

ACT LABOR PLATFORM 2021-22

Last modified by Branch Council on 7 December 2021



About This platform

This platform is a plan for redressing and removing the causes of social injustice in our community.

It is a tool for good government, a contract between our Party and the people of the Australian Capital Territory. It shows people what they can expect of us and sets the standards for our work.

It will not stand still. Labor will continue to seek better ways of building a fairer society.

Contents

About This platform.....	2
--------------------------	---

Chapter 1. Socialism – the Goal of the ACT Labor 10

Principles.....	10
Objectives.....	10
Strategies.....	10

Chapter 2. Machinery of Government11

Principles.....	11
Objectives.....	11
Strategies.....	11

Chapter 3. Australian Capital Territory Government 12

Principles.....	12
Objectives.....	12
Strategies.....	12
ACT Electoral System.....	12
ACT Legislative Assembly	13
Assembly Committees	13
ALP Caucus.....	14
Participatory Democracy	14
Executive Government.....	14
Public Service.....	14
Public Right to Scrutiny of Government Operations and Administrative Remedies	15
The Judiciary	15
Commercialisation of Government Services.....	15
Federal Representation	16

Chapter 4. Animal Welfare17

Principles.....	17
Objectives.....	17
Strategies.....	17
Prevent Animal Cruelty.....	17
Domestic Animals.....	17
Australian Wildlife.....	18

Chapter 5. The Arts..... 19

Principles.....	19
Objectives.....	19
Strategies.....	19
Wellbeing.....	19
Promoting access and inclusion.....	19
Developing Pathways and Strengthening Capacity.....	20
Financially sustainable careers.....	20

Entertainment Venues and Precincts.....	20
---	----

Chapter 6. Civil Law Reform.....21

Principles.....	21
Objectives.....	21
Strategies.....	21
Mechanisms for Law Reform	21
Courts Administration.....	21
Access to the Law	22
Legal Profession.....	22
Legal Education.....	22
Fair Trading.....	22
Compulsory Third Party Scheme	23
Workers' Compensation	23
Sexwork	23
Defamation	23
References to the Crown.....	23
Legislation and Drafting	24

Chapter 7. Community Safety and Criminal Justice25

Principles.....	25
Objectives.....	25
Strategies.....	25
Policing.....	25
Criminal Procedure.....	26
Domestic Violence	26
Mental Health and the Criminal Justice System.....	26
Firearms.....	26
Legal Process.....	27
Remand.....	27
Sentencing.....	27
Victims of Crime.....	28
Treatment in Custody	28
Prison	28
Criminal Law Reform.....	28

Chapter 8. Community Services 30

Principles.....	30
Objectives.....	30
Strategies.....	30

Chapter 9. Economic Development .32

Principles.....	32
Objectives.....	32
Strategies.....	32
Strategic Planning	32
Economic Leadership on Climate Change	32

Industry Assistance.....	33	Principles.....	48
Government/Industry Cooperation.....	33	Objectives.....	48
Regional and Rural Development.....	33	Strategies.....	48
Community Development and Ownership	33	Financial Management.....	48
		Taxation.....	48
Chapter 10. Education and Training	35	Operation of Government Business Enterprises.....	49
Principles.....	35	Pricing Policy.....	49
Objectives.....	35	Financial Accountability and Consultation	49
Strategies.....	36		
Holistic Curriculum.....	36	Chapter 14. Health	50
Early Childhood Education and Care.....	36	Principles.....	50
Government Primary Schools, High Schools and Secondary Colleges	37	Objectives.....	50
TAFE and Continuing Education, including Community Education	38	Strategies.....	51
Higher Education and Local Universities	39	General	51
Registration and Regulation of Non-Government Schools.....	39	Community Health Centres	52
High Quality Public Education	40	Women's Health Services.....	52
Education Professionals and Ancillary Staff	40	Reproductive Health.....	53
National Education Issues.....	41	Alcohol and Other Drug Services.....	53
Future Directions for Education in the ACT.....	41	Hospitals	53
		Health Promotion and Preventative Medicine.....	54
Chapter 11. Employment	42	Mental Health.....	54
Principles.....	42	Suicide	56
Objectives.....	42	Sexual Health.....	57
Strategies.....	42	Human Immuno-Deficiency Virus/Acquired Immuno-Deficiency Syndrome (HIV/AIDS)	57
Strategic Planning.....	42		
Increasing Employment.....	42	Chapter 15. Housing	58
Education and Training.....	42	Principles.....	58
Youth Employment.....	42	Objectives.....	58
Long-Term Unemployment.....	43	Strategies.....	58
		Housing Development	58
Chapter 12. The Environment.....	44	Access to Housing.....	59
Principles.....	44	Housing for People with Disadvantages.....	59
Objectives.....	44	Sustaining Public Housing Tenancies.....	60
Strategies.....	44	Renter's Rights.....	60
Biodiversity and Conservation.....	44		
Built and Natural Environment Integration	45	Chapter 16. Human Rights	62
Climate Change Action	45	Principles.....	62
Resource Conservation and Recycling	46	Objectives.....	62
Environmental Impact Assessments.....	47	Strategies.....	62
Environmentally Responsible Industry.....	47	Protection of Rights.....	62
Environment and Social Responsibility.....	47	Privacy.....	62
		Rights of Women.....	63
Chapter 13. Government Finance ..	48	Reproductive Technologies	63
		Children's Rights	63
		Adoption, Foster Care and Surrogacy.....	63

Rights of Older People.....	63	Supply Chains and Migrant Workers.....	75
Euthanasia	64	Chapter 19. Legal and Illegal Drugs	76
Gay, Lesbian, Bisexual, Transgender and Intersex Rights.....	64	Principles.....	76
Blood Borne Diseases and the Law.....	65	Objectives.....	76
Rights of People with Disabilities.....	65	Strategies.....	76
Human Rights Office.....	66	Drug Law Reform.....	76
HIV/Aids, Hepatitis and the Law.....	66	Sentencing.....	77
Rights of Asylum Seekers	66	Prison and Custodial Arrangements.....	77
Industrial Rights	66	School Curriculum	77
Chapter 17. Indigenous Affairs - Rights & Reconciliation - A Framework for Action	68	Community Education	77
Principles.....	68	Public Health Promotion and Preventative Medicine.....	78
Cultural Identity and Integrity.....	68	Alcohol and Other Drug Services.....	78
Self Determination	68	Tobacco Control	78
Representation	68	Addressing the Needs of Key Target Groups	78
A Rights-Based Approach.....	68	Mental Health.....	79
Whole of Government Approach.....	68	Chapter 20. Multicultural Affairs.....	80
Objectives.....	68	Principles.....	80
Empowerment	68	Objectives.....	80
Human Rights.....	68	Strategies.....	80
Indigenous Rights.....	68	Chapter 21. Norfolk Island.....	82
Reconciliation.....	68	Governance.....	82
Justice	69	Principles	82
Strategies.....	69	Objectives.....	82
Negotiation	69	Strategies	82
Reconciliation Commissioner	69	Social Welfare.....	83
Reconciliation Community Meetings	69	Principles	83
Legal Aid	69	Objectives.....	83
Native Title	69	Strategies	83
Prison.....	69	Environment	84
Priority Areas in Service Delivery.....	70	Principles	84
Measuring Progress	70	Objectives.....	84
Chapter 18. Industrial Relations.....	72	Strategies	85
Principles.....	72	Employment	85
Objectives.....	72	Principles	85
Strategies.....	72	Objectives.....	86
Industrial Relations Arrangements.....	72	Strategies	86
Industrial Democracy.....	73	Cost Of Living	87
Working Arrangements	73	Principles	87
Leave Conditions.....	73	Objectives.....	87
Occupational Health & Safety, Workers' Compensation and Rehabilitation.....	74	Strategies	87
Vocational Education and Training	74	Health and Aged Care	88
Trade Union Education and Training	75	Principles	88
Work and Family Balance.....	75	Objectives.....	89

Strategies.....	89	Objectives.....	105
Education.....	89	Strategies.....	105
Principles.....	89	Small business.....	105
Objectives.....	90	Chapter 27. Sport and Recreation	107
Strategies.....	90	Principles.....	107
People with Disabilities.....	91	Objectives.....	107
Principles.....	91	Participation.....	107
Objectives.....	91	Infrastructure and Facilities.....	108
Strategies.....	91	Development Pathways.....	108
Chapter 22. People with Disabilities	93	Funding.....	108
Principles.....	93	Sports Standards, Safety and Integrity.....	109
Objectives.....	93	Industry and Jobs.....	109
Strategies.....	93	Chapter 28. Sustainability.....	109
Chapter 23. Planning and Development	95	Principles.....	109
Principles.....	95	Objectives.....	109
Objectives.....	95	Environmental Responsibility.....	110
Strategies.....	95	Economic Health.....	110
Legislative Framework.....	95	Social Equity.....	110
Transport and Land Use.....	96	Cultural Vitality.....	110
Residential Development.....	96	Resilience.....	110
Canberra's Heritage.....	97	Strategies.....	110
Building & Construction Industry.....	97	Environmental Responsibility.....	111
Sustainable Food Production.....	97	Economic Health.....	111
Chapter 24. Science, Technology, Innovation and Communications.....	98	Social Equity.....	111
Principles.....	98	Cultural Vitality.....	111
Objectives.....	98	Resilience.....	112
Strategies.....	99	Chapter 29. Tourism.....	113
Science and Technology.....	99	Principles.....	113
Telecommunication Services.....	100	Objectives.....	113
Industry Regulation.....	100	Strategies.....	113
Industry Development.....	100	Tourism Infrastructure.....	113
Consumer Service and Protection.....	100	Australian Capital Tourism.....	114
Broadcasting.....	101	Chapter 30. Transport.....	115
Public Broadcasting.....	102	Principles.....	115
Information Technology.....	102	Objectives.....	115
Space Science.....	103	Strategies.....	115
Chapter 25. Seniors Affairs.....	104	Transport Safety – Road Safety.....	115
Principles.....	104	Transport Planning.....	116
Objectives.....	104	Transport Infrastructure.....	116
Strategies.....	104	Public Transport.....	117
Chapter 26. Industry, Business and Commercial Activity, and Small Business	105	Electric Vehicles.....	118
Principles.....	105	Chapter 31. Veterans Affairs.....	119
		Principles.....	119
		Objectives.....	119
		Strategies.....	119

Chapter 32. Women.....	119
Introduction.....	120
ACT Labor Values.....	120
ACT Labor Achievements for Women.....	120
ACT Labor Party.....	120
The Arts.....	120
Child Care and Caring for Dependents.....	121
Community Participation and Access to Services	122
Criminal Justice and Legal Processes	122
Economic Independence	122
Education and Training	123
STEM - Science, Technology, Engineering, Mathematics	124
Employment.....	125
Health	126
Housing.....	128
Law Reform, Access to Law and Legal Education.....	129
Machinery of Government	130
Multicultural Affairs	130
Safety	131
Sport and Recreation	133
Chapter 33. Youth Affairs	134
Principles.....	134
Objectives.....	134
Strategies.....	134
Family Life	134
Education and Training.....	135
Income Support.....	135
Accommodation	135
Health.....	135
Suicide.....	135
Law	135
Working Life	136
Conference Resolutions.....	137
Community Safety and Social Justice.....	137
General Resolution 1. Family Violence Safety Action program.....	137
General Resolution 2. Modern Slavery Act	137
General Resolution 3. Criminalising Coercive Control.....	137
Community Services.....	137
General Resolution 1. Concession Scheme people on JobSeeker	137
Economics & Employment.....	137

General Resolution 1. Frontline Workers	137
General Resolution 2. Jobs for Canberrans.....	138
General Resolution 3. Secure Work.....	138
General Resolution 4. Jobs Growth.....	138
General Resolution 5. Fair Rent Regulation Scheme	138
General Resolution 6. Fairness for Renters	139
General Resolution 7. Job Guarantee.....	139
General Resolution 8. Economic Equality	139
General Resolution 9. Flexible Working and Work-Life Balance.....	139
General Resolution 10. Non for profit housing.....	140
General Resolution 11. Workers Cooperatives.....	140
Education.....	140
General Resolution 1. Sexual Assault Education at Schools.....	140
General Resolution 2. Financial Literacy Education at Schools.....	140
General Resolution 3. Early Childhood	140
General Resolution 4. Health Care Services Education at School.....	140
General Resolution 5. Higher Education recovery	140
General Resolution 6. Inner North Schools	141
General Resolution 7. Life Skills and Attitudes Education.....	141
General Resolution 8. Sexuality and Consent Education at School	142
Foreign Affairs.....	142
General Resolution 1. Restoring Peace and Democracy - Myanmar	142
General Resolution 2. Solidarity with the People of Myanmar	142
General Resolution 3. Human Rights Violations against Uyghurs.....	143
General.....	143
General Resolution 1. Multicultural Action Group	143
General Resolution 2. Diversity and Inclusion Working Group.....	143
General Resolution 3. Importance of Campaign Activists.....	144
General Resolution 4. Policy Consultation Committee	144
Government Finance.....	144

General Resolution 1. Put Gender on the Tender	144	General Resolution 4. WHS Act Update - Psychosocial incidents.....	151
General Resolution 2. Cost of Living in the ACT Government Wellbeing Indicators	145	General Resolution 5. Occupational Violence in Service Industries.....	151
General Resolution 3. JobSeeker Payment and Cost Shifting on the ACT Government.....	145	General Resolution 6. Sexual Harassment in the Public Service.....	151
General Resolution 4. Taxation on Severance Payments.....	145	General Resolution 7. Labour Hire Licensing.....	151
Health	146	General Resolution 8. Health and Safety Reps - Canberra Airport	152
General Resolution 1. COVID-19 Vaccine Development.....	146	General Resolution 9. ACTPS Superannuation.....	152
General Resolution 2. Expanding Access to STI Testing.....	146	General Resolution 10. Closing the Superannuation Gender Wage Gap.....	152
General Resolution 3. Peer Led Alcohol and Other Drugs Program	146	General Resolution 11. ACTPS Insourcing Commission.....	152
General Resolution 4. Palliative Care.....	146	General Resolution 12. Industry Superannuation.....	152
General Resolution 5. Health and Cost of Living	146	General Resolution 13. ACTPS Outsourcing.....	153
General Resolution 6. Health and Climate Change.....	146	General Resolution 14. Industrial Magistrates Court	153
General Resolution 7. Effects of sleep on Public Health.....	147	General Resolution 15. Community Clubs	153
General Resolution 8. Free Ambulance Cover.....	147	General Resolution 16. Portable Entitlements for Community Workers..	153
General Resolution 9. Organ Donation	147	General Resolution 17. Future of the Working Week.....	153
General Resolution 10. Cutting NDIS Packages	148	General Resolution 18. Funding secure jobs and decent working conditions in the community sector.....	154
Human Rights	148	General Resolution 19. ACTPS Insecure Work Taskforce	154
General Resolution 1. Complaints Systems for Aged Care.....	148	General Resolution 20. Public Sector Management Act Update.....	154
General Resolution 2. Official Visitors for Retirement Villages and Aged Care.....	148	General Resolution 21. ACTPS Pay Increase.....	154
General Resolution 3. Human Rights of People Seeking and Receiving Aged Care	148	General Resolution 22. Public Service Working From Home.....	154
General Resolution 4. Royal Commission into Aged Care	149	General Resolution 23. Extending the Secure Local Jobs Code	155
General Resolution 5. Human Rights Framework	149	General Resolution 24. NDIS Funding..	155
General Resolution 6. No rights without remedy.....	149	General Resolution 25. Cultural Institutions	155
General Resolution 7. Children and Youth Protective Services External Review	150	General Resolution 26. Australian Public Service.....	155
General Resolution 8. Enduring Power of Attorney Training	150	General Resolution 27. Secure, well-paid jobs.....	155
Industrial Relations	150	Planning and Development.....	156
General Resolution 1. Long Service Leave	150	General Resolution 1. Planning of Infrastructure, Services and Change in Inner Suburbs	156
General Resolution 2. WHS Notifiable Instruments reportable to relevant union	151	General Resolution 2. Sustainable Food Hub at West Tuggeranong.....	156
General Resolution 3. WHS Notifiable Instruments non-physical incidents.....	151		

Sport and Culture.....	156
General Resolution 1. The Arts and COVID Recovery	156
General Resolution 2. Arts Support.....	156
Women	157
General Resolution 1. Access to period products in schools.....	157
General Resolution 2. Gender-equality for Children.....	157
General Resolution 3. Women's Life Membership Award	157

Chapter 1. Socialism – the Goal of the ACT Labor

Principles

The Australian Labor Party was founded on the principles of social justice and equity for all Australians. 'Social justice' is concerned with the pursuit of a fair, just and equitable society. The notion of social justice is often referred to in popular culture as the idea of 'a fair go' or a 'level playing field'. These concepts are part of our national identity, as well as founding principles of the ALP.

ACT Labor is committed to opposing all forms of adverse discrimination and social division, seeking to promote a fair and just society, which enables active participation of all members of the community.

An ACT Labor Government will be guided at all times by social justice principles- the fundamental reason for the existence of the ALP and the common goal that unites all its members.

Objectives

Labor aims to create a fairer society for all Australians by ensuring that all policies and initiatives promote:

1. Equity - redressing and eliminating the unequal distribution of resources and power;
2. Equality - ensuring the equal exercise of political, industrial and legal rights;
3. Participation - involving people in the decisions which affect their lives; and
4. Access - ensuring that each person has the opportunity and means to participate.

Strategies

Labor will:

5. Review and implement this platform in consultation with the ACT community.
6. Not condone privilege or compound disadvantage.
7. Be governed first and foremost by achieving social justice and equity.
8. Develop initiatives designed to promote community harmony and the absence of discrimination.
9. Create a framework for assessing policy outcomes that address social indicators of disadvantage. Use
10. Nationalisation of industry, production, distribution and exchange, to the extent necessary to eliminate exploitation and other anti-social features in these fields.
11. Engage in the redistribution of political and economic power so that all members of society have the opportunity to participate in the shaping and control of the institutions and relationships which determine their lives.

Chapter 2. Machinery of Government

Principles

The fundamental role for Government is not confined solely to economic management of a balance sheet. Rather Government must also ensure the full equal participation of all members of the community to achieve equitable outcomes.

Labor in the ACT Legislative Assembly is committed to raising the standards of Territory Government to ensure that all members of the ACT community are able to obtain social justice through responsible, responsive and accountable Government.

In Government, Labor will organise the machinery of government to put our platform into action.

Objectives

Labor will deliver:

12. Responsibility - to the community for our commitments and our actions to those ends;
13. Integrity - ensuring our actions attend to our aims and accord with our principles;
14. Openness - so that all members of the community can participate in and understand government programs and policies; and
15. Quality - making the best use of the resources the community places in our trust to provide equity for all residents of the ACT.

Strategies

Labor will:

16. Continue our discussions with the community and include them in formal decision-making through consultative bodies and other forums;
17. Adopt an integrated and coherent approach to planning in all areas of policy;
18. Make public our plans for the short and long term, especially leading up to the annual Budget; and
19. Seek fair and balanced courses of action, acting promptly where necessary, carefully weighing social and economic benefits in the short and long term.

Chapter 3. Australian Capital Territory Government

Principles

The fundamental principle underlying the governing of the ACT should be to narrow inequality, manage risk and plan ahead for the long term.

ACT Government's role to promote equality should encompass:

Delivering the essential public goods which create a good society - health, education, housing, justice, security, public transport, natural environment, cultural heritage and social protection. Government also creates regulation to protect people, including the regulation of fair, safe and decent work.

Collecting and distributing the revenue to fairly deliver a sustainable, inclusive and prosperous society. To address the public goods deficit, fight inequality and build prosperity, we need to collect government revenue through a fair and progressive tax system.

Manages and mitigates risk, especially for people who are vulnerable, at key times in our life cycle, and at the unexpected moments - for example, when caring responsibilities are intense; in the event of job loss, injury, sickness, disability and old age; and in responding to natural disasters.

Build capability for the long term through investing in research, skills and education; infrastructure provision; and planning for future generations as well as protecting the environment.

Act as a good global citizen, not build prosperity at the expense of others.

Prioritise the development of the highest degree of community participation in the decision making process as possible. It is a basic right of all ACT citizens to be involved in making decisions, which affect them.

Labor is committed, based on the principles above, to democratic and open government for the citizens of the ACT.

Objectives

Labor aims to:

1. ACT Government should always work to narrow inequality, manage risk and plan ahead for the long term.
20. Establish mechanisms to ensure that citizens of the ACT are able to fully participate in the democratic processes.
21. Ensure the political sovereignty of the ACT Legislative Assembly so that the power of the Commonwealth to override Territory laws is not available for laws involving the exercise only of Territorial responsibilities, but is limited to matters where there is the possibility of overlapping Commonwealth responsibilities.
22. Maintain a viable, efficient and responsible ACT Public Service that treats staff well and ensures a healthy workplace.
23. Support maintenance of the Latimer House Principles as the standard of governance in the Territory, valuing the independence of and relationship between each of the three arms of government—the executive, the parliament and the judiciary.
24. Provide means for public scrutiny of government operations and challenging decisions of government.
25. Maintain public assets in public control to the extent necessary to protect those assets from indiscriminate sale.

Strategies

ACT Electoral System

Labor will:

26. Support the political sovereignty of the ACT such that the ACT Legislative Assembly enjoys no more limitation on its legislative power than any State.
27. Support the provision of the ACT with the power to legislate with respect to the number of members of the ACT Legislative Assembly
28. Support the Hare-Clark electoral system.
29. Divide the Territory into a number of multi-member electorates that are small enough to allow effective representation of the community.
30. Expand the number of members of the Legislative Assembly in line with an increasing population in the ACT in order to maintain effective representation.
31. Require each electorate to be as nearly as practicable the same size and elect the same number of representatives.
32. Investigate, and (where appropriate) introduce, measures to enhance community understanding of the Hare-Clark system.
33. Support the implementation of electorate-based offices for MLAs.
34. Support compulsory voting and consider allowing people between 16 and 18 years of age to vote.
35. Maintain a system of public funding for ACT Legislative Assembly elections.
36. Not require public servants who nominate for ACT Legislative Assembly elections to resign prior to nominating, but entitle them to leave without pay for a period of up to five years from the time of nomination.

ACT Legislative Assembly

37. Compel all members of the ACT Legislative Assembly to disclose publicly their own financial interests as well as the financial interests of their spouses and dependent children.
38. Subject Members of the ACT Legislative Assembly to a formal Code of Ethics. The Assembly should develop this Code, with alleged breaches being investigated by an Assembly Ethics Committee. Major breaches of the Code should face a maximum penalty of suspension from the Assembly.
39. Open all meetings of the ACT Legislative Assembly and as far as possible its Committees to the public.
40. Maintain effective and wide ranging freedom of information legislation.
41. Require Ministers to answer petitions, to make petitioning more effective and the Government more responsive.
42. Allow radio coverage of Assembly sittings, to enable ACT citizens to know what is going on and raise the profile of the Assembly.
43. Provide electronic access, via the internet, to documents tabled during Legislative Assembly sittings, unless a document has been withheld from publication by the Assembly.
44. Pursue an increase in the size of the ACT Legislative Assembly to a number of members recommended by independent investigation in sufficient time for election at the 2016 ordinary election.

Assembly Committees

45. Take Assembly committees "on the road", to bring them closer to the community and to improve the effectiveness of their research. This could mean holding public meetings in local community halls, or visiting local establishments, such as schools and hospitals.
46. Expand funding for research by Assembly committees. Assembly committees are under-staffed, affecting their capacity to undertake research and write reports.
47. Send all major Bills through a committee stage. Assembly debates leave little time for close analysis and fine-tuning of legislation. Requiring all major pieces of legislation to be reviewed by the appropriate Assembly committee (as indeed many bills already are) would ensure that ACT laws are properly considered before they are passed.

48. Make the Speaker and Ministers ex officio members of committees. The small size of the Assembly means that, once the Speaker and Ministers are excluded, there are few Government MLAs available to serve on committees. Allowing the Speaker and Ministers to participate on committees would overcome this problem.

ALP Caucus

49. Ensure all ALP members of the ACT legislature are bound by the ALP platform and policy decisions of Conference and Branch Council
50. Ensure the entire caucus of ALP members of the ACT legislature is the decision making body with respect to matters before the legislature.
51. Encourage Caucus to regularly meet and discuss topical issues with the Branch Administrative Committee.
52. The Caucus will consult with ACT Labor members to help inform its election policies, in the year before an ACT Legislative Assembly election.

Participatory Democracy

53. Review the existing system of community councils with a view to extending and improving community consultation.
54. Create a special secretariat to provide managerial and logistical support to community groups.
55. Encourage community groups to put forward submissions on legislation and government proposals to the appropriate Assembly committees.
56. Oppose Citizen Initiated Referenda, as they are an expensive way of allowing community input and encourage extremism.

Executive Government

57. Organise the ACT Public Service for the efficient administration of the Territory, properly reflecting the wide range of functions the ACT Government is required to carry out and the mix of State and local functions.
58. Relax Cabinet-in-confidence rules to allow a more open system of government. Make Cabinet submissions on select matters available publicly. Submissions pertaining to budget deliberations, or which canvass private matters of particular individuals, should remain secret.
59. Expand the ACT Executive by increasing the allowable number of ministers commensurate to any increase in the number of members of the Legislative Assembly.

Public Service

ACT Labor recognises that:

Australians want a career public service without partnership;

Public service employment must be fair and equitable;

There is necessarily a need for public scrutiny of, top public service remuneration;

There must be an ethos of public service; and

Outcomes are funded by public money.

ACT Labor will ensure that these special elements are reflected in public service industrial relations arrangements by:

60. Appointing and promoting all public servants on merit.
61. Structuring the ACT Public Service in such a way that it maximises the input of employees into management decision-making.
62. Maximising the credibility of full-time statutory appointments, set out eligibility criteria in the legislation under which an appointment is made. Additionally, advertise all such statutory positions, with the Minister or a representative being permitted on the selection panel.
63. Encourage ACT public servants to join unions, and facilitate union involvement in the workplace.
64. Ensure job security for ACT Government Employees.

65. Retain Comcare as the workers' compensation scheme for ACT public sector workers unless explicit agreement to an alternate scheme is reached with unions who have affected members.
66. Ensure that ACT PS Superannuation is protected in enforceable Enterprise Agreements and provides for a dignified retirement.

Public Right to Scrutiny of Government Operations and Administrative Remedies

67. Strengthen the principles embodied in ACT 'open government' legislation, namely the:
 - a. Freedom of Information Act
 - b. ACT Civil and Administrative Tribunal Act
 - c. Ombudsman Act
 - d. Administrative Decisions (Judicial Review) Act
 - e. Auditor-General Act
68. Ensure mechanisms provided in open government legislation are provided at minimal cost to the public and have maximum access are maximally accessible to the public.
69. Keep under review the ACT Freedom of Information Act to ensure that it limits public access to government documents only so much as is reasonably necessary.
70. Require bodies established and funded by the Government outside the departmental framework to present detailed annual reports of their operations to the ACT Legislature.
71. Repatriate the law of privacy in the ACT and provide a statutory right to sue for privacy breaches.
72. Maintain and resource the Human Rights Commission, incorporating the functions of the:
 - a. Human Rights Commissioner;
 - b. Discrimination Commissioner;
 - c. Health Services Commissioner;
 - d. Disability and Community Services Commissioner;
 - e. Children and Young People Commissioner.
73. Periodically review the powers of the Human Rights Commission to ensure that its powers remain effective.

The Judiciary

74. Support measures to provide Canberrans with a timely, accessible, and transparent justice system including:
 - a. Ensuring that jurisdictional and procedural barriers facing those seeking justice are minimised, and that our Courts are well positioned to resolve legal matters in the interests of the public;
 - b. exploring and expanding the use of alternative dispute resolution systems to provide low cost alternatives to litigation in court;
 - c. ensuring that Courts are appropriately resourced, including through the appointment of Judges, Magistrates, and Tribunal members;
75. Maintaining and enhancing the independence of the judiciary; and
76. Ensuring that complaints against judicial officers can be addressed transparently and in a way that is responsive to members of the public, while respecting the independence of the judiciary.

Commercialisation of Government Services

77. Oppose the privatisation of electricity and water utilities and wholesale and retail services.
78. Require that all ACT Government contracts, for services that are currently contracted to the private sector, contain provisions that mandate appropriate EEO, WHS and industrial standards

79. Ensure that conditions of service are maintained where corporatisation of a government entity is proposed
80. Ensure that any current or future ACT ALP Government will not contract out any existing ACT Government jobs to the private sector nor privatise any existing ACT Government entities.

Federal Representation

81. Pursue equivalent Senate representation for the people of the ACT (and NT) through means of progressive realisation. As a matter of principle, ACT Labor asserts that people of the ACT (and NT) should be afforded equal recognition as people of the Commonwealth of Australia under the Australian Constitution. The current diminutive representation of the ACT (and NT) in the Senate, which is the product of unreasonable discrimination, is unacceptable.

Chapter 4. Animal Welfare

Principles

The welfare of animals in our community is an important factor in the determination of our level of social justice. Government must act against cruel and inhumane treatment or the wanton destruction of animals in order to ensure the dignity of animals as sentient beings.

Assessing the impact on wildlife and the value of our natural environment must be a part of the decision-making processes of planning and development. All approved developments must meet specific animal welfare outcomes.

Objectives

Labor aims to:

1. Ensure animals are treated with compassion and have a quality of life that reflects their intrinsic value as well as community expectations for the humane care and protection of animals.
82. Support the necessary measures to ensure animals under supervision receive adequate food and water; clean, secure and appropriate living conditions; are safe from harm and provided timely provision of veterinary treatment if needed.
83. Support provisions necessary to educate owners on the necessity to enable animals the ability to express natural behaviours to avoid fear, distress and mental suffering.

Strategies

Labor will:

Prevent Animal Cruelty

84. Maintain the ban on the use of animals in testing for cosmetic and household products within the ACT.
85. Ensure that any commercial use of animals does not involve inhumane treatment.
86. Strengthen animal welfare legislation to ensure compliance in all animal welfare matters.
87. Provide enforcement mechanisms and oversight to ensure proper and humane care in the management and treatment of animals, and prevent animal cruelty, abuse and neglect of animals.
88. Ensure breeders adhere to declared minimum breeding standards. This must cover areas such as the age at which a dog or cat can be bred, and the numbers and frequency of litters to prevent the intensive breeding of cats and dogs.
89. Provide for managed non-lethal control of native animals that may breed beyond environmentally sustainable levels.
90. Support all necessary measures to ensure the welfare, safety and security of animals are maintained during their transportation and containment..

Domestic Animals

91. Put in place strategies to ensure owners of animals are aware of, and comply with all appropriate requirements needed to manage the welfare of animals kept in domestic settings, especially exotic species. This includes requiring all custodians of animals to have effective control of their animals at all times in order to ensure the animal's safety and reduce the its potential to negatively impact the environmental, other animals and humans
92. 12. Continue to support and promote the benefits of cat containment areas.
93. 13. Provide for a high differential between registration fees for de-sexed and non-de-sexed dogs and cats as a financial incentive to de-sex domestic pets.
94. 14. Encourage and support cross-jurisdictional approaches to ensure environmental biosecurity impacts of exotic animal species, likely to be desirable for keeping in domestic settings, are appropriately managed.

Australian Wildlife

95. Avoid, minimise or remediate the destruction of animal habitat through value assessment and action to provide a range of solutions for the protection of our unique Australian wildlife.
96. Provide better road signage and detection systems to prevent wildlife deaths and injury on our roads.

Chapter 5. The Arts

Principles

1. ACT Labor recognises that The Arts and Creative Industries are of cultural, social, economic and environmental importance; essential for a sustainable society. Cultural exchange promotes diversity and inclusion, providing social cohesion, and has a positive influence on personal and community wellbeing.
2. ACT Labor recognises the human right of access for all, without distinction, to experience and engage in creative activities.
3. ACT Labor understands creativity is at the heart of innovation and technological development and recognises the need for creative industries pathways and capacity to be developed and sustained.
4. For the Arts and Creative industries to thrive, it must be possible for artists and creative industry workers to build financially sustainable careers.
5. Arts Venues and Precincts are essential platforms for artists and creative workers to create and perform. Cultural infrastructure enables access to 'The Arts', fosters community arts, contributes to urban renewal, builds national and international reputation, and diversifies the economy.

Objectives

Labor aims to:

97. Cultural exchange promotes diversity and inclusion, providing social cohesion, and has a positive influence on personal and community wellbeing.
98. ACT Labor recognises the human right of access for all, without distinction, to experience and engage in creative activities.
99. ACT Labor understands creativity is at the heart of innovation and technological development and recognises the need for creative industries pathways and capacity to be developed and sustained.
100. For the Arts and Creative industries to thrive, it must be possible for artists and creative industry workers to build financially sustainable careers.
101. Arts Venues and Precincts are essential platforms for artists and creative workers to create and perform. Cultural infrastructure enables access to 'The Arts', fosters community arts, contributes to urban renewal, builds national and international reputation, and diversifies the economy.

102.

Strategies

Labor will:

Wellbeing

103. Develop indicators to measure the progress of participation in 'The Arts' and creative activity showing indices of employment, wellbeing, empowerment and diversity across the cultural ecosystem.
104. Support the use of emerging technologies and new ideas in artworks and the creative industries, to enable more people to enjoy and participate in arts and culture.
105. Include arts and creative industries in resilience planning and preparedness, disaster preparation and response, as essential components of a resilient and sustainable city.

Promoting access and inclusion

106. Encourage and support arts organisations to implement inclusion and access strategies to grow their audience and become open to artists with mixed abilities and diverse experiences.
107. Support the further development of First Nations arts, with the guidance of Aboriginal creative practitioners and cultural organisations

108. Engage multi-media strategies targeting young people, inviting their participation in consultation processes for ongoing Youth Culture strategy

Developing Pathways and Strengthening Capacity

109. Enhance the creative and innovative capacities of young people through sponsoring partnerships with schools.
110. Provide funding to enable 'Arts' school programmes to be delivered by professional artists and creative practitioners sharing specialist artistic knowledge and creative practice with students.
111. Encourage pathways in schools for students seeking careers in their creative interests.
112. Develop and support programs which unlock opportunity for innovative creative businesses to enable product commercialisation, business development and cross-fertilization of ideas between the public sector, universities, and creative industry businesses.
113. Support incubators for new and start-up enterprises to develop, providing entrepreneurs with opportunities to refine their ideas, build business plans, work on product-market fit, identify intellectual property issues, and network in the start-up ecosystem to grow their business and attract venture capital investment.
114. Work with local industry to sponsor awards and to improve access to local markets through trade fairs, festivals, etc

Financially sustainable careers

115. Establish the structures for purposeful funding, spanning community needs to highly specialised capability and expertise.
116. Design flexible funding and support strategies which reflect that some segments of 'The Arts' and Creative Industries require continuing direct support from government while others may be better placed for success in the marketplace.
117. Foster partnerships between the Arts ACT and Visit Canberra to promote the ACT as a preferred arts and cultural destination point.
118. Facilitate the formation, and enable ongoing support for artists, designers and creative industry Workers Co-ops.
119. Provide useful links and advice for artists and creative workers to find information, explore options enabling applications for Government grant programs.
120. Create and cultivate relationships with international, national and local arts and cultural organisations, encourage Public artists-in-residence programs and facilitate local artists to establish connections with peers and arts organisations interstate and internationally.
121. Engage creative practitioners working with subject experts to creatively address community challenges and other critical opportunities, to reimagine our environment for the 21st century covering urban planning, social, cultural and environmental sustainability.

Entertainment Venues and Precincts:

122. Establish commercial, recreational and entertainment precincts maximising clusters of cultural amenities and institutions (e.g., museums, arts workshops and studios) as well as complementary amenities (e.g., Restaurants, cafes, sports venues).
123. Enhance the creative atmosphere of place, and provide emerging talent with practice space, through a Performing Arts Centre and Entrepreneurial Hubs to enable talent and career development, economic growth and quality jobs across the ACT.
124. Address planning and regulatory impediments impacting on live music and festival performances and address noise level emissions and abatement strategies to ensure the viability of the music and entertainment industry in the ACT
125. Support the development of 'fit for purpose' Live Music and Entertainment Venues through consultation processes with artists, performers, promoters and business

Chapter 6. Civil Law Reform

Principles

Law is important in guaranteeing the protection of rights and individual freedoms, the protection of community interests, and the democratic rights of citizens to participate in our society.

The legal system should ensure that every individual is equal before the law and has the right to the equal protection and equal benefits of the law, that access to the law is equal and that the law promotes the development of a fairer and more equal society.

The law should be easy to read and understand, and allow sensible and timely resolution of disputes.

Objectives

Labor aims to:

1. Maintain an ongoing process of review and streamlining of the law.
126. Ensure the maintenance of an efficient and accessible court system in the ACT.
127. Ensure that everyone is entitled to the equal protection of the law.
128. Guarantee that people are not subjected to arbitrary interference with their rights or to unfair attacks upon their honour or reputation. Everyone should have the right to the protection of the law against such interference or attacks.
129. Ensure that there is a comprehensive system of compensation for personal injuries.
130. Provide a dynamic system of civil law to define property and commercial interests, and to protect consumers from unsavoury business practices.
131. Ensure that disputes are resolved at the most accessible level, having regard to the complexity and issues involved.

Strategies

Labor will:

Mechanisms for Law Reform

132. Reform, regularly consolidate, and simplify all statute law applicable to the ACT, including legal forms and procedures, and wherever possible codify the common law.
133. Restore the Community Law Reform Committee along previous lines.
134. Co-operate with other jurisdictions to create uniform law where needed.

Courts Administration

135. Streamline courts administration, whilst maintaining a superior and lower court.
136. Simplify court procedures and introduce uniform rules across ACT courts.
137. Establish an alternative to Auscript to reduce the cost of court transcripts.
138. Ensure that ACT courts are provided with sufficient judicial and administrative resources.
139. Review the costs structure in the Magistrates Court so that costs are not recoverable for claims under \$5,000.
140. Enact legislation to provide for class actions within the jurisdiction of the ACT.
141. Reform repressive rules of standing that prevent public interest suits from reaching the courts.
142. Continue the administration of ACT tribunals by the Magistrates Court.
143. Include the refurbishment of the Supreme Court in the capital works program, with particular emphasis on:
 - a. Providing wheelchair access to all parts of the building;
 - b. Providing additional court rooms for the new appeal court;
 - c. Replacing the Commonwealth Coat of Arms with the ACT Coat of Arms.

Access to the Law

- 144. Support the continued availability of Legal Aid through a vital and publicly funded community controlled legal aid service in respect of all bona fide legal actions, civil or criminal.
- 145. Ensure legal advice in the first instance is made available without charge or means test through a legal aid service to those who require it.
- 146. Require legal aid for all matters to be subject to a means test, other than in exceptional cases, e.g. test cases, with conditions to apply as to contributions and/or repayment by the legally aided person.
- 147. Establish a Solicitor's Fund to indemnify successful defendants in criminal cases and respondents to appeals. The right of the prosecution to costs in summary criminal cases will be abolished.
- 148. Simplify and modernise conveyancing procedures and the registration system of titles and changes.
- 149. Allow ACT citizens who wish to handle their own conveyancing to have access to free advice from the Registrar General's Office or other appropriate source.
- 150. Maintain appropriate court scales as the benchmark for legal costing.
- 151. Consider the various recommendations that have arisen from the enquiries into access to and costs of justice around Australia, with a view to implementing them in the ACT.

Legal Profession

- 152. Establish an independent complaints body to deal with complaints against lawyers.
- 153. Repeal the provisions of the Legal Practitioners Act that prevent non-lawyers from providing conveyancing services and enact new laws for the licensing and regulation of land brokers.
- 154. Eliminate restrictive practices in the legal profession to reduce legal costs.
- 155. Require lawyers to disclose the basis and rate of charging and enact a cooling off period of 28 days in respect of legal cost agreements.
- 156. Retain an ACT Government Solicitors Office to undertake the legal work of the ACT Government.
- 157. Consider the modernisation of court dress.

Legal Education

- 158. Continue to support courses outlining elements of law and the legal system including consumer rights and civil rights as part of the normal school curriculum.
- 159. Encourage the development of legal curricula that ensure that law is taught with an emphasis on its social and political context.
- 160. Establish a course for law clerks and for land brokers and conveyancers.
- 161. Oppose upfront fees for the legal workshop.

Fair Trading

- 162. Support Federal legislation or the adoption of uniform legislation among the States and Territories to extend the range of, and achieve greater uniformity in, mandatory product safety standards.
- 163. Continue support for Federal legislation or uniform legislation among the States and Territories to improve labelling requirements on consumer goods.
- 164. Increase inspection of markets (itinerant traders) to prevent consumer 'rip-offs' and breaches of consumer and health laws.
- 165. Consider regulation of personal services, including introduction agencies and counsellors, to crackdown on consumer 'rip-offs' and misleading advertising.
- 166. Support the need for essential service providers (be they in public or private ownership) to be given community service obligations.
- 167. Support the inclusion of information on consumer issues in school curricula in order to develop a more informed and critical purchaser and or user of consumer services and publicise more widely information about consumer remedies.

168. Conduct a complete review of the Consumer Affairs Bureau, focussing particularly on the need for prosecution of fair trading offences. The relationship between the DPP and the Bureau should be included in this review.
169. Amend the Fair Trading Act to include endorsement of basic consumer rights, e.g. the right to be dealt with fairly.

Compulsory Third Party Scheme

170. Examine a no fault vehicle personal injury insurance scheme with the proviso that appropriate common law rights be retained.
171. Examine the feasibility of an ACT compulsory third-party property motor vehicle insurance scheme.

Workers' Compensation

172. In addition to policies outlined in the Industrial Relations platform:
- Extend the nature and type of injuries covered by the Schedule of Injuries to include back, neck and scarring injuries.
 - Require effective monitoring of the performance of insurers to ensure that benefits, decisions and administration of entitlements are conducted in a prompt and efficient manner.
 - Require lawyers to identify their costs to their clients prior to any settlement of workers' compensation claims.
 - Fund a review to examine the long-term outcome, both financially and in respect of return to work, of lump sum compensation recipients with a view to ensuring suitable compensation arrangements being provided.

Sexwork

173. Maintain support for a legalised sex industry and oppose penalties for street work in the ACT
174. Labor will oppose the Nordic model of sex work and any other reform not supported by sex-worker led representative bodies
175. Review the present laws in the ACT in relation to sex work to ensure that workers in that industry are eligible for rights available to other workers.
176. Support health, education and prevention programs aimed at sex workers, but oppose mandatory testing for STDs.

Defamation

177. Reform the law of defamation to ensure a proper balance between freedom of expression and the protection of an individual's personal reputation.
178. Develop an action plan for unreasonable invasion of privacy.
179. Extend absolute privilege to parliamentary related work.
180. Provide for court ordered apologies and retractions as well as reduction of damages for genuine apologies and retractions.
181. Shift the onus of proof such that the onus is on the plaintiff to show that the alleged defamatory material is untrue or misleading.

References to the Crown

182. Recognising that Labor believes that the monarchy no longer reflects either the fundamental democratic principles that underlie the Australian nation or its diversity, Labor believes that our Head of State should be an Australian who embodies and represents the traditions, values and aspirations of all Australians.
183. Conduct plebiscites to establish support for an Australian Head of State and the preference for different forms of a Republic. When a preference has emerged Labor will initiate an appropriate referendum under Section 128 of the Constitution.
184. As part of this process, conduct a review of references to the Crown in the ACT system of government. Where possible, these references will be replaced with terms appropriate to our modern, independent and democratic community.
185. Undertake a public consultation process to eliminate the original Canberra Coat of Arms and establish a new ACT Coat of Arms.

Legislation and Drafting

- 186. Investigate the renaming of the office of Parliamentary Counsel as the Legislative Drafting Office, headed by the Chief Legislative Drafter.
- 187. Increase the resources of the Office and provide dedicated drafting resources for private members' bills.
- 188. Encourage initiatives on plain English drafting.
- 189. Allow for portfolio bills where appropriate.
- 190. Establish a register of statutory instruments for the ACT.

Chapter 7. Community Safety and Criminal Justice

Principles

Labor believes all members of the community have the right to be protected, as far as possible, from antisocial and harmful behaviour. The criminal law must reflect the need to protect the community and deter such behaviour

Labor supports proportionality in sentencing having regard to the seriousness of the offence, the need to protect the community, the circumstances of the victim and any mitigating circumstances. Imprisonment should be a punishment of last resort.

The criminal law must respect human rights, including the presumption of innocence and the requirement for procedural fairness. It must also respect the physical and psychological needs of victims of crime.

Prisoners should be treated humanely, with an emphasis on rehabilitation, so that they can make a positive contribution to the community after they have completed their sentence.

Labor supports the principles of Restorative Justice being incorporated into the criminal justice system.

Objectives

Labor aims to:

1. Ensure that the law provides a deterrent to antisocial and harmful behaviour and a means of protecting the community from such behaviour.
191. Ensure due process is an element of the investigation of criminal offences.
192. Ensure that the concerns of the victims of crime, particularly of crimes against the person, are adequately considered by the criminal justice system.
193. Provide an adequate system of policing to enforce rights and responsibilities.
194. Ensure that prisoners are treated humanely and given the best possible opportunity to return to society in a condition to make a positive contribution to the community.

Strategies

Labor will:

Policing

195. Continue to contract ACT police services through the Australian Federal Police, but give the ACT Government political control over the ACT operations of the AFP.
196. Establish an ACT Police Committee, consisting of senior police officers, the AFP Association and members of the community, to scrutinise the activities of the ACT Police and advise the ACT Government on police matters.
197. Review police training to ensure that the ACT has a well-educated police force sensitive to community requirements.
198. Ensure that training programs for police officers and those involved in the administration of the law encourage the development of sensitive attitudes towards people of different cultures or gender in the administration of the law, and the use of non-violent techniques wherever possible.
199. Change the mechanisms for dealing with complaints against police, including the establishment of an independent complaints tribunal to avoid the problem of police investigating police.
200. Abolish the Police Discipline Appeals Tribunal and mechanisms for police discipline to remove meaningless infringements and develop more appropriate forms of discipline, with police who are suspected of criminal acts to be charged and dealt with by the courts.
201. Support the use of surveillance cameras to assist with preventing crime and apprehending offenders, and establish protocols to protect the privacy of persons who are filmed.

202. Review the guidelines for police use of firearms and other weapons

Criminal Procedure

203. Ensure that an arrest or search warrant is only issued where:

- a. An application, supported by an information on oath by a police officer stating in detail the facts on which the application is based and the reasons for seeking the warrant, is laid before a judge or magistrate.
- b. The judge or magistrate is satisfied, by questioning if necessary, that the stated facts and reasons amount to reasonable grounds for issuing the warrant.
- c. The judge or magistrate endorses the information indicating the reasons relied on in issuing the warrant.

204. Oppose 'move on' powers.

205. Ensure that any search or seizure is made pursuant to a warrant, except in special circumstances defined by statute.

206. Require compensation to be payable for any damage done to persons or property in the unreasonable exercise of search or seizure powers.

207. Prohibit evidence illegally obtained from being 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 person, with the burden of satisfying the court that any illegally obtained evidence be admitted lying upon the party who wants it admitted.

208. Require that the onus be placed on the prosecution to prove the case for refusing bail, and that reasons be given for any refusal of bail.

209. Retain the jury system for criminal trials.

Domestic Violence

210. Support ongoing review and strengthening of the law in relation to domestic violence.

211. Labor will undertake a review of the 2005 amendments to the Domestic Violence and Protection Orders Act 2001.

212. Retain police powers of entry under the provisions of the Domestic Violence Act.

213. Ensure that domestic violence orders are notified to the Family Court to prevent contradictory orders being made.

214. Ensure that police receive training in relation to domestic violence issues and that police continue to work cooperatively with the Domestic Violence Crisis Service.

215. Encourage the use of criminal sanctions where appropriate.

Mental Health and the Criminal Justice System

216. Form a stakeholder steering committee to investigate reform of the interaction between the criminal justice system and those suffering mental illness including:

- a. The establishment of a secure mental health facility.
- b. The development of a mental health intervention program (MHIP).
- c. The development of a dedicated group within ACT Mental Health, specifically focusing on the management of client's interaction with the criminal justice system.
- d. The development of an interdepartmental communication system to educate interacting professions from different departments on issues faced by the other departments, in the form of an annual conference to be attended and presented by all relevant departments

Firearms

217. Maintain strict controls on licensing, registration and storage of firearms in concert with other jurisdictions.

218. Support the continuation of the national ban on semi-automatic weapons.

Legal Process

- 219. Ensure that police proceed by way of summons rather than arrest wherever possible.
- 220. Ensure that arrested persons are notified at the time of their arrest, where practicable, of the reasons for their arrest and to be promptly informed, in a language they understand, of any charges against them.
- 221. Allow the taking of bodily samples for DNA matching subject to statutory controls.
- 222. Oppose moves to introduce detention for the purposes of questioning by the police or to abolish the right to silence.
- 223. Ensure that the right of any person detained by police to have access to legal advice retains legislative force and is supported with appropriate legal aid funding.

Remand

- 224. Retain the presumption in favour of bail for all offences.
- 225. Investigate procedural time limits as a means of guaranteeing speedy trials.
- 226. Give higher priority to the prosecution of persons held on remand.
- 227. Build a new remand centre, with modern facilities, as part of a prison complex.
- 228. Make more appropriate arrangements for the custody and treatment of drug users and mentally ill offenders held on remand.
- 229. Oppose the use of prisons or remand centres in the ACT to house or accommodate any person currently in the process of seeking asylum in Australia or seeking to appeal a decision made in the process of seeking asylum.

Sentencing

- 230. Prospects for real rehabilitation as distinct from punishment is to be the primary principle in the sentencing procedure
- 231. Oppose mandatory imprisonment for all offenders.
- 232. Support the reference of matters to the Court of Appeal for sentencing guideline judgements that provide guidance to lower courts but do not bind judges or magistrates when sentencing offenders for particular offences.
- 233. Develop an early release program for use in appropriate cases for the rehabilitation of offenders, but provide for judges to stipulate a minimum period that must be served before an offender is eligible for early release.
- 234. Require judges and magistrates to give their reasons for particular sentencing decisions.
- 235. Require courts to take into account previous convictions (and sentences imposed) when sentencing offenders.
- 236. Avoid imprisoning offenders unless the circumstances of the case show that imprisonment is the only appropriate sentence.
- 237. Avoid imprisoning people for failure to pay fines (except in case of wilful default), but provide for confiscation of the offender's property, or (in appropriate circumstances, such as crimes committed by corporations) the property of associated entities, to pay fines.
- 238. Increase the range and number of organisations involved in Community Service Orders, so that these Orders may be used more widely.
- 239. Implement Restorative Justice Practice practises to enable victims and offenders to come together in a safe environment.
- 240. Support the operation of the Restorative Justice Unit to promote restorative justice principles, to encourage the exchange of information between victims and offenders, to seek to achieve a better balance in how people experience justice and reduce the harm caused by a criminal offence.
- 241. Support the maintenance of a specialised indigenous circle court, as a fundamental component of the criminal justice system in the ACT, supported by adequate resources and supporting legislation.

Victims of Crime

- 242. Remove impediments to applicants for criminal injuries compensation. Ensure that all victims of crime, and members of victims' families, have access to compensation.
- 243. In appropriate cases, provide for offenders to be required to compensate victims of their offence, or repair damage they have caused.
- 244. Provide adequate resources for counselling and assisting victims of crime.
- 245. Ensure that victims of crime, and members of victims' families, are able to make written or oral submissions to the court before sentencing.
- 246. Ensure that victims of crime are made aware of the outcome of proceedings.
- 247. Ensure that victims of crime, and members of victims' families, are made aware of any proceedings regarding parole for offenders who have been imprisoned, and are given an opportunity to make submissions to the parole board.

Treatment in Custody

- 248. Support a general statutory prohibition in inhumane or degrading treatment, whether physical or psychological, of persons in custody.
- 249. Ensure that the right of a prisoner to take legal action against the perpetrators of physical or psychological abuse is properly supported by appropriate provision for investigation and pursuit of complaints.
- 250. Ensure that the office of Official Visitor is respected by authorities and protected from political interference.
- 251. Support the statutory recognition of suspects' right to silence, the statutory requirement that they be notified of that right and a statutory guarantee that they be afforded the opportunity to obtain such professional assistance as is necessary to enable them to exercise that right regardless of their means or inability to pay.
- 252. Support procedures that ensure the reliability of confessional evidence and to minimise contests as to the circumstances in which it was obtained.
- 253. Implement the recommendations of the Royal Commission into Aboriginal Deaths in Custody.

Prison

- 254. Maintain a government owned and run prison in the ACT that is human rights compliant and operates in a manner that is transparent and accountable.
- 255. Ensure that the prison is accessible by public transport.
- 256. Ensure that all decisions relating to the allocation and administration of justice in the prison are made by a public authority, and that their administration is subject to on-site supervision.
- 257. Ensure that the prison practices latest techniques for rehabilitation of offenders, including vocational training, counselling and education services and recognises the importance of family contact in prisoner rehabilitation.
- 258. Ensure that prisoners in the ACT prison have access to the full range of physical, mental and spiritual health services that are available to members of the broader community.
- 259. Establish a "half way house" for prisoners nearing the end of their sentences, to assist in rehabilitating them back into the broader community and reduce the chances of them re-offending.

Criminal Law Reform

- 260. Continually review ACT criminal law to eliminate vague, meaningless and archaic offences and procedures.
- 261. Oppose offences involving guilt by association such as loitering, consorting etc.
- 262. Oppose 'Victimless crimes' such as vagrancy and unseemly words or conduct unless it can be shown that the activity has offended and could reasonably be, expected to offend a member of the public.
- 263. Allow the publication of any details which identify alleged victims in court to be suppressed at the discretion of the court.

264. Review the law relating to conspiracy to ensure these offences are more adequately defined.
265. Support legislation to allow for the expungement of records of criminal convictions after an appropriate period, except for the most serious offences.
266. Review criminal procedure in the ACT, especially Part XI of the Crimes Act.
267. Adopt Chapter 2 of the Model Criminal Code (relating to General Principles of Criminal Responsibility).
268. Labor will review ACT Anti-Terrorism laws to ensure that the laws:
 - a. are fully compliant with all international conventions and covenants to which Australia is a party and the ACT Human Rights Act 2004,
 - b. provide for an Independent Reviewer to report to the ACT Legislative Assembly basis on the operation of the Anti-Terrorist laws,
 - c. provide for adequate judicial review of control orders,
 - d. ensure that a detainee has access to independent legal advice and assistance,
 - e. provide for adequate compensation if a detainee is subsequently found to have been detained illegally,
 - f. provide for appropriate communication between detainees and family members and amongst family members,
 - g. do not contain sedition provisions,
 - h. specifically exclude “shoot to kill provisions.

Chapter 8. Community Services

Principles

Labor is committed to a cohesive and integrated community where fairness and equality will be overriding tenets in the development of community services. Our community is defined by the collective roles we play in support of each individual's citizenship and by our collective responsibility to support and assist each other. We do this as part of our ordinary lives, as members of community groups and in our paid work.

Labor recognises this diversity, and promotes the acceptance of difference within the community through the provision of services and information, which ensure that all members of the community are able to participate to their full potential regardless of disability, age, health or culture. We acknowledge the importance of recognising the contributions of all and will not discriminate on the basis of age, race, religion, language, gender, health status or employment status. Great demands are now made of us in these roles and of our community services. They are more important to our community than ever before.

Labor acknowledges the changes to the ACT community through changing work practices, participation of women in the workforce, changes in family formation and care responsibilities and new technology; all of which impact on members of the community and the ways in which members of the community interact and participate with each other and the community as a whole.

Labor is committed to developing and maintaining community services which uphold the rights and entitlements of all to fair and adequate assistance.

Objectives

Labor aims to:

1. Develop comprehensive services that meet the social needs of the ACT community using a variety of service models and a range of providers to ensure choice and quality of service.
269. Direct the greatest assistance to those with the greatest needs.
270. Focus assistance on individual needs.
271. Implement appropriate mechanisms for continuing quality assurance.
272. Provide sufficient information and knowledge about available services.
273. Implement the most efficient ways of meeting existing and emerging needs.

Strategies

Labor will:

274. Promote the dignity and independence of older people.
275. Promote the dignity and rights of those with disabilities.
276. Promote the observance of the full human rights of children and programs, which provide practical support for families.
277. Encourage the full participation of migrants in our community's social, economic and cultural life.
278. Promote the right of all women to participate fully with men in shaping all aspects of society.
279. Adopt the delivery of Indigenous Australians' rights and entitlements as Australian citizens as the proper approach for:
 - a. Addressing their disadvantage; and
 - b. Recognising the special needs of veterans.
280. Ensure that community service providers are fully informed and supported through appropriate education and training and with award conditions to ensure the delivery of quality services.
281. Ensure a strong community sector of providers and customers as this will result in an informed and satisfied community.

- 282. Consult directly with those seeking assistance and those providing care, in forming its view of the services needed, how their location and resources should be distributed.
- 283. Take a coherent and comprehensive approach to determining need and allocating scarce resources.
- 284. Make best use of the best possible sources of information and data to help make decisions.
- 285. Place a high priority on coordinating service delivery and ensuring accurate information and advice is available to all who seek assistance, in a form that promotes ease of access.
- 286. Base services within the community or neighbourhood that needs them.
- 287. Allocate resources to meet the full costs of service delivery, including complaints and grievance mechanisms through funded advocacy services.

Chapter 9. Economic Development

Principles

The role of government is to create the conditions for a growing economy that provides all people with the power and opportunity to participate in all facets of community life.

Sustainable economic development requires vigorous economic leadership, responsible economic management and industry policy, which focus on the development and restructuring of the ACT economy to ensure that it is well placed to meet future challenges.

Responsible economic development includes the encouragement and facilitation of worker-owned enterprises to empower working people and democratise our economy.

Early action to address climate change will cost far less than inaction. Labor believes that we can move to a less greenhouse-intensive economy while maintaining our current economic prosperity and continuing to improve our quality of life.

Objectives

Labor aims to:

1. Harness and maximise the ACT's economic potential to ensure long-term and constant growth, which delivers economic and social benefits to all.
288. Ensure a systematic, consistent and well-developed policy approach.
289. Integrate environmental, energy and economic policies to ensure that economic growth is sustainable and that the ACT plays its role in combating climate change.
290. Enhance and diversify the ACT's industry base through strategic planning, which targets suitable industries and provides adequate levels of government assistance.
291. Ensure that the public service is efficient, effective and valued through appropriate levels of funding and resources.
292. Work with representatives from the community, business, educational institutions, unions and the surrounding region on matters relating to economic development.
293. Ensure that the ACT economy is fully integrated into the regional economy.
294. Promote an economy that can effectively compete on the basis of innovation, quality and value adding, and provide high wage, high skill jobs.
295. Support workers to own and run their own enterprises co-operatively.

Strategies

Labor will:

Strategic Planning

296. Broaden the ACT's economic base through analysis of the existing economic structure and identification of new and appropriate industry opportunities.
297. Foster a more strategic approach to economic planning and promote a smooth transition to a less carbon-intensive economy, in order to avoid the economic shocks from delayed action on climate change.
298. Establish a major advisory body on economic and industry development to advise the Government on all matters relating to economic and employment policy, particularly those relating to industry development.
299. Develop a strategic plan for industry development initiatives.
300. Promote the competitive advantages of the ACT for business and economic development.

Economic Leadership on Climate Change

301. Support a comprehensive national carbon emissions trading scheme.
302. Provide funding for measures that will reduce greenhouse gas emissions in the ACT and enhance the ability of the ACT economy to respond to impacts and opportunities arising from climate change.

303. Analyse how climate change and abatement strategies will impact on low income, disadvantaged and vulnerable ACT residents and ensure that there are equitable economic measures in place to address those impacts.

Industry Assistance

304. Provide targeted industry assistance to encourage the expansion of sustainable, employment generating, industries in the ACT, particularly those with low carbon emissions.
305. Ensure that all industry assistance provided by the Government and its rationale will be made public. All industry assistance should be open and accountable and subject to uniform assessment criteria.
306. Acknowledge that industry assistance should not be open-ended. Assistance should only be provided where:
307. Establishment or development of the industry would not be possible without government assistance;
308. It is necessary to overcome a demonstrated market failure which prevents fully informed decisions being made by investors and/or consumers in that industry;
309. Those seeking assistance give firm commitments regarding the nature and scale of their operations;
310. Potential benefits to the ACT economy can be clearly demonstrated; and
311. Employers have not demonstrated anti-union or exploitative policies and practices.

Government/Industry Cooperation

312. Establish a body to operate as an extension service between the research efforts based in the ACT, locally based enterprises and industry associations. Its functions could include:
313. The collection and dissemination of information on sources of funding, on developing industries, on advanced technologies, and on technology transfer in general;
314. Assistance with patenting and licensing;
315. Maintenance of a watching brief on existing and infant industries in the ACT; and
316. The fostering of direct links between researchers and industry.
317. Ensure that firms operating in the ACT regions, particularly small to medium enterprises, are encouraged, and are able, to tender for ACT Government contracts.

Regional and Rural Development

318. Establish a close working relationship with the NSW Government and regional representatives to formulate a comprehensive economic development and industry strategy.
319. Investigate avenues for rural and regional development as a means through which the ACT can:
320. Take advantage of rural and regional industries and markets which differ from those in the ACT; and
321. identify new and complementary opportunities for economic diversification in the southern ACT.
322. Identify new and complementary market opportunities.

Community Development and Ownership

323. Encourage worker cooperatives as a means of broadening the ACT's employment and industrial base, and improving industrial democracy by establishing a unit within the ACT Government responsible for:
- Providing ongoing capital and cash flow support to cooperative enterprises in the ACT, through direct investment, facilitating commercial loans, and creating best practice guides to cooperative governance and fiscal management.
 - Developing whole-of-government policies that give preference to worker-owned enterprises where they interact with government.

- c. Keeping small businesses operating by providing regulatory and fiscal support to workers in those businesses to transition their employing business to a cooperative structure in the event the current owner chooses not to continue the business.
 - d. Supporting the responsible Minister to work within the Council of Australian Governments for national reform in this area.
324. Encourage worker cooperatives as a means of broadening the ACT's employment and industrial base, and improve industrial democracy.

Chapter 10. Education and Training

Principles

High quality education is fundamental to the social, economic and political life of the Australian Capital Territory.

If the ACT is to remain an inclusive, progressive and democratic society in the 21st century, it must provide the highest quality public education as the vehicle to achieve this vision and as a basis for personal growth throughout life.

Labor's education policy rests upon four principles:

Equity- educational opportunities will nurture individuals' abilities and needs and must not be dependent upon their wealth.

Social Justice – access to a quality education is the most powerful means our community has for addressing inequalities of opportunity and social disadvantage.

Democracy – education is the foundation of our democracy, where the habits and values of a free, tolerant and democratic community are learnt.

Prosperity – education is fundamental to the prosperity of our community. Skills of enterprise, initiative and adaptability acquired through education, provide access to new and on-going life-long opportunities.

Public education is the foundation of future prosperity. Public investment in human capital and the growth in productivity that follows will enhance quality of life in the ACT for future generations.

All members of the ACT community shall have full and equal access to high quality education for themselves and their children at all ages. This access must not be limited any economic, cultural or physical constraints.

Our education system must prepare all individuals for a productive working life in which they are capable of adapting to the changes and needs of the labour market.

Our education system must foster in each generation of citizens the values of tolerance, respect and democracy without which prosperity is not possible.

Our education system must provide all individuals with the opportunity to develop their skills, and their potential as members of our community, who enjoy not only the freedoms that membership of the community gives each of them, but also the great responsibilities that we all share.

Unlike other political parties, the Australian Labor Party believes that a public education system can and should lead the private system.

Only an Australian Labor Party government will ensure that all our children have the best opportunities, that disadvantage is addressed, and our community has the best prospective for prosperity.

ACT Labor understands the critical importance of early learning in amplifying children's development.

Children's learning and development must be at the centre of our system of early childhood education and care in the ACT.

ACT Labor also values the role of early childhood education and care in supporting families, particularly their workforce participation.

Both of these goals are priority in building the ACT's future prosperity, economic and productivity growth.

Objectives

ACT Labor aims to:

1. Ensure equity of access to all quality educational programs unlimited by any economic, cultural or physical constraints students may have.
325. Ensure that all members of the community are included in consultation and participate in decision-making concerning the development of educational policy.
326. Provide and distribute resources within the education system in a manner that counterbalances the social and economic inequalities in the wider community.

- 327. Ensure a publicly funded and owned education system remains the priority over private education and training businesses.
- 328. Develop individuals' personal skills and knowledge in all areas of the curriculum, with particular emphasis on literacy, numeracy, and scientific skills.
- 329. Develop student understanding of democratic values, institutions, practices and actions.

Strategies

ACT Labor will:

Holistic Curriculum

- 330. Provide equitable assistance for students with special education needs. An Australian Labor Party Government is committed to implementing policies that:
 - a. Respect each child and their specific educational needs;
 - b. Work with parents as crucial elements in helping all children; and,
 - c. Assess and evaluate each child's specific educational needs.
 - d. ACT Labor recognises the extensive research around the benefits of inclusive education for both students with disability and their non-disabled peers. ACT Labor is committed to supporting individual children to access mainstream classes where that is the preference of the child and family.
- 331. Ensure early detection and assistance for students with learning difficulties. A compelling body of evidence has built up over many years that impairments in hearing, vision and speech undermine achievement at all education levels. Education research has revealed that a range of learning difficulties prevent some students achieving all they could. Early Detection and remediation are essential. At present detection is more a matter of chance than a certainty; and the resources for remediation do not meet the need. An Australian Labor Party Government will:
 - a. Implement a system, which will ensure that students with sensory impairments and learning difficulties are detected early; and
 - b. Identify and implement additional resources so that students in need of learner assistance are given realistic levels of support.
- 332. Provide for the specific educational needs of all children, through a gender-inclusive curriculum.
- 333. Ensure that religious education is not compulsory in ACT Government Schools and that, where religious education is taught, its values are consistent with democracy, tolerance, equality, human rights and rule of law, and encompasses a variety and choice of theologies.
- 334. Recognise the special needs of students from culturally and linguistically diverse backgrounds and promote cross-cultural understanding. Where possible, Labor will provide a broad range of language programs.
- 335. Welcomes the development of the National Curriculum. In moving to the National Curriculum, an Australian Labor Party Government will:
 - a. Ensure that a thoughtful adoption will take place;
 - b. Support educators to undertake professional development;
 - c. Reduce teacher workload; and
 - d. Provide support to train more teachers in languages, history, science and maths.

Early Childhood Education and Care

- 336. Acknowledge evidence on the importance of quality early learning for young children's development.
- 337. Support regulations that improve the quality of early childhood education and care for children and are in children's best interest.
- 338. Support the role of families in children's early development and learning.

339. Fully Implement the National Quality Framework for Early Childhood Education and Care including the requirement of two early childhood teachers in all long day care centres in the ACT by 2020.
340. Support a strong school based preschool system with free universal access to all ACT children in the two years before school.
341. Work towards expanding access to affordable, high quality early learning childhood and care programs for all children
342. Measure children's developmental outcomes and put in place strategies which support children's development in areas of vulnerability.
343. Support the inclusion of all children including children with a disability and Aboriginal and Torres Strait Islander children in early childhood settings.
344. Work across government to deliver an early years plan to support the growth and access to early childhood education and care through planning strategies, land release and regulation,
345. Improve the flexibility of early childhood education and care services to support parents' workforce participation.
346. Support early childhood education and care services to assist children's successful transition to formal schooling.
347. Support the integration of early childhood education, and other childhood and community services with public schools.
348. Support and build the skills of the early childhood professionals to deliver quality early childhood education and care to children.
349. Support claims to improve the wages and conditions of early childhood educators and teachers recognising that the profession is highly feminised and low paid.

Government Primary Schools, High Schools and Secondary Colleges

350. Initiate creative approaches to behavioural issues. An Australian Labor Party government will:
 - a. Increase resources to schools to ensure that students with behavioural issues have access to appropriate assistance;
 - b. Enhance programs and educational opportunities for students with challenging behaviours and other special educational needs; and
 - c. Provide focused settings for students with acute problems that enable their difficulties to be addressed in a respectful and secure environment.
351. Address disadvantage. Although the ACT is overall an affluent community, there are pockets of extreme disadvantage. Around 12 per cent of ACT citizens live in or near poverty. An Australian Labor Party Government will:
 - a. Fund schools according to need; and
 - b. Support programs and services that are designed to alleviate the effects of poverty or other disadvantage.
352. Acknowledge the important role of school counsellors and psychologists in assisting students and support the ongoing role of school counsellors and psychologists in ACT schools.
353. Recognise the needs of all students in the system by providing funding for and support of alternative educational programs on specific sites.
354. Provide students with access to appropriate careers advice services that ensures that young people have access to the most realistic options to maximise their opportunities for employment whilst not making demands on the school system to become a careers placement agency.
355. Resource and implement a range of primary and middle-schooling projects to address the social issues involved in the transition from primary schools to high schools, and from high schools to colleges.
356. Ensure that any amalgamation of schools takes place after a process of open and early consultation that involves the local and regional communities. The consultation process should consider agreed demographic projections, the unique

- characteristics of particular schools, and the impact of closure on local neighbourhood networks and the delivery of an acceptable educational program.
357. Retain buildings of schools that have been closed for community use where practicable and reopen them if demographic projections indicate it is warranted.
 358. Ensure that the proceeds of any government school assets sold are retained by the ACT Education Directorate.
 359. Ensure that educational institutions have the capacity to operate in a way that serves the wider community and that any income generated through community use is retained by the education system for the benefit of students.
 360. Support the establishment and continuation of out-of-hours school childcare centres using school property at appropriate concessional rates.
 361. Provide access to flexible long day childcare, in close proximity to educational facilities, for student parents, in order that they are able to complete their education.
 362. Focus ACT schools on literacy and numeracy, use My School and diagnostic tools such as NAPLAN, improve value-add measures and ICSEA metrics and make sure that all students reach their full potential.
 363. Support the re-skilling and multi-skilling of all ACT Citizens.

TAFE and Continuing Education, including Community Education

364. Recognising that more education options enhance pathways into employment, Labor will:
 - a. Assist the Canberra Institute of Technology (CIT), to develop other educational options for high school and college students at risk of withdrawing from the education system;
 - b. Develop with the private sector, CIT and the Universities, enhanced opportunities for post school education and employment-based education;
 - c. Utilise the ACT Government owned enterprises, in particular ICON Water and ACTION, in conjunction with ACT tertiary institutions to provide a cadetship program to make the ACT a STEM education centre of excellence; and
 - d. Ensure that any contractors employed on large-scale ACT Government projects are required to have a minimum number of cadetship and apprenticeship positions.
365. Work with relevant unions and providers of vocational education and training to further develop and enhance opportunities for disadvantaged students, including youth at risk.
366. Support the expansion of vocational education and training in ACT schools. This expansion needs to be underpinned by a review of the current structures and systems relating to VET in schools to ensure that they are adequately resourced and appropriately staffed. A review of VET in schools should:
 - a. Seek to promote cooperation between vocational education and training providers across all sectors and within sectors of the ACT education system;
 - b. Develop an appropriate accreditation system for VET teachers;
 - c. Develop proposals for the provision of adequate training to VET teachers; and
 - d. Consider any findings relating to VET by the ACT Skills Commission.
367. Provide the funding to ensure sufficient and relevant opportunities are available to individuals who are economically and socially disadvantaged or marginalised.
368. Require CIT to engage in long-range planning after wide consultation, to train sufficient graduates to support growth areas of the ACT economy including the export market.
369. Actively promote stronger links between CIT and schools, particularly emphasising credit transfer and other forms of articulation, whilst recognising each sector as a

- separate entity. Encourage ACT government schools to preference CIT as the public vocational education and training provider.
- 370. Promote stronger links between CIT and ACT based universities. Seek to allow TAFE graduates to continue further with their tertiary education and promote efficient cross-utilisation of resources.
 - 371. Expect CIT to provide courses of study, which enable students to enter the local ACT workforce in roles that reinforce the ACT's economic potential.
 - 372. Maintain government control and ownership of CIT and guarantee that a minimum of 70% of ACT Government vocational education and training funding will go to CIT. In particular, reject the purchaser-provider model as an effective method of educational delivery.
 - 373. Support the establishment of additional community or neighbourhood houses and centres, and adequately resource these and existing community facilities, to assist in providing low cost, adult education programs. These programs should respond to grassroots community needs and reflect the multi-cultural nature of the ACT community.

Higher Education and Local Universities

- 374. Support the establishment of special alternative tertiary programs for students with low Tertiary Entrance Rankings (TERs) but with academic potential, other than the adult entry programs already in operation. A possible model for such alternative programs could be the proposed program at the University of Western Sydney.
- 375. Ensure that ACT-based universities cooperate closely to efficiently service the tertiary needs of the ACT community. This will include admission procedures, pre-university credit transfer procedures, course design, resource utilisation, cross accreditation and inter-institutional projects.
- 376. Expect ACT-based universities to provide courses of study, which enable students to enter the local ACT workforce in roles that reinforce the ACT's economic potential.
- 377. Expect the ACT-based universities to adopt and implement policies on equity, social justice, community accountability and professional practice which are compatible with those expected in other sectors of the ACT education system.
- 378. Promote access to higher education based on academic ability and potential and not on the ability to pay up-front fees for either under-graduate or graduate courses of study, or up-front Higher Education Contribution Scheme (HECS) for post-graduates undertaking further study.
- 379. Provide rent relief for students who are experiencing financial hardship and ensure that students are not living below the poverty line in order to gain a higher education.
- 380. Support the continued operation of student organisations at local universities and other tertiary education institutions
- 381. Support the Student Services and Amenities fee, in order to fund democratically elected and independent student organisations.
- 382. Support national reforms to improve the quality of university courses for students. An Australian Labor Party government will support a mix-and-match approach where students can choose courses across institutions without disadvantages and receive a recognised qualification.
- 383. Support the legislation of a 50% minimum of the Student Services and Amenities Fee collected, being directed to democratically elected and independent student unions and organisations.
- 384. Support the establishment of democratic and independent student unions at all ACT Tertiary Education Institutions, through legislation and other means.

Registration and Regulation of Non-Government Schools

- 385. Ensure the provision of high quality public education is not undermined or disadvantaged in any way by the growth of non-government schools.

- 386. Ensure that all schools in the ACT are fully accountable for all monies received from the Territory and Commonwealth governments. The first priority for any additional resource allocated according to the Gonski needs-based model.
- 387. Ensure non-government schools fulfil their equity, social justice and accountability obligations to the community, as government schools do. Enforce the same territory-level reporting requirements across government and non-government schools.
- 388. Ensure that available space in ACT schools will be used to the benefit of their students and of community organisations, and will not be used to house non-government schools in government school buildings.

High Quality Public Education

- 389. Guarantee that government schools are funded so that they can provide the quality education programs which the community expects. Further, ensure that this funding is equitable in its distribution, and disadvantaged students are adequately resourced and provided with inter-agency and school-based support programs.
- 390. Support and develop more inter-agency links and provide equitable access to a quality education through better provision of family support services and by promoting the inclusivity of schools for all students.
- 391. Review the efficacy of the School-Based Management process (or any other decentralisation or devolution initiative) to ensure that school communities are not disadvantaged and the teachers' working conditions are not undermined.
- 392. Develop policy to monitor and act as required on enrolments in government and non-government schools, and work to minimise the growth of private schools in the ACT by reinforcing the capacity of the public sector to provide quality education programs in its schools.

Education Professionals and Ancillary Staff

- 393. Use financial incentives, ongoing training, professional recognition and improvements to conditions to recruit and retain the best teaching graduates in Australia to the ACT government school system.
- 394. Provide adequate and relevant professional development for teachers to increase their skills in order to ensure that their students are as well prepared as possible for participation in the labour market and the wider community, and guarantee that such professional development remains a significant responsibility of the employer.
- 395. Support the Teacher Quality Institute (TQI) to maintain qualification standards and promote teaching as a profession, and support a national system to maintain standards of teaching Australia-wide.
- 396. Ensure that WH & S Principles will be implemented and practiced in all educational facilities in the ACT
- 397. Recognise that cost-offset Enterprise Bargaining is not a wages system suited to a service provider such as the education system and therefore exploring, with the relevant unions, an alternative system.
- 398. Reject the utilisation of individual contracts as not conducive to educational leadership and job security. Further, monitor and minimise the casualisation of teachers through the continued provision of permanent positions, and ensure that any teachers in contracted teaching positions have equitable access to core working conditions.
- 399. Establish and maintain a working relationship with relevant education unions. Aim for quality outcomes through industrial democracy. Provide unions with representation on relevant working groups/committees.
- 400. Promote better conflict resolution processes with training for staff and high levels of support in student management, including support for effective racism, homophobia, transphobia and gender-based discrimination policies in schools.
- 401. Recognise the unique role learning support assistants (LSAs) and Teaching Support Assistants (TSAs) play in the ACT education system by:

- a. Ensuring they are remunerated in a way that reflects the skills and expertise required by their occupation and the vital role they perform in the community;
- b. Maintaining the current system of on-the-job training of LSAs and TSAs to ensure that they continue to play a role in building links between schools and their communities, especially in low socio-economic and culturally diverse communities;
- c. Ensuring employers provide adequate and relevant ongoing training to LSAs; including accredited courses and support, and
- d. Creating an 'Excellence in Support Assistance' award to publicly recognise LSAs and TSAs who make an exceptional contribution to the public school community.

402. Continue to ban the use of corporal punishment in ACT schools.

National Education Issues

403. Support a study allowance for full time students that is at least equal to a living wage. This recognises that full time study is a worthy pursuit that ultimately benefits society, and that students deserve support and encouragement. Such a scheme will not be structured in a way that entrenches a pool of cheap student labour.

404. Ensure Commonwealth Government funding to states/territories is sufficient to support government education in delivering quality outcomes.

Future Directions for Education in the ACT

405. Investigate the feasibility of:

- a. Ensuring the funding formula for primary schools reflects their resourcing needs;
- b. A centrally administered resource fund for schools to bring up to date their curriculum materials;
- c. A resource fund for new books and non-computer resources in school libraries
- d. Providing funds to keep school libraries open at lunchtimes;
- e. Clustering groups of schools so that within each cluster are schools of differing operational styles; and
- f. The establishment of a number of dedicated early childhood schools.

406. Regularly reassess the needs of education in consultation with unions, parent organisations and other relevant parties in recognition of the rapid development of social and technological advances.

Chapter 11. Employment

Principles

Unemployment is the most important and the most disturbing problem facing the Australian and ACT communities. It is a tragic waste of human and economic resources. Government should create the conditions for full employment.

Employment provides individuals not only with a livelihood but also dignity, self-respect and opportunity for self-fulfilment.

Objectives

Labor aims to:

1. Create employment opportunities for all by maximising the growth potential of the ACT economy.
407. Ensure that the ACT develops and maintains a highly trained, multi-skilled labour force by working cooperatively with business, industry, unions, the community sector and educational institutions.
408. Guarantee social justice in employment by promoting access and equity.
409. Reduce youth unemployment.
410. Reduce long-term unemployment.

Strategies

Labor will:

Strategic Planning

411. Establish an ACT Labour Market Research Program to:
 - a. Analyse and assess labour market developments and industry trends;
 - b. Develop a comprehensive database of the ACT labour force;
 - c. Assess labour market implications of industry policy;
 - d. Analyse occupational labour markets; and
 - e. Provide a basis for the development of labour market policy.

Increasing Employment

412. Increase private sector employment through strategic economic and industry development policies, which encourage economic growth and a positive business environment.
413. Increase employment in the community services sector where services are currently inadequate.
414. Investigate, and where appropriate implement policies and work practices that distribute available work more equitably.
415. Ensure the availability of adequate and affordable high quality childcare and facilities to enable full participation in the labour market.

Education and Training

416. Pursue strategic policies that increase coordination and communication between trade unions, business, and educational institutions to ensure that the education system is appropriate and flexible enough to meet the needs of both students and the labour market.
417. Establish training and employment programs tailored to the particular needs of the ACT and including support for employment initiatives by self-help groups.

Youth Employment

418. Develop and implement comprehensive youth training and employment creation programs that recognise the special needs of young people with limited work experience.
419. Establish job centres that provide support, information, resources and act as a meeting place for young people.

420. Work in consultation with youth organisations, business, educational institutions, and unions in the ACT to ensure ongoing monitoring of programs so that they are responsive to the special needs of young people.

Long-Term Unemployment

421. Develop and implement comprehensive training and employment programs tailored to the special needs of the long-term unemployed.
422. Provide support for long term unemployed, including centres which provide information, resources and other services.

Chapter 12. The Environment

Principles

Stewardship – ACT Labor recognises humans are part of the wider ecosystem and we have a responsibility to manage and protect the environment we are a part of.

Intergenerational Equity – ACT Labor understands the environment and the resources it provides us with are finite and therefore use of these resources by current generations should not disadvantage future generations.

Social Equity and the Environment – ACT Labor acknowledges the unequal opportunities within our society and commits to environmental actions that are inclusive.

Objectives

1. Conserve for present and future generations our diverse and productive natural environments and ecosystems.
423. Achieve a balanced approach to urban development which integrates the natural and built environments.
424. Take bold action on climate change that is adequately funded and implemented in a timely manner.
425. Minimise the environmental impact of waste from human consumption.
426. Maintain a rigorous and thorough Environmental Impact Assessment process.
427. Adopt responses to environmental challenges that are progressive and accessible by all in our community.

Strategies

Labor will:

Biodiversity and Conservation

428. Strengthen and where necessary extend the legislative protection given to wilderness areas, national parks, Canberra Nature Park and nature reserves.
429. Promote the responsible and sustainable public enjoyment of wilderness areas, national parks, Canberra Nature Park and nature reserves, flora and fauna.
430. Provide a well-resourced park and conservation service to:
 - a. Manage and protect National Parks, Nature Reserves and flora and fauna;
 - b. Provide for educational activities in National Parks and Nature Reserves;
 - c. Provide essential environment services to ensure pollution abatement, feral animal control and the eradication of invasive weeds; and
 - d. Develop and implement a comprehensive feral animal's strategy.
431. Ensure Canberra's biodiversity is properly restored and conserved, not only through documentation and plans of management, but also through improved resourcing.
432. Ensure secure, predictable recurrent funding for weed and pest management.
433. Develop and implement a long term strategy for the containment of African Love Grass.
434. Protect and enhance all river and creek corridors.
435. Ensure that conservation values and ecological sustainability of native woodlands and grasslands are incorporated into land use planning, natural resources management and leasehold management.
436. Ensure that environment policies are adequately resourced and driven by legislative arrangements that have effective implementation strategies.
437. Strictly enforce all existing legal controls on all forms of pollution and provide for a well-resourced Environmental Protection Service.
438. Ensure pollution reports are freely available.
439. Encourage the use of lower-grade water for irrigation purposes and the use of domestic grey water.

- 440. Ensure stringent monitoring measures are taken to guard against any pollution reaching the Murrumbidgee River or any other waterway.
- 441. Monitor domestic and industrial chemicals that could impact on the sewerage and stormwater systems.
- 442. Continue to work with the Murray-Darling Basin Commission in addressing water resource problems in the Murray-Darling basin.
- 443. Require that any proposed export of water from the ACT Should be carefully evaluated to ensure catchment integrity is maintained and the need for any additional dams is curtailed.
- 444. Provide for the conservation of native forest areas on both private and public land through sensible and sustainable forest planting and management programs that maintain high levels of biodiversity, protect water catchments and take into account current and future needs for timber.
- 445. Maintain a strong planting program, using appropriate seedling stock that will maximise native forest cover in the ACT.
- 446. Phase out the use of persistent herbicide/pesticide chemicals, particularly in close proximity to residential areas, streams and waterways, and investigate effective and economical alternatives to the use of chemicals.
- 447. Strengthen the program of feral pine removal from Namadgi National Park and halt any further encroachment of pines into the Park.

Built and Natural Environment Integration

- 448. Maintain a network of open space and green belt features in suburban areas.
- 449. Establish and maintain wildlife corridors in urban and commercial areas for native flora and fauna.
- 450. Reduce noise generated by traffic, industry and residential activity in urban areas by planting trees and shrubs, noise barriers and other planning and landscaping measures.
- 451. Maintain and extend the tree canopy throughout Canberra's urban areas including the allocation of adequate resources for tree management, and the implementation of a tree regime with legislative backing, leasehold management controls and sanctions to ensure compliance.
- 452. Vigorously enforce current environmental protection guidelines for urban development sites.
- 453. Develop and implement environmentally sensitive guidelines for future urban renewal projects.
- 454. Require projects involving substantial earth-moving activity to include landscaping as an integral part of the project.
- 455. Maximise the use of flora species native to the Canberra region, including grasses and those requiring minimal watering.
- 456. Provide incentives for the use of washing machines with a Water Efficiency Labelling and Standards (WELS) rating of at least 5-star.
- 457. Identify and implement a living on the urban edge policy which is communicated to the public.
- 458. Develop and implement a management plan for off-reserve areas of ecological significance within the urban environment.
- 459. Develop and implement a recreation plan which protects key reserves and biodiversity while promoting active health lifestyle for the ACT's residents.

Climate Change Action

- 460. Maintain 100% renewable energy supply to the ACT electricity network.
- 461. Divest the ACT Government Investment Portfolio of fossil fuel investments, with priority on high carbon emitting companies and sectors.
- 462. Refrain from new ACT Government investments in fossil fuel companies in which it does not have a controlling interest (less than 50%).

- 463. Achieve net zero emissions in the ACT by 2045, noting that ACT Labor legislated this nation-leading target.
- 464. Develop and implement a Zero Net Emissions Policy so the ACT is carbon neutral by 2050.
- 465. Support household and community level renewable energy infrastructure.
- 466. Require all new builds, both residential and commercial to include electric vehicle charging capability.
- 467. Require all new buildings and all substantial alterations to buildings meet standards of energy efficiency for heating, insulation, cooling and lighting.
- 468. Prioritise climate change adaption initiatives for vulnerable communities.
- 469. Ensure climate change adaptation is mainstreamed across all Government areas.
- 470. Ensure secure funding and timely implementation of climate change policies.
- 471. Work with the private sector to embed climate change adaption across their work areas.
- 472. In line with Australia's commitment to the Paris International Agreement to keep global warming well below 2 degrees, support and advocate for federal climate change policies including:
 - a. A national emissions trading scheme;
 - b. National emissions reduction targets both interim and long-term such as, at least, net-zero nationally by 2050.

Resource Conservation and Recycling

- 473. Consult with the public, industry, the conservation movement and relevant unions on all matters relating to waste management and recycling.
- 474. Develop a comprehensive waste strategy that will move the ACT even closer to achieving 'no waste' providing a renewed focus on commercial, electronic and organic waste.
- 475. Ensure the waste strategy is vigorously implemented and provide annual progress reports.
- 476. Foster values of material conservation and re-use across the ACT community.
- 477. Lobby for changes to federal labelling laws to better identify the suitability of products and packaging for recycling.
- 478. Investigate the feasibility of measures to reduce the number of plastic bags used in the ACT.
- 479. Implement a comprehensive waste minimisation policy for all public places and public events held in the ACT. This should include the provision of recycling facilities for glass, plastic, paper and metals.
- 480. Extend paper, glass, metals and plastics recycling to all commercial and private organisations in the ACT. Investigate financial incentives to maximise commercial recycling.
- 481. Encourage commercial enterprises to purchase and use environmentally friendly sound products.
- 482. Ensure recycling of building materials is expanded.
- 483. Expand green/kitchen waste recycling, including for units and flats.
- 484. Ensure Government agencies purchase and use environmentally sound products.
- 485. Ensure Government agencies have plans for solid waste management and recycling and they report annually against their targets. These reports should be independently audited.
- 486. Assess ways to increase the separation and recycling of waste at landfill sites.
- 487. Investigate the establishment of additional transfer stations to handle smaller quantities of recyclable materials that cannot be incorporated practicably into the household-recycling program.

Environmental Impact Assessments

- 488. Establish standards and enforce a code of practice for all aspects of Environmental Impact Assessment (EIAs).
- 489. Maintain the provision of EIAs for all development projects with potential to affect the social, cultural or natural environment.
- 490. Establish a publicly accessible register of all proposed public or private development project EIA's and EIS's.
- 491. Maintain the provision to establish public inquiry when necessary.
- 492. Ensure open negotiation and tendering processes to guard against any conflict of interest on the part of consultants engaged in EIS preparation.
- 493. Ensure developments proceed only in compliance with EIS recommendations.
- 494. Consider how the cumulative impacts of proposed developments can be incorporated into the current EIA process.

Environmentally Responsible Industry

- 495. Improve relations and increase formal links between the organisations responsible for managing parks, the environment and the plantation estate.
- 496. Build the ACT's expertise in relation to renewable energy technologies and ensure local businesses and education institutions can take full advantage of opportunities arising from the renewable energy industry.
- 497. Ensure climate change initiatives support a Just Transition for affected workers and communities.
- 498. Encourage the development of an eco-tourism industry.

Environment and Social Responsibility

- 499. Ensure people on low incomes have access to renewable energy programs and infrastructure.
- 500. Consider and implement opportunities for renters to gain access to renewable energy generation and infrastructure.
- 501. Prioritise the implementation of adaptation initiatives for vulnerable communities.
- 502. Prioritise energy provision during extreme weather or climate change events to people who are most susceptible to the impacts of that weather or event e.g. the elderly.

Chapter 13. Government Finance

Principles

Responsible and fair financial management is in the interests of all in the community and safeguards future generations.

Fairness, integrity and transparency will be key principles guiding financial management.

The ACT finances will be employed to ensure a high level of service provision, protection and assistance for the disadvantaged and maintenance of public assets so that Canberra continues to be a city in which people choose to work and live.

Objectives

Labor aims to:

1. Ensure that financial decision-making is consistent, forward thinking and strategically employed to promote a positive economic climate, and provide known parameters in which business, unions and the community sector can plan and make decisions.
503. Ensure that the ACT taxation system is fair, equitable and progressive, and generates enough revenue for government to ensure quality service provision.
504. Maintain government business enterprises in key sectors of the economy where government ownership, best serves the public interest through the provision of fiscal benefit or services to the community

Strategies

Labor will:

Financial Management

505. Consider financial planning and management in a systematic manner to allow for a whole-of-government strategy, which balances short-term budgetary requirements with long-term development needs.
506. Consider the effect of taxes and outlays on the behaviour of markets to ensure an efficient economy.
507. Implement a process of continuous improvement of public sector finance and administrative systems to ensure that the ACT has best practice management of public assets and resources.
508. Measure the effect of financial reform by the effective delivery of services and innovative policies and programs. Appropriate training and professional development of public officers, to ensure effective implementation, should complement it.

Taxation

509. Formulate taxation policies that:
 - a. Are fair and equitable;
 - b. Yield sufficient revenue to fund the level of services necessary to meet the needs of the community;
 - c. Are progressive;
 - d. Shift the burden of taxation from labour to capital.
 - e. Are economical to administer and collect. Compliance costs incurred by taxpayers should be kept to a minimum;
 - f. Are effective. They should yield their full revenue potential, and offer little scope for evasion or avoidance;
 - g. Do not overly distort economic activity especially avoiding taxes that reward poor employment practices and casualization;
 - h. Encourage the development of businesses that deliver secure, sustainable and favourable employment conditions;
 - i. Are simple and easy to understand.
 - j. Address the fiscal position of the ACT

510. Make information on costs and the impact of any concessions or business incentives provided through the taxation system openly available to the community to ensure a high degree of accountability.

Operation of Government Business Enterprises

511. Ensure that Government Business Enterprises employ effective and contemporary commercial management practices.
512. Permit Government Business Enterprises to retain sufficient earnings to fund expansion and future capital investments without excessive borrowing levels.
513. Ensure that Government Business Enterprises remain fully accountable to the Government, and subject to ministerial direction.

Pricing Policy

514. The pricing policy for ACT Government departments and business enterprises should be based on:
- a. Furthering social justice;
 - b. Conservation of limited resources;
 - c. The price of similar services and products in other jurisdictions;
 - d. Possible negative environmental impacts;
 - e. Dividends to the ACT Government;
 - f. The cost of provision;
 - g. Whether there is a sole supplier of the services or products;
 - h. Whether the services or products are essential;
 - i. The need for adequate maintenance and eventual replacement of community assets;
 - j. The financial viability of ACT Government business enterprises.

Financial Accountability and Consultation

515. Conduct all financial and budgetary matters in the spirit of consultation with affected parties and demonstrate a high level of commitment to accountability and scrutiny of government.
516. Produce Budget papers that are accurate, easy to read, understand, and scrutinise, and supplemented with explanatory information to assist all members of the community in reading the papers.

Chapter 14. Health

Principles

'Health' involves 'well-being' rather than simply absence of disease. Recognising that it is dependent upon many factors that constitute the social and physical environment will enhance the wellbeing of the people in the ACT.

Maintenance of health is a lifelong task and many factors affect the lifespan of individuals as well as their quality of life. It is the role of government to enable all citizens to have access to high quality health services. These health services should be comprehensive, tailored to respond to the needs of our diverse society, and involve a wide range of facilities provided by suitably qualified professionals.

Community awareness of the facilities available must be maintained. Community Health Centres are the building block for a strong viable public health system. Community health Centres will provide a full range of high quality health and allied services in a community setting.

At all stages from planning to deliver the community must be involved in the development of services tailored to their needs and in locations accessible to all. Services must cover the needs of individuals from the cradle to the grave; they must be broad ranging enough to meet the needs of those in our community from different cultural backgrounds as well as those with special physical and social needs. They must also be flexible enough to adapt with emerging advances in health policy.

To meet the needs of all in our community health services must be based on a broad definition of what constitutes health and include consideration of environmental, social and psychological factors that affect the wellbeing of those concerned.

Labor is committed to the recognition of an individual's right to control his/her own body in relation to its reproductive capacity ensuring individuals are given access to the information which allows them to make informed choices.

Objectives

Labor aims to:

1. Promote well-being and prevent disease.
517. Ensure equality of access and participation for all people
518. Ensure that community health services are available in all areas, with special consideration given to areas of population growth.
519. Deliver an efficient, cost effective service without compromising standards.
520. Give due regard to the autonomy of all citizens and recognise their right to information, including their medical records.
521. Involve public sector and community-based organisations in both the planning and delivery of services with government agencies being responsible for the co-ordination of program delivery. Government agencies will also be responsible for setting standards of health care and staffing levels required for the delivery of quality care.
522. Ensure that organisations responsible for program delivery are based upon the following principles:
 - a. That services are equitably distributed throughout the regions of the ACT with the community having the opportunity to participate in the planning and implementation of services.
 - b. That equality of access is assured through the recognition of language and cultural differences, prevention of physical barriers and the provision of advocacy services.
 - c. That information about the nature, purpose, and effects of any health service, any associated risks and side effects as well as available alternative treatments, is a right for all health consumers. This principle obliges the organisation to make the information available in a community language if required.

- d. Organisations are accountable to the clients, the community and government for the services that they deliver.
 - e. That government-funded organisations will receive sufficient funding to enable award payments and conditions to be made to their employees.
523. Oppose the transportation, storage or disposal of nuclear waste, fuel or weapons in the ACT.
 524. Ensure that the transport of radioactive materials is carried out in strict accordance with the requirements of the Code of Practice for the Safe Transport of Radioactive Materials 1990.
 525. Ensure that medical and scientific use of radioactive materials is properly controlled and monitored.
 526. In the interests of public safety, undertake a review of the ACT inventory of radioactive waste and of the adequacy of the current storage and monitoring arrangements.
 527. Ensure the safe use of nuclear materials in Medical and Scientific use.
 528. Promote community awareness of the rapid developments within medicine and the available treatment options and ethical issues.
 529. ACT commits to harm minimisation as a health strategy.

Strategies

Labor will:

General

530. Protect the rights of patients and maintain an effective health service complaints unit and advocacy service.
531. Provide information in languages most commonly used in the ACT, on all aspects of health care to the community.
532. Provide a high quality comprehensive free dental health service to all primary and secondary school children, health-card holders and other disadvantaged people in the ACT.
533. Provide health care professionals who specialise in community medicine.
534. Ensure that health care facilities are of a high standard.
535. Establish an advisory structure that includes representatives of the peak health bodies and community representatives to provide advice to the Minister responsible for health matters.
536. Promote health services that target children and their families through the continued development of coordinated pre-secondary school-based facilities and infant care centres.
537. Provide improved facilities and staffing for the treatment of psychologically disturbed children and adolescents and residential services for both short and long-term purposes to assist both the families and the individual children.
538. Promote and monitor issues of informed consent and choice.
539. Seek to increase the number of people in the ACT on the Australian Organ Donor Register by giving people the option to join the register as part of the renewal process for the ACT driver's licence.
540. Move to remove the onus of permission from next of kin so that First Person Consent (the decedent's decision) is respected and upheld.
541. Ensure that moratoriums on genetically modified organisms are not renewed or reintroduced.
542. Ensure that health services are accessible and distributed evenly across the ACT.
543. Commit to providing expanded health services in the Tuggeranong region.
544. Support the introduction of a medical cannabis scheme, which will allow the prescription of medical cannabis products.
545. To develop and implement a pill testing trial during 2017, ideally at Spilt Milk.

546. To develop a strategy based on that trial to adopt a policy focused on harm minimisation across ACT Labor Policy.

Community Health Centres

547. Provide opportunities for the community to be consulted and to actively participate in decisions regarding future directions of community health centres, their location and their services.
548. Ensure that the functions of community health centres are flexible and responsive to the changing needs of the community.
549. Ensure that medical staff make provision for bulk billing of their patients.
550. Provide for specialised staff able to deal with the problems of groups in the community with special needs.
551. Provide seamless services within community health centres through coordination of multi-disciplinary teams.
552. Ensure that adequate consultation and participation between the community, staff and management in decision making within community health centres is enabled through adequately resourced community structures with decision making powers.
553. Develop quality assurance criteria that can be applied to workers in community health centres.
554. Support and maintain health promotion and preventative medicine programs, including immunisation, information to the aged on health issues, and awareness campaigns to prevent injuries to the aged, screening programs, osteoporosis, diabetes and cardiac disease awareness campaigns, and anti-smoking campaigns.
555. Support the development of nurse practitioners and ensure a collaborative relationship with medical practitioners.

Women's Health Services

556. Ensure that qualified staff, sensitive to the special needs of women, provides health services for women.
557. Ensure that the Women's Health Service meets community needs with services available in regional locations attached to community centres and with services extended to include salaried female obstetricians and gynaecologists.
558. Ensure community involvement in the management of the Women's Health Services and the employment of doctors who are skilled and experienced in women's health matters.
559. Ensure access to programs such as cervical and breast cancer screening, which focus on the early detection of cancers, and other appropriate programs.
560. Provide free screening such as mammograms and ultrasounds to all survivors of breast cancer, regardless of age or medical diagnosis, with a referral from their medical practitioner.
561. Promote public awareness of the availability of these programs and the importance of these diseases through publicity and educational seminars.
562. Encourage research into women's health issues.
563. Establish services that focus on the health needs of older women, particularly in the area of support services for menopause.
564. Expand the range of services provided for post-natal support, particularly post-natal depression.
565. Address through education, issues of ill health in the elderly (such as osteoporosis).that can, in part, be attributed to lack of regular exercise in youth.
566. Ensure the equal representation of women on all ministerially appointed management and advisory boards within the ACT health system.
567. Work with the Commonwealth and clinicians to improve employment opportunities for female specialists.

Reproductive Health

568. Ensure that comprehensive programs on sex education including contraception options are available through primary and secondary schools and community health centres.
569. Ensure that Department of Health employs registered domiciliary midwives on a permanent basis to provide antenatal, postnatal and confinement services, thereby ensuring that all people choosing to have home births can afford to do so and with professional assistance. Incorporate a domiciliary component into midwifery courses to ensure appropriately trained midwives.
570. Maintain a freestanding Abortion Clinic.
571. Facilitate research into the medical, legal and ethical issues surrounding surrogacy and all reproductive technology procedures with a view to producing appropriate legislation.
572. Ensure that adequate funds are made available to contribute to research into causes of infertility.
573. Implement policies that work towards the prevention of infertility with particular attention to infertility caused by sexually transmitted diseases, environmental factors and previous medical treatment.
574. Promote awareness of stillbirth and implement policies to reduce the rate of stillbirth in Australia by;
 - a. setting targets for stillbirth reduction,
 - b. increase professional development for all maternal care providers,
 - c. Recognise the importance of information sharing on preventative measures for stillbirth,
 - d. Update clinical practice guidelines, and;
 - e. Change the antenatal calendar of care between a midwife and a patient to include regular, ongoing discussions about the risk of stillbirth and measures to prevent stillbirth occurring.

Alcohol and Other Drug Services

575. Establish and maintain adequate facilities for the treatment of addiction to drugs and alcohol (including a detoxification unit) in partnership with community organisations.
576. Fund the provision of halfway houses that have therapeutic programs. Provision of safe and secure accommodation services will be based on need according to both the gender and the family situations of the service users.

Hospitals

577. Maintain, improve and provide resources to secure a high quality public hospital system in the ACT. To this end Labor will not allow the public sector to be undermined by support for or subsidies to the private sector.
578. Ensure that highly qualified salaried specialists are available at all government hospitals.
579. Ensure that staff doctors (specialists, salaried and private), have equal status and are subject to scrutiny by the same appointments committee applying the same high standards to all doctors before they can practice at hospitals.
580. Protect and enhance the autonomy and dignity of clients by allowing them to be cared for at home.
581. Establish a system of review that is based on standards set through consultation with professional bodies, community representatives and consumers.
582. Ensure that the freestanding hospice facility is maintained.
583. Encourage the provision of a congenial atmosphere in hospitals through provision of facilities such as family units for paediatric care, day rooms for patients and visitors' waiting rooms.
584. Recruit a staff obstetrician and gynaecologist who will display knowledge and sensitivity to women's health needs in ACT public hospitals.

585. Provide the support necessary to maintain a high standard in the Clinical Medical School.
586. Reform the management of hospital waiting lists so as to provide patients, clinicians, the public and hospital administrators with information on the likely waiting period for an individual's admission to hospital and on the proportion of patients who are admitted within clinically nominated target deadlines.
587. Increase hospital throughput and efficiency by greater use of day-surgery, accompanied by a strengthening of post-operative facilities, discharge planning, convalescence services and community nursing.

Health Promotion and Preventative Medicine

588. Focus on health promotion and protection recognising the benefits of such strategies not only to individuals but also to the community as a whole.
589. Give priority to health protection and promotion that focuses on both individuals and the community. Encourage the public and private sectors to participate in these programs.
590. Encourage the involvement of the community at all stages of the development of programs.
591. Develop programs to reach individuals and sectors of the community that are currently not reached.
592. Maintain high occupational health and safety standards through legislation with sufficient resources for enforcement.
593. Provide resources in conjunction with health centres for public education programs that encourage healthy and fulfilling lifestyles.
594. Examine alternative health practices and services with a view to developing legislation, professional guidelines and other measures relating to the provision of such services in the ACT.
595. Introduce programs in all schools to encourage provision of healthy foods in tuckshops and to provide information relating to developing a healthy understanding of nutrition, aimed at both parents and children, and ensure that a consultant dietician is available to all schools to advise on nutritional education programs and the items sold at school tuckshops.
596. Ensure the development of health education programs on lifestyle problems associated with drug use, which target young people, particularly young women and smoking.
597. Establish and maintain comprehensive infection control in keeping with the internationally recognised "Standard Precautions" guidelines in all hospitals and private surgeries.

Mental Health

598. Focus on the area of mental health in the ACT to provide a comprehensive continuum of care, recognising the diversity of needs of those with psychiatric disabilities or mental illness.
599. Recognise the legal rights of those persons with psychiatric disabilities or mental illness and ensure that there is no discrimination in regard to access to services, treatment, accommodation and employment.
600. Recognise that for many people with psychiatric disabilities or mental illness the most appropriate and effective treatment involves them living in family and community based support programs. These programs should be adequately funded.
601. Provide specialist assistance and support, including legislative provisions, for people with psychiatric disabilities, recognising the episodic and cyclic nature of many of these conditions.
602. Provide support services and treatment that include a variety of evidence based treatments that are specific to the needs of those in need of help. Drug therapies will be used only when appropriate and used in conjunction with other therapies such as specialist 'talk' therapies. .

603. Maintain existing psychiatric facilities and assess developing trends within the community to upgrade and plan for new facilities according to demand.
604. Undertake a review of the impact of current arrangements on:
 - a. Families caring for persons with mental illness;
 - b. Police and emergency services and the needs of these services in adequately managing persons in the community with mental illness.
605. Ensure support services include counselling and respite care for the families of those who suffer from psychiatric disabilities or mental illness. These services should be available both at the time of crisis and on an ongoing basis.
606. Recognise and develop appropriate reforms to reduce the over representation of persons with mental illness in the criminal justice system.
607. Examine Mental Health legislation, ensuring civil rights are protected to enable the delivery of appropriate care and treatment.
608. Examine Mental Health legislation and the cost involved to review Mental Health legislation in each State and Territory and the inconvenience and cost for consumers moving from one jurisdiction to another. Future governments both State and Federal should be considering a Model National Mental Health Act that will be pursued within the framework of COAG.
609. Expand outpatient and community based programs to reduce the hospitalisation of people with psychiatric disabilities or a mental illness and enable them to remain in the community.
610. Maintain the Mental Health Advisory Council and provide adequate resources so that the Council can operate effectively.
611. Recognise the special needs of different sectors in the community in relation to mental health. Direct funding from the National Mental Health Program to services targeted to suit the needs of these different sectors.
612. Maintain and expand the Mental Health Nurse Incentive program (MHNIP) ensuring the program recognises the scope of mental health nurses and ensures mental health nurses provide an expanded range of services for the consumer with mental health issues, all aimed at preventing relapse and further hospitalisation.
613. Fund the Mental Health Nurses Credential for Practice program (C4N), as has been piloted in the State of Queensland, to ensure that Mental Health Nurses are suitably qualified and maintain ongoing professional development and clinical supervision in their practice.
614. Implement and fund a program for all mental health clinicians to ensure they are suitably qualified and maintain ongoing professional development and clinical practice relevant to their individual profession.
615. Ensure sufficient funding is made available to the Non-Government Sector – recognising the need for various service providers in mental health within the community.
616. Consistent with the unanimous report of the Senate Select Committee on mental health the budget should, reflect a percentage of the total health budget equivalent to twelve percent (12%). It is understood that investment should be targeted at early intervention to deliver savings in the longer term.
617. Ensure that an ACT court or tribunal hearing a compulsory or emergency application under the Mental Health (Treatment and Care) Act be required to hear such an application within 24 hours of filing.
618. Recognise the rights of people with psychiatric disabilities or mental illness to an accessible, effective, timely and independent complaints mechanism to apply to all services, government and non-government, provided to them.
619. Recognise the rights of consumers with mental health issues to have an appropriate advocacy service, funded by government, and with legislated unimpeded access by clients of the mental health system.
620. Establish and maintain mental health and suicide prevention “drop in” centres to ensure greater access to care crisis care and social supports.

621. Continue to develop and ensure triage services are adequate, accessible, and provided with up-to-date technologies that are in keeping with the demographic being served.
622. Provide more funding for research into mental health service provision to ensure the best evidence is available to underpin the service models being used in ACT mental health and drug and alcohol services.
623. Develop and implement strategies to identify, and improve the provision of, evidence-based therapies and treatments for mental health disorders that people in the ACT have limited access to, such as dialectic behavioural therapy programs for people living with Borderline Personality Disorder. These strategies must ensure that such therapies and treatments are available at no cost and are delivered in clinically and therapeutically appropriate time frames.
624. Develop and implement strategies to address stigma of mental health conditions, including personality disorders, and address barriers experienced by people with certain disorders accessing mental health services such as those experienced by people living with Borderline Personality and other personality disorders.
625. Work with the federal government to encourage universal bulk billing for mental health services and provide incentives to expand bulk-billed services
626. Set standards for clinically and therapeutically appropriate times to access mental health services and provide the mechanisms and funding necessary in order to reduce waiting times to ensure these standards are met. This includes:
 - appropriate resources for emergency departments to reduce waiting times for emergency mental health services
 - developing and implementing pathways to provide 24-hour availability of mental health teams in public hospitals
 - increasing adoption of telehealth mental health services in the ACT, including through incentives
627. Develop and implement a plan to increase the supply of mental health professionals, including psychologists and psychiatrists, in the ACT
628. Increase the number of peer workers within the mental health system at all levels, recognising the key role they play in supporting short, medium and long-term management and recovery.
629. Improve and expand evaluation and monitoring systems for mental health to focuses on outcomes, and ensures that mental health services are effective in supporting management and recovery
630. Agree to an explicit target to reduce the gap in life expectancy between people with severe mental illness and the general population, particularly for at risk groups.
631. Work towards providing a centralised matching service between patients and available professionals.
632. Ensure culturally appropriate mental health services are provided for specific marginalised populations (people that identify as lesbian, gay, bisexual, gender-diverse and intersex, Aboriginal and Torres Strait Islanders, culturally and linguistically diverse communities, young people and incarcerated detainees).
633. Continue to examine barriers to accessing mental health services recognizing the prevalence of co-morbidities and the barriers these may present to accessing mental health services.
634. Provide health-system wide education and training on mental health issues and management.

Suicide

635. Ensure that adequate funding is provided for community suicide prevention projects;
636. Support a code of conduct for Australian media outlets that discourages the reporting of suicide in a sensationalised light;

- 637. Provide support services which focus on treatment, early intervention and peer support mechanisms for people at risk of suicide;
- 638. Promote and if necessary fund the provision of suicide education and intervention programs in schools and workplaces;
- 639. Seek out and target through support and intervention programs, those sections of society at greater risk of suicide; and
- 640. Annually evaluate strategies and delivery of care to ensure that the ACT is at the forefront of suicide prevention.

Sexual Health

ACT Labor will:

- 641. Work with community stakeholders and health professionals to develop and implement a comprehensive sexual health strategy complementary to the national Sexually Transmissible Infections (STI) strategy.
- 642. Ensure universal access to new medical services available for prevention, testing and treatment including rapid and online testing, Pre-Exposure Prophylaxis (PrEP) and express and anonymous clinics.
- 643. Provide the resources needed for universal access to diagnostic and screening services and treatment of people living with sexually transmitted infections.
- 644. Review the level of funding provided for sexual health screening and services in the ACT and adjust the funding and resources available to ensure demand for services are being adequately met.
- 645. Develop and implement awareness campaigns to reduce the stigma of STIs and promote regular sexual health checks.
- 646. Move to develop sexual health education programs which target young people and high-risk groups.

Human Immuno-Deficiency Virus/Acquired Immuno-Deficiency Syndrome (HIV/AIDS)

- 647. Work with HIV/AIDS groups in the community to develop and implement the most appropriate programs for the management of HIV/AIDS.
- 648. Provide the resources needed for the treatment of HIV/AIDS, including the palliative care of persons living with HIV/AIDS.
- 649. Develop and fully resource a comprehensive HIV/AIDS strategy that is complementary to the national strategy.
- 650. Develop educational and health preventative programs to control and minimise the spread of HIV infection and to improve the community's understanding of the virus.
- 651. Encourage the involvement of relevant community organisations in the development of education and preventative programs, and in the management and delivery of HIV/AIDS related services.
- 652. Examine and eliminate barriers to accessing HIV/AIDS treatment, and ensure funding is available to assist voluntary community based support programs that provide support for people living with HIV/AIDS and their carers, family and friends.
- 653. Encourage the development of HIV/AIDS awareness programs by employers, trade unions and community groups to complement those developed by government agencies.
- 654. Move to develop specific HIV/AIDS education programs which target young people.
- 655. Support the introduction of legislation to protect those who are involved with all/any aspects of needle and syringe exchange and distribution programs, including support for the trialling of safe injection rooms.

Chapter 15. Housing

Principles

ACT Labor recognises the right of all ACT citizens to live in housing appropriate to their needs.

ACT Labor is committed to the adequate supply of affordable housing that is well located, of good quality, secure in tenure, and contributes to an environmentally sustainable and energy efficient city.

ACT Labor recognises that housing plays a role in reducing poverty and ensuring a decent standard of living for the citizens of the ACT.

ACT Labor administration of housing policy will be responsive to community needs and will be undertaken in consultation with residents on housing and residential land matters. ACT Labor recognises the need for community consultation on tenancy and housing matters.

Public housing policy will recognise that public housing is a key element of effective urban governance and is part of the housing continuum, which is comprised of public and community housing, affordable housing and private including private rental and home ownership.

The planned provision of public housing is an important integral facet of an overall planning strategy and structure. In conjunction with other elements of the urban governance system, public housing will integrate with the community and private housing sectors, and the wider community to create a more equitable and sustainable city.

Assistance provided for households in need should not discriminate between those purchasing their own home, renting in the public or private rental market, or seeking community and co-operative housing. Housing policies should take into account all forms of direct and indirect assistance to ensure that housing assistance is provided equitably to the different housing sectors.

Recognition must be given to the housing needs of disadvantaged groups in the community such as the aged, unemployed, Aboriginal peoples and Torres Strait Islanders, youth, single people, sole parents, people with disabilities, and those in crisis. Programs will address both emergency and medium to long-term needs of these people.

Objectives

Labor aims to:

1. Ensure residents of the ACT have access to affordable housing that is of good quality design.
656. Ensure that all new housing in the ACT is energy efficient and encourage it to be of adaptable design.
657. Ensure the housing needs of those who have special needs or require assistance are met.
658. Improve the security of tenure for public and private tenants. Ensure public tenant protection and security of tenure through adherence to strong residential tenancy legislation.
659. Ensure that residential tenants can live in homes with security and dignity by enforcing a charter of renter's rights.

Strategies

Labor will:

Housing Development

660. Ensure that public and private housing is distributed within and between all suburbs, in order to create socially harmonious communities. The location of housing must be easily accessible to community, health and recreation facilities, employment centres, schools, and public transport, with consideration given to those people with needs requiring distance from those areas where such facilities are found (e.g. main roads or town centres). Housing should be within walking distance of public open space.

- 661. Provide assistance to those in economic and social needs to meet the costs of public, co-operative or private rental accommodation or to achieve home ownership.
- 662. Ensure that a certain percentage of new residential developments are dedicated to public and/or community housing to avoid ghettoizing of disadvantaged people in the community and to provide for regular updating and turnover of housing stock to account for changing housing needs of the community.
- 663. Establish a clear forward program of housing construction and development that is complementary to neighbourhood plans and the Territory Plan. New dwellings will be built to community standards, in accordance with energy efficient design principles to at least a six star energy rating, and be accessible to services and public transport
- 664. Ensure that redevelopment supports the creation of harmonious communities and where possible, break down any concentration of disadvantages that exists in the community, Redevelopment must be preceded by comprehensive consultation with residents and, where possible, ensure that residents continue to enjoy the usual amenity of their home and connection with the community services.
- 665. Ensure that new housing developments, where possible, support the creation of innovative and evidence based models of housing which supports tenants' individual needs.

Access to Housing

- 666. Provide emergency housing to those made homeless
- 667. Ensure that homeless people and those at risk of homelessness receive particular attention in housing and broader social programs.
- 668. Assist groups to enable them to operate refuges and a variety of other supported accommodation programs for those in crisis.
- 669. Facilitate transition from crisis into suitable permanent housing.
- 670. Ensure there are a variety of adequate havens for those needing short and medium term housing when in crisis.

Housing for People with Disadvantages

- 671. Ensure that ACT Housing is a responsive and accountable agency to Government, clients and the community.
- 672. Establish a clear forward program of public housing construction and redevelopment, directed towards the minimisation of the waiting period for public housing. New dwellings will be built to community standards, in accordance with energy efficient design principles be of at least a six star energy rating, of adaptable design, and be accessible to services and public transport
- 673. Minimise the waiting period for public housing by maintaining the current net level of public housing. Any demolition or sale of public housing stock will only be undertaken after long term planning of acquisitions and public consultation. Public housing stock will not be sold/demolished to fund the maintenance budget for existing housing stock, but must only be sold to increase housing stock.
- 674. Ensure that redevelopment and upgrading proposals will not be undertaken without comprehensive consultation with public housing tenants and, where possible, tenants will be allowed to remain in their existing home.
- 675. Ensure a sensitive allocation of tenants to public housing dwellings - recognising that some tenants will not live comfortably in conjunction with other tenants. Aggregation of such tenants into a single public housing area or estate must be avoided in favour of integration into the wider community. Ensure that a written and accessible policy and procedure on allocations be available to all ACT Housing tenants and potential tenants.
- 676. Establish a mechanism to manage public housing relocations.
- 677. Encourage participation by public housing tenants in the management of their dwellings.
- 678. Ensure that changes to ACT Housing rental policy will only be made following consultation with tenants and acknowledgement of their needs.

- 679. Ensure that all public housing tenants are provided with prompt, quality maintenance services in accordance with the Residential Tenancies Act.
- 680. Provide a housing exchange facility for ACT Housing tenants whose circumstances change.
- 681. Recognise the right of security of tenure for public housing tenants - allowing people in disadvantaged circumstances to stabilise financially, locationally, and socially.
- 682. Ensure adherence by ACT Housing to the Residential Tenancy Act for all public housing tenancies.
- 683. Investigate the establishment of assistance mechanisms for ACT Housing tenants, such as:
 - a. the provision of a system of “holding rental” to enable those seeking rehabilitation to have a home to return to after their treatment.
 - b. encouraging tenants to develop communities, which may take responsibility for maintenance, social events, and similar activities.
 - c. providing neighbourhood and community centres that can operate as a focus for public housing tenants and the wider community around them.
- 684. Undertake a reappraisal of the percentage of income for rental system, with further investigation of the disposable income available to a public housing tenant after the rent is paid. Allocation of arrears payments must consider the remaining income available for basic living requirements. Investigate adopting the individual as the rent-paying unit, resulting in each resident of a dwelling paying rent according to their capacity. This would form a direct relationship between the individual tenant and ACT Housing, rather than the entire household and ACT Housing.

Sustaining Public Housing Tenancies

- 685. Establish internal ACT Housing mechanisms for early identification of financial difficulties of tenants and provide referral to appropriate agencies for assistance. This will include a “whole of tenancy” approach incorporating assistance, where appropriate, in all aspects of a tenant’s circumstances to facilitate stability of accommodation.
 - a. Direct ACT Housing to not take responsibility for financial counselling, nor to assess the ability of tenants to remit debt.
 - b. Direct ACT Housing to assist those with existing debt to gain housing by referral to community financial counselling services. Recommendations on debt reduction by such agencies will be considered to ensure that the threat of homelessness is reduced. Applicants for housing will not be refused due to existing debt if a plan is in place for debt management.
- 686. Ensure ACT Housing promotes a safe environment for public housing tenants and puts in place effective programs to reduce incidents of anti-social behaviour. Tenancy management plans should be put in place for inappropriate and disruptive tenant behaviour that address the underlying causes of the problem behaviour including drug and alcohol misuse and mental health issue and links tenants to appropriate community sector services.

Renter’s Rights

- 687. ACT Labor Governments will amend its residential tenancies legislation based on a charter of renter’s rights that will:
 - a. Limit no-clause evictions to protect renters from retaliatory action by landlords and restrict for-cause evictions by:
 - i. increasing notice times required by landlords,
 - ii. restricting the causes permitted by landlords to evict tenants, and
 - iii. requiring compensation for evicted tenants where there is legitimate cause for eviction that is not the tenant’s fault;
 - b. ensure that renters can terminate their leases without incurring an unreasonable or onerous liability to the landlord;

- c. prohibit unreasonable or onerous rent increases and provide transparent and independent mechanisms to review rent increase;
 - d. introduce and enforce strong habitability standards for residential rental properties that must be maintained while they are leased, including standards that safeguard health and wellbeing;
 - e. increase minimum information required to be provided by landlords to prospective tenants, including requiring information about internet access to be on par with water and electricity;
 - f. allow tenants to have pets except in rare circumstances; and
 - g. introduce civil damages and / or criminal penalties for violations of residential tenancy law by landlords.
688. ACT Labor will develop long-term standard tenancy agreements for tenures of between two to five years and for tenures more than five years, and amend the residential tenancy law to accommodate long term leases.
689. ACT Labor will reform the ACT Government's funding model for tenancy advocacy organisations to increase capability and maintain independence.
690. ACT Labor will ensure that there is a transparent and independent dispute process for tenancy that is accessible by all irrespective of means and circumstances.
691. ACT Labor will investigate legislating to provide tenants with appropriate rights to attend and participate in meetings of owner's corporations and their committees, similar to legislation in place in New South Wales.

Chapter 16. Human Rights

Principles

ACT Labor is committed to the progressive realisation of human rights in the ACT, by the incorporation of human rights standards in domestic law, and through government action in every field.

Human rights, as defined in international covenants to which Australia contributed and adheres, include civil, political, economic, social and cultural rights. These rights are universal, indivisible and inalienable. They provide basic standards that are vital for the welfare of the community and the dignity of the individual, and are fundamental for a just and democratic society.

One key aspect of human rights is the protection of people from discrimination on the basis of race, class, religion, political belief, gender, age, sexual preference or physical or mental capacity.

ACT Labor supports the continuing development of international and domestic standards for human rights and effective mechanisms for their promotion, protection and realisation

Objectives

Labor aims to:

1. Promote human rights in accordance with Australia's obligations under international law.
692. Provide specific protection for women, children, the aged and minorities.
693. Recognise the right of the terminally ill to die with dignity.
694. Promote the right of privacy.
695. Provide a framework for the ethical use of reproductive technologies.
696. Ensure that the principles of access and equity apply to the delivery of government services in the ACT community.

Strategies

Labor will:

Protection of Rights

697. Ensure that government policies and programs comply with international conventions ratified by the Australian Government
698. Review the ACT Human Rights Act 2004 to give consideration to:
 - a. allowing claims against the government for breaches of the Act; and
 - b. giving the Human Rights Commission the power to investigate possible breaches of the Act; and
 - c. including the rights contained in the International Covenant on Economic, Social and Cultural rights.
699. Regularly review anti-discrimination legislation both for effectiveness of legal protection and for quality of enforcement.
700. Support the re-establishment of a Human Rights Office in the ACT, combining Territory and Federal functions, to be operated in conjunction with the equivalent Federal body.

Privacy

701. Develop an action plan for unreasonable invasion of privacy.
702. Enact an ACT Privacy Act, along the lines of the Commonwealth legislation, and extend its operation to contractors performing outsourced government functions.
703. Broaden the Listening Devices Act so that it extends to intrusive surveillance devices.
704. Enact legislation to regulate the use of surveillance cameras in public places, including the use of material recorded by means of such cameras.

Rights of Women

- 705. Recognising that these matters primarily affect women, but may also affect men -
- 706. Maintain and enforce laws that protect women against discrimination in all its forms.
- 707. Support the full implementation of the Convention for the Elimination of Discrimination against Women.
- 708. Support ongoing review and strengthening of the law in relation to domestic violence, sexual harassment and sexual assault.
- 709. Require contractors to implement Equal Employment Opportunities (EEO) policies in order to obtain government contracts.
- 710. Eliminate legal inequities that create problems of debt that is transferred from a defaulting or deceased debtor to a present or former spouse or partner (sexually transmitted debt).

Reproductive Technologies

- 711. Regulate In-vitro fertilization (IVF) procedures to enforce bioethics and discourage exploitation of those seeking assisted conception.
- 712. Support IVF surrogacy where a child is produced with a donor embryo to enable another person to become a parent.
- 713. Develop legislation that clarifies custody arrangements in the cases of IVF surrogacy.
- 714. Regulate the storage and use of frozen embryos.
- 715. Ban cloning of human beings.
- 716. Protect the privacy of sperm donors, except in essential cases for the purposes of obtaining medical history.
- 717. Clarify that sperm donors are not liable for child support, nor may they seek custody of the child fertilised from their sperm; nor should children fertilised from donor sperm be entitled to a share of the sperm donor's estate.
- 718. Allow the use of sperm from a dead donor in appropriate circumstances.

Children's Rights

- 719. Ensure that Children's Courts are confidential and separate for all purposes.
- 720. Develop a charter of Children's Rights as a set of principles to guide implementation of government policy and the delivery of children's services.
- 721. Support the establishment at a national level of a Commissioner of the Rights of Children.

Adoption, Foster Care and Surrogacy

- 722. Support an open adoption system, where biological parents and children may have contact in appropriate cases with the adopted child if they wish.
- 723. Promote adoption guidelines that allow adoption by single parents as well as couples and that do not discriminate on the basis of sexual preference.
- 724. Support appropriate controls on inter-country adoption.
- 725. Promote the rights of foster parents, including the ability to seek custody, to seek adoption of their foster children or to maintain access after fostering ceases.
- 726. Oppose commercial surrogacy.
- 727. Clarify the respective rights of the different parties involved in a surrogacy arrangement.

Rights of Older People

- 728. Maintain and enforce laws against age discrimination.
- 729. Ensure uniform abolition of compulsory age retirement.
- 730. Enforce compliance with the national aged care principles in nursing homes.
- 731. Maintain appropriate guardianship and advocacy arrangements for older people who require such assistance.

Euthanasia

- 732. Retain legislation that allows for interventionist medical treatment to be refused by a patient.
- 733. Allow the same rights for a patient who has become incompetent but did, whilst competent, execute an 'advance directive' or an enduring power of attorney providing for such withholding of treatment.
- 734. Support voluntary euthanasia legislation that provides that if a patient who has been counselled consistently requests assistance to die and two doctors are of the view that there is little or no prospect of substantial improvement of the patient's condition, then it should not be an offence for a doctor to assist the patient to die.
- 735. Require that if the patient has become incompetent and two doctors consider there is little or no prospect that the patient will regain competence, it should not be an offence for a doctor to cause the patient to die if:
 - a. the patient did, whilst competent, make an 'advance directive' that makes it clear that in circumstances such as prevail, the patient should be caused to die.
 - b. the patient did whilst competent enact an enduring power of attorney which makes it clear that in circumstances such as prevail, the attorney may and should, on the patient's behalf, authorise a doctor to cause the patient to die.
- 736. Continue to support a conscience vote on euthanasia for ALP Public Office Holders.

Gay, Lesbian, Bisexual, Transgender and Intersex Rights

Acknowledging that Labor believes that all people are entitled to respect, dignity and the right to participate in society and to receive the protection of the law regardless of their sexual orientation or gender identity, Labor will implement policies and legislate generally to give effect to this belief. In particular, a Labor government will:

- 737. Legislate to achieve equal legal status for all people regardless of sexual orientation or gender identity.
- 738. Introduce programs that support inclusion and fight discrimination against, and vilification of LGBTIQ+ people.
- 739. Guarantee ACT Government support for programs that support safe and inclusive schools for same sex attracted, intersex and gender diverse students, staff and families.
- 740. Develop a strategy to support the inclusion and wellbeing of LGBTIQ+ people in the ACT.
- 741. Support marriage equality.
- 742. In the absence of marriage equality, legislate for two people regardless of gender to enter into a legally recognised union.
- 743. Acknowledge the principle of recognising committed relationships between adults, and reaffirm support for legal reforms that recognise the rights of couples in mutually interdependent relationships to have their relationship recognized socially, legally and financially.
- 744. Acknowledge the special needs of LGBTIQ+ seniors in accessing appropriate aged care services free from discrimination, and ensure it is embedded in service delivery.
- 745. Review the recognition of family diversity in legal parentage, consistent with children's interests.
- 746. Take steps to address family violence in LGBTIQ+ relationships.
- 747. Legislate to ban conversion therapy and unethical therapists.
- 748. Review restrictions on blood donation for people in same-sex relationships.
- 749. Provide education and support through wrap-around services to young LGBTIQ+ people and their families.

750. Encourage ACT workplaces to commit to equality for LGBTIQ+ people in the workplace by undertaking an assessment and putting in a submission to obtain a Pride in Diversity, Australian Workplace Equality Index (AWEI).
751. Acknowledge that, while improvements have been made, intersex people continue to experience discrimination and stigmatisation, including in medical settings in Australia.
752. Commits to implementing at a territory level and advocating for the implementation at a national level the recommendations contained in a consensus statement of Australia and Aotearoa/New Zealand intersex community organisations and independent advocates (“the Darlington Statement”) including, but not limited to:
 - a. reviewing systems and requirements relating to providing sex/gender information to government;
 - b. developing human rights based standards of health care for intersex people;
 - c. prohibition of deferrable medical interventions, including surgical and hormonal interventions, that alter the sex characteristics of infants and children without personal consent; and
 - d. supporting peer support organisations for intersex people.

Blood Borne Diseases and the Law

753. Remove legislative obstructions to public health issues, with the focus being on universal infection control/protection procedures.
754. Enact penalties for breaches of confidentiality along the same lines as that covering confidentiality for public servants.
755. Base legal policy regarding testing for blood borne diseases on voluntary participation, informed consent, confidentiality, the provision of adequate pre- and post-test counselling and patient control of contact tracing.
756. Require adequate prevention measures, including distribution of condoms, to ensure against the spread of blood borne diseases in corrective services institutions.

Rights of People with Disabilities

757. Recognise the legal rights of people with disabilities and ensure that there is no unfair discrimination in regard to access to services and amenities.
758. Ensure the protection of civil rights by examining all legislation.
759. Ensure the accessibility and flexibility of housing, employment, education and training services and programs within the ACT for people with disabilities.
760. Include people with disabilities in the decision-making and policy-making processes of Government and its agencies.
761. Promote the inclusion of people with disabilities in the decision-making processes of the non-government sector.
762. Recognise the legal rights of people with disabilities and ensure that there is no unfair discrimination in regard to access to services, treatment, accommodation and employment.
763. Examine health legislation to ensure the protection of civil rights and to enable the delivery of appropriate care and treatment.
764. Ensure that an ACT court or tribunal hearing a compulsory or emergency application under the Mental Health Act be required to hear such an application within 24 hours of filing.
765. Ensure the accessibility and flexibility of housing, employment, education and training services and programs within the ACT to accommodate the needs of people with disabilities.
766. Promote the inclusion of people with disabilities in decision-making and policy-making processes to provide a strong consumer focus in the delivery of services for people with disabilities.

- 767. Provide strong support for carers and people with disabilities in their home environments.
- 768. Recognise the right of people with disabilities to an accessible, effective, timely and independent complaints mechanism to apply to all services, government and non-government provided to them.
- 769. Recognise the special needs of people with psychiatric disabilities or mental illness to properly resourced advocacy services.

Human Rights Office

- 770. Support the re-establishment of a Human Rights Office in the ACT, combining Territory and Federal functions, to be operated in conjunction with the Federal Human Rights and Equal Opportunity Commission.

HIV/Aids, Hepatitis and the Law

- 771. Continue to implement the recommendations of the Legal Working Party of the Intergovernmental Committee on AIDS (IGCA).
- 772. Remove legislative obstructions to public health issues, with the focus being on universal infection control/protection procedures.
- 773. Enact penalties for breaches of confidentiality along the same lines as that covering confidentiality for public servants.
- 774. Base legal policy regarding testing for HIV and hepatitis on voluntary participation, informed consent, confidentiality, the provision of adequate pre- and post-test counselling and patient control of contact tracing.
- 775. Require adequate prevention measures, including distribution of condoms, to ensure against the spread of HIV and hepatitis in corrective services institutions.
- 776. Attach an HIV liaison unit to the police, made up of persons from the community who have direct contacts and work with high-risk groups.

Rights of Asylum Seekers

- 777. Advocate for Australia to contribute to the development of further multilateral solutions, recognising the importance of regional neighbours, with the aim of eradicating people smuggling, deterring secondary movement and enabling refugees to access appropriate processing and settlement outcomes.
- 778. Advocate a policy on asylum seekers and refugees, which is compassionate and humanitarian, acknowledging that asylum seekers who reach Australian Territory are entitled under international law to have their status determined under Australian law and recognise the positive contribution asylum seekers and refugees can make to the Australian community.
- 779. Increase Australia's humanitarian intake to 20,000 places per year.
- 780. Support processing arrangements that allow asylum seekers to be released into the community once initial health and security measures have been met, within 30 days or 14 days for children and families that include children and oppose the mandatory detention of asylum seekers for the duration of their processing.
- 781. Support permanent residence visas for all asylum seekers deemed to be refugees.
- 782. Support the return of all processing facilities to public management and therefore public scrutiny
- 783. Provide on-going access to government services that empower refugees and asylum seekers and allow them to participate in the community.
- 784. Provide support for Refugee Resettlement programs in the ACT

Industrial Rights

- 785. ACT Labor recognises that everyone has the right to form and take action through trade unions, including the right to strike.
- 786. ACT Labor recognises that changes in the economy, workplace, and society by neoliberal economics have undermined workers' rights.
- 787. ACT Labor, understanding that workers' rights are not just an economic matter, but a human rights matter, will entrench workers' rights in the ACT Human Rights Act, including:

- a. The right to form and join in free trade unions
- b. The right to have unions recognised by employers
- c. The right to strike
- d. The right to fair pay
- e. The right to paid time off for recreation or due to misfortune
- f. The right to a healthy and safe workplace
- g. The right to equal pay for equal work.

788.

Chapter 17. Indigenous Affairs - Rights & Reconciliation - A Framework for Action

Principles

Cultural Identity and Integrity

Labor respects the inherent Indigenous rights of Aboriginal and Torres Strait Islander people (Indigenous) people as the first Australians. Labor acknowledges that these rights have been denied to Indigenous people and their disadvantage arose from the dispossession of their traditional lands and economic base which sustained their livelihood and health; being denied equitable participation in the Australian economy; and the inter-generational nature of their disadvantage.

Self Determination

Labor respects the right of indigenous citizens to 'Self Determination', that is, their right to decide within the broad context of Australian society the priorities and the directions of their own lives, and the freedom to determine their own affairs.

Representation

Labor respects the right of Indigenous people to be represented in a manner they see as appropriate.

A Rights-Based Approach

Labor will address the disadvantage of Indigenous people by delivering their 'rights' as ACT citizens. Labor acknowledges the 'welfare' approach of previous Governments had limited success in addressing Indigenous people's health and living standards but understands the importance and necessity of specific programs, where appropriate, to help alleviate this disadvantage.

Whole of Government Approach

Labor will take a strategic approach to the allocation of funding to Indigenous services across portfolios.

Objectives

Labor aims to:

Empowerment

1. Ensure that Indigenous people have sufficient information and technical advice to make informed decisions on issues affecting them.
789. Provide the means for Indigenous people to have access to, and the opportunity to participate in, community and government decision-making processes.

Human Rights

790. Provide the means for Indigenous people to fully use and enjoy their human rights consistent with internationally accepted human rights standards and instruments.
791. Ensure that the laws, government policy and practices guarantee Indigenous people their human rights as ACT citizens. This includes, but is not limited to, core government services such as health, housing, education, employment, training, law, infrastructure and community services.

Indigenous Rights

792. Provide the means for Indigenous people to fully use and enjoy their 'Indigenous Rights' consistent with internationally accepted standards and instruments that protect the rights of Indigenous peoples.
793. Ensure the laws, government policy and practices guarantee Indigenous people their Indigenous rights such as, but not limited to, native title, heritage protection, cultural and intellectual property, customary law, and the right of Indigenous people to be recognised as a distinct group.

Reconciliation

794. Implement a process of reconciliation between Indigenous people and the wider ACT community, based upon an appreciation by the ACT community as a whole of

Indigenous cultures and achievements and of the unique position of Indigenous people.

- 795. Facilitate and foster the development of community-based reconciliation groups comprised of members of the wider ACT community.
- 796. Foster an ongoing community commitment to ensure that Indigenous people enjoy their human and indigenous rights.

Justice

- 797. Provide the means for Indigenous people to seek legal redress through the courts and judicial systems to protect their human and indigenous rights.

Strategies

Labor will:

Negotiation

- 798. Negotiate with Indigenous people to ensure resources used to achieve their human and Indigenous rights are used in a manner consistent with the priorities and directions set by the Indigenous community.
- 799. Introduce an ACT Government Indigenous Procurement Policy which will introduce gradual compliance targets for ACT Government contracts to be provided by Indigenous enterprises.
- 800. Commit to developing mandatory compliance targets for ACT Government procurement following a scoping study to determine the most suitable targets for the ACT.
- 801. Negotiate with Indigenous people through Advisory Committees and Community Meetings to:
 - a. Define both Labor's and the Indigenous community's understanding of each specific policy context;
 - b. Set policy objectives;
 - c. Devise means for achieving policy objectives; and
 - d. Devise means to monitor and evaluate the achievement of policy objectives.

Reconciliation Commissioner

- 802. Facilitate a formal reconciliation process through the creation of a 'Reconciliation Commissioner' as part of a Human Rights Commission. The office could employ one Indigenous Commissioner and one non-Indigenous Commissioner to act as an ombudsman for disputes between Indigenous people, the wider ACT community and the ACT Government.

Reconciliation Community Meetings

- 803. Facilitate an informal reconciliation process by conducting 'Reconciliation Community Meetings' as a forum for discussion by all ACT citizens of issues relating to reconciliation with Indigenous people and of policies to be adopted by the Government to promote reconciliation.

Legal Aid

- 804. Ensure there is a well-resourced Legal Aid Office so Indigenous people can protect their human and Indigenous rights.

Native Title

- 805. Negotiate a settlement with all ACT Indigenous native title claimants which includes:
 - a. Acknowledgment of Indigenous peoples as the traditional owners of ACT land;
 - b. Protection of Indigenous peoples cultural sites in the ACT;
 - c. Co-management of national parks with Indigenous people;
 - d. Consultation with Indigenous peoples on the future use of unallocated Crown land, where that land is not already subject to native title claims.

Prison

- 806. Support public ownership and management of an ACT prison.

- 807. Engage in consultation with current Indigenous prisoners from the ACT in order to identify key needs in service provision.
- 808. Develop appropriate transitional arrangements to facilitate the transition of Indigenous prisoners back into the community.
- 809. Develop strategies to prevent overcrowding.
- 810. Ensure appropriate links with local Indigenous organisations and agencies able to provide health, education and other beneficial programs to Indigenous prisoners.
- 811. Develop strategies to address issues of chronic illness and disability among inmates.
- 812. Ensure the provision of evidence-based rehabilitation options designed to meet needs.
- 813. Develop strategies to reduce the spread of blood-borne diseases.
- 814. Ensure the implementation of recommendations from the Royal Commission into Aboriginal Deaths in Custody (RCADIC).
- 815. Provide appropriate housing, health and support services for the families of prisoners held in the ACT that have relocated from interstate.

Priority Areas in Service Delivery

- 816. Develop a comprehensive profile of the Indigenous community in the ACT as a basis for developing appropriate programs.
- 817. Promote a greater emphasis on prevention, education and training initiatives.
- 818. Promote a restorative justice model with an emphasis on rehabilitation.
- 819. Ensure the community-based development of culturally appropriate detoxification and rehabilitation programs designed to address alcohol and other drug misuse issues.
- 820. Implement the recommendations of the RCADIC and the Bringing Them Home reports.
- 821. Ensure proper acknowledgment of traditional Indigenous people within the ACT through ceremonial arrangements and practical actions.
- 822. Develop strategies to improve retention rates for children in the education system.
- 823. Ensure adequate and appropriate resourcing of Indigenous organisations and agencies to address community needs.
- 824. Ensure that education and training programs are linked to real job opportunities for Indigenous job seekers.
- 825. Ensure that mainstream agencies provide culturally appropriate services to enhance access for Indigenous Canberrans.
- 826. Develop strategies to support Indigenous people delivering services to the community.
- 827. Provide access to flexible and culturally appropriate residential accommodation for Indigenous families
- 828. Provide diversionary accommodation to meet demand.
- 829. Establish an Aboriginal Justice centre to provide a coordinated approach to Aboriginal and Torres Strait Islander justice programs and services in the ACT and to provide a primary focus on all matters impacting on Aboriginal justice in the ACT.

Measuring Progress

- 830. Measure the effectiveness of government policy to empower Indigenous people by measuring the ability of the Indigenous community to:
 - a. Understand the international and domestic standards, laws and mechanisms in relation to their human and Indigenous rights;
 - b. Use the processes and mechanisms that translate the existence of human and indigenous rights into the exercise of those rights; and
- 831. Articulate and advocate their interests in a manner, which retains the integrity of their voices.

832. Measure our performance against the objectives by measuring the ability of the wider ACT community to understand and respect the rights and realities of Indigenous people and their insistence on the fulfilment of the human and Indigenous rights of Indigenous people.
833. Measure Labor's performance against the objectives by its ability to:
- a. Identify deficiencies in its performance to deliver human and Indigenous rights to Indigenous people;
 - b. Incorporate Indigenous people's guidance and advice in its decision making processes; and
 - c. Develop an appropriate legislative and economic framework to support and facilitate the changes required to deliver human and Indigenous rights to Indigenous people.

Chapter 18. Industrial Relations

Principles

The Labor Party has, since its foundation, strived for wage justice, maximised employment and social progress. Labor believes that working conditions must maximise the talents of workers, provide them with improved skills, and give them greater control over their work-lives and future prospects.

Labor believes that every person should have access to employment which provides for favourable working conditions, participation in workplace decisions, non-discriminatory workplaces, job security, job safety and security of entitlements.

The trade union movement is central to achieving just outcomes for workers, and ensuring we live in a fair and progressive community. Labor recognises the inherent imbalance in employment power between employers and workers. Labor believes that the collective organisation of workers, in conjunction with action by Labor in government, can deliver economic justice, social stability, and social progress.

The ACT Labor Party holds that the key to successful industrial relations is economic justice, secured through mutual respect, goodwill, trust, genuine negotiation and collective agreement between the parties involved, whether they be government, unions, or individual employers.

ACT Labor acknowledges the unique vulnerabilities of migrant workers, including temporary skilled workers and international students. ACT Labor is committed to protecting the rights of all workers, regardless of their immigration status.

Objectives

Labor aims to:

1. Ensure all workers receive a fair and equitable share of the nation's product. Accordingly, wage and salary standards must keep pace with the cost of living and, together with employment conditions, improve in relation to the benefits of technological change and increased productivity.
834. Strive for the genuine acceptance of the principle of equal remuneration for work of equal value.
835. Ensure all workers should have equal opportunity to gain employment and be free from discrimination in the workplace.
836. Ensure that workers and their unions are enabled to participate in decisions in their employment.
837. Ensure all employers provide their employees with a safe and healthy working environment free from covert surveillance unless that surveillance is carried out under the authority granted by legislation.
838. Ensure all working people have the opportunity for further education and training on a continuing basis in work-time as part of the working process.
839. Ensure unions develop as a key element in the struggle to achieve justice in work. To this end, all workers have a responsibility to participate in this process through membership of a union.
840. Ensure that working arrangements do not act to the detriment of workers.
841. Ensure job security for ACT Government Employees, which includes abolishing the use of labour hire throughout the ACT Public Sector and taking measures to reduce the use of casual and fixed term employment in the ACTPS.

Strategies

Labor will:

Industrial Relations Arrangements

842. Support a national industrial relations system that delivers appropriate wages and conditions, which are maintained and through time increased.
843. Support a strong safety net of Modern Awards that can be built upon by collective bargaining at the workplace level

- 844. Support access to conciliation and arbitration by an impartial tribunal.
- 845. Support a national minimum wage and legislated minimum employment standards that cover hours of work, leave, notice of termination and redundancy pay for all workers.
- 846. Advocate for full implementation of standards laid down in the International Labour Organisation's Conventions.
- 847. Take all measures to ensure that union members benefit from improvements in pay and conditions won by trade union representation.
- 848. Encourage and assist membership and participation in trade unions by all workers.
- 849. Ensure that trade unions and their representatives have the right to examine all records held by employers that affect employees, including workplace agreements, and time and wages sheets for a period of seven years.
- 850. Ensure all unions and their representatives have the right to visit any workplace under their coverage to undertake union activities.
- 851. Give unions and their accredited representatives the right to take appropriate action to ensure all workers' rights are maintained.
- 852. Prohibit unfair industrial practices of any kind, including in contracts to which the ACT Government is a party.
- 853. Maintain Award Superannuation Entitlements for all workers.
- 854. Provide that lawful industrial action by union members shall be a defence against common law and statutory action.
- 855. Ensure that any current and future ACT ALP Government will not contract out any existing ACT Government jobs to the private sector.

Industrial Democracy

- 856. Support the principles of Industrial Democracy, and promote and encourage schemes that implement those principles.

Working Arrangements

- 857. Support moves to have a 35 hours week introduced as standard for all workers.
- 858. Promote employee-initiated access to flexible working arrangements.
- 859. Promote employee-initiated access to permanent part-time work.
- 860. Provide that the Trades and Labour Council Picnic Day, and May 1 be proclaimed as public holidays in the ACT.

Leave Conditions

- 861. Ensure that annual Holiday Leave conditions for all workers provide for a minimum period of four weeks leave on full pay, and payment of a loading to ensure all workers do not suffer financial detriment when they take annual leave.
- 862. Ensure that Long Service Leave conditions for all workers provide a minimum of three months leave after ten years' service, while working towards reducing the service requirement to seven years for three months leave.
- 863. Ensure that all workers are able to access their legal entitlement to leave and other employment entitlements and commit to the principle of access to portable long service leave entitlements for private sector workers.
- 864. Work with stakeholders and through government to ensure that appropriate legislative and policy measures are implemented for employees working in industries marked by job instability or which have high labour mobility, to improve accessibility to long service leave.
- 865. Support portability of long service leave in the construction and contract cleaning industries, and investigate and implement portability for other industries with high labour mobility, including accumulation trust funds to which all employers will be required to contribute monies on behalf of employees.
- 866. Support a national paid parental leave scheme of 26 weeks replacement wages, plus superannuation on periods of paid and unpaid leave for up to 12 months for all employees regardless of how they are employed.

- 867. Encourage private sector employers to grant special leave for family reasons, emergencies and to provide for purchased leave as an option.
- 868. Provide for leave for trade union training.

Occupational Health & Safety, Workers' Compensation and Rehabilitation

- 869. Ensure that each person in an ACT workplace is covered by laws and regulations that guarantee their health and safety. Guarantee that the ACT will not diminish the rights and protections granted to persons in ACT workplaces as enacted by the Work Safety Act 2008 and any associated regulations.
- 870. Provide a Workers Compensation regime that focuses on fair process to ensure just compensation and comprehensive rehabilitation.
- 871. Maintain and improve occupational injury prevention programs by ensuring the enforcement and administration of Occupational Health and Safety [OH&S] legislation is pursued effectively:
 - a. Support the continued resourcing of the government regulator, ACT Work Cover.
 - b. Develop forms of voluntary compliance including enforceable undertakings, compliance agreements, and workplace education.
 - c. Establish a construction industry division within WorkCover inspectorate. This division would ensure the construction industry would be monitored and regulated by inspectors who had industry specific knowledge and experience to ensure safety for all workers in high risk industry.
 - d. Support appropriate compliance measures which fines or restrict the activity of employers who act in breach of OH&S laws. That is includes support for; prohibition and compliance notices, injunctions and 'on-the-spot' fines.
 - e. Ensure that fines and penalties under OH&S laws are appropriate to the seriousness of the breach.
 - f. Provide right of entry for officials of federally registered trade unions to address OH&S issues
 - g. Support the provision of improved training for Health and Safety Representatives and ensure that they are able to perform their essential role under OH&S Legislation.
- 872. Ensure that in relation to Workers' Compensation Claims:
 - a. Access to common law action against negligent employers is maintained;
 - b. Full wages are paid within fourteen days and thereafter at normal pay intervals for the duration of the incapacity;
 - c. Adequate lump sum payments are made for scheduled injuries.
- 873. Extend legislative provisions to cover the rehabilitation and retraining of employees who have been the victims of industrial accidents or of other conditions resulting from their employment.
- 874. Provide occupational health services which are conveniently located and are required to provide:
 - a. Advice to employees and employers on methods of minimising occupational health and safety hazards.
 - b. Treatment for victims of all occupationally induced diseases and accidents.
- 875. Support Industrial Manslaughter and worker death laws in the ACT and Australia.
- 876. Investigate the development of Workers' Compensation legislation to cover ACT public servants.
- 877. Encourage employers to establish rehabilitation and retraining schemes for employees who are victims of non-work related injuries.

Vocational Education and Training

- 878. Ensure that access to training is a right and not a privilege and that worker training is an integral part of the work process.
- 879. Adopt measures to encourage the employment of trainees and apprentices.

880. Ensure the greater use by employers of education and training programs, both to equip employees for change in work brought about by social or technological change, and to enhance job satisfaction.

Trade Union Education and Training

881. Promote the principle that Trade Union Education and Training are essential to assist participation in trade unions by all union members.
882. Establish an ACT Council for Trade Union Education and Training to determine on a continuing basis what the needs are in the ACT for trade union training and how best to meet those needs.
883. Establish a Centre for Union Education provided with adequate training and administrative staff, commensurate with the needs of unionists in the ACT.
884. Ensure that Trade Union Education and Training is funded at a level commensurate with the total workforce in the ACT eligible to participate in unions.

Work and Family Balance

885. Ensure that employees and employers are aware of the workplace policies which contribute to a fair balance between work and family
886. Support paid parental leave, carer leave, and work based childcare initiatives in the ACT Public Sector to ensure that the work and family standards of the public sector lead the nation
887. Encourage private sector employers to implement family friendly measures through the provision of payroll tax exemptions and through other government funded initiatives
888. Prevent discrimination against employees who exercise their entitlements under work and family policies.

Supply Chains and Migrant Workers

889. Take meaningful steps to address exploitation in the domestic and international supply chains of ACT-based companies and contractors, including but not limited to contractors to the ACT Government;
890. Work with community groups and unions to reduce the barriers exploited temporary workers face when reporting unlawful workplace conduct, including fear of deportation or retaliation by their employer
891. Noting that immigration is a Federal responsibility, support, at a minimum, a guaranteed, temporary right of stay for any worker who has a claim before the Fair Work Ombudsman, Fair Work Commission or the courts to ensure that temporary workers are empowered to access justice and to reduce the risk of worker exploitation.

Chapter 19. Legal and Illegal Drugs

Principles

The ACT ALP is committed to reducing the harm caused by the misuse and abuse of alcohol and other drugs in the ACT community, not only to the victims of addiction, but to victims of criminal activity undertaken to support or promote addiction, to the families and friends of drug users, and to community infrastructure such as the health system.

The ACT ALP acknowledges the complex psychological, health and socio-economic issues surrounding the misuse and abuse of alcohol and other drugs and the consequent need for broad social initiatives to support drugs policy.

Labor recognises that the legal drugs alcohol and tobacco cause the majority of social, economic and health costs to the Australian community stemming from drug use.

Labor recognises that principles of fairness and equity in society, effective education systems, full employment and support for those in need are required if alcohol and other drug use is to be reduced.

Labor maintains its strong support for measures to reduce trafficking in illicit substances, including strict enforcement of drug laws and the application of appropriately severe penalties for traffickers.

Labor recognises that a comprehensive drug strategy must have harm prevention and minimisation as central principles and must address a broad range of areas including: prevention of misuse, community education, treatment, rehabilitation, law and law enforcement, and the provision of aftercare services. Labor recognises that the most effective harm prevention is the avoidance of addictive substances, licit or illicit.

The ACT ALP is committed to the development and implementation of evidence-based alcohol and other drug strategies and programs adhering to established standards of best practice.

Labor is committed to ensuring that the ACT community has access to the broadest possible range of services addressing alcohol and other drug issues and problems.

Labor is committed to ensuring the development and implementation of targeted alcohol and other drug strategies for indigenous communities, youth, women, men, people from culturally and linguistically diverse communities and various at-risk groups in the community.

The ACT ALP is committed to maintaining a leadership role in tobacco regulation and related public health initiatives.

The ACT ALP is committed also to involving key community stakeholders in the development and implementation of effective alcohol and other drug strategies and initiatives.

Objectives

Labor aims to:

1. Reduce the harm caused by alcohol and other drugs
892. Reduce the use of illicit drugs in the ACT
893. Reduce the supply and trafficking of illicit drugs
894. Develop evidence based strategies for addressing the misuse of alcohol and other drugs
895. Ensure the provision of quality services to address the drug problem, and
896. Implement appropriate legislative changes to enable the provision of the broadest possible range of evidence based treatment options.

Strategies

In relation to Criminal Law and Justice, Labor will:

Drug Law Reform

897. Continue to support the decriminalisation of possession and use of cannabis for personal purposes.

- 898. Support a comprehensive evaluation of the ACT legislative approach to cannabis.
- 899. Support the establishment of an evidence-based heroin trial as a national project, ensuring the inclusion of needs-based support services and rigorous evaluation processes.
- 900. Support the active involvement of ACT researchers in evidence-based trials of medically supervised injecting rooms elsewhere in Australia, for instance, that proposed in NSW.
- 901. ACT Labor recognises the harm minimisation benefits of medically supervised injection rooms and will support the establishment of medically supervised injection rooms throughout the ACT in an effort to save lives.

Sentencing

- 902. Ensure penalties for trafficking in illegal drugs remain high, and include the forfeiture of assets acquired through drug trafficking.
- 903. Develop a comprehensive and well-researched framework for the implementation of the Commonwealth Diversion Initiative in the ACT.

Prison and Custodial Arrangements

- 904. After consultation, support the establishment in Canberra of a sobering up facility or shelter to provide an alternative to the detention of intoxicated people.
- 905. Ensure access to treatment, rehabilitation, aftercare and related support services equal to the standard of services provided to the broader community.
- 906. Ensure the rehabilitation strategies of ACT corrective facilities, and where possible of interstate facilities where ACT prisoners are detained, incorporate harm prevention and minimisation philosophies, and the broadest possible range of evidence-based treatment and rehabilitation programs.
- 907. Ensure that alcohol and other drug strategies in ACT custodial facilities:
 - a. promote harm prevention and minimisation objectives with regard to drug use and the prevention or reduction of Hepatitis C and other disease infection
 - b. address, in treatment and rehabilitation programs, issues of licit and illicit drug use and dependency.
- 908. In relation to Education, Labor will:

School Curriculum

- 909. Ensure the inclusion within both primary and secondary school curriculum of evidence-based licit and illicit drug education programs
- 910. Encourage an holistic approach to health promotion within schools
- 911. Encourage schools to adopt a range of strategies to address alcohol and other drug use by students, including:
 - a. Preventative education,
 - b. Counselling,
 - c. Family education,
 - d. Provision of information,
 - e. Referral to appropriate health care agencies, and
 - f. Support for teachers and families.
- 912. Support the adoption of drug free policies by all local school communities
- 913. Establish protocols to deal with drug use by students

Community Education

- 914. Support the development of a community education program which highlights that
 - a. The misuse of alcohol and other drugs involves both medical and social issues, and that medical treatment must be linked with other support services if long term rehabilitation is to be successful
 - b. Addiction is a chronic, relapsing condition
 - c. Abstinence is the desired endpoint for a person who is addicted, and should be promoted in the community, and

- d. A comprehensive range of treatment services is available.
915. In relation to Health, Labor will:

Public Health Promotion and Preventative Medicine

916. Promote the development and implementation of evidence-based prevention and education programs that address alcohol and other drug use issues
917. Ensure the development of evidence-based health education programs on lifestyle problems associated with drug use, which target young people, particularly women and smoking.

Alcohol and Other Drug Services

918. Ensure adequate funding and resourcing for ACT tobacco strategies and initiatives
919. Examine the feasibility of subsidising nicotine replacement therapies for health care card holders in the ACT
920. Ensure the provision of the broadest possible range of evidence-based treatment and rehabilitation options for alcohol and other drug users.
921. Ensure the provision of properly resourced aftercare and support services for recovering users of alcohol and other drugs, including counselling, employment, training, housing and outpatient services.
922. Ensure the provision of, and access to, a comprehensive range of counselling and related support services for the families and friends of problematic alcohol and other drug users.
923. Fund the provision of halfway houses that offer safe, secure accommodation based on need, based on both gender and family situations of users.
924. Develop an ACT Hepatitis C strategy.
925. Promote the development and trial of new pharmacotherapy options for the treatment of opiate dependence.
926. Ensure adequate, needs-based resourcing for needle and syringe programs in the ACT
927. Support adequate, needs-based resourcing for the methadone program, to ensure places for all users seeking treatment.
928. Support the continued supply of Narcan (naloxone) to all ACT ambulances for overdose resuscitation.
929. Investigate the viability of providing Narcan to heroin users for administration in overdose situations.

Tobacco Control

930. Acknowledge the role of the National Tobacco Strategy in providing a framework for addressing tobacco issues and the need for cooperation and collaboration among States, Territories and Commonwealth in addressing tobacco-related harms.
931. Strive to adopt and promote best-practice approaches to smoking prevention, cessation and non-smoker protection, and to the enforcement of legislation, including the prohibition of the sale of tobacco products to minors.
932. Eliminate the legislative provisions for tobacco advertising exemptions and for the use of vending machines for the sale of tobacco products
933. Support the provision of greater smoking cessation and related initiatives for patients in the Territory's hospitals.
934. In liaison with key stakeholders, work towards the successful implementation of the Territory's smoke-free enclosed public places legislation.
935. Explore the options for improved coordination across the range of tobacco control functions within ACT Health, including the possible establishment of a Tobacco Control Unit.

Addressing the Needs of Key Target Groups

936. Ensure the provision of specific programs – and training for workers in the alcohol and other drug fields – to meet the different needs of men, young people, women,

parents, indigenous people, and those from culturally and linguistically diverse backgrounds.

937. Develop strategies and services designed to address the incidence of dual diagnosis of mental health and drug problems among young people in the areas of:
- a. Prevention,
 - b. Education,
 - c. Treatment,
 - d. Rehabilitation, and
 - e. Aftercare support.
938. Support community organisations that develop and implement specific programs addressing issues around the use and misuse of alcohol and other drugs.
939. Ensure that adequate funding is provided to agencies working in the field to allow all workers to undertake cross-cultural awareness training.

Mental Health

940. Ensure the development of cooperative strategies by ACT Mental Health and alcohol and other drug services to address the incidence of dual diagnosis.

Chapter 20. Multicultural Affairs

Principles

Labor is committed to equity of access to and enjoyment of community resources for all residents of the ACT. Labor respects and encourages the right of all ethnic communities to practice and maintain their spiritual and cultural beliefs, subject to Australian law.

Labor recognises and respects the harmonious cultural and ethnic diversity of the ACT community. Labor acknowledges the contribution, which is made by the many different groups within the ACT Community that add to the richness of our community. It will actively promote the acceptance and respect for all groups within the ACT Community.

Labor will continue to welcome the arrival of more members of various ethnic and cultural groups and to encourage their active participation in the ACT Community. Labor will ensure that the special requirements are recognised for those people who are part of migration programs arriving for humanitarian reasons.

Labor respects the right of ethnic communities to participate in the economic, social and cultural life of the ACT consistent with their aspirations and in a manner that facilitates their peaceful integration into the Australian community.

Labor respects the right of all ethnic community groups to be represented in a manner they see as appropriate.

Objectives

Labor aims to:

1. Ensure that the ACT is able to preserve its cultural diversity in order to enrich the experiences of all members of the community.
941. Ensure all residents in the ACT Community can gain access to services and participate in all activities in the community without fear of discrimination on the basis of cultural ethnicity or race. Particularly in the areas of:
 - a. Government and decision making;
 - b. Legal services;
 - c. Accommodation;
 - d. Education;
 - e. Childcare;
 - f. Health facilities;
 - g. Language services (translating and interpreting) and training; and
 - h. Employment and training programs.
942. Assist refugees and humanitarian entrants to recover from their experiences and settle into the community.
943. Provide the means to ensure that the ethnic community has sufficient information and technical advice to make informed decisions on issues affecting them.
944. Provide the means for the ethnic community to have access to and the opportunity to participate in community and government decision-making processes.

Strategies

Labor will:

945. Promote and conserve language culture and identity through the provision of programs and resources for different ethnic and cultural groups to allow for education, training, cultural festivals and arts activities
946. Introduce and update legislation to ensure that people of all ethnic and cultural backgrounds do not suffer discrimination in obtaining access to Government, private or community services, and that they are able to participate in all aspect of community life
947. Ensure that all government funded services are flexible and responsive to client needs to achieve access and equity, particularly in childcare, education, health care, and legal services.

948. Implement a comprehensive language policy for people of all ages and abilities for whom English is their second language, by providing English language classes appropriate to need, information and educational material. Retain translating and interpreting services to ensure that people who have not yet learnt (or who are unable to learn) English can still access services.
949. Provide information on all government services in various community languages and formats, and ensure that interpreting services are available for all community service providers, particularly health care and legal services.
950. Ensure that interpreting services respect people's privacy, rights and cultural beliefs, by training and developing interpreters of both sexes in cross cultural communication and specialist language skills.
951. Provide specialist health and counselling services to assist those suffering the effects of torture and trauma.
952. Provide employment and training programs that are responsive to the needs of migrants, particularly in the recognition of overseas qualifications and bridging programs.
953. Establish Advisory Ethnic Communities Committees to advise the Minister on all matters relating to ethnic communities and the services to assist the full participation of people of non-English speaking backgrounds and other cultural backgrounds in the development of appropriate programs and policies.
954. Implement standards to ensure that the portrayal of people in the media accurately reflects Australia's cultural and linguistic diversity.
955. Ensure the laws, government policies and practices are culturally appropriate and do not prevent or inhibit ethnic communities from practicing and maintaining their spiritual and cultural beliefs, subject to Australian law.
956. Facilitate a process of cross-cultural sharing and learning that will promote greater understanding of cultural diversity and foster racial respect and harmonious relations between all cultural groups in the ACT community.
957. Communicate and negotiate with all ethnic community groups on the development and provision of government services affecting them.
958. Negotiate the nature and provision of government services with all ethnic community groups at quarterly workshops, in response to issues raised by ethnic community groups.
959. Encourage and empower the Ethnic Community Council to act as the ethnic community's review mechanism on the development, implementation and review of government policy and programs that affect them.
960. Increase support to migrant resource centres, provide adequate English language programs to new arrivals and maintain adequate interpreter and translation services.
961. Disseminate information on community and government services to ethnic community groups in both English and their own languages.
962. Monitor the effectiveness of government policy and of the ethnic community's integration into the ACT community by providing regular information on the economic, social and cultural status of the ethnic community.

Chapter 21. Norfolk Island

Governance

Principles

ACT Labor through its Norfolk Island Sub-Branch is committed to raising the standards of government in Norfolk Island by ensuring that all community members achieve social justice through responsible, responsive and accountable government at an appropriate level.

Labor recognises that self-government for Norfolk Island in its present form has not met the reasonable expectations of the lower and middle income earners nor has it provided standards of fairness, justice and equity to which democratic communities aspire. The shortcomings in island governance and the deficient standards of government services identified by various reports of the Joint Standing Committee on the National Capital and External territories are largely agreed by Labor and result in a resolve to promote significant change in governance arrangements.

As a fundamental principle of Norfolk Island governance Labor embraces the notion that functions and powers of government should be limited to those where past conduct and outcomes have met reasonable standards of fairness, equity and transparency. Available statistics suggest that lower and middle-income earners have failed to benefit from an economy that has effectively doubled over the period of self-government. Further statistics reveal that during the period of self-government the proportionate size of the younger generation in Norfolk Island has fallen consistently indicating an economic and social climate not sufficient to retain younger age groups.

Labor understands that the present machinery of government in Norfolk Island is unsuitable for a party political process and has remained unchanged since the commencement of self-government. A number of clearly inadequate processes raise a requirement for considerable change to facilitate the implementation of this platform.

Objectives

Labor aims to:

1. Deliver responsible, open and honest government;
963. Review the scope of government functions and powers with a view to reduction;
964. To maintain a system of government which respects and protects local views and culture;
965. Establish mechanisms that will enable frank public scrutiny of government conduct and decisions;
966. Establish a high degree of community involvement in decision taking;
967. Ensure wide community representation at political level;
968. Review the machinery of government to ensure that Labor interests and platforms are given due standing and attention, and
969. Maintain a viable efficient and responsive public service;

Strategies

Labor will:

970. Identify functions and responsibilities of Government that in Norfolk Island have not met desirable standards;
971. Work with the Commonwealth Government in developing a more suitable form of government for Norfolk Island;
972. Compel members of the Legislative to fully and publicly disclose their financial interests as well as the financial interests of their spouses and dependent children;
973. Implement new machinery of government measures that might maximise outcomes in accordance with Labor policy whilst ensuring that all elected representatives are extended an opportunity for full participation in government affairs;
974. Require an independent social impact assessment before pursuing privatisation of government business undertaking or entities;

- 975. Implement legislation to ensure suitable scrutiny of government decisions and conduct including, legislation for freedom of information, ombudsman functions, widening of administrative review;
- 976. Ensure ready access to sex discrimination commissioner, racial discrimination commissioner and the human rights commissioner, and
- 977. Ensure that all government decision taking and planning accords the highest protection of and respect for community residents and culture.

Social Welfare

Principles

ACT Labor through its Norfolk Island Sub-Branch is committed to a fair welfare policy that will uphold basic rights and entitlements of the aged, disabled and those in need.

Recognising the unequal distribution of income in Norfolk Island Labor is committed to a welfare system that is supported by a taxation regime focused on capacity to pay.

Labor recognises that standard responses or assistance may not meet special needs. It is therefore understood and accepted that in current governmental circumstances and in a small self-supporting and isolated community the maintenance of a satisfactory welfare system is a difficult task that necessarily requires a degree of flexibility. Therefore Labor accepts a requirement to cater for special needs and circumstances beyond those contemplated by scheduled standard and non-standard entitlements.

Labor considers it absolutely essential that decision taking be streamlined, be free of political interference and be removed entirely from the political arena.

In establishing this platform Labor embraces the NGOs and other charitable organisations in Norfolk Island that provide welfare assistance of varying type and degree. Labor offers recognition of these organisations, a commitment of support and an undertaking not to intrude on, or burden, these organisations.

Finally Labor recognises the need to treat the aged, disabled and families in need with courtesy, respect and understanding and offers a full commitment to ensuring personal privacy at all times.

Objectives

Labor aims to:

- 978. Be alert to the cost of living in Norfolk Island and inequalities in the distribution of wealth and income;
- 979. Be alert to signs of need and financial distress in Norfolk Island's aged, disabled and families or persons in need;
- 980. Ensure that Norfolk Island's taxation regime is fair, equitable and progressive;
- 981. Ensure that methods, processes and procedures are geared to ensuring that the needy obtain the support they require;
- 982. Adopt both income and asset assessment as a means of determining eligibility;
- 983. Ensure that utility services are fairly and equitably available to all members of the community;
- 984. Ensure access to an appropriate range of counselling and other community services;
- 985. Ensure carers and service providers are informed and supported through education, training and remuneration to assist the delivery of quality services to the aged, disabled and families in need;
- 986. Increase awareness of available welfare services;
- 987. At all costs protect the rights, independence and dignity of the aged, disabled and families or persons in need.

Strategies

Labor will:

- 988. Review the Norfolk Island taxation system with a focus on capacity to pay;
- 989. Introduce a means test into legislation that will focus on income and assets (other than the family home and family land) to determine eligibility;

990. Implement and fund regular workshops for carers, service providers, NGOs and other organisations and individuals who are well placed to consider the degree and level of social need in Norfolk Island;
991. Provide financial support for carers and (without intrusion or burdensome regulation) service providers;
992. Enter into reciprocal information-sharing agreements with neighbouring jurisdictions to avoid double-dipping and to identify hidden assets or income;
993. Make available a ready and regular supply of printed and internet material on welfare facilities and services;
994. Strengthen the administrative processes for support, service delivery, complaints and grievances and protection of individual's rights, including to privacy.
995. Review and strengthen statistical gathering mechanisms (Census, Household Expenditure Surveys, etc.), and
996. Introduce machinery for economic measurement;

Environment

Principles

ACT Labor through its Norfolk Island Sub-Branch acknowledges the role of previous Federal Labor Governments in initiating and implementing national environmental legislation and recognises the Norfolk Island National Park and the Kingston Arthurs Vale Historic Area (KAVHA) as shining examples of the benefits that can be achieved by co-operation with the Commonwealth.

Norfolk Island is a finite and complex ecosystem that deserves the best protection of its unique natural resources. Labor acknowledges that the environment is fundamental to all facets of life on Norfolk Island and endorses the concept of ecological sustainability for future generations. Labor accepts that the purity and integrity of the life-support systems of the soil, air, water and ocean are vital to ecological sustainability of Norfolk Island and that vegetation communities, seabird habitat, plants, animals and micro-organisms are important to the biodiversity of the Island.

As well as other segments of the environment such as the major land use zones KAVHA, the National Park and the Public Reserves Labor recognises the importance of protecting coastal areas and the cultural landscapes of the rural zone to retain the natural and other distinctive qualities of the Island.

In recognition that tourism is an integral part of the island's social and economic life Labor emphasises the vital importance of wise land use. Equally Labor stresses the importance of developing an ethic - a conservation or eco philosophy, and strategies, to remove the emphasis of short-term economic objectives from policy considerations and to replace it with a focus on long term quality outcomes.

Labor's Environment Policy will give central recognition to the Australian National Strategy for Ecologically Sustainable Development recognising that policy development needs to be integrated and consistent with the implementation of ESD principles, the context and the framework of which is provided by the Australian National Strategy.

Central to the ecological sustainability of the island is a system of calculating the island's carbon, ecological and social foot printing, to provide a user pay process to complement the planning and development of the island for future generations.

Labor is committed to a comprehensive consultative and integrated approach to economic social and environmental planning in order to achieve sustainable development. Consistent with this Labor understands the need to embrace the activities of NGOs and to move forward with mutual confidence and common goals.

Simply stated Labor desires to maintain and enhance the environmental qualities which make Norfolk Island distinctive, healthy, safe, pleasant and a stimulating place in which to live, so that the full physical and social needs of residents and visitors are met.

Objectives

Labor aims to:

997. Seek an expanded Commonwealth role in environmental management.
998. Enhance the environmental and heritage qualities of Norfolk Island.

- 999. Broaden and strengthen the scope of the Environmental Impact Assessment (EIA) legislation.
- 1000. Broaden and define the meaning of stakeholders and review the Administrative Review legislation.
- 1001. Increase protection of the marine environment, e.g. KAVHA area.
- 1002. Maintain, support and extend policies that reduce waste production, encourage the prudent reuse of recyclable materials and improve toxic waste disposal.
- 1003. Strengthen quarantine measures and controls on importation of hazardous substances.
- 1004. Validate the status of public reserves and ensure management outcomes result in proper restoration of natural values and enhanced biodiversity.
- 1005. Address weed control on an island-wide basis.
- 1006. Ensure a fair and equitable taxation regime to fund environmental management.
- 1007. Assume a leading role in environmental awareness.
- 1008. Ensure proper protection of ground water resources.
- 1009. Recognise climate change, its consequences and national and international obligations in relation to the issue.

Strategies

Labor will:

- 1010. Accord the environment a higher profile in policy development including appropriate budgetary allocations.
- 1011. In the absence of a State Government system of checks and balances on environmental matters, seek an enhanced role by the Commonwealth in environmental checks and balances.
- 1012. Review the Norfolk Island Plan.
- 1013. Seek Commonwealth involvement in the development and review of the Norfolk Island Plan and in planning decisions.
- 1014. Introduce legislation for the protection of the marine environment.
- 1015. Seek partnership funding at adequate levels from the Commonwealth for the implementation of a Conservation Strategy and Natural Resources Plan, including the Island's reserves.
- 1016. Implement special purpose taxation for environmental management, based on a user-pays basis.
- 1017. Conduct an extensive environmental awareness and consultation program to identify and define, the distinctive and most valued qualities of Norfolk Island and the outcomes desired by all stakeholders.
- 1018. Support strategies which embrace source reduction and waste minimisation.
- 1019. Develop and implement strategy for island wide weed control including a review of the Noxious Weeds Act 1916 and its administration.
- 1020. Introduce legislation and protocols in relation to the importation of hazardous substances.
- 1021. Conduct an 'official' review of the Conservation Strategy of Norfolk Island already compiled by NGO initiative in the past, to assist the development of future Labor environment policy.

Employment

Principles

ACT Labor through its Norfolk Island Sub-Branch acknowledges underemployment as an important and disturbing problem within the Norfolk Island community. It recognises that the failure to provide full and productive employment is a major failure of government and essentially a significant waste of human and economic resources. Equally if government fails to create the conditions for full employment basic desires for dignity, self-respect and satisfaction in the workplace will remain unfulfilled.

Labor recognises that the seasonal peaks and troughs of Norfolk Island's major industry tourism and the economic aberrations that have become a part of Norfolk Island's existence cause fluctuating employment opportunities but Labor nevertheless perceives that some reasonable opportunity exists for correcting these fluctuations in favour of Island residents. It is incumbent upon government to maximize these opportunities.

The Norfolk Island immigration system not only provides a legitimate tool for correcting unemployment but has also provided an opportunity for some employers to exploit the itinerant workforce to the detriment not only of the itinerant worker but also of the aspiring resident worker. Labor accepts that the immigration system extends ready and easy access by employers to outside labour thus exerting a downward pressure on wages and conditions generally.

Having said this, Labor recognises the vital role of the itinerant workforce in Norfolk Island and its legitimate expectation of fair and unbiased treatment.

Labor also recognises the importance of basic and further education in equipping the young for full and satisfying employment. Of equal importance is the requirement to work cooperatively with local industry in the creation and maintenance of attractive places of employment.

The fundamental principle underscoring employment policy lies in understanding a requirement to maintain a healthy and vibrant economy in which attractive job and investment opportunities might be found.

Objectives

Labor aims to:

- 1022. Reduce unemployment and underemployment in Norfolk Island;
- 1023. Create employment opportunities by;
 - a. maximising economic stimulation through public spending, and
 - b. stimulation and promotion of industry, and
 - c. the creation of industry subsidies in return for traineeships and apprenticeships.
 - d. working cooperatively with business, industry, unions and other employee organisations, the community sector and the education sector, strive for a highly trained multi-skilled labour force.
- 1024. Guarantee social justice in employment by promoting access and equity

Strategies

Labor will:

- 1025. Maintain a high quality education system to adequately equip young people for employment and to create appeal in the labour market;
- 1026. Review existing immigration laws and promote changes to ensure:
 - a. that there are no loopholes allowing the exploitation of itinerant labour,
 - b. that adequate and fair consideration is given to aspiring resident workers, and
 - c. that there is adequate provision to allow business expansion and establishment where job opportunities are an essential ingredient of the business program, and so that immigration requirements are not unduly prohibitive or restrictive;
- 1027. Review minimum working standards legislation and promote changes where necessary to ensure:
 - a. that minimum standards are adequate to ensure job opportunities are sufficiently attractive,
 - b. that adequate protection exists against unfair dismissal ,
 - c. that the minimum wage is reviewed annually, and
 - d. that ready access is available to a simple conciliation and review process;
- 1028. Introduce a legislative requirement that all expenditures of public monies be directed towards stimulation of the Norfolk Island economy while at the same time introducing measures to expose exploitation of the requirement;

- 1029. Establish a review mechanism of immigration and other available data to regularly detect skills that are undersupplied by the resident labour market;
- 1030. Adjust education training and immigration and labour market policies in an effort to correct the skills shortfalls identified by regular review;
- 1031. Adopt strategic economic and industry development policies to encourage economic growth and a positive business environment, and
- 1032. Develop in consultation with the community and industry specifically, an apprenticeship/trainee program financially supported by government.

Cost Of Living

Principles

ACT Labor through its Sub-Branch recognises that a rapidly increasing cost of living in Norfolk Island is a serious cause for concern, with recent significant rises in the cost of staple and other food prices, fuel costs and child care costs in the island and contributing to a continued outflow of younger residents to the mainland.

Labor can find little acknowledgement by past Norfolk Island governments of rising community concern about an increased cost of living and negligible focus on measurement, monitoring or control of prices.

The only relevant legislation dealing with such matters is the Retail Price Index (RPI) Act of 1983, the administration of which has been marked by irregular review of the basket of goods and far too few household expenditure surveys essential for the weighting of goods in the basket and if used correctly, capable of identifying changes in the expenditure patterns of demographic groupings. Labor notes that no Cost of Living Index is compiled in Norfolk Island. Whilst understanding the difference between a cost-of-living index and a cost-price-index (RPI) Labor accepts the maintenance of a robust RPI as an essential tool against which inflation in Norfolk Island might be measured.

Labor also notes importantly that no effort has been made to compile succinct statistics and other economic data against which government can determine policy. It is contended that had available data been regularly compiled and analysed in a professional manner, disturbing trends would have been evident and would likely have resulted in meaningful policy definition and adjustment.

In addressing the overall issue of Cost of Living in Norfolk Island Labor accepts that while there is a legitimate role for government in combating adverse effects of market dominance, price maintenance activities and general anticompetitive behaviour, regulation should not unduly burden commercial activities.

Objectives

Labor aims to:

- 1033. Be alert to inequalities in the distribution of wealth and income and variations in the standard of living in Norfolk Island;
- 1034. Conduct regular statistical gathering exercises for the purposes of policy planning;
- 1035. Ensure the Retail Price Index is maintained in such a way that its integrity is assured;
- 1036. Give official standing to a regular independent professional analysis of gathered economic and other relevant data against which policy can be reviewed;
- 1037. Identify instances of market dominance, price maintenance activities and general anticompetitive behaviour in Norfolk Island, and
- 1038. Ensure fairness and reasonableness in pricing policies and practices in government and quasi-government areas.

Strategies

Labor will:

- 1039. Introduce legislation compelling local banks to provide relevant economic data on (at least) a six monthly basis;
- 1040. Establish a timetable for regular review of the RPI and the conduct of Household Expenditure Surveys;

1041. Expand the Household Expenditure Surveys to obtain data sufficient to identify trends in the expenditure of disadvantaged groups and to enable analysis by characteristics of income, employment and relevant demographics;
1042. Assemble known economic data and statistics for professional analysis on a six-monthly basis;
1043. Engage independent professional consultants to interpret and analyse known economic data and statistics in an agreed summarised and simple format;
1044. Be flexible in the imposition of duty or taxes as a response to perceived need for industry or economic stimulus;
1045. Investigate the extension of the jurisdiction of the Australian Competition and Consumer Commission (ACCC) to Norfolk Island as a vehicle for investigating and regulating market dominance, price maintenance activities and general anticompetitive behaviour in Norfolk Island;
1046. As an alternative to extending the jurisdiction of the ACCC develop suitable consumer protection legislation focusing on market dominance, price maintenance activities and general anticompetitive behaviour in Norfolk Island, and
1047. In addressing COL maintain a focus on staples.

Health and Aged Care

Principles

Underpinning Norfolk Labor's platform is recognition that, although primary responsibility for health care rests with the Norfolk Island Government, there is an overarching responsibility retained by the Commonwealth Government to ensure that all Australians have access to an affordable health care. Norfolk Labor notes that despite an extensive enquiry into Norfolk Island Health Services by the Joint Standing Committee on the National Capital and External Territories (JSCNCET) in 2001 few of the recommendations, including those directed at the Commonwealth Government, have been implemented.

Seven years after the JSCNCET enquiry Norfolk Labor notes that most of the identified inadequacies in facilities and equipment remain. Additionally Norfolk Labor observes that in many cases financial debility remains a bar to accessing health and medical services. The compulsory Healthcare insurance scheme operated by the Norfolk Island Government continues to operate to the detriment of low-income earners who cannot afford the upfront fees or the general excess of \$2500 and thus deny themselves and their family proper health care.

In addition, financial constraints continue to impact on health care in other ways. There are on-going reductions in scheduled Healthcare benefits and a growing perception of diminishing financial support for pensioner medical referrals. There is anecdotal evidence to suggest that medical referrals for off-shore treatment, necessary to access Healthcare benefits, are influenced by concerns about the financial health of the scheme itself. There is also an absence of realistic program-based budgeting for health and clear evidence of an inability by government to adequately fund health services generally. Finally there is some evidence that a stable or increasing number of permanent geriatric patients is considered desirable by hospital administrators since it results in stable or increased cash flow for the hospital.

Norfolk Labor acknowledges that geographical isolation imposes inherent limits on health services. As isolated communities throughout Australia face increasing difficulties attracting general medical practitioners, Norfolk Island faces compounded difficulties. Uppermost are its inability to offer financially attractive incentives and its need to attract practitioners with basic experience in obstetrics, anaesthetics and general surgery.

Norfolk Labor also recognises that some of the limitations imposed by isolation can be addressed to a large extent by expanding e-health involvement and by ensuring a strong and stable program of visiting specialists.

Norfolk Labor also considers that the facilities and services for the elderly remain inadequate and unless radical changes occur increased demand from a rising number of elderly residents will render them even more inadequate.

Despite statistics showing that the elderly requiring care respond better when remaining in their own home simple measures to achieve this are not being taken. Additionally

Norfolk Labor believes there must be a greater choice for those elderly folk who can no longer remain in their home. Permanent care in the nursing facility at the hospital must be treated as a last resort.

Finally Norfolk Labor acknowledges as a philosophy that an equitable financial contribution should be made by community members towards the cost of health and aged care, provided at all times that the costs do not disadvantage low income earners in any way. Taxation is recognised as a part of this equation however Norfolk Labor deplores the absence in Norfolk Island over many decades of any health related taxation as a means of funding.

Objectives

Norfolk Labor aims to:

- 1048. Generally ensure that health and medical services are more affordable and therefore more accessible.
- 1049. Ensure that financial circumstances are no bar to health and medical services.
- 1050. Ensure that appropriate facilities are in place to properly support the visiting specialist program.
- 1051. Identify any obstacles to exploitation of e-health opportunities.
- 1052. Upgrade general health facilities to satisfactory standards, sufficient to meet projected demands into the medium to long-term future.
- 1053. Identify and adequately cater for the needs of the elderly, particularly the infirm and those living alone.

Strategies

Norfolk Labor will:

- 1054. Seek the extension of the Commonwealth Medicare scheme to Norfolk Island, if necessary on a phased basis over time and with early benefits of the scheme flowing to low-income earners.
- 1055. As an interim measure review and revise existing health insurance arrangements (Healthcare) to make the scheme more equitable and affordable and to remove those features which disadvantage low income earners.
- 1056. Seek extension of the Commonwealth Aged Care Act to Norfolk Island.
- 1057. Seek extension of the Commonwealth Pharmaceutical Benefits Scheme to Norfolk Island.
- 1058. As an interim measure devise a means of subsidising the cost of medicines for those on low incomes.
- 1059. Develop realistic health budgets based on programmed forward estimates.
- 1060. Develop a health related taxation policy.
- 1061. Investigate and implement a range of services that will enable the elderly to remain living longer in their own home.
- 1062. Investigate options that will widen the choice of accommodation for those with diminishing independence.
- 1063. Investigate e-health opportunities and implement measures to ensure full exploitation.
- 1064. Form a consultative community group to review and report twice yearly on the operation of aged care services and the visiting specialist program.
- 1065. Officially recognise those community groups that voluntarily contribute to health, medical and aged care services in Norfolk Island.

Education

Principles

Quality education is fundamental to the social, economic and political climate of Norfolk Island. It is the foundation of our future and should be recognised as a major priority of Government. It is the long term investment in education, which will enhance the quality of life of the people of Norfolk Island. For Norfolk Island to be a progressive and democratic

society, it must support and extend quality public education as the vehicle to achieve this vision and as a basis for lifelong learning.

Norfolk Labor's education policy rests upon four principles:

Equity and social justice - Educational opportunity nurtures individual ability and need and must not be dependent on wealth or geographic location. Access to a quality education is the most powerful means our community has for addressing inequalities of opportunity and social disadvantage. A quality education also promotes the understanding and need to practice the ideals behind anti-discrimination in all forms.

Recognised levels of achievement - Access to a productive employment and to a higher and tertiary education is not only dependent upon levels of achievement but also upon certification of achievement under a strong established system of education recognised regionally.

Democracy - Education is the foundation of our democracy, where the habits and values of a free, tolerant and democratic community are learnt.

Prosperity - Education is fundamental to the prosperity of our community. Skills of enterprise, initiative and adaptability acquired through education provide access to new and ongoing lifelong opportunities.

All residents of the Norfolk Island community shall have full and equal access to quality education for themselves and their children at all ages from early childhood, with consideration for higher education needs. This access must not be limited by their social, cultural or economic background, gender, race, personal or religious beliefs or special needs.

Our education system must:

- 1066. Prepare all individuals for a productive working life in which they are capable of adapting to the changes and the needs of the labour market.
- 1067. Prepare all individuals for participation in higher and tertiary education.
- 1068. Foster in each generation the values of tolerance, respect and democracy, without which prosperity, equity and social justice are not possible.
- 1069. Provide all individuals with the opportunity to develop their potential as members of the local and global community.

Objectives

Norfolk Labor aims to:

- 1070. Ensure a publicly funded and owned education system remains as the means to provide:
- 1071. Equal opportunities;
- 1072. Ensure that all members of the community are given an opportunity to participate in educational debate;
- 1073. Ensure equity and access to quality educational programs for all through adequate funding at all levels;
- 1074. Ensure equity and access to current and changing information communication technology for all;
- 1075. Identify and cater for specialised education needs.

Strategies

Norfolk Labor will:

- 1076. maintain the current arrangement with New South Wales Department of Education and Training and Board of Studies for the supply of an education package including curriculum, staffing, ongoing training and development funding, access to any state-wide or national testing programs such as the School Certificate, HSC, Naplan, Ella, Snap etc.
- 1077. Establish and maintain close contact with any associations involved with the delivery of education on Norfolk Island.
- 1078. Extend funding to cover early childhood education prioritising one year preschool education.
- 1079. Extend funding to support further education and training by:

- 1080. Reviewing current bursary, scholarship and allowance arrangements.
- 1081. Creating relationships with State Governments to ensure training for apprentices and trainees that best suit the employer, apprentice and trainee needs.
- 1082. Review current funding arrangements for the provision of Vocational Education Training, higher education and post school education, and promote changes to adequately resource these.
- 1083. Review current special education provisions and promote changes where necessary that cater for all students with special needs (emotional, physical, social and intellectual disabilities, gifted and talented).
- 1084. Review existing funding arrangements to ensure access to current and changing information communication technology, including school administrative programs such as Oasis and Ern (Electronic Registration Number).
- 1085. Review current funding arrangements to ensure adequate capital investment.

People with Disabilities

Principles

Labor recognises the worth and dignity of people with disabilities. It is vital that we improve the quality of life for people with a disability and encourage and support their participation in the community.

Labor recognises the employment, housing, rehabilitation, educational, care and transport needs of people with disabilities, the need to ensure that their legal rights are upheld, that they are able to choose appropriate services and that they are not subjected to adverse discrimination.

Labor believes that a major factor in ensuring that people with disabilities are able to participate fully in our community is the recognition by our community of their contribution, and that of their carers.

Labor recognises the diverse and changing needs of people with disabilities throughout their lives.

Objectives

Labor aims to:

- 1086. Ensure people with disabilities are able to obtain access and equity in the provision of health and community services and that these services are flexible and responsive to the diverse range of needs amongst this population.
- 1087. Provide services to people with disabilities that recognise their physical, mental and emotional needs.
- 1088. Establish and develop services and programs for the care of people with disabilities, which recognise their need for appropriate forms of care that support independent living and empowerment.
- 1089. Ensure that the service providers who care for people with disabilities comply with appropriate standards of conduct that respect the dignity and privacy of these people, and ensure that they are properly supported in their work.
- 1090. Provide an adequate and accessible public transport system that enables people with disabilities to undertake the daily business of their lives.
- 1091. Ensure people with disabilities are able to take an active role in the decision-making processes of government that affect them.

Strategies

Labor will:

- 1092. Ensure health and community services are flexible and responsive to the diverse range of needs amongst people with disabilities through training, professional and programme development and research.
- 1093. Ensure that the service providers who care for people with disabilities comply with appropriate standards of conduct that respect the dignity and privacy of these people, and provide support for these carers through advocacy and support networks.

- 1094. Provide an adequate and accessible public transport system that enables people with disabilities to undertake the daily business of their lives.
- 1095. Establish forums and Advisory bodies so people with disabilities are able to take an active role in the decision-making processes of government that affect them.
- 1096. Provide holistic health care to people with disabilities based on a system of case management, which enables their physical, mental and emotional, needs and enshrines an open dialogue between the professionals who work with people with disabilities.
- 1097. Establish programs to assist people with disabilities to contribute to the development of our community.
- 1098. Establish programs and services to advise families of people with disabilities of care options, and provide them with support throughout transitional phases.
- 1099. Implement strategies for housing so that people with disabilities can enjoy the opportunities for appropriate, accessible and affordable housing which meets their diverse needs, lifestyle and locality choices.
- 1100. Include consideration of accessibility for people with disabilities in the assessment of all development applications.

Chapter 22. People with Disabilities

Principles

Labor recognises the worth and dignity of people with disabilities. It is vital that we improve the quality of life for people with a disability and encourage and support their participation in the community.

Labor recognises the employment, housing, rehabilitation, educational, care and transport needs of people with disabilities, the need to ensure that their legal rights are upheld, that they are able to choose appropriate services and that they are not subjected to adverse discrimination.

Labor believes that a major factor in ensuring that people with disabilities are able to participate fully in our community is the recognition by our community of their contribution, and that of their carers.

Labor believes that people with disabilities have the right to feel safe in their own homes and in the community. Labor recognises that people with disabilities experience violence and abuse at a higher rate than the general population. This places a particular duty on governments and service providers to ensure policies and programs are designed to minimise the risk of abuse, prevent violence and address the needs of people with disabilities who have experienced violence or abuse.

Labor recognises the diverse and changing needs of people with disabilities throughout their lives.

Objectives

Labor aims to:

1. Ensure people with disabilities are able to obtain access and equity in the provision of health and community services and that these services are flexible and responsive to the diverse range of needs amongst this population.
1101. Provide services to people with disabilities that recognise their physical, mental and emotional needs.
1102. Establish and develop services and programs for the care of people with disabilities, which recognise their need for appropriate forms of care that support independent living and empowerment.
1103. Ensure that the service providers who care for people with disabilities comply with appropriate standards of conduct that respect the dignity and privacy of people with disabilities, and ensure that they are properly supported in their work.
1104. Ensure that people with disability are empowered and supported to report occurrences of violence and abuse, including through access to advocacy support, and to have such reports responded to appropriately. Service providers must ensure safeguards are in place to address the risk of violence and abuse within the service environment and must proactively respond to abuse or suspected abuse.
1105. Provide an adequate and accessible public transport system that enables people with disabilities to undertake the daily business of their lives.
1106. Ensure people with disabilities are able to take an active role in the decision-making processes of government that affect them.

Strategies

Labor will:

1107. Ensure health and community services are flexible and responsive to the diverse range of needs amongst people with disabilities through training, professional and programme development and research.
1108. Ensure that Government and service providers respect the right of every person to live free from violence. Further ensure that service providers who care for people with disabilities comply with appropriate standards of conduct that respect the dignity and privacy of people with disabilities, and support them and their carers through advocacy and support networks.

- 1109. Ensure that: family and domestic violence strategies recognise that people with disabilities face a high risk of experiencing violence and abuse; domestic violence services are accessible to people with disabilities; and domestic violence policies and practices respond appropriately to the needs of people with disabilities who are affected by violence and abuse.
- 1110. Provide an adequate and accessible public transport system that enables people with disabilities to undertake the daily business of their lives.
- 1111. Establish forums and Advisory bodies so people with disabilities are able to take an active role in the decision-making processes of government that affect them.
- 1112. Provide holistic health care to people with disabilities based on a system of case management, which enables their physical, mental and emotional, needs and enshrines an open dialogue between the professionals who work with people with disabilities.
- 1113. Establish programs to assist people with disabilities to contribute to the development of our community.
- 1114. Establish programs and services to advise families of people with disabilities of care options, and provide them with support throughout transitional phases.
- 1115. Implement strategies for housing so that people with disabilities can enjoy the opportunities for appropriate, accessible and affordable housing which meets their diverse needs, lifestyle and locality choices.
- 1116. Include consideration of accessibility for people with disabilities in the assessment of all development applications.

Chapter 23. Planning and Development

Principles

As the party of social justice and equality, ACT Labor will plan and develop Canberra to increase the well-being of residents, enhance equitable and sustainable economic growth and respect the natural environment.

Labor upholds the principle that Canberra's planning and development system is the key policy mechanism for representing the public interest and recognises the delivery of Labor's policies will be enhanced by partnering with the community to promote inclusive, democratic and equitable planning and development practice.

Labor understands that the Indigenous peoples of the ACT have a significant position as original custodians of the land.

Labor recognises the importance of planning and development decisions being underpinned by a holistic and strategic spatial planning framework and for that framework to be evidence based in its consideration of immediate, medium and long term visions.

Objectives

Labor aims to:

1. Ensure that Canberra has planning structures that are consistent, impartial and independent, that promotes the equitable provision of infrastructure and services, and that foster accountability to the government and community through democratic mechanisms.
1117. Implement a Land Use and Transport Policy, which will recognise that it is government that must ensure integration of Canberra's transport systems, as well as integration between transport systems and our built and natural environments and the lifestyles they provide for.
1118. Implement a Residential Development Policy which will provide for attractive, orderly and integrated development, by ensuring high quality visual and social amenity and the equitable provision of commercial and community facilities infrastructure are provided for through open, accountable and public mechanisms.
1119. Develop a Heritage Policy which will regard Canberra as the finest example in the world of a fully planned city in the Garden City tradition and which will address the problems of existing heritage protection, to ensure the preservation and enhancement of the City's unique natural, indigenous, built and cultural heritage.
1120. Ensure that all planning and zoning decisions address the risks posed by climate change and natural disasters, utilising appropriate research on the threat to the built and natural environment and best practice in climate change and natural disasters mitigation standards.
1121. Develop and implement an Urban Design Policy to guide best practice functionality and maximise amenity throughout Canberra's built environment.
1122. Develop a food and agricultural technology hub to provide food security and sustainable rural agriculture innovation.

Strategies

Labor will:

Legislative Framework

1123. Administer all planning functions in the ACT through an independent statutory authority.
1124. Reassert our commitment to the leasehold system by providing for mechanisms for the effective, accountable management of the system.
1125. Protect the public interest in the planning and development of public lands in the ACT and the conversion of special purpose leases.
1126. Introduce a betterment tax regime that discourages speculative gain but provides incentives for lease purpose changes when the original lease is no longer appropriate.

- 1127. Ensure that residential land in the ACT will be held under leases, subject to the payment of a capital premium on allocation, but not to rental obligations, except under special circumstances related to change of purpose of land use. The ACT Government should receive all revenue from the sale of leases of land.
- 1128. Renew residential leases at the end of their lease terms without further payment.
- 1129. Reconsider the existing relationship between statutory land use planning and the leasehold system.
- 1130. Revitalise the system of community consultation within the planning process in order to ensure that the views of the community are addressed.

Transport and Land Use

- 1131. Provide increased opportunities for higher density residential development in central locations thereby reducing travel distances and the consumption of land, water and energy.
- 1132. Develop the ACT around the existing town centres, providing a greater number and range of local jobs and facilities within each town, so as to reduce the need for travel to the central area for employment.
- 1133. Mandate a detailed transport plan based on the number of employees or customers of the facilities for all NEW commercial and government developments be provided by the developer or agency prior to approval
- 1134. Co-ordinate the development of housing and jobs in each town area so as to provide residents of each area with a greater opportunity to work locally if they so desire.
- 1135. Examine opportunities to locate Commonwealth and ACT Government Departments in town centres other than Civic.
- 1136. Ensure a high level of integration between all transport modes, to provide for the most effective and equitable provision of transport links.
- 1137. Implement the use of new technologies to provide for greater communication access while reducing the need for physical travel.
- 1138. Ensure that appropriate analysis be made of the direct and indirect costs and benefits to the community of the provision of various transport modes to ensure that transport policy decisions are fully informed.
- 1139. Plan Canberra's development with a structure that will minimise the need for new major roads with adverse environmental effects and maximise the possibility of improving the public transport system.
- 1140. Recognising Canberra needs to grow but acknowledging as the urban environment expands, increased and new pressures will be placed on the natural environment, Labor will implement a Living City Policy of the natural and urban environment so both can prosper.

Residential Development

- 1141. Ensure that residential development takes into account the needs of the community by providing a high quality of social and physical infrastructure.
- 1142. Provide for access to good quality private and public open space on Territory Land and Residential Blocks to be a right of all and not unduly restricted by economic status.
- 1143. Maintain land development responsibility within the public sector, through a public land development agency, to provide for high standards in the design, sustainability and equity of land development in the ACT.
- 1144. Ensure that land is developed efficiently with minimum environmental impact and consistent with environmentally friendly and efficient principles of design.
- 1145. Provide a land release policy that will assist residents into their own homes by providing sufficient serviced housing sites to meet demand and thus to hold down land prices.
- 1146. Ensure the continued development of new and existing Town Centres through active and direct support from the public, private and community sectors to

- encourage a wide variety of community interaction and engagement, economic and social activity and employment.
- 1147. Plan for all Town Centres to be efficiently and equitably provided with transport corridors.
 - 1148. Require residential development and re-development to be consistent with the Territory Plan, providing for viable and affordable housing choices for all social groups in our community, including public housing, low cost rental accommodation, older and disabled persons as well as a mix of high, medium and low density housing in appropriate locations.
 - 1149. Attain a high quality of residential development through the effective application of appropriate standards, properly resourced to achieve compliance.
 - 1150. Ensure that appropriate land use and social planning is implemented to foster positive community interaction and wellbeing.
 - 1151. Ensure that planning processes embrace garden city principles and promote the continuation of Canberra as a “Green City”.
 - 1152. Ensure that a public authority or authorities continue to develop and manage community facilities.
 - 1153. The ACT Labor Party commits to a public engagement and consultation process undertaking before the end of 2017 to inform strategic planning and development of the Gungahlin town centre.

Canberra’s Heritage

- 1154. Ensure that current Heritage Legislation is strengthened and that a separate ACT Heritage Act is considered.
- 1155. Provide for Heritage listings to be determined on the basis of their heritage value alone.
- 1156. Give full legal force to heritage listings through appropriate drafting and effective resourcing.

Building & Construction Industry

- 1157. Extend occupational licensing to selected building trades including but not limited to waterproofing, painting and decorating, brick & block laying, carpentry, plastering, tiling, concreting and glazing.
- 1158. Implement a licensing regime for property developers to ensure the highest standard of ethical behavior by developing entities.
- 1159. Implement government construction inspectors to oversight the quality of construction in the ACT.
- 1160. Implement a fair and accessible disputes resolutions process which provides affordable and quick access to justice for home owners.
- 1161. Implement regulatory oversight of construction defect remedies

Sustainable Food Production

- 1162. Enable a southern agricultural and food production hub to provide for rural technologies innovation and employment opportunities at west Tuggeranong.

Chapter 24.Science, Technology, Innovation and Communications

Principles

Science and technology are key drivers of the innovation which has produced great social benefits and high economic growth over past centuries. The understanding and capabilities derived from research in science and technology provide an essential and continuing input to innovation that can enhance all aspects of our lives.

ACT Labor believes that the great leaps of the previous century were made possible by the steady pursuit of knowledge through scientific research, and the application and diffusion of technology to improve the social and economic lives of our citizens, and overcome the challenges of the past.

ACT Labor supports the vital role of public innovation, science and research agencies, including CSIRO, in expanding knowledge owned by all Australians for the benefit of all Australians. ACT Labor recognises that publicly funded innovation, science and research agencies must be properly resourced to support their critical contribution to society, productivity and economic growth.

ACT Labor will seek to apply up-to-date scientific knowledge, advanced technological skills and state-of-the-art communications infrastructure to address the future challenges and opportunities that are presented to the ACT community.

ACT Labor will act to ensure that the ACT is well placed to continue to contribute through the capabilities of our citizens and institutions, and that the outcomes from progress in science and technology are diffused more generally so that their benefits are more equitably enjoyed by the community.

Objectives

Labor aims to:

1. Support and promote world-class science and technology capabilities in the ACT which take advantage of the Territory's opportunities, facilities and organisations, which have no barriers to co-operation between scientific, commercial and government organisations in dispersing the economic and social benefits of science and technology, and which drive innovation within a highly competitive business sector.
1163. Ensure that people throughout the ACT and Australia, regardless of their circumstances, have equitable access to a high quality, innovative, accessible, affordable and diverse range of communications and broadcasting services, through a responsive regulatory environment.
1164. Ensure that the public sector maintains an integral role in the provision and regulation of communication and broadcasting services. All Australians, regardless of where they live, should have access to at least one National and one commercial television and radio service and one community radio service. Labor remains committed to the Australian Broadcasting Corporation as a wholly publicly owned, well-funded enterprise accessible to, and serving the interests of, all Australians.
1165. Ensure that Australians, through Government, have control of broadcasting and communication services and encourage diversity of ownership in the private sector.
1166. Facilitate and support the development of leading edge technologies in communications and broadcasting, through industry assistance schemes, and promote research and development in both the public and private sector.
1167. Ensure that the Australian communications and broadcasting industries are economically successful whilst fully meeting their social responsibilities, and that they develop and reflect a sense of Australian identity, character and culture.
1168. Ensure that race, gender, age, location or socio-economic circumstances do not restrict the access of people to a full range of communication and broadcasting

services and that equality and equity of access to these services is maintained for all Australians

- 1169. Ensure that the convergence of communication, broadcasting and IT technologies is recognised in the development of strategies, industry assistance programs and regulation of the industries with a forward view to maximise the social and economic benefits of the technological advances in the industry.
- 1170. Increase competition in the market by fostering policies that enhance competition and bring efficiencies to the communications industry. These efficiencies are required if we are to have an internationally viable communications industry while still maintaining maximum benefits and protection for all Australians.
- 1171. Facilitate the provision of nationwide choice of communications carriers for all consumers so that urban, regional and rural Australians share the benefits of competition.
- 1172. Encourage the communications industry and citizens to maximise opportunities for the provision of different ideas, values, views, information and general entertainment.
- 1173. Maximise the ACT and Federal Governments' levels of direct control of their information technology.
- 1174. Ensure that the tendering process for local and Federal Government IT contracts are to be open and accessible to local IT industries.
- 1175. Ensure that the ACT information technology industry is provided with government assistance to meet comparable national and international standards.
- 1176. Foster closer ties between ACT higher education facilities and IT users to encourage a community of interest between universities and local information technology industries.
- 1177. Ensure that government departments and entities recognise the importance of IT and IT training and that government policy reflects this view.
- 1178. Ensure that adequate safeguards are in place to protect consumers in communications markets. That those safeguards are properly enforced, and that communications companies deliver high standards of service to consumers.

Strategies

Labor will:

Science and Technology

- 1179. Recognise the benefits that can flow from research in science and technology in increasing economic growth, protecting our environment, and enhancing social development, mobility, and equality.
- 1180. Recognise that jobs in sectors with heavy scientific and technological involvement are likely to be high-wage, high skill jobs that take advantage of, and can build on, the Territory's comparative advantages, and can provide a foundation for future prosperity.
- 1181. Ensure that our education system provides a high-quality foundation for those seeking careers in science, and removes barriers to those who wish to stay in a scientific career in the Territory and contribute to our community's development.
- 1182. Value our tertiary institutions as repositories of knowledge, havens for advanced learning, sources of breakthrough research, and hubs of community engagement.
- 1183. Encourage, and remove barriers to, collaboration between scientific researchers, both within and across disciplines.
- 1184. Encourage, and remove barriers to, collaboration between the ACT's universities, the CSIRO, CIT, Territory and Federal Government agencies, industry and households to develop and disperse scientific and technological advances.
- 1185. Seek to invest in the Territory's world class scientific capabilities, both through direct investment, and through reducing barriers to external investment.
- 1186. Ensure, consistent with other public policy goals, scientific independence and academic freedom in the pursuit of scientific and technological discovery.

1187. Work with the private sector to ensure that there is an adequate pool of capital that can be used for proof-of-concept, prototype and commercialisation activities, to ensure that great ideas developed in the Territory will not be prevented from being tested in the market place and the benefits shared by the community more quickly.
1188. Improve the accessibility of high quality research and data to government, businesses and households.

Telecommunication Services

1189. Support and facilitate ACT broadband services, which will contribute to the social, cultural and economic advancement of the ACT.
1190. Encourage the utilisation of skills within existing organisations across the ACT in order to create a new local Internet television and radio industry. Such organisations could include universities, institutes of technology, theatre groups and community radio as well as indigenous and ethnic communities.
1191. Maintain the broadcasting of sittings of the ACT legislative assembly as an internet service to the ACT community.

Industry Regulation

1192. Retain the role and powers of regulating the telecommunications industry with the Australian Consumer and Competition Commission (ACCC) and give greater powers to the regulator to ensure:
- a. fair and equitable market conduct;
 - b. monitoring and enforcement of Universal Service Obligations and consumer service standards.
1193. Maintain a role for the Australian Communications Authority (ACA) in technical and infrastructure development in line with industry policy goals.
1194. Enhance and maintain the role and powers of the office of the Telecommunications Industry Ombudsman [TIO] as the independent office for consumers to have complaints and grievances dealt with. The TIO's powers should have coverage over all carriers and service providers in the industry.
1195. Develop clear and comprehensive guidelines to outline the communication, interaction and coordination between all three regulatory bodies covering the telecommunications industry, being the ACCC, TIO and the ACA.
1196. Ensure all carriers and other industry players should contribute to the cost of industry monitoring and regulation through licence fees and other charges. This contribution should be on an equal basis.
1197. Develop policies to minimise the duplication of infrastructure so as to maximise the efficient use of resources in the industry.

Industry Development

1198. Increase Australian owned telecommunications manufacturing and services through the direct means of Government procurement policies.
1199. Assist players in the telecommunication industry through the establishment of Research and Development assistance schemes. Advise and assist service providers on maximising benefits in developing international markets and utilising technological developments. Advise government on other direct and indirect industry assistance schemes and policy initiatives.

Consumer Service and Protection

1200. Upgrade the "standard telephone service" and Universal Service Obligations to more appropriately reflect technological advances with a view to the role of telecommunications for all Australians.
1201. Integrate a commitment to the continued provision of untimed local calls and directory assistance services to residential customers into the Universal Service Obligations.
1202. Provide those in our community who are in greatest financial need with a rent-free residential line through Universal Service Obligations.

1203. Conduct an assessment of the USO's and Community Service Obligations by a parliamentary committee once in the life of each parliament. Submissions from the ACCC, TIO and the ACA should be submitted to that committee.

Broadcasting

1204. Promote the provision of high quality and innovative programming by providers of broadcasting services.
1205. Ensure the highest possible levels of Australian content by continuing to support a guaranteed level of market access for Australian programs.
1206. Encourage providers of services to reflect the diverse nature of Australian society in their programs, particularly the diverse ethnic and racial backgrounds embodied in the Australian community.
1207. Encourage providers of commercial, national and community broadcasting services to be responsive to the need for a fair and accurate coverage of matters of public interest and of local significance.
1208. Encourage providers of broadcasting services to respect community standards in the provision of program material.
1209. Undertake a comprehensive review of broadcasting regulation, the role of the relevant authorities and a reassessment of complaints procedures. This review will take place in consultation with the industry and community.
1210. Maximise opportunities for the provision of different ideas, values, views, information and general entertainment by encouraging industry to become innovative and proactive in the development of new technologies.
1211. Ensure a reasonable mix of national, commercial and community services on all delivery technologies.
1212. Ensure that Australian content regulation guarantees audience access to high levels of distinctively Australian programs, by encouraging the provision of programs that are creatively controlled by Australians.
1213. Give priority in planning to improve the availability of services as far as possible in remote and regional Australia.
1214. Ensure that the frequency spectrum management plan utilises the spectrum in an equitable and efficient manner for the public good.
1215. Utilise industry development programs and introduce appropriate, targeted measures to support R&D for the development of interactive programs and services, in preparation for the introduction of widespread broadband services in Australia and the evolving global market.
1216. Ensure that all domestic television, radio and other related equipment sold in Australia is able to receive all channels for use in Australia during the life of the equipment.
1217. Develop general standards for equipment associated with the delivery and receipt of broadband and interactive services.
1218. Develop wide-ranging safeguards for all broadcasting equipment to protect consumer interests.
1219. Actively encourage and regulate for the elimination of sexism, racism and discrimination from programming and advertising content.
1220. Encourage trade union participation in media industry management.
1221. Support a comprehensive review into media conduct from foreign owned and controlled sources.
1222. Give priority the creation of a public register of ownership of media companies.
1223. Review media ownership laws for all non-state-owned Australian media entities.
1224. Support the development of wide-ranging safeguards to prevent future media consolidation.
1225. Actively encourage the requirement of Australian citizenship to own Australian media companies.

Public Broadcasting

- 1226. Foster the further development of the ABC as an innovative and independent broadcaster, maintaining a comprehensive range of production and broadcasting facilities.
- 1227. Ensure the ABC is in a position to participate in opportunities afforded by the developments in communications, broadcasting and production technology to strengthen its Charter activities.
- 1228. Ensure that the ABC's involvement in commercial activities does not, in any way, divert resources from the traditional free-to-air services and activities required by the ABC Charter.
- 1229. Maintain adequate funding to ensure the continued extension of the Triple J Youth Network into regional Australia.
- 1230. Ensure the continued operation of a vibrant Special Broadcasting Service.
- 1231. Develop a Triple J youth network digital television channel to support Australian's youth in media production and music.
- 1232. Guarantee adequate funding and development of the National Double J network to encourage the development of alternative and classic Australian Rock music broadcasting.
- 1233. ACT Labor calls on Federal Labor to restore funding to ABC Radio Australia to encourage the restoration of analogue and digital short wave broadcasting to regional and remote Australia and the Pacific Ocean and Asia. The investigation and development of new digital services such as Digital Radio Mondiale (DRM) and new data and voice technologies will be encouraged and adequately funded.
- 1234. Radio Australia plays a vital role for remote long distance truck drivers, sailors and fishers on the ocean and remote communities who are not adequately serviced by standard terrestrial broadcasts.
- 1235. In emergencies, short wave get through when other technologies fail and can save lives thought information broadcast from outside fire or cyclone impact areas. Poor people in Asia and the Pacific living remote from capital cities can access up to date information cheaply via short wave radio.

Information Technology

- 1236. Create an Information Technology Advisory Council [ITAC] for both the ACT and Federal governments, consisting of experts from both the private and public sectors that would advise those governments on a strategic plan and policy for IT.
- 1237. Develop an Information Technology Master Plan for government departments, which will advise them on procedures and practices to achieve the governments IT, goals.
- 1238. Provide funding for information technologies in public libraries, schools and other educational facilities to ensure increased public access and equity. This should include expanded training and support services that will help bridge the gap between those unable or unsure of how to enter the digital world and those more knowledgeable people.
- 1239. Provide a specialised and continuing review of the social impact of IT, and in particular to maintain equity of access.
- 1240. Provide a mobile on-line IT service that would function in a similar way to mobile libraries. This would provide regional areas and communities as well as lower income families with equitable access to information technologies.
- 1241. Promote the creation of Australian online libraries to allow all Australians access to a wide range of quality works.
- 1242. Monitor the impact of the law upon use of information technologies with a view to fixing or removing outdated or onerous provisions.
- 1243. Ensure that local consortia are given maximum support to enable them to bid for government IT contracts

1244. Develop or expand a technology park, capable of linking industry, government, communities and institutions. This development must take into account the economic, aesthetic and social benefits for the Territory
1245. Foster and promote the presence of key industry personnel who would establish networks of IT professionals capable of attracting the best people from around Australia to the ACT
1246. Provide a government review of the specific needs of sunrise industries and the subsequent formulation of taxation relief for these industries.
1247. Facilitate the establishment and expansion of public and private sunrise industries along the lines of Cooperative Multimedia Centres by improving communication channels between finance providers and industry.
1248. Promote joint ventures between government and private sector in the promotion and development of industries
1249. Formulate IT industry schemes that assist and promote development and export potential of local IT companies.
1250. Acknowledge convergent technologies and reflect them in government communication and IT policies.
1251. Provide education programs targeted specifically at those groups most at risk of being 'left behind' in the information era, including the aged and women.
1252. Commission an immediate review by the relevant authorities of the commercial relationship between carriers, Internet service providers and consumers to ensure the best outcomes for consumers.
1253. Implement competition rules to ensure that service providers are not disadvantaged by the existing dominance in the Internet market place of telecommunications carriers.
1254. Implement stringent Information Technology security systems and practices to protect both the national investment in IT, and the privacy of personal data.
1255. Ensure that Australians may correct the misuse of their personal data by providing accessible remedies.
1256. Ensure the protection of private data is maintained when Government functions are outsourced.
1257. Promote innovative and creative information technology-based industries that develop and foster Australian culture and identity.
1258. Promote increased information technology infrastructure in regional areas.
1259. Work to make the processes of Government more accessible to both citizens and the private sector by means of information technologies.
1260. Adopt the recommendations of the Model Criminal Code discussion paper on Computer Damage.
1261. Recognising that Labor supports government policy aimed at educating and empowering parents and citizens with the knowledge and the tools to enable them to protect their children and families from being exposed to inappropriate violent and pornographic material on the Internet. Labor therefore supports the development of appropriate Internet filtering technology for this purpose. Labor does not support government policies that seek to prohibit Australians from viewing Internet content which is legal in other mediums, or which mandates the use of Internet filtering technology.
1262. Labor supports a requirement for internet service providers to offer a filtered "clean feed" internet service to schools.

Space Science

1263. Cooperate with a Federal Labor Government to promote space-related research and development, as well as commercial activities, in the Territory in view of the large pool of resources and skills available.

Chapter 25. Seniors Affairs

Principles

Labor values the contribution older Canberrans have made and continue to make for the well-being of our community.

Labor believes that the opinions of older Canberrans should be sought regularly to provide guidance and wisdom for the benefit of our community.

Labor supports independent living arrangements for older people.

Labor encourages seniors to undertake, (or remain in) in the paid or unpaid workforce for as long as they wish.

Labor recognises that a secure and adequate income is essential for the well-being of older Canberrans.

Labor understands that access to high quality healthcare, aged care and support services are necessary requirements for healthy ageing.

Objectives

Labor aims to:

1. Value the contributions of seniors.
1264. Ensure that seniors are able to take an active role in the decision-making processes of ACT government.
1265. Provide services that support older people as they age while at the same time supporting independence.
1266. Encourage health ageing and ensure access, equity and flexibility in the provision of health care, aged care and community services.
1267. Provide an environment in which older people can feel comfortable to move freely and safely around the community and in the home.

Strategies

Labor will:

1268. Encourage the representation of seniors in decision making forums.
1269. Support the running of an Older Persons Assembly on a regular basis and ensure that its recommendations are addressed.
1270. Encourage employers to retain older workers.
1271. Frame Labor Government policies so that they don't act as a disincentive to older people to remain in the paid workforce.
1272. Support and encourage the contributions of older people in unpaid work.
1273. Support all efforts to promote high standards and appropriate qualifications in the workforce that cares for older Canberrans.
1274. Support the provision of a public transport service that meets the needs of older people.
1275. Support access to safe, secure, affordable housing for older Canberrans.
1276. Encourage ACT governments to create opportunities to celebrate the achievements of older Canberrans.
1277. Promote healthy lifestyle options for seniors.
1278. Encourages seniors to participate in lifelong education.
1279. Create a database of seniors to keep them up to date with policies and activities that affect them.
1280. Promote strategies that help older people to plan well for their deaths.

Chapter 26. Industry, Business and Commercial Activity, and Small Business

Principles

It is essential for the economic prosperity of the Territory that the legitimate activities of industry, business, commerce and small business grow and diversify. This will enhance employment opportunities and assist the general wellbeing of the ACT community.

Objectives

ACT Labor aims to:

1. Promote a business culture in the ACT that is pro-worker and will assist the expansion and diversification of industry, business, commerce and small business and facilitate these sectors to invest and be innovative.
1281. Ensure that all businesses, particularly small businesses, operate in a fair trading environment.
1282. Ensure that business regulation strikes a fair balance between public interest and well-being on the one hand and the need for entrepreneurial activity and commercial flexibility on the other without compromising the rights of workers.

Strategies

Small business

Labor will:

1283. Conduct a study to determine how best to assist the growth of small business in the ACT, especially those firms with export and/or import replacement potential. Such issues which might be analysed include:
 - a. Taxation;
 - b. Access to finance;
 - c. Management skills of business owners and operators;
 - d. The use of business incubators;
 - e. Business practice and regulation;
 - f. Intellectual property;
 - g. Quality assurance and quality control;
 - h. Training and access to technology; and
 - i. Government purchasing policies and practices.
1284. Prepare a strategic plan for small business development.
1285. Upgrade small business counselling, training and advisory services within the ACT Government Service.
1286. Establish a small business consultative council to identify issues important to the development of small business in the ACT.
1287. Protect small business from unfair and discriminatory practices, including by regulating relationships between lessors and small business tenants, and between franchisers and franchisees, to ensure fair-trading practices occur.
1288. Review regulations applying to small business to ensure that they provide a public benefit outweighing the cost of business.
1289. Encourage best practice by businesses of all sizes in regard to protection and promotion of the rights of workers, consumers and the community
1290. Where a business or undertaking requires licensing or approvals include in the criteria for consideration will be the character of the business as an employer and contractor of labour, including whether it complies with Industrial Relations law and has an EBA, safety representatives, and a good environmental record.

1291. Consider the introduction of trading hours legislation for industries where low pay, sham contracting or poor employment practices leave workers without penalty rates for unsociable hours.
- 1292.

Chapter 27. Sport and Recreation

Principles

ACT Labor is committed to supporting sport and recreation that builds stronger, healthier, happier, and safer communities across the territory. A well-developed sport and recreation system encourages participation regardless of age, physical or cognitive development and income, develops talent and contributes to the health and wellbeing of individuals and groups. We also recognise the positive impact it has on our social fabric, cultural identity and economic diversity.

ACT Labor believes overcoming barriers and progressing life-long participation will help facilitate robust outcomes for sport and active recreation. This means meeting demand by developing capacity and providing fit for purpose infrastructure. It requires working with the various stakeholders on sports opportunities and pathways, and championing sports industry and events.

Sport and Active Recreation provides a mechanism to address the important challenge, social responsibility and obligation to address issues of gender, racial, religious and ethnic discrimination and inequity. It has a role in progressing the agenda to shape frameworks for rejecting gender stereotypes and progressing gender equity, eliminating discrimination and progressing participatory parity.

Objectives

Labor aims to:

1. Improve participation by pivoting focus towards grassroots community level sports delivery and addressing other social and economic barriers to participation, while ensuring appropriate support for elite and professional level sporting activities, including the Australian Institute of Sport.
1293. Plan innovative, high quality sport and recreation infrastructure and facilities, with superior interfaces for public access.
1294. Address the challenges involved in developing skills and pathways, from grass roots across the complexities of indigenous, cultural, gender, and socioeconomic issues towards high performance, inter-state, national, regional and international competition success.
1295. Encourage lifelong involvement in sport and active recreation through targeted funding policy that Influences wide participation
1296. Work with Sports to ensure safety standards and guidelines are adopted across all sports and promote injury prevention, responsible and appropriate behaviour for sports participants and spectators.
1297. Promote the many and varied economic opportunities of the sports and recreation industry to affect a strong and vibrant impact to the ACT's economy, to encourage investment, economic diversity and job creation.

Participation

Labor will:

1298. Promote the connection between participation in sport and active recreation and improved quality of life.
1299. Support pathways from early childhood introduction to sport, providing a vital link to maximising youth and community engagement, ensuring access for all regardless of age or ability, leading to lifelong participation.
1300. Support the strengthening of Physical Literacy in education settings from Early Learning to Secondary School level with particular emphasis on Primary School needs.
1301. Act on research findings which highlight the importance of positive early learning experiences for lifelong participation in physical activity.
1302. Work towards overcoming barriers such as skill level, physical and cognitive abilities, age, and access to transport, affordability, safety concerns, bullying and intimidation, school and work commitments and lack of convenient infrastructure and facilities.

- 1303. Ensure sporting groups are supported in providing a safe and welcoming environment for people that identify as lesbian, gay, bisexual, transgender and/or intersex, including providing appropriate toilet and changing facilities for all genders are available at sporting venues.
- 1304. Promote gender neutral sports activities, and ensuring sporting organisations have access to advice and support to enable and encourage participation by intersex people, transgender people, and other sex or gender variant or gender non-conforming people.
- 1305. Encourage and promote inclusion and foster engagement for all, in a diverse and abundant range of sustainable sporting and recreation opportunities.
- 1306. Work with the community to assess opportunities for indigenous, cultural, disabled and new sports, providing diversity and choice in Sport and Recreation offerings.
- 1307. Develop partnerships with community organisations seeking to involve people in recreation initiatives other than competitive sport.
- 1308. Take steps to improve the number of professional physical education teachers in all ACT Schools, particularly in Primary Schools.
- 1309. Promote the training and development of juniors participating as administrators, coaches and officials.
- 1310. Support training programs for administrators, coaches, officials and volunteers which address barriers to participation, and facilitate professional development forums for the exchange of ideas and information.
- 1311. Promote the provision of an on-site child care at sport and recreation facilities, and provide funding where appropriate.
- 1312. Ensure there is flexibility in accessing facilities, providing priority for junior sports, according to need, to overcome barriers caused by timing and seasonal issue

Infrastructure and Facilities

- 1313. Prioritise the development of primary school facilities to ensure they reflect the importance of providing access at this crucial stage for furthering physical literacy.
- 1314. Plan effective capacity development to empower equitable access to a variety and abundance of sustainable quality sporting facilities and identify and prioritise developments in areas of significant use.
- 1315. Improve the standard and range of facilities by undertaking steps to identify the proposed usage and needs of sport and recreational stakeholders to ensure development is sustainable, fit for purpose and provides for special needs as well as current sporting trends, cultural and new sports.
- 1316. Ensure the planning of new residential developments provide for sport and recreation facilities, particularly publicly available spaces
- 1317. Provide safety measures and ensure accessibility of sporting and recreation facilities with emphasis on maintenance and inspections, fit for purpose lighting, surfaces, stairs and ramps.

Development Pathways

- 1318. Champion integrated, coordinated strategies across all stakeholders for achieving excellence in sporting performance, maximise opportunities and provide pathways for outstanding individual and team performances to enable professional sports success.
- 1319. Support the development of high performance sportspeople through the provision of suitable funding and facilities and programs covering the whole of sport pathways.

Funding

- 1320. Ensure funding is transparent and equitable in its distribution
- 1321. Support funding measures that reduce the cost of participating in sport and recreation.
- 1322. Support funding that assists with the costs associated with participating in an organised competition

- 1323. Promote gender equity in terms of funding and facilities.
- 1324. Support the professional development of volunteers, administrators, coaches and officials participating at all levels of sports through the provision of suitable funding, grants or training opportunities.

Sports Standards, Safety and Integrity

- 1325. Safeguard the Integrity, Standards, Injury Prevention and Safety in Sport at all levels through professional development programs for volunteers, coaches, administrators and others involved in Sports Industry.
- 1326. Promote responsible services and consumption of alcohol at sporting facilities.

Industry and Jobs

- 1327. Encourage the commercial development of sports including traditional, new, indigenous cultural and disabled sports into spectator sports through support and development of Special Events.
- 1328. Explore emerging opportunities in sport and recreation industries developing Hallmark and Niche Events, Cultural Sports and New Sports delivery.
- 1329. Canberra's image towards the "National Sporting Capital" by attracting Events and New Sports to the ACT boosting economic growth in Tourism and Jobs.
- 1330. Facilitate work experience and volunteer opportunities with peak sporting organisations.
- 1331. Facilitate links between sports science and technology with coaching and athletes.
- 1332. Partner with organised sport to enable the development of Sports leadership, activities and events, volunteering, sports industry training and employment schemes, knowledge and skills

Chapter 28. Sustainability

Principles

ACT Labor believes that Environmental Responsibility, Economic Health, Social Equity, Cultural Vitality and Resilience are characteristics of a more equal and sustainable society. This broader vision of Sustainability is essential for establishing frameworks that ensure the design and provision of policy mechanisms fully represent the public interest.

In order to assure the well-being of both present and future generations of ACT residents, to promote democratic, equitable and inclusive development practices, while safeguarding our natural environment, it is essential to establish a foundation of sustainable objectives and strategies capable of informing decision making across all relevant policy areas.

Objectives

Labor aims to:

- 1. Provide the people of the ACT with a safe, accessible, affordable, resilient, built and natural environment, which fosters prosperity and meets the collective needs of society ensuring quality of life and quality of place.
- 1333. Reduce future economic, environmental and social costs, while strengthening economic competitiveness through implementation of "Sustainable" strategies, that are evidence based, adequately resourced, and driven by legislative process.

Environmental Responsibility

1334. Ensure all stakeholders, including government departments, businesses, consumers, retailers and media, amongst others, meet their obligation to take action to preserve and protect the environment by addressing known threats to environmental sustainability.

Economic Health

1335. Provide responsible economic leadership, progressive economic management, and industry policy to transform knowledge and Labor values into actions focusing on sustainable growth of the ACT economy to ensure the material well-being of its residents now and into the future.
1336. Foster a low carbon-intensive economy, build climate resilient infrastructure, promote inclusive and sustainable economic growth and foster innovation and new technologies.
1337. Progress economic development policies that offer opportunities for decent work with: fair incomes, job security, prospects for personal development, freedom to express concerns, organize and participate in the decisions that affect their lives, and offer equal opportunity for all women and men.
1338. Ensure equal access to economic resources, basic services, natural resources and new technology by progressively developing social protection policy frameworks to support those who cannot support themselves, by addressing the root causes and challenges of poverty through integrated, coordinated and coherent strategies at all levels.

Social Equity

1339. Reinforce the foundations for a fair, just, and equal society with the aim of improving social wellbeing, engagement and community cohesion, by promoting equal access to procedural fairness, justice and public services, and striving for equal opportunity in areas such as education, health, employment and housing,

Cultural Vitality

1340. Enable the multifaceted values associated with cultural equity and diversity to form part of the Sustainability narrative.
1341. Prioritise the integration of community arts and culture into public policy discussions and decision making in matters such as education, economic development, public works and housing policy, recognising the correlation between cultural vitality, built form and social and cultural objectives are essential for the well-being of ACT residents.
1342. Create social capital through supporting community participation in arts and cultural activities, facilitating inclusive access to a variety of arts, entertainment, sports and recreational facilities, as an essential component of a healthy and sustainable society.
1343. Safeguard and enhance ACT cultural heritage.

Resilience

1344. Implement integrated policies and plans towards resource efficiency, mitigation and adaptation to climate change events, resilience to disasters, and develop and implement holistic disaster risk management at all levels.
1345. Mainstream 'Resilience Thinking' as a preferred approach to identifying policy options for dealing with vulnerability, acknowledging its benefits in providing for personal safety, clean air, food, water, energy, communications and critical infrastructure security, and its role in unlocking economic growth.
1346. Promote 'Community Resilience' as the sustained ability of the community to utilize available resources including energy, communication, food, etc. to plan for, immunize against, respond to, withstand, and recover from adverse situations allowing for the evolution and growth of the community after disaster strikes and the return to normal life is as effortless as possible.

Strategies

Labor will:

Environmental Responsibility

- 1347. Implement low-carbon, zero waste strategies and climate-resilient choices in energy and infrastructure coupled with effective and sustainable natural resource governance, to achieve clean air, low waste and sustainable water use which are key to protecting the ecological assets which underpin a healthy society.
- 1348. Promote resource and energy efficiency, sustainable consumption and production, sustainable infrastructure, and provide access to all the services needed for a sustainable quality of life for all ACT residents.
- 1349. Legislate against the discarding of edible food by supermarkets, market stalls and food producers. Provide funding to augment existing infrastructure to increase the distribution of edible food to Canberra's free food outlets

Economic Health

- 1350. Broaden the ACT's economic base by promoting the competitive advantages and industry opportunities of the ACT for business and economic development.
- 1351. Develop a strong, growing and diversified economy which can enhance the capacity for environmental protection and sustainable development, attract and retain businesses, skilled people and contribute to research and foster innovation.
- 1352. Ensure equitable economic measures are in place, along with effective early intervention strategies, for disadvantaged and vulnerable ACT residents. Provide transitional intervention for those experiencing economic stress, abuse and trauma to end homelessness and hunger, and facilitate solutions for empowering self-sufficiency.

Social Equity

- 1353. Broadly engage the community to guide and communicate Labor's Sustainability objectives by employing multi - media strategies targeting all audiences and inviting active citizenship.
- 1354. Recognising their contribution to the social capital of the ACT, progress women's and LGBTIQ people's role in sustainable development of the ACT by promoting and encouraging their participation in the sustainability dialogue.
- 1355. Promote safe and secure working environments for women and LGBTIQ people.
- 1356. Ensure inclusive and equitable quality education and promote lifelong learning opportunities from Early Childhood Learning Centres through all stages of adult learning.

Cultural Vitality

- 1357. Support cultural vitality in its multiple dimensions by providing a wide range of amenities and the opportunity for cultural participation, including:
 - a. Facilitate community participation in the arts, cultural experiences and creative activities, to encourage cultural diversity, active citizenship and volunteerism to promote community cohesion.
 - b. Provide equitable community access to public sporting and recreational facilities for participants and spectators; and support the availability of proficient training opportunities.
 - c. Provide for walkable neighbourhoods with parks, shops, transportation options, and sporting and recreational amenities that enable healthy lifestyles.
 - d. Promote the responsible and sustainable public enjoyment of wilderness areas, Canberra Nature Park and nature reserves.
 - e. Preserve and extend the tree canopy throughout Canberra's urban areas and provide adequate resources to ensure tree management and replacement policy.
 - f. Promote all aspects of animal welfare in the use of animals for companions, work, food, teaching, sport, entertainment, research, or recreation and act against all cases of cruel and inhumane treatment of domestic animals and wildlife.

- g. Support Heritage Policy which regards Canberra as a fine example of a fully planned city in the Garden City tradition and ensure the preservation of the ACT's natural, indigenous, built and cultural heritage.
- h. Support replacing the existing coat of arms with insignia that more accurately reflects our contemporary identity and cultural diversity.

Resilience

- 1358. Foster partnerships that provide complementary knowledge and skills, leading to creative problem-solving in the face of crisis and uncertainty.
- 1359. Promote the benefits and challenges of 'Resilience' as a central theme within effective disaster risk management practice, including 'Resilience' as a base-level design factor for critical infrastructure systems and processes.
- 1360. Build resilience to natural hazards and extreme climate events and respond to health risks caused by climate change.
- 1361. Ensure an adequate, affordable, safe, equitable, and secure sustainable energy systems for the ACT.
- 1362. Promote resilience thinking regarding health issues such as immunisation, regular health checks and planning for aged and disability care.
- 1363. Ensure that all government agencies report annually against Triple Bottom Line Accounting standards which better reflect the wide range of factors that matter to people and their well-being.

Chapter 29. Tourism

Principles

Tourism is one of Australia's fastest growing industries and one of the nation's largest export earners. It is a catalyst in the ACT for economic growth providing substantial employment opportunities and promoting small business growth.

Tourism also provides a medium for cultural exchange.

Tourism to the ACT benefits visitors in better understanding the Australian system of government, the importance of our cultural heritage, and the importance of active involvement in our political structures.

The ACT is the 'Home of the Australian Story'

The ACT has a number of features that are attractive to tourism. These include the natural environment, well-planned urban environment, and Canberra's status as the national capital and outstanding cultural, conference, education and sporting facilities.

Objectives

Labor aims to:

1. Increase tourism development by investigating innovative and effective new mechanisms for increasing tourism benefits to the ACT.
1364. Develop tourism infrastructure in the ACT to encourage increased benefits from tourism.
1365. Further enhance and promote the ACT as the home of the Australian story – a must see destination for all Australians and international visitors.
1366. Work collaboratively with the tourism industry to promote the ACT as a tourist destination
1367. Use tourism as a means to attract new immigrants to Canberra

Strategies

Labor will:

1368. Tourism Development
1369. Continue to support Australian Capital Tourism in promoting the ACT and the broader capital region as a tourist destination.
1370. Seek to promote a range of tourist experiences for a range of income levels, including family, school and community groups to the ACT.
1371. Continue to promote the ACT as a premier meeting and convention destination, and continue to support the Canberra Convention Bureau in the promotion of the ACT to event coordinators.
1372. Target in-bound tour operators to ensure that the ACT attracts an increased share of international visitors focusing on Canberra's status as the nation's capital and the bush capital. Particular effort will be made to determine the interests and requirements of tourists from the Asian and Pacific regions.
1373. Investigate opportunities for eco-tourism in the ACT while ensuring that heritage, wilderness and sensitive areas are adequately protected from the effects of tourism.
1374. Work with airlines, airline workers and their affiliated union representatives, and the Canberra International Airport to increase capacity on domestic routes, an expansion of direct flights into Canberra Airport, and the establishment of regular scheduled international flights into Canberra.
1375. Promote Canberra as an attractive place to live.

Tourism Infrastructure

1376. Ensure that ACT infrastructure is adequate to meet the needs of increased tourist numbers.

- 1377. Continue to provide funding for hospitality and tourism related courses at the Canberra Institute of Technology and continue to seek industry contributions for training in aspects of tourism.
- 1378. Work with the Commonwealth Government to jointly promote Canberra's national attractions, and to ensure the accessibility of the widest possible range of collections and displays within the national capital.

Australian Capital Tourism

- 1379. Maintain sufficient funding to Australian Capital Tourism to promote the ACT as an attractive tourist destination and to coordinate the Territory's tourism effort in cooperation with the ACT's tourism industry.
- 1380. Regularly update the ACT Tourism strategy to maximise the ACT's tourism performance and to attract an increased yield from tourism.

Chapter 30. Transport

Principles

Transport services and infrastructure play a central role in the ACT economy and make an important contribution in meeting the community's employment, social and recreational needs. Transport is also a significant social justice issue as providing access and ensuring availability can make a major contribution in addressing social inequality.

Improved transport links to surrounding centres and major cities, and better-integrated services within the city itself, can improve the quality of life for citizens. The town centre planning concept is the central element of any transport planning strategy for Canberra.

Transport planning needs to be closely integrated with economic, social, employment, energy, environmental, land-use and infrastructure planning, and involve wide public consultation. Transport services should not be considered solely in terms of full cost recovery, as the operation of market forces alone is often a poor indicator of social, environmental and economic costs and benefits.

Objectives

Labor aims to:

1. Provide transport planning that addresses the transport needs of the ACT community.
1381. Provide transport infrastructure and services that are responsive, viable and efficient and which realises social justice, environmental and economic benefits.
1382. Provide public transport to the community that is responsive, safe, viable and efficient and which realise social justice, environmental and economic benefits.
1383. Maintain a single authority for the planning, delivery and operation of Canberra's transport network
1384. Provide road infrastructure that addresses the road safety needs of all road users and fully complies with all Australian and appropriate International Standards.

Strategies

Labor will:

Transport Safety – Road Safety

1385. Ensure that all users of the ACT's transport infrastructure irrespective of their mode of transport do so in a safe and effective manner and are aware of current rules and regulations and comply with those rules and regulation.
1386. Promote and maintain an integrated Road Safety Strategy and Plan for the ACT.
1387. Provide leadership in training and preparation of new vehicle controllers to ensure their fitness to control the chosen mode of transport (e.g. Truck, 4WD, Motorcycle, or bicycle).
1388. Provide leadership and innovations in ensuring vehicle controllers maintain their skills throughout the life of their road use.
1389. Conduct regular road safety audits and adjust strategies and infrastructure design and implementation to improve Road Safety.
1390. Improve road side barriers to align with international best practice in relation to that improve safety outcomes for powered two and three wheeled vehicles.
1391. Train crash investigators in the assessment of powered two wheeled (PTW) vehicles crashes in addition to other vehicle types.
1392. Accurately assess all crashes using appropriate crash investigation techniques to ascertain cause and generate meaningful statistics upon which future road safety treatments can be made.
1393. Work to fully integrate AusRoads Guide to Traffic Engineering Practice Part 15 - Motorcycle Safety into the ACT road engineering standards.
1394. Implement a licensing system that educates drivers and riders and maintains their level of competence throughout their driving and riding life time. Such a system will align with or improve upon any national licensing and education strategy.

- 1395. Investigate the feasibility of regular on-line road rule knowledge competency assessment as part of the 5 year renewal cycle, and implement such a system if suitable for the ACT.
- 1396. Take into consideration the impacts of road maintenance methods on PTW (which includes motorcycles, scooters and mopeds) and modify the methods as necessary.
- 1397. Ensure all riders and drivers are healthy enough to control a motor vehicle on the road.
- 1398. Educate and encourage all medical practitioners that under the Road Traffic Act they are compelled to report when a patient is unfit to control a motor vehicle.

Transport Planning

- 1399. Maintain an integrated and comprehensive transport planning system, administered by Transport Canberra, to guide future development of the transport system.
- 1400. Continue to plan and implement an effective, efficient and environmentally responsible public transport system for the entire Territory, integrated with active transport and other forms of transport that meets the infrastructure and service requirements of the ACT community.
- 1401. Develop region-specific integrated transport strategies that address the unique transport needs of each of the ACT's regions and town centres, in consultation with unions, other civil society organisations and the wider community.
- 1402. Work with neighbouring NSW local governments and the NSW State Government to better integrate regional transport networks and services with the ACT.
- 1403. Implement a comprehensive road planning and development strategy that addresses traffic congestion, environmental impacts and community amenity.
- 1404. Encourage the development of Canberra airport as a regional hub.
- 1405. Ensure social, economic and environmental factors are properly addressed in the upgrade of Canberra Airport to allow International freight and passenger movements.
- 1406. Implement a comprehensive road planning and development strategy that addresses traffic congestion, environmental impacts and community amenity.
- 1407. Encourage the development of Canberra airport as a regional hub.
- 1408. Ensure social, economic and environmental factors are properly addressed in the upgrade of Canberra Airport to allow International freight and passenger movements.
- 1409. Conduct regular assessments of the viability of alternative public transport systems including light rail.
- 1410. Support the development of improved freight and passenger rail services to the ACT and the inclusion of Canberra in the Sydney - Melbourne transport corridor.
- 1411. Consult widely with citizens, unions, employees and business and where appropriate, other governments and local councils, on future transport development in the ACT or affecting the ACT.
- 1412. Explore with Commonwealth, State and local governments the ways in which motor vehicle costs can be further based on vehicle usage rather than vehicle ownership, in order to reduce their environmental impact and use of fossil fuels.
- 1413. Cooperate with Commonwealth, State and local governments in the implementation of nationally agreed transport policies.
- 1414. Cooperate with Commonwealth, State and local governments in transport planning, research and development and in particular the development of improved transport links between Canberra and other centres.
- 1415. Increase the availability of wheelchair accessible taxis.

Transport Infrastructure

- 1416. Ensure all members of the ACT community, in particular those with a disability, have access to transport services that are convenient, affordable and safe.

- 1417. Implement parking and motor vehicle policies that redress the adverse environmental and economic impact of inappropriate vehicle usage.
- 1418. Ensure that the ACT has adequate infrastructure to provide safe, efficient and environmentally friendly transport by private and public means such as cars, buses, bicycles, and industrial vehicles and by foot.
- 1419. Encourage the use of environmentally responsible and economically efficient modes of transport such as public transport, bicycles, motor cycles and the use of carpooling and "park and ride" by:
 - a. Providing improved parking facilities for bicycles and motor cycles;
 - b. Setting fees and charges to reflect the economic and environmental costs and benefits associated with each mode of transport (In accordance with our Pricing Policy); and
 - c. Establishing additional bus lanes and other priority measures for public transport.
 - d. Running TravelSmart campaigns based on cost-effective and successful programs operating in other major cities.
- 1420. Consult widely with citizens, unions, employees, business and other governments and local councils where appropriate, on the provision of infrastructure and services.
- 1421. Improve and extend the cycleway network in Canberra.
- 1422. Ensure transport planning decisions are based on empirically validated traffic flow modelling and only implemented after proper consultation with, and consideration of, the interests of all relevant stakeholders, including community groups, workers and their affiliated trade union representatives.

Public Transport

- 1423. Improve access to bus and light rail services for all citizens, in particular for people with disabilities.
- 1424. Undertake a review of fares, concessions, and the monthly cap taking into account equity considerations, time based fares, charges imposed for other transport modes, including park and ride eligibility requirements, and economic and service efficiency.
- 1425. Promote the adoption of a national system of concession management and acceptance.
- 1426. Extend the integrated bicycle, bus and light rail system by increasing secure bicycle storage at bus interchanges, at light rail stops and on board buses and light rail vehicles, as well as maintaining and extending the park and ride system.
- 1427. Continue to develop alternative ACTION bus service provision particularly for off-peak periods, including the provision of on-demand buses.
- 1428. Implement a bus procurement policy that over time will convert the entire fleet to zero emission, comfortable and accessible buses.
- 1429. Grow Canberra's integrated public transport system, utilizing bus and light rail, creating a single public transport system managed by Transport Canberra and providing a superior alternative to driving by:
 - a. Expanding light rail by extending the Gungahlin-Civic line to Woden, Belconnen and Tuggeranong, and planning further lines and extensions to be built as required;
 - b. Enhancing the Rapid Bus Network with more buses and more drivers to expand rapid bus services and extend vital feeder services; and
 - c. Maintaining a single ACT public transport system managed by Transport Canberra that has one ticket and one fare.
- 1430. Maintain a single public provider for all bus services in the ACT to ensure a high quality of service is delivered to the community.
- 1431. Transition the ACT public transport network to zero emission infrastructure and vehicles as soon as practicable

1432. Provide free travel to all students in the ACT when using a MyWay card on public transport. This includes school students with a valid Primary School, High School or College Student Identity Card, and tertiary students with a valid Tertiary Student Identity Card

Electric Vehicles

1433. Reduce barriers to uptake of Electric Vehicles by enhancing access to electric vehicle charging stations by:
- a. Requiring all new builds, both residential and commercial, in the ACT to include Electric Vehicle charging capability,
 - b. Facilitate retrofitting of existing multi-unit complexes to provide for installation of Electric Vehicle Charging Points through appropriate amendments to the Unit Titles Act and Unit Titles (Management) Act,
 - c. Amending the Unit Titles (Management) Act and the Residential Tenancy Act so that the installation of Electric Vehicle charging points in multi-unit dwellings cannot be unreasonably denied.
1434. Introduce a grant scheme to actively encourage the rapid rollout of charging points in residential dwellings across the ACT.
1435. Expand the public EV charging station network with a preference for rapid chargers.
1436. Investigate further options to incentivise the take up of electric vehicles, including but not limited to expanding access to car-pooling lanes to electric vehicles with single drivers and discounted parking fees.

Chapter 31. Veterans Affairs

Principles

Military service involves risk and sacrifice. In recognition of this service, Labor believes in supporting our veterans, now and into the future.. In doing so, we honour their significant contribution and demonstrate that we continue to value them.

Labor affirms veterans are a diverse group with varying needs based on their experiences, ages and personal circumstances. Labor will tailor support to the individual as much as is practical. The needs of a contemporary veteran can be vastly different to the needs of our older veterans.

Labor recognises those who have served in the Australian Defence Force have gained many skills and have a high level of training. Veterans can face challenges explaining the skills and training gained in the defence force to civilian employers and Labor will work to help bridge that gap.

Labor believes that one veteran who takes their life is one too many. Labor will offer the leadership, compassion and resources to address this complex issue. Emerging research from the Australian Institute of Health and Welfare shows that there is a particular group of veterans who are at increased risk of suicide. Labor will seek to support this group to return and reintegrate fully to civilian life and

Labor believes families are our greatest asset with regards to supporting both current and ex-serving defence personnel. Defence family life presents a series of unique challenges and stressors for loved ones. Often family members are the first to recognise signs and symptoms of poor physical or mental health and help them through the tough times. The critical role families play in supporting our current and ex-serving defence personnel must be recognised and appropriate support provided.

Objectives

Labor aims to:

1. Value the contributions veterans and their families make to Australia both during and after their service.
1437. Support organisations who support veterans and their families.
1438. Support veterans in ways that meet their specific individual and family needs.
1439. Aid veterans in their transition to civilian employment and civilian life more broadly.
1440. Break down barriers between veterans and civilian employers.

Strategies

Labor will:

1441. Provide dedicated funding for organisations who support veterans and their families.
1442. Provide opportunities to help veterans connect with employers and translate their skills to language understood by civilian employers, including the ACT Public Service.
1443. Provide mental health support to those who have been affected by their service.
1444. Target resources to assist those identified by research towards those at risk of suicide.

Chapter 32. Women

Definition: For the purposes of this document “women” refers to all women and is used to include heterosexual, gay, lesbian, bisexual, transgender, and intersex women.

Introduction

ACT Labor acknowledges and supports the principles, goals and directives aimed at achieving gender equality and enhancement of the status of women, enshrined in international treaties, conventions and resolutions endorsed by the global community under the United Nations, specifically the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Beijing Declaration and Platform for Action for Women, and the Millennium Development Goals.

ACT Labor plays a vital role in supporting the empowerment of women and in doing so identifies and addresses barriers to women's full participation in society so that women may work, learn and live with a real experience of inclusion and equality in the ACT.

ACT Labor Values

ACT Labor values gender equality as the cornerstone of a fair society. ACT Labor values the contribution and respects the right of ACT Women to participate in all aspects of the Territory's governance and its economic, educational, social and cultural life.

ACT Labor values women's autonomy, economic independence, health and wellbeing and right to live in the Territory free from all forms of violence including gendered and intimate partner violence.

ACT Labor values the diversity of women's cultures, families and lived experiences and acknowledges that all aspects of Territory life are substantially enhanced when women are able to participate to their full potential. ACT Labor acknowledges that all women including Indigenous women, lesbian, bisexual and transgendered women, women living in rural areas, unemployed women, women from culturally and linguistically diverse backgrounds, migrant women, young women, older women and women with disabilities or mental illnesses, have a right to equal participation in all aspects of society.

ACT Labor Achievements for Women

1. Establishment of the Centenary Hospital for Women and Children

1445. De-criminalisation of women's access to reproductive health procedures

The ACT Labor Party actively promotes the welfare and social advancement of women in the community with attention to all policy areas of government.

ACT Labor Party

ACT Labor supports equal numbers of men and women at all levels in the Party organisation, and in public office positions the Party holds, within ACT and nationally.

ACT Labor will

1446. Monitor the level of Women's membership and participation within the ACT branch of the Australian Labor Party.

1447. Report these figures annually as part of the Branch Secretaries report to the ACT Labor Annual Conference.

1448. Support the provision of resources, wherever possible, to enhance the recruitment, training, participation and retention of women within the Party.

1449. Expect an ACT Labor Government Cabinet to have equal numbers of men and women.

The Arts

ACT Labor acknowledges the contribution of women to Territory culture and the arts.

ACT Labor values women's experience and understands that women's participation in the arts is vital for an inclusive, dynamic and vibrant culture, in which women are able to fully share in the economic benefits that the arts deliver to the ACT economy.

ACT Labor acknowledges that women make up the vast majority of visual and performing arts students in the ACT and that there is a marked disparity between the number of women training for arts practice and the number of women who go on to a working career in the arts.

ACT Labor accepts that women face unique challenges when embarking on a career in the arts.

ACT Labor can encourage women in the arts sector by:

- 1450. Informing Arts policy by the proactive sharing and monitoring of trends in gender balance and income by gender of those employed in the ACT arts sector, and those self-employed in individual arts practice through the analysis of census data and other methods of data collection.
- 1451. Advocating for awareness of inclusive gender balance of ACT Government arts grants, both community and individual, and the gender balance of art collected by the ACT Government and commissioned through public arts programs.
- 1452. Advocating that gender balance is a consideration in all ACT Government arts grants programs, both community and individual, and in public art collections and public arts commissions.
- 1453. Advocating that priority be given (where appropriate) to the collection of art by women artists in ACT public collections where gender imbalance has been identified.
- 1454. Incorporating into the ACT Women's awards an annual Women's Art Prize with three categories i.e., Emerging artists; Established artist; and Senior artists, that recognises women artists and the contribution women make to the Arts and Culture of the ACT.

Child Care and Caring for Dependents

ACT Labor recognises that women are more likely than men to undertake caring responsibilities in families for infants and young children, and to care for aged and/or chronically ill family members, and children with high needs and/or disabilities.

ACT Labor supports the participation of women in education and paid work and recognises that the ability for women to participate in education and paid work is a key factor in women's economic independence and their ability to accumulate adequate superannuation savings for retirement.

ACT Labor recognises that child care enables women to fully participate in the economy. ACT Labor recognises that without access to local, quality, affordable childcare women are economically disadvantaged and the effects of this disadvantage often remain over a women's lifetime.

ACT Labor supports breast feeding mothers in the community and workplace and supports the Australian Breastfeeding Association's Breastfeeding Friendly Workplace Accreditation Standards.

ACT Labor supports:

- 1455. Providing funding for the extension of the hours of existing day care centres and to establish additional day care centres.
- 1456. Co-locating child care centres on existing and new primary school grounds.
- 1457. Looking into the possibility of new primary schools being built with childcare facilities on site.
- 1458. Workers in the childcare sector, specifically by the improvement of training, qualifications, wages and career paths.
- 1459. Women to have access to appropriate, safe and clean facilities in all ACT workplaces (where appropriate) to breast feed their babies or express breast milk, in keeping with the Australian Breastfeeding Association's Breastfeeding Friendly Workplace Accreditation Standards.
- 1460. The investigation of regulating parenting rooms to ensure appropriate, safe and clean facilities are available for women to breast feed their babies or express breast milk, which is separate from toilets and baby change areas.
- 1461. The implementation of the National Disability Insurance Scheme including the provision of respite care, training and other support services for aged, chronically ill, children with disabilities and high needs, and other dependent family members.
- 1462. Workers in the Carers sector, specifically by the improvement of training, qualifications, wages and career paths.

Community Participation and Access to Services

ACT Labor recognises that the community benefits when women are involved in aspects of society at all levels. Involvement and participation in community organisations, events and activities increases the recognition of women as valuable citizens and increases the opportunities for women to build skills, and to forge links with and support other women. Community involvement enables women to better represent their needs and wishes within their community and to have these needs and wishes reflected in local decision-making processes.

ACT Labor:

- 1463. Encourages women's participation in community organisations.
- 1464. Supports progressive women's organisations by offering specific grants to the women's sector.
- 1465. Supports an ACT Women's Organisations and Services website to enable women to access accurate and up to date information on services and programs offered by ACT women's organisations.
- 1466. Supports that information on services and programs offered by ACT Women's organisations is advertised and delivered in all ACT Child and Family Centres.

Criminal Justice and Legal Processes

ACT Labor understands that women subject to the criminal justice system have specific rights and needs.

ACT Labor recognises that women require legal information and support to enable them to make informed decisions regarding legal matters.

ACT Labor believes that women in the prison system should be treated with dignity and have their human rights respected at all times. The emphasis of all prison sentences should be appropriate rehabilitation so that at completion of their sentences women are able to positively contribute to the community.

ACT Labor:

- 1467. Understands the need for women detained by police to have access to appropriate legal advice with appropriate legal aid funding.
- 1468. Considers important the specific safety needs of young women, older women and their children who are detained by police.
- 1469. Considers important the specific needs of young mothers and their children when women with young children are detained by police.
- 1470. Considers important the specific safety needs of young women, older women and their children in the design of any remand centre that is part of a prison complex.
- 1471. Believes that sentences of imprisonment should only be applied where case circumstances indicate it is the only appropriate sentence and when sentencing imprisonment, the primary principle is rehabilitation as distinct from punishment, and that these principles are equally applied to all convicted persons including women.
- 1472. Advocates for and promotes the specific human rights of imprisoned pregnant women, young mothers and their children and that they be respected in the ACT prison system. Access to these rights should be transparent and accountable.
- 1473. Encourages the establishment of a "half way house" with appropriate facilities to be available for women prisoners nearing the end of their sentences, to assist in rehabilitating them back into the broader community and reduce the chances of them re-offending.

Economic Independence

ACT Labor supports the economic independence of all women and understands that women's economic independence and the ability to accumulate adequate superannuation savings for retirement are essential elements enabling autonomous decision-making and full participation in our economy and the community.

ACT Labor recognises that women who are primary carers, women who are dependent on a partner or parent for their financial security and women who work in casual employment are particularly vulnerable economically.

ACT Labor acknowledges that the majority of people living in poverty in the ACT are women, and is committed to developing appropriate strategies and services to reduce both the level of poverty experienced by women and the number of women experiencing poverty in the ACT.

ACT Labor understands that access to quality education is the most powerful means our community has for addressing inequalities of gendered opportunity and social disadvantage.

ACT Labor supports:

- 1474. Monitoring of gendered trends in wages and poverty in the ACT.
- 1475. Wage rises in feminised industries.
- 1476. Advocating for the Monitoring of gender trends in under-employment and casualised work.
- 1477. Financial education for women including understanding home ownership and superannuation, avoiding partner-transmitted debt, and rebuilding financial stability post relationship breakdown.
- 1478. Services that provide financial counselling for women.
- 1479. Education programs and small business start-ups for women.
- 1480. Women in business awards schemes.
- 1481. Women wishing to complete vocational education and establish careers and work in higher paying non-traditional areas such as engineering and building trades.
- 1482. Working with representatives from the community, business, educational institutions, unions and the surrounding region on ways to ensure women are included in economic development opportunities and planning.

Education and Training

ACT Labor recognises that high quality education and training for women is fundamental to women's economic independence and their full participation and contribution to the life and achievements of the community. ACT Labor understands that providing quality education is the most powerful means our community has for addressing inequalities of gendered opportunity and social disadvantage and that women's education is fundamental to the prosperity of our community. Skills of enterprise, initiative and adaptability acquired through education provide women with access to new and ongoing lifelong opportunities.

ACT Labor also recognises that schools have a role in ensuring that children are able to identify gendered exploitation and discrimination. The provision of gender equitable curriculum, including respectful relationship programs, is fundamental to enable girls to comprehend more fully the options available to them and to enable boys to appreciate and respect women and girls.

ACT Labor is committed to equity in education to ensure educational opportunities nurture individuals' abilities and needs and are not dependent upon their wealth.

ACT Labor:

- 1483. Believes women should have full and equal access to high quality education for themselves and their children at all ages and that this access should not be limited by economic, cultural, linguistic or physical constraints.
- 1484. Will encourage feedback and monitoring of women's education and training participation levels to promote continuous improvement of outcomes in all subject areas.
- 1485. Will investigate ways of ensuring that carer responsibilities do not prevent women from accessing education and training opportunities.
- 1486. Understands the need for STEM subject's skills training and promotes the educational initiatives to break down barriers and encourage women's interest and skills through school curriculums to improve women's ongoing participation in these fields.

1487. Advocates for and promotes the management and funding of a public education system that will lead the private system in gender balanced outcomes and encourage non-government schools to fulfil their obligations to gender equity as government schools do.
1488. Promotes the provision of a gender-inclusive curriculum including respectful relationships programs, sex education including sexuality and pleasure, and sexuality for women and girls with disabilities, and that women's history is incorporated in the curriculum and taught to all students.
1489. Supports the inclusion of comprehensive programs on sex education including contraception options being available through primary and secondary schools and community health centres.
1490. Supports maintaining the existing system of neighbourhood-based pre-schooling and co-location of child care centres, schools, and preschools in order to better support working families.
1491. Supports the establishment and continuation of out-of-hours school childcare centres using school property at appropriate concessional rates.
1492. Supports school-aged mothers by promoting a culture of understanding and acceptability while providing them with appropriate facilities in order to fully participate in the school community.
1493. Supports the investigation of relaxed out of area enrolment rules to enable parents to enrol children near the place of their employment.
1494. Will aim for the provision of resources for access to flexible long day childcare on site or in close proximity to educational facilities, for student parents, in order that they are able to complete their education.
1495. Supports working with relevant unions and providers of vocational education and training to further develop and enhance opportunities for women, particularly in non-traditional trades and the building industry.
1496. Expects CIT to engage in long-range planning after wide consultation, to attract and train sufficient women graduates to help support growth areas of the ACT economy including the export market to ensure women share in the benefits of ACT economic growth.
1497. Supports the establishment of additional community or neighbourhood houses and centres, and adequately resource these and existing community facilities, to assist in providing low cost, adult education programs. These programs should respond to grassroots community needs, including those of women, and reflect the culturally and linguistically diverse nature of the ACT community.
1498. Expects the ACT-based universities to adopt and implement policies on gender equity which are compatible with those expected in other sectors of the ACT education system.
1499. Understands women contribute extensively in academic research and teaching areas across ACT and Australia and believes women in academia have the right to equal pay, academic recognition, and promotion as men, through their achievements.
1500. ACT Labor supports women in their pursuit of gender equity and breaking down barriers, to encourage women to participate more fully and continue in academic research careers.

STEM - Science, Technology, Engineering, Mathematics

ACT Labor is aware of the projected growth of employment requiring STEM subjects and skills and the role of schools in providing this. Research suggests 75 per cent of the fastest growing occupations now require STEM skills and knowledge. ACT Labor recognises that women are underrepresented in many STEM courses. At university women make up 20 per cent of engineering and related technology courses and 14 per cent in information technology. This equates to even less women participating in science, technology and engineering jobs.

To aid in meeting the emerging challenge of the developing economy, and to ensure women are able to continue to participate as valued members of the workforce and

maintain respected, economic independence, Labor supports and advocates for strategies to advance women's continued advancement and participation in STEM education and occupations.

ACT Labor advocates for:

- 1501. Educating and employing more teachers in STEM subjects in primary and high schools to teach curriculum, especially female teachers as role models to increase maths and IT literacy
- 1502. Providing pathways for female students that decrease social barriers and encourage uptake into STEM courses.
- 1503. Encouraging future female professionals into STEM university courses leading to jobs thereby assisting workplace retention of females in the field.
- 1504. Acknowledging the need for female university academics as role models in STEM by providing equal opportunities for females in academia to remain in the workforce through more equitable work practices.

Employment

ACT Labor understands that women's access to employment is fundamental to women's economic independence. This is essential for autonomous decision making and full participation in our economy and community, as well as women's ability to accumulate adequate superannuation savings for retirement.

ACT Labor recognises that employment provides women not only with a livelihood but also with dignity, self-respect and the opportunity for self-fulfilment. ACT Labor also recognises that women in the workplace often face gendered exploitation and discrimination and Labor is committed to developing appropriate strategies to help prepare women to overcome these barriers and to help men better understand women in the workplace are to be valued and respected equally.

ACT Labor:

- 1505. Supports proactive implementation of pay equity, merit and affirmative action principles across all industries.
- 1506. As an employer, will try to take the lead in establishing and promoting best practice in equity in pay, participation in all areas of work and levels of management, the provision of paid parental leave, and flexibility to enable employees to balance work and family.
- 1507. Supports the inclusion in awards, agreements and employment legislation provisions to accommodate a variety of family arrangements, including same sex partners and cultural variations of families, including Indigenous family structures.
- 1508. Supports wage equity and improved training qualification systems in feminised industries.
- 1509. Supports health, safety and education programs for sex workers.
- 1510. Supports investigating employment relationships in the sex industry to eliminate the risk of exploitation.
- 1511. Expects the provision of , availability and access to appropriate, safe and clean facilities (where appropriate) in all ACT Government workplaces for women to breast feed their babies or express breast milk, in keeping with the Australian Breastfeeding Association's Breastfeeding Friendly Workplace Accreditation Standards.
- 1512. Encourages all non-government workplaces in the ACT to provide women employees with access to appropriate, safe and clean facilities for women to breast feed their babies or express breast milk in keeping with the Australian Breastfeeding Association's Breastfeeding Friendly Workplace Accreditation Standards.
- 1513. Will work towards increasing the availability of adequate and affordable high quality childcare facilities to enable full participation in the labour market.
- 1514. Will monitor gendered trends in underemployment, part-time and casualised work and in the area of academic employment.

- 1515. Believes the rights of casual and part time employees should be safeguarded wherever possible, understanding that this type of employment arrangement is dominated by women.
- 1516. Supports the national paid parental leave scheme developed by Labor and ensure awards, agreements and legislation include paid parental leave in both the private and public sectors.
- 1517. Believes that as an employer, Labor should attempt to establish and promote best practice on the provision of maternity and parental leave, including paying superannuation to parents whilst on paid and unpaid parental leave.
- 1518. Aims to develop and implement comprehensive training and employment programs tailored to the special needs of long-term unemployed women and women re-entering the workforce after long periods caring for dependents.
- 1519. Continues to support return to work grants for ACT women.
- 1520. Supports the ACT developing and maintaining a gender equitable, highly trained, multi-skilled labour force by working cooperatively with business, industry, unions, the community sector and educational institutions.

Health

ACT Labor aims to promote well-being and prevent disease and acknowledges that women have particular and changing health needs.

ACT Labor values women's autonomy in respect to their health and wellbeing and understands that women's autonomy in accessing health services for themselves and their dependent's is essential for women's full equality of participation in the ACT community.

ACT Labor understands that women's access to health services is related to their social and economic circumstances, education, employment opportunities, social support, cultural background, personal safety and quality housing, all of which have a significant impact on their health.

ACT Labor understands the need for community health services to be available in all areas, with special consideration given to areas of population growth. An accessible, high standard quality health service for women is a benchmark commitment of ACT Labor.

ACT Labor:

- 1521. Promotes appropriate standards of informed consent and autonomy to be applied
- 1522. Fosters the provision of health services for women being provided by qualified staff who are sensitive to the special needs of women.
- 1523. Expects that the Women's Health Service meets community needs with services available in regional locations attached to community centres and with services extended to include salaried female obstetricians and gynaecologists.
- 1524. Encourages community involvement in the management of the Women's Health Service and the employment of doctors who are skilled and experienced in women's health matters.
- 1525. Promotes equality of access to health services for women through the recognition of linguistic and cultural differences, prevention of physical barriers and the provision of advocacy services.
- 1526. Believes and advocates that for any health service, information about the nature, purpose, effects, any associated risks and side effects as well as available alternative treatments, is provided. This information will be available in a community language if required.
- 1527. Supports the continuing provision of Women's Health Services that provide birth control advice, and safe and legal surgical or medical abortion on request, but no sterilisation or abortion without the woman's consent.
- 1528. Commits to the broad provision of surgical abortion in the ACT public hospital system by 2023.
- 1529. Will maintain appropriate protest exclusion zones from both building entrances and buildings outside reproductive medical facilities to ensure a patient's right to privacy, and right to access medical facilities, free from harassment are upheld.

1530. Promotes and supports the availability of appropriate reproductive and sexual health advice and education for all women, particularly young women, pregnant women, women seeking assisted pregnancies, lesbian, bisexual and transgendered women, and menopausal and post-menopausal women.
1531. Supports comprehensive programs on sex education including contraception options are available through primary and secondary schools and community health centres.
1532. Encourages the provision of free contraception particularly to concession card holders, student and pensioner concession card holders as well as Health Care card holders with a view to funding a trial over a number of years of the provision of free contraception of choice to both men and women in ACT.
1533. Supports the introduction of a requirement for health practitioners and pharmacies who choose not to supply relevant reproductive health medications, products and procedures, to display clearly visible signage that informs consumers, in plain language, about which particular reproductive health medications and products they refuse to supply, in order to enable consumers, particularly women, to make an informed choice as where to present prescriptions to be filled without intimidation, humiliation or embarrassment.
1534. Supports the implementation of policies that work towards the prevention of infertility with particular attention to infertility caused by sexually transmitted diseases, environmental factors and previous medical treatment.
1535. Supports and advocates for the provision of community education programs particularly designed to communicate to young women and senior women, including through digital media, on the prevention and treatment of sexually transmitted infections, including Gonorrhoea, Chlamydia, and HIV.
1536. Will work towards ensuring women have access to fertility advice, counselling and assistance.
1537. Supports research into the medical, legal and ethical issues surrounding surrogacy and all reproductive technology procedures with a view to producing appropriate legislation.
1538. Supports the offering of a range of birthing options for ACT mothers including antenatal clinics, the Canberra Midwifery Program and Birth Centre.
1539. Supports the development, implementation and maintenance of a web-based information portal that provides information on birthing options, models of care, available hospitals and facilities, and breastfeeding and post-natal support in the ACT and Queanbeyan.
1540. Understands the need to advocate for an expanded range of services provided for post-natal support, particularly post-natal depression.
1541. Advocates for service provision and encourage women to access programs such as HPV vaccinations, cervical and breast cancer screening.
1542. Supports the provision of free, publicly available breast and osteoporosis screening for women over the age of 40 years.
1543. Supports free screening, such as mammograms and ultrasounds, to survivors of breast cancer, regardless of age or medical diagnosis, with a referral from their medical practitioner.
1544. Promotes public awareness of the availability of these programs and the importance of these diseases through publicity and educational seminars.
1545. Promotes the establishment of services that focus on the health needs of older women, particularly in the area of support services for menopause.
1546. Believes in the importance of addressing through education, issues of ill health for elderly women such as poor nutrition and osteoporosis.
1547. Supports the development of and funding for nurse practitioners and foster a collaborative relationship with medical practitioners.
1548. Is committed to supporting the work of allied health professionals as part of the health care team that work collaboratively to meet the needs of women and their families through all developmental stages of the life cycle.

- 1549. Aims to provide opportunities for women in the community to be consulted and to actively participate in decisions regarding future directions of community health centres, their location and their services.
- 1550. Supports the establishment and maintenance of adequate facilities for the treatment of addiction to drugs and alcohol, including a detoxification unit, in partnership with community organisations that are responsive to the particular needs of women and their family situations.
- 1551. Supports the provision of drug and alcohol treatment halfway houses with safe and secure accommodation services that will reflect the needs of women and their family situations.
- 1552. Recognises the special needs of women with psychiatric disabilities or a mental illness to access properly resourced advocacy services.
- 1553. Is aware of the impact of current arrangements on both families caring for a person with mental illness, and police and emergency services personnel.
- 1554. Fosters the promotion and provision of support services including counselling and respite care for the families of those who suffer from psychiatric disabilities or mental illness.
- 1555. Supports counselling and respite care for the families of those who suffer from psychiatric disabilities or mental illness are available both at the time of a crisis and an ongoing basis.
- 1556. Supports the funding for allied health professionals to continue in the provision of these mental health counselling and support services.
- 1557. Supports the examination of mental health legislation to ensure the protection of civil rights and to enable the delivery of appropriate care and treatment.
- 1558. Supports the specialised and quality health care for Territory women provided by the Centenary Hospital for Women and Children.
- 1559. Supports the recruitment of obstetric and gynaecological staff who display knowledge and sensitivity to women's health needs in ACT public hospitals.
- 1560. Encourages and advocates for the equal representation of women on all ministerially appointed management and advisory boards within the ACT health system.
- 1561. Encourages research into women's health issues.
- 1562. Commits to providing universal access to period products in the ACT.

Housing

ACT Labor recognises the right of all ACT citizens to live in housing appropriate to their needs and is committed to the adequate supply of affordable housing that is well located, of good quality, secure in tenure, and contributes to an environmentally sustainable and energy efficient city.

ACT Labor understands the importance of appropriate and affordable housing for women and recognises that access to independent housing for women is a fundamental element to enable women to participate in work, education and the community.

ACT Labor acknowledges that many women in the ACT are living in inadequate housing and recognises the role adequate housing plays in reducing poverty, ensuring health, safety and a decent standard of living for women and their families.

ACT Labor understands that public housing is a key element of effective urban governance. It forms an essential part of the housing continuum which also includes community housing and private housing, occupied on a rental or home ownership basis.

ACT Labor recognises that women have different housing needs at different stages of their lives.

ACT Labor recognises that older women who are single, on low incomes and in the private rental market are especially vulnerable to housing stress and homelessness.

ACT Labor understands that provision of housing suitable for women must include diversified housing options to cater for different stages of life, varying financial and personal circumstances of women and their families. This includes short, medium and long term accommodation options in the public, community and private housing sectors.

ACT Labor recognises that homelessness encompasses a diversity of experiences including living in an inadequate dwelling, a lack of tenure, the inability to control living space and the absence of security, stability, privacy and safety.

ACT Labor understands that women often experience homelessness differently from men, and that domestic violence is a frequent factor behind a woman's decision to leave her home.

ACT Labor recognises that housing affordability is a particular challenge for women because on average women live longer, earn less, have less secure work tenure and less superannuation than men.

ACT Labor:

- 1563. Continues to support diverse affordable housing models for women including public, community, co-operative, private rental and home ownership.
- 1564. Encourages the practice that public and private housing for women is distributed within and between all suburbs, in order to create socially harmonious communities.
- 1565. Understands that the location of housing for women needs to be easily accessible to community, health and recreation facilities, employment centres, schools, and public transport, with consideration given to those people with needs, requiring distance from those areas where such facilities are found (e.g. main roads or town centres) and that housing should be within walking distance of public open space.
- 1566. Supports public housing being designed to accommodate the safety and security needs of women and their children.
- 1567. Continues to support women's crisis and post crisis accommodation services, including women post release from prison, remand or other programs that have restricted their movements.
- 1568. Continues to believe that progressive women's organisations providing safe refuge accommodation and counselling services for women and children fleeing family violence should be provided with adequate support.
- 1569. Supports the facilitation of the transition of women from crisis into suitable permanent housing.
- 1570. Supports the provision of appropriate emergency housing to women experiencing homelessness.
- 1571. Continues to support accommodation services for women whose particular cultural or personal circumstances are best served by single sex accommodation.
- 1572. Promotes access to housing is equitably provided to all women, including migrant and refugee women, women with disabilities, and women with dependents, and is designed and fitted with appropriate safety requirements in mind.
- 1573. Will undertake ongoing research into gendered housing disadvantage and future housing needs of women to guarantee the adequacy of future public housing stock for women.
- 1574. Supports the provision of appropriate, affordable and long term housing options suitable for older women, taking into consideration their specific needs such as access to healthcare, transport, and transition into aged care.
- 1575. Will consult with older women about their experiences and needs when developing homelessness and housing strategies.
- 1576. Will develop policies to improve housing affordability and encourage women into home ownership.

Law Reform, Access to Law and Legal Education

ACT Labor understands that Law is important in guaranteeing the protection of women's rights and individual freedoms, ensuring women's safety and the democratic rights of women to participate in our society.

ACT Labor recognises that women require legal information and support to allow full participation in the community and to enable women to make informed decisions regarding legal matters.

ACT Labor:

- 1577. Believes that information on Federal and ACT anti-discrimination legislation should be available and accessible in the community and that advice on the effect of the legislation is available to women.
- 1578. Will facilitate and encourage a review of child neglect legislation to examine absent parent responsibilities in cases of neglect.
- 1579. Aims to introduce amended family violence evidence legislation to enable initial victim witness statements taken by police to be used in court.
- 1580. Supports the examination of the amendment of the definition of family violence in legislation to include children witnessing violence.
- 1581. Supports the examination of the amendment of the definition of strangulation offences in legislation to include “acts of strangulation not intended to render the victim unconscious.”
- 1582. Supports the legal recognition of same sex couples under the law in matters such as marriage and relationships, parenting and employment opportunities.
- 1583. Maintains support for a safe legalised sex industry including legalised sex work in the ACT.
- 1584. Supports the proper consideration of cultural differences, including for Indigenous and culturally and linguistically diverse women, when providing legal information.
- 1585. Will consider the needs of women and their families, particularly survivors of harassment and violence, and their experiences of the legal system, within an active process of law reform.
- 1586. Supports an ACT Women’s Legal Centre funded by the Federal Government.

Machinery of Government

ACT Labor believes good government ensure women’s needs and concerns are fully considered in all government decisions and programmes.

ACT Labor:

- 1587. Supports a continual dialogue and strategic alliances between government policy makers and women’s community groups and organisations, service providers and unions, including them in formal decision-making through consultative bodies and other forums.
- 1588. Supports and promotes a register of women nominees to boards is maintained and publicised so that women are aware of the register.
- 1589. Will foster the equal representation by women on each ACT Government board, statutory and non-statutory body and authority, and that the gender imbalance existing in paid board positions is addressed.
- 1590. Supports that all proposed cabinet decisions should be assessed for gender impact.
- 1591. Maintains continued support of the annual Women’s Budget Statement.
- 1592. Continues to support the ACT Office for Women, and a Minister for Women.

Multicultural Affairs

ACT Labor acknowledges the contribution made by women from the many different cultural and linguistic groups within the ACT community, and recognises and respects the harmonious cultural and linguistic diversity of the ACT community.

ACT Labor is committed to equity of access to and enjoyment of community resources for all residents of the ACT.

ACT Labor understands that women arriving for humanitarian reasons as part of migration programs have special requirements.

ACT Labor:

- 1593. Believes all residents, including women, in the ACT community should have access to services and participate in all activities in the community without fear of discrimination on the basis of cultural ethnicity, religion, or race.
- 1594. Will work towards assisting refugees and humanitarian entrants to recover from their experiences and settle into the community with special consideration for the needs of women by the supporting the provision of specialist health and

counselling services and assistance for those women suffering the effects of rape, torture and trauma.

- 1595. Supports “learn to drive” programs for refugee and humanitarian entrant women.
- 1596. Understands the importance of providing the means to ensure that women from culturally and linguistically diverse community have sufficient information to make informed decisions on issues affecting them and have the opportunity and ability to participate in community and government decision-making processes.
- 1597. Believes that “best practice” services are flexible and responsive to client needs to achieve access and equity, particularly in childcare, education, health care, housing, and legal services.
- 1598. Supports interpreting services that respect people’s privacy, rights and cultural beliefs, and support training and developing interpreters of both sexes in cross cultural communication and specialist language skills.
- 1599. Believes that laws, government policies and practices need to be culturally appropriate and should not prevent or inhibit culturally and linguistically diverse communities, including women, from practising and maintaining their spiritual and cultural beliefs, subject to Australian law.

Safety

ACT Labor acknowledges that being and feeling safe, at home and in the community, is a fundamental right that has yet to be achieved by and for women. Violence or abuse in any form, against women and their families, is harmful and unacceptable. ACT Labor recognises that violence includes physical, emotional, mental and financial abuse.

ACT Labor believes all members of the community have the right to live free from violence and deplores the current epidemic of male and intimate partner violence against women in our community. ACT Labor is particularly concerned at the escalation of male and intimate partner violence against women that is resulting in an increasing number of women being murdered by current or former intimate partners.

ACT Labor accepts that the vast majority of family and sexual violence is committed by men against women. ACT Labor accepts that building gender equity is crucial to the prevention of violence against women. ACT Labor recognises that early and forced marriage is occurring at alarming rates in Australia and may be occurring in the ACT. It is a form of violence that predominantly impacts women and girls, but may also impact boys and young men. It is a practice that has been culturally enshrined for thousands of years, which will not end through criminalisation alone.

ACT Labor is committed to preventing family and sexual violence from happening, holding perpetrators to account for their actions and providing support to women and children who experience violence.

ACT Labor expects government to act on this issue by focusing on prevention, early intervention and appropriate responses to sexual assault, family violence and early and forced marriage. Labor recognises that women escaping violence and abuse need particular support to obtain appropriate housing options, health services and legal advice and protection.

ACT Labor believes in and supports:

- 1600. The importance of considering the specific safety needs of young women, older women and their children when developing policy in all relevant areas.
- 1601. The development of programs to educate and engage the community to positively change attitudes and behaviours within intimate partner relationships.
- 1602. The promotion of programs to educate the community and increase the understanding of the nature, prevalence and seriousness of violence committed by men and intimate partners against women, including sexual harassment and assault, controlling behaviours, economic and emotional abuse.
- 1603. Undertaking programs to help communities to transition away from the practice of early and forced marriage through respectful engagement and dedicating resources to support victims who are not eligible for the Commonwealth-funded program because they are unable or unwilling to support the prosecution of their families under Federal laws.

1604. Establishing a range of new programs in schools, the media, unions, workplaces and local communities that add to the existing ones intended to educate about and promote respectful non-violent relationships and gender equity including specific programs aimed at ending the stigma, shame and silence associated with family and sexual violence.
1605. Including targeted prevention programs and activities to support highly vulnerable women, including women with partners or dependents with mental illness, with disabilities and from culturally and linguistically diverse communities.
1606. Developing early intervention programs that identify and target individuals and groups who exhibit early signs of violent behaviour or of being subjected to violence.
1607. Voluntary (and where appropriate, court ordered) men's Behaviour Change programs, including ongoing groups for men who use or have used family violence:- i.e. providing information; developing skills to change their behaviour and referring them to other services as required.
1608. Providing training for mainstream services on how to work more effectively with men who have used violence against women.
1609. Developing a Behaviour Change program for adolescents who use violence in the home to increase safety and reduce the likelihood that they will offend as adults.
1610. Providing specialist treatment to address problem sexual behaviour or sexually abusive behaviour displayed by children or adolescents.
1611. Creating an integrated Family Violence system to provide consistent, coordinated and timely responses for women and children and hold perpetrators to account after violence has occurred.
1612. The position of Coordinator General for Family Violence services.
1613. Continuing to support the Sexual Assault Multidisciplinary Centre involving co-located partners: police investigators, sexual assault counsellors/advocates and child protection workers, to provide improved support for adult and child victims of sexual assault, enhanced investigation of sexual offences and child abuse, improved quality of evidence in sexual offence cases, increased reporting, reduced complaints withdrawn from justice, and ongoing improved engagement with health and support systems.
1614. Immediate crisis care services, such as emergency accommodation for women and children, after-hours services, and police and legal support services.
1615. Providing sexual assault support services including counselling, advocacy and support to child and adult victims/survivors of sexual assault.
1616. Providing training for judges and the legal profession on issues surrounding sexual assault, family violence and early and forced marriage.
1617. Providing training for police on issues surrounding sexual assault and family violence victims and perpetrators with mental health conditions.
1618. Providing training for mental health workers on issues surrounding sexual assault and family violence victims and perpetrators with mental health conditions.
1619. Legal services for women experiencing family violence.
1620. The inclusion of family violence leave in all ACT government workplace agreements and encourage its inclusion in all ACT non-government workplace agreements.
1621. Investigating a program of zero interest loans of up to \$10,000.00 to cover the relocation costs of women who no longer feel safe in their homes.
1622. The provision of adequate longer term services such as health, vocational training, housing and support for women who have been the survivors of sexual assault, family violence or violence in any form to empower women and children to rebuild their lives.
1623. An active policing model to manage recidivist offenders and ensure police receive training in relation to domestic violence issues and that police continue to work cooperatively with domestic violence crisis services.

1624. That Domestic Violence Orders are notified to the Family Court to prevent contradictory orders being made.
1625. A strengthened graduated offences regime including the continuation of interim orders and the introduction of 24 hour incarceration periods for breaches of Intervention Orders to ensure greater consequences for breaches of Intervention Orders.
1626. Improving family violence Intervention Orders to enable the inclusion of provisions to remove the offender's or alleged offender's name from a tenancy agreement so that victims are not forced to leave their home.
1627. Improving family violence Intervention Orders processes by streamlining court procedures, reducing delays and waiting times.
1628. Introducing amended family violence evidence legislation to enable initial victim witness statements taken by police to be used in court.
1629. Amending the definition of family violence in legislation to include incidents witnessed by children.
1630. Amending the definition of strangulation offences in legislation to include acts of strangulation not intended to render the victim unconscious.
1631. Developing and implementing Forced Marriage Protection Orders to protect women over age 18 who are at risk of being sent overseas for forced marriage.
1632. Incorporating early and forced marriage into the Territory child protection framework and operational protocols for responding authorities.
1633. Incorporating forced marriage (regarding adults) into the Territory family violence framework and operational protocols for responding authorities.
1634. Increasing the capacity for and participation in court-directed men's behaviour change programs targeting offenders, including support for those in prison or on community-based orders.
1635. Establishing a high level Violence Against Women and Children Advisory Group consisting of key sector experts, together with key Ministers, to be convened by the Minister for Women to raise the profile of violence against women and children, to improve co-ordination across government and community and to identify major and emerging issues.
1636. Conducting a full enquiry into violence against women in the ACT including a review of all relevant programs, services, and ACT Legislation including the Domestic Violence and Protection Orders Act 2001 and the Domestic Violence Act to recommend ways to improve the safety of women in the ACT.
1637. A national approach to family violence orders including being an active participant in the Standing Council on Law and Justice.
1638. Considering the specific safety needs of young women, older women and their children when developing policy in all relevant areas.

Sport and Recreation

ACT Labor recognises that sport and recreation activities are important components of community participation for women and girls.

ACT Labor:

1639. Will promote women's and girl's sport and recreation needs to foster equal consideration in debates and decisions regarding resourcing.
1640. Will take into consideration attempts to rectify the under-resourcing of women's and girls' sport and recreation needs as part of any decision about the future distribution of resources.
1641. Understands that the safety and accessibility of sporting and recreation facilities need to be considered in planning and provision of these, as these are key factors for women when deciding whether to utilise sporting and recreation facilities.

Chapter 33. Youth Affairs

Principles

Labor has traditionally played a large role in the protection of the rights of young people and improving their lives. This role has come mainly through activism for safer working conditions, supporting families, and where they break down, supporting the young people within these families. Labor supports the international conventions, which have been ratified by Australia in relation to the care and protection of young people, particularly the United Nations Declaration on the Rights of the Child.

Labor recognises and supports the aspirations of young people seeking employment, education and training; targeted health, accommodation and support programs which assist those in specific need; and wider community support mechanisms which assist young people and their families. Labor also recognises the diversity of the youth population, and that many of the issues that arise for young people are common to other members of our community. Therefore, it is important to provide flexible services, programs and policies that attend to the changing needs of young people and the wider community.

Labor believes that young people of the ACT play an important role as responsible citizens in our community and should be consulted directly during the development of policy and programs that affect them.

Objectives

Labor aims to

1. Focus on the centrality of a supportive and nurturing family life for the full development of children and young people as well as the need to support young people who do not have this support.
1642. Recognise the diversity of changing physical and mental health needs from infancy to adulthood.
1643. Reduce youth unemployment, whilst ensuring equitable access to job opportunities for young people.
1644. Promote education services, which enable relevant personal, community, scholastic and vocational development.
1645. Promote adequate community services for all young people, especially addressing our community's needs for improved:
 - a. Supported public housing;
 - b. Health services
 - c. Mental health services;
 - d. Accessible and safe venues for social events, including public space;
 - e. Services accommodating ethnic and indigenous Australian diversity; and
 - f. Family and youth crisis support.
 - g. Address the factors implicated in youth suicide with a view to reducing the youth suicide rate.
 - h. Assist young people to be responsible citizens in the community and empower them to exercise their legal rights, and provide access to the law based on competence, not age.

Strategies

Labor will:

1646. Establish a Youth Advisory Council with a diverse membership of young people who will provide policy input to the Government.

Family Life

1647. Support the review and, where necessary, the reform of the Children's Services Act 1986 to reflect community values and ensure the protection of children's rights.

1648. Provide follow-up services to families in difficulty, including "on-the-ground" support services, such as respite care, one-to-one family support and one-to-one support for children.
1649. Develop programs and policies to assist families reconcile and/or reunite after breakdown, where appropriate.

Education and Training

1650. Coordinate job creation initiatives with education, training and support services, in particular:
- a. Youth involvement in education and training curricula development and participation in forums addressing youth' industrial relations issues;
 - b. Encouraging ACT schools to maintain viable work experience and job seeking skills programs;
 - c. In consultation with young people, address welfare issues which may impede social, educational and career life. These factors may encompass homelessness, family or other conflict, health, discrimination, legal rights and responsibilities.

Income Support

1651. Audit the provision of local government services to ensure they provide an equitable level of service and support based on need rather than age.
1652. Provide equitable income and study support.

Accommodation

1653. Provide crisis and respite family, child and youth accommodation during times of intense interpersonal or personal conflict or change, with assistance to transfer to appropriate longer-term accommodation as required.
1654. Provide equitable access to medium term public housing accommodation for those requiring assistance when making the transition to independence; and
1655. Provide additional safeguards against house eviction for the young and young parents.

Health

1656. Provide specialised health care information services to young people and their careers, particularly to improve the focus on mental and reproductive health, along with social health issues associated with drug and alcohol abuse.
1657. Establish adolescent hospital wards and facilities, especially for psychiatric services and de-toxification services, coupled with more compassionate law enforcement.
1658. Promote healthy physical activity through sport and recreation.
1659. Promote health life alternatives through measures such as nutrition education, community health centres and drug education.

Suicide

1660. Establish a review into youth suicide, which will have broad terms of reference allowing a full examination of the possible causes of suicide and suicidal behaviour.
1661. Subject to wide public consultation and advice from relevant authorities, ensure that the recommendations of such an inquiry are implemented and reviewed comprehensively on an ongoing basis.
1662. Provide adolescent support services, which focus on the treatment, early intervention and peer intervention/support mechanisms for young people at risk.
1663. Provide professional development on youth suicide, and encourage tertiary education institutions to incorporate youth suicide training in their courses.

Law

1664. Ensure that young people have access to education, which outlines both the responsibilities within the community and their rights under the law (for example tenancy rights, financial services, legal rights, etc.).
1665. Review Juvenile justice in the ACT, including Children's Services Act, to achieve best practice in juvenile corrections.
1666. Maintain a dedicated magistrate for children's court matters.

- 1667. Collect and analyse statistics about juvenile justice matters.
- 1668. Raise the age of criminal responsibility to 10 years.
- 1669. Expand non-custodial sentencing options for young people that retain young people's dignity, and are properly monitored.
- 1670. Provide mediation services wherever possible as an intermediate stage in Magistrates' hearings.
- 1671. Continue diversionary conferencing and adult friend programs as effective deterrents to incarcerating young people.
- 1672. Enact legislation to support the diversionary conferencing scheme.
- 1673. Encourage an emphasis on working with young people in police training.
- 1674. Review police interview procedures and amend them if they do not comply with the Beijing Rules for interviewing young people.
- 1675. Provide support for those who have served sentences and need to re-integrate into the community and workplace.
- 1676. Provide a special legal support in the ACT for young indigenous detainees.

Working Life

- 1677. Ensure that young people moving from education or training to employment have access to information on workplace issues, such as the existence of employment conditions, occupational health and safety, superannuation and the role of trade unions.
- 1678. Ensure that young people in the workplace receive fair and equitable wages and conditions.

Conference Resolutions

Community Safety and Social Justice

General Resolution 1. Family Violence Safety Action program

ACT Labor calls on the ACT Government to ensure that it fully fund and continue to run the Family Violence Safety Action program, expanding it to form part of the framework of support for the Canberra families experiencing family violence. We congratulate the ACT Government on its work in this area.

General Resolution 2. Modern Slavery Act

Conference congratulates the United Workers Union and the Australian Services Union for their tireless organising and advocacy with temporary migrant workers and workers more broadly to expose and address some of the worst forms of exploitation in the Australian economy - including widespread wage theft, unlawful deductions, sexual assault, substandard accommodation, and a variety of other slavery-like practices.

It is because of these the work of the UWU and ASU, a re-elected ACT Government Committed to introducing legislation to stop modern slavery.

Conference commends the ACT Labor Government and looks forward to the passage of the laws that can identify and effectively respond to modern day slavery.

Conference calls on the ACT Government to take action to:

1. Clean up its own supply chains, rather than establishing a different standard for business regulation; working with the Commonwealth to move toward nationally-consistent mandatory disclosure and human rights due diligence legislation to hold corporations more accountable for what happens in their supply chains.
2. Commission research to inform place-based risk profiles that will inform law enforcement intervention and resourcing priorities
3. Support introduction of state-based, federally-connected frameworks through which to drive actions under the National Action Plan (i.e. training, community awareness, case coordination and data collection)
4. Harmonise offences to clarify mandate for first responders, such as police, and enable access to victims of crime assistance
5. Expand eligibility to essential services (i.e. crisis services, housing) to ensure all victim-survivors have access to basic assistance
6. Support a harmonized national labour hire scheme, for states to work with the Commonwealth to create a scheme that builds from (rather than dilutes) the existing standards set in Victoria, QLD and SA.

General Resolution 3. Criminalising Coercive Control

ACT Labor urges the government to explore avenues of continuing to eliminate criminal coercive control in order to protect those who had their liberty and self determination impaired unjustly and to empower and support those struggling to get out the control of their abusers

Community Services

General Resolution 1. Concession Scheme people on JobSeeker

That this Conference calls on the ACT Government to introduce or expand concession schemes to cover residential rates, car registration, public transport costs and other government fees for those who are on JobSeeker, or who have a Services Australia issued Health Care Card of any kind.

Economics & Employment

General Resolution 1. Frontline Workers

ACT Labor conveys deep gratitude and respect to frontline workers who risk their own health through the COVID-19 to protect the rest of the community.

ACT Labor condemns the exploitation of workers who are forced into unsafe work during the pandemic by employers with egregious disregard of COVID-19 health guidelines.

ACT Labor congratulates Calvary Hospital Cleaners on winning pay parity, job security and dignity for migrant women through an international crisis.

ACT Labor notes the ACT Government's COVID-19 Test Hardship Isolation Payment announced in 2020, which enabled workers to have wages reimbursed when they lost hours due to quarantine requirements.

ACT Labor notes the colossal impact of casualisation in Australia on the extent of the pandemic and calls for the federal government to end casualisation to protect workers and our community.

ACT Labor calls on government and employers to work with frontline workers to provide safe, secure work to ensure the whole community's safety.

General Resolution 2. Jobs for Canberrans

The *Jobs for Canberrans* program supported hundreds of ACT residents who were brutally cast out by the federal liberal government at the start of the COVID-19 pandemic, without support through Centrelink, Medicare and public housing.

ACT Labor notes the outstanding work of the ACT Government and thanks Yvette Berry for her leadership in supporting cleaners in the ACT through COVID-19 by creating the *Jobs for Canberrans* program.

ACT Labor calls on the ACT Government to continue programs like *_Jobs for Canberrans_* to invest in our local community, and provide jobs you can count on.

Further, ACT Labor thanks the public servants who delivered the program.

General Resolution 3. Secure Work

Australians need a job, a secure job and a fairly-paid job if they're to be able to learn in their youth, buy a home, raise a family, and retire comfortably.

Labor acknowledges that the cause of many social and economic issues in Australia are exacerbated by the rise in insecure work.

Labor will promote the creation of secure jobs which have the protections and certainty needed to respond to changes in rights, diversity, safety and working hours.

General Resolution 4. Jobs Growth

For Labor, jobs are the cornerstone of success for the economy, families, and individuals.

Labor will foster business growth to create secure jobs and promote full-time employment. Where part-time and casual jobs are preferred by Australians, Labor will ensure their wages, conditions and safety are protected.

Labor acknowledges that underutilisation rates, rather than just unemployment, are a key measure to the health of our society.

This focus on good and secure jobs will support Australians in our suburbs, and city to be engaged in society, have pride in their contributions, develop skills, be healthy and happier, and more financially secure.

General Resolution 5. Fair Rent Regulation Scheme

ACT Labor notes the continued escalation of housing costs across Australia, to rent and to buy.

ACT Labor deplores wage stagnation and lack of government income support, and the associated increase in housing stress.

ACT Labor notes the record investment in public housing through the ACT Housing Strategy by the ACT Government.

With Anglicare finding this year that only 1% of Canberra's housing is affordable for minimum wage families, the Government must support private renters to get a fair go.

ACT Labor calls on the ACT Government to legislate to make rents fair and expand the current cap on rent increases, which currently limits increases to 110% of CPI per year for periodic agreements. Conference resolves this cap should apply to new fixed term agreements, fixing the rent increase on a new agreement to the last rate the property was leased for plus 110% of CPI.

ACT Labor additionally calls on the ACT Government to tighten the grounds on which ACAT can override these rules and declare a rent increase over this limit to not be excessive.

General Resolution 6. Fairness for Renters

Conference notes that as housing landlord rents exceed 7% yield in Canberra's newest suburbs and some commercial landlords are demanding 3% annual rental increases, there is market failure in the Canberra and National property market, and noting that ACT's previous Fair Rent Commissioner was abolished by past Liberal governments, moves that: The ACT government will institute a robust, transparent "fair-rent" mechanism to restore economic rationality and justice in the ACT residential and small business commercial markets.

Furthermore, ACT Labor calls on the ACT Government to call out the most recent action by real estate agents and rental application agencies such as '2Apply' for requiring renters to provide '5 years Social Media' history and other invasive personal information.

General Resolution 7. Job Guarantee

ACT Labor stands in solidarity with over 701,000 unemployed Australians and 1 million precarious underemployed workers in calling for the elimination of involuntary unemployment. ACT Labor furthermore calls on the next federal Labor Government to abolish Work for the Dole, mutual obligations and work tests; peg the rate of JobSeeker to at least the Henderson poverty line (currently \$81.90 per day), and transition the JobSeeker payment into a Guaranteed Basic Income.

ACT Labor recognises that just as healthcare and education are basic necessities, so too are decent jobs and a generous welfare system. Furthermore, Labor believes that any person who wants to work should be provided the opportunity to work.

ACT Labor recognises that with the number of jobseekers far outstripping the number of available jobs, unemployment and underemployment are the political and policy failures of governments, not the personal failures of the unemployed themselves.

Labor will explore the efficacy of implementing a federal jobs program matching unemployed workers with jobs that meet their skill sets, so as to eliminate involuntary unemployment. This should be done in consultation with relevant stakeholders, including unions (including the Australian Unemployed Workers Union) and other parts of civil society. Conference notes the success of the ACT Government's 'Jobs for Canberrans' program as a potential model.

General Resolution 8. Economic Equality

Conference notes that growing inequality is a social problem, but it is also a serious economic problem. Growing inequality has had an impact on consumer spending, a critical issue for the retail industry and more broadly for a consumption based economy like Australia.

Conference notes the ACT Labor object of:

"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."

General Resolution 9. Flexible Working and Work-Life Balance

Conference calls on the ACT Labor Government to engage with unions, employers and the community to ensure the ACT leads the nation on work-life balance, and demonstrates equity across the workforce, including by:

- Review of industrial relations provisions to ensure that across the genders there is equal access to flexible working which is a basic condition of employment wherever practicable.
- Engagement with unions and industry to improve equity of flexible working arrangements, including flexibility of hours, part-time work, access to study leave, and access to annual leave in school holiday periods.

- Planning of infrastructure supportive of remote working, including co-working spaces in town centres, especially town centres wanting more local employment like Gungahlin and Tuggeranong, and centres with growing populations of young families like Molonglo, through engagement of employers and of local expertise in information technology (IT).
- Planning of infrastructure supportive of remote study, including IT facilities in town centres, especially those farthest from university and CIT campuses like Gungahlin and Tuggeranong, through engagement of education providers and of local expertise in IT.

General Resolution 10. Non for profit housing

Noting that co-operatives operate as member owned and managed entities and do not necessarily seek to maximise profits, that ACT Labor MLAs are called on to investigate providing additional housing on a not-for-profit and cooperative basis as an additional means of addressing this fundamental social need, and to develop a suitable pilot project during the current term; further, that such work will be consistent with strategies outlined in the ACT ALP Platform and will be developed in consultation with relevant ACT Labor Branch Policy Committees, peak community bodies and relevant trade unions

General Resolution 11. Workers Cooperatives

ACT Labor reaffirms its commitment to supporting worker cooperatives.

Through the COVID-19 crisis we have seen waves of employers forcing workers into unsafe conditions in order to preserve their profits at the expense of workers health and safety. These practices are not suffered where workers have control of their own work, and where profits are decentralised.

Workers cooperatives are being developed in response to the increase in insecure, low paid, underpaid, and unsafe work, in order restore genuine workplace democracy and to remove commercial incentives to exploit workers. An example of this is Harmony Community Cleaning, an initiative by the ACT Refugee Community with the support of their union.

Conference calls on the ACT Government to create specific funding to support the formation of workers cooperatives, to assist in their promotion and to include specific criteria in relation to procurement of services that recognises the community benefit derived from genuinely worker owned and controlled businesses.

Education

General Resolution 1. Sexual Assault Education at Schools

ACT Labor will build on and expand existing, age-appropriate programs that teach school students about sexual assault and what to do in the event of sexual assault

General Resolution 2. Financial Literacy Education at Schools

ACT Labor will integrate into the curriculum a program that teaches school students important life skills such as budgeting, banking, loans taxes and writing an resume, and strengthen supports for teachers to deliver financial literacy education.

Early Childhood

General Resolution 3. Early Childhood

ACT Labor supports a stronger start for all children, including better support for parents, secure and appropriately remunerated work in early childhood education and care and high-quality preschool services.

General Resolution 4. Health Care Services Education at School

ACT Labor will implement an education program that teaches school students how to access health care services, including sexual and reproductive health for all young people. This will be in addition to existing programs and policies such as the School Youth Health Nurses.

General Resolution 5. Higher Education recovery

ACT Labor notes that:

- The pandemic was particularly damaging to Australian's Universities and Higher Education sector due to their heavy reliance on income from international students.
- The damage was exacerbated by the wilful vandalism of the Federal Liberal-National Government's refusal to include Universities in Jobkeeper and other programs.
- The burden of this financial crisis was excessively and unfairly passed on to general and academic staff.
- Australia's Vice-Chancellors and University executives are extremely highly paid by international standards.
- Australia's academics and general staff have long been subjected to unconscionable and unnecessary levels of casualisation and contracting.

ACT Labor calls in the ACT Government, and any future Federal Labor Government to make any and all support for the University sector contingent on the provision of permanent direct employment for all ongoing work within the university.

General Resolution 6. Inner North Schools

ACT Labor:

- Congratulates the ACT Government for continuing to provide a high quality public education service which encourages more parents to send their kids to public schools
- Affirms its support for every child in the ACT to be able to benefit from ACT Public Education in a well-funded, well-resourced local public school.
- Supports needs-based funding for schools, enshrining a principle that all students at every school should be able to succeed with every resource available.
- Notes that public school enrolments are growing as Canberra's population grows and as more families choose public education
- Notes the Government's investment into new public schools in Throsby and Kenny which will reduce the burden on some inner north public schools.
- Notes that Majura Primary School, Lyneham Primary School, North Ainslie Primary School show projections indicate that these schools will exceed their current capacity by over 100 students by 2030.
- Notes that the ACT Infrastructure Plan includes an indicative project pipeline for new and expanded public schools, which outlines the government's commitment to ensuring that all Canberra families have access to a great local public school.
- Supports students having comfortable, fit for purpose schools to learn in, and for teachers to teach in.

Calls on the ACT Government to:

- Continue to invest in additional public school places in Canberra's Inner North and in all major growth areas across the ACT.
- Continue to upgrade school infrastructure continues to meet the demands of children across the ACT, enshrining the principle that all students should have a safe, secure permanent classroom that is never overcrowded.
- Explore possibilities for a new public high school in the inner north.
- Ensure that no teacher at any school that is above capacity is overseeing an unsafe amount of students

General Resolution 7. Life Skills and Attitudes Education

ACT Labor recognises that children develop critical life skills and attitudes in relation to respectful and healthy relationships, healthy help-seeking behaviours, and key financial and budget skills at home, supported by communities and schools. Teachers also play an important supportive role, assisted by the national curriculum.

ACT Labor acknowledges the range of relevant programs in ACT schools to support skills development in these key areas, and calls on the ACT Government to explore the utility of developing specific resources and programs to support parents and families to have important discussions at home and support children to learn critical life skills, especially in relation to sexuality, respectful relationships, and consent.

Further the ACT Government should proactively engage with the ongoing development and review of the national curriculum to ensure that it remains fit for purpose in providing supportive learning and knowledge in these key areas.

General Resolution 8. Sexuality and Consent Education at School

This conference congratulates ACT Labor on implementing education programs such as the Safe and Supportive Schools Policy, that teach healthy relationships, particularly around gender identity, sexuality and consent, for all young people.

Foreign Affairs

General Resolution 1. Restoring Peace and Democracy - Myanmar

ACT Labor request that the Federal Labor Caucus review the provisions of the National ACT Labor condemns the February 1st coup by the of the Tatmadaw, in which the Myanmar military deposed the democratically elected National League of Democracy government, led by Aung San Suu Kyi, and begun mass arrests of elected leaders, political figures and protesters.

ACT Labor condemns the deplorable military violence against civilians which has escalated since the coup, and artillery attacks in the northern district of Kayin state, which have displaced over 7,500 people and killed hundreds since early December 2020.

In order to restore peace and democracy in Myanmar, ACT Labor calls on the Australian Government to:

- Follow the US, UK, EU and Canada in imposing sanctions on the military junta and freezing their assets in Australia
- Recognise the Members of Parliament elected in the 2020 election, known as the Committee Representing Pyidaungsh Hluttaw (CRPH)
- Redirect military and foreign aid
- Support a global arms embargo through the UN Security Council
- Continue suspension of Australia's defence cooperation program with Myanmar

General Resolution 2. Solidarity with the People of Myanmar

Labor denounces the military coup on 1 February 2021 in Myanmar which has suspended civilian government and effectively returned full power to the military. The military's coup follows their 2017 campaign of terror against ethnic and religious minorities, which included credible allegations of genocide, war crimes and crimes against humanity against the Rohingya people, as well as war crimes and crimes against humanity in Kachin and Shan States.

Labor condemns the violence and brutality of the military regime in suppressing the peaceful, mass Civil Disobedience Movement in Myanmar. This National Executive condemns the crackdown on the trade union movement, and notes with concern that the Central Committee members and the federation leaders of the Confederation of Trade Unions Myanmar (CTUM) and leaders of the Myanmar Industries Craft and Service – Trade Union Federation (MICS) have been charged; that sixteen labour organisations have been declared illegal by the military regime; that civil servants and workers have been terminated or forced to return to work; and that trade union and labour leaders are forced into hiding as a result of the door-to-door hunting by the military.

Labor calls on the military regime to stop the use of violence against the protesters; drop all charges against trade unionists, political leaders, activists and protesters; immediately release all detainees; ; return political power to the civilian government; respect workers' rights to freedom of association; and uphold the legal status of the labour organisations that have been declared illegal.

The Australian Government has been a key development partner for Myanmar since 2012 and has had diplomatic relations since 1952. This Conference notes that the Australian Government finally suspended bilateral military cooperation between the Australian Defence Forces and the Tatmadaw (Myanmar Armed Forces) over the weekend of 6-7 March 2021 - over a month since the coup began. Labor notes that as a key development partner and regional power, the Australian Government must take further urgent action to support the people of Myanmar, their Trade Unions and civil society groups.

General Resolution 3. Human Rights Violations against Uyghurs

Conference:

- Strongly condemns the human rights violations against the Uyghurs and other ethnic and religious minorities in Xinjiang and across China.

Notes:

- that there is a growing number of reports of the mass arbitrary detention of China's minority Uyghur population and other violations of human rights including forced labour, forced sterilisation, sexual assault and restriction of movement in Xinjiang and across China. These are not the actions of a responsible global power.
- that China is a state party to the 1948 Convention on the Prevention and Punishment of the Discrimination, the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, and the Convention on the Elimination of all Forms of Discrimination against women.
- Urges the Chinese government to uphold its international human rights obligations in Xinjiang and across China and allow unfettered access to Xinjiang by the UN High Commissioner for Human Rights.
- Notes that the US government and the Parliaments of Canada and the Netherlands have labelled the human rights violations in Xinjiang as genocide, and that Human Rights Watch has labelled them as crimes against humanity.
- A future Labor Government will ensure that Australia stands up for human rights in China and work with the international community to hold China to account for its international commitments.

Calls on the Australian Government to:

- provide its assessment of what is happening in Xinjiang and how it characterises the human rights violations that are taking place based on all of the information available to its agencies.
- Explain what actions it is taking to address the situation in Xinjiang and to provide support to Uyghur communities in Australia.

General

General Resolution 1. Multicultural Action Group

The ACT has many ethnic, culturally and linguistically diverse communities. This diversity should be reflected and represented within all aspects of ACT Labor, notably in its values-led membership, office holders, candidates and representatives in public office. ACT Labor acknowledges that diversity exists in many ways and recognises the need to engage with members in a meaningful and sensitive way.

Conference acknowledges the work being done in this space by members past and present. It also acknowledges the existing networks of support such as the ILN (Indigenous Labor Network) and the benefits these spaces provide members of marginalised communities.

Conference calls on the ACT Labor Administrative Committee to establish, without delay, a Multicultural Action Group led in conjunction with the Membership Engagement Officer and ACT Branch Secretary. This will contribute to the response to Recommendation 16 of the Review of Labor's 2020 ACT Election Campaign.

General Resolution 2. Diversity and Inclusion Working Group

ACT Labor is committed to equity and including people with disabilities in the decision-making and policy-making processes of Government and its agencies.

Members call on ACT Labor to immediately establish a Diversity and Inclusion Working Group as a commitment to best practice, continuous improvement and party reform.

The Working Group would advise the party executive ensuring party processes, rules, platform, political participation and pre-selection are fully inclusive and accessible to all current and future members with a disability.

General Resolution 3. Importance of Campaign Activists

ACT Labor Branch Conference acknowledges that the Labor Party's success in the ACT over the past two decades can be attributed to a combination of the following important factors:

- the strength of our candidates
- our positive, progressive policies
- the energy and commitment of our grass-roots membership; and
- the democratic nature of our preselection rules;

In doing so, ACT Labor Branch Conference reaffirms its commitment to upholding the principles of natural justice and fairness inherent in the party's longstanding approach to election campaigns.

Therefore, ACT Labor Branch Conference calls upon ACT Labor to recognise the importance of campaign activists by exploring the introduction of greater campaigning capability development opportunities, including in-house campaign training and support for activists who wish to travel to support Labor campaigns interstate. We note that in addition to finding 25 candidates for the 2024 election, we will need 25 campaign managers and a host of activists, and the work needs to start now.

General Resolution 4. Policy Consultation Committee

The Administrative Committee commits to supporting and enabling Policy Committees to fulfil their constituted function as the core body responsible for the development and modernisation of the ACT Party Platform by appointing a Policy Committee Coordinator and convening the Policy Coordinating Committee to consult with the ACT ALP Policy Committees to:

- Examine the party platform chapters and form a new structure that reflects the responsible ministries of the ACT Labor government and to work through areas of policy crossover so that every area of the
- platform has either the party executive or Labor minister/s with clear responsibility for that area
- Examine the Policy Committee structure to ensure that the structure reflects the platform and areas of party executive or ministerial responsibility
- Produce a platform chapter template with the aim of standardising the structure of all areas of the platform
- Produce a 'Platform Guide' for Policy Committees on writing policy for the platform in the new template structure
- Produce a report to be presented at the November Branch Council with recommendations on a future platform structure, policy committee structure template, platform guide for debate/adoption
- Provide support to Policy Committees to consult with the wider community where appropriate and to re-structure current and new policy proposals into the new template

That the Administrative Committee present a new and re-structured platform based on the recommendations adopted by Branch Council to the 2022 ACT Labor Conference

Government Finance

General Resolution 1. Put Gender on the Tender

In 1984, when the government started collecting statistics on women's participation in the workforce, there were 6,900 people employed in the ACT construction industry: 6,200 were men and 600 were women. That was 9 % women.

In 2021 there are 18,700 people employed in the ACT Construction industry: 16,300 are men and 2,300 are women. This is still only 12 % women, this includes women in professional and administrative roles as well as construction workers.

The women's employment rate in the Construction Industry is the lowest of ALL industries in Australia. This is not because women cannot do the work in this industry, it is because it takes more than good will to overcome the systemic barriers to women's participation which exist in any male dominated industry. If other male dominated heavy industries; like the Mining Industry, which went from 9% to 16% women, and the Electricity Industry, which went from 7% to 31% women between 1984 and 2019; can change there is no reason why Construction cannot do the same.

It is not a coincidence that the level of women's employment in the Construction Industry has been unchanged since 1984, it is a failure of regulation.

The ACT Government does not require builders who take taxpayer money to perform ACT Government work to take positive steps to encourage women's employment in the construction industry. The current Labour Relations, Training and Workplace Equity Plan process is a failure because it does not require companies that perform ACT Government funded construction to take specific actions in relation to gender equity, and accepts meaningless feel good statements about avoiding discrimination while perpetuating the substantive and systemic discrimination against women which occurs as a result of the effective exclusion of women from the industry.

Builders and subcontractors that profit from taxpayer funded construction work must be required to have meaningful and job specific quotas for women's employment on that work. Taxpayers need to be satisfied that the ACT Government is not turning a blind eye to the ongoing and systemic discrimination that has meant there has been no improvement in the level of women's employment in construction for the last 35 years.

Accordingly, this Conference calls on the Party to:

Require the ACT Labor government to Put Gender On the Tender by mandating substantive quotas for women's employment across the range of jobs in the industry when they are letting tenders for ACT Government funded construction.

General Resolution 2. Cost of Living in the ACT Government Wellbeing Indicators

Conference calls on the ACT Labor Government to ensure the Wellbeing Indicators use the most accurate cost-of-living indicator regarding stress on households' budgets, noting the ACT's disparities of income and the Parliamentary Agreement priority of housing stress in the second income quintile, many being renters, and to consider use of an ACT Selected Living Cost Index from national-level data.

General Resolution 3. JobSeeker Payment and Cost Shifting on the ACT Government

Inadequate levels of Newstart, now JobSeeker, has forced all State and Territory governments to increase their support of recipients, leading to cost shifting from the federal government to the States and Territories.

This was identified in a number of submissions to the Senate inquiry into the adequacy of Newstart, especially by the Australian Local Government Association (Submission No7) and the ACT Government (Submission No2).

Conference calls on the ACT Government to identify the levels of this additional support so that it can be publicised, and notify ACT federal representatives so that they can bring appropriate questions to the Federal government.

General Resolution 4. Taxation on Severance Payments

Many workers today work well past the pension age and like other workers, lose their jobs due to restructuring or the closure of businesses. Once a worker has reached their pension age, they are no longer entitled to the concessional tax rates on their severance pay that the younger workers are. This could amount to thousands of dollars less in the pockets of older workers. The loss of their job is compounded by the difficulty in finding new employment and are likely to be unemployed for longer periods when compared to younger workers.

Conference notes this injustice and anomaly in how older workers, whose jobs are declared redundant, are treated under our tax laws and calls on ACT Labor to work with the next Federal Labor government to ensure that concessional tax rates apply on severance payments to every worker regardless of their age.

Health

General Resolution 1. COVID-19 Vaccine Development

ACT Labor recognises the immense and crucial amount of government resources devoted to the development of various COVID-19 vaccines and calls for the removal of any and all patents related to these vaccines to ensure their swift and equitable development and rollout.

We also call on the Australian Government to support a temporary waiver of the WTO-TRIPS agreement in relation to COVID-19 vaccines.

General Resolution 2. Expanding Access to STI Testing

ACT Labor congratulates the Barr Labor Government for supporting free prevention, testing and treatment of sexually transmitted infections across the community, including through the Canberra Sexual Health Centre and programs such as STRIP delivered by Meridian ACT.

ACT Labor calls on the ACT Government to further expand access to these services through the territory's network of nurse-led Walk in Centres in a manner which is sensitive to the needs of at-risk groups.

General Resolution 3. Peer Led Alcohol and Other Drugs Program

Conference calls on the ACT Labor Government to support:

- peer-led alcohol and other drugs services, and
- expansion of mental health peer support services.

These services should be codesigned with people with lived experience, peak bodies and service providers.

General Resolution 4. Palliative Care

This conference calls on the ACT Government to commit significantly more funding and resources to increase the availability and access to palliative care services across the ACT. All people in the ACT should have access to high-quality and effective end of life care that enables them to die with care and dignity.

General Resolution 5. Health and Cost of Living

Conference calls on the ACT Labor Government to:

- Investigate integrating further health services supports with cost-of-living programs provided by the ACT Government.
- Consider the contribution of health and dental services to growth of essential living costs in the ACT, from a basis of Labor values of universal access to healthcare and a goal of minimising out-of-pocket costs.
- Consider the appropriate balance of regulation and consumer protection for essential services being provided in connection with emerging financial technologies like Buy Now Pay Later.
- Examine and support alternatives to prevent early access to superannuation for medical reasons.

General Resolution 6. Health and Climate Change

Conference calls on the ACT Labor Government to deliver policies addressing the effects of climate change on health, so that the community can sustain activities of daily living and physical exercise, with respect to extreme heat especially, including:

Engagement with unions and employers on improved conditions and supports for work affected by extreme heat, making available government expertise and equipment to ensure workers' health and safety and to support their long-term productivity.

Engagement with communities predisposed to heat stress, developing programs for improved housing conditions, and for best access to local services and capacity to do activities of daily living.

Engagement with health professionals on the evidence base for approaches to physical activity and nutrition in respect of heat stress, or other clinical areas where recommendations are indicated.

Engagement with health professionals on the health services capacity in response to extreme heat events and development of contingency planning, including a Heat Stress Action Plan.

The provision of respite facilities for vulnerable groups and the development of programs and policies in concert with these groups.

Engagement with sport and recreation groups on infrastructure supportive of their events, including by shade, hydration or other facilities.

Provision of appropriate shade and other facility for areas of community exercise and recreation, including sports courts and fields, active travel infrastructure, and parks or other public spaces.

Provision of appropriate shade for pedestrian and parking facilities, including public transport stops and private vehicle parking.

The appropriate accounting of climate change infrastructure spending in view of preventive cost savings from health benefits.

General Resolution 7. Effects of sleep on Public Health

Conference calls on the ACT Labor Government to deliver policies addressing the effects of sleep on public health, including to:

- Deliver to the community a dedicated public health campaign on improving quality of sleep, and the long-term benefits of this.
- Support parents of young children to improve their access to and quality of sleep, including through appropriate parenting programs, guidelines and services.
- Continue to fund the delivery of sleep assessments and services, and increase the availability of equipment, including CPAP and APAP machines, at no cost in clinically and therapeutically appropriate timeframes.
- Engage with policymakers and providers of residential community and aged care services on guidelines, products and supports to improve residents' quality of sleep.
- Ensure all Canberrans have access to safe and appropriate housing, which is a human right and is necessary for sufficient sleep.
- Engage with unions and employers on the infrastructure and working conditions to ensure workers' access to high quality sleep, including the scheduling of shifts and access to remote work arrangements

General Resolution 8. Free Ambulance Cover

This conference calls on the ACT Government to work with the Transport Workers Unions and other stakeholders to transform the ACT Ambulance Service to:

- enhance how the ACT Ambulance Service provides its services to the community with a focus on patient-centred care
- create the management capability, sufficiently skilled and staffed, to maintain and support workforce growth
- enhance support and professional development to the workforce

This conference further calls on the ACT Government to review the ACT ambulance service fee.

General Resolution 9. Organ Donation

Australians believe organ donation is important, but only one in three people is registered as an organ donor.

Many countries, including Spain, Wales, Iceland and England use opt-out systems where a person is automatically presumed to have given their consent to be a donor before their death unless they had made a specific request not to donate their organs. These systems

result in much higher levels of organ donation with appropriate consultation with families of deceased persons. The ACT uses an opt-in system.

We call on the Minister for Health to inquire into the low level of organ donation in the ACT and report back to the Branch Council on steps which may be taken which are appropriate to the ACT to improve donation levels in the ACT.

General Resolution 10. Cutting NDIS Packages

ACT Labor commends the success of the community sector's campaign, supported by Federal Labor and state and territory Labor governments, to prevent the move towards independent assessments in the NDIS. ACT Labor rejects and condemns any move to cut the NDIS or undermine the fundamental principle of participant choice and control.

Human Rights

General Resolution 1. Complaints Systems for Aged Care

That the ACT Labor Conference supports the recommendations from the Royal Commission into Aged Care to mandatorily require all providers of services to people in aged care (from Home Care to high level residential care) to have a system for receiving and dealing with complaints, including regular reports to the Office of Fair Trading about complaints, and containing, among other things, an analysis of, and underlying reasons for, complaints.

ACT Labor calls on the Federal Government to act urgently to protect our community against elder abuse.

General Resolution 2. Official Visitors for Retirement Villages and Aged Care

That the ACT Government amend the ACT Retirement Village Act 2012 to require the village to provide a mechanism of complaint raising, advocacy and dispute resolution by residents and tenants.

General Resolution 3. Human Rights of People Seeking and Receiving Aged Care

That the ACT Human Rights Act 2004 be amended in accordance with Recommendation 2 of the of the Final Report of the Royal Commission into Aged Care Quality and Safety, namely, to provide for the rights of older people seeking and receiving care and that those rights include the following:

1. for people seeking aged care
 - a. the right to equitable access to care services
 - b. the right to exercise choice between available services
2. for people receiving aged care:
 - a) the right to freedom from degrading or inhumane treatment, or any form of abuse
 - b) the right to liberty, freedom of movement, and freedom from restraint
 - c) the right of autonomy, the right to the presumption of legal capacity, and in particular the right to make decisions about their care and the quality of their lives and the right to social participation
 - d) the right to fair, equitable and non-discriminatory treatment in receiving care
 - e) the right to voice opinions and make complaints
3. for people receiving end-of-life care, the right to fair, equitable and non-discriminatory access to palliative and end-of-life care
4. for people providing informal care, the right to reasonable access to supports in accordance with needs and to enable reasonable enjoyment of the right to social participation.

General Resolution 4. Royal Commission into Aged Care

This Conference notes the tabling of the Final Report of the Royal Commission into Aged Care Quality and Safety on 1st March 2021. In their Report, titled Care, Dignity and Respect, the Royal Commissioners Tony Pagone QC and Lynelle Briggs AO called for fundamental reform of the aged care system.

The Final Report comprises of five volumes. Within the five volumes are many case studies and examples of cruel and inhumane treatment of some of our most vulnerable citizens.

As the Report identified the legislation that governs aged care in Australia has focused on the funding requirements of aged care providers rather than the care needs of older people. The Royal Commissioners proposed a clearly articulated purpose for the new aged care system that would be:

"To deliver an entitlement to high quality care and support for older people, and to ensure that they receive it. The care and support must be safe and timely and must assist older people to live an active, self-determined and meaningful life in a safe and caring environment that allows for dignified living in old age."

The Royal Commissioners made 148 wide-ranging recommendations. The Commonwealth Government is to report to Parliament by 31st May 2021 in response to the recommendations.

This Conference notes that aged care is primarily a Commonwealth Government responsibility. However, there are a number of laws and regulations that apply to aged care facilities in ACT. Mending the broken aged care system in Australia will require significant resources and effort.

This Conference calls on the ACT Government to work constructively and proactively with the Commonwealth Government to move rapidly to implement the recommendations of the Royal Commission.

General Resolution 5. Human Rights Framework

The ACT Branch is proud of Labor's support for human rights in Australia and internationally and its commitment to human rights as part of its national platform. The ACT Branch calls on the Government to strengthen the ACT Human Rights Commission and build on its reforms to protect workers by creating and appointing a Commissioner for Workers in the ACT Human Rights Commission within the next 12 months

The ACT Branch supports Labor's long held commitment to adhere to Australia's international human rights obligations and to incorporate them into Australia's laws and administrative decision-making

The ACT Branch is concerned that the current Federal Government is dragging Australia toward a cynical populism that devalues human rights by directing anger against the innocent, undermining equality and destroying public trust in the institutions needed to change our country for the better.

General Resolution 6. No rights without remedy

The ACT Branch recognises that all human rights are universal, indivisible and inalienable, provide basic standards that are vital for the welfare of the community and dignity of the individual and are fundamental for a just and democratic society.

The ACT Branch is proud that Labor made the ACT the first Australian jurisdiction to protect those rights under a single Human Rights Act (ACT HRA).

The ACT Branch notes: the key role of an effective ACT HRA in making the ACT an attractive place to move to and live in; and the need to further develop our human rights legislation to implement commitments made in the current Parliamentary and Governing Agreement.

The ACT Branch calls on the Government to strengthen the ACT Human Rights Commission and build on its reforms to protect workers by creating and appointing a Commissioner for Workers in the ACT Human Rights Commission within the next 12 months.

The ACT Branch notes that these outcomes rely on a process that ensures:

- any formal complaints under ACT HRA are refereed consistently before an independent body with all parties on an equal footing; and
- ACT residents have a clear, open and transparent way of taking any human rights complaint before a determining body in a fair, fast and relatively inexpensive process.

The ACT Branch is concerned that:

- ACT has two tiered human rights legislation that differentiates between rights in the ACTHRA that are included in ACT Human Rights Commission (ACTHRC) complaints processes and rights that are not; and
- this is contrary to human rights principles recognised in the ACT ALP platform, detrimental to the value of the ACT as a place to live and damaging to the rights of individuals under the ACT's jurisdiction.

The ACT Branch recommends that the ACT Assembly:

- accepts that there are no rights without remedy, and amends relevant legislation to extend the complaints handling process applied by ACTHRC to all rights, liberties and freedoms listed in ACT HRA;
- amends relevant legislation to include the right for a complainant to ask for a complaint to be referred to the ACT Civil and Administrative Tribunal (ACAT) if it cannot be resolved by ACTHRC; and
- provides adequate resources to ACTHRC and ACAT in the first Budget following the necessary legislative amendments, and no later than the 2022/23 budget, to ensure that new roles and responsibilities are adequately funded in line with a "Well Being Budget" approach.

General Resolution 7. Children and Youth Protective Services External Review

That the ACT Labor Government continue to work towards the establishment of an external merit review process for decisions made by Child and Youth Protection Services (CYPS) that improves transparency and accountability while maintaining the best interests of children and young people as the primary consideration.

General Resolution 8. Enduring Power of Attorney Training

ACT Labor calls on the ACT Government to implement a comprehensive package of measures to inform Attorneys of the legal, moral and ethical obligations of being an Enduring Power of Attorney and what impacts this has on that person. This should include training provided by a government institution free of charge to Canberrans and carers of Canberrans.

Industrial Relations

General Resolution 1. Long Service Leave

Long Service Leave is a significant entitlement for workers in the ACT. The vulnerable and insecure workers covered by the Long Service Leave (Portable Schemes) Act 2009 rely on the protections offered by that Act to ensure that they, like all other ACT workers, are able to use long service leave. Without this protection, these workers would be stripped of this right by the insecure patterns of work which are inherent in the building and construction, contract cleaning, community sector; and security industries.

The Long Service Leave (Portable Schemes) Act 2009, does not allow Unions to enforce workers' entitlements in relation to Long Service Leave. Unlike other employment entitlements Unions do not have rights to obtain information or commence legal

proceedings on behalf of their members where an employer has failed to make contributions to the ACT Long Service Leave Authority.

There is a high level of fraudulent underreporting of employee numbers by employers in the covered industries resulting in underpayment of employee entitlements.

In addition, the Long Service Leave (Portable Schemes) Act 2009, is administered by the ACT Long Service Leave Authority, who have consistently failed to recognise the important role played by Unions in protecting workers' entitlements including Long Service Leave.

Because of these legislative and administrative failures, workers in the ACT have been deprived of their entitlement to long service leave, and prevented from taking and accessing leave after the recognised periods of service.

This is a form of wage theft which is being administered by the Territory Government.

This conference has previously called for reform in this area including in a resolution endorsed in 2018, and we have been ignored.

In 2019, the directorate and the Long Service Leave Authority conducted a "review" of the operation of the Long Service Leave (Portable Schemes) Act 2009. This review purported to be directed at issues of compliance with the Act but completely failed to address the legitimate role to be played by unions as co-regulators. The outcomes of the review were driven by conservative regulatory ideology and were delivered without consultation with unions.

This conference calls on the Minister responsible for Long Service Leave to take action to rectify these deficiencies and condemns the Government's inaction on these issues to date.

General Resolution 2. WHS Notifiable Instruments reportable to relevant union

ACT Labor calls on the ACT Government to update the WHS Acts, so that when a notifiable incident is reported to the regulator, it must also be reported to the relevant union. ACT Labor requests the Minister responsible report back to this conference after 12 months.

General Resolution 3. WHS Notifiable Instruments non-physical incidents

ACT Labor calls on the ACT Government to update the WHS Acts notifiable incidents to include non-physical incidents. The review of the Act should delete the threshold of 'hospitalisation'.

General Resolution 4. WHS Act Update - Psychosocial incidents

ACT Labor calls on the ACT Government to update the WHS Act's notifiable incidents to include sexual harassment and/or sexual assault, non-physical incidents and psycho-social risks.

General Resolution 5. Occupational Violence in Service Industries

ACT Labor believes all workplaces should be free from abuse and violence. ACT Labor recognises the rising scourge of customer abuse and violence in service industries. Labor will promote and fund training for workers in frontline customer service roles and their supervisors for preventing and responding to customer abuse and violence. ACT Labor Government will promote and fund public awareness campaigns aimed at reducing the incidence of customer abuse and violence towards workers.

General Resolution 6. Sexual Harassment in the Public Service

ACT Labor calls upon the Federal Government to urgently adopt and implement all recommendations from the Respect @ Work Report.

ACT Government will work with relevant unions to ensure best practice policies are negotiated and implemented across the ACTPS.

ACT Labor will conduct an internal review of its current policies and procedures to ensure best practice.

General Resolution 7. Labour Hire Licensing

ACT Labor calls on the ACT Government to update the Labour Hire Licensing Regulations to include a license conditions that the Labour Hire provider must provide equal remuneration, conditions and entitlements to the labour hire workers, for the workplace they are contracted to.

General Resolution 8. Health and Safety Reps - Canberra Airport

ACT Labor supports the vital role of Health and Safety Representatives in workplaces, and their work to ensure the safety of workers and the public.

ACT Labor notes the victimisation of Health and Safety Representatives at the Canberra Airport in their role protecting workers and the public from COVID-19.

This included the stand down, investigation and formal reprimand of Health and Safety Representatives after asking questions following Covid-19 positive passengers transiting through Canberra Airport.

We note that Canberra Airport Group and their contractors have not been penalised by WorkSafe for this victimisation of HSR.

ACT Labor calls on ACT Government to amend the Work Health and Safety Act to allow Unions to prosecute violations of the Act. We also call on WorkSafe to be granted the power to issue on-the-spot fines.

General Resolution 9. ACTPS Superannuation

ACT Labor calls on the ACT Government to raise the rate of superannuation in the ACTPS and Government contracting to parity with the APS of 15.4%

General Resolution 10. Closing the Superannuation Gender Wage Gap

ACT Labor supports the following initiatives to be introduced by a future Federal Labor Government to close the gender wage gap in superannuation:

- Introduce a superannuation contribution at the prevailing SGC rate for the Government's paid parental leave scheme
- Introduce a co-contribution top-up of 2.5% of income p.a. for account holders more than 5% below the accumulation pathway
- Remove the 15% contribution tax for people more than 10% below the accumulation pathway
- Reintroduce the Low-Income Tax Offset with an increase of the maximum tax repayment to \$1,000
- Eliminate the minimum threshold for compulsory employer contributions of \$450 per month in earnings
- Enable superannuation contribution-sharing to enable parents to share caring and work
- Include a superannuation component in Family Tax Benefit B, supporting parents who are below the accumulation pathway
- Eliminate the minimum age of 18 for minimum contributions

General Resolution 11. ACTPS Insourcing Commission

ACT Labor calls on the ACT Government to engage with relevant unions on insourcing as part of its commitment to deliver anti-privatisation legislation. Unions should be involved in the process of considering services for insourcing and any framework should recognise their role in advocating for workers

General Resolution 12. Industry Superannuation

The Banking Royal Commission has highlighted the excesses and questionable practices of the for profit financial services sector, often to the detriment of vulnerable members of the community.

The shocking revelations of the Royal Commission on the for profit sector of financial services stands in contrast to the ongoing success and financial outperformance by the non-for-profit representative trustee governance model of industry superannuation.

In light of the success of the industry superannuation fund governance model Labor will: oppose any mandatory requirements to alter current governance models that would undermine the not for profit representative model; and

oppose moves to remove or undermine industry superannuation funds as default funds in relevant industry Awards.

ACT Labor believes that superannuation is an industrial right for all workers that represents deferred earnings for dignity and justice in retirement.

ACT Labor supports and will prioritise managing workers capital through the not for profit representative trustee governance model of industry superannuation.

ACT Labor will:

- support the equal representation model of employees and employers in the industry superannuation model; and
- support the place of industry superannuation funds as the default superannuation funds in relevant industry Awards.

General Resolution 13. ACTPS Outsourcing

ACT Labor calls on the ACT Government to end the contracting out of government functions. Decisions to re-contract current external roles should only be made in consultation with the lead union and signed off by the relevant Director-General.

General Resolution 14. Industrial Magistrates Court

Labor recognises that central to a fair system of workers' rights is the enforcement of those rights. This enforcement requires a strong, independent, cost effective and accessible industrial umpire and regulator.

This Conference congratulates the ACT Labor Government for restoring a dedicated specialist jurisdiction with the Industrial Magistrates Court in the ACT.

General Resolution 15. Community Clubs

ACT Labor calls on the ACT Government to create accountability for community clubs as employers, by implementing:

- secure job quotas and reduce casual employment on an ongoing basis
- appropriate rostering and staffing levels that ensure the safety of both staff and patrons, in a hospitality sector that is specifically licensed by government for responsible service of alcohol and gaming;
- stronger Work, Health and Safety through workplace groups and health and safety representatives;
- respectful consultation with workers and their union in relation to pay, conditions and safety; and
- career pathways that add skill to the workforce and sustain it into the future
- Portable long service leave for clubs workers

General Resolution 16. Portable Entitlements for Community Workers

ACT Labor moves that:

- The ACT Government use funding mechanisms and regulatory powers to ensure there is decent work, better living standards and fairer pay for workers in social assistance sectors. These workers make a difference and Labor will be by their side.
- The ACT Government work with a Federal Labor Government to develop models for portable entitlements schemes for community and disability sector workers. So that all workers in a community services can access benefits like leave or training regardless of where they work, how they work or if they change jobs.
- The ACT already has a successful portable long service leave program for community sector workers which could be a basis for further portable entitlements for workers in community and disability services in partnership with the Federal Government.

General Resolution 17. Future of the Working Week

ACT Labor will make a submission on behalf of the party to ensure a strong Labor voice in the committee's findings. As part of the process for developing this submission, ACT Labor will engage with party units, including unions, and members to explore the issue. Members will also be encouraged to and assisted to develop and make personal submissions.

General Resolution 18. Funding secure jobs and decent working conditions in the community sector

Conference calls on the ACT government to:

- Recognise the valuable contribution to better understanding the needs of community sector organisations and workers, being undertaken by the Community Sector Industry Strategy Steering group, through the current service costing project
- Commit to working with the ASU to ensure that issues identified in the service costing project, and future analysis, leads to additional meaningful support for ACT community sector workers
- Ensure that the ACT Community Sector Multiple Enterprise Agreement remains a sector leading set of pay and conditions
- Continue to work with the ASU to integrate the Union's Civil Society Employer Compliance standards into the processes for attaining Secure Local Jobs Code certification
- Acknowledge the need to provide security of employment to community sector workers in ACT Government funded programs by ensuring the following principles are part of contract negotiations and transitional arrangements in any tendering process that leads to a change in service provider
- Existing workers to be offered priority employment into comparable roles with the new provider
- Recognition of prior service and accrued entitlements (including but not limited to annual, personal and long service leave) to be honoured by new service provider
- Ability for casual staff to be provided with reasonable opportunity to be considered for full time and part time roles. Particularly if they can demonstrate a pattern of regular and systematic engagement
- Redundancy entitlements be accessible for staff who elect to not transition to the new service provider
- All affected staff to be provided with access to an employee assistance program support; and
- Careers Assistance and job seeking services made available

General Resolution 19. ACTPS Insecure Work Taskforce

ACT Labor calls on the ACT Government to not only support the continuation of the Insecure Work Taskforce, but to enhance the drive of the IWT to considering all insecure workers over 12 months. Further, this conference calls on the ACT Government to institute an 'if not, why not' policy in favour of conversion. Finally, this conference calls on the ACT Government to put in place strong protections to cease the ongoing use of insecure work in the ACTPS. The IWT should be made permanent with appropriate funding and decision making delegations, or until the matter is resolved.

General Resolution 20. Public Sector Management Act Update

ACT Labor calls on the ACT Government to amend the Public Sector Management Act to review the practises around hiring and promotional opportunities within the ACTPS. In particular, consideration should be given to ensure that the merit and equity principles are upheld. Rules for short term appointments to be reviewed in consultation with relevant union

General Resolution 21. ACTPS Pay Increase

ACT Labor calls on the ACT Government to support the Canberra economy by providing ACTPS employees with a competitive pay rise of 3.5% per annum over four years.

General Resolution 22. Public Service Working From Home

That ACT Labor calls upon the Federal Government to negotiate working from home policies, with the CPSU and workers, as a priority.

ACT Labor congratulates the work the ACT Government has done during Covid-19 and their willingness to move to a work from home model. ACT Labor calls on the ACT

Government to continue consulting and negotiating with relevant unions an agreed working from home policy that is applied consistently and fairly across the ACTPS.

General Resolution 23. Extending the Secure Local Jobs Code

ACT Labor notes that the Secure Local Jobs Code creates a fairer procurement process for ethical employers and holds to account businesses not meeting their industrial and legal obligations. Currently there are over 2350 Code Certified entities.

The Code sets out workplace standards for procurement suppliers including:

- pay and employment conditions
- insurance, tax and superannuation
- health and safety, including training and induction, and
- collective bargaining, freedom of association and representation rights.

Noting the Secure Local Jobs Code success, Conference calls on:

1. ACT Government to consult with small and other businesses plus relevant unions about extending the Secure Local Jobs Code to businesses not tendering for ACT Government work, and
2. After the above consultation, consider enacting ACT legislation to outlaw underpayment of wages and superannuation for workers as a criminal offence, and
3. Consider extending, where appropriate, the responsibility for compliance with workplace laws to ACT operating corporations that are economic decision makers throughout the supply chain, including to franchisors and franchisees.

General Resolution 24. NDIS Funding

ACT Labor calls on Federal Labor to guarantee and protect the NDIS and commit to funding the NDIA to the levels expected by the Australian Community. Further, ACT Labor condemns Minister Reynolds in her blaming of the hard working staff of the NDIA, and deplores her buck passing as a Minister of the Crown.

General Resolution 25. Cultural Institutions

ACT Labor calls on the ACT Government to stand up for Canberra's besieged cultural institutions, and takes steps to ensure their cultural icons are preserved for future generations.

General Resolution 26. Australian Public Service

Conference condemns the Morrison Government for their attack on public services and public servants, and recognises that a future Federal Labor Government will need to undo the damage wrought by the Morrison Government's policies.

Conference therefore welcomes and endorses the commitments in the ALP National Platform to rebuild the Australian public service, by abolishing the Average Staffing Level cap, increasing the number of direct, permanent public sector jobs, reducing the use of consultants and outsourcing, and restoring the independence of our vital public sector institutions.

General Resolution 27. Secure, well-paid jobs

ACT Labor fundamentally believes that all workers are entitled to a fair opportunity to provide for themselves and their families and to work in an economy based on jobs that are safe and secure with guaranteed hours and fair wages.

Throughout the Covid-19 crisis, insecure work has exacerbated transmission risks and jeopardised public health. However, the impact of insecure work and rising inequality were embedded in our society before the COVID-19 pandemic.

Anxiety and uncertainty felt by Australian workers due to unsafe employer practices and significant job losses are exacerbated by decades of restructuring efforts that have sought to move risk away from employers and onto individual workers. Widespread casualisation, subcontracting and labour hire arrangements have eroded the standard employment relationship that once brought relative stability to the world of work.

ACT Labor condemns the IR Omnibus Bill, which introduced a new expansive employer-controlled definition of casual work, alongside weak and unenforceable permanency

conversion rights, and provisions which allow for the expanded use of minimum contracted hours will further exacerbate insecurity of hours.

ACT Labor believes one job should be enough, and supports:

- abolition of ongoing insecure work in essential and frontline industries, including labour hire and subcontracting arrangements
- a staged raise to the casual loading to 50% by 2025
- increased protections for visa workers with the fundamental principle that exploitation should not result in deportation
- removal of restrictions on what workers can bargain for so all workers are free to lawfully claim for improvements to job security and be permitted to take protected industrial action in support of those claims.

Planning and Development

General Resolution 1. Planning of Infrastructure, Services and Change in Inner Suburbs

That the ACT ALP Conference calls on the ACT Government to work closely with affected communities in the planning of infrastructure, services and renewal in Canberra's older suburbs.

General Resolution 2. Sustainable Food Hub at West Tuggeranong

Conference calls on the ACT government to work with food charities to develop and maintain a set of de-identified client records which will facilitate adequate and evidence-based funding levels to the sector while maintaining client confidentiality.

ACT Labor welcomes the investment of and investigation into a sustainable food hub and agricultural technology research area at West Tuggeranong. Utilising rural land in the south for sustainable innovative food production and agricultural technologies provides the ACT with a location for food production within the ACT focused on food security. It can provide employment growth opportunities in the southern ACT that are attractive to tourism and regional development investment while protecting the environment from residential development and supporting local food markets.

Sport and Culture

General Resolution 1. The Arts and COVID Recovery

ACT Labor recognises the impact of COVID-19 Pandemic on the arts industry. Labor will:

- Work with the arts industry and relevant unions to work to rebuild the arts industry
- Provide adequate funding to the local arts sector and individual artists to meet the needs of the industry in recovering from the financial impacts of the COVID-19 Pandemic.

General Resolution 2. Arts Support

ACT Labor calls on the ACT government to establish a scheme to ensure the viability and stability of musical artists' careers in Canberra which recognises that musical performers' incomes are irregular and

contingent upon ticket sales rather than on venues' expectations. The scheme should:

- Augment the irregular and contingent income artists receive through a direct subsidy in the form of an explicit floor on the pay artists receive from qualifying performances in our city, reflecting the social value of these performances and their contribution to cultural life in Canberra;
- Amend the relevant procurement rules to include a requirement that "That musicians engaged to perform in events supported by public funds will be paid the Musicians Australia minimum rate plus the required personal fee of the performer.
- Establish a tool that allows artists to register to report earnings from individual events to receive the subsidy - while providing government with information on the health of Canberra's music scene.

- Pursuant to this long-term goal the government should:
- Consult with musicians, their section of the Media Entertainment and Arts Alliance (MEAA), APRA-AMCOS and other arts sector bodies to establish an appropriate minimum standard of earnings from live music performance in Canberra.
- Establish a 12-month trial scheme to determine the effects that a permanent scheme would have on the lives of musicians and the state of the music industry in our city.

Women

General Resolution 1. Access to period products in schools

ACT Labor congratulates the ACT Government, including the Minister for Education and Early Childhood Development and Minister for Women, for their leadership in the provision of free period products and hygiene items in schools (well before the South Australian and Victorian initiatives) as part of the ACT's needs-based approach to education.

ACT Labor calls on the Minister for Education and Early Childhood Development and Minister for Women to continue to:

- examine ways in which to reduce barriers to accessing period products and hygiene items for all women, including those in the school system
- increase promotion of the ACT Labor's actions in government such as this so that the community is aware of what we have achieved.

General Resolution 2. Gender-equality for Children

ACT Labor recognizes that achieving gender equality and ending gender-based discrimination and violence requires us to transform limiting and harmful gender norms. These are norms that limit potential, underpin harmful stereotypes and practices like uneven distribution of unpaid and care labour, and normalize violence and discrimination. There is now ample evidence that harmful gender norms can be transformed through close community participation in the development and implementation of culturally appropriate change programs across multiple settings, including families, communities and schools.

ACT Labor calls on the ACT Government to work with communities and experts to explore and develop a comprehensive approach to gender norm change aimed at achieving gender equality, ending violence, and creating a community where everyone can thrive no matter their gender orientation or sexual identity.

General Resolution 3. Women's Life Membership Award

That the ACT ALP introduce an annual life membership award that recognises a Senior Rank and File Labor Women's outstanding contribution to the Australian Labor Party.

That the Rules and Boundaries Committee draft the appropriate rule changes for the introduction of this award to be presented at the ACT ALP Conference 2022.