with breaches of the code punishable by removing the provider's license to operate in NSW;

4.53.5 Introduce legislation to ensure workers engaged through labour

hire operatives receive the same rates of pay as employees; and

- 4.53.6 Legislate to impose joint liability for employment and safety standards on both labour hire operators.

Skills Development through Training

- 4.54 NSW Labor believes that all workers must have access to accredited and portable training. Employers and governments have a responsibility to share the cost burden of vocational training. Training for workers must achieve, as its prime goal, varied, interesting and highly skilled jobs.

4.55 NSW Labor will:

- 4.55.1 Increase resources to provide appropriate vocational training. State Government Authorities which are large employers, such as state utilities (rail, water, roads etc) should pay particular attention to the training of apprentices.

- 4.55.2 Ensure that appropriate training wages are provided for in relevant awards and/or agreements.

- 4.55.3 Integrate training with career development and skills recognition for employees and include both on-the-job and off- the-job options.

- 4.55.4 Ensure that a system of accreditation operates for training providers which provides accountability and facilitates best practice outcomes.

- 4.56 NSW Labor believes that all young workers should have access to full- time education or specific vocational training or productive employment. To expand access to these opportunities, NSW Labor will:

- 4.56.1 Legislate that all NSW government departments, government utilities and enterprises from 2020 will be required to have an apprentice ratio of 15%

- 4.56.2 Legislate that all contractors and suppliers on major government projects will be required to demonstrate that they

and their subcontractors have an apprentice ratio of 15%

- 4.56.3 Amend the Local Government Act 1993 (NSW) to oblige every council to employ directly engaged apprentices and trainees equivalent to a number of at least 15% of its workforce; 2. additional funding to facilitate councils' engagement of these apprentices and trainees, ensuring that the positions are fully funded by the State Government and additional to the existing organisational structure of a council.

- 4.56.4 Establish a target of 20 000 new apprenticeships and traineeships every year, effectively doubling the number of apprenticeships and traineeships in four years.

- 4.56.5 Require all employers who receive financial subsidies for their apprentices to have a workplace Sexual Harassment Policy, workplace sexual harassment training and to report annually on incidences and actions. NSW Labor will, in consultation with relevant trade unions and industry, deliver a package of measures that will:

- 4.56.6 Encourage more employers to invest in apprentices, including examining changes to the tax treatment of businesses that employ multiple apprentices

- 4.56.7 Expand the capability of TAFE and other apprenticeship training

- 4.56.8 Improve the completion rate of apprenticeships and traineeships

- 4.56.9 Encourage more women to take up apprenticeships

- 4.57 NSW Labor believes that all young workers should have access to full-time education or specific vocational training or productive employment.

- 4.58 NSW Labor believes that young people have the right to a working environment free from discrimination and exploitation and recognises the need to inform young people of the benefits of trade union membership. In particular, NSW Labor recognises the widespread discrimination

against women in apprenticeships, and will:

- 4.58.1 Set affirmative action targets for employment of women apprentices and trainees in male dominated areas within the NSW public sector, and affirmative action reporting for private contractors who work with the NSW government;
- 4.58.2 Establish programmes in schools to encourage and identify potential applicants for apprenticeship and traineeship opportunities, ensuring that female pupils are positively encouraged;
- 4.58.3 In NSW Government, establish a 'Women in Trades Unit' of NSW TAFE to support employers to develop inclusive workplace cultures, to establish a complaints hotline to advise and refer apprentices and trainees experiencing harassment and bullying at work, and
- 4.58.4 Create an annual report from NSW TAFE on progress in NSW on women's apprenticeship and traineeship employment in male dominated areas.
- 4.59 NSW Labor will:
 - 4.59.1 Raise awareness of young Australians as to their rights and entitlements at work, and the workings of the Australian industrial relations system, including the role of trade unions through the school system and TAFE.
 - 4.59.2 Abolish junior rates of pay in awards in favour of skills-based pay rates
 - 4.59.3 Provide specific employment programs which cater for the needs of youth with disadvantages, such as young people with disabilities, youth from culturally and linguistically diverse backgrounds, single parents, the long-term unemployed and Indigenous youth.
 - 4.59.4 Support initiatives that encourage greater opportunities for apprentices and trainees.
- 4.60 NSW Labor supports enhanced access to, and effectiveness of, existing training

initiatives for mature unemployed workers.

- 4.61 NSW Labor will:
 - 4.61.1 Provide opportunities to address some of the problems associated with retrenchment of workers, including financial counselling and improved redundancy benefits.
 - 4.61.2 Allocate appropriate funding to TAFE and other education centres for the ongoing development of such programs.
- 4.62 NSW Labor believes all workplaces should be free from abuse and violence. NSW Labor recognises the rising scourge of customer abuse and violence in service industries.

NSW Labor will:

- 4.62.1 Promote and fund training for workers in frontline customer service roles and their supervisors for preventing and responding to customer abuse and violence.
- 4.62.2 Promote and fund public awareness campaigns aimed at reducing the incidence of customer abuse and violence towards workers.

Gender Pay Equality at Work

- 4.63 NSW Labor is committed to gender pay equality at work and across society.
- 4.64 NSW Labor believes:
 - 4.64.1 Women should not be discriminated against based on their gender.
 - 4.64.2 Work traditionally carried out by women is undervalued.
 - 4.64.3 We should work to reduce the gender segregation in Australian workplaces in so far as they are highly segregated vertically (domination of high status jobs by men), horizontally (concentration of men and women in different industries) and by employment

- status (relative levels of women working part-time and casually).
- 4.64.4 Gender roles around care, parenting and housework need to shift.
- 4.65 NSW Labor is committed to Equal Pay for women. NSW Labor is proud of its record in supporting Equal Pay for women in social and community services and is committed to continuing support for these women and others in the future. This includes ensuring that the historic Equal Remuneration Order of 2012 for SACS workers is fully incorporated into all government contracts to NGOs covered by the Equal Remuneration Order by a NSW Labor Government.
- 4.66 NSW Labor will take action to support and deliver:
- 4.66.1 Measures to achieve pay equity for women.
- 4.66.2 Measures to recognise the value of female- dominated occupations and industries such as supporting professionalisation.
- 4.66.3 Proper valuation and funding of wages and conditions for work traditionally carried out by women.
- 4.66.4 Outlawing contracts that prohibit employees discussing their salaries.
- 4.66.5 Recognition of the importance of caring roles within our society and their true value.
- 4.66.6 Measures to normalise flexible work arrangements which do not trade-off wages and conditions, for women and men with caring responsibilities. Measures to increase parental leave taken by fathers and unpaid caring labour undertaken by men.
- 4.66.7 Quality, accessible and affordable Early Childhood Education and Care and out of school hours' care.
- 4.66.8 Measures to address gender segregation
- 4.66.9 Equal employment opportunity practices in workplaces
- 4.66.10 Reporting by Employers of Equal Pay and Employment Opportunities.
- 4.66.11 Improved opportunities for women to access training, build skills and participate in the workforce.
- 4.66.12 Measures to address women's economic inequality in retirement.
- 4.67 NSW Labor acknowledges the vital work done by Early Childhood Educators. NSW Labor acknowledges this sector as an example of a highly feminised workforce which is substantially undervalued and underpaid.
- NSW Labor will take active steps to deliver Equal Pay for Early Childhood Educators.
- 4.68 NSW Labor will take action to normalise part- time work and time out of the workforce by implementing policies that:
- 4.68.1 Require employers to provide flexible and part-time work options at all levels.
- 4.68.2 Require employers to implement a reduction in working hours when requested
- 4.68.3 Encourage men to take up flexible and part-time work.
- 4.69 NSW Labor will advocate for changes to parental leave policies to encourage a greater balance in parenting responsibilities. Specifically, NSW Labor will advocate to change definitions from "primary/secondary carer" to "joint carers" to enable non-birthing parents to have the opportunity to take time out of the workforce for parenting responsibilities.
- 4.70 NSW Labor will ensure that superannuation payments for employees on paid maternity leave is enshrined in all NSW public sector EBAs. NSW Labor will also lobby the Federal Government to pay Superannuation on the Federal Government Paid Parental Leave Scheme and to explore avenues for a 'superannuation boost' for low paid working women that would address lifetime super disadvantage.
- People with Disabilities**

- 4.71 NSW Labor supports equal employment opportunity for people with disabilities. People with disabilities must have equal access to education, training and employment.
- 4.72 NSW Labor will:
 - 4.72.1 Act to enforce the principle of 'reasonable adjustment' whenever it is necessary to assist a person with a disability to undertake a position which might require some modifications either to physical aspects of the job or some rearrangements of tasks to be undertaken.
 - 4.72.2 Support scaled wage provisions in relevant awards or agreements to enable the benefit of coverage and acceptance into the mainstream workforce in cases where a worker with a disability is not able to earn a full award wage due to the extent of the disability.

Asset Sale and Private Sector Infrastructure

- 4.73 In examining any proposed changes to the status and/or standing of a public sector body, service, utility or asset NSW Labor will take into account the impact on employment, skills, training and conditions and the protection of the existing workforce and/or the reformation of industrial relations practices in any new enterprise or project.

Local Government Employment

- 4.74 NSW Labor recognises the key role of local government in supporting community based employment. NSW Labor commits to the development of a skilled local government workforce providing best practice services to local communities together with providing safe, secure and well paid jobs for council workers.
- 4.75 NSW Labor is committed to the advancement of progressive industrial relations policies within local councils. NSW Labor supports

the maintenance of a State system of industrial relations for councils based upon conciliation and arbitration.

- 4.76 NSW Labor believes that local government appointments should occur on the basis of merit and in accordance with principles of fairness and equal employment opportunity.
- 4.77 NSW Labor is opposed to the compulsory tendering of local government services. Contracting of services must not be associated with reductions in employment or the diminution of working conditions and rates of pay.
- 4.78 Councils must not use sub- corporate or associated entities in a manner which diminishes local government employment and/or avoids local government employees employment rights and conditions.
- 4.79 NSW Labor recognises the important role played by councils in supporting the development of a skilled workforce within local communities, particularly in rural and regional areas.

5 EDUCATION AND SKILLS

5.1 NSW Labor believes that:

- 5.1.1 Equitable access to education is the foundation of a fairer society. A quality education is the right of every citizen and should be available to all.
- 5.1.2 Early education and care services lay the basis for lifelong learning and every child should be able to access a preschool program before they start school.
- 5.1.3 Public funding of education is an investment in our society's future and funding should be allocated according to need.
- 5.1.4 Childhood Education and Care Centres, Schools and TAFE's must be accessible and provide appropriate support and a range of learning options for students with a disability.
- 5.1.5 Quality teaching is critical for successful learning outcomes for students. Early Childhood Educators and teachers should have access to ongoing professional development opportunities.
- 5.1.6 Education and training policy must be evidence-based.
- 5.1.7 Parents are key partners in their child's learning and their involvement should be encouraged and supported. They are entitled to accurate information about how students and schools are performing.
- 5.1.8 Schools should be attractive, twenty-first century learning environments, well equipped with technology and age appropriate playgrounds and should be accessible to the community.
- 5.1.9 Clean and well-maintained schools are essential to better student learning outcomes.
- 5.1.10 Schools should have high expectations of their students and encourage a love of learning. Assessment data and other information should be used to lift student performance.
- 5.1.11 Education is a lifelong process and access to vocational

and academic streams must be available at all stages of life to all citizens.

5.2 NSW Labor will:

- 5.2.1 Ensure that all children having access to a quality early childhood education prior to formal schooling.
- 5.2.2 Ensure that at least 90 per cent of students completing Year 12 or equivalent.
- 5.2.3 Raise numeracy and literacy standards, with an increasing proportion of students exceeding national benchmarks in Years 3, 5, 7 and 9 and fewer failing to meet acceptable standards.
- 5.2.4 Ensure students with a disability and/or special needs receive appropriate support to fully participate in education and training so they can reach their full potential.
- 5.2.5 Ensure that all children having access to study a language other than English in primary school.
- 5.2.6 Increase the number of students studying a language other than English to HSC level.
- 5.2.7 Increase the number of students participating in organised sport in school.
- 5.2.8 Close the achievement gap between indigenous and non-indigenous students.
- 5.2.9 Increase the number of teachers seeking and gaining accreditation at higher levels.
- 5.2.10 Provide a quality vocational education and training system with TAFE as the pre-eminent provider.
- 5.2.11 Lift the proportion of the population aged 15 to 64 participating in vocational education and training, with a particular focus on regional communities.
- 5.2.12 Ensure that government school maintenance is undertaken within reasonable timeframes and does not

impact on teaching or cleaning standards.

5.2.13 Ensure continuity of employment is offered to existing government school contract cleaners at times of contract rollover and renewal.

5.2.14 Increase support for schools to develop and expand before and after school care services, including Council-run and not-for-profit services.

5.3 NSW Labor believes all Australians have the right to high quality education that enables them to become successful learners, confident and creative individuals and active and informed citizens. Affordable and accessible education opportunities are an investment in our shared social and economic future and should be available to all citizens.

5.4 NSW Labor believes that in the information age, literacy (including digital literacy) is one of the keys to be able to fully participate as a citizen. NSW Labor supports a guarantee to citizens of any age that they can expect to learn to read.

NSW Labor supports a massive lift in our literacy effort, with stronger programmes in school and TAFE, and a possible outreach program in our public libraries.

5.5 NSW Labor will invest in education at all levels from early childhood to tertiary education. NSW Labor believes a comprehensive vocational education system will promote a highly skilled and innovative workforce that promotes productivity growth.

5.6 NSW Labor supports the continuation and enhancement of a comprehensive and articulated education system that provides all students on an equitable basis with the knowledge, skills, values and attitudes to fully participate as productive and dignified members of society.

5.7 NSW Labor supports and encourages community involvement in the education of students and will ensure that all schools understand and incorporate policies and procedures that reflect genuine community needs. When reform to schools is contemplated any review must be open and public including parent and teacher representatives.

5.8 NSW Labor supports the principle of free education, with temporary business migrants who have the means to do so making a contribution to their child's education.

5.9 NSW Labor believes that early childhood teachers and educators are professionals whose work is worthy of recognition through accreditation with teaching authorities and through professional wages which are consistent with the wages of other teachers and educators.

Early Childhood Education and Care

5.10 NSW Labor will implement policies to ensure access to Early Childhood Education is available to all children aged 0-5 through the provision of a broad range of services including preschool, workplace care, long day care, occasional care, before and after school care and vacation care, noting in particular the needs of children in rural and remote areas, as well as 24/7 childcare in areas where there are a high number of shift workers eg hospitals.

5.10.1 NSW Labor is committed to the goal of 15-30 hours a week of universal and free pre-school education and childcare. To achieve this goal, in the interim NSW Labor is committed to the provision of 15 hours preschool education in the year before their formal schooling commences and to provide funding so that more three year olds can participate in early learning programs. Labor will explore the feasibility of

transitioning to the UK model of 30 hours per week

- 5.10.2 NSW Labor is committed to the policy of co- location of pre- schools and primary school wherever possible.
- 5.10.3 NSW Labor acknowledges that Indigenous children access Early Childhood Education at a much lower rate than non-Indigenous children. NSW Labor will develop and implement specific policies to close this gap.
- 5.11 NSW Labor believes funding of Early Childhood Education and Care should be brought in line with other comparable OECD Countries.

High Standards for School Education

- 5.12 NSW Labor will ensure that the curriculum comprises a core of knowledge, skills and attitudes that empower people to become fully functioning and productive members of society and achieve their personal goals. This will be achieved by:
 - 5.12.1 Expanding Literacy, Numeracy and Information Technology Provision.
 - 5.12.2 Strengthening Key Learning Areas.
 - 5.12.3 Implementing Resources Allocation under the Principles of Equity.
- 5.13 NSW Labor supports the independence and role of the Board of Studies in overseeing the development of all K–12 curriculum. The Board will administer the Higher School Certificate and School Certificate examination and assessment procedures.

Pathways in Schools Leading to Future Education, training and Employment

- 5.14 NSW Labor will evaluate educational structures to ensure the desired outcomes of each

community are met and that there is cross curriculum content which leads to better choices of pathways for students in their final years of secondary education.

NSW Labor will increase spending in rural and regional areas to ensure that the benefits of the digital economy are provided to those communities. Pathways to further education and training, which enhance career opportunities in those final years of schooling, need to be facilitated. An expert working group will also be established to guarantee that teaching strategies and school / work experience contain curriculum aspects that enhance subject related employment opportunities. The initiatives outlined are a solid step forward in expanding the pathways for further education, training and employment.

Developing the Skills for the Future

- 5.15 NSW Labor will ensure and foster a strong quality public Vocational Education and Training (VET) system that will be adequately resourced and encouraged to supply all the State's training needs. This VET system will enable and facilitate strong input from all major stakeholders in the community. NSW Labor will ensure that TAFE is the major provider of vocational education and training and a significant provider of lifelong general education, and does not support the extension of competition policy in the VET Sector through a national training market.

This will be achieved by:

 - 5.15.1 Working with unions, school systems and business groups, to develop and implement strategies to advance technical and further education.
 - 5.15.2 Planning and resourcing training reform agenda initiatives such as competency based training and recognition of prior learning.
 - 5.15.3 Maintaining and expanding TAFE's commitment to access and equity

programs with adequate central support and co-ordination.

5.15.4 Strengthening the quality of TAFE education by;

- Providing more trained and permanent staff to meet the education needs of students.
- Ensuring consultation with industry and trade unions.
- Improving opportunities for industrial exchanges and study leave for TAFE staff.
- Maintaining professional standards for TAFE teachers, with the requirement for university level teacher education qualifications as well as industry qualifications for all permanent TAFE teachers.
- Encouraging and supporting TAFE part time, casual and temporary teachers to obtain teacher education qualifications, and ensuring equal pay and conditions for equal work compared with permanent teachers.
- Articulating with the school system to maximise the pathways available to students in keeping with the policy of 'learn or earn'.
- NSW Labor will ensure that school students are provided with a variety of entry points into VET courses and TAFE colleges.
- NSW Labor will track student engagement for gender balances in enrolment, completion and successful employment. Where gender differences are identified actions to achieve gender equity will be implemented.

5.16 NSW Labor will maintain a statewide system of recruitment and transfer of permanent teachers in TAFE.

5.17 NSW Labor will ensure the representation of educationalists and teacher unionists on all boards and committees dealing with education and training. Democratically elected student and staff representatives on relevant advisory and decision making bodies should be adequately resourced to ensure that they can undertake the work involved.

Management of Educational Resources

5.18 NSW Labor is committed to providing adequate funding for schools by:

- 5.18.1 Maintaining educational funding to enable fully effective operations of educational institutions.
- 5.18.2 Establishing residential facilities in association with rural education and training institutions.
- 5.18.3 Developing flexibility of joint TAFE-School programs and facilities in rural areas.

5.19 NSW Labor will continue to support non-government schools through the provision of financial assistance on a needs basis.

NSW Labor will support the closing of 'grandfathered' provisions in school funding agreements which sees some independent schools over-funded based on the current formula. NSW Labor recognises that needs based funding relies on all schools being held to the same high standards of public accountability

NSW Labor will retain TAFE as a state-based institution and will strenuously oppose any proposed takeover of TAFE by federal governments. NSW Labor will work with Federal Labor to ensure that relevant authorities such as ASQA, ACCC and the Ombudsman are resources adequately to ensure that there is a comprehensive program of regular auditing of all private providers.

NSW Labor will guarantee a sufficient proportion of its budget is allocated to

public TAFE colleges to enable them to compete with private providers on an equitable basis.

- 5.20 NSW Labor is committed to improving the quality of training and support for non-teaching staff in State schools.
- 5.21 NSW Labor supports better accountability and transparency of the School Student Transport Scheme.
- 5.22 NSW Labor will consider exempting all schools from section 7.11 local infrastructure charges.

Distance Education

- 5.23 NSW Labor acknowledges the contribution of Distance Education programs to facilitating equitable access to educational services.

Curriculum options for distance learning should reflect as closely as possible the choices for mainstream students.

Languages Other Than English (LOTE)

- 5.24 NSW Labor will promote the teaching of languages other than English including Aboriginal languages in schools by committing resources to:
 - 5.24.1 Pre-service teacher training in specialised LOTE areas.
 - 5.24.2 Establish full-time postgraduate diploma courses.
 - 5.24.3 Re-establish bridging courses for teachers with overseas teaching qualifications.

Special Education

- 5.25 NSW Labor will maintain a commitment to providing access to education and training for students with a physical, intellectual or behavioural disability by:
 - 5.25.1 Supporting early intervention and assessment programs which assist in identifying the specific learning needs of

and resources required for individual students.

- 5.25.2 Providing additional support and training for teachers and support staff to assist students with disabilities.
- 5.25.3 Promoting integration into mainstream classes and schools where this is in the best educational, social and emotional interests of the student.
- 5.25.4 Maintaining service levels within TAFE for students with disabilities.
- 5.25.5 Providing additional resources for vocational training of students with disabilities.

Basic Skills Testing

- 5.26 NSW Labor believes that a standard literacy and numeracy screening program should:
 - 5.26.1 Provide an indication of the general literacy and numeracy ability of the children.
 - 5.26.2 Provide information to parents on the progress of their children in literacy and numeracy and all other elements of their education.
 - 5.26.3 Provide diagnostic information for educators.

Adult Education

- 5.27 NSW Labor will ensure that sound adult education principles are incorporated into adult education programs.
- 5.28 NSW Labor is committed to improving access to quality prison education programs in recognition of the principle that access to education is a basic human right and that education programs are a significant aspect of the rehabilitation process.
- 5.29 NSW Labor will ensure an ongoing commitment to improving the literacy and numeracy levels of adults through the development and provision of high quality programs and services which provide a variety

of well-funded learning opportunities, through free part-time, fulltime and distance learning programs, and access to support services including counselling.

- 5.30 NSW Labor acknowledges the efforts of the nursing associations, industrial organisations, nurse registration authorities and educational institutions in raising the professional status of nursing and will ensure that adequate and appropriate resources are provided so that all education for registered nurse level and above takes place in NSW universities through independent faculties/departments and by appropriately qualified and experienced registered nurses.
- 5.31 NSW Labor will ensure that adequate and appropriate resources are provided so that:
- 5.31.1 A specialised research stream is developed and established within the nursing profession as an optional career path.
- 5.31.2 Post-enrolment education will be available and post-registration clinical nursing specialty courses will be available which will be developed and implemented on a collaborative basis between health care facilities, the tertiary education sector and relevant specialist nursing associations.
- 5.32 NSW Labor will work towards creating an equitable distribution of financial costs of nurse education across both the public and private health sectors. Decisions about nurse education will be made by nurses in collaboration with educational institutions, health agencies, community and student representatives, nurse registration authorities and relevant industrial organisations.

Acknowledge the Past and Celebrate our Shared Future

- 5.33 Education delivered through quality teaching, is the roadmap to achieving success for Aboriginal students.

Labor Aims:

- To promote higher educational aspirations for Aboriginal children by incorporating Aboriginal aspirations and outcomes as a core element at all levels of learning. This will support all children, throughout their educational journey, to achieve their developmental potential and ambitions for life. Additionally, it will promote awareness of all possible future pathways.
- To create positive conditions for learning and development – with the inclusion of Aboriginal learning methods, involving Aboriginal languages, practices and cultural expressions in our education system – whereby the highest levels of respect and inclusion can be realised. As a result, Aboriginal children and learners of all ages will feel strong in their cultural identity.
- To build broader community engagement in learning and development, so that, through co-design, our educational institutions work together with Aboriginal people to find innovative state-wide and localised ways to improve outcomes in local communities.
- To assist schools in developing tailored responses to local opportunities and challenges, led by local Aboriginal people, by using Aboriginal community criteria for evaluation and accountability.
- To provide support and encouragement to schools to draw upon the knowledge and resources of local Elders, cultural ambassadors, mentors and other role models in communities. Schools will be assisted in identifying and appointing cultural educators and to work with them to assist the localisation of learning wherever possible.
- To build a culture of professional school leadership, where success for Aboriginal students is core business for all educational leaders,

and to assist in assessing accountability for educational outcomes.

- To ensure that survivors of the Stolen Generations are supported to engage in education programs and teacher professional development.
- To collaborate with tertiary providers and NSWAECEG in developing learning modules for undergraduate students in teacher education to enhance their understanding and appreciation of the importance of all aspects of Aboriginal culturally responsive pedagogies, including Aboriginal languages and cultural expression in the learning process in all disciplines.
- To develop in all school staff higher levels of knowledge and understanding of the importance of Aboriginal languages and cultural expressions and practices in Aboriginal learning to benefit Aboriginal and non-Aboriginal students. Further, additional cultural workloads will be assessed through collaboration with the NSW AECEG and relevant professional development shortfalls addressed. Cultural protocols negotiated by Aboriginal teachers and staff will be recognised. All staff need to be trained to recognise signs of racism and how to respond in order to provide culturally safe environments for Aboriginal students, parents/carers, community members and staff.
- To provide professional learning opportunities for all school staff to enhance their understanding, appreciation and ability to support Aboriginal students and families.
- To ensure all school staff are trained in Aboriginal histories, cultures and cultural responsiveness practices in order to engage professionally with Aboriginal families and promote engagement of Aboriginal families and communities with schools.

5.34 NSW Labor will collaborate with the NSW Education Standards Authority (NESA), the NSW Department of Education and NSW Aboriginal

Education Consultative Group Inc. (NSWAECEG) to ensure that the principles as outlined by these Aims, are incorporated into all materials and professional development programs produced for schools to ensure that appropriate levels of cultural responsiveness are present in all school staff. Such training should be mandatory.

5.35 NSW Labor will work with all school sectors to ensure culturally safe school environments for Aboriginal students at whole of school levels. This will occur by the respectful acknowledgement of local Aboriginal people, community and cultural heritage, and respectfully embracing the cultural connections of Aboriginal students in schools. In consultation with local traditional owners, local AECEGs, local Aboriginal Land Councils and other relevant stakeholders, Acknowledgement of Country and other cultural representations, in addition to Aboriginal flags at the entrance of each school may be appropriate.

5.36 Beyond school gateways, NSW Labor will work toward all Aboriginal students feeling culturally safe in school environments to enable their continued focus upon learning. Aboriginal students will feel culturally safe because all school staff will be trained in Aboriginal histories and cultures, culturally-responsive pedagogies, and all school environments and resources will incorporate culturally engaging, meaningful references.

5.37 NSW Labor endorses research findings showing that children who have a stimulating, supportive and healthy start, especially in early childhood education and/or preschool settings, are more likely to do well later in life.

Labor will work with communities, families and early childhood centres and all levels of schooling, to provide

culturally appropriate resources in Aboriginal Languages and cultures, outlining directly to how a child will benefit from access to an early childhood program and how important it is in those years before school. This will ensure that families feel welcome and valued when they enter any early childhood centre.

As mentioned above, introducing foundational Aboriginal Australian languages into the earliest stages of education by employing the appropriate local Aboriginal knowledge holders and keepers to facilitate the learning process.

Labor will ensure that Aboriginal children can access early childhood education for two years prior to the commencement of formal schooling. Moreover, this will see that where a government school serves an Aboriginal community, a NSW Department of Education preschool is attached.

NSW Labor will work with Federal Labor to better co-ordinate funding approaches to ensure that funding models are more equitable.

Labor will aspire to enable early childhood centres and preschools to have an Aboriginal member of staff where the local community sees this as desirable in order to achieve cultural diversity and provide more culturally responsive environments. Furthermore, Labor will continue to provide transport assistance to allow young children to attend.

- 5.38 NSW Labor will work with NESA, the NSW Department of Education and the NSWAECEG to ensure that there is sufficient flexibility in developing programs, ensuring that learning incorporates both Western and Aboriginal knowledge bases.

Labor will also see accountability restored by supporting targeted consultation with local Aboriginal communities, certifying that school curricula is localised and reflects Aboriginal knowledge and practices.

Labor will ensure that resources are made available to every school, in

collaboration with their local communities, to provide school libraries that are welcoming and supportive of all learners. Libraries should be a place where the cultural diversity of individual school communities can be celebrated, thereby ensuring that all students gain the educational and social benefits of being exposed to diverse cultures – especially those that are different from the culture in which they are raised.

Labor will insist that the study of Australian history more accurately reflects the true extent of Aboriginal tenancy in Australia, as well as the many cultural heritages and custodianships associated with it. In addition, inclusion in the curriculum of Aboriginal aquaculture and land management practices by Aboriginal people, and local seasonal cycles will be valued as a part of concepts of caring for Country.

Personalised Learning Plans for Aboriginal students are recognised as an important resource for teachers and help to achieve positive outcomes. Labor, in consultation with NSWAECEG and key stakeholders, will strive to improve attendance rates by ensuring that better and earlier advice is provided to young people about future pathways and how to access them, therefore giving students goals to stay in school.

In early secondary schooling, this would include career development focusing on pathways that would enhance and utilise cultural learning and skills which would support and empower future economic participation in Aboriginal communities.

Labor acknowledges the success of school-based apprenticeships and the introduction of VET courses in Year 9 by providing young people with incentives to complete schooling and reduce the length of training after leaving school. This highlights the necessity of providing better information about subject-related pathways and how to access them.

Labor will ensure that resources are made available to all teachers and school students which will enable them

to explore these pathways beyond school. In these ways, past policies, historical practices, sub-optimal learning conditions and institutional racism, have led to many of the challenges experienced in school education by Aboriginal students and are sometimes reflected in lower attendance rates and educational performances that do not reflect actual capacity.

- 5.39 NSW Labor will rebuild and better resource TAFE, providing courses in every discipline and ensuring equitable access to young people across the state. It will also support the aspirations of Aboriginal community-owned education providers.

- 5.40 Labor will ensure every Juvenile Justice facility must have either a close relationship with, or access to, a local TAFE facility, or be staffed with TAFE qualified teachers. These facilities must be provided with appropriate physical resources to enable young people to develop skills and earn qualifications for future employment on release.

Furthermore, Labor will insist that opportunities are provided for cultural re-engagement provided by appropriate Aboriginal Elders or their equivalents are made available at every place of incarceration.

As revealed in the latest Closing the Gap Report, the low rates post-Year 12 education, lack of awareness of pathways beyond school and the unacceptably high rates of incarceration and recidivism of Aboriginal youth reflects the need for structural change. The quality of advice given to all students regarding future pathways and aspirations is integral to changing this. Consequently, greater effort must be made to provide all students, particularly Aboriginal students, with appropriate awareness of future pathways beyond school and how to access them prior to leaving school.

- 5.41 NSW Labor will ensure that all school staff are able to access professional development activities incorporating culturally responsive pedagogies for working with Aboriginal students. This will enhance the cultural understanding of all staff and enable this to be incorporated into teaching programs and strategies. Professional development in Aboriginal mental health and wellbeing is also noted as a priority. Finally, school staff should undergo training specifically designed to alert them to any signs of racism and provide skills in creating culturally safe environments and conditions for Aboriginal learners.
- 5.42 NSW Labor will encourage school leadership teams to engage and partner with their local communities, including local AECGs, to ensure that the success of Aboriginal students is a core priority of all educators within the school setting. Local communities will also be engaged to ensure that best practice is followed in assessing accountability for educational outcomes. Schools will also be encouraged to take leadership roles in promoting and celebrating the achievements of Aboriginal People during and outside of events such as NAIDOC Week.
- 5.43 Building upon the recent introduction of mandatory, stand-alone units of Aboriginal Education in all initial teacher education programs in New South Wales, NSW Labor will collaborate with NESA, tertiary providers and the NSWAECC, to support and contribute to learning modules for undergraduate students in teacher education to enhance their understanding and appreciation of the importance of all aspects of culturally responsive pedagogies for teaching Aboriginal students, and Aboriginal Languages and cultures in the learning process of all disciplines.
- Additionally, Labor will promote higher rates of entry into tertiary education for Aboriginal students, particularly in the

areas of early childhood, primary and secondary education.

- 5.44 NSW Labor recognises that the NSWAECEG and Aboriginal educators and education system staff are in the best position to provide advice about the most constructive use of resourcing to ensure that school and community partnerships operate effectively in order to optimise the school experiences of Aboriginal students and families. Aboriginal Community Liaison Officer and Aboriginal Education Officers undertake critically important roles in education systems. Labor is committed to having optimal conditions for NSW Aboriginal Education workers identified and provided.

Labor will assist schools to appoint Aboriginal cultural ambassadors – either Elders, mentors, or appropriate role models chosen in consultation with the community – where schools see this as desirable. Labor also will provide assistance, where local networks are available, to encourage schools to participate in tutoring and mentoring programs for Aboriginal students. Mentoring should also be made available in other community facilities, where appropriate.

Mentoring programs for Aboriginal students should be tailored to suit the needs of the students within their school community. Students should be involved in the programs that are most likely to be engaging them with full support of the local community and local relevant stakeholders.

Additionally, Labor will see the further training of local community members and leaders to become School Liaison Officers, which will assist the provision of culturally diverse school environments. An Aboriginal community informed, continuous evaluation of NSW Aboriginal Education programs and practices will achieve future success for Aboriginal students, staff and communities by restoring effective strategies and funding

models and working toward innovative solutions that have demonstrated or anticipated positive impact.

Multicultural Education Policy

- 5.45 NSW Labor believes all students should have access to high-quality education and training, in a safe learning environment, at every stage of their lives and acknowledges that access to education and training are integral to strategies that will improve the status and participation of people from Culturally and Linguistically Diverse backgrounds (CALD) in our society enabling them to make a positive contribution to our multicultural diverse society.

Labor Aims:

- 5.45.1 To promote linguistic, cultural, and religious diversity to achieve social inclusion and harmony.
- 5.45.2 To ensure that students have a sense of inclusion in learning and teaching in schools.
- 5.45.3 To ensure that there is an awareness of diversification in diversity through cross- cultural relationships.
- 5.45.4 To provide enhanced English and digital literacy skills to CALD communities. NSW Labor will achieve these aims through the following:
- 5.45.5 ESL Education
 - Supporting and funding well-resourced English as a second language (ESL) programmes in NSW Public Schools for newly arrived Australians, residents and asylum seekers.
 - Providing contemporary ESL professional learning to teachers in schools to support students with English as a Second Language in a variety of subject areas.
- 5.45.6 Early Childhood
 - Developing strategies with communities to lift participation rates in accessing universal services for recently arrived migrants.

- Improving pathways between early childhood services and primary school.
- Maintaining childcare support for the Adult English Migrant Program Languages Other Than English (LOTE).
- Promote and fund Languages Education in the school curriculum. Ensuring that Primary Education students study a mandatory language other than English. Curriculum.
- Ensuring that all students understand our democratic multicultural society, recognising what should be conserved, changed or improved.
- Ensure all school programs reflect the diverse nature of our community and encourage acceptance and appreciation of others.
- Ensure that the human rights of every child are respected, regardless of their ability or background.

School Policies

- Ensuring that School policies and procedures are consistent with mirroring the multicultural diversity in our communities.
- Ensuring that School policies reflect the values of acceptance and respect for diverse cultures. Teacher Professional Development
- Providing professional learning opportunities for school staff to enhance their understanding, appreciation and ability to support students and families of cultural diversity among students and families.
- Increase Public School system capacity for teachers to obtain professional development in order to help them teach students in need of ESL support.
- Undergraduate Teacher Education

- Labor will collaborate with tertiary providers in developing learning modules for undergraduate students in teacher education to enhance their diversity among students and families.
- Labor will work with teacher training institutions to ensure that there is a sufficient supply of adequately trained teachers of LOTE.

Multicultural Events

- Where possible, Labor will support dynamic multicultural community events and festivals in NSW where there is an educational focus, especially in schools.

Seniors Education

- Providing ICT education opportunities to CALD senior communities to assist with familiarisation of modern technology and social media platforms.

Work Ready Education

- Labor will collaborate with a Federal Labor Government to promote and develop efficient processes relating to overseas qualification recognition.
- by the provision of English language acquisition support services.

Inclusive Education

- 5.46 NSW Labor understands the importance of a genuinely inclusive curriculum, which addresses the needs of all students. NSW Labor will ensure that the teaching of difference and diversity amongst Individuals is embedded in the curriculum.

Education in Gaols

- 5.47 Education is a key pathway for reducing recidivism. NSW Labor opposes the outsourcing of prison education and commits to in- housing education functions at the same or higher levels of funding and

designing a system that is high quality and tailored to inmate needs.

Building Safe and Supportive Schools

- 5.48 NSW Labor affirms the rights of all members of a school community to feel safe. NSW Labor will continue to implement strong anti-bullying programs in schools to address all forms of bullying.

Teacher Training

- 5.49 NSW Labor is committed to enabling our children to meet the challenges of being successful members of society in a rapidly changing economy. Labor will achieve this by ensuring that those who are responsible for overseeing this transition, our teaching force, are best qualified to do so.
- 5.50 NSW Labor will raise the standards for entry to teacher training at all levels:
- 5.50.1 For undergraduate entry, a range of criteria will be used including; the HSC or its equivalent, ATAR rankings, subjects studied, Band levels achieved and personal qualities assessed through interviews conducted at the school level.
- 5.50.2 For graduate entry, a recognised three-year degree and interview such as the GAMSAT used for entry to medicine will be the minimum requirement. This will be followed by a further two years of study in teaching/ education leading to a Master's Degree or its equivalent. Alternatively, a recognised three-year degree in Teaching/Education, followed by a further two years of study in a specialised area leading to a Master's Degree or its equivalent.
- 5.50.3 For mature age entry, a qualification of a recognised TAFE Diploma or its equivalent, a minimum of 5 years' work experience, an assessment of Recognition of Prior Learning and a GAMSAT style interview.
- 5.51 NSW Labor will liaise with tertiary institutions on the content and consistency in practicum experience of teacher training. These discussions will focus on; subject specialties versus general subject matter in order to recognise the Primary/Secondary dichotomy, the place of technology in general and coding in particular, education and teaching contextual material such as; teaching methods, curriculum, program and lesson development, educational measurement, testing and reporting, child psychology and management, practicum and mentoring.
- 5.52 NSW Labor will require all prospective entrants to teaching to demonstrate competence in; literacy, numeracy, technological competence (including coding), child management, love of learning.
- 5.53 NSW Labor will introduce stronger accreditation procedures and will include interviews for all seeking accreditation as a teacher.
- 5.54 NSW Labor believes that all beginning teachers should be provided with systematic mentoring including observations, reduced teaching loads, and access to refresher courses.
- 5.55 NSW Labor will negotiate a range of professional activities and incentives that may include reduced class teaching loads and targeted professional training to enable members of the existing cohort of teachers to meet the new standards required for teaching and to explore OECD best practice for teaching and preparation.
- ### **Education for Overseas Students**
- 5.56 NSW Labor will continue to provide developing countries with educational and training assistance as part of the Australian Overseas Aid Program without disadvantaging Australian

students. NSW Labor recognises that courses offered to overseas students must be subject to the same rigour, scrutiny and standards as those offered to local students.

- 5.57 Education and training assistance to developing countries will continue to be provided through:
 - 5.57.1 Assisting in the development of basic educational institutions in developing countries.
 - 5.57.2 Providing expertise to assist with developing curriculum which is consistent with the needs of the community/ country involved.
 - 5.57.3 Assisting rural and isolated communities through programs of formal education, higher level technical training and agricultural production training.
 - 5.57.4 Providing scholarships for training in Australia.
 - 5.57.5 Ensuring that gender equity is a feature of training aid programs.

Higher Education – Student Representation and Services

- 5.58 NSW Labor recognises the vital contribution democratic student organisations make to tertiary education.
- 5.59 NSW Labor supports universal student unionism as the only practical method to ensure that student organisations continue to provide adequate representation and services to their members.

6 A HEALTHY SOCIETY

- 6.1 NSW Labor believes all Australians have the right to accessible, affordable health care.
- 6.2 NSW Labor will work to ensure the delivery of better health services in NSW so that all people are able to get the health care they need when they need it. The delivery of services needs to be better managed with a cooperative approach taken to service delivery and management between State and Federal Governments.
- 6.3 NSW Labor will develop a sustainable health system with appropriate investment to cater for an ageing population and increasing demand.
- 6.4 NSW Labor believes that there needs to be greater focus on preventative health care and wellbeing and on encouraging a healthy lifestyle in citizens of all ages.
- 6.5 Australia's future depends on our ability to tackle the long-term health challenges we face. Health is important to all Australians, it affects everything we do – how we work, the time we spend with our children, what we can do in our free time.
- 6.6 NSW Labor believes that health services should:
 - 6.6.1 Be integrated, comprehensive and co-ordinated.
 - 6.6.2 Be well balanced between the provision of health services in the public and private sector, and the public sector services not be disadvantaged by the provision of private sector services.
 - 6.6.3 Protect, maintain and improve the health and wellbeing of all people in NSW.
 - 6.6.4 Provide equal access for all to sufficient and adequate health care.
 - 6.6.5 Continue to meet the health care needs of vulnerable and disadvantaged groups with dignity and fairness.
 - 6.6.6 Increase efforts in the area of preventative health.

6.7 NSW Labor has three goals for the health system:

- 6.7.1 Ensuring better health for people.
- 6.7.2 Enabling equity of access through a system of universal access.
- 6.7.3 Improving the quality of service.

Promoting Excellence

- 6.8 The community of NSW has a right to expect excellence in the provision of health services and a fair and equitable distribution of resources across the State. NSW Labor will:
 - 6.8.1 Continue to support clinical excellence in the provision of services.
 - 6.8.2 Support the development of quality services on a statewide basis to ensure the highest possible level of care is maintained throughout the health system. Priority areas will be identified, including Aboriginal health, mental health, dental health and community health.
 - 6.8.3 Ensure that health resources are distributed equitably throughout the state on the basis of population size and health needs of geographical communities.
 - 6.8.4 Ensure that acute care hospitals are used only for the acutely ill and that a wide range of smaller, more diverse and geographically spread primary care facilities are developed.
- 6.9 NSW Labor supports the provision of quality health care through a range of services including:
 - 6.9.1 Community Health Centres.
 - 6.9.2 Multi-purpose Centres.
 - 6.9.3 Hospitals.
 - 6.9.4 Other specialist services.
- 6.10 NSW Labor will protect the interests and rights of consumers in relation to health services.
- 6.11 NSW Labor will ensure that interpreter services are available for patients in all public and private hospitals, community

health centres and other health care agencies.

A Dedicated Health Workforce

- 6.12 Labor recognises the care and dedication of the healthcare workforce and is committed to maintaining safe skill mix and reducing the high attrition rate that affects the health workforce. NSW Labor supports:
- 6.12.1 More training places for medical, nursing and allied health professionals and more multidisciplinary continuing education for the health workforce.
 - 6.12.2 The appointment of full time salaried medical practitioners including specialists, nurse and midwife practitioners and other health professionals, in public health.
 - 6.12.3 Recognition of the contribution of the nursing profession to the delivery of health services and supports improved status and remuneration for nurses and mid- career training and retraining courses.
 - 6.12.4 The continued development and implementation of nurse practitioner, registered nurse and midwife-led models of care in NSW public and private health care sectors. The continued development and implementation of nurse practitioner, registered nurse and midwife-led models of care in NSW public and private health care sectors.
 - 6.12.5 Improvements in communication, administrative and funding procedures to increase flexibility in service delivery.

Palliative Care

- 6.13 NSW Labor believes that every person should have access to quality palliative care. NSW Labor is committed to improving the availability and standards of palliative care across the State. NSW Labor opposes the

outsourcing of hospital palliative care units.

These units should remain within the NSW health system. NSW Labor recognises the role of home and community care services in end of life and palliative care at home.

Dental Services

- 6.14 Dental health is important to overall general health. NSW Labor recognises the importance of addressing dental health needs and supports:
- 6.14.1 Comprehensive regular salaried public dental services, including dental specialities being incorporated into the community centre network and country and regional hospitals.
 - 6.14.2 Major public and regional hospitals having dental departments. Consultation and liaison with dental personnel should be part of the total services provided by the hospital.

A Good Start in Life

- 6.15 NSW Labor believes that:
- 6.15.1 Maternity services should ensure that women can directly access midwives for maternity care, and that one-to-one midwifery care in labour is provided to all women.
 - 6.15.2 A range of options for maternity care should be provided with effective collaboration between the professions involved in a balanced, equitable and integrated way in both the public and private sectors, including midwives, GPs, obstetricians and allied health professionals, and home, birth centre and hospital based births.
 - 6.15.3 Medicare funded services should be equally accessible to all women, including Indigenous women and women who live in rural and remote areas
- 6.16 NSW Labor will work with the Federal Government to improve:

- 6.16.1 The promotion and provision of pre-natal services.
- 6.16.2 Access to birthing centres and midwifery-led models of care including caseload midwifery and homebirth services.
- 6.16.3 Special programs for Indigenous mothers and babies, to reduce mortality rates and improve health.
- 6.16.4 Rates of breastfeeding.
- 6.16.5 Legislation to enable midwives to prescribe approved drugs and order approved diagnostic tests within antenatal, normal birth and postnatal periods.
- 6.16.6 Models of indemnification to facilitate the practice of midwives as experts and primary care givers in normal births at home.
- 6.17 Families must be able to get the care and support they need, when they need it. For that reason, NSW Labor will:
 - 6.17.1 Recognise the importance of a healthy start in life and implement programs that support mothers and babies throughout pregnancy, infancy and pre- school years.
 - 6.17.2 Give financial assistance with the cost of fares and accommodation for parents of chronically ill children who are required to travel to Sydney or other major centres for treatment.
 - 6.17.3 Encourage hospital authorities to provide accommodation for relatives, particularly parents of young children.

Mental Health

- 6.18 NSW Labor supports a co-ordinated approach to the development of mental health policy and services and the provision of specialist services, public and private, in all regions.
- 6.19 In recognition that mental illness affects all parts of society and in the majority of cases commences in early life, these services should encompass the full age

range and be culturally sensitive and accessible. The range of services should include inpatient care, community based and outreach services. Services must cater for children, younger persons, older persons, mothers and young children, and dual diagnosis patients, and all services should include recovery and rehabilitation programs and supported accommodation for those with chronic mental illness.

- 6.20 Care and treatment should be designed to assist people with a mental illness or mental disorder, wherever possible, to live, work and participate in the community
- 6.21 NSW Labor recognises the need for co-ordinated awareness programs that address the whole community in order to increase awareness of the social and environmental factors that can lead to or affect the course of mental illness, that reduce barriers and provide the best possible environment to encourage individuals and families to seek treatment and recovery from mental illness.
- 6.22 NSW Labor recognises the need for non-acute inpatient mental health care to provide rehabilitation and recovery-focused interventions for individuals, and specialist facilities that provide longer-term tertiary in- patient treatment and rehabilitation for the number of people with profound psychosocial disability or other types of disability who need this form of care.
- 6.23 In recognition that persons with mental illness have far higher rates of physical health problems and have significantly shorter life spans, NSW Labor will streamline services to assist those with mental illness to have prioritised and integrated access to medical care, including primary care services, dental services, and diabetic related services, including dietetics and podiatry. All publicly funded mental health services will be required to integrate with primary care services to ensure co-ordinated care for persons with mental illness,

including the requirement that services establish effective liaison and communication with general practice and encourage all individuals seeking treatment by the service to identify a General Practitioner as responsible for their ongoing primary medical care.

- 6.24 NSW Labor supports the principle that all individuals with mental illness who come into contact with the justice system should have access to clinical, therapeutic and rehabilitation services whether as part of their incarceration or whilst awaiting processing or after they are permitted to re-enter the community.
- 6.25 NSW Labor supports anti-discrimination legislation having coverage of people with a mental illness and/or psychiatric disability.

Aged Care and Rehabilitation Services

- 6.26 NSW Labor is committed to enabling older Australians to live their lives to the fullest extent possible, to age well, to be less isolated, and to be happier. NSW Labor recognises that the failures in our aged care that the failures in our aged care policy settings are due to the endemic ageism embedded in our society.
- 6.27 NSW Labor will work with the Federal Government to develop sound policies that complement the aged care system and help everyone live a long life in good health.
- 6.28 NSW Labor appreciates that the aged care sector is one of Australia's largest service industries and is grateful for the direct care provided by the large workforce of paid workers and volunteers. NSW Labor supports mandatory care minute requirements as part of the Australian National Aged Care Classification model. NSW Labor

is committed to ensuring that all aged care workers involved in the delivery of holistic direct care of aged care residents are recognised, including allied health, lifestyle workers, food service workers supporting safe food consumption, enrolled nurses, registered nurses and personal care workers.

- 6.29 NSW Labor acknowledges the need for a larger and better trained and remunerated aged care workforce. NSW Labor is committed to measures that increase the supply of aged care workers, including significantly improved remuneration, additional training places and training programs, of aged care workers, including the development of career pathways that provide opportunities for structured career progression, and funding to support fair wages and minimum staffing level expectations.
- 6.30 NSW Labor recognises the aged care system is difficult to access and navigate and that older Australians find the experience time-consuming, overwhelming, frightening and Australians with helpful and intimidating. NSW Labor is committed to empowering older Australians with helpful and comprehensive comprehensive information and systems to make the right choices about their care.
- 6.31 NSW Labor acknowledges the important role of the Aged Care Quality and Safety Commissioner as the national regulator of aged care services. NSW Labor believes that, consistent with international experience and best practice, quality and safety standards throughout the aged care sector can only be improved through a collaborative approach that builds shared accountability

and capability, as opposed to a solely punitive one.

- 6.32 While NSW Labor recognises the need for improved clinical outcomes in many of the country's residential aged care facilities, NSW Labor understands that residential aged care facilities are meant to be homes and not hospitals and that aged care policy must seek to balance social and clinical outcomes.
- 6.33 NSW Labor will endorse policies that promote the lifestyle approaches in residential aged care that enrich lives, provide emotional support, and facilitate the social interaction, mental stimulation, and physical activity essential for healthy ageing and quality of life.

Promoting a Healthy Society

- 6.34 To meet a range of new health care demands arising from increased rates of chronic disease and the demands of an ageing population requires a far greater focus on prevention and wellbeing. Keeping people well and out of hospital will deliver benefits not only to individuals but to the entire health system and the economy, and enables more effective use of existing resources.
- 6.35 NSW Labor believes that preventative medicine is fundamental to the provision of health services and will:
 - 6.35.1 Support community health education programs that lead to higher standards of preventative health care.
 - 6.35.2 Initiate, promote and finance preventative health programs.
 - 6.35.3 Support the development of effective policies on nutrition, education and promotion of a healthy lifestyle.
- 6.36 NSW Labor supports the prevention of onset of use, early intervention

and reducing the harm of drug and alcohol abuse and will:

- 6.36.1 Provide increased support to government and non-government agencies aimed at preventing drug and alcohol abuse.
- 6.36.2 Foster the development and promotion of programs aimed at preventing drug and alcohol abuse.
- 6.36.3 Ensure the close co-ordination and co- operation between agencies involved in the prevention and treatment of drug abuse and alcoholism.
- 6.36.4 Ensure the provision of appropriate supported accommodation for those with dual diagnoses and those with long-term health issues resulting from drug and alcohol use.
- 6.37 NSW Labor opposes – in principle – the practice of so-called gay conversion therapy; and will establish a joint working group of NSW Health and NSW Attorney-General's department to determine if there is scope to curb the practice of so-called Gay conversion therapy for people under the age of 18 in NSW.
- 6.38 NSW Labor will continue to take steps to improve environmental health and amenity in NSW by seeking to reduce and minimise all forms of environmental pollution and carbon emissions.
- 6.39 NSW Labor recognises that planning for the effects of climate change must be part of all future health services deliberations and this planning should include changes in disease patterns and preparation for environmental refugees from our region.
- 6.40 Keeping active for life through physical and mental activity is a key part of keeping our nation healthy and a central component of NSW Labor's focus on prevention and wellbeing.

- 6.41 NSW Labor recognises that sport and other forms of recreation are ways of helping Australians get more out of life and to remain connected to their community. Participation in sport and other types of physical recreation is an important means of promoting health and wellbeing, and tackling lifestyle related chronic diseases. Sport can make a tremendous contribution to the quality of our life.
- 6.42 NSW Labor will:
- 6.42.1 Provide adequate funding for sport and recreation, to encourage participation in every type of recreation, and assist in the enjoyment and physical and mental well being of the community.
- 6.42.2 Promote universal participation in sports and other physical recreation for children in primary and secondary schools whilst maintaining a supportive environment for all children.
- 6.42.3 Encourage all sporting codes and competitions to adopt policies which actively tackle discrimination of any kind and which encourage the involvement of everyone in sports and other physical recreation.
- 6.42.4 Establish a state administration headquarters for sport and recreation containing trained personnel supported by adequate office facilities.
- 6.42.5 Support the development of regional sports and recreational complexes.
- 6.42.6 Support the improvement of sporting facilities for schools and maximise community use of school facilities.
- 6.42.7 Initiate action to co-ordinate the efforts of various sporting bodies and organisations to achieve more effective development of facilities and administration.
- 6.42.8 Give adequate support to community organisations providing sports facilities to the general public.
- 6.42.9 Continue to support medical studies for the prevention of injuries in all sports.
- 6.43 NSW Labor recognises that exposure to tobacco smoke is a leading cause of preventable death and injury and will work to reduce its harmful effects on individuals and the community, with an ultimate aim of reducing tobacco use to nil.
- 6.44 NSW Labor recognises that the detrimental effects of tobacco use fall most heavily on working people, indigenous Australians, the poor, the mentally ill, the elderly and children, and as such tobacco control is as much a social justice issue as a health issue.
- 6.45 NSW Labor recognises that second hand tobacco smoke is a toxic carcinogen, and an environmental and workplace contaminant with no safe level of exposure for humans.
- 6.46 NSW Labor will ensure that no worker in NSW is subject to exposure to second hand tobacco smoke in the course of their duties.
- 6.47 NSW Labor will ensure that controls on the sale of tobacco to minors, its advertisement and marketing, continue.
- 6.48 NSW Labor will continue to accept no political donations from tobacco companies or their subsidiaries.
- 6.49 NSW Labor will protect minors from second hand tobacco smoke in cars, schools, beaches, playgrounds and public dining areas.
- 6.50 NSW Labor local government representatives will support measures to restrict tobacco use in public places to minimise exposure to second hand tobacco smoke and to improve amenity and the local environment.
- 6.51 NSW Labor will work towards the full implementation of the World Health Organisation's Framework Convention on Tobacco Control to which the Australian Government is a signatory.
- 6.52 NSW Labor will:

6.52.1 Deliver universal service systems that support a healthy society by adopting a whole-of-government multifaceted sustainable approach to stop family and domestic violence and support the safety and well-being of survivors and those living with domestic and family violence;

6.52.2 Properly fund not for profit women's health centres that provide holistic support to women and children in local communities.

6.52.3 NSW Labor is committed in Government to fund and support the important work of women-led women's health services;

6.52.4 Improve health services sector responses, through strengthened screening and risk assessment procedures, greater workforce training and development, and better coordination and information sharing between different parts of the health services systems that support victims of family and domestic violence

6.53 NSW Labor recognises that the built urban environment has a significant influence on health, particularly chronic diseases such as obesity, type 2 diabetes and heart disease, and that mental health of population is impacted by the environment.

NSW Labor will invest in health enhancing urban design.

NSW Labor will hold a drug summit of experts and key stakeholders upon forming Government.

7 INDIGENOUS PEOPLE AND RECONCILIATION

7.1 NSW Labor recognises that all Australians are entitled to equal rights, opportunities and responsibilities according to their aspirations. Aboriginal people have a unique status as the original owners and custodians of the lands and waters in Australia and have the right to exercise their distinctive cultures, languages, beliefs and traditions. Land and water are the cultural, spiritual and economic basis of Aboriginal communities.

7.2 NSW Labor endorses Federal Labor's support for the recognition and inclusion of Aboriginal and Torres Strait Islander peoples in the Australian Constitution, and the removal of sections that allow discrimination on the basis of race.

NSW Labor further considers the power presently found in section 51(xxvi) of the Constitution for the Commonwealth to make laws in respect of Aboriginal and Torres Strait Islander Peoples should be retained, with the added proviso that such laws do not discriminate adversely against them.

This suggested power and the proviso are based not on race but on the special and unique position of Aboriginal Peoples within the Nation based on their prior occupancy of this land since time immemorial. NSW Labor both supports and calls on Federal Labor to support the key aspirations of the Uluru Statement including a constitutionally enshrined First Nations voice and a Makarrata Commission to supervise agreement making and truth-telling about history.

7.3 A genuine commitment to change from government and the community is required so that Aboriginal people can share in and contribute to the economic and social advantages available to all Australians.

7.4 NSW Labor acknowledges that:

7.4.1 Aboriginal and Torres Strait Islander Peoples have the rights set out in

the United Nations Declaration on the Rights of Indigenous Peoples, to which Australia is a signatory, including particularly the right to self-determination, to autonomy in the management of their own affairs, to be represented by their own institutions and to give their free, prior and informed consent to legislation and administrative actions that directly affect them as Indigenous People. In the context of the Party structure, this includes the right of Aboriginal Party members to be represented through the NSW Aboriginal Labor Network, which may make contributions to Indigenous policy issues in constructive consultation as equal partners with other relevant Party Units.

7.4.2 Policies and programs must cater to the social and cultural diversity within the Aboriginal population.

7.4.3 Issues facing Aboriginal communities are inter-related. Therefore, action to redress Aboriginal disadvantage must be holistic.

Improving the Lives of Indigenous Australians

7.5 NSW Labor recognises that improving social and economic outcomes for Aboriginal people is essential to achieving reconciliation, and so is committed to sustaining the reconciliation process in NSW as a "people's movement" with strong political leadership.

7.6 NSW Labor supports the adoption of Aboriginal protocols into government and civic ceremonies.

7.7 NSW Labor supports improved health, education and social outcomes for Aboriginal people and aims to address disadvantage in a holistic manner across the following five diverse objectives:

7.7.1 Safe families: ensuring Aboriginal families are supported to live free from violence and harm.

- 7.7.2 Education: increasing the readiness to learn of Aboriginal children prior to school entry.
- 7.7.3 Environmental health: ensuring that all Aboriginal communities have equitable access to environmental health systems.
- 7.7.4 Economic development: increasing Aboriginal employment.
- 7.7.5 Building community resilience.
- 7.8 NSW Labor is committed to encouraging the participation of young Aboriginal people in the development of policy initiatives that reflect their needs and aspirations.
- 7.9 NSW Labor will continue to support and resource programs aimed at reuniting families in accordance with the recommendations of the Bringing Them Home Report.
- 7.10 NSW Labor is committed to working together with the Federal Government to establish a “one-stop shop” enabling Aboriginal people who have been removed from their families to obtain advice, gain access to records and research their family history.
- 7.11 NSW Labor is committed to improving the health status of Aboriginal people and addressing the health inequality gap between Indigenous and non-Indigenous Australians.
- 7.12 NSW Labor will develop culturally appropriate services for Aboriginal people in relation to substance misuse including youth specific programs.
- 7.13 NSW Labor supports the expansion of Aboriginal mental health worker positions across the State and improved support for carers.
- 7.14 NSW Labor acknowledges that Aboriginal communities suffer a disproportionately high level of violence and the urgent need to break the cycle of violence and abuse. NSW Labor will continue to develop and promote long term, whole-of-government and community approaches to the planning and funding of anti-violence and anti-sexual assault strategies, programs and services in Aboriginal communities.
- 7.15 NSW Labor will increase, improve and better co-ordinate the delivery of prevention and early intervention services to improve the life chances and wellbeing of Aboriginal children, to strengthen families, and to reduce the occurrence of child sexual assault by intervening at strategic points to address problem behaviours and to support people at risk.
- 7.16 NSW Labor is committed to an improvement in educational outcomes for Aboriginal people to levels comparable with the general Australian community. NSW Labor supports a comprehensive review of Aboriginal education in NSW with a focus on implementing changes to significantly improve outcomes.
- 7.17 NSW Labor is committed to an improvement in the economic independence of Aboriginal people to levels comparable with the broader Australian community. NSW Labor will:
 - 7.17.1 Work in partnership with Aboriginal communities to promote an entrepreneurial and business culture among Aboriginal people, particularly young people.
 - 7.17.2 Create employment and training opportunities for Aboriginal people through the Job Compacts program.
 - 7.17.3 Continue to promote Aboriginal business enterprises through initiatives such as business advice, business awards, showcasing Aboriginal businesses and forums involving Indigenous people and business leaders.
- 7.18 NSW Labor is committed to reducing the incarceration rate of Aboriginal people by:

- 7.18.1 Directing first-time offenders and young people away from incarceration and ensuring that alternatives to imprisonment are widely used in both metropolitan and rural areas.
- 7.18.2 Assisting Aboriginal offenders to re-integrate into the community.
- 7.18.3 Encouraging Aboriginal organisations to work with current and former inmates.
- 7.18.4 Supporting Aboriginal elders in educating Aboriginal young people, preventing their involvement in crime and disciplining young offenders.
- 7.19 NSW Labor supports the continuation of the Aboriginal Justice Advisory Council as the primary source of independent advice to government on Indigenous justice issues.
- 7.20 NSW Labor calls on Federal, State and Territory governments to work with Aboriginal and Torres Strait Islander communities, their organisations and representative bodies to forge agreement through COAG to establish a national, holistic and whole-of-government strategy to address imprisonment and violence rates amongst Indigenous Australians. This strategy should contain a concrete implementation plan and build on the National Indigenous Law and Justice Framework 2009- 2015. In addition, the strategy should be linked to related areas of COAG reform including the National Framework for Protecting Australia's Children 2009-2022 and the National Plan to Reduce Violence Against Women and their Children 2010-2022.
- 7.21 NSW Labor recognises the importance of sport in Aboriginal communities and therefore supports:
 - 7.21.1 The provision of appropriate resources including administrative support, facilities and training to assist sporting bodies to achieve

self-sufficiency, especially in remote areas with Aboriginal youth.

- 7.21.2 Developing policy on Aboriginal young people and sport with consideration given to socio-economic obstacles to participation.

Aboriginal Housing and Infrastructure

- 7.22 NSW Labor will continue to support the NSW Aboriginal Housing Office as the primary provider of advice and direction on Aboriginal housing and will work to increase the stock of Aboriginal housing providers.
- 7.23 NSW Labor supports the construction of new Aboriginal Housing and other related infrastructure under the Aboriginal Communities Development Program (ACDP). Training will be provided to support Aboriginal housing providers to ensure they have the skills and expertise to manage housing programs.
- 7.24 NSW Labor supports programs that enable Aboriginal people to obtain training and employment in the housing, construction and maintenance industries. This will be achieved in cooperation between business, government departments and the trade union movement.

A Strong Voice for Indigenous Australians

- 7.25 NSW Labor believes Aboriginal people must have a greater say in the decisions that affect them. NSW Labor supports the increased representation of Aboriginal people in Local Government, State and Federal Parliament.
- 7.26 NSW Labor recognises that demands have been placed on Aboriginal communities and organisations without adequate preparation, training and support from government, business and the community.
- 7.27 NSW Labor supports a partnership approach to improving the capacity of Indigenous organisations to meet the Aboriginal community's growing

expectations for high standards of corporate governance, accountability and service delivery.

7.28 NSW Labor recognises that accountability mechanisms are needed across all programs aimed at Aboriginal people – both government agencies and Aboriginal controlled services which are results-based and outcome-orientated, incorporating needs based resource allocation.

7.29 NSW Labor will develop benchmarks with time frames to measure the progress of government policy, and include indicators in the performance agreements of relevant departmental chief executives. Aboriginal people will be involved in review and evaluation processes.

7.30 NSW Labor supports a whole-of-government approach to Aboriginal Affairs and is committed to government agencies being required to consult with the Aboriginal Affairs portfolio prior to the development, implementation or announcement of policies that impact on Aboriginal people.

7.31 NSW Labor believes that a long-term approach is needed to the issues faced by Aboriginal people rather than short-term trials.

Protecting Indigenous Heritage

7.32 NSW Labor recognises that land and water in NSW were traditionally owned and occupied by Aboriginal people and are of spiritual, social, cultural and economic importance to Aboriginal people. Following consultation with Aboriginal people NSW Labor will introduce reforms to ensure the land rights system is relevant and workable.

7.33 NSW Labor will ensure that the interests of Aboriginal people are properly represented in government policy and decision making on natural resource

issues and is committed to utilising the skills, knowledge and practices of traditional methods of land, sea and water management as practised by Traditional Owners.

7.34 NSW Labor is committed to continuing existing and initiating future management and joint- management agreements of National Parks and State Forests. This is especially appropriate in areas of cultural and historical significance to Aboriginal people.

7.35 NSW Labor will continue to support applications from Land Councils to claim Crown Land as prescribed under legislation and will ensure the efficient processing of these claims.

7.36 NSW Labor, in partnership with the Federal Government, will facilitate the use of negotiated agreements and Indigenous land use agreements between non-Aboriginal land users, governments and native titleholders.

7.37 NSW Labor recognises the importance of Aboriginal heritage and culture including art, language, dance and music to the long- term health and wellbeing of Aboriginal communities and will seek opportunities to support cultural activities.

7.38 NSW Labor recognises that the active promotion of Indigenous culture in the education of both Indigenous and non- Indigenous students is crucial for fostering self-esteem, respect and better educational and social outcomes for all students.

7.39 NSW Labor believes that as language is central to Indigenous culture's oral tradition, this should be one of the many areas of education where Indigenous culture is fostered and celebrated. NSW Labor will consider elective Indigenous language courses being developed and made available for study in the same way as is currently the case for European and Asian languages.

- 7.40 NSW Labor supports legislation protecting and reviving NSW Aboriginal languages. NSW Labor recognises that for this strategy to succeed it will require teachers, and a staged curriculum and resources, for children and for adults.
- 7.41 NSW Labor will seek opportunities to formalise Elders Forums whose terms of reference include teaching, supporting, nurturing and promoting Aboriginal culture.
- 7.42 NSW Labor will promote the use of the Label of Authenticity and other strategies to protect Aboriginal cultural and intellectual property rights.

8 COUNTRY LABOR

- 8.1 NSW Labor is committed to equality of access and opportunity, regardless of geographical location. NSW Labor will promote special initiatives in the areas of employment, health, education, transport, roads, telecommunications and social amenities to ensure this principle of equality.
- 8.2 NSW Labor recognises that country communities are supported by a broad range of industries, including mining, tourism, primary industries, construction and energy.
- 8.3 NSW Labor is committed to growing regional areas and their economies to provide continued opportunities for jobs and growth in regional NSW across all of these industries.

Growing Regional Economies

- 8.4 NSW Labor recognises that the regions play a vital role in the economic development of NSW. NSW Labor will seek to strengthen regional economies by implementing regional development plans which recognise the needs of each region and provide the necessary infrastructure to sustain ongoing regional development. Input for such plans will be sought from all sections of the communities involved.
- 8.5 NSW Labor supports government intervention in major regional development projects without taking on commercial risk. It supports initiatives such as the Regional Business Growth Programs which are aimed at increasing business investment in rural and regional NSW that stimulate long-term employment.
- 8.6 NSW Labor supports Regional Development Australia, which devises development strategies, cultivates local leadership and offers advice to investors and government on regional investment opportunities.
- 8.7 NSW Labor believes better communications infrastructure can

reduce economic barriers for regions. NSW Labor will provide, in co-operation with the Federal Government, universal and affordable broadband facilities and mobile access. NSW Labor recognises that universal and affordable broadband is fundamental for future economic growth and development in rural and regional NSW.

Protecting Regional Environments

- 8.8 NSW Labor recognises the threat posed to regional Australia by climate change, in particular for employees and businesses in agriculture, tourism and related industries such as retail and hospitality. NSW Labor is committed to tackling climate change and ensuring support for regional Australia in responding to the challenge of climate change including drought, increased adverse weather events and environmental degradation.
- 8.9 NSW Labor supports the opportunities for country communities and industries to contribute to the solutions for climate change. This includes opportunities in green industries and carbon offsets.
- 8.10 NSW Labor will, in co-operation with the Federal Government, implement a Conservation Strategy for sustainable development and protection of renewable natural resources. This includes programs of advice and assistance to land holders and community groups that prevent land degradation and encourage Total Catchment Management practices. NSW Labor will seek co-operation with the Federal Government and States and Territories to pursue this strategy nationally.

Land clearing: Labor will prevent broad-acre clearing and clearing of endangered and threatened regional ecosystems and ecologically sensitive areas. Labor will

establish programs to revegetate depleted landscapes and ecosystems.

- 8.11 NSW Labor will promote ecologically sound and sustainable forestry practices, including:
 - 8.11.1 Re-afforestation of forests and cleared land.
 - 8.11.2 Minimisation of wasteful uses of forest products.
 - 8.11.3 Large scale planting of eucalyptus species for specific purposes.
 - 8.11.4 Protection of water catchments.
 - 8.11.5 Mandatory eucalyptus planting when wood chipping licenses are granted.
 - 8.11.6 The ecological effect of forest product use be considered in relation to native flora and fauna.
 - 8.11.7 Encouragement of primary producers to expand their agricultural base to include native forestry.
 - 8.11.8 Developing and implementing a plan of management for the timber industry including millable timber and timber for woodchips.
 - 8.11.9 Supporting public ownership of State Softwood Plantations.
- 8.12 NSW Labor supports initiatives already implemented to:
 - 8.12.1 Ensure that no woodchip licences are issued until full environmental impact studies are undertaken.
 - 8.12.2 Cease clear felling of natural forests and implement ecologically sustainable silvicultural timber harvesting practices of Australian Group Selection (AGS) and Single Tree Selection (STS).
- 8.13 NSW Labor remains committed to addressing the long term problems of over-allocation of water resources of the Murray Darling Basin, and the neglect of the health of its iconic rivers and wetlands. These problems have been further exacerbated by prolonged drought and the emerging impacts of climate change.

- 8.14 NSW Labor will preserve public ownership of and conserve water resources through efficient water management, including encouraging the more economical use of existing water supplies, managing demand for water services, and improving efficiency and quality of rural water supplies.
- 8.15 NSW Labor will manage recreational and commercial fishing in NSW to preserve scarce resources, improve environmental management and ensure there is no loss of habitat. Stocks of native fish species will be restored.
- 8.16 NSW Labor will adopt policies that enhance Crown Land Administration and Management, including the Crown Reserve System, Crown Roads Management, Crown Leasing and Licensing, computerised land titling and land mapping of the State.

Regional Service Delivery

- 8.17 NSW Labor will maintain decentralisation by promoting industries allied to natural resources, and continue the establishment of government agencies and services in country areas.
- 8.18 NSW Labor will provide, in co- operation with the Federal Government, comprehensive modern health services and facilities which reflect the demographic needs of each region, including services and facilities for groups with special health care needs, such as people with disabilities, the aged, Aboriginal people and youth.
- 8.19 NSW Labor will provide Women's Health NGO services in regional areas that work with local women to best meet their health, safety, counselling and employment needs.
- 8.20 Regional workplaces should be safe workplaces. NSW Labor will provide occupational health services, which reflect the particular occupational health

and safety needs of those who work in rural areas.

Regional Education Services

- 8.21 NSW Labor will provide, in co- operation with the Federal Government, comprehensive modern educational services and facilities at preschool, primary, secondary and tertiary levels, including special education, remedial and adult literacy programs for those with special learning needs, in each region.
- 8.22 NSW Labor is committed to providing equitable educational opportunities throughout the State. Many young people leave rural and regional Australia to seek more opportunities in major towns and cities. NSW Labor supports the provision of a broad range of tertiary education and vocationally based training opportunities in country Australia, including university and TAFE education, to encourage young people to stay in country Australia.
- 8.23 NSW Labor will provide opportunities and facilities for adult education (including retraining) within each region, through TAFE, university and local community learning groups.

Reducing the Tyranny of Distance

- 8.24 Regional communities should not be isolated by transport difficulties. NSW Labor will provide an efficient public transport system and services throughout each region to ensure affordable, fast and convenient transportation for both people and freight.

NSW Labor will provide a state-wide system of roads, co-ordinated with an Australia-wide system of roads, designed and constructed to meet the needs of drivers and the transportation of road freight.

NSW Labor will maintain modern ports and facilities for the service of ships and

the handling of cargoes along the NSW coastline, co- ordinated with rail and road transport systems. NSW Labor will take steps to ensure that ports and facilities for the service of ships and handling of cargoes along the NSW coastline are modern, subject to open competition, and encouraged to freely attract private capital investment where appropriate to further the development of the state and the economic wellbeing of the people of NSW.

- 8.25 NSW Labor will cooperate with any Federal Labor initiatives to undertake comprehensive feasibility and scoping studies of a Very Fast Train on the east coast of Australia.

Supporting Primary Industries

- 8.26 To support primary industries, NSW Labor will:
 - 8.26.1 Establish a state-wide resource information system, based on scientific data, available to the public and private sectors.
 - 8.26.2 Promote the use of scientific research in assessing, undertaking and improving primary production and land use to more effectively use resources, taking into account informed observations of current and future market trends.
 - 8.26.3 Co-ordinate and rationalise research undertaken by public and private institutions.
 - 8.26.4 Continuously review and research the impact of chemical and biological aids to rural production on primary industries, the environment and the human population.
 - 8.26.5 Control the use of chemicals and radiation in value adding primary produce.
 - 8.26.6 Maintain compensation schemes, where practicable, for the slaughtering of diseased livestock or destruction of other diseased primary produce and provide funding for the eradication of feral animals, pests and noxious weeds.

- Produce food and raw materials related to the needs of the Australian and overseas markets in line with long-term trends in markets.
- Encourage primary producers to use the most up-to-date methods of production in accordance with principles of resource use and conservation.
- Promote agricultural production, harvesting, transport and processing policies consistent with sound human nutritional values.
- Adopt marketing policies that encourage uniform presentation and quality standards essential in competitive international markets, and provide data that enables producers to make decisions on an objective basis.
- Encourage agriculture through appropriate marketing and research strategies, to become more demand driven and consumer oriented.
- Maximise the efficiency and public accountability of marketing authorities.
- End discrimination against NSW rural workers in the areas of wages and conditions.