

2024 NSW Labor Platform

As amended at the 2024 NSW Labor State Conference

1. Building Sustainable Communities Policy Committee

- 1.1 NSW Labor will promote urban and regional development that creates sustainable communities.

NSW Labor will promote economic growth that creates liveable communities with appropriate housing development supported by infrastructure, employment opportunities and safe, accessible, reliable and affordable public transport.

Labor in government will give priority to measures which promote liveable cities including improved planning and public transport to reduce congestion and commuting time; energy efficient building design; green spaces for improved urban amenity and to combat the effect of a changing climate.

Labor will also seek to balance such development with access to a protected natural environment and cultural, social and recreational activities and facilities.

Labor will promote the concept of ecological sustainability in the retention and management of urban bushland.

- 1.2 NSW Labor will work cooperatively with local government to build sustainable communities.

Promoting Sustainable Development

- 1.3 NSW Labor will promote sustainable development in metropolitan and regional centres to ensure citizens enjoy liveable communities. Development must support affordable housing, employment opportunities and access to affordable public

transport. Labor will achieve this by ensuring that designated transport corridors are reserved through legislation before development takes place. Further, Labor will require all new land releases to be assessed in terms of their impact on the environment, the availability of employment and services as well as an assessment of alternative options.

- 1.4 NSW Labor will implement selective urban consolidation in major metropolitan centres. This will allow resources to be expended on upgrading services within established urban areas and permit more efficient expenditure on selected growth centres outside existing metropolitan areas.

- 1.5 NSW Labor will promote regional development and greater opportunities for regional communities by ensuring regions are an attractive option for industry by providing access to important services such as ports, electricity and rail in an efficient and cost effective manner.

- 1.6 The past few years have exposed vulnerabilities in modernist planning approaches such as urban sprawl which promote unsustainable, divided, and vehicle-dependent communities, which are distinctly susceptible to crises. The pandemic has reinforced the imperative for resilient cities, where residents are ensured access to basic services and amenities, regardless of external factors such as lockdowns, so they can live safe, happy, and healthy lives. NSW Labor:

- (a) Acknowledges the importance of resilient cities as a part of

- promoting healthy public policy.
- (b) Recognises the role that '30 Minute Cities' can play in enhancing the health of our communities.
- (c) Commits to exploring new and innovative models for promoting resilient cities.

- 1.7 A Labor Government should commit to establishing a funding program for Neighbourhood Centres, like the Community Builders Program developed by the previous NSW Labor Governments. The current arrangements whereby Neighbourhood Centres are funded as part of the Targeted Early Intervention Program limits the work of these Centres to child protection activities unnecessarily. This program should be focused on the important "community centre" role of Neighbourhood Centres and clearly focus on community development and engagement principles and practice.

Affordable, Accessible and Quality Housing for all

- 1.8 NSW Labor believes that shelter is a human right, and that homelessness must be addressed through a housing-first approach.

NSW Labor acknowledges that the private rental market is no substitute to the provision of social housing.

NSW Labor understands public housing, owned by the people of NSW and accountable to them, must be at the centre of the renewal of the social housing sector.

NSW Labor recognises that the privatisation and outsourcing of its public works capabilities must be addressed to rebuild state capacity and expand the construction workforce.

NSW Labor sees the role that public housing can play in providing for a broad and diverse population of tenants, including low-income earners, essential workers, First Nations people and those in need of crisis accommodation; and

NSW Labor will take action to increase the supply of public housing by:

- (a) Setting ambitious public housing targets for the NSW Government;
- (b) Pairing public housing with boosted wrap-around services
- (c) Leveraging the procurement of public housing construction to ensure best practice in workforce development and industry conditions; and
- (d) Continuing to expand the scope and capabilities of NSW Government to include the delivery of public housing and construction apprenticeships as part of its functions.

- 1.9 NSW Labor will facilitate collaboration across Government departments, agencies and external partners, to ensure a holistic approach to sustainable development that considers transport, housing, environmental needs and the creation of employment opportunities in close range, for metropolitan and regional centres. This will aim to enhance liveability and quality of life for citizens by supporting access to transport, housing and jobs within 30 minutes.

- 1.10 NSW Labor will prioritise long-term rental properties over Short term Holiday Letting, including the regulating the Short Term Rental Market as needed.
- 1.11 Housing policy should seek to alleviate housing related poverty and housing related stress for all homeowners and renters who are on low and moderate incomes.
- 1.12 NSW Labor believes public and social housing is an essential public good and should be treated as essential infrastructure.
- (a) NSW Labor considers public housing a core function Government and must prioritise the large-scale construction of public and social housing all across our state to help tackle the housing crisis and restore our public housing system.
- (b) NSW Labor does not support the mass privatisation of public housing.
- (c) NSW Labor supports the establishment of Homes NSW a centralised agency to build and maintain public and affordable housing as well as support residents.
- (d) NSW Labor does not support concentrating public housing and disadvantage in particular suburbs or communities and will support the building of public homes in all parts of our state.
- (e) NSW Labor supports the internationally recognised model of mixed tenure communities and supports building public housing alongside private housing.
- (f) NSW Labor believes all public housing residents deserve to live in clean and safe housing. All public housing should be well designed, sustainable, disability accessible and safe.
- (g) Public housing residents should be treated with respect and dignity.
- (h) NSW Labor believes that public housing should be properly maintained and renewed so residents can live comfortable and dignified lives. NSW Labor believes that housing maintenance should be managed directly by government and prioritise local jobs
- 1.13 NSW Labor will ensure that aged persons' accommodation is provided without discrimination, in a way that meets housing needs and respects the rights and dignity of residents.
- 1.14 In partnership with people with a disability, NSW Labor will develop inclusive and accessible design standards.
- 1.15 NSW Labor will ensure that single people, young people and sole parents have access to housing assistance programs including public and cooperative housing.
- 1.16 NSW Labor supports licensing and regulatory systems for caravan parks and camping grounds and legislated rights for caravan park residents and relocatable home residents.
- 1.17 NSW Labor supports the construction and development of modular housing and modern methods of construction in NSW to help ease the housing crisis and create good local manufacturing jobs.

- 1.18 NSW Labor supports dedicated programs to provide housing for Aboriginal people and will continue the operation of the specialist agencies to co-ordinate Aboriginal housing and infrastructure programs.
- 1.19 NSW Labor will provide transitional supported accommodation and related support services to people who are homeless, including young people, women escaping domestic violence, older people, and single people, through the Commonwealth/State Supported Accommodation Assistance Program (SAAP).
- 1.20 NSW Labor will implement case management, assessment and referral processes to link SHS clients with relevant health, housing, education, labour market and community services to help them achieve the maximum possible degree of independence.
- 1.21 In partnership with people with a disability, NSW Labor will develop inclusive and accessible design standards.
- 1.22 NSW Labor will ensure that single people, young people and sole parents have access to housing assistance programs including public and cooperative housing.
- 1.23 NSW Labor will continue to support funded specialist services across the state to work with specific vulnerable groups, including young people, women and families leaving domestic violence and LGBTQIA+ people.
- 1.24 NSW Labor will ensure that a diverse range of housing stock is available to meet the needs of all sections of the community. The Commonwealth-State Housing Agreement (CSHA) will continue to be the major vehicle to develop the public housing sector.
- 1.25 NSW Labor will continue to support public housing for a broad cross-section of the population with funding from federal and state revenue and private sources. Public rental stock should be well located, energy efficient, integrated with private housing and well maintained.
- 1.26 NSW Labor will support both common equity and private equity housing cooperatives as well as other forms of community managed housing schemes.
- 1.27 A secure and affordable place to live underpins a prosperous, productive and equitable society. Almost a third of NSW citizens live in rented properties with a growing proportion of those being families. The NSW Labor government commits to creating a fairer, more modern rental market to provide certainty, balance and fairness to renters and landlords.

NSW Labor acknowledges evictions for no reason can significantly undermine tenants' basic rights, including the right to have repairs, challenges to rent, unreasonable increases and resisting landlords unlawfully entering properties. NSW Labor will require landlords to provide tenants with a reason for eviction, to bring fairness back to our rental system.

NSW Labor will introduce new reasonable grounds for eviction, replacing current 'no grounds' eviction provisions.

All renters, no matter their tenancy type (renters with fixed term agreements and those on periodic agreements), must be provided a valid and contestable reason.

New reasonable grounds should disincentivise landlords ending a lease for a reason that isn't genuine by including a reletting restriction.

Further, NSW Labor will seek to enact the following reforms to tenancy provisions:

- (a) Making it easier for renters with pets by ensuring renters can have a pet unless the landlord can show there are good reasons to refuse consent
- (b) Better protection of renters' personal information and data;
- (c) Incentives for longer term tenancy agreements to provide stability and certainty for renters and owners;
- (d) Ensure no more than one rent increase per year for a tenant in the same property across fixed and ongoing agreements;
- (e) Enhance domestic violence provisions in tenancy legislation to better protect victims;
- (f) NSW Labor supports minimum quality standards for rental properties so people are comfortable and safe in their homes.

1.28 NSW Labor will provide flexible and innovative schemes to assist low and moderate income earners to achieve home ownership.

1.29 NSW Labor will maintain the Rental Bond Board, which holds the bond money of private tenants and adjudicates entitlement disputes between landlords and tenants. The funds generated by the Board will be used for services that support tenants.

1.30 Overall there is a shortage of houses for rent at prices lower paid

households can afford. This requires a long term solution such as building houses for rent. This is different from social or public housing as rents would not be set at the level of a proportion of income (currently for public housing one quarter of income). They would be market rents.

1.31 NSW Labor supports a mandatory target of affordable housing held in perpetuity in each designated Transport Oriented Development locations. These targets should maximise the amount of affordable housing in each area and be reassessed regularly with a view to increasing the amount of affordable housing required at each location

1.32 Policies that reduce house costs will assist tenants. Reintroduction of the policies to reduce capital gains discounts and to reduce negative gearing is needed to achieve this. It should be noted that a most recent OECD Report criticised capital gains tax discounts in Australia, arguing these policies had made inequality worse and housing more expensive. In addition, all other options within the tax system with the potential to impact the cost and availability of habitable residential properties should be considered.

1.33 A future NSW Labor Government will:

- (a) Implement legislation which places a moratorium on the privatisation of public housing including the sale, outsourcing, or leasing of any public housing assets or services.
- (b) Implement legislation which guarantees that the number of public housing residences in NSW increases in both:

- i. Aggregate terms and,
 - ii. As a proportion of total new housing stock,
- (c) Implement legislation which guarantees that where the NSW Government must rebuild or renovate existing public housing assets:
 - i. Affected public housing residents will be rehomed in high quality local accommodation for the duration of any construction works,
 - ii. Affected public housing residents have a right to return to public housing in their local community at the conclusion of any construction works,
- (d) New public housing developments will improve residents' access to public amenities including: schools, hospitals, libraries, childcare facilities, public transport, and suitable employment opportunities,
- (e) New public housing developments will be built to a high standard such that residents' homes are sustainable, durable, and conducive to a fulfilling life,
- (f) The Government will only engage construction companies which demonstrate that they will offer their employees secure, well-paid, and safe jobs.
- (g) Implement legislation to ensure that public housing in the inner suburbs of Sydney:
 - i. Increases in aggregate terms at

- a rate exceeding local private housing developments,
 - ii. Promotes the history, interests, and Self Determination of First Nations Peoples.

1.34 NSW Labor believes social and affordable housing should exist in every community, and supports inclusionary zoning to deliver on this goal. However, we recognise that this work begins now and continues in the future. The Labor Government has implemented requirements for affordable housing to be provided and held in perpetuity within its planning reforms which are designed to drive the supply of housing. NSW Labor supports councils to create affordable housing schemes within their local government areas to continue to deliver on affordable housing in all communities.

NSW Labor will use government owned land to help deliver more social and affordable housing where appropriate and the Labor Government is beginning this work.

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

Royal Commission be acted upon by responsible councils and Statutory Authorities.

confidence across the housing sector.

Further, NSW Labor will:

1.35 NSW Labor will:

- (a) Examine whether reform is needed to support the emerging build-to-rent sector.
- (b) Consider what measures can be taken to increase the scale of the non-profit social and affordable housing sector.
- (c) Consider other measures to deliver affordable housing for key essential service workers.
- (d) Implement whatever changes necessary to enable and support local councils, NSW Planning and Infrastructure agencies and other not for profit organisations to create and run Community Land Trusts in NSW, including ensuring finance options are available for purchasers.

- (a) Introduce comprehensive, plain-English building legislation to consolidate existing laws, reduce red tape and duplication and allow consumers to be better informed
- (b) Examine further reforms needed to ensure consumers have confidence in the quality of new homes.
- (c) Introduce reforms to ensure private certifiers produce compliant certification work.
- (d) Digitise and align building approval certificates, compliance certificates and building manuals to better inform owners on what has gone into their property and how to maintain it, as well as increase the effectiveness of inspections and enforcement by the regulator.

1.36 NSW Labor acknowledges that buying a new home or apartment will be, for many people, the biggest financial decision one will make in their lifetime.

- (a) As such, confidence in the building and construction sector is necessary to support the Government's housing supply agenda.
- (b) The NSW Labor Government established the Building Commission NSW on 1 December 2023 as a single body tasked with the regulation and licensing of the residential construction industry.
- (c) The powers of the Building Commission NSW have been expanded to bolster

Protecting and Restoring our Environment

1.37 NSW Labor supports the creation of communities in which citizens have a healthy environment with clean air, clean water, safe food, abundant wildlife and green space. NSW Labor supports the right to a clean, healthy and sustainable environment. NSW Labor supports policies which will improve living standards, create jobs and encourage sustainable industries. In regional areas NSW Labor will aim for regional delivery of natural resource management consistent with national priorities for sustainable development, sustainable agricultural practices

and opportunities for new industries.

NSW Labor supports strong measures to avoid climate change. Labor recognises that climate change poses significant risks to economic growth. Labor will put climate change at the heart of our commitment to deliver jobs, innovation and investment to build a prosperous, safe and fair NSW.

- 1.38 Labor understands the importance of ensuring that government policy and economic activity remains within ecological limits, mindful of impacts of the climate and biodiversity. Labor recognises the critical interrelationship between the environment, society and the economy. Labor acknowledges that the prosperity of present and future generations is dependent on the health of our natural environment and the effective management of all natural resources. NSW Labor will integrate environmental, social and economic policy to produce a best practice approach to the principles of ecologically sustainable development. The focus will be on housing options, transport infrastructure, recreational facilities and business opportunities. Labor recognises that environmental sustainability requires a whole of government approach and that all government decision-making should consider the need for a sustainable future. Labor in government will:

- (a) Commit all areas of policy and administration to environmental sustainability, including reporting on key indicators (including energy efficiency and use, water use and recycling, waste, and sustainable procurement)

- (b) Implement whatever changes necessary to enable and support local councils, NSW Planning and Infrastructure agencies and other not for profit organisations to create and run Community Land Trusts in NSW including ensuring finance options are available for purchasers
- (c) Commit to a whole-of-government approach to climate change mitigation and adaptation planning. Investigate establishing state-wide Environmental Accounts, and will seek co-operation with the Federal government and other State governments towards national and regional environmental accounts, as a path to accurately tracking our environmental assets to inform policy making and planning.
- (d) Work with the Net Zero Commission established by Labor's Climate Change (Net Zero Future) Act to further develop measures for action on climate change.
- (e) NSW Labor strongly supports the UN Protocol on Biodiversity (the Kunming-Montreal Protocol), and supports the goals of protection 30% of our land and 30% of our water by 2030, as well as restoring 30% of degraded ecosystems by 2030.

- 1.39 NSW Labor will maintain responsibility for all environment and planning functions including environmental assessment and protection, heritage conservation, national parks and wildlife protection and administration, coastal protection, land use and resource planning, pollution control and waste management.

- 1.40 Labor recognises that clean air is critical for human wellbeing, and the economic prosperity of our community. Labor will:
- (a) Ensure that air quality standards comply with the world's best practice.
 - (b) Implement a long-term air quality strategy through integrated transport planning, better public transport, industry controls, vehicle improvements, community education and regulation.
 - (c) Work with the Australian Government to address barriers to emissions reduction, including a regulatory environment that supports decarbonisation to accompany the standards for motor vehicles introduced by Federal Labor.
- 1.41 Labor will require that the costs of pollution control, including licensing, monitoring, policing, auditing and remediation are met by industry and the costs of managing the human health and environmental impacts of pollution are met by polluters.
- 1.42 No activities are to be undertaken without a full and effective assessment of any likely significant environmental impacts, and such assessments should lead to the imposition of specific controls to mitigate adverse impacts. NSW Labor will ensure that biodiversity offsets policy is built on key foundations:
- (a) 'like for like' offsetting, within a reasonable geographic proximity; no 'net loss' biodiversity outcomes and ideally 'net positive' outcomes;
 - (b) recognition that some high conservation value lands must be off limits to offsetting; and ensure a single system for environmental offsets for all development in NSW.
- 1.43 Labor recognises and supports the passion of local environment conservation groups and the invaluable contribution they make to protecting and preserving Australia's environment. These groups play an important role in mobilising government action on local environmental issues and are critical, active participants in broader national conversations on issues such as climate change.
- 1.44 Labor will provide sufficient resources to enable community groups, NGOs and other environmental organisations to participate in government processes and play a substantial role in ensuring best environmental outcomes for NSW.
- 1.45 Labor will develop and implement an Environmental Justice Action Plan, modelled on international best practice, to support environmental justice research, public education and enforcement. Labor will ensure that members of the community have legal standing to seek enforcement of the law and review of Government decisions, including reviews in the public interest.
- 1.46 NSW Labor will revive and update what were once best-practice systems of environmental management for NSW, including:
- (a) Management, governance and decision making structures and responsibility, including the independence and resourcing of institutions involved in environmental protection.;

- (b) Consistent standards and adequate data for decision making;
 - (c) Efficient and certain regulation including environmental assessment processes;
 - (d) Fair and efficient management of Australia's environment as a foundation for ecologically sustainable jobs;
 - (e) Enhancing biodiversity for the benefit of current and future generations; and
 - (f) Resilience in the natural environment.
- 1.47 Labor recognises the need to have a strong environmental watchdog that has the independence to carry out its mission as protector of the environment and advocate of best practice environmental management.
- 1.48 NSW Labor recognises the significant impact invasive species have on native biodiversity, First Nations cultural heritage, communities and industries across NSW. NSW Labor will:
 - (a) Strengthen the NSW biosecurity system to prevent the introduction of new invasive species, and enhanced regulation to prevent the sale of weedy plants.
 - (b) Work with landholders across all land tenures to humanely control, and where possible eradicate pest animals and weeds.
 - (c) Ensure public land managers and frontline agencies have sufficient resources to manage invasive species
- 1.49 NSW Labor will ensure that land use decisions recognise the needs of the whole community for land for a variety of different, and changing purposes, and the desirability of multiple uses of land.
- 1.50 NSW Labor will ensure that NSW's laws lead to conservation and restoration of the natural environment. NSW Labor will:
 - (a) Provide an integrated catchment management approach to land use policy
 - (b) Take action to prevent desertification, salination and erosion of land.
 - (c) Rehabilitate degraded landscapes and ecosystems, including re-forestation.
 - (d) Enhance biodiversity through native vegetation retention
 - (e) Implement native vegetation retention legislation
 - (f) Promote sustainable land use practices and programs such as Landcare.
 - (g) Support Australian Labor's goal of no new species extinctions.
- 1.51 NSW Labor will ensure that mining is considered as one of a number of competing land uses and not as the pre-eminent use, and be subject to full environmental impact assessments.
- 1.52 NSW Labor will assess mining proposals with attention to the following considerations:
 - (a) Possible alternative land uses.
 - (b) Short and long term economic effects at the local, regional and state level.
 - (c) Likely effects on the physical environment, particularly water and air quality.
- 1.53 NSW Labor will ensure that the costs of rehabilitating affected land

Land Use and Resource Management

to pre-mining condition or a condition suitable for an agreed subsequent use are recognised as a cost of mining to be borne by those undertaking the mining with securities being provided.

Climate Change

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

Key principles and goals are to:

- (a) Raise awareness of climate issues within the broader community.
- (b) Promote understanding of the likely impacts on NSW, and identify adaptation strategies.
- (c) Reduce greenhouse gas emissions to net zero.
- (d) Promote climate change partnerships by government, individuals, industry, business and community groups.
- (e) Reduce business uncertainties by establishing carbon constraints to promote new investment and innovation.

- (f) Identify strategic areas for cooperative work with other Australian jurisdictions including a national emissions trading scheme.

1.55 NSW Labor will pursue strong legislated emissions reduction targets for NSW of at least 50% by 2030, 70% by 2035 and net zero emissions by 2050 and the adaptation objective that NSW is more resilient to climate change, in accordance with the Climate Change (Net Zero Future) Act. It will listen to and take seriously the advice of the independent Net Zero Commission, established under the Act.

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

NSW Labor will decrease emissions from land management by:

- (a) reducing excess and uncontrolled land clearing and re-vegetating degraded land;
- (b) supporting primary producers to adopt carbon neutral practices;
- (c) encourage carbon farming; and
- (d) support energy efficient technologies.

1.56 Climate change is not only a problem for the future. Parts of NSW are already feeling the impact of climate change now. Helping communities adapt to a changing climate is essential to Labor's long term plan to address the issues arising from climate change including reduced water

and other resources, rising sea levels, warmer average temperatures, longer and more extreme period of high bushfire risks and more frequent and intense extreme weather events including heatwaves, storms and flash flooding.

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

- 1.58 Labor will give special attention to infrastructure projects which help affected communities and industries deal with change. Labor will require climate adaptation and resilience plans for all major infrastructures owned or regulated by the NSW government; and promote national climate adaptation and resilience standards and planning for other major infrastructure.

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

Labor will:

- (a) Work with Councils to develop risk management procedures and programs acknowledging the growing impact of climate change;
- (b) Hold a Local Government Climate Summit to restore the relationship between State and local governments;
- (c) Work with community and women's organisations to identify and address their

vulnerability to climate change and in particular the increase in domestic and family violence during natural disasters.

- (d) Implement strategies that support coastal communities to respond to the impact of rising sea levels
- (e) Work with community organisations to identify and address their vulnerability to climate change.
- (f) Labor will ensure that health policy and planning takes into account the impacts of climate change.

- 1.59 Climate change is already causing an increase in the number and severity of natural disasters and extreme weather events affecting Australia. We acknowledge the Labor Government is implementing NSW's first State Disaster Mitigation Plan, which will create more resilient and prepared communities for when natural disasters occur

- 1.60 NSW Labor recognises that Climate Change will affect both regional and urban NSW. Labor will comprehensively investigate the effects of climate change in Regional NSW, and propose prospective solutions.

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

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

Coastal Lands, Rivers and Wetlands

- 1.63 NSW Labor will maintain an advisory committee comprised of

representatives from relevant government departments and authorities, local government and suitably qualified individuals to advise on the:

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

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

- (a) Recognition that rivers and river systems are complex, have wide ranging interactions with surrounding ecosystems.
- (b) The need to protect remaining wild and scenic rivers.
- (c) The need to apportion water in a way which maintains the river itself.
- (d) The management of salinity.
- (e) Recognition of the importance of flood flows to wetlands and riverine ecosystems.

- (f) The need to ensure that the provision of environmental flows is given priority.
- (g) The need to protect river catchment to prevent silting and maintain water quality with regard to runoff and the effects of grazing stock.
- (h) Full investigation of measures to improve the efficiency of water use and reticulation before constructing or extending dams for urban water supply. Establish a one off Healthy Rivers Commission to assess the health of NSW rivers.
- (i) Review all legislation and policies relating to river and coastal health.
- (j) Continue to implement National Water Initiative measures.

1.65 NSW Labor will:

- (a) Take a lead role with local government and catchment authorities on litter reduction and water quality strategies for urban rivers.
- (b) Introduce strong water sensitive urban design and sediment management standards in planning instruments for development in urban catchments, to reduce flooding and improve water quality.
- (c) Invest in the replacement of ageing water and sewerage infrastructure which undermines local water quality.
- (d) When possible, acquire land along urban rivers and tributaries for public access and to provide adequate setbacks for revegetation of riparian zones.
- (e) Protect drinking water catchments from the impacts of mining and development.

- 1.66 NSW Labor will co-operate with the Commonwealth and other States in the management of the Murray-Darling River system with particular attention to river flows and salinity.
- 1.67 NSW Labor will maintain a policy of controlling development in flood liable areas and conduct economic analyses of the relative costs of control and irrigation measures and flood effects, including design criteria for development in flood affected lands.
- 1.68 NSW Labor will recognise the value of coastal and inland wetlands as ecosystems essential to the protection of particular species of flora and fauna and as breeding grounds for species of birds and aquatic fauna that are of value in pest control or of commercial significance and protect and preserve such wetlands.

A NSW Labor Government will:

- (a) Establish a dedicated Sydney Marine Park to protect the jewel in Sydney's crown, the world renowned Sydney Harbour;
- (b) Create a Marine Parks Establishment Plan, to ensure a Comprehensive, Adequate and Representative (CAR) marine reserve network in NSW that contributes to our national goal to protect 30% of ocean waters by 2030;
- (c) Return marine sanctuary zones to full protection, so they again become areas where wildlife and habitats are protected;
- (d) Prioritise protection of breeding areas such as the islands, headlands and beaches where seabirds nest and raise their young;
- (e) Ask the NSW Scientific Committee to consider the addition of the

hawksbill sea turtle to the State's Threatened Species List, to give this rare and beautiful creature the protection it deserves;

- (f) Immediately reinstate protections on the state's Mid North Coast for the Labrador of the ocean – the critically endangered Grey Nurse Shark; and Review the adequacy of other marine protection.

Protecting our Natural Environment

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

greening construction with sustainable wood and supports a sustainable future for NSW's forests and forest products industry to help achieve this objective.

1.71 Labor will update the NSW Forest Industry Roadmap to ensure it is contemporary and for purpose.

1.72 NSW Labor will:

- (a) Recognise the skills, knowledge and competencies of timber workers and their communities, as well as the central role First Nations communities play in restoring country and determining social, economic and environmental benefits flowing from forest management activity.
- (b) Expand NSWs plantation estate and processing and value adding capabilities to better satisfy increasing domestic and international demand for high-value, sustainably sourced and produced wood products, and develop an industry plan that facilitates regional job growth and vibrant sustainable communities.
- (c) Expand the objectives and benefits of public ownership and support, ensuring public investment delivers an equity stake or continued dividends for the people of NSW.
- (d) Support methods and systems for new management regimes for NSW forests that incentivise protection, conservation, restoration and/or sustainable use of NSW forests. This must prioritise the ongoing need for management, the effective use of by-products and restorative management where required

along with the promotion of good and decent work.

- (e) Deliver the management and restoration of native forests, recognising and rewarding carbon and biodiversity values and the need for their active and ongoing management.
- (f) Harness the social, environmental, and economic benefits that our forests can provide.
- (g) Support increased supply of timber for residential housing construction, including support for new methods of engineered timber, modular housing and other methods to more economically utilize timber resources.

1.73 Labor recognises that we cannot protect the environment with National Parks alone. We must look after ecological systems across the landscape if we are to continue to have a healthy environment Labor is committed to building a network of corridors across the landscape and across tenures that improve the ecological fabric of our state, building resilience and allowing natural processes to operate. Global warming makes this ever more important, as connectivity is essential if we are to prevent extinctions in a changing climate. Done well, this land stewardship will also support our agricultural industries by increasing the land's resilience and productivity.

Labor will:

- (a) Reinvigorate the multi-stakeholder and multi-level approach to landscape wide planning and management in NSW. We will ensure investment is targeted and effective in delivering outcomes

and that rural communities are given the tools and support to protect the assets they manage;

- (b) Maintain in the environment portfolio an effective, well-resourced and independent Threatened Species Scientific Committee;
- (c) Deliver regional planning and accountability by restoring the integrity of Local Land Services as regional leaders in natural resource management. We will rebuild the strength of the governance model in which local plans and initiatives are embedded in statewide planning and reinstate a strong emphasis on community innovation and cooperation in relation to biodiversity protection; and
- (d) Support local communities in driving protection by encouraging community level collaborations to drive outcomes. We will adopt the framework developed by the last Labor Federal Government to support community led proposals for corridor projects, integrating them into biodiversity planning. Adopted corridor projects will receive support on issues like governance and be priorities for funding. The NRC will lead these decisions.
- (e) Ensure we achieve a net increase in vegetation cover to address biodiversity loss and act as a carbon sink and ensure a best practice vegetation mapping program to support this aim.

1.74 NSW Labor will:

- (a) Oppose mineral exploration and mining in national parks and other reserves.
- (b) Oppose any forestry operations in national parks and other reserves.
- (c) Ensure that the ecological integrity and biological diversity of national parks, conservation reserves and the biosphere are maintained.
- (d) Will ensure there are appropriate invasive species control in National Parks.
- (e) Oppose recreational hunting in national parks

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

- (a) Take action to preserve the genetic diversity of the State's flora, fauna and ecosystems.
- (b) Provide sufficient resources for assessing the status of flora and fauna and monitoring the populations endangered species.
- (c) Research and develop measures to control feral fauna and introduced flora which harm natural ecosystems.
- (d) Encourage integrated pest management with an emphasis on biological control.

1.76 NSW Labor will protect our State Forests.

NSW Labor will:

- (a) Ensure the dedication of viable reserves, representative of all native forest ecosystems in the State and minimise further clearing of native forests.
- (b) Ensure that where forests are determined to have a timber production role, the forest resource is managed on environmentally sound

- sustainable yield and multiple use lines.
- (c) Forests NSW property assets are to be maintained and kept under the control and ownership of the NSW State Government. Any excess Forests NSW assets are to be transferred to National Parks and Wildlife Services with suitable allocation of resources (labour and capital) to support its operations.
 - (d) Forests NSW (or any other name by which it may be known by in the future) is to remain a wholly owned and operated Government entity.
 - (e) Support a process that involves the participation of relevant stakeholders including landowners, native title entities, industry, environment groups and unions to reach agreement about the management of forests at a regional landscape level, with a focus on an environmentally, and economically and socially sustainable approach, reducing reliance on native forests and meeting more of our timber demands from plantations
 - (f) Labor recognises the intrinsic value of nature, along with the vital role forests – on public land as National Parks and State forests, and on private land - play in protecting biodiversity and water systems and in mitigating the effects of climate change.
 - (g) NSW Labor supports world heritage recognition for internationally significant NSW forests and landscapes.
- 1.77 NSW Labor recognises the value and role of our forests in storing carbon, protecting biodiversity and supporting regional communities.

NSW Labor is strongly committed to contributing to the delivery of Australia's commitments under the COP26 Glasgow Leaders Declaration on forests and land which include halting and reversing forest loss and land degradation by 2030 in recognition that deforestation increases greenhouse gas emissions. NSW Labor also supports other priorities of the Forest & Climate Leaders' Partnership such as greening construction with sustainable wood and supports a sustainable future for NSW's forests and forest products industry to help achieve this objective. Labor will update the NSW Forest Industry Roadmap to ensure it is contemporary and for purpose. NSW Labor will:

- (a) Recognise the skills, knowledge and competencies of timber workers and their communities, as well as the central role First Nations communities play in restoring country and determining social, economic and environmental benefits flowing from forest management activity.
- (b) Expand NSW's plantation estate and processing and value adding capabilities to better satisfy increasing domestic and international demand for high-value, sustainably sourced and produced wood products, and develop an industry plan that facilitates regional job growth and vibrant sustainable communities.
- (c) Expand the objectives and benefits of public ownership and support, ensuring public investment delivers an equity stake or continued dividends for the people of NSW.
- (d) Support methods and systems for new management regimes

for NSW forests that incentivise protection, conservation, restoration and/or sustainable use of NSW forests. This must prioritise the ongoing need for management, the effective use of byproducts and restorative management where required along with the promotion of good and decent work.

- (e) Deliver the management and restoration of native forests, recognising and rewarding carbon and biodiversity values and the need for their active and ongoing management.
- (f) Harness the social, environmental, and economic benefits that our forests can provide.
- (g) Support increased supply of timber for residential housing construction, including support for new methods of engineered timber, modular housing and other methods to more economically utilize timber resources.

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

Hazard reduction and fire operations undertaken within national parks and forestry property assets are to be undertaken by the respective Government agencies (NPWS and Forests NSW) with support, if required, by the fire brigade and rural fire services. The State

Government is to ensure that employment levels at these agencies (NPWS and Forests NSW) are to be maintained so that all required fire activities as well as other operating activities can be successfully undertaken by Government employees within these agencies

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

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

Waste Management and Resource Recovery

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

NSW Labor will:

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

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

- (c) Support sustainable markets for recovered resources and recycled materials with strong incentives to stop particular waste streams going to landfill.
- (d) Insist on world's best practice in the storage of hazardous waste materials.
- (e) Review the waste levy to ensure it's fit for purpose, and acts as an incentive to better recycling practices
- (f) Legislate to ban all single-use plastics and invest in upgraded plastic recycling infrastructure to transition to a circular economy.
- (g) Ensure the complete removal of asbestos, rather than remediation, when undertaking any upgrade works to NSW Government property or on any NSW Government funded project to ensure the safety of future generations while working towards a goal of full asbestos removal from all NSW Government owned property and assets.
- (h) Pursue appropriate means to reduce other plastic pollution entering the environment, in particular our rivers and marine environments and reduce generation of plastic waste.
- (i) Labor supports the development of sustainable recycling industries for coal ash, which represents over 18% of all waste produced in Australia.

1.81 NSW Labor believes that the manufacture, use, storage, disposal, import and export of such chemicals should be subject to strict statutory controls including

outright prohibition where appropriate. Such controls should have the primary objective of preventing harm to human health and to the environment.

Household Energy Performance

1.82 Labor is committed to improving household energy efficiency, and ensuring the benefits of electrification are widely realised, and support policies to ensure that low-income households, renters, and those in social housing are not left behind. The Labor Government has introduced reforms to sustainable building energy standards (BASIX) which will reduce costs on households through improved energy and thermal performance of new homes. NSW Labor notes that NSW is the first state in Australia to have implemented BASIX 7-star ratings.

Labor will:

- (a) Coordinate a plan with industry and unions to deliver consumer energy resources and energy efficiency improvements at scale whilst ensuring safety and quality jobs for licenced workers and apprentices
- (b) Implement minimum energy efficiency standards for rental properties and mandatory disclosure of efficiency performance at point-of-sale and rental.
- (c) Comprehensively upgrade the energy efficiency of the social housing stock, including the electrification of all dwellings.
- (d) Establish a review of household energy supply, with an aim to curtail new gas

- connections, in line with our net-zero commitments.
- (e) Support lifting the National Construction Code energy efficiency standards for new homes over time, beginning with a rise from 6 to 7 stars.
 - (f) Work with industry and households on a gas substitution roadmap which identifies genuine opportunities to electrify and switch fuels for operations while maintaining production
 - (g) Ensure that medium/high density residential buildings, which up to now have had a low conversion to solar panel based power owing to their small roof areas, will be able to fully participate in the conversion to renewable energy through implementation of neighbourhood power sharing schemes, involving the networking of roof based solar panels throughout a neighbourhood and the linking of these networks to local community batteries

Protecting our Heritage

- 1.83 NSW Labor will maintain legislation and the capacity of government agencies to identify, preserve and protect items of environmental heritage including buildings, works, relics or places of historic, scientific, cultural, social, archaeological, architectural, natural or aesthetic significance for the State and items of Aboriginal heritage.
- 1.84 A NSW Labor Government will preserve, protect and maintain the national estate by the retention of:

- (a) Preserve, protect and maintain the National Estate and its retention.
- (b) The Heritage Council at State level, to protect historically, architecturally and culturally significant buildings.
- (c) A State Heritage Inventory. The inventory should list all items of State heritage significance and be available to the public.
- (d) Better plan for the distribution of population, housing density and economic activity while ensuring that services and infrastructure are provided in a timely, co-ordinated and cost effective manner. Undertake planning of distribution of economic activity and population.
- (e) Regulate land use.

Promoting Sustainable Transport

- 1.85 A key factor in creating liveable communities is access to transport. The NSW Labor government is planning and implementing an integrated transport system to meet the needs of commuters, road users, industry and freight operators across NSW.
- 1.86 The NSW Labor Government is committed to developing Strategic Regional Integrated Transport Plans (SRITP). These Plans will work on the same footprint as Planning NSW, and will be strategic and regionally focused, whilst being mode and purpose agnostic. In conjunction with the Australian Government's Corridors of Strategic Importance, and local government strategic plans, SRITPs will inform the planning for investment in regional road, rail and other infrastructure.

- NSW Labor will use transport investment as a lever to achieve a broad range of social outcomes and drive economic equality, and employment, especially for women and new and emerging communities.
- 1.87 NSW Labor will examine whether there is scope to broaden the infrastructure appraisal process, both for project selection and project design, to also include the ancillary impacts of projects on amenity, sustainability, network connectivity, and the potential for catalysing job agglomeration.
- 1.88 NSW Labor believes transport systems should be environmentally sustainable and energy efficient and be planned to meet projected needs. This includes a focus on both reducing emissions through increased public transport use and building public transport in an energy and carbon-efficient way. NSW Labor supports the provision of safe, reliable and secure transport services and NSW Labor is committed to improving transport service provision for regional, rural and remote areas of NSW. NSW Labor maintains that transport planning should be evidence-based and in the public interest.
- 1.89 NSW Labor will examine bringing transport cleaning back in house at the expiry of each contract. Labor will continue to work with affected unions on this process.
- 1.90 NSW Labor believes all citizens should have access to affordable, reliable public transport. To achieve this NSW Labor will:
- (a) Upgrade metropolitan bus services including the development of strategic bus corridors and bus ways in a strategic and efficient way.
 - (b) Develop new commuter rail services including heavy, light and metro systems.
 - (c) Upgrade ferry services.
 - (d) Better integrate public transport modes.
 - (e) Invest in regional transport.
 - (f) Develop safe and connected active transport link.
- 1.91 NSW Labor will end the discrimination against temporary migrants accessing public and essential services of the state. As such, NSW Labor will ensure that all students in the state (including international students and other temporary migrants) are eligible for travel concessions on par with domestic students.
- 1.92 NSW Labor will build better roads, address congestion by a range of measures including the provision of bus lanes and transit lanes and improve road safety.
- 1.93 The NSW Labor Government recognises that for people living in the regions, transport and roads are key social determinants of health, education, opportunity, and jobs, deliver social inclusion and closing the gap initiatives and are vital for resilience during natural disasters.
- 1.94 The NSW Labor Government is committed to saving lives and livelihoods by improving road and rail safety.
- 1.95 The NSW Labor Government acknowledges the social and economic benefits of betterment to assets like roads and bridges after they are damaged by severe weather events.

- on government- operated public transport services.
- This includes:
- (a) Increasing the number of Transit Officers and security staff on the public transport network;
 - (b) Introducing tough penalties for people who assault, harass or threaten public transport workers; and
 - (c) Consulting with public transport workers on other measures to improve their safety at work.
 - (d) NSW Labor will consult with women and women's organisations to understand their experiences of public transport and develop measures to improve safety and encourage use of public transport by women and girls.
- 1.96 The NSW Labor Government is committed to improving public transport
- 1.97 in regional, rural and remote areas and will continue to trial zero emission buses in regional NSW environments.
- 1.98 NSW Labor will improve freight links to drive economic growth and expand export opportunities for NSW businesses and industries in a strategic and efficient way.
- 1.99 NSW Labor recognises that emphasis should be given to shifting freight transport from road to rail where appropriate.
- 1.100 NSW Labor will support the development of alternative transport modes, which are environmentally friendly, and energy efficient, such as car sharing schemes and shared pathways and cycleways for pedestrians, cyclists and personal mobility bicycle riders
- 1.101 NSW Labor believes that commuters and public transport workers have to the right to be and feel safe at all times on public transport. NSW Labor also notes that concerns about public transport safety can discourage people from using local services, and therefore from participating in their local community.
- All public transport workers in NSW, however, are too often subjected to threats, harassment, and assaults.
- NSW Labor supports a multipronged approach to reducing violence and anti- social behaviour
- 1.102 NSW Labor recognises that public transport inherently offers energy efficiencies. Labor will work to ensure that all operations are able to deliver further energy efficiency outcomes.
- NSW Labor recognises that electric vehicles offer cleaner air, and reduced emissions. NSW Labor supports low and zero emission vehicles becoming the standard for the State Government vehicle fleet. NSW Labor will investigate and implement appropriate programmes to encourage the uptake of low and zero emission vehicles and vessels across all modes and categories of transport. Labor will support electric vehicle uptake through appropriate subsidy support and not introduce taxes that would limit their uptake. Labor will support the rapid deployment of electric buses in Government and contracted bus fleets, and provide appropriate support for

deployment of electric vehicle charging technology

NSW Labor will preference local procurement to maximise job creation opportunities and minimise transportation.

- 1.103 The Government will work with unions to achieve best practice procurement policy, which may include re-establishing Government ownership in previously privatised areas, and:
- (a) ensure the wages and conditions of bus drivers are lifted from the worst to best in the country and are set as an industry
 - (b) improve, maintain and create the best possible facilities for all bus drivers
 - (c) invest in better equipment and more routes
 - (d) create an industry that is attractive for workers to train as, become and make a career in the bus industry
- 1.104 NSW Labor will prioritise the expansion of the heavy rail across the Sydney and NSW rail network to maximise interoperability in order to incentivise the use of rail over the use of less environmentally friendly modes of transport both for passengers and goods. As part of this commitment the government will ensure that affected unions will be consulted as part of the mode agnostic business case into south west rail planning.
- 1.105 NSW Labor rejects ideologically driven transportation developments that are sustained by anti-worker sentiment. NSW Labor will not convert any further existing heavy rail lines to metro. NSW Labor will continue to build new rail services

into the future, in conjunction with the housing our city needs to grow. NSW Labor commits to a review of staffing and safety arrangements for the south west metro line, with affected unions and all relevant stakeholders prior to its operation.

- 1.106 Western Sydney International (Nancy Bird-Walton) Airport will provide much needed infrastructure and job opportunities for the residents of Western Sydney. Successive Coalition Governments have neglected this region of properly coordinated planning regarding road and rail infrastructure to support the additional one million people projected over the next 20 years moving into the region as well as the consequences of an 80 million passenger movement plus freight airport. For an airport to be successful in Western Sydney it must be properly planned and budgeted for to address the needs of the region which is the work that NSW Labor is committed to doing in Government. These issues include:
- (a) The development of a best practice noise mitigation plan, including the creation of a night time no-fly zone over communities, recognising that it is possible to ensure simultaneous operations for take offs and landings to the south-west of the runway, while stopping flights over residential communities at night;
 - (b) The introduction of a NSW Government co-ordinator general role to oversee holistic investment and development in the region as well as the provision of transport links such as: Richmond, Penrith BCA to Campbelltown

- (c) The new north-west line, Blacktown, BCA to Liverpool;
- (d) dedicated rail lines to central and Kingsford-Smith Airport.
- (e) The construction of motorways linking western Sydney to Sydney as well as around western Sydney;
- (f) An appropriate Environmental Impact Statement that includes flight paths and other relevant issues not considered in the construction EIS;
- (g) An appropriate fuel line be established being either pipeline or rail;
- (h) Proper community consultation to take place.

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

Working Cooperatively with local government

1.107 NSW Labor believes sustainable communities can only be achieved by the State Government working cooperatively with local government. NSW Labor supports a strong local government sector. NSW Labor will:

- (a) Promote equity for all residents of NSW regardless of local government boundaries.
- (b) Guarantee a system of local government based on universal franchise and continuity for local authorities and their elected members.
- (c) Support local government being recognised in the Australian Constitution.
- (d) Provide sufficient funding to Local Government to allow the highest standard of service provision across all its industry sectors.

1.108 NSW Labor will monitor the existing local government rating system and, where appropriate, implement changes that are equitable for all residents and ratepayers. Rate pegging, particularly the pegging of residential rates, will be maintained. Special rating variations for individual councils will be considered.

1.109 Some local government areas are heavily impacted by tourism, imposing significant strain on local infrastructure and service provision as well as additional costs for local ratepayers. We support enabling accommodation levies on overnight visitors in these local government areas to pay for service delivery, infrastructure and tourism development across the whole local government area to take the pressure of ratepayers.

1.110 The NSW Local Government Grants Commission will continue to recommend the level of financial assistance grants to local government bodies.

1.111 NSW Labor recognises that local libraries have a vital role to play in getting books and information into the hands of people regardless of their wealth. NSW Labor notes that the state share of library funding has fallen to under 10% from 23.6% in 1979/80. NSW Labor supports adequately funded NSW Libraries and will increase the current state share of library funding.

1.112 NSW Labor will amend the Local Government Act 1993 (NSW) to create a specific right of casual conversion for local government employees.

1.113 NSW Labor will

- (a) adequately fund local government and
- (b) conduct an inquiry into cost shifting in local government and commit to funding arrangements that adequately address cost shifting

1.114 As it develops our future road network, the focus of NSW Labor will be on the 185,000 kilometres of local roads, rather than on the hundreds of kilometres of toll roads. NSW Labor supports the provision of real time travel information to travellers, allowing trips to integrate across all modes of transport. NSW Labor recognises toll costs on drivers in NSW are high and rising, and will support reforms that make the application of road tolls more equitable and affordable. NSW Labor will support greater transparency over toll contracts, including oversight by independent regulators to determine if contracts are in the public interest. Tolling methodology, such as differential tolling for trucks, should be transparent and justifiable.

1.115 NSW Labor commits to reform the toll network to reduce the burden of tolls for long distance commuters.

1.116 NSW Labor will ensure no further privatisation of our road network and take any opportunity to reacquire public roads and infrastructure.

1.117 NSW Labor in Government will amend the Local Government Act 1993 (NSW) so that: 1. outsourcing and contracting of council services should only occur in extreme circumstances where there are no

in-house skills and no viable in-house service delivery option; and 2. any workers performing work or delivering services for Council should be on terms and conditions no less favourable than the terms and conditions that would be applicable if direct employees of Council were performing that work or delivering that service.

1.118 NSW Labor State will amend section 358 of the Local Government Act 1993 (NSW) so that the Minister cannot consent to the creation of a corporate entity, or the acquiring of a controlling interest in a corporate entity, under this section where it is reasonably likely that the formation or acquisition would result in: employees of Council losing their jobs; or workers performing work on inferior terms and conditions of employment more generally.

1.119 NSW Labor will amend the Local Government Act 1993 (NSW) to require Councils:

- (a) When considering the outsourcing of a community service, to factor in the effect that decision would have.
- (b) On the terms of conditions of employment of workers; and
- (c) the quality of quantum of employment opportunities in their local community
- (d) To periodically review the services that are outsourced to determine whether or not an in-house service delivery model would provide a better outcome for ratepayers, residents, and workers.

1.120 NSW Labor:

- (a) recognises the cost burden on local governments in updating and improving their IT

infrastructure to meet expectations of the community and the current age.

- (b) will work with local governments to improve their IT infrastructure including cyber security.”

1.121 NSW Labor will help Sydney and NSW to reach their potential, both economically and culturally by supporting a safe and vibrant night time economy, including the one in five businesses that work after dark. Labor’s vision for a new deal for cities and towns at night in NSW would create more jobs and more interesting things to do after dark. It would be a safer place for residents and our night time workers. It would see more profitable late-night businesses and better paid night time workers. For workers at night this agenda means more jobs. It means getting home safely, being able to have a meal and a drink after work, and a fair wage for working our city’s nightshift. For workers, particularly in our hospitality and entertainment industries, we also aim to create thousands of new and well-paying jobs. The night time economy agenda is important for the workers who serve our cities’ hospitality and entertainment industries, just as it’s important for the health workers and police, retail, manufacturing, freight and transport workers who keep our city running. We want NSW to continue to welcome people from across the world. Sydney is Australia’s tourism gateway. Our city’s experiences after dark still have far more potential to attract tourism. This is an agenda for all of NSW, not just for Sydney’s CBD. NSW Labor supports the further development of the work of the

Night Time Economy Councils’ Committee.

Better Local Governance

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

Tribunal. The number of members elected to a council shall be no less than 5 and no more than 15.

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

- level before the next scheduled local government election;
- (b) Cap political donations and campaign spending during council elections, with state level caps to serve as a starting point for the re-examination of caps on ward level expenditure;
- (c) Elect mayors for four years to end the horse trading between parties for the position; and
- (d) Repeal changes to section 451 of the Local Government Act, which allows councillors with a pecuniary interest to vote on planning controls where they could potentially benefit, as long as they declare an interest.

- 1.132 NSW Labor will amend the Local Government Act 1993 (NSW) to require Councils when considering the outsourcing of a community service, to factor in the effect that decision would have on the terms of conditions of employment of workers; and the quality of quantum of employment opportunities in their local community; and to periodically review the services that are outsourced to determine whether or not an in-house service delivery model would provide a better outcome for ratepayers, residents, and workers.
- 1.133 A Labor State Government will be committed to adequately funding local government and conducting an inquiry into cost shifting in local government and commit to funding arrangements that adequately address cost shifting

Promoting Arts and Culture in the Community

1.134 Access to arts, culture and the creative industries is an essential component of sustainable and liveable communities. NSW Labor will aim to develop Australian cultural expression of the highest standard possible to the widest range of people, including the disadvantaged and those in remote areas.

1.135 To promote arts, culture and the creative industries NSW Labor will:

- (a) prioritise First Nations investment, programs and strategies to support the growth of First Nations arts, culture and creative industries. We will support self determined and autonomous organisations, services and spaces for NSW's First Nations creative, cultural and language practitioners, Aboriginal Community Controlled Organisations, businesses and communities.
- (b) embrace the value of NSW arts, culture, and creative industries, including the talented, innovative artists and other creative practitioners at its centre. NSW Labor will establish a whole of-government approach to creative industries investment, services and program provision. We will reform the various forms of creative industries investment, programs and initiatives provided across NSW Government into a coordinated and cohesive network. We will review arts and cultural sectors to assess needs and build effective partnerships across agencies and with philanthropists, commercial and not-for-profit enterprises. We will strengthen industry pathways and training for the

next generations of artists, cultural and creative workers.

- (c) champion participation in community cultural life for the people of NSW, wherever they live and whatever their traditions. Providing equitable access is central. NSW Labor recognises culture as a public good and acknowledges the role it plays in personal and community wellbeing and economic development. NSW will ensure that cultural access and opportunities for the next generation are enabled and celebrated.

- (d) fostering growth of the arts, culture and creative industries. This includes reforming cultural investment to provide more equitable distribution of funding across NSW, the financial sustainability of cultural infrastructure, and protection of cultural assets and collections. Sustainability also refers to the efficient use and activation of underutilised cultural and civic assets and ensuring the sector transitions to renewables and reduces carbon emissions. Sustainable growth also requires regulatory reform ensure viable careers and enterprises now and for future generations.

- (e) aims to grow national and international audiences, drawing on the rich diversity of cultural experience, artforms and local initiatives. As a part of this ambition, NSW tourism must increase its focus on cultural experiences, including festivals and First Nations cultural tourism. Investment and regulatory support for creative industries and the development creative content, expertise and jobs.

- (f) Support for Australia's musicians and the live music sector through investing in programs and organisations that promote live music and music exports, community music hubs and focus on meaningful music education in early childhood centres and primary schools, with qualified music teachers embedded in every primary school in NSW.

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

1.137 Labor will work across Federal, NSW and local Government to support music.

The value we place on music is because of its fundamental contribution to our identity as Australians, to jobs and the economy, to community and wellbeing.

Our music industry contributes to safe and vibrant night economies, to regional tourism and export. Without live music we don't have a music industry.

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

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

- (a) establishing a plan for contemporary music in NSW

- (b) Providing funding support for new and contemporary music.
- (c) Simplifying planning and noise law applying to venues, including where possible taking a one stop shop approach.
- (d) Establish a NSW Music Development hub, to offer the option of housing music policy bodies, rehearsal space, community radio to foster collaboration. Investing in audience development initiatives.

1.138 NSW Labor supports the role of community radio.

NSW Labor supports a guarantee that the portion the spectrum allocated to community broadcasters will be preserved.

Evidence Based Policy

1.139 NSW Labor:

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

2. SOCIAL JUSTICE AND LEGAL AFFAIRS

2.1 NSW Labor believes in and will support a strong democracy and legal system and promote the participation of Australians in all aspects of civil society.

- 2.2 NSW Labor has continually advanced the rights of all citizens through reforms that eliminate discrimination, ameliorate poverty, intergenerational trauma and the social determinates that cause disadvantage and affect wellbeing, improve gender equality, protect people from crime, provide social support and promote a multicultural society. NSW Labor will build on these reforms to improve the quality of life of all citizens and the opportunity for them to fully participate in society.

Supporting Community Services and Social Welfare

- 2.3 NSW Labor affirms the right of all to enjoy a standard of living consistent with the achievement and fulfilment of human dignity which promotes social justice and human rights.
- 2.4 NSW Labor supports providing community services and social welfare to those in need, with the aim of allowing those persons, to the greatest extent possible, to engage and participate in economic and social life, including through gainful employment.
- 2.5 NSW Labor believes the role of government is to:
- (a) Co-ordinate, fund and support service provision.
 - (b) Monitor services for effectiveness.
 - (c) Promote the equitable distribution of resources across the state.
 - (d) Ensure participation in the planning and provision of services by the community.
- 2.6 NSW Labor will maintain and support high quality and specialised social and community services which provide support for the most marginalised and

vulnerable people in our community.

- 2.7 NSW Labor will work with the community services sector to develop fairer and more secure funding mechanisms.
- 2.8 NSW Labor:
- (a) Recognises that some funding processes, like competitive tenders, can drive down the quality of services in the community services sector and significantly contribute to the undervaluing of the sector's work (including being a major contributor to the historic gender wage gap).
 - (b) Will engage in broad consultation with the community, unions, and the community services sector (including service providers) to develop suitable funding models for service providers.
 - (c) Does not support for-profit providers making profits from the provision of essential community services.
 - (d) Supports sustainable funding cycles for the community sector including five-year service agreements.
 - (e) Is committed to agreed and planned indexation of community and social services funding.
 - (f) Values the important advocacy work of the community sector and will not seek to silence the voice of the sector and the people they support with gag-clauses or any other such restriction.

Supporting Children, Young People and Families

- 2.9 NSW Labor believes all children and young people should:

- (a) Be empowered to achieve their full potential, especially those experiencing poverty, disadvantage, and intergenerational trauma.
 - (b) Be afforded the opportunity to reach their full potential in their social, emotional, psychological and physical skills development.
 - (c) Be protected from all forms of abuse and discrimination.
 - (d) Have a right to knowledge of their identity, both social and cultural.
 - 2.10 NSW Labor believes all children have a right to quality early childhood education regardless of their parents' financial or employment situation.
 - 2.11 Access to and support for high quality education, in a safe, inclusive and supportive learning environment, is integral to improving participation and educational outcomes for people of diverse sexualities and gender identities.
 - 2.12 NSW Labor believes that no child should be excluded from education on the basis of their gender or sexuality.
 - 2.13 NSW Labor believes a wide range of quality services should be available for the education and care of all young children, including long day care, family day care, occasional care, preschool education, employer sponsored childcare, playgroups and any other means of care in accordance with need. Services for the care of school aged children should include before and after school care, and vacation care. Wherever possible these services should be provided on an integrated basis, with additional support for children with special needs.
 - 2.14 NSW Labor recognises that government has a role to play in supporting families, covering the continuum from community strengthening, early intervention through prevention to intensive and crisis responses.
 - 2.15 NSW Labor will utilise a broad concept of family, and ensure services are culturally sensitive, with resources being allocated for parenting education. While focusing on families, NSW Labor will ensure that the needs of individuals are not overlooked.
 - 2.16 Parents should be recognised as the primary educators of their children and appropriate resources should be allocated for parenting education programs and support.
 - 2.17 All children have a right to know their parents in the interests of their development and a full knowledge of their social, cultural, and genetic background. To this end, NSW Labor will ensure that appropriate legislation and regulation operates in NSW to enable adopted children and children conceived by artificial reproductive technology to find out the identity of their non-custodial parents.
- Engaging Young People**
- 2.18 NSW Labor will provide pathways to empower young people achieve their goals and aspirations.
 - 2.19 NSW Labor believes young people must:
 - (a) Know their rights and responsibilities.
 - (b) Be actively engaged in the decision-making process.
 - (c) Have access to quality education at all levels.
 - (d) Have the opportunity to achieve economic and social empowerment.

- (e) Know their rights at work.
 - (f) Have the ability to access services and facilities that promote their wellbeing.
 - 2.20 NSW Labor believes that young people have the right to:
 - (a) Food, shelter and clothing.
 - (b) Freedom of expression.
 - (c) Freedom of assembly.
 - (d) Recognition of their unique aspirations derived from varying ethnicities, socio-economic backgrounds, and geographic localities.
 - (e) Privacy and reputation.
 - (f) Freedom from all forms of physical, sexual or mental violence, injury or abuse, neglect or negligent treatment or exploitation.
 - (g) Freedom from discrimination.
 - 2.21 NSW Labor believes that young people share the common responsibilities of society. They are subject to the same laws and the same expectations as other members of society. The enforcement of young people's responsibilities must take into consideration the unique characteristics of youth.
 - 2.22 NSW Labor believes in the importance of confidential access to health care facilities for young people.
 - 2.23 NSW Labor believes young people should have autonomy and independence in making decisions about their health. Essential to this is access to free and confidential health care services and facilities including:
 - (a) Prevention and early intervention services.
 - (b) Sexual and reproductive health services.
 - (c) Trauma informed mental health services.
 - (d) Alcohol and other drug services.
 - (e) Eating disorder and body image services.
 - 2.24 NSW Labor recognises youth suicide as a major public health issue. NSW Labor will work to achieve a reduction in youth suicides by striving to achieve a better quality of life for young people, and will:
 - (a) Fund education campaigns to promote community awareness of youth suicide, directed at young people through both secondary schools and the broader community.
 - (b) Increase the scope of funding for support programs for those sections of this community deemed to be particularly 'at risk', including those exposed to domestic violence, those experiencing drug and alcohol harm, those with mental health issues and same-sex attracted, gender diverse and intersex youth.
 - (c) Fund other specialist services as required.
 - 2.25 NSW Labor supports the introduction of a single universal concession card for young people, that is recognised by both the private and public sectors.
- A Whole of Government Response to Domestic and Family Violence**
- 2.26 NSW Labor recognises that much needs to be done to support victims of domestic and family violence, and in particular women and children leaving that violence.
 - 2.27 NSW Labor notes a clear need for investment in primary prevention strategies that are designed to dismantle harmful attitudes towards women, promote gender equality, women's economic

participation, perpetrator accountability and respectful relationships.

2.28 NSW Labor will adopt a whole-of-government, multifaceted and sustainable approach to stop violence and support the safety and well-being of victim-survivors and those living with domestic and family violence. This will include:

- (a) Providing funding in all government-funded programs, services, and grants to enable full implementation of federal legislation for ten days paid domestic and family violence leave.
- (b) Measures to ensure state and local governments together with the community sector foster collaboration and innovation in the development and implementation of community strategies designed to address domestic and family violence from a holistic and empowerment perspective.
- (c) Strengthening funding of domestic and family violence services, including the re-establishment of specialist feminist domestic violence refuges for women and children, to support a holistic and empowerment approach to service delivery to women and their children who are experiencing violence.
- (d) Improve human services sector responses, through strengthened screening and risk assessment procedures, greater workforce training and development, and better coordination and information sharing between different parts of the human services systems that support victims of violence.
- (e) Building the capacity of family services, housing, employment, mental health and drug and alcohol services to identify

violence and provide support before the violence gets worse.

- (f) Strengthening funding to Aboriginal community-controlled services for targeted prevention and early intervention initiatives for Aboriginal communities, as well as culturally sensitive services to respond to Aboriginal women and families in crisis.
- (g) Strengthening funding in family violence and elder abuse response programs.
- (h) Amendments to the laws regulating the legal system relating to domestic violence against women and increases to the penalties relating to the harassment and assault of women seeking relief from domestic and family violence.
- (i) Increasing investment in community-based programs that seek to generate cultural change in attitudes and behaviours that facilitate family violence.
- (j) Increasing investment in early intervention and preventive programs aimed at protecting victims before violence escalates and intervening to ensure someone does not go on to be violent.

2.29 NSW Labor will establish a Family and Domestic Violence Unit to oversee a whole of government response and accountabilities.

2.30 NSW Labor will continually monitor and properly fund measures to criminalise coercive control in NSW to ensure they are meeting their purpose of preventing domestic and family violence.

Inclusion of People with Disabilities

2.31 NSW Labor commits to breaking down barriers and ensuring that people with disabilities can participate in all aspects of

- economic and social life in our state.
- 2.32 NSW Labor recognises that disability is an umbrella term that encompasses a wide range of impairments and that everyone's experience of disability is unique.
- 2.33 NSW Labor adopts the social model of disability, believing that disability emerges from interaction with an inaccessible environment with physical, attitudinal, communication and social barriers.
- 2.34 NSW Labor believes people with disabilities have:
- (a) Inherent rights to respect for their human worth, dignity and the right to be consulted and participate in the formation and implementation of policies which affect them and the community as a whole.
 - (b) The same rights as other members of society and should be afforded the opportunity to participate in society to their maximum capacity.
- 2.35 NSW Labor believes that services for people with disabilities should:
- (a) Have as their focus the achievement of positive outcomes.
 - (b) Be accredited to ensure that service providers meet quality standards of care.
 - (c) Be encouraged to adopt evidence based good practice.
 - (d) Assist people with disabilities to realise their potential.
 - (e) Provide housing in the community when appropriate.
 - (f) Include school to work transition programs.
- 2.36 NSW Labor believes that mainstream services should have physical access and a service culture that welcomes and meets
- the needs of people with disabilities.
- 2.37 NSW Labor believes that people with disabilities, and those who work with them, have a right to be consulted and to participate in decisions that affect them.
- 2.38 NSW Labor supports the critical role of independent disability advocacy services and believes these services are necessary to ensure people with disabilities are empowered, shape policy, can access the services they need, and are safeguarded from abuse, neglect and exploitation.
- 2.39 NSW Labor supports the social benefit of a broad and diverse mix of ageing and disability service providers, including the continuing role of the public sector (in particular, the public health, education, and transport sectors) as a provider of mainstream disability services.
- 2.40 NSW Labor believes that the provision of public sector disability care in NSW should always remain as a critical safety net for those who cannot access other services and supports.
- 2.41 NSW Labor commits as a benchmark for industry standards, and to maintaining the quality availability of disability services in rural and regional NSW.
- 2.42 NSW Labor recognises the unique housing needs of people with disabilities and will advocate for increased funding and resources for people with disabilities in NSW housing services.
- 2.43 NSW Labor will encourage collaboration between governmental bodies, housing agencies and private sector

- stakeholders to create housing solutions that cater to the diverse needs of people with disabilities in NSW.
- 2.44 NSW Labor supports the expansion of workplace initiatives targeted at providing women living with a disability with equal opportunity.
- 2.45 NSW Labor believes that the National Disability Insurance Scheme (**NDIS**) represents a proud and historic Labor legacy that has improved the lives of people with disabilities.
- 2.46 NSW Labor will work in partnership with state, territory, and federal governments to defend the NDIS and its accountability mechanisms to ensure people with disabilities across NSW can access choice and control over how they live their lives.
- 2.47 NSW Labor supports a fully-funded NDIS that provides the support required for people with disability while also maintaining and enhancing remuneration, job security and career development opportunities for the disability sector workforce.
- 2.48 NSW Labor recognises that retaining and attracting a qualified and experienced disability sector workforce in NSW will ensure quality services and genuine choice and control for people with disabilities.
- 2.49 NSW Labor will support enhancing skill levels, skill recognition and continuing professional development of the disability sector workforce through the delivery of an accredited, portable training scheme.
- 2.50 NSW Labor supports:
- (a) Ensuring employment standards are protected and maintained through the NDIS funding mechanisms so NDIS pricing reflects the true cost of required staffing supports for people with disabilities.
 - (b) Measures to minimise the spread of casualised and insecure work in the disability sector.
 - (c) The development of best practice standards and accreditation of supports in consultation with stakeholders so that quality controls and safeguards can be established, maintained, and properly funded.
- 2.51 NSW Labor will engage deeply with the disability community to develop a unified ecosystem of support for people with disabilities including the development of foundation supports for people outside of the NDIS to ensure all such persons have access to culturally appropriate, safe and quality services and supports.
- Supporting Older People**
- 2.52 NSW Labor believes that older people should receive just recognition for their contributions to society and have access to a wide range of sensitive, innovative, and flexible services which will allow them to enjoy their lives and leisure.
- 2.53 NSW Labor supports:
- (a) Broadening the range of affordable and accessible accommodation options for older people, taking into account cultural diversity.
 - (b) Measures that enable older people to take an active part in community affairs.
 - (c) Introducing a comprehensive study on the needs of older

people with particular emphasis on the needs of those from Aboriginal communities, rural areas and from culturally and linguistically diverse backgrounds.

- 2.54 NSW Labor will ensure that the particular vulnerabilities of older people are addressed in planning for heatwaves and other extreme weather events.
- 2.55 NSW Labor recognises that older people in our society can be subject to emotional abuse, financial abuse, physical abuse, sexual abuse, and neglect. NSW Labor believes that the government must play an active role in reducing the incidence of elder abuse in our state.
- 2.56 NSW Labor will take a zero-tolerance approach to elder abuse in the state and ensure that an effective framework with strengthened funding is in place for prevention, investigation, and response of elder abuse.

Supporting People Who Experience Drug and Gambling Harms

- 2.57 NSW Labor:
 - (a) Believes that supporting people who are experiencing harms from substance use or gambling should be a priority for government.
 - (b) Recognises that the systemic factors that contribute to harms from substances such as alcohol and other drugs include poverty, lack of access to education and employment opportunities, and trauma.
 - (c) Acknowledges the racial disparities in drug enforcement and sentencing and will work to eliminate discriminatory practices within the criminal justice system.

- 2.58 NSW Labor will ensure that those who are experiencing harm from alcohol or other drugs can access appropriate treatment and care to enable them to participate, to the greatest extent possible, in social and economic life.
- 2.59 NSW Labor supports people with lived experience of harm from alcohol or other drugs having a say in the decisions and services that affect them.
- 2.60 NSW Labor will ensure that individuals experiencing harm from alcohol or other drugs have access to affordable and comprehensive treatment options, regardless of their socio-economic status.
- 2.61 Noting that the Minns Labor Government in its first year implemented the Electoral Funding Amendment (Registered Clubs) Bill 2023:
 - (a) Remove any nexus between gambling income and political donations by banning all political donations from gambling industries and organisations and organisations which promote gambling, at all levels of government.
 - (b) NSW Labor should actively campaign to outlaw donations from those industries and organisations and use its good offices with Federal Labor to prevent such funds flowing to State Political Parties.
- 2.62 NSW Labor recognises that gambling can be harmful for many in our community and will provide support to persons who are experiencing gambling harm, including support for their friends and families.

- 2.63 NSW Labor is committed to minimising the harmful impacts of gambling to communities across NSW.
- 2.64 NSW Labor is committed to a public health model of preventing and responding to harms from gambling including the need for public funding of gambling treatment services, and appropriate regulation and legislation to protect individuals and communities.
- 2.65 NSW Labor recognises that particular communities are experiencing greater harm from gambling and should be involved in planning and delivery of services.

Advancing our Veterans

- 2.66 NSW Labor acknowledges the selfless contribution of veterans to our state and the wider country.
- 2.67 NSW Labor will ensure that veterans are acknowledged and recompensed for the sacrifices they have made in service to their country.
- 2.68 NSW Labor will ensure that government adequately provides for veterans in the community so that they can lead comfortable lives commensurate to their community contribution.
- 2.69 NSW Labor will work with the federal government to ensure veterans are adequately provided for.
- 2.70 NSW Labor will work with its state and territory counterparts to better integrate services for veterans across the country.
- 2.71 NSW Labor is committed to recognising the service of all veterans across NSW including

veterans from contemporary conflicts, Aboriginal and Torres Strait Islander veterans, and veterans and their families who have experienced harm and suicide as a result of their service.

Providing Home and Community Care Services

- 2.72 To enhance the quality of life of older people, people with disabilities and their carers, NSW Labor supports the provision of funding for high quality and cost-effective care in the community, so that appropriate services are provided according to the assessed need of the individual, and inappropriate admission to residential care is avoided.
- 2.73 NSW Labor believes home and community care services must be planned and:
 - (a) Be affordable for users.
 - (b) Be culturally accessible and appropriate.
 - (c) Be respectful of diversity.
 - (d) Safeguard the rights of users.
 - (e) Have complaints mechanisms for users.
 - (f) Have advocacy services for users.
- 2.74 Be delivered by a workforce with a quality training framework, standards of pay and conditions and secure employment.

Achieving Gender Equality

- 2.75 NSW Labor believes that gender inequality is a historical wrong that can and should be corrected.
- 2.76 NSW Labor unequivocally commits to using the power of government to improve gender equality in the state.

- 2.77 NSW Labor will ensure that when policy and laws are developed they have, to the extent relevant, the correction of gender inequality in mind.

Tackling Homelessness and Achieving Housing Equity

- 2.78 NSW Labor believes homelessness should only be brief, rare, and non-reoccurring with a long-term goal of ending street sleeping and homelessness.
- 2.79 NSW Labor believes in a housing first approach to tackle homelessness and will focus on building homes and addressing systemic issues that create homelessness.
- 2.80 NSW Labor acknowledges that short-term rentals are contributing to homelessness, especially in our regions.
- 2.81 NSW Labor believes our homeless community deserves to be treated with compassion, respect and dignity and will abolish and reject punitive laws, practices and policies that cause stigma.
- 2.82 NSW Labor believes emergency and temporary accommodation should be available to anyone who needs it and will abolish and reject caps or other arbitrary restrictions on emergency accommodation.
- 2.83 NSW Labor recognises that an effective network of crisis, medium and long-term homelessness support services are vital to our community.
- 2.84 NSW Labor supports adequate funding for specialist homelessness services for all people who require such services.

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

- (a) People experiencing mental ill health.
- (b) People experiencing harm from substance use and gambling.
- (c) Women, with or without accompanying children, leaving domestic and family violence.
- (d) Single parents with children.
- (e) Young people experiencing abuse, family breakdown or leaving statutory out of home care.
- (f) Older people, particularly women, renting privately who are no longer working because of illness and age with limited assets and financial provisions in the form of superannuation.
- (g) People being discharged from hospital, including psychiatric centres.
- (h) Inmates being discharged from prison.
- (i) LGBTIQ+ people.
- (j) Indigenous people.

Promoting Cultural Diversity

- 2.86 NSW Labor acknowledges that Australia's First Nations culture is the oldest continuous living culture in the world and that it plays an integral part in NSW's multiculturalism.
- 2.87 NSW Labor supports the concept of multiculturalism and believes it is central to our national identity.
- 2.88 NSW Labor recognises this state as a vibrant, egalitarian and resilient multicultural society and is dedicated to building a united, harmonious and inclusive community.
- 2.89 NSW Labor condemns racism of all forms and will support initiatives to eliminate racism in NSW.

- 2.90 NSW Labor affirms that multiculturalism is central to our state interest as it creates a rich society, brings social and cultural benefits, contributes to a strong economy, helps drive prosperity and promotes community resilience.
- 2.91 NSW Labor recognises the principles of multiculturalism as central to our democracy and a key pillar of our civil society. These principles are expressed within the context of:
- (a) A unified commitment to the state, its interests and future.
 - (b) Recognition of the importance of shared values governed by the rule of law within a democratic framework.
 - (c) All citizens having equal rights and responsibilities irrespective of the cultural, racial or linguistic background.
- 2.92 NSW Labor recognises that diversity in our state should be reflected in a whole-of-government approach to policy development, implementation and evaluation. To that end, each public authority must observe the principles of multiculturalism in conducting its affairs.
- 2.93 NSW Labor will support there being a key government agency responsible for implementing the relevant statute and overseeing the implementation of the principles of multiculturalism and policies across all government departments and agencies.
- 2.94 The agency should have and be seen to have:
- (a) Good governance and well-defined roles and responsibilities.
 - (b) Effective structures.
 - (c) A transparent appointments process.
 - (d) Research capacity and capability.
 - (e) Open channels of communication with members of the public, ease of access and productive community engagement.
 - (f) Adequate funding for community grants that maximise opportunity and accountability, and funding that ensures it has the financial resources to meet its charter and obligations.
- 2.95 NSW Labor commits to strengthening the agency's community engagement and outreach, language capacities and research capabilities. To this end, NSW Labor will ensure an adequate number of qualified staff are employed by the agency.
- 2.96 NSW Labor will task the agency with producing comprehensive publications that can contribute to the advancement of discourse about multiculturalism in NSW.
- 2.97 NSW Labor in government will ensure that all state government departments and agencies ensure their programmes and services are equitable and accessible for all culturally and linguistically diverse persons and other communities including recently arrived migrants, people seeking asylum, and refugees.
- 2.98 NSW Labor recognises the strong and unique contribution that refugees have made to our community and believes that appropriate and adequate support must be provided to assist the resettling of refugees in our state.
- 2.99 NSW Labor will ensure all state government departments and agencies allocate sufficient

resources to respond to the needs of culturally and linguistically diverse persons and other communities.

2.100 NSW Labor recognises the ongoing under representation of culturally and linguistically diverse people in senior leadership positions across business, politics, government, and higher education.

2.101 NSW Labor will improve the representation of culturally and linguistically diverse people across all organisations and institutions, including within the Party.

Ensuring Animal Welfare

2.102 NSW Labor believes that all animals should be treated humanely.

2.103 NSW Labor will work to achieve better animal welfare and consistent application and enforcement of animal protection statutes by harmonising relevant federal, state and territory laws and codes.

2.104 NSW Labor will:

- (a) Establish an independent office of animal welfare.
- (b) Phase out cosmetic testing on animals or on products used in the production of cosmetics.
- (c) Oppose any anti-whistleblower laws in the agricultural industry.
- (d) Work with domestic and family violence services to expand foster options for pets when those who are experiencing domestic and family violence and are seeking safety and recovery cannot accommodate family pets.

Promoting Participatory Democracy

2.105 NSW Labor believes that:

- (a) Electorates, as far as practicable, should contain an equal number of voters.
- (b) The positions of candidates on ballot papers should be determined by lot.
- (c) The political party affiliations of candidates should be shown on ballot papers.
- (d) Political party how-to-votes should be on display in polling places.
- (e) All prisoners should retain the right to vote.
- (f) Adequate facilities should be available for enrolment, voting, the provision of political information and access to MPs.
- (g) A system that provides public financial support to political parties is essential in a democracy.
- (h) The NSW Electoral Commission should conduct programs to educate voters fully in the workings of the electoral system and conduct regular campaigns through all schools and tertiary education institutions to encourage all young Australians to enrol as soon as they turn 18 years. The NSW Electoral Commissioner should positively encourage potential voters to enrol by accessing and utilising other government databases.

2.106 NSW Labor believes that the public should be presented with fair, balanced, and truthful information during state elections. To that end, NSW Labor will investigate and, if appropriate, take steps to combat the use of misleading and deceptive advertising, misinformation, and disinformation during state elections.

2.107 NSW Labor believes that the proper functioning of democracy depends on there being a free media in which ideas can be openly exchanged, and that any

laws or government actions that impose on this freedom must be carefully scrutinised and only adopted where they have a legitimate purpose and are a reasonable restriction on free media.

Zero Tolerance of Corruption

- 2.108 NSW Labor believes that corruption is a stain on our society, fouls democracy and redirects public resources away from the common good toward venal special interests.
- 2.109 NSW Labor commits to providing honest, transparent, and accountable government.
- 2.110 NSW Labor believes that citizens should have a right to expect MPs and Ministers to behave ethically and put the community's interests ahead of their own.
- 2.111 NSW Labor commits to expelling anyone found to have acted corruptly from its ranks.
- 2.112 NSW Labor will legislate to:
 - (a) Appoint an Inspector General for Parliamentary Standards, with powers to conduct audits and investigate and penalise MPs who breach the Code of Conduct.
 - (b) Give the public access to the financial interests of MPs including their taxable income and details about the pecuniary interests of spouses and dependents.
 - (c) Require MPs to disclose details of any family member who holds contracts with the state government.
 - (d) Require Ministers every month to publish a diary of every meeting they have had with lobbyists, MPs or private companies relating to

commercial transactions or decisions.

- (e) Ensure that no MP will be allowed to actively work in secondary paid employment.
 - (f) Require mining exploration licences to be scrutinised by an independent probity panel subject to approval by Cabinet.
 - (g) Strengthen protection for whistleblowers including by ensuring employees in the private sector receive the same protection as public servants.
 - (h) Respond to the recommendations of the Independent Commission Against Corruption to reduce the opportunities and incentives for corruption.
- 2.113 NSW Labor will ensure public money is spent fairly and transparently in NSW. To that end, NSW Labor will put in place proper administrative processes so that public money is distributed according to need, not political benefit.

Access to Justice

- 2.114 NSW Labor believes in providing the community with a just, rational, and accessible legal system and one that is responsive to developments within Australian society.
- 2.115 NSW Labor believes that people are entitled to know the laws that apply to them. To that end, NSW Labor supports all NSW legislation being readily accessible to the community through free and up-to-date electronic databases.
- 2.116 NSW Labor believes that affected groups in the community should be consulted on significant amendments to the law prior to implementation.

- 2.117 NSW Labor believes that class actions should be available to citizens who have a common wrong done upon them.
- 2.118 NSW Labor believes that reasonable legal advice, assistance and representation before courts and similar tribunals should be available as a right to all members of the community in circumstances where their own resources are inadequate to meet the cost of those services. To this end, NSW Labor will investigate codifying this right and other ways to improve access to justice.
- 2.119 NSW Labor supports the existence and funding of community legal centres and Aboriginal legal services and believes they play a vital role in the provision of access to justice.
- 2.120 NSW Labor believes that any unrepresented person, in either civil or criminal proceedings is to be entitled as of right to an adjournment of his or her case to make an application for legal assistance.
- 2.121 NSW Labor believes that appropriate legal aid funding helps ensure access to justice. To that end, NSW Labor, in partnership with relevant legal institutions and the federal government, will review and where appropriate increase funding for legal aid.
- 2.122 NSW Labor is committed to practical measures that will reduce the costs of litigation in NSW and thereby improve access to justice.
- 2.123 NSW Labor supports reform of the law with respect to standing to provide access to the courts to individuals or organisations seeking to protect a substantial public interest.
- 2.124 NSW Labor will consult and work with women's organisations, peak bodies and stakeholders for youth, older Australians, multicultural, LGBTIQ+, disability and mental health communities, as well as other civic groups and organisations to identify historic inequities in the law and make recommendations where appropriate for changes to address those inequities.
- 2.125 NSW Labor believes that no copyright should be enforced, in normal circumstances, by the government or any other body in relation to statutes or the judgments or proceedings of courts and tribunals.
- 2.126 NSW Labor supports a Model Litigant Policy to ensure that legal officers representing a government act ethically, fairly, honestly and in a timely manner to ensure the proper administration of justice.
- 2.127 NSW Labor supports regular review of the Model Litigant Policy to ensure that it reflects modern developments in the legal system and the changing expectations of members of the public interacting with government to resolve disputes.
- Freedom from Discrimination**
- 2.128 NSW Labor supports an inclusive and diverse NSW with fair and equal anti-discrimination laws which apply to and protect all people in NSW.
- 2.129 NSW Labor believes that the anti-discrimination framework is an effective way of delivering equal treatment of all NSW citizens regardless of background.
- 2.130 NSW Labor supports the regular review of anti-discrimination laws to ensure that they reflect a

commitment to eliminate discrimination on the grounds of sex, race and ethnicity, caste, marital status, colour, disability, language, sexuality, age, pregnancy, status, religion, or politics.

- 2.131 NSW Labor will update and reform the anti-discrimination framework and legislation to ensure protection for groups that are not adequately protected.
- 2.132 NSW Labor will remove exemptions which privilege religion over other protected attributes, while failing to extend similar protections on other grounds.

Protection of Human Rights and Civil Liberties

- 2.133 NSW Labor is committed to improving the human rights and civil liberties frameworks in our state.
- 2.134 NSW Labor supports a community consultation into the introduction of further legislation to better protect the human rights of NSW residents when law is interpreted and applied.
- 2.135 NSW Labor supports improvements to the processes for parliamentary scrutiny of legislation in line with human rights principles so that the human rights of NSW residents are properly protected when law is developed.
- 2.136 NSW Labor believes that adults have the freedom to seek, receive and impart information and ideas in the form and media of their choice. This freedom should only be restricted to the extent necessary to prevent harms, and to respect the rights and reputations of others. Restrictions should be determined in accordance with

reasonable standards that prevail in the community from time to time.

- 2.137 NSW Labor condemns attempts to ban books in local libraries that promote diversity and inclusion.
- 2.138 NSW Labor supports our libraries as places where LGBTIQ+ people can feel included, safe, supported and protected.
- 2.139 NSW Labor believes that the principles of natural justice and a rigorous assessment of the public interest must be applied to operate at all levels of proceedings against individuals for contempt of court or contempt of Parliament.
- 2.140 NSW Labor supports the right of peaceful assembly to exist subject to preventing any unreasonable interference with the activities of the wider community.

Equal Access to New and Emerging Technology

- 2.141 NSW Labor believes that technology is a key driver of progress and prosperity in all fields of social, cultural and economic life in our state and has the potential to reduce inequality if adequately managed.
- 2.142 NSW Labor also recognises that if new and emerging technologies are not adequately managed by government, they have the potential to increase inequality between citizens.
- 2.143 NSW Labor will ensure that every citizen of NSW, not just a select few, have access to the transformative powers of new and emergent technology including in their interactions with government.
- 2.144 NSW Labor will support technological innovation while also

ensuring that such innovation benefits the many rather than the few.

Open and Transparent Government

2.145 NSW Labor believes that freedom of information legislation should enable broad and expeditious access to information in the possession of government departments and statutory authorities limited only by such exemptions as are necessary to protect individual privacy and the public interest.

2.146 NSW Labor will ensure that state-owned corporations are subject to freedom of information laws.

2.147 NSW Labor will rebalance freedom of information legislation to support the public's right to know the full range of costs and benefits resulting from the privatisation of any state-owned assets.

An Independent Judiciary

2.148 NSW Labor will ensure the continued independence of the judiciary and the independence of those accorded the status of judges.

2.149 NSW Labor believes that no member of the judiciary or those accorded the status of a judge should be removed from office except by proved misbehaviour or incapacity.

2.150 NSW Labor will address the postcode inequities that exist in our legal system by ensuring that judicial resources are properly and fairly allocated across the state, in particular to rural and regional areas.

2.151 NSW Labor supports the impartial selection of a judiciary that

represents the diversity of the Australian community.

2.152 NSW Labor supports arrangements requiring the Attorney-General to consult with relevant heads of jurisdiction, legal professional bodies, and bodies representing legal professionals from diverse or minority backgrounds to ensure the recent increase in judicial appointments of people from diverse cultural backgrounds continues.

Criminal Law and Sentencing

2.153 NSW Labor will ensure that NSW law conforms to the following fundamental principles:

- (a) Persons are not subject to arbitrary detention, or prolonged detention without charge after arrest.
- (b) Persons charged with a criminal offence are presumed innocent until proved guilty before an independent Court.
- (c) Charged persons are tried without undue delay.
- (d) Accused persons are given a fair trial.
- (e) Persons charged with serious criminal offences are provided with legal representation if they are unable to afford legal representation of their own.
- (f) Persons shall not be found guilty of any crime, the elements of which did not constitute a crime at the time of its commission.
- (g) Persons accused of a criminal offence shall not be compelled to incriminate themselves.
- (h) Persons convicted of a criminal offence shall have the right to appeal against conviction and sentence.
- (i) Criminal trials shall take place before independent courts open to the public, subject to measures that protect

- vulnerable complainants and witnesses (including complainants in sexual assault proceedings and children), with suppression and non-publication orders only to be made in exceptional circumstances.
- (j) Accused persons should not be confined to the dock during trial unless the judge in their discretion orders otherwise.
- 2.154 NSW Labor acknowledges that the current legal framework is not effectively assisting victims of sexual assault, harassment and violence to receive justice and will advocate for a more humane criminal justice system for such victims.
- 2.155 NSW Labor believes that no evidence illegally obtained should be admissible in any court for any purpose, except where the court decides that its admission would specifically and substantially benefit the public interest without unduly derogating from the rights and liberties of any individual.
- 2.156 NSW Labor believes that capital punishment should form no part of the law of NSW. The state government should not provide any assistance to any state or country to prosecute an Australian citizen for an offence punishable by death unless pursuant to an agreement that a person so convicted will be repatriated to Australia to serve his or her sentence in prison.
- 2.157 NSW Labor believes that the principles underpinning the prison system are deterrence, maintenance of public safety and the rehabilitation of prisoners.
- 2.158 NSW Labor believes that:
- (a) People should be sent to prison for rehabilitation and their early return to a useful place in society, not for punishment.
 - (b) Prison should only be used as a last resort.
 - (c) Sentences should be set at a level commensurate with the nature of the offence and the likelihood of repetition.
 - (d) A wide range of non-custodial sentencing options should be made available and used wherever possible in preference to imprisonment.
 - (e) The potential of restorative justice programs should be investigated.
 - (f) Subject to compliance with strict security, prisoners should have the right to communicate with their family, friends, and legal representatives.
 - (g) Facilities, resources, and personnel to deal with drug-addicted prisoners should be expanded.
 - (h) Pre and post-release drug programs should be provided, including detoxification programs.
 - (i) The official visitors program should be encouraged and expanded. Such official visitors are to have similar powers, defined by legislation, to those created by the Mental Health Act.
 - (j) Other than in the most exceptional circumstances, prisoners under the age of 18 years should be held in juvenile detention centres.
 - (k) A prisoner eligible for parole should be released on parole, as the Parole Board determines that it has sufficient reason to believe that the prisoner, if released from custody, would not be able to adapt to lawful community life.
 - (l) Every effort should be made to provide inmates with rehabilitation and treatment programs.

- (m) A system of probation and parole hostels should be established.
- (n) Within the limits imposed by practical considerations, vulnerable prisoners, especially those serving short sentences, should be housed in secure, separate institutions.
- (o) Facilities for prisoners on protection at their own request should be no less than they would receive in the normal course of their imprisonment.
- (p) A system of remissions as incentive for rehabilitation should be retained.
- (q) Education and work programs should be made available to all prisoners according to need.
- (r) Inmates should have access to condoms and dental dams to protect themselves and the wider community against HIV/AIDS and other blood-borne and communicable diseases.
- (s) Rehabilitation of prisoners is important in reducing crime, saving taxpayers money and improving our communities. Measures other than imprisonment that reduce recidivism and promote community safety, and that are supported by a strong evidence base, should be implemented.

2.159 NSW Labor does not support the privatisation of prisons.

Protecting the Privacy of Individuals

2.160 NSW Labor believes in the protection of the individual's right to privacy. Subject to the legitimate needs of society, individuals should have the right to control the collection and dissemination of information about themselves and to freely engage in conversation or conduct meetings without intrusion or recording, unless authorised by law.

2.161 NSW Labor will:

- (a) Legislate to extend the operation of privacy protection to cover both the public and private sectors in accordance with international privacy principles and the best international standards, in collaboration with the federal government.
- (b) Maintain regulation of the use, collection and dissemination of information about individuals by both the public and private sectors.
- (c) Ensure that people in NSW can access, subject to questions of public interest, their personal records, whether held by the public or private sectors, and the right to correct false or misleading information contained therein.
- (d) Prohibit the use of telecommunications listening devices unless approved by judicial warrant, provided that evidence obtained by illegal invasion of privacy is generally inadmissible.
- (e) Continually examine the privacy implications of new and emerging technologies to protect the rights of individuals to live their life without unnecessary intrusions by others.
- (f) Support the uniform reform of the law and practice relating to privacy throughout Australia in both the public and private sectors.
- (g) Legislate to protect the rights of employees to be free from any form of secret surveillance in the workplace, including monitoring of email and internet usage, unless the employer obtains the approval through the judicial system. Such approval should only be granted where the employer is able demonstrate that they have reasonable grounds to

- suspect illegal activity on the part of the employee.
- (h) Oppose the use of invasive surveillance and continuous electronic monitoring by employers, which adversely affects employees' wellbeing in the workplace. To this end, NSW Labor will implement appropriate legislation to ensure that the health, safety and quality of employees working life is not adversely affected by the use of electronic surveillance.
 - (i) Legislate to ensure employees have reasonable personal use of email and internet in the workplace. In particular, in relation to the right of employees to communicate with each other and their union using these media.
 - (j) Closely monitor developments in the area of biometrics. Where biometric testing results in scanning or storing of data of an individual's unique traits, NSW Labor will legislate to ensure that absolute security is maintained in storing and maintaining such data.
 - (k) Implement the total restriction of access to genetic information by insurance companies and employers for the purpose of risk assessment.

Youth Justice

- 2.162 NSW Labor will reduce the overrepresentation of Aboriginal young people in our justice systems.
- 2.163 NSW Labor will ensure there are preventative programs that will save taxpayers money, reduce crime, and improve outcomes for young people.
- 2.164 NSW Labor will provide separate means of dealing with young offenders and young people in need of care. For young offenders, priority will be given to non-custodial and diversionary schemes.

Relief for Civil Wrongs

- 2.165 NSW Labor will ensure the NSW Compulsory Third Party Insurance Scheme provides fair and adequate compensation and medical coverage for those injured in a motor vehicle accident. To that end, NSW Labor will review the scheme to evaluate the appropriateness of compensation payments and coverage for medical expenses made to injured persons on the basis of fairness.
- 2.166 NSW Labor will allow the victims of asbestos and other dust-related diseases to recover all damages rightly available to them, including damages for economic and non-economic loss and exemplary damages. To that end, NSW Labor supports legal reform to ensure that all damages for asbestos and other dust-related diseases survive the death of the victim whether or not proceedings are commenced prior to their death.
- 2.167 NSW Labor believes that the law relating to defamation needs to balance the needs of the individual to protect his or her honour, reputation, and dignity against the benefits of freedom of expression and access to information on matters of public importance.

3 OUR ECONOMIC FUTURE

- 3.1 NSW Labor will:
- (a) Promote economic development and prosperity.
 - (b) Create a fairer and more equal society, by way of redistribution of income, wealth and economic power, and government led infrastructure delivery.
 - (c) Enact economic policies pursuing full employment.
 - (d) Combat poverty and support disadvantaged NSW citizens with adequate welfare support and services.
 - (e) Ensuring gender equity and eliminating the gender pay gap.
 - (f) Recognise and take proactive steps to deliver better economic outcomes for Indigenous Australians, by working with them.
 - (g) Develop a productive, innovative and efficient economy with high skill and high wage employment.
 - (h) Provide services on the basis of need.
 - (i) Build a modern, mixed, diversified economy, which is able to compete in a global market.
 - (j) Fight inflation.
 - (k) Embrace the benefits of technological advancements.
 - (l) Sustainably develop the State's natural resources.
 - (m) Ensure readily available energy supply characterised by energy conservation, innovation and the supply of a renewable generation.
- 3.2 All of these objectives will be pursued by active government intervention working in partnership with the private sector.

Infrastructure Delivery

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

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

- 3.6 NSW Labor will:
- (a) Ensure that under all government contracts award rates are paid to all workers, and that contractors and subcontractors ensure that union membership is promoted.
 - (b) Co-operate with all levels of government to produce a national infrastructure plan and take action to ensure that sufficient infrastructure is provided for use by public and private industry to avoid supply bottlenecks and other constraints on economic and social capacity.
 - (c) Identify key industry opportunities, and examine infrastructure and land zoning requirements to ensure that Western Sydney gets its fair share of jobs.
 - (d) Ensure that all tolled road infrastructure proposals are subject to a direct comparison with the relevant public transport proposals and a transparent qualification process.

Delivering Better Services

- 3.7 NSW Labor believes improved government services contribute to the economic prosperity of our State. NSW Labor is committed to the maintenance of State Government expenditures necessary to ensure the provision of adequate

government services to the people of NSW. The expenditure policies of NSW Labor will ensure that the methods by which the parliamentary expenditure estimates and public accounts are compiled and presented are in accordance with the objective of providing the maximum financial information to the public.

- 3.8 NSW Labor will ensure that NSW budget measures will include both the traditional budget measures such as the Gross State Product, as well as broad measures of the community's economic, social and environmental wellbeing.
- 3.9 NSW Labor will use value capture where possible to help pay for new transport infrastructure, including rail infrastructure.
- 3.10 NSW Labor will implement an annual report into the state of inequality in NSW.
- 3.11 NSW Labor supports more detailed and frequent reporting of key state and regional data as it is essential to measuring economic conditions and outcomes.
- 3.12 NSW Labor will implement a state plan with measurable targets and priorities, as a way to drive government performance and the rapid implementation of Labor's Platform.
- 3.13 NSW Labor will implement a jobs forecasting study to indicate what the areas of growth are expected to be over a medium term horizon, including an analysis by region. The study will also forecast jobs growth for young people and women.
- 3.14 NSW Labor supports independent reporting such as that done by the Bureau of Crime Statistics and Research, and Bureau of Health Information. Independent and transparent

bodies boost public confidence and result in better outcomes. NSW Labor supports public access to information about government activities. NSW Labor acknowledges the benefits of proactively managing data use risks and broader ethical considerations around data use.

- 3.15 NSW Labor believes public enterprises should operate with social equity and economic efficiency. Each such enterprise is to be directly under the control of a responsible Minister and administered by a board on which there is employee representation. Trade union membership will be actively encouraged, and union members' rights to collectively bargain will be protected. All public enterprises will adopt effective planning, accounting and budgetary control procedures and be subject to regular reviews of policy and administration.
- 3.16 NSW Labor will ensure that all public enterprises meet the objectives of Labor's stated commitment to social justice and equality.
- 3.17 NSW Labor is opposed to wages caps.
- 3.18 NSW Labor will reduce the use of contractors, labour hire and consultants in the public service, and ensure that ongoing work is performed by public service employees.

Government Procurement

- 3.19 NSW Labor believes that government procurement dollars should be leveraged to meet the following objectives:

- (a) Deliver quality goods and services for the people of NSW;
- (b) Increase local manufacturing and local content;
- (c) Identify opportunities for innovation and promote sustainability;
- (d) Create quality, local secure jobs;
- (e) Invest in skills development including in apprenticeships, traineeships and other accredited transferable skills;
- (f) Encourage responsible good corporate citizenship and an ethical supply chain;
- (g) Create opportunities for meaningful employment and training opportunities for Aboriginal and Torres Islanders people, culturally and linguistically diverse people, women, people with a disability, displaced workers, older people and young people in areas of high unemployment.
- (h) Prioritise renewal in Western Sydney, remote and regional areas;
- (i) Retaining and strengthening the capacity of the public and not-for-profit sectors;
- (j) Promote tendering processes including fair tender processes to support NSW Government priorities and full consideration of spending NSW taxpayer dollars efficiently, economically, and ethically to deliver value for money.

- 3.20 NSW Labor will implement a local content policy, including:
- (a) increasing tender weightings to capture local content, job creation, small business and ethical supply chains.
 - (b) support small businesses by increasing the share of government procurement dollars.

- 3.21 NSW Labor will introduce a Secure Local Jobs Code, to be administered and monitored by an appropriately resourced statutory body with compliance powers, to ensure the NSW Government uses its purchasing power to set minimum standards that suppliers meet in relation to:
- (a) Safe and healthy workplaces.
 - (b) Secure employment with good pay & conditions.
 - (c) Rights of workers including freedom of association, collective bargaining, and access to dispute resolution.
 - (d) Minimum labour standards throughout supply chains.
 - (e) Fair, equitable, ethical and sustainable practices.
- 3.22 NSW Labor will establish the NSW Jobs First Commission to:
- (a) Support and advocate for NSW firms in successfully bidding for Government tenders.
 - (b) Identify skill gaps and improve employment opportunities for apprentices and trainees.
 - (c) Leverage our government procurement dollars to create quality local jobs.
 - (d) Use compliance and enforcement powers to implement NSW Government's procurement strategy and code.
 - (e) Create an independent expert board with representatives from industry stakeholders and unions, and engage with different industries to consider their specific procurement needs.
- 3.23 NSW Labor will implement Government procurement provisions, including for services, that require providers to recognise freedom of association, the right to organise and the right to collective bargaining throughout the

providers' entire corporate structure.

- 3.24 NSW Labor reaffirms its support for the rail manufacturing industry in NSW and recognises its unique role in government procurement decisions. NSW Labor will work with industry and unions to ensure that the industry has a sustainable, long- term future.
- 3.25 A NSW Government will ensure that all NSW trains are designed, built and maintained in Australia, working with industry and the supply chain to ensure that bids for NSW tender are internationally competitive and that any gaps in NSW rail manufacturing capability are addressed as a matter of priority through a targeted sector development strategy;

A More Efficient Taxation System

- 3.26 NSW Labor's taxation policies will be guided by the following principles:
- (a) Ability to pay.
 - (b) Efficiency and Administrative simplicity.
 - (c) The need to provide sufficient revenue growth to finance improved government services.
- 3.27 NSW Labor will:
- (a) Legislate to close any loopholes that allow the use of artificial tax avoidance schemes.
 - (b) Maintain a progressive system of taxation on extensive or vacant land holdings.
 - (c) Oppose the reintroduction of death duties.
 - (d) Reduce gambling taxes as a proportion of State revenue, ensuring this is done in a way that reduces gambling harm.

- 3.28 NSW Labor believes taxation of labour income, which is borne principally by younger working families, should not be disproportionate to other sources of taxation.
- 3.29 NSW Labor believes in the fair and equitable allocation of Goods and Services Tax revenue that does not disadvantage the more populous States.
- 3.30 NSW Labor will seek to amend the method of allocation of the Goods and Services Tax (GST) to reduce the bias against the more populous states. Working with the Federal Government, NSW Labor would require the Commonwealth Grants Commission (CGC) to:

- (a) Provide its updates to cover four-year budget forward estimates, rather than a single-year approach, so the full implications of GCG decisions are transparent.
- (b) Issue a draft determination aligned with the states and territories' half year review cycles so that states can properly prepare their budgets.
- (c) Share data on service delivery costs provided by states and territories which are used for the determinations, to improve transparency and accountability.
- (d) Adopt change to its methodology to allocate money without bias against more populous states.

Growing NSW industries

- 3.31 NSW Labor will enact policies to:
- (a) Support our goal of full employment.

- (b) Support regional development, and produce a more equal NSW.
- (c) Promote manufacturing and sovereign industrial capability.
- (d) Support the expansion of exports from NSW industries
- (e) Supporting high wages and conditions, secure work and fair treatment at work.
- (f) Support better infrastructure and buildings through professional and technical registration.

- 3.32 NSW Labor believes that the following types of assistance are potential economic development levers that an active government might seek to apply:
- (a) Jobs forecasting to inform public sector and private investment decisions, including at a regional level.
 - (b) Jobs plans for regions of the state, to coordinate the various levels of government, and private economic activity to increase employment.
 - (c) The role of the Chief Scientist and Engineer, driving a coordination of the state's research institutions with government agencies and private firms.
 - (d) Industry networking, both domestically and overseas.
 - (e) Investment assistance for NSW firms, including marketing support.
 - (f) Training programs.
 - (g) Access to finance for small businesses and startup firms.

- 3.33 NSW Labor recognises that the efficient role of public utilities in a mixed economy is important in facilitating industry development.

- 3.34 NSW Labor recognises that innovation research, including both the public good based pure research, as well as applied and

early stage commercialisation research represents a specific case for support. This includes co-ordination of research between government, industry and universities by the NSW Chief Scientist and Engineer.

Supporting Small Business

- 3.35 NSW Labor will:
- (a) Reduce red tape for small businesses.
 - (b) Promote training for small business operators in areas such as business management, compliance, accounting, banking and the digital economy.
 - (c) Ensure taxes and charges paid by small businesses are fair and affordable.
 - (d) Maintain the Office of the Small Business Commissioner with an effective legal foundation so that the holder of that office can act independently and with confidence to assist small business meaningfully in this State.
 - (e) Ensure small businesses are treated fairly by other businesses and by State and local government bodies.
 - (f) Protect small businesses from unfair contracts, including in the area of retail leases and franchising.

Co-operatives

- 3.36 NSW Labor recognises the important social and economic contribution the co-operative movement makes to NSW and believes that co-operatives should be organisations which offer a workable model for economic and social democracy.

- 3.37 NSW Labor will continue to encourage and assist the co-operative movement, including building societies, credit unions and other organisations based on the mutual self help concept.
- 3.38 NSW Labor believes it is in the NSW interest to ensure there is robust national coordination on co-operatives policy, regulation and legislation in partnership with the co-operative movement.
- 3.39 NSW Labor acknowledges the importance of the NSW Government Co-operative Loan Scheme for the growth of producer- owned co-operatives and the wealth and employment they generate in regional NSW.

Consumer Affairs

- 3.40 NSW Labor believes that governments must act to protect the rights of consumers and tenants. Consumer and tenancy tribunals should be accessible, provided across the State and use mediation wherever possible.
- 3.41 NSW Labor supports consumer educational material being included in the curriculum for primary and high schools. Public education programs on consumer and tenancy rights should be conducted through the media.
- 3.42 NSW Labor supports a charter of residential housing rights and duties that is fair to both landlords and tenants and supports the collection of readily available rental bond data including the dwelling type, weekly rent amount and number of bedrooms held by the agent or landlord.
- 3.43 NSW Labor believes that advertising standards should ensure that advertising depicting overuse or abuse of tobacco and alcohol, or advertising which is

- targeted at children, or advertising which is misleading, is not permitted.
- 3.44 NSW Labor supports providing effective online consumer protection and advocacy for both local and overseas online transactions.
- 3.45 NSW Labor will work with technology providers to improve capacity of those who may be experiencing domestic and family violence to know if tracking, and text and email reading devices have been loaded to their personal or work electronic equipment by the person who is using violence against them.

A Professional Financial Services Industry

- 3.46 NSW Labor recognises that:
- (a) A strong financial services sector is an essential service to the NSW economy and is committed to building long-lasting public confidence and trust in the financial services sector.
 - (b) The financial services industry consists of banking, insurance, superannuation, financial advice and other related functions.
 - (c) The introduction and continuation of compulsory superannuation guarantee contributions has placed Australia on the path to be one of the wealthiest nations per capita in the world. Therefore, it is imperative that the policy and regulation functions of Government support access to financial services for all those who seek it.
- 3.47 NSW Labor supports the four pillar policy.
- 3.48 NSW Labor is committed to:
- (a) Ensuring equity in access to affordable banking and financial services by all Australians and ensuring our most profitable sector continues to provide good quality, skilled, white-collar jobs in towns and communities in NSW where Australians need to access banking and financial services.
 - (b) initiatives that share financial information with financial service providers where permission has been explicitly provided by the customer to create efficiency to reduce time and cost in the provision of banking and financial services.
- 3.49 NSW Labor will continue to take steps to promote an Australian finance sector that functions in accessible, affordable and fair manner by ensuring our financial institutions are:
- (a) Regulated appropriately and professionally;
 - (b) Governed in a transparent and accountable manner;
 - (c) Staffed by appropriately trained and resourced professionals;
 - (d) Required to compete ethically and in the interests of all Australians;
 - (e) Operating free of conflicts of interest;
 - (f) Investing in domestic jobs and skills development;
 - (g) appropriately disclosing and considering issues of climate and environmental risk.

Provision of Insurance

- 3.50 NSW Labor acknowledges the important role the state government plays in ensuring the delivery of fair and equitable insurance services.

- 3.51 NSW Labor acknowledges the regulation and prudential supervision of insurance services needs to evolve in partnership with Unions, Industry Groups and Professional Associations, Mutuals and Public & Private Companies to ensure the long-term sustainability of the provision of insurance services to the maximum number of policyholders possible.
- 3.52 NSW Labor will assist with the expansion of insurance services to:
- (a) New and emerging industries and forms of personal income generation in the economy.
 - (b) People currently not protected from specific circumstances or events under existing insurance services (e.g. survivors of domestic and family violence).
 - (c) Medical and psychological conditions previously not defined under existing insurance services (e.g. psychosocial harm from personal income-generating activities).
- 3.53 NSW Labor will ensure that all claims are assessed in the spirit of the insurance service offered by the insurer and sought by the policyholder and intended beneficiaries.
- 3.54 NSW Labor will encourage motor vehicle Third Party Property Insurance as the minimum protection desirable for motor vehicle owners.
- 3.55 Noting that the Fire Levy which applies to Building Insurance falls only on property owners who insure their properties and further noting that property owners are not obliged to insure their properties or insure them for replacement value, NSW Labor will review the laws relating to building insurance to ensure that all building owners do not bear a

disproportionate share of insurance risks and the costs of fire services.

Investing in Innovation

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

- development and partner with Federal Labor to support Australia devoting 3 percent of national GDP towards research and development by 2030.
- 3.61 NSW Labor is committed to supporting ideas, products and technology which can be exported to the world and supports NSW's attempts to compete in an increasingly global marketplace including partnering with other Australia States & Territories. Our people, products and businesses must be supported to ensure we can compete at the highest level and continue to add value both to our economy and society as a whole.
- 3.62 NSW Labor will invest in a knowledge- based economy, accessible by all members of the community, which underpins future jobs, economic growth, and a fair and democratic society.
- 3.63 NSW Labor will:
- (a) fund industry training packages to meet the changing skills needs of industries;
 - (b) fund industry training with employers so that it is accessible to all workers that wish to participate in retraining either in their current industry or another industry;
 - (c) fund industry training boards with equal representation of workers and employers;
 - (d) ensure industry skill training leads to recognised and portable qualifications for workers.
- 3.64 NSW Labor recognises that all sectors of the community should engage with the digital economy and modern technology. NSW Labor embraces the way in which the NBN and digital technologies can support the formation of micro-businesses, social

enterprises, e-traders and tech and non tech start- ups.

- 3.65 NSW Labor knows that an innovative, economically and technologically savvy society is based on Labor's proud history in investing in education for people of all ages and backgrounds. An innovative society is dependent on a successful and accessible education system.
- 3.66 NSW Labor is committed to ensuring the benefits of innovation are distributed throughout the community in a fair and equitable manner.
- 3.67 NSW Labor recognises the importance of Data analytics in improving public service delivery and outcomes whilst ensuring security and integrity of this data,
- 3.68 NSW Labor will ensure that government agencies offer their services and information online as quickly and effectively as possible, with the aim of being a world leader in government online.

Regional Development

- 3.69 NSW Labor will promote the economic development of regions and support Regional Development Australia to operate in politically independent and bipartisan ways and allow representation of all interests in the shaping of development strategies.
- 3.70 NSW Labor's regional development goals include ensuring that all citizens of NSW have equal life chances regardless of where they live.

Ensuring Resilience

- 3.71 NSW Labor will emphasise efforts to build resilient

- communities to prevent, mitigate and prepare for disasters and recognises the economic benefits of integrating disaster risk reduction approaches across policies to reduce community vulnerabilities.
- 3.72 NSW Labor will build disaster risk reduction capacity across NSW, embedding prevention and preparation for disaster related challenges at every level.
- 3.73 NSW Labor is committed to promoting and integrating the United Nations Sendai Framework for Disaster Risk Reduction into disaster management policy, planning and responses. Disadvantaged populations are more at risk from disaster events. Disruptions caused by disasters disproportionately impact these groups. By embedding disaster management approaches which emphasise:
- (a) Cooperation between levels of government;
 - (b) Planning for disaster events before they happen;
 - (c) Building resilience and adaptability in communities so they are better able to manage and respond to disaster events in real time; and
 - (d) Supporting communities to build back better in the aftermath of disaster
- 3.74 Labor will deliver a safer and fairer disaster management framework, protecting NSW communities and our economic prosperity.

Utilising our Natural Resources

- 3.75 NSW Labor notes the critical importance of the resources industry in the State's economic prosperity, as well in supporting regional communities.

- 3.76 NSW Labor supports these broad principles in relation to minerals:
- (a) The mineral resources of Australia belong to the people, who should share in the benefits obtained from the development of those resources.
 - (b) Mineral exploitation should be established for long life investment, maximum return to the State, and sustainability.
 - (c) Domestic minerals policy must be based on recognition of the need to increase the efficiency with which resources are used, the finite nature of mineral resources, the need to extract and use resources within environmental constraints and the need to provide for future generations.
- 3.77 NSW Labor will develop Australia's natural resources through competitive minerals, resources and energy industries to
- (a) Promote the ecologically sustainable development of Australia's energy resources, taking into account domestic industrial, home and community needs and the need to ensure security of domestic energy supplies which encourage investment and support properly functioning gas and electricity markets;
 - (b) Promote opportunities for Australian companies and workers to enter the global supply chains of multinational resource companies;
 - (c) Encourage the development of low emission technologies, re-use and storage technologies;
 - (d) Encourage downstream processing of minerals, resources and energy products, and public and

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

Energy Security and Opportunities of a Net Zero Economy

- 3.78 NSW Labor believes a reliable and affordable supply of energy is fundamental to living and working in NSW
- 3.79 NSW Labor will promote sustainable energy production and consumption characterised by energy conservation, innovation and the supply of renewable energy.
- 3.80 NSW Labor supports strong measures to avoid climate change and recognises that climate change poses significant risks to economic growth. NSW Labor will put the response to climate change at the heart of our commitment to deliver jobs, innovation and investment to build a prosperous, safe and fair NSW. In doing so NSW Labor will:
 - (a) Commit to a whole-of-government approach to climate change mitigation and adaptation planning.
 - (b) Take an active role in equitably transitioning NSW to a renewable powered state.
 - (c) Investigate establishing state-wide Environmental Accounts, and will seek cooperation towards national and regional environmental accounts, as a path to accurately tracking our environmental assets to inform policy making and planning.
 - (d) Introduce & work with the Net Zero Commission to further develop measures to provide a long-term framework for action on climate change.
- 3.81 NSW Labor recognises that utilities, including energy providers, supply essential services and will ensure that energy providers provide high quality service to clients and adequate assistance to low income earners or those suffering from hardship.
- 3.82 NSW Labor will continue to:
 - (a) Make available, through non-government organisations, emergency assistance to clients temporarily unable to pay electricity bills.
 - (b) Review concessions on electricity accounts and security deposits for low income earners with a view to improving equity of access to these forms of assistance.
 - (c) Ensure that customers can gain a stay in disconnection of energy supplies on the grounds of hardship.
 - (d) Investigate opportunities to re-regulate the retail electricity market
- 3.83 Consistent with Labor's long-term aim of a sustainable and renewable energy economy, NSW Labor will continue to give high priority to energy conservation, and to the development and introduction of

renewable energy sources and technology.

- 3.84 NSW Labor does not support any form of public funding on extraction of new fossil fuels.

Developing Sustainable Energy

- 3.85 NSW Labor will:

- (a) Ensure 65% of NSW energy generation comes from renewables by 2030.
- (b) Publicly invest in large-scale renewable energy by creating a state- owned Energy Security Corporation, that will put the public and its interests first in NSW's transition.
- (c) The Energy Security Corporation (ESC) will provide support for renewable energy and storage technologies, whilst modernising the grid.
- (d) NSW ESC will have an initial investment of \$1billion,
- (e) NSW ESC will maximise the speed and efficiency of the energy transition, reduce prices for consumers, maximise job opportunities in the future economy for regional NSW, and deliver for the people of NSW.
- (f) Investigate creating a Renewable Energy and Technology Hub.

- 3.86 NSW Labor recognises the important linkages between climate change and energy policy. Accordingly, Labor will maintain those portfolios together in Government. We must pursue greater energy efficiency and cleaner sources of energy. Labor will support the growth of the renewable energy sector in NSW, creating jobs and economic opportunity. Obtaining our energy needs from renewable sources is not only better for the

environment but promotes greater energy security and reduced energy costs for industry, businesses and households.

- 3.87 NSW Labor will implement a comprehensive plan to progressively decarbonise Australia's energy sector, particularly in electricity generation while providing affordable energy security to business and households. A commitment to reinvigorate and grow renewable energy industries in NSW is essential to that plan.
- 3.88 NSW Labor will work with Australian Labor on its target for at least 82% of Australia's electricity to come from renewable sources by 2030.
- 3.89 NSW Labor will take ambitious targets on renewable energy beyond 2030, to the next State election.
- 3.90 NSW Labor recognises that reaching net zero will create jobs, improve living standards, support regional development and encourage growth in new industries. Labor believes this will best position NSW to remain competitive as the global economy changes. Labor will support the growth of the renewable energy sector in NSW, creating jobs and economic opportunity.
- 3.91 NSW has abundant clean energy resources (including solar, wind) and is home to world leading centres of clean energy research and development. NSW Labor will:
- (a) Support public and private sector research and development in innovative energy technologies.
 - (b) Encourage development, manufacture and commercialisation of

- renewable energy technologies.
 - (c) Encourage investment to increase renewable energy technology manufacturing and implementation capability
 - (d) Pursue opportunities for co-operation with the Clean Energy Finance Corporation and Australian Renewable Energy Agency, and consider needs and options as appropriate for further NSW based financing of renewable energy development and deployment
 - (e) Remove arbitrary and discriminatory barriers to deployment of clean energy technologies
 - (f) Ensure that regional NSW benefits from opportunities in a clean energy economy (including through development of the Hunter as a clean energy hub)
 - (g) Assist fossil fuel dependent communities to diversify their economic base and capitalise on global shifts to a decarbonised economy. NSW Labor will take an active role in equitably transitioning NSW to a renewable powered state.
 - (h) Consider and pursue as appropriate, opportunities for public investment in, and ownership of, renewable energy generation facilities and supporting technologies, including storage.
- 3.92 NSW Labor to further promote community energy initiatives. NSW Labor will promote community generation and energy storage as part of new housing developments. NSW Labor will support communities reliant on diesel fuel for electricity to transition their use to clean energy alternatives.
- 3.93 NSW Labor supports renewable energy generation by households as a means of reducing power bills, increasing renewable energy supply, and reducing greenhouse emissions.
- 3.94 NSW Labor will prioritise consumer protections for solar households with solar.
- 3.95 NSW Labor will seek to ensure that the electricity grid is able to equitably accept and distribute distributed renewable energy generation. NSW Labor will improve compliance with consumer protections for solar retailers.
- 3.96 NSW Labor will promote renewable energy generation and energy storage as part of new housing developments.
- 3.97 NSW Labor will work with stakeholders, including industry and finance bodies, to promote access to renewable energy, including rooftop solar, for renters and apartment dwellers NSW Labor will roll out rooftop solar for all suitable public housing premises.
- 3.98 NSW Labor will develop a strategy for facilitating household purchasing of renewable energy, particularly for households which lack suitable space for installation on their premises such as rooftop solar.
- 3.99 NSW Labor will work with stakeholders (including the Clean Energy Finance Corporation and other finance sector bodies; small business representatives, and the property industry) to promote access to renewable energy in commercial premises, including small business as a means for reducing costs for business, and to take advantage of available space for renewable energy generation.
- 3.100 NSW Labor believes that the government must lead by

- example in purchasing renewable energy. NSW Government agencies include some very substantial power users, such as the electric rail network.
- 3.101 NSW Labor will purchase electricity for NSW Government departments and agencies from renewable sources, where possible. As power contracts come up for state government electricity use, a NSW Labor Government will purchase power from renewable sources, if it can be done in a cost effective manner. Labor will investigate “reverse auctions” that have been used successfully in the ACT and will be explored in Queensland.
- 3.102 NSW Labor believes installation of rooftop solar power on government premises will save energy costs to the budget and the taxpayer and will install solar panels in all public schools in NSW in TAFE facilities, in public hospitals, and on all other government properties wherever appropriate, and, where possible, will accompany this with installation of energy storage. NSW Labor will look to work with industry to leverage government procurement to offer offtake agreements to local manufacturers of renewable products and low carbon materials.
- 3.103 NSW Labor will facilitate a fair go for the wind and solar industry, the most critical renewable energy sources for NSW. Wind and solar farms will be subject to usual planning laws for developments of the applicable size and scale. Instead of leaving the industry in limbo with unclear guidelines, Labor will provide clarity for the wind and solar industry and the community.
- 3.104 NSW Labor will ensure that the wind and solar industries properly consult with affected communities, as well as provides an adequate and shared financial benefit from the prosperity generated. Consultation and benefit will not be limited to those whose land contains the wind and solar infrastructure, but also to the broader community. NSW Labor recognises that there are impacts and benefits to wind and solar that affect a broad range of the community, and must ensure that we work in partnership with each community to consider its local needs.
- 3.105 NSW Labor supports the responsible development of Offshore Wind and commits to formulating an Offshore Wind Policy.
- 3.106 The Offshore Wind Policy will guide the future development of the industry and ensure that it creates local jobs, supports local green industry, and delivers benefits to communities and traditional owners in the regions it is established.
- 3.107 NSW Labor will not support offshoring of work and or the introduction of overseas workers on these projects where there is the ability to train and employ local people in NSW.
- 3.108 NSW Labor recognises that gas and methane are powerful greenhouse gases, and that gas use must decline to achieve net zero emissions by 2050. Labor recognizes that until replaced, gas will continue to be used for manufacturing and industry; and have a small but important role in firming the electricity grid.
- 3.109 NSW Labor will accelerate efforts to reduce domestic demand for gas, including through fuel switching, energy efficiency and electrification.
- 3.110 NSW Labor will ensure any gas projects; do not lock in emissions; do not create stranded assets; and do not delay or raise the costs of decarbonisation.

- 3.111 NSW Labor will institute a gas reservation policy to ensure that any gas extracted in New South Wales will stay in the state.
- 3.112 NSW Labor recognises that burning timber and cleared vegetation for electricity is not carbon neutral and is neither clean or renewable energy, and therefore forms no part of a credible strategy for reducing greenhouse gas emissions. Labor will introduce legislation prohibiting the burning of any forests and cleared vegetation for electricity.
- 3.113 NSW Labor has long opposed the exploration and extraction of uranium in this State, and its export from NSW. We remain unconvinced of any benefits nuclear power may bring, and remain mindful of the costs and challenges caused by how to manage and store spent fuel rods and radioactive waste that lasts many lifetimes.
- 3.114 NSW Labor will maintain a ban on uranium exploration, extraction and export and will ensure that there are no nuclear power plants built in NSW.
- 3.115 NSW Labor, through the National Cabinet and other avenues, will promote a national framework for managing the exit of obsolete coal fired generation plants. Labor will work to ensure that:
- (a) rehabilitation of obsolete power plants is funded by their owners and operators, and not left to the taxpayer
 - (b) just transitions are provided for affected workers and communities
- 3.116 The move to a clean energy economy carries both opportunities and uncertainty for workers. NSW Labor will ensure jobs in the clean energy economy provide security, decent wages and conditions. Labor will not only address the challenges but will pursue all opportunities to modernise our economy, build more and better jobs and build a future that is clearer, healthier, more equitable and ultimately sustainable.
- 3.117 NSW Labor will establish statutory authorities in mining regions, charged with mitigating the adverse impacts of coal closures on workers and regional communities.
- (a) The authorities should have the power to coordinate and deliver worker and community support programs, regional economic development programs, site rehabilitation for employment and conservation purposes, and implement job transfer schemes for workers in power stations and mines to allow voluntary redundancy and redeployment across sites.
 - (b) the authorities' governance structure shall include major stakeholders including unions, industry and community groups, and work cooperatively with federal, state and local government bodies. Over time, Labor will consider the case for the ambit of the authorities to be extended to other industries undergoing major restructuring as they arise.
- 3.118 NSW Labor will support these objectives by committing all necessary state and national based resources in order to realise the objectives of a Just Transition.
- 3.119 NSW Labor will ensure that NSW plays its part in:
- (a) making training and skills programs available for workers

- wishing to build skills in energy efficient technologies and transition to new, clean energy or low pollution industries;
- (b) capitalising on the significant new job opportunities across the renewable energy supply chain;
- 3.120 NSW Labor believes all communities should have access to reliable affordable energy supplied from increasingly renewable energy sources, based on two broad principles:
- (a) Energy is a basic commodity and necessity that needs to be exploited efficiently and distributed equitably, while still allowing for appropriate returns to be made to either public or private investors.
- (b) Energy production, distribution and use must be carried out in such a way that ecological and environmental constraints are not compromised.
- 3.121 NSW Labor recognises that improving energy efficiency offers important opportunities to reduce greenhouse emissions, as well as reducing power bills. NSW Labor will provide national leadership in revitalising national strategies on energy efficiency. Labor will implement energy efficiency measures across all areas of State responsibilities, including:
- (a) water supply, distribution and use;
- (b) energy distribution and use, including residential, commercial and industrial use;
- (c) government services, procurement and building works;
- (d) land use planning and design;
- (e) public transport; health; and education;
- 3.122 A NSW Labor Government will develop, a comprehensive strategy for energy efficiency in Government agencies and departments, taking into account initiatives in other Australian jurisdictions such as Victoria, including measures for central budget financing and repayment of initial costs, and reporting of energy use and emissions
- 3.123 A NSW Labor Government will institute a comprehensive program for upgrading public housing for energy efficiency
- 3.124 NSW Labor will establish a uniform building code based on energy conservation principles and will work with local government in order to secure compliance with this building code allowing for regional variations of the code based on climatic and other determinants. The code will emphasise reduction in energy consumption and will provide guidelines on correct orientation, insulation and solar access for solar energy collectors.
- 3.125 To address energy costs for business (particularly small business) as well as to reduce greenhouse gas emissions, Labor will institute a comprehensive program to promote energy efficiency upgrades. A concerted effort will be put into raising Australia's energy efficiency practices and standards for new homes and retrofitting existing homes where possible.
- 3.126 NSW Labor will support the commercial development of sustainable industries that can create decent jobs, provide positive environmental benefits, and present opportunities for high- technology exports, including the electrification of transport and industry, recycling and sustainable materials manufacturing, and land restoration and carbon offsets.

- 3.127 NSW Labor supports the development of value-added minerals processing projects in NSW including steel manufacturing. NSW Labor will consult with unions, businesses and universities to develop a plan to expand the state's specialist steelmaking capacity.
- 3.128 NSW Labor supports the role of ad valorem (or flat royalties) as a means of maintaining a basic return to the community for exploitation of natural resources.
- 3.129 NSW Labor insists on maximising the Australian ownership and control of Australia's mineral resources whilst recognising the continuing role to be played by foreign capital in the exploration and development of Australian resources.
- 3.130 NSW Labor favours joint NSW Government and private enterprise ventures, at all times ensuring 51 per cent Australian ownership as a minimum. NSW Labor also supports restricting customer equity to less than a controlling interest to ensure the maintenance of arm's length relationship in terms of pricing of mineral exports.
- 3.131 NSW Labor supports continued research and development into alternative, cleaner and more economical uses of coal.
- 3.132 NSW Labor will apply the precautionary principle to all areas under investigation for CSG mining which have the possibility of interfering with or polluting groundwater systems, until the scientific community has demonstrated that the industry can operate safely given the specific conditions of any regions proposed for gas exploration.
- 3.133 NSW Labor will:
- (a) Take a long-term approach to supporting those most affected communities in the Hunter Valley, Central Coast, Lithgow, Mudgee and Wollongong regions;
 - (b) Require power station operators and mine owners and operators to identify expected closure dates at least three (3) years prior to the closure to ensure:
 - The State Government can consider the adequacy of the remaining power supply;
 - An orderly transfer of employees over this extended period; and
 - Training packages can be rolled out.
 - (c) Help meet the future employment needs of these workers by working with Unions and employers to identify like for like job opportunities and develop comprehensive training packages that are put in place before the actual closures take place;
 - (d) Identify funding for, and facilitate, a pooled redundancy scheme for the Energy and Mining workforce which:
 - Offers voluntary redundancies (paid at the rate of four weeks' pay for each year of service) at all remaining power stations and mines until the surplus labour generated by these closures is fully redeployed;
 - Sees operators employing only from the pool of Mining and Energy employees affected by redundancies until that pool is exhausted; and
 - Is managed by a tripartite authority (Government, Employers and Unions) that includes a mechanism to resolve disputes;

- (e) Invest in community infrastructure and take a proactive approach to attracting new employers and industries to these regions; and
- (f) Secure a comparable commitment from the Federal Government

- (g) Support lifting the National Construction Code energy efficiency standards for new homes over time, beginning with a rise from 6 to 7 stars.
- (h) Work with industry and households on a gas substitution roadmap which identifies genuine opportunities to electrify and switch fuels for operations while maintaining production

Household Energy Performance

- 3.134 NSW Labor is committed to improving household energy efficiency, and ensuring the benefits of electrification are widely released, and support policies to ensure that low-income households, renters, and those in social housing are not left behind.
- 3.135 NSW Labor will:
- (a) Coordinate a plan with industry and unions to deliver consumer energy resources and energy efficiency improvements at scale whilst ensuring safety and quality jobs for licenced workers and apprentices
 - (b) Consider a target, and support programs, for improving the energy efficiency standards of existing homes, including electrification.
 - (c) Implement minimum energy efficiency standards for rental properties and mandatory disclosure of efficiency performance at point-of-sale and rental.
 - (d) Comprehensively upgrade the energy efficiency of the social
 - (e) housing stock, including the electrification of all dwellings.
 - (f) Establish a review of household energy supply, with an aim to curtail new gas connections, in line with our net-zero commitments.

Asset Sales & Private Sector Infrastructure

- 3.136 NSW Labor is committed to the development of a strong, dynamic and relevant public sector.
- 3.137 The addiction to privatisation has failed the people of NSW. NSW Labor does not support the sale of essential utilities and public services.
- 3.138 NSW Labor rejects the notion that income- producing enterprises should not be owned by the State. NSW Labor believes that support or opposition to asset sales or private sector involvement in infrastructure projects should be based on a broad, objective and factually based approach. Each case should be considered on its merits to determine whether particular existing public assets provide the best benefits to the community in their current form or in some other form.
- 3.139 NSW Labor will establish a committee (including representatives of government, relevant community and consumer/user groups and trade unions) to examine any proposed changes to the status and/or standing of a public sector body, service, utility or asset. Its role

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

Criteria:

- (a) The direct and indirect social usefulness of a public asset, service or utility.
- (b) The original purpose of the enterprise and whether that purpose remains valid, is being appropriately addressed through existing arrangements or could be satisfied by alternative arrangements.
- (c) Where the original purpose (as discussed above) has become redundant, the other social, redistributive or regulatory roles that have evolved must be taken into account.
- (d) The retention value of the enterprise measured against its sale value. Any calculation of retention value should incorporate both commercial and non- commercial functions.
- (e) The current structure of the marketplace (i.e. monopoly, oligopoly or competitive) and the public sector's role as a competitor and/or regulator in that market.
- (f) The impact on specific groups or regional areas especially those groups or areas that are already disadvantaged. The assessment should include all factors including the real costs of compensation and/or support that will be needed if the role of the public sector were to change.
- (g) The impact on employment, skills, training and conditions and the protection of the existing workforce and/or the reform of industrial relations practices in any new enterprise or project.
- (h) The existing competing demands on the NSW public sector and existing budgetary constraints and/or the alternative sources of funds for public sector investment.
- (i) The current environmental impact and the need to continue to enhance environmental protection.
- (j) The administrative economies of scale and coordination that are facilitated by public ownership and control.
- (k) Appropriate weighting of long-term as well as short to medium term considerations; and
- (l) Where the money is going, i.e. ensuring that the proceeds of the disposal of assets are responsibly directed to priority public capital needs.

3.140 The 12 criteria outlined above provide the broadest basis to analyse any proposed privatisation or private sector involvement in public infrastructure in NSW.

Quantum Technologies

3.141 Quantum technologies under development. NSW Labor recognises Australia as a world-leader in the development of quantum technologies, including quantum photonics, nanoscale

materials science and
quantum medical science.

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

4. PROSPERITY AND FAIRNESS AT WORK

The Prosperity and Fairness at Work Policy Committee moves the following omnibus amendment, to replace the existing chapter of the NSW Labor Platform:

- 4.1 Labor is the party of work and through work a prosperous and fair community. As the party of work Labor believes:
- (a) In a fair go for all at work.
 - (b) The pursuit and maintenance of full employment.
 - (c) That work should provide incomes that allow all workers to improve their quality of life, including in retirement. Decent work, both full time and part time, that is secure, safe, respects obligations outside of work and is sustainable.
 - (d) In a strong safety net of minimum conditions underpinning a system of collective bargaining.
 - (e) In equity at work including gender pay equity and freedom from discrimination.
 - (f) In the provision of skills and training for workers, including those who are under- or unemployed.

Worker voice

- 4.2 NSW Labor believes that all workers should join their union and actively encourage participation in decisions affecting their workplace and in occupational superannuation funds.
- 4.3 NSW Labor recognises the need to inform young people of the benefits of trade union membership.
- 4.4 NSW Labor believes that trade unions, as the legitimate representatives of the workforce, should be fully consulted and

involved across a range of industrial, economic, and social issues.

- 4.5 NSW Labor in government will build a tripartite model, in which Government, industry and unions work together through:

- (a) An ongoing consultative mechanism involving Government, Unions NSW, unions and employer peak bodies.
- (b) Worker representation on company boards.
- (c) Worker representatives to government appointed boards and statutory authorities.

- 4.6 NSW Labor supports:

- (a) The right to take industrial action consistent with International Labour Organisation standards without restrictions on subject matter, time, workplace, or employer and without approval from courts or tribunals.
- (b) Recognition, training, and support for the role of union delegates and health and safety representatives within industrial relations legislation.
- (c) The legislated right to demand direct payment of union dues by employer to a trade union at the request of an employee.
- (d) Funding to trade unions and/or relevant industrial inspectorates to prosecute breaches of awards, enterprise agreements and occupational health and safety laws.
- (e) The rights of workers to freely discuss their pay and conditions at they see fit without restriction from their employer.

Better Pay & Conditions

Rights for all workers

- 4.7 NSW Labor believes that all workers are entitled to workplace rights that promote prosperity and fairness at work.
- 4.8 NSW Labor supports:
- (a) Appropriate legislative employment protection standards for all workers.
 - (b) Statutory paid annual leave entitlements.
 - (c) Appropriate leave for those with caring responsibilities.
 - (d) Ensuring that workplace changes must be fair and equitable.
 - (e) The right of all workers and their families in a modern economy to enjoy the benefits of all public holidays.
 - (f) The provision of a minimum 10 days paid domestic violence leave within the National Employment Standards and other relevant state legislation as a universal right for all workers.
 - (g) The provision of quality part-time work through the removal of barriers to promotion, career development and training opportunities for part time workers.
 - (h) The right of all casual workers to convert to permanent work if they chose after working on a regular or systematic basis for six consecutive months.
 - (i) All workplaces being free from abuse and violence.
- 4.9 NSW Labor will work with unions representing workers in community and disability sectors to ensure secure employment, fair pay and conditions and workforce development, building on the recent introduction of portable long service leave.
- 4.10 NSW Labor will implement:
- (a) In conjunction with the Federal Government, a portable entitlements scheme for industries like social services so that all workers in a sector can access benefits like leave or training regardless of where they work, how they work or if they change jobs.
 - (b) Measures to ensure that workers working on Commonwealth land in NSW will not be disadvantaged in relation to the accrual and access to long service leave and payments under current and future portable long service leave and payments schemes.
 - (c) A universal government funded and means-tested parental leave payment, that provides access for all parents regardless of their employment status or the rates of pay in their chosen industry.
 - (d) A paid parental leave scheme that provides both partners with paid leave entitlements.
 - (e) Measures that support working women combining paid work with breastfeeding through a supporting environment upon returning from parental leave.
 - (f) The declaration of a part-day public holiday for NSW from 5pm to midnight on New Year's Eve.
 - (g) NSW Labor will amend the Public Holidays Act to provide for a 12th public holiday to be declared for the whole state of NSW
 - (h) Amendments to the NSW Industrial Relations Act to extend rights and protections to owner-drivers who carry bread, milk, milk or cream, and/or deliver food to homes or other premises akin to those rights and protections already afforded to owner-drivers in Chapter 6 of the act.
 - (i) Funding for training for workers in frontline customer service roles and their supervisors for preventing and responding to customer abuse and violence.

- (j) And fund a public awareness campaigns aimed at reducing the incidence of customer abuse and violence towards workers.
- 4.11 NSW Labor is committed to ensure the future of Australian workers is a future that works to everyone's advantage. NSW Labor will commit to making appropriate legislative amendments to recognise Paid Parental Leave (including those under the Paid Parental Leave Scheme) as 'paid leave' and part of a workers length of service with regard to leave entitlement accrual whilst workers are on Paid Parental Leave.
- 4.12 NSW Government will legislate Child Employment laws with protective measures that include:
 - (a) appropriate working hours
 - (b) appropriate rest breaks
 - (c) appropriate supervision requirements
 - (d) require employer funded working with children checks where people are working with children including in retail and fast food; and
 - (e) prevents child sex offenders from working in retail & fast food (or anywhere young people work).
- (c) The level of influence unscrupulous employers and labour hire firms have had over laws regulating the industry.
- (d) The dependence of horticultural workers on their host employers exposes them to exploitative practices particularly exposed to low quality, slum-like accommodation as a feature of their employment.
- 4.14 NSW Labor condemns the exploitation of workers in Australia's horticultural sector and notes the multitude of government, parliamentary, non-government, union, and academic reports that have highlighted the ongoing structural problem with workforce in horticulture.
- 4.15 To address this ongoing structural problem NSW Labor:
 - (a) Supports horticulture workers being paid a guaranteed minimum rate for the work they do.
 - (b) Will work to ensure Australia's horticultural sector is a highly profitable, with highly paid and secure jobs for Australians.
 - (c) Condemns the exploitation of workers in Australia's horticultural sector.
 - (d) Notes the multitude of government, parliamentary, non-government, union, and academic reports that have highlighted this ongoing structural problem with workforce in horticulture.
 - (e) End the slum-like conditions of workplace accommodation imposed on horticulture workers through amending the Work Health and Safety Act 2011 (NSW) to exclude workplace accommodation in the horticulture industry from residential premises.
 - (f) Supports the rights of trade unions to inspect workplace

Protecting Horticulture Workers

- 4.13 NSW Labor recognises that the horticulture industry is particularly susceptible to high levels of exploitation, poor wages and conditions and a guest worker program by stealth due to:
 - (a) Inequities and inefficiencies in the Australian Visa system,
 - (b) The historically fractured approach taken to the sourcing overseas labor, and

accommodation in the horticulture industry to ensure it is safe and healthy for workers.

Setting Pay & Conditions

4.16 NSW Labor is committed to an industrial relations system for setting pay and conditions that;

- (a) Provides a fair and decent wage system based of collective bargaining at an industry, industry sector, supply chain or enterprise level underpinned by awards and strong minimum standards including penalty rates,
- (b) Includes a fair minimum wage that provides for a strong safety net in ratio to the median wage.
- (c) Facilitates job security and meaningful jobs growth by:
 - (i) ensuring that workers have access to regular, stable and predictable patterns of work with rosters that include fixed times and days
 - (ii) requiring employers to genuinely consider the needs of the employee when proposing a roster change and if an employee disagrees with a proposed roster change, the employee's roster will remain unchanged until the dispute regarding the roster is resolved.
 - (iii) ensuring part-time employees have access to a meaningful number of regular base hours and are appropriately compensated for any additional hours worked.
- (d) Promotes Gender pay equity.
- (e) Emphasises equity, efficiency, and productivity improvement.
- (f) Upholds the principle of equal pay for work of equal value, with wage rates being set by reference to the work performed and not permitting a tiered wages system with differing

rates of pay for different geographical areas.

- (g) Maintains and improves the real value of wages and conditions.
- (h) Prohibits individual statutory contracts/ agreements.
- (i) Recognises that penalty rates are fair pay for working unsociable and long hours and should not be changed in a way that decreases worker's take-home pay.
- (j) Prevents employers from terminating an agreement except when all parties to the Agreement consent to its termination.

4.17 NSW Labor is determined to ensure that NSW Industrial legislation fairly guarantees the rights of workers and the broader community interest. This includes:

- (a) The NSW Industrial Relations Commission (IRC) will have the role and responsibility of setting minimum wages and other basic entitlements, applicable to common rule awards and enterprise agreements, including compensatory wage adjustments for low-paid workers.
- (b) The use of collective bargaining agreements involving unions whilst maintaining a comprehensive award system, with full overview by the IRC.
- (c) The State Wage Case process annually to ensure a fair minimum standard of pay and conditions.

4.18 NSW Labor will:

- (a) Abolish junior rates of pay in awards in favour of skills-based pay rates.
- (b) require an appropriate relativity be maintained between training wage rates and the adult base rate of pay set by any agreement or award.

- (c) Implement Policies to remove disadvantage for workers on paid carers leave.
- 4.19 Government procurement policy should be used to promote secure work arrangements in community sector tendering processes.
- 4.20 All grants, tenders & commissioning in the community services sector should provide sustainable funding cycles of at least 5-year service agreements and be underpinned by a minimum 'floor price' that prevents competition on minimum Award wages and conditions, and which includes funding specifically for portable accrued entitlements, regardless of the nature of workers' engagement.
- 4.21 Funding should include indexation at least equal to the July CPI and full funding for annual wage increases awarded by the Fair Work Commission. There should be no 'gag' clauses attached to any community sector funding.

NSW Public Sector Employment

- 4.22 NSW Labor is committed to the development and maintenance of a strong, dynamic, efficient and relevant public sector capable of providing the high quality and responsive community services and infrastructure essential to the development of the NSW economy and the community.
- 4.23 The NSW public sector plays an essential role in assisting ecologically sustainable economic development and social justice objectives. It also plays a vital role in economic restructuring through

services to industry and in addressing market failure through appropriate standards, monitoring, and regulation.

4.24 NSW Labor supports:

- (a) Providing public sector workers with the best possible pay and conditions to achieve the highest standards in recruiting and retaining public sector workers.
- (b) an independent, non-political public service in order to ensure a professional public sector of the highest integrity and efficiency in the delivery of services to the public.
- (c) A principled and collaborate bargaining framework without the influence of a public sector wages cap or wages policy.
- (d) A NSW Wages Policy that provides public sector workers, including those employed by state owned corporations with fair pay and conditions, reflecting the value of their work and the actual cost of living, as the best means to achieve fair outcomes for public sector workers and their families, workforce growth and development.
- (e) NSW Public sector agencies taking active steps to recruit, train and retain Indigenous people at all levels, and continue to increase indigenous participation in the development, management and operation of services and programs.

4.25 NSW Labor will amend relevant legislation, Industrial instruments and/or policies to:

- (a) Include explicit reference in the Act's objects for gender equality, including but not limited to the following:

- (b) Eliminate gender-based undervaluation of work,
- (c) Provide workplace conditions that facilitate women's full economic participation, including delivering secure and well-paid jobs,
- (d) Provide a framework to support employees experiencing domestic and family violence.
- (e) Assist employees in balancing their work and care responsibilities through flexible working arrangements.
- (f) Recognise that job insecurity is a phenomenon which disproportionately impacts women workers.
- (g) Establish expert panels to hear matters which impact female-dominated and award-reliant occupations and deal with pay equity more broadly.
- (h) Make changes to the award-making process to give central importance to gender equality and job security.
- (i) Modernise victimisation, discrimination, and sexual harassment provisions to improve protections for workers, union representatives, and to be in line with federal laws.
- (j) Promote workforce sustainability and improve attraction and retention of employees in the public sector.
- (k) Allow unions who engage in mutual gain bargaining delivering significant increases to the material conditions of the workforce to recoup a percentage of resources spent on bargaining for that outcome from the State Government and/or workforce.
- (l) Allow workers to bring complaints of bullying and harassment and sexual harassment and assault in the Industrial Relations Commission, including by amending the definition of "industrial matters" to include bullying and harassment and sexual harassment and assault.
- (m) Ensure the Industrial Relations Commission can resolve disputes effectively and to finality.
- (n) Broaden the list of examples in the definition of "industrial matters" in section 6 of the NSW Industrial Relations Act to include employment disputes in relation to employees receiving workers compensation such as the availability of suitable duties for injured workers, sexual harassment, and bullying.
- (o) Harmonise the civil penalty amounts for the contravention of an industrial instrument to be in line with the amounts in the Commonwealth Fair Work Act.
- (p) Increase the small claims limit from \$20,000 to \$100,000.
- (q) Make the Industrial Relations Commission a one-stop-shop Commission with concurrent jurisdiction over all employment-related areas of law.
- (r) Commit to the appointment of new commissioners to the NSW Industrial Relations Commission (IRC) to ensure that the IRC has a fair balance of commissioners with professional experience from both employee and employer representative backgrounds
- (s) The appointment of new commissioners should also reflect the gender and culturally and linguistically diverse

- backgrounds of the community over which it presides.
- (t) Provide for same job, same pay protections.
- 4.26 In examining any proposed changes to the status and/or standing of a public sector body, service, utility or asset NSW Labor will take into account the impact on employment, skills, training and conditions and the protection of the existing workforce and/or the record of industrial relations practices in any new enterprise or project.
- 4.27 NSW Labor condemns the previous Liberal National Government's attack on bus drivers including the introduction of competitive tendering which has seen the wages and conditions of bus drivers fall and significant labour shortages throughout the 12 years of Liberal National Government.
- 4.28 NSW Labor recognises that the State Government is the economic employer of bus drivers employed by bus operators performing work under State Government contracts. As such, the State Government has the ability to set standards for these bus operators and drivers.
- 4.29 NSW Labor recognises that such Government contracts should only be awarded to bus operators who agree employ drivers on enforceable industrial instruments endorsed by their union that provide bus drivers with:
- (a) Industry leading rates of pay including increases that keep up with the cost of living and
- incentivise skilled workers into the industry.
- (b) Superannuation contributions equivalent to road transport workers employed by major road transport companies including ensuring contributions are made to the industry fund.
- (c) Comprehensive dispute resolution and consultation provisions; and
- (d) Ensuring that bus drivers have a powerful collective voice through their Union.
- Local Government**
- 4.30 NSW Labor recognises local government's key role as a community-based employer, particularly in rural and regional NSW.
- 4.31 NSW Labor commits to continuing to develop a skilled and merit based local government workforce within the NSW industrial relations system, that provides safe, secure, and well-paid jobs for workers and quality services to communities.
- 4.32 NSW Labor is opposed to the compulsory tendering and corporatisation of local government services and is opposed to contracting of services or corporatisation that results in a reduction of worker pay and conditions.
- 4.33 NSW Labor will Amend the Local Government Act 1993 (NSW) to oblige every council to employ directly engaged apprentices and trainees equivalent to a number of at least 15% of its workforce. Provide additional funding to facilitate council's engagement of these apprentices and trainees, ensuring that the positions are fully

funded by the State Government and additional to the existing organisational structure of a council.

Waste Contracting

- 4.34 NSW Labor does not support privatisation. NSW Labor recognises that through procurement and legislative instrument the State Government has the ability to ensure private sector waste workers are employed under the same reasonable minimum standards as directly employed Local Government workers regardless of which Local Council they are employed by.
- 4.35 NSW Labor will ensure that the current Regulations that protect waste workers during council tendering processes will be enshrined in legislation and aim to provide waste workers with:
- (a) Industry leading rates of pay including increases that keep up with the cost of living;
 - (b) Superannuation contributions equivalent to road transport workers employed by major road transport companies including ensuring contributions are made to the industry fund;
 - (c) Comprehensive dispute resolution and consultation provisions apply; and
 - (d) Ensuring that waste workers have a powerful collective voice through their Union

Road Transport

- 4.36 NSW Labor commends the Federal Government's establishment of the Road Transport Division of the Fair Work Commission. This is

lifesaving reform which will set minimum standards across contract chains to help stop the deadly pressures placed on transport workers as a result of the financial pressures placed by those at the top of contract chains on road transport operators, owner-drivers and road transport gig workers. NSW has long led the way in terms of ensuring that owner-drivers have minimum standards and rights through Chapter 6 of the Industrial Relations Act 1996 and its predecessors which dates back decades. However, the way that road transport work has been organised and is performed has dramatically changed since the last major reforms of Chapter 6 around 30 years ago. In order to continue to provide minimum standards and rights for all non-employee road transport workers in NSW, NSW Labor will amend Chapter 6 to ensure that the NSW Industrial Relations Commission:

- (a) Has a specific objective to create and maintain a safe, sustainable and viable road transport industry.
- (b) Has jurisdiction over all non-employee road transport workers, including those in the gig economy and small fleet operators.
- (c) Is able to set standards across entire road transport supply chains to ensure that those with the economic power are held to account and that road transport workers are provided with a powerful collective voice through their Union, including minimum training and safety conditions.

- (d) Can conciliate, arbitrate and make interim dispute orders through application of the Union across the supply chain.
 - (e) Facilitate collective bargaining through the Union for all groups of non-employee road transport workers.
 - (f) Address the unfair termination of road transport workers including reinstatement of contract and compensation including those in the gig economy and small fleet operators through their Union; and
 - (g) Is able to deal with unfair contracts of road transport workers.
- 4.37 The road transport industry is responsible for more workplace deaths and injuries than any other. Tight margins lead to transport operators being squeezed and road transport workers being forced to take shortcuts such as speeding and skipping rest breaks. NSW Labor commends the Federal Labor Government's establishment of the Road Transport Division of the Fair Work Commission and the State Labor Government's commitment to amend Chapter 6 of the Industrial Relations Act 1996 in order to deal with these deadly pressures. However, more needs to be done to ensure road transport workers are able to perform work in the safest possible manner. As such, NSW Labor will work with industry to develop minimum safety standards and qualifications for all road transport workers in NSW.
- 4.38 Traffic Emergency Patrol workers are vital first responders to incidents and accidents in NSW.
- They are often the first on the scene at serious road accidents in order to stabilise the site and ensure that other road users and members of the public are safe and do not interfere. NSW Labor recognises that these are emergency workers and will work to ensure that their remuneration and conditions are in line with other emergency workers and first responders.
- 4.39 NSW Labor condemns the previous Liberal National Government's attack on bus drivers including the introduction of competitive tendering which has seen the wages and conditions of bus drivers fall and significant labour shortages throughout the 12 years of Liberal National Government.
- 4.40 NSW Labor recognises that the State Government is the economic employer of bus drivers employed by bus operators performing work under State Government contracts. As such, the State Government has the ability to set standards for these bus operators and drivers. NSW Labor recognises that such Government contracts should only be awarded to bus operators who agree to employ drivers on enforceable industrial instruments endorsed by their union that provide bus drivers with:
- (a) Industry leading rates of pay including increases that keep up with the cost of living and incentivise skilled workers into the industry;
 - (b) Superannuation contributions equivalent to road transport workers employed by major

- road transport companies including ensuring contributions are made to the industry fund;
- (c) Comprehensive dispute resolution and consultation provisions; and
- (d) Ensuring that bus drivers have a powerful collective voice through their Union.
- (e) In addition, NSW Labor will ensure that where there is a change in bus operator on State Government contracts bus drivers will maintain their existing jobs, wages, conditions and continuity of service.
- (f) Further, NSW Labor commends the Bus Industry Taskforce and will ensure that a standing tripartite committee exists in order to implement its recommendations and deal with all issues impacting bus operators and drivers. Among other things this Committee will be tasked with ensuring that the health and safety of bus drivers is the highest priority. This includes:
 - (g) Scheduling and rostering of route timetables that affords appropriate rest and break times for bus drivers;
 - (h) Affording flexibility in route timetables and scheduling to ensure bus drivers are not unreasonably pressured to perform their role;
 - (i) No economic impacts being placed on bus operators in Government contracts which would place undue pressures on bus drivers to unsafely perform their role;
 - (j) Consulting with bus drivers, through their Union, on the impact and practical realities of route timetabling and

schedules, to eliminate any adverse effect on the health and safety of bus drivers and the general public; and

- (k) Ensuring that all bus drivers have proper rest facilities, including access to toilets, food and water, covered areas, meal facilities and electricity.

Gig Work

- 4.41 NSW Labor recognises that workers in the gig economy have no minimum standards in relation to workers compensation and will ensure these workers receive the same benefits as employees including, occupational health and safety, superannuation, and workers compensation.
- 4.42 NSW Labor calls on the Minns Government to work with Unions and industry to ensure that all workers in the gig economy have access to an appropriate level of workers compensation.

Help with issues at work

Resolving disputes

- 4.32 NSW Labor believes all workers should have access to industrial tribunals and courts with final arbitration powers on all work-related issues.
- 4.33 NSW Labor will:
 - (a) Amend the Industrial Relations Act 1996 (NSW) to provide the Industrial Relations Commission of New South Wales with direct and explicit powers to deal with workplace bullying and harassment.
 - (b) Open regional IRC facilities in, at a minimum, Wollongong

and Newcastle; adequately fund the IRC to staff and run these facilities; and examine the appointment of additional Commissioners to specifically sit in these regional facilities.

Enforcing workplace rights

4.34 NSW Labor supports:

- (a) the maintenance and expansion of workplace rights.
- (b) Unfair dismissal protection consistent with International Labor Organisation standards.
- (c) The right of unions to enforce workplace rights

4.35 NSW Labor will:

- (a) Support the restoration of full right of entry access including to provide unions with the right to inspect and investigate wage records of all workers.
- (b) Implement an effective and enforceable scheme to protect employee entitlements in the event of a company entering receivership or liquidation, including any unpaid superannuation entitlements.
- (c) Improve the capacity of the NSW industrial jurisdiction to enable workers and their unions to recover unpaid wages and entitlements; and supports measures to implement similar improvements federally.

4.36 NSW Labor believes that wage theft is a crime and should be treated as such. As such, NSW Labor will:

- (a) Legislating to amend the Crimes Act (1990) to include a criminal offence for wage theft, where an employer and/ or owner of a business knowingly, recklessly or

repeatedly underpays the workers they engage.

- (b) Establish a public register of businesses engaging in systemic wage theft.
- (c) Support the work of unions and where necessary the establishment of Migrant Workers Centre to provide advice and advocacy for migrant workers affected by wage theft, and other exploitative practices to minimise the incidence of wage theft

4.37 NSW Labor will:

- (a) Develop a mandatory licensing scheme for labour hire providers operating in NSW;
- (b) Establish an independent Labour Hire Authority, responsible for licensing, compliance, enforcement and education;
- (c) Require labour hire providers to report annually on their labour hire activities;
- (d) Introduce a mandatory code of conduct for labour hire providers, with breaches of the code punishable by removing the provider's license to operate in NSW;
- (e) Introduce legislation to require all NSW Government, Local Government and Statutory Bodies workers engaged through labour hire operatives receive the same rates of pay as existing employees, including overtime, penalties, allowances and hours of work; and
- (f) Legislate to impose joint liability for employment and safety standards on both labour hire operators and host employers.

Fairness at work

4.38 NSW Labor is believing in promoting policies that assist workers to maintain a balance between the hours they work and the hours available to them to spend with their families, their communities and in recreational activities.

4.39 NSW Labor will:

- (a) Will place a ban on unpaid overtime for workers earning less than a high-income threshold to ensure employees are paid for all genuine hours worked and to ease understaffing pressures by redistributing unpaid work to new additional employees.
- (b) Introduce a right for workers to disconnect or switch off from work out of work hours or rostered hours. This will limit the work creep into personal time that results from new technologies like email and work communication apps on phones.
- (c) Introduce retail trading legislation that requires shops to be kept closed and no work behind closed doors on Christmas Day, Boxing Day, Good Friday, Easter Sunday and all of ANZAC Day.
- (d) Ensure employees and employers sharing the established benefits of working from home.
- (e)

Gender Pay Equality at Work

4.40 NSW Labor recognises that women experience discrimination and disadvantage in the NSW workforce due to gender inequality, sex role stereotyping, sex discrimination and sexual harassment.

4.41 This negatively impacts women's income, work opportunities,

professional development, career advancement and superannuation accrual. These impacts are further entrenched by women's unequal role in caring, which is not recognised as an essential economic and social contributor to civil society.

4.42 NSW Labor will act to:

- (a) eliminate the gender pay gap and discrimination against women in NSW workplaces,
- (b) eliminate sexual harassment in NSW workplaces by working with Unions and employers to implement all aspects of the Respect@work report,
- (c) equally value through wages, conditions and professional recognition, the work traditionally carried out by women including in social services, aged care and childcare,
- (d) eliminate gender segregation in NSW workplaces. This includes vertically where high status jobs are dominated by men, horizontally where there is a concentration of men and women in different industries, and by employment status where higher numbers of women work part-time and casually.
- (e) normalise flexible and part time work arrangements for workers with caring responsibilities with no disadvantage in relation to wages, conditions, access to professional development, and opportunities for promotion,
- (f) use entitlements such as parental, personal and carers leave, and flexible work arrangements to increase, to equal, men's role in caring and parenting. This includes the removal of the concept of primary and secondary carer and payment of

- superannuation on parental leave,
- (g) increase to equal, women's participation in apprenticeships and traineeships through use of quotas and procurement practices,
- (h) establish a 'Women in Trades Unit' of NSW TAFE to; support employers to develop inclusive workplace cultures, promote apprenticeships and traineeships in schools with a focus on young women, and report annually on outcomes,
- (i) establish a telephone complaints service for those in workplaces who are experiencing sexual harassment, bullying and discrimination with a focus on apprentices, trainees and other young or intersectionally disadvantaged women,
- (j) require NSW employers to participate in Workplace Gender Equity Agency annual report,
- (k) make accessible quality and affordable Early Childhood Education and Care, and out of school hours' care.
- (l) Support the rights of workers to speak openly about their wages and conditions with their colleagues.

People with disabilities

- 4.43 NSW Labor supports equal employment opportunity for people with disabilities. People with disabilities must have equal access to education, training and employment.
- 4.44 NSW Labor will:
 - (a) Act to enforce the principle of 'reasonable adjustment' whenever it is necessary to assist a person with a disability to undertake a position which might require some modifications either to physical

- aspects of the job or some rearrangements of tasks to be undertaken.
- (b) Support scaled wage provisions in relevant awards or agreements to enable the benefit of coverage and acceptance into the mainstream workforce in cases where a worker with a disability is not able to earn a full award wage due to the extent of the disability.

Safe Workplaces

- 4.45 NSW Labor supports:
 - (a) The rights of all workers to a safe and healthy working life through strong Work Health and Safety (WHS) laws.
 - (b) Work health and safety representative structures to facilitate worker and union participation in ensuring safety and health at work.
 - (c) An independent regulatory body with a tripartite framework to deliver the objectives of the WHS Act, with an emphasis on making examples of non-compliance and protecting workers.
 - (d) Ensuring any moves to harmonise State and Federal WHS laws does not result in a reduction of employee rights, protections or entitlements for NSW workers or their unions.
- 4.46 NSW Labor will:
 - (a) Reestablish absolute liability of duty of care for Person Conducting a Business or Undertaking (PCBU),
 - (b) Require the mandatory development of Risk Assessment Plans and Risk Control Plans to be undertaken in consultation with workers and respective union(s) and to be documented and also

- displayed for all, and available to WHS inspectors,
- (c) Provide funding for trade unions to educate workers at greatest risk of exploitation and unsafe work practises on their right to safety at work and provide employers with guidance and resources to undertake risk assessments to provide safe workplaces.
- (d) Require a tripartite body with representation from the safety regulator, the SDA and industry employer association to address third party violence in retail with a focus on:
 - (i) Workplace design
 - (ii) Safe systems of work
 - (iii) Safe staffing level
 - (iv) Effective banning/trespass laws
 - (v) Workplace protection orders
 - (vi) High quality and effective training for staff
 - (vii) Trauma informed support to reduce the immediate and long term effects on workers
- 4.47 Reinstate the rights of unions to prosecute all breaches of the Work Health and Safety Act within the NSW Industrial Relations Commission and receive the moiety of all fines resulting from prosecution.
- 4.48 Provide adequate funding to trade unions and/or the safety regulator to prosecute breaches of WHS laws.
- 4.49 Implement a SafeWork Assist Program which provides funding on applications from unions or from unions and employer associations to run programs aimed at improving workplace health and safety.

Industrial Manslaughter

- 4.50 NSW Labor will introduce an offence of industrial manslaughter where the actions or omissions of the officers of the PCBU cause a person's death when those actions or omissions amount to a gross breach of a relevant duty of care owed by the PCBU to the deceased. The offence of Industrial Manslaughter will include:
 - (a) Making the PCBU criminally liable for negligence;
 - (b) Imposing pecuniary custodial penalties and community based remedial programs on liable PCBU's to genuinely reflect the serious nature of the conduct;
 - (c) Ensuring the offence includes omissions as well as positive actions on behalf of the PCBU;
 - (d) Ensuring the offence allows for the aggregation of responsibility rather than relying on the actions of one individual to determine liability;
 - (e) The rights of unions to prosecute offences under NSW WHS legislation. In Government NSW Labor will reinstate the rights of unions to prosecute offences under WHS legislation and remove current limitations and barriers which have been put in place.
 - (f) Establishment of a standalone health and safety regulator directly answerable to the responsible Minister and a statutory tripartite council.

Electrical Safety Act

- 4.51 NSW Labor commits to legislating a standalone Electrical Safety Act and corresponding specialist regulatory framework to enhance the quality and safety of electrical work done in NSW, including:
 - (a) A designated, independent electrical regulator responsible

- for monitoring, compliance and enforcement activities relating to electrical safety, electrical work and electrical licensing.
- (b) Tri-partite oversight bodies responsible for giving advice and recommendations to the Minister, including an Electrical Safety Board and advisory committees dedicated to electrical licensing, electrical safety education, and electrical equipment.
- (c) A new licensing regime for classes of electrical lineworkers (distribution, transmission, & rail traction) and cable jointers.
- (d) The implementation of the Electrical Equipment Safety System regulatory framework for electrical equipment.

Workplace Silica Dust Exposure

- 4.52 NSW Labor recognises the unacceptable health risks posed to workers who are exposed to crystalline silica (silica) dust at work. Silica dust once inhaled can cause irreversible damage to the lungs.
- 4.53 NSW Labor will:
- (a) Work to eradicate exposure to silica dust wherever possible including banning the use, supply and manufacture of engineered stone bench tops, panels and slabs.
 - (b) Require strict controls on workplaces where silica exposure is unable to be eliminated to require control measures that ensure workers are not exposed to silica.
 - (c) Make health monitoring program mandatory during and after employment to assist in identifying the onset of any dust-related disease.

- (d) Legislate for a support program (financial and psychological) backed by industry, employers, and manufacturers for workers (and their families) diagnosed with occupational lung disease and who are struggling to return to work and adjusting to life with the devastating impact of their lung disease.
- (e) NSW Labor will ensure SafeWork is properly resourced and trained to manage the ongoing risks associated with the legacy product and to ensure compliance with the new amendments.

Workers' Compensation

- 4.54 NSW Labor is committed to a workers compensation system that:
- (a) Has doctor-led care with timely and appropriate medical treatment;
 - (b) Returns injured workers to work when it is safe to do so as a central tenant of the system;
 - (c) Protects injured workers from unfair terminations;
 - (d) Ensures polite, timely & accurate responses to all enquiries and requests;
 - (e) Provides ongoing medical and financial support for workers unable to return to work.
 - (f) Ensures injured workers have a voice through representation and consultation in key decision-making forums, including the board of iCare.
- 4.55 NSW Labor will implement a workers compensation system in which:
- (a) Workers compensation is available on a no-fault basis where an injury 'arises out of or in the course of employment, even where it is

- the aggravation of an existing injury or disease.
 - (b) Premiums recover the costs of the system as to encourage safe work practices.
 - (c) The work safety regulator is properly resource to carry out its functions properly including an increased emphasis on prevention and compliance.
 - (d) Meaningful tripartite consultation must be a central part of the system.
 - (e) In which scheme agents and self-insurers are abolished and all workers compensation functions are carried out by the nominal insurer.
 - (f) Trade unions have the power to enforce compliance with workers compensation laws, alongside right of entry, inspection and investigative powers.
 - (g) Workers have access to a quick, easy, effective and legally binding mechanism to resolve disputes around all aspects of the workers compensation system.
 - (h) Places an absolute obligation on employers to provide suitable duties;
 - (i) Preventing termination unless the injury management plan states that the return-to-work goal is a different job and a different employer;
 - (j) Ensuring that Return to Work Plans are implemented and enforced; and
 - (k) Incentivising the employment of injured workers.
 - (l) Journey claims and recess claims should be covered by the system.
 - (m) Weekly payments should be set at a level equivalent to an injured worker's pre-injury average weekly earnings irrespective of their fitness for work and should not be subject to any caps or step-downs.
 - (n) Costs associated with medical, and all related treatment should be covered for workers compensation purposes with no arbitrary caps or limits.
 - (o) Work Capacity Reviews and Decisions should be removed from the workers compensation legislation. Consideration of a worker's functionality is properly addressed as part of their rehabilitation plan.
 - (p) Penalties set within workers compensation legislation will be designed to provide a significant deterrent for any behaviour which harms or may harm an injured workers health or rights.
- Future of work**
- Skills & Training**
- 4.56 NSW Labor is committed to ensuring that all workers have access to the skills and training needed to take advantage of the employment opportunities in a diversified economy.
- 4.57 NSW Labor supports:
- (a) Workers playing an effective role in industrial restructuring and workplace decision making.
 - (b) All workers having access to accredited and portable training. Employers and governments have a responsibility to share the costs of vocational training.
 - (c) The integration of training with career development and skills recognition for employees and include both on-the-job and off- the-job options.
- 4.58 NSW Labor will:
- (a) Develop individual industry sector policies that identify and

- present further employment opportunities and training needs.
- (b) Ensure adequate resourcing to the provision of vocational training, in particularly for the training of apprentices in State Government authorities.
 - (c) Ensure appropriate training wages are provided for in relevant awards and/or agreements.
 - (d) Ensure that the assessment and licensing of building and trades skills and certificates be robust, reasonably priced and provided directly by the government.
 - (e) Ensure that a system of accreditation operates for training providers which provides accountability and facilitates best practice outcomes.
 - (f) Provide opportunities to address some of the problems associated with retrenchment of workers, including financial counselling and improved redundancy benefits.
 - (g) Supports enhanced access to, and effectiveness of, existing training initiatives for mature unemployed workers.
- 4.59 NSW Labor believes that all young people should have access to full-time education or specific vocational training or productive employment.
- 4.60 NSW Labor will:
- (a) Legislate that all NSW government departments, government utilities and enterprises from 2020 will be required to have an apprentice ratio of 15%
 - (b) Legislate that all contractors and suppliers on major government projects will be required to demonstrate that they and their subcontractors have an apprentice ratio of 15%
 - (c) Establish a target of 20,000 new apprenticeships and traineeships every year,
 - (d) Require all employers who receive financial subsidies for their apprentices to have a workplace Sexual Harassment Policy, workplace sexual harassment training and to report annually on incidences and actions.
 - (e) Encourage more employers to invest in apprentices, including examining changes to the tax treatment of businesses that employ multiple apprentices.
 - (f) Expand the capability of TAFE and other apprenticeship training.
 - (g) Improve the completion rate of apprenticeships and traineeships.
 - (h) Encourage more women to take up apprenticeships.
- 4.61 NSW Labor will:
- (a) Raise awareness of young Australians as to their rights and entitlements at work, and the workings of the Australian industrial relations system, including the role of trade unions through the school system and TAFE.
 - (b) Support the work of unions and where necessary the establishment of a NSW Young Workers Centre to provide advocacy and support for young workers affected by wage theft, unsafe workplaces, and other exploitative practises by employers.
 - (c) Provide specific employment programs which cater for the needs of youth with disadvantages, such as young people with disabilities, youth from culturally and linguistically diverse backgrounds, single parents, the long-term

unemployed and Indigenous youth.

Automation & technological change

4.62 NSW Labor remains committed to quality jobs as an enduring feature of an evolving and modern economy.

4.63 NSW Government will develop a best practice framework to guide the implementation of automation in workplaces in New South Wales including:

- (a) funding by employers and government to support the training of employees in industries facing job displacement from automation
- (b) modern termination, change and redundancy laws that focus on re-skilling and re-deployment, with redundancy as a last resort
- (c) the NSW Government increases funding for TAFE and VET programs including making them accessible and applicable to regional NSW.
- (d) the NSW Government facilitate a tripartite industry approach (including employers and registered organisations) to training and skills development for the jobs of the future.

Workplace Surveillance

4.64 NSW Labor will amend work health and safety laws or other legislation to regulate the allocation of work by

software/platforms/code/algorithms /app expressly providing that:

- (a) allocation of work must not be unsafe, excessive or create unreasonable workloads;
- (b) allocation of work must comply with requirements of industrial instruments covering the work;

(c) allocation of work must not use discriminatory attributes in the distribution of work.

(d) allocation of work must promote a fair and equitable distribution of work.

(e) systems should promote a right to disconnect including through a fair rotational allocation of work system, rather than an always on fastest finger approach to work allocation

(f) registered organisations have a right for to inspect the software/platforms/code/algorithms/app, including the coding, that is used to set work demand lines, KPI's, allocate work, roster work, or allocate additional shifts.

4.65 NSW Labor recognises that workplace surveillance is becoming an increasing advanced and widely used across workplaces to monitor and gather information on the behaviour and activities of workers.

4.66 NSW Labor will amend the Workplace Surveillance Act 2005 (NSW) (the WS Act) to take account of contemporary workplace surveillance activities and advancements in technologies:

(a) Refer to 'workers' and 'persons conducting a business or undertaking' instead of 'employees' and 'employers', thus mirroring the definitions under the Work Health and Safety Act 2011 (NSW);

(b) Require employers to genuinely consult with and obtain the consent of the workforce and their representative (i.e. relevant trade union) in seeking to implement surveillance (whether CCTV, electronic or otherwise);

- (c) Require an employer to satisfy workers and their representatives that all alternatives have genuinely been explored prior to considering introduction of workplace surveillance/monitoring;
- (d) Prohibit employers from using workplace surveillance for purposes other than that which had been agreed with the workforce and their representatives;
- (e) Prohibit employers from using workplace surveillance to undermine or curtail freedom of association or the right to organise
- (f) Empower the Industrial Relations Commission of New South Wales to deal with disputes over workplace surveillance and to arbitrate where agreement cannot be reached through alternative dispute resolution methods;
- (g) Provide a right to workers to access their own personal information held by their employers, including information obtained through surveillance; and
- (h) Remove reference to the WS Act overriding the Work Health and Safety Act 2011(NSW).
- (i) To clarify that the law applies to surveillance of all work done in NSW regardless of whether the surveillance occurs in NSW or another jurisdiction

A dignified retirement from work

- 4.67 NSW Labor believes that superannuation is an industrial right for all workers that represents deferred earnings for dignity and justice in retirement.
- 4.68 NSW Labor supports and will prioritise managing workers capital through the not-for-profit representative trustee governance

model of industry superannuation. Accordingly NSW Labor supports:

- (a) The equal representation model of employees and employers in the industry superannuation model;
- (b) The place of industry superannuation funds as the default superannuation funds in relevant industry Awards
- (c) Paid superannuation on parental leave.
- (d) Superannuation to be paid on every dollar of wages earnt.
- (e) Effective mechanism for timely recovery of arrears in SGL contributions

4.69 NSW Labor will:

- (a) Work with the Federal Government, unions and employer groups to achieve incremental increases in occupational superannuation to 15%
- (b) Remove age limits for superannuation payments
- (c) Introduce the payment of superannuation on all forms of parental leave including unpaid parental leave
- (d) Introduce measures to eliminate the significant disparity in the retirement incomes of men and women
- (e) Increase penalties on employers who fail to pay workers superannuation entitlements;
- (f) Require superannuation to be paid on all income.
- (g) Legislate to require superannuation payments on all welfare payments.
- (h) Amend the Fair Entitlements Guarantee to include any unpaid superannuation entitlements of workers.
- (i) Undertake measures to address women's economic inequality in retirement including a 'superannuation boost' for low paid working

- women to address lifetime superannuation disadvantage,
 - (j) The development of transition to retirement schemes/programs that NSW Labor will allow workers to adjust over a period of time to retirement from the paid workforce. Labor accepts that working Australians who have spent a lifetime working in manual occupations need special consideration with regard to retirement age and support.
- 4.70 NSW Labor commits to a public sector superannuation scheme that recognises the responsibility of the Government, as an employer, to provide reasonable superannuation benefits to its employees and opposes reductions in public sector superannuation.
 - (a) Supports the retention of employee rights to access to an independent tribunal to hear promotional appeals.
 - (b) Supports the establishment and maintenance of appropriate employee consultative mechanisms, that recognise unions as the legitimate representatives of employees, in all public sector organisations.
 - (c) Supports the repeal of legislative restrictions that limit public sector employees ability to seek relief from discrimination.
 - (d) Maintains its commitment to the ongoing representation of employee trustees on superannuation boards and will ensure that their role and responsibilities are in accord with Federal legislation.
 - (e) Ensure where possible that any long- term employment roles required by the Government will be undertaken through
 - Government employment on a permanent basis.
 - (f) Produce an annual report that lists within the public sector by agency, department and enterprise the number and dollar value of employees (listing separately for full-time, part-time and casuals) and third party contracted positions. This report is to be reviewed by the State Labor Advisory Committee.
 - (g) Oppose reductions in superannuation standards which occurred in NSW with the introduction of First State Super to the public sector based on the SGC standard only.

5. EDUCATION AND SKILLS

The Education and Skills Policy Committee moves the following omnibus amendment, to replace the existing chapter of the NSW Labor Platform.

- 5.1 Every child in NSW is entitled to a high-quality education. The Education and Skills sector encompasses early childhood education and care, schooling, vocational education and training, and lifelong learning.

NSW Labor believes that:

Teaching Profession

Teachers

- 5.2 A respected, well-trained, highly qualified and accredited, competitively remunerated, resourced and supported teaching service is essential to the provision of a sustainable, high-quality, equitable and world-class education system that is integral to our shared social and economic future.

Support staff

- 5.3 Educators and school support staff are critical to the delivery of a high-quality, equitable and inclusive education which meets the educational needs of all children.

Initial teacher education

- 5.4 Teacher education plays a pivotal role in shaping the quality of education.
- 5.5 Teacher education programmes should ensure that new teachers enter the classroom with strong subject content knowledge,

grounding and expertise in the practice of teaching and assessment, that allow them to be effective teachers from their first day.

- 5.6 All early career teachers must be provided with the support they need to deliver high-quality teaching and learning experiences.

Education provision, resourcing and facilities

Early childhood education

- 5.7 Early education and care services lay the foundation for lifelong learning and every child should be able to access affordable, high-quality early childhood education and care, and pre-school programs, before they start school.
- 5.8 A world-class, high-quality early learning education system is best achieved through public provision, with directly employed educators who are appropriately recognised and competitively remunerated.
- 5.9 The role of early childhood advocacy groups, unions and industry associations as significant stakeholders in the sector should be acknowledged.

Quality education - schools

- 5.6 All students, including those with specific and additional learning needs, have the right to a high-quality public education.
- 5.7 An equitable and accessible education underpinned by a well-resourced, universal, and free public education system is the foundation of a fairer society and an investment in our shared social and economic future.
- 5.8 The public education system should be fully funded with funding allocated according to student and community needs.

- 5.9 A strong comprehensive, public education system should provide all students with the knowledge, skills, and values to fully participate as productive and active members of society.
- 5.10 Education policy must respect teachers' professional judgement, subject, content and pedagogical expertise, knowledge of their students and how they learn.
- 5.11 Every child should receive an education of the highest quality, no matter where they live.
- 5.12 Distance Education programs should facilitate equitable access to education.
- 5.13 Independent monitoring of the quality of teaching, learning, assessment, and school standards is imperative across government and non-government schools, and early childhood services.

Vocational education and training

- 5.14 A comprehensive, well-funded vocational education and training system will promote a highly skilled, educated and innovative workforce that promotes economic prosperity and social inclusion. TAFE provides a strong economic, fiscal and social contribution to the NSW economy and must be the pre-eminent provider, with a strong focus on student and graduate outcomes.

Learning environments

- 5.15 Schools and other educational institutions that are well-designed, maintained, clean, well-resourced, equipped and fit for purpose are crucial for improving student learning outcomes, teacher and student satisfaction, well-being and safety.

Access and equity

Inclusive education (special education and students with disability)

- 5.16 Inclusive education, grounded in the principles of equality, dignity, and respect for diversity as outlined in the United Nations' Convention on the Rights of Persons with Disabilities (CRPD), is a fundamental human right for all students, including those with disability.
- 5.17 All students, including students with disability and/or additional learning needs, have a right to equitably access and participate in education and should receive the appropriate funding and support to access their full potential during all aspects of their educational journey.
- 5.18 The public school system should continue to offer a variety of options for students with additional needs, such as Schools for Special Purposes (SSPs), support classes, and mainstream settings.
- 5.19 Students with a disability and/or additional learning needs should have the opportunity to follow an appropriate pattern of study that leads to a credential.

Aboriginal Education

- 5.20 Aboriginal and Torres Strait Islander Education is relevant for all communities, students and staff and must be seen within the context of the dispossession and disadvantage experienced by Aboriginal and Torres Strait Islander peoples arising from European occupation. Developments such as the Uluru Statement from the Heart are also an important aspect of this context.

- 5.21 The roadmap to achieving success for Aboriginal and Torres Strait Islander students is culturally appropriate education delivered through quality teaching.
- 5.22 There is a distinctive educational disadvantage experienced by many Aboriginal and Torres Strait Islander people. Labor supports efforts to close the education and training gap through ongoing consultation with members of their communities and recognises that education environments which foster cultural awareness and acceptance are an investment in achieving a more just and equal society.

Multicultural education

- 5.23 Access to and support for high-quality education, in a safe, inclusive and supportive learning environment, is integral to improving the status and participation of people from culturally and linguistically diverse backgrounds in our society.

Additional settings

Adult education – community colleges

- 5.24 Education is a lifelong process and access to vocational and academic streams should be available at all stages of life including community college provision through Adult and Community Education (ACE).

Education in youth justice detention centres/correctional facilities

- 5.25 Education is a key pathway for reducing recidivism in NSW and is opposed to outsourced

provision of prison education services.

- 5.26 All detainees deserve a high-quality public education funded by government and delivered by university-qualified teachers.

Teaching Profession

Teachers

NSW Labor will:

- 5.27 Elevate the profession – recognise the value teachers bring to students, communities and the economy.
- 5.28 Recognise that the pay and working conditions of teachers are directly related to the status of the profession and remain competitive with other professions to ensure attraction and retention.
- 5.29 Ensure that teachers and all school staff feel safe, supported, valued and respected.
- 5.30 Recognise that early childhood teachers and educators are professionals whose work is worthy of recognition through accreditation with teaching authorities and through professional wages which are consistent with the wages of other teachers and educators.
- 5.31 Ensure that every child receives a high-quality education delivered by a highly qualified and accredited teacher with relevant subject and/or learning stage knowledge and expertise.
- 5.32 Enable fair and sustainable workloads for teachers to enable professional planning and collaboration.
- 5.33 Set class sizes at a reasonable level to enable teachers to engage with their students.
- 5.34 Build a recruitment and placement system for

- Government Schools that works to maintain a strong sustainable teaching service.
- 5.35 Review human resource structures to deliver priority recruitment and localised support to areas of greatest need with a focus on hard-to-staff and regional areas.
- 5.36 Establish a sustainable percentage of permanent teachers and support staff to create certainty for teachers and schools and provide continuity of student learning and curriculum delivery.
- 5.37 Improve the attractiveness of the teaching profession and raise the rates of entry into tertiary education courses in early childhood, primary and secondary education—particularly for students of Aboriginal and Torres Strait Islander heritage.
- 5.38 Improve retention by increasing support for teachers, enhancing career pathways, and reducing unnecessary workload of teachers to focus on core teaching tasks and collaboration.
- 5.39 Recognise the important role of specialist teachers, e.g. the role of Teacher-Librarians, Careers Advisors, Learning and Support Teachers, EAL/D teachers, and support incentives to increase the number of teachers wanting to seek placement into these positions
- 5.40 Support the work of teacher unions in identifying and addressing teacher workload issues. Such as:
- (a) ensuring that the Department of Education and the NSW Education Standards Authority (NESA) examine all of their processes and the administrative requirements that impact on schools and teachers which create unnecessary workload.
 - (b) simplifying the processes and the work required of schools for External Validation and the ongoing evaluation of School Plans.
 - (c) ensure that documented compliance processes do not exceed NESA requirements.
 - (d) review the amount of mandatory training required to be done by teachers.
- 5.41 Ensure graduate (early career) teachers are guaranteed structured and well-resourced induction programs, appropriate mentoring, and early career supports, including where possible a reduced teaching load, until they attain their proficient teacher status.
- 5.42 Maintain a system of compulsory teacher accreditation to ensure that all New South Wales students are taught by appropriately qualified and accredited teachers.
- 5.43 Ensure the representation of educators and teacher unionists on all boards and committees dealing with education and training and that these bodies are adequately resourced to ensure that they can undertake the work involved.
- Continuous Professional Development**
- 5.44 Continue to provide meaningful ongoing professional development for teachers that is respectful of teachers time.
- 5.45 Provide accessible and relevant professional learning programs tailored to the needs of teachers at different career stages and in various teaching contexts.
- 5.46 Collaborate with educational institutions, professional associations and industry partners to offer diverse PD

	opportunities that address emerging trends, pedagogical innovations and are underpinned by evidence-based research.			with best practices, educational research, and the needs of NSW schools.
5.47	Strengthen ongoing professional development for school leaders at all stages of their careers.	5.57		Ensure that Teacher Accrediting bodies are responsive to current school staffing, curriculum changes, and employment pathways to Graduate Teaching.
5.48	Restore the professional autonomy of teachers by allowing them to determine the professional learning activities which best suit their needs.	5.58		Promote the integration of practical classroom experience, mentorship, and reflective practice within initial teacher education programs to prepare graduates for teaching in schools.
Support staff		5.59		Work with teacher unions to ensure emerging ITE models appropriately respect the role of experienced teachers and the impact on workloads.
5.49	Elevate and recognise the skills and knowledge that support staff contribute to NSW Education.	5.60		Ensure a fit for purpose ITE curriculum by ensuring teacher education academics should have recency of practice.
5.50	Ensure that support staff are well-remunerated with working conditions that ensure attraction and retention.	5.61		Ensure ITE programs have ongoing evaluation for quality and delivery of positive outcomes for equity.
5.51	Enable fair and sustainable workloads for Support Staff.	5.62		Require integration of both theory and practice in ITE programs.
5.52	Provide appropriate and timely access to professional learning and mandatory training during working hours.	5.63		Ensure practicums are adequately resourced with appropriate remuneration and time release for mentors/coaches.
5.53	Strengthen trust and respect for support staff so that support staff feel valued, trusted and respected in their profession.	5.64		Ensure formal and transparent partnerships between ITE providers and schools or centres with regards to expectations and outcomes.
Initial Teacher Education (ITE)		5.65		Reject fast tracked teacher education programs or shortened qualifications on the basis that they undermine the profession.
5.54	Strengthen initial teacher education (ITE) to ensure it best supports teacher supply and delivers classroom ready graduates.	5.66		Regularly review and evaluate ITE programs in terms of impact on teacher education outcomes, student learning outcomes, and overall educational quality.
5.55	Strengthen partnerships with universities and teacher education providers to enhance the quality and relevance of initial teacher education programs.			
5.56	Review and update current standards and accreditation criteria for teacher education programs, ensuring alignment			
Support for Early Career Teachers				

- 5.67 Ensure induction and mentoring programs support early career teachers into the profession, including employment-based pathways.
- 5.68 Provide ongoing professional support, guidance, and resources to assist early career teachers in developing effective classroom strategies, pedagogical skills and engagement techniques.

Recognition of prior learning and experience

- 5.69 Recognise and value the diverse backgrounds, experiences, and expertise of teachers entering the profession through pathways such as recognition of prior learning (RPL).
- 5.70 Establish transparent mechanisms for assessing and recognising prior learning (RPL) and experience, ensuring fairness, consistency, and alignment with professional standards.

Professional Experience

- 5.71 Promote collaboration and partnership between schools, teacher education providers, NESAs, DoE, and other education employers and stakeholders to enhance the quality of professional experience.
- 5.72 Ensure schools provide suitable placements and support to facilitate professional experience for pre-service teachers including conditional accreditation for teachers to complete their teacher education while working in schools.
- 5.73 Ensure that school principals and mentors provide appropriate support for conditionally

accredited teachers on placement.

- 5.74 Ensure that all ITE and early career teachers have access to a trained teacher/mentor who has appropriate time release to fulfill the complex requirements of the role.

Education provision and resourcing

Early childhood education

- 5.75 Implement policies to maximise access to Early Childhood Education to all children aged 0-5 through the provision of a broad range of services, including preschool, long day care, workplace care, occasional care, before and after school care and vacation care, noting the needs of children in rural and remote areas, as well as 24/7 childcare in areas where there are a high number of essential workers in essential services.
- 5.76 Work toward increasing the proportion of children enrolled in quality preschool programs for at least two years prior to starting school, with a focus on identifying and removing the barriers which may currently affect such participation.
- 5.77 Work toward universal, free and publicly provided early childhood education.
- 5.78 Build new public preschools co-located with public primary schools ensuring that the viability of existing high quality not for profit services is not affected.
- 5.79 Investigate the building of new public long day care centres, that directly employ educators, as a first shift towards public early learning provision. Where possible, these centres should be co-located with schools, and

	initially targeted in low socio-economic areas.		enable fully effective operations of educational institutions.
5.80	Develop and implement specific policies to increase the rate of participation of aboriginal and Torres Strait Islander children in pre-school education in consultation with Aboriginal communities and organisations, noting also the role of the Federal Government in Close the Gap programs.	5.88	Increase community confidence in public education.
		5.89	Rebuild the pre-eminence of public education in NSW from preschools, schools, through to post-school education.
5.81	Create better transitions between early education and primary school for all students, with particular programs for students with diverse learning needs or whose social or other circumstances may affect this transition.	5.90	Support the principle of free education, with temporary business migrants who have the means to do so contributing to their child's education.
		5.91	Continue to support non-government schools through the provision of financial assistance on a needs basis and ensure all government funding is spent on educational purposes.
5.82	Increase support for schools to develop and expand before and after school care services, including Council-run and not-for-profit services.	5.92	Support the closing of 'grandfathered' provisions in school funding agreements which result in some independent schools being over-funded based on the current formula. NSW Labor recognises that needs based funding relies on all schools being held to the same high standards of public accountability.
5.83	Adopt a coordinated and strategic approach to developing the early education workforce including comparative wage outcomes.		
5.84	Simplify the regulation and accreditation processes for ECEC centres and ECEC teachers.	5.93	Prioritise education resources where they are needed most.
5.85	Provide appropriate professional learning for Early Childhood teachers and educators.	5.94	Work to increase the numbers of School Counsellors and School Psychologists in NSW public schools to meet the significant and growing student need.
		5.95	Support better accountability and transparency of the School Student Transport Scheme.
		5.96	Provide NESA with the resources to develop and provide a high-quality curriculum and curriculum resources.
		5.97	Ensure that where possible new syllabuses are released by NESA for implementation by schools accompanied by a full set of support materials including sample Scope and Sequences, sample programs, sample
Quality education - schools			
5.86	Support the continuation and enhancement of a comprehensive and articulated education system that provides all students on an equitable basis with the knowledge, skills, values and attitudes to fully participate as productive and dignified members of society.		
5.87	Fund public schools at 100 per cent of the Schools Resourcing Standard (SRS) and funding to		

- assessment tasks and graded work samples for mandatory subjects.
- 5.98 Ensure that NESA offers students a range of pathways to achieve a credential or a vocational qualification.
- 5.99 Ensure that NESA offers a range of subjects that meet student needs and interest areas including students with special educational needs.
- 5.100 Ensure that NESA explore alternative educational options for students who are unable to maintain engagement with conventional classroom learning that could lead to a credential such as a Certificate of Senior Studies.
- 5.101 Investigate the introduction of a mandatory short course, similar to NESA's HSC All My Work short course, at the end of Stage 5, on the history and practical functioning of the Australian political system. This would strengthen practical civics and citizenship and the rights and responsibilities of students as part of that democratic system.
- 5.102 Implement strong anti-bullying programs in schools to address all forms of bullying.
- 5.103 Increase the proportion of students going into university, vocational training, TAFE and work post school.
- 5.104 Foster a culture in schools that values diversity by advancing reconciliation and eliminating barriers to participation.
- 5.105 Include the teaching profession and education unions in education policy determination, implementation, and review and curriculum matters to deliver improved education outcomes.
- 5.106 Ensure rural, remote and regional students have access to the full breadth of the curriculum including access to subject-qualified/specialist teachers including online support for the delivery of Stage 6 curriculum across regional, rural and remote schools.
- 5.107 Provide curriculum options for distance learning that reflect as closely as possible the choices for mainstream students.
- 5.108 Expand programs to attract more school and early childhood teaching staff to schools in regional and remote areas.
- 5.109 Address the recruitment and retention of teachers in rural and remote schools by:
- (a) providing tailored, contextually relevant recruitment support for schools and reduce the administrative burden on school leaders through the provision of local staffing officers situated in regional Departmental offices
 - (b) rationalising and upgrading the incentive system for teaching in rural areas to remove anomalies and attract teachers to rural schools
 - (c) expanding priority recruitment support
 - (d) support teachers to undertake trial placements in regional, rural and remote school with a focus on long-term retention.
 - (e) Improve the provision and condition of teacher housing.
 - (f) Reduce the time taken to address maintenance issues in teacher housing.
 - (g) Increase the satisfaction of principals and teachers with the housing assistance process.

Rural and remote education

(h) Address digital infrastructure needs.

Vocational education and training

- 5.110 Provide a well-resourced vocational education and training system.
- 5.111 Restore TAFE to the center of the State's VET system, recognising its significant place as the public provider of general education.
- 5.112 Ensure that TAFE remains a significant provider of lifelong general education.
- 5.113 Maintain and expand TAFE's commitment to access and equity programs with adequate central support and co-ordination.
- 5.114 Allocate specific targeted funding to access and equity programs on a needs basis.
- 5.115 Enable TAFE and other providers, including not-for-profit industry-led union-employer RTOs to identify and respond effectively to emerging skills needs.
- 5.116 Support a strong and increased funding base for capital works, maintenance, infrastructure, equipment and development and vocational education delivery for TAFE.
- 5.117 Address the high level of casual employment within TAFE NSW by supporting the conversion of casual and temporary teachers and non-teaching staff to permanent positions and ensuring future recruitment prioritizes the hiring of permanent staff.
- 5.118 Lift the proportion of the population aged 15 to 64 participating in vocational education and training.
- 5.119 Enhance access to high-quality vocational education and training (VET) in schools, school-based apprenticeships and traineeships, and HSC pathways.

5.120 Strengthen the quality of TAFE by:

- (a) providing more trained and permanent staff to meet the educational needs of students.
- (b) maintaining a statewide system of recruitment and transfer of permanent teachers and non-teaching staff in TAFE.
- (c) ensuring consultation with industry and trade unions.
- (d) developing a greater variety of educational pathways by strengthening relationships and collaboration between TAFE, Universities and Schools.
- (e) ensuring that vocational education opportunities extend across the State's regional areas.

5.121 The Labor Government will immediately commence a process of consultation with the union and peak organisations, including DVNSW on completion of the workforce development plan for the Family and Domestic Violence sector, including:

- (a) Training and accreditation needs of the workforce
- (b) Funding for development and implementation of workplace gender equity programs

5.122 increasing collaboration with Industry to ensure TAFE teachers and non-teaching staff maintain up-to-date knowledge of Industry practice.

5.123 Target greater gender balance in vocational educational pathways across all industries.

5.124 5.123 Develop strategies to alleviate pressures on school VET teachers to make the teaching of VET more attractive including:

- (a) reducing administrative burden

- (b) removing barriers to entry including ensuring qualification requirements are not prohibitive.
- (c) Work with unions, school systems and business groups, to develop and implement strategies to advance technical and further education.

Learning environments

- 5.125 Build and upgrade new public schools where they are needed, ensuring fast-growing communities have access to public education.
- 5.126 Invest in infrastructure including digital infrastructure of public schools. Safety and health of teachers, students, support staff and school communities must be paramount when considering infrastructure.
- 5.127 Review the Education Facilities Standards Guide (EFSG) to ensure that it is fit for purpose.
- 5.128 Ensure that government school maintenance is undertaken within reasonable timeframes and does not impact on teaching or cleaning standards.
- 5.129 Ensure that all schools have adequate heating and cooling systems, particularly in rural and regional areas.
- 5.130 Commit to creating safe, secure, quality jobs for cleaners by examining the work currently performed under the whole of government cleaning contracts and investigating a model of direct employment.

Access and equity

Special education (inclusive education and students with disability)

- 5.131 Ensure students with a disability and/or special needs receive

appropriate support to fully participate in education and training so they can reach their full potential.

- 5.132 Advocate for the federal government to include students with complex barriers to their learning engagement, including but not limited to; students with trauma related difficulties, and children under orders and/or in foster care in future funding models.
- 5.133 Ensure that programs and resources are available to cater for students whose abilities and circumstances do not fit within the mainstream or special education programs.
- 5.134 Provide ongoing support and training for teachers, administrators, and support staff to effectively support students with disability.
- 5.135 Provide access to inclusive education for all students, including those with disabilities, as a cornerstone of a fair, equitable, and inclusive society.
- 5.136 Ensure that every student with disability has access to education, in inclusive environments that promote learning, participation, and social inclusion.
- 5.137 Ensure that education at all levels is free from discrimination, where possible is accessible, and barriers to learning are addressed through universal design of educational materials, methods, and assessments, and the provision of individualised accommodations and supports to facilitate full participation.
- 5.138 Support schools to build best practices in inclusive education.
- 5.139 Adopt education funding models that are needs-based at all levels of education.

- 5.140 Provide comprehensive policies, programs, and strategies to address bullying of children with disability.
- 5.141 Adopt inclusive education initiatives that reflect the diverse needs of all children including Culturally and Linguistically Diverse ('CALD'), First Nations students and LGBTQIA+ students with disability.
- 5.142 Acknowledge that inclusive education is based on principals of Universal Design for Learning ('UDL') and commit to continue supporting educators in all sectors with upskilling in UDL and other disability-inclusive pedagogy.

Aboriginal Education

Closing the Gap

- 5.143 Work with Federal Labor and other relevant stakeholders to better co-ordinate more equitable and effective funding incorporating Aboriginal aspirations and outcomes as a core element at all levels of learning.
- 5.144 Include Aboriginal learning methods, languages, practices and cultural expressions in the education system where possible.
- 5.145 Build broader community engagement in learning and development, so that educational institutions work together with Aboriginal and Torres Strait Islander people to connect and learn from the knowledge and resources of local Elders, members of the Stolen Generations, cultural ambassadors, mentors, and other role models in communities.
- 5.146 Develop a culture of professional school leadership, where success

for Aboriginal and Torres Strait Islander students is core business for all educational leaders.

- 5.147 Collaborate with tertiary providers and NSW Aboriginal Education Consultative Group Inc (NSWAECG) in developing learning modules for undergraduate students in teacher education to enhance their understanding and appreciation of the importance of Aboriginal culturally responsive pedagogies, including Aboriginal languages and cultural expression in the learning process in all disciplines.
- 5.148 Provide ongoing professional learning opportunities for education staff to enhance their understanding, appreciation, and ability to support Aboriginal students and families, including ensuring that staff are trained in Aboriginal histories, cultures and cultural responsiveness practices in order to engage professionally with Aboriginal families and promote the engagement of Aboriginal families and communities with schools.

Curriculum, Teaching and Learning

- 5.149 Ensure there is appropriate content and flexibility in curriculum and teaching methods to incorporate Western and Aboriginal and Torres Strait Islander knowledge bases.
- 5.150 Ensure these sound Aboriginal and Torres Strait Islander education principles are incorporated into all materials and professional development programs.
- 5.151 Ensure culturally safe school environments for Aboriginal and Torres Strait Islander students and their families.

- 5.152 Work toward all Aboriginal and Torres Strait Islander students feeling culturally safe in their communities to enable their continued focus upon learning and wellbeing.

including TAFE, university and work options.

Early Childhood Education

- 5.153 Provide culturally appropriate resources in Aboriginal and Torres Strait Islander languages and cultures.
- 5.154 Ensure that Aboriginal and Torres Strait Islander children can access early childhood education for at least two years prior to the commencement of formal schooling.

Pathways for Learning, Future Study and Employment

- 5.155 Support the use of Personalised Learning Plans for Aboriginal and Torres Strait Islander students as an important resource for teachers to help achieve positive student outcomes.
- 5.156 In consultation with NSWAECEG and key stakeholders, strive to improve attendance rates by ensuring that better and earlier advice is provided to young people about future pathways and how to access them, therefore giving students goals to stay in school.
- 5.157 Support career development in secondary schooling stages focusing on pathways that would enhance and utilise cultural learning and skills to support and empower future economic participation in and by Aboriginal communities.
- 5.158 Ensure that resources are made available to all teachers and school students to enable them to explore pathways beyond school,

Community Consultation and Engagement

- 5.159 Continue to recognise that the NSWAECEG and Aboriginal educators and education system staff are in the best position to provide advice about the most constructive use of resourcing to ensure that school and community partnerships operate effectively to optimise the school experiences of Aboriginal students and families. Aboriginal Community Liaison Officers and Aboriginal Education Officers undertake critically important roles in education systems. Labor is committed to having optimal conditions for NSW Aboriginal Education workers identified and provided.
- 5.160 Will assist schools to appoint Aboriginal cultural ambassadors – Elders, mentors, or appropriate role models chosen in consultation with the community – where schools see this as desirable. Labor also will provide assistance, where local networks are available, to encourage schools to participate in tutoring and mentoring programs for Aboriginal students. Mentoring should also be made available in other educational and community facilities, where appropriate.
- 5.160.1 Ensure mentoring programs for Aboriginal students are tailored to suit the needs of the students within their school and community.
- 5.161 Support the further training of local community members and leaders to become School Liaison Officers (SLSOs), which will

assist the provision of culturally diverse school environments.

Multicultural education

Student Support

- 5.162 Support the specific needs of students from language backgrounds other than English (LBOTE), in particular new arrivals, refugees, students learning English as an additional language or dialect (EAL/D), international students and temporary residents.
- 5.163 Enable students and staff from all cultural and linguistic backgrounds to participate equitably in the learning and working environment.
- 5.164 Deliver programs that support the wellbeing of students from all cultural, linguistic and religious backgrounds and promote mutual respect and a sense of belonging amongst all students.
- 5.165 NSW Labor supports the provision of transport concessions to all tertiary students, including international and part-time students. NSW Labor affirms the right for all young Australians to have access to accessible public transport.

Curriculum, Teaching and Learning

- 5.166 Ensure that the teaching of difference and diversity is embedded in the curriculum.
- 5.167 Provide systems that facilitate the collection and analysis of data on the needs of EAL/D, refugee and newly arrived students and ensure that schools are adequately resourced to meet their needs.
- 5.168 Deliver programs and resources that support LBOTE students, in particular EAL/D and refugee students, to effectively transition

at all entry points and stages of learning.

- 5.169 Deliver programs and resources that support the learning of EAL/D, refugee and newly arrived students, and at-risk students from culturally diverse backgrounds.
- 5.170 Deliver effective EAL/D education and refugee student support programs to improve the English language, literacy and learning outcomes of EAL/D and refugee students across the state.
- 5.171 Deliver resources that support staff to prepare all students for effective participation in work, study and life in our culturally diverse society.
- 5.172 Provide resources that assist school leaders and staff to foster cultural and social inclusion, supported by appropriate programs and pedagogies.
- 5.173 Provide resources that assist leaders in managing culturally complex school communities, including unique educational settings such as intensive English centres and classes.

Professional Development of Staff

- 5.174 Deliver resources and professional learning to ensure all staff are skilled in recognising and addressing racism in the learning and working environment and in promoting community harmony, cultural inclusion and intercultural understanding.
- 5.175 Deliver resources and professional learning to assist teachers to build students' understanding of cultural diversity and promote intercultural understanding through and across the curriculum.
- 5.176 Deliver professional learning that enables school staff to recognise and build on students' cultural

- and linguistic capital, to enhance transition and learning outcomes.
- 5.177 Provide resources and professional learning that promote excellence in multicultural education and effective teaching in culturally diverse contexts.
- 5.178 Deliver resources and professional learning that assist staff to effectively respond to the cultural diversity and complexity of their school communities, and foster mutual respect, global citizenship and positive community relations.
- 5.179 Community Consultation and Engagement
- 5.180 Communicate, consult and develop partnerships with culturally diverse communities to ensure that programs and services meet the needs of families and students from these backgrounds.
- 5.181 Provide specific programs and resources that support schools to work in partnership with parents and carers from culturally diverse backgrounds to support their children's learning.
- 5.182 Deliver provisions and partnerships that support pathways to further education and employment for refugee and asylum seeker students and vulnerable LBOTE students, engaging with parents and carers and with other service providers where appropriate.

Adult Education

- 5.183 Recognise and support the role played by providers of Adult and Community Education (ACE).
- 5.184 Continue to appropriately fund not-for-profit community colleges.
- 5.185 Work to remove barriers to adult education and to ensure greater

equity of opportunity to people living in small and isolated communities across the state through supporting the financial sustainability of community colleges.

- 5.186 Ensure an ongoing commitment to improving the literacy and numeracy levels of adults through the development and provision of high-quality programs and services which provide a variety of learning opportunities.

Education in Youth Justice Detention Centres/Correctional Facilities

- 5.187 Oppose privatisation of education in detention and correctional facilities and also any further cuts to prison teacher/education officer numbers and deskilling of university-educated teachers/education officers.
- 5.188 Review the provision of vocational education in NSW Correctional Centres and Youth Justice Centres with specific attention to the Language, Literacy and Numeracy (LLN) assessment.
- 5.189 Ensure every Youth Justice Centres have either a close relationship with, or access to, a local TAFE facility, or is staffed with TAFE qualified teachers.
- 5.190 Commit to in-housing education functions and services in jails and correctional centres at the same or higher levels of funding and designing a system that is high quality and tailored to inmate needs.
- 5.191 Commit to improve access to quality education programs in custody in recognition of the principle that access to education is a basic human right and that education programs are a significant aspect of the rehabilitation process.

- 5.192 Ensure every Youth Justice Centre provides the opportunity for cultural re- engagement provided by appropriate Aboriginal Elders or their equivalents.

6. A HEALTHY SOCIETY

- 6.1 NSW Labor believes all Australians have the right to accessible, affordable health care.
- 6.2 NSW Labor will work to ensure the delivery of better health services in NSW so that all people are able to get the health care they need when they need it. The delivery of services requires a cooperative approach taken to service delivery and management between State and Federal Governments.
- 6.3 NSW Labor will develop a sustainable health system with appropriate investment to cater for an ageing population and increasing demand.
- 6.4 NSW Labor believes that there needs to be greater focus on preventative health care and wellbeing and on encouraging a healthy lifestyle in citizens of all ages.
- 6.5 NSW Labor believes that health service should:
 - (a) Be integrated, comprehensive and coordinated.
 - (b) Be well balanced between the provision of health services in the public and private sector, and the public sector services not be disadvantaged by the provision of private sector services.
 - (c) Protect, maintain and improve the health and wellbeing of all people in NSW.
 - (d) Provide equity of access for all to high quality healthcare regardless of geographical location .
 - (e) Continue to meet the health care needs of vulnerable and disadvantaged groups with dignity and fairness.
 - (f) Increase efforts in the area of preventative health.

- 6.6 NSW Labor has three goals for the health system:
 - (a) Ensuring better health for people.
 - (b) Enabling equity of access through a system of universal access.
 - (c) Improving the quality of service.
- 6.7 NSW Labor opposes the outsourcing of jobs in the public health system
- 6.8 NSW Labor will examine, in consultation with stakeholders, the accessibility requirements and procedures to Superannuation for medical procedures.
- 6.9 NSW Labor will work with unions and other stakeholders to ensure the increasing role of Artificial Intelligence (AI) does not negatively impact public health jobs and the delivery of services to the community.
- 6.10 NSW Labor supports the continuation of subsidised fees for NSW residents accessing the service of NSW Ambulance.
- 6.11 Further NSW Labor supports ambulance services provided free of charge to people who hold a valid concession card at the time of transport

Promoting Excellence

- 6.12 The community of NSW has a right to expect excellence in the provision of health services and a fair and equitable distribution of resources across the State.
- 6.13 NSW Labor will:
 - (a) Consider and consult key stakeholders on the implementation of all recommendations from the Special Commission of Inquiry into healthcare funding.

- (b) Continue to support clinical excellence and the development of quality services on a statewide basis to ensure the highest possible level of care is maintained throughout the health system.
 - (c) Ensure that health resources are distributed equitably throughout the state on the basis of population size and health needs of geographical communities.
- 6.14 NSW Labor supports the provision of quality health care through a range of services including:
- (a) Community Health Centres.
 - (b) Multi-purpose Services
 - (c) Hospitals.
 - (d) Urgent care services
 - (e) Virtual care initiatives
 - (f) Paramedical and emergency services
 - (g) Other specialist services.
 - (h) NSW public dental system
- 6.15 NSW Labor will protect the interests and rights of consumers in relation to public health services.
- 6.16 NSW Labor will ensure that interpreter services are available for patients.
- 6.17 NSW Labor opposes the practice of conversion practices
- 6.18 NSW Labor in government will aim to have all aspects of gender affirmation care fully funded and delivered at NSW Health gender clinics and health services. Labor will investigate ways to increase access to such services across NSW, including in regional and remote locations.

A Dedicated Health Workforce

- 6.19 Labor recognises the care and dedication of the healthcare workforce and is committed to

maintaining safe staffing and reducing the high attrition rate that affects the health workforce.

6.20

NSW Labor supports:

- (a) More training places for medical, nursing and allied health professionals and more multidisciplinary continuing education for the health workforce.
- (b) The appointment of full time salaried medical practitioners including specialists, nurse and midwife practitioners, healthcare care workers, allied health professionals, in public health.
- (c) Supports mid- career training and retraining courses for the healthcare workforce
- (d) Review of the funding agreements for non-government health services with a view to have longer term contracts to deliver and secure a sustainable non-government health workforce.
- (e) Recognise that health care workers may encounter people experiencing domestic and family violence in the course of their work. Supports health care workers to respond in ways that supports the safety and adults, children and young people who have been harmed by domestic and family violence.

Palliative Care

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

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

Dental Services

- 6.25 Dental health is important to overall general health.
- 6.26 NSW Labor recognises the importance of addressing dental health needs and supports:
- (a) Comprehensive regular salaried public dental services, including dental specialities being incorporated into the community centre network and country and regional hospitals.
 - (b) Major public and regional hospitals having dental departments. Consultation and liaison with dental personnel should be part of the total services provided by the Hospital.
 - (c) Review of accessibility of the Medicare Child Dental Benefit Service with a view to expansion of criteria to promote good preventative oral dentition for all children in NSW to improve the dental health of all residents of NSW through the NSW health system
 - (d) To reduce the wait time for eligible patients in the public dental system for emergency, triage, general examinations, basic treatment and referral for specialist treatment.
 - (e) To, where appropriate and deemed in the public interest,

utilise accredited private dental clinics to support the public dental system to achieve the targets of reduction set by the NSW Ministry of Health.

A Good Start in Life

- 6.27 NSW Labor believes that:
- (a) That the first 2000 days in a child's life is important to ensuring that all children have the best possible start in life. This means that timely access to neurodevelopmental assessment and services are important for young children.
 - (b) Maternity services should ensure that women can directly access midwives for maternity care. Where it is safe and feasible the goal should be that one-to-one midwifery care in labour is provided to all women.
 - (c) A range of options for maternity care should be provided with effective collaboration between the professions involved in a balanced, equitable and integrated way in both the public and private sectors, including midwives, GPs, obstetricians and allied health professionals, and home, birth centre and hospital based births.
 - (d) Supports providing modern, sustainable, and secure staff accommodation to attract and retain key health staff across NSW.
- 6.28 NSW Labor will work with the Federal Government to improve:
- (a) The promotion and provision of prenatal services.

- (b) Access to birthing centres and midwifery led models of care including caseload midwifery and homebirth services.
- (c) Special programs for Indigenous mothers and babies, to reduce mortality rates and improve health.
- 6.29 NSW Labor supports the Australian National Breastfeeding Strategy
- 6.30 Families must be able to get the care and support they need, when they need it. For that reason, NSW Labor will:
 - (a) Recognise the importance of a healthy start in life and implement programs that support mothers and babies throughout pregnancy, infancy and pre- school years.
 - (b) Work with families to minimise separation, especially families with young children whilst in Hospital

Mental Health

- 6.31 NSW Labor supports a co-ordinated approach to the development of mental health policy and services and the provision of specialist services, public and private, in all regions.
- 6.32 Labor will develop policy that aims to recruit and retain more mental health professionals, and invest in training and development programs to enhance the skills and knowledge of existing mental health professionals.
- 6.33 Labor commits to expanding mental health services and facilities to underserved regions in NSW.
- 6.34 The NSW Government supports Safe Havens and other specialised non-emergency department settings to help address mental health crisis.
- 6.35 NSW Labor acknowledges experiences of people with lived experience of mental ill-health and recovery and the experience of people who have been carers, families, or supporters.
- 6.36 In recognition that mental illness affects all parts of society and in the majority of cases commences in early life, these services should encompass the full age range and be culturally sensitive and accessible. The range of services should include inpatient care, community based and outreach services. Services must cater for children, younger persons, older persons, mothers and young children, and dual diagnosis patients, and all services should include recovery and rehabilitation programs and supported accommodation for those with chronic experiences or periods of mental ill-health or who are at varied stages of recovery.
- 6.37 Care and treatment should be designed to assist people with a mental illness or mental disorder, wherever possible, to live, work and participate in the community
- 6.38 NSW Labor recognises the need for coordinated awareness programs that address the whole community in order to increase awareness of the social and environmental factors that can lead to or affect the course of mental illness, that reduce barriers and provide the best possible environment to encourage individuals and families to seek treatment and recovery from mental illness.

- 6.39 NSW Labor recognises the need for nonacute inpatient mental health care to provide rehabilitation and recovery focused interventions for individuals, and specialist facilities that provide longer term tertiary in- patient treatment and rehabilitation for the number of people with profound psychosocial disability or other types of disability who need this form of care.
- 6.40 In recognition that persons with mental illness have far higher rates of physical health problems and have significantly shorter life spans, NSW Labor will streamline services to assist those with mental illness to have prioritised and integrated access to medical care, including primary care services, dental services, and diabetic related services, including dietetics and podiatry. All publicly funded mental health services will be required to integrate with primary care services to ensure co-ordinated care for persons with mental illness, including the requirement that services establish effective liaison and communication with general practice and encourage all individuals seeking treatment by the service to identify a General Practitioner as responsible for their ongoing primary medical care.
- 6.41 NSW Labor supports the principle that all individuals with mental illness who come into contact with the justice system should have access to clinical, therapeutic and rehabilitation services whether as part of their incarceration or whilst awaiting processing or after they are permitted to re-enter the community.
- 6.42 NSW Labor supports antidiscrimination legislation having coverage of people with a mental illness and/or psychiatric disability.
- 6.43 NSW Labor acknowledges the meaningful contribution of the lived experience Peer Workforce, particularly in the mental health space.
- 6.44 NSW Labor commits to introducing a state peak body for peer workers in NSW, recognising the valuable work that they do, and will provide financial and organisational support for the creation of this body, as well as its continued existence.
- 6.45 NSW Labor will consult key stakeholders regarding Toward Zero Suicide Safehavens and the important role of Safe Spaces which assist mental health patients being able to avoid Emergency Departments.
- 6.46 NSW Labor supports developing and implementing suicide prevention legislation.
- 6.47 NSW Labor supports dedicated mental health support and services for our LGBTQIA+, CALD and Indigenous communities and will work with these communities to ensure support is available and accessible.
- 6.48 NSW Labor supports cultural responsive mental health support.
- 6.49 NSW Labor supports and believes in the principles of trauma informed care.
- 6.50 NSW Labor acknowledges that addiction and substance use are often accompanied with mental ill-health and should be treated with a health response. .
- 6.51 Establish a program to assist with mental health support based

around fertility and pregnancy. This program to assist with;

- (a) Support for miscarriage/terminations for both partners in the pregnancy
- (b) Support for medically compromised pregnancies, including premature births for both partners in the pregnancy.

Aged Care and Rehabilitation Services

- 6.52 NSW Labor is committed to enabling older Australians to live their lives to the fullest extent possible, to age well, to be less isolated, and to be happier.
- 6.53 NSW Labor will work with the Federal Government to develop sound policies that complement the aged care system and ensure those that are best supported by the aged care system are not left in the public health system.
- 6.54 NSW Labor appreciates that the aged care sector is one of Australia's largest service industries and is grateful for the direct care provided by the large workforce of paid workers and volunteers. NSW Labor supports mandatory care minute requirements as part of the Australian National Aged Care Classification model. NSW Labor is committed to ensuring that all aged care workers involved in the delivery of holistic care of aged care residents are recognised, including allied health, lifestyle workers, food service workers supporting safe food consumption, enrolled nurses, registered nurses and personal care workers.
- 6.55 NSW Labor acknowledges the need for a larger and better remunerated aged care workforce.

NSW Labor is committed to measures that increase the supply of aged care workers, including significantly improved remuneration, additional training places and training programs, of aged care workers, including the development of career pathways that provide opportunities for structured career progression, and funding to support fair wages and minimum staffing level expectations.

- 6.56 NSW Labor acknowledges the important role of the Aged Care Quality and Safety Commissioner as the national regulator of aged care services. NSW Labor believes that, consistent with international experience and best practice, quality and safety standards throughout the aged care sector can only be improved through a collaborative approach that builds shared accountability and capability, as opposed to a solely punitive one.
- 6.57 While NSW Labor recognises the need for clinical outcomes in many of the country's residential aged care facilities, NSW Labor understands that residential aged care facilities are meant to be homes and not hospitals and that aged care policy must seek to balance social and clinical outcomes and to ensure patients who should be in aged care are not left in the public health system
- 6.58 NSW Labor will endorse policies that promote the lifestyle approaches in residential aged care that enrich lives, provide emotional support, and facilitate the social interaction, mental stimulation, and physical activity essential for healthy ageing and

quality of life.

Cancer Care

- 6.59 NSW Labor recognises the enormous toll cancer takes on individuals, their families and our communities.
- 6.60 NSW Labor commits to reducing the financial burden on individuals related to cancer including prevention and early detection, diagnostic testing, lifesaving medication, treatment, ongoing monitoring and specialist care.
- 6.61 NSW Labor recognises people in rural, regional and remote areas often face higher costs related to cancer diagnosis, treatment and monitoring due to lack of publicly available specialist care, facilities and equipment, as well as limited public transport and affordable accommodation.
- 6.62 NSW Labor commits to improving access and reducing barriers to early detection screenings for people with a family history of cancer, including genetic and diagnostic testing.
- 6.63 NSW Labor recognises the success of clinical nurse consultants in coordinating care and guiding people through their cancer journey.
- 6.64 NSW Labor will seek to expand clinical nurse consultant roles so that every person, no matter their cancer type, has access to this level of care.
- 6.65 NSW Labor seeks to improve access to specialist mental health support for individuals and their carers to assist in navigating cancer.

Promoting a Healthy Society

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

Alcohol and Other Drugs

- 6.69 NSW Labor supports the prevention of onset of use, early intervention, treatment and harm reduction initiatives associated with alcohol and other drugs use and will:
 - (a) Provide increased support to government and non-government agencies aimed at preventing and treating problematic alcohol and other drugs use.
 - (b) Foster the development and promotion of programs aimed at preventing and treating problematic alcohol and other drugs use .
 - (c) Ensure the close co-ordination and co- operation between

agencies involved in the prevention and treatment of problematic use of alcohol and other drugs .

- (d) Ensure the provision of appropriate supported accommodation for those with dual diagnoses and those with long-term health issues resulting from alcohol and other drugs use.

6.70 NSW Labor will hold a Drug Summit and attached regional forums within its first term of Government. In doing so, the Summit will take into account that:

- (a) New South Wales urgently needs real action on drug law reform, stigma, harmful prescription drug use, and harm minimisation.
- (b) Whilst the Minns Labor Government is taking more action on the Ice Inquiry recommendations in the first year of government than the Coalition, including committing over \$358 million in funding over 4 years and the introduction of a drug diversion scheme and drug courts, a whole of government approach is necessary to appropriately address this issue.
- (c) All Alcohol and Drug (AOD) issues and responses are on the table
- (d) The need for a whole government approach, bringing a diverse array of people together including (but not limited to); medical experts, police, people with lived and living experience, drug user organisations, families, and young people.

Environmental Health

6.71 NSW Labor will continue to take steps to improve environmental health in NSW by seeking to reduce and minimise all forms of environmental pollution and carbon emissions.

6.72 NSW Labor recognises that planning for the effects of climate change must be part of all future health services .

Preventative Health and Active Living

6.73 Keeping active for life through physical and mental activity is a key part of keeping our nation healthy and a central component of NSW Labor's focus on prevention and wellbeing.

6.74 NSW Labor acknowledges that . participation in sport and other types of physical recreation is an important means of promoting health and wellbeing. Prevention of obesity in children by encouraging participating in physical recreation and provision of specialty paediatric obesity services is important for the future health of our nation.

6.75 NSW Labor will continue to support medical studies for the prevention of injuries in all sports.

Tobacco and Vaping

6.76 NSW Labor recognises that both vaping and tobacco use are associated with a myriad of health risks, including but not limited to lung disease, cardiovascular issues and cancer. Vaping, with its flavoured products and appealing marketing has particularly attracted younger demographics, increasing the risk of nicotine addiction and long term health consequences among adolescents and young adults.

- 6.77 NSW Labor recognises that the widespread use of vaping and tobacco products contributes to a significant burden on public health systems. Treating smoke related illnesses and addressing the consequences of nicotine addiction consumes substantial resources and puts strain on healthcare infrastructures. Additionally, secondhand smoke from both vaping and tobacco products poses health risks to non-users, further emphasising the need for comprehensive policies to curb their usage.
- 6.78 NSW Labor will continue to implement comprehensive regulations and public health initiatives to curb the use of vaping and tobacco products, including restricting sales to minors, increasing public awareness campaigns and providing support for smoking cessation programs. These efforts aim to safeguard public health, reduce healthcare costs and protect vulnerable populations from the harms of nicotine addiction.
- 6.79 NSW Labor will continue to accept no political donations from tobacco companies or their subsidiaries.

Sexual and Reproductive Healthcare

- 6.80 NSW Labor will work to improve sexual and reproductive health care and ensure that whether people choose to continue with pregnancy or not, they are supported.
- 6.81 Labor commits to strengthening access to sexual and reproductive healthcare across the whole of NSW, including access to contraception including long-acting reversible contraception, and

medical and surgical abortion options.

- 6.82 Labor will work with the Federal Government to improve training for medical professionals and support for health services, including specialised women's health services, and financial support for travel and accommodation where local services are not available.

Women's Health

- 6.83 NSW Labor recognises that around one in five women experience severe or prolonged symptoms associated with menopause and this can significantly affect a woman's health, financial security and quality of life.
- 6.84 NSW Labor supports the continued roll out of menopause hubs and services across the state to improve access to specialist health advice and services for women experiencing severe or complex menopausal symptoms.
- 6.85 NSW Labor recognises the vital role Women's Health Centers play in providing tailored healthcare and support for vulnerable and at-risk women with their physical, mental, sexual and reproductive health.
- 6.86 NSW Labor recognises that one in seven women will develop breast cancer in their lifetime and tailored breast cancer support such as specially trained breast care nurses provide an important source of continuous support during treatment.
- 6.87 NSW Labor will continue to support breast cancer services including funding of McGrath breast cancer nurses and BreastScreen sites and mobile vans across the state.
- 6.88 Equity of access to Medicare funded services should be equally

- accessible to all women, including Indigenous women and women who live in rural and remote areas
- 6.89 NSW Labor is committed to addressing gender inequity in the provision of clinical services and in medical research
- 6.90 NSW Labor acknowledges difficulties in access (including financial) of certain medications such as hormone replacement therapy which has a negative impact on women's productivity and ability to participate in the workforce. Strategies to address this need to be developed
- 6.91 NSW Labor supports extending paid parental leave for parents of premature babies who have extra health needs in the long term
- 6.92 Recognise that health care workers may encounter people experiencing domestic and family violence in the course of their work.
- (a) Support health care workers to respond in ways that supports the safety and adults, children and young people who have been harmed by domestic and family violence.
 - (b) NSW Labor is committed in government to fund and support the important work of community based, not-for-profit women's health services.
 - (c) Improve health services sector responses, through strengthened screening and risk assessment procedures, greater workforce training and development, and better coordination and information sharing between different parts of the health services systems that support victims of family and domestic violence

- 6.93 NSW Labor recognises that the built urban environment can have a significant influence on health.

Regional Health

- 6.94 NSW Labor recognises that workforce shortages continues to be a challenge across regional, rural and remote parts of NSW.
- 6.95 NSW Labor recognises people in rural, regional and remote areas;
- (a) Have poorer health outcomes, often due to lack of access to facilities and specialist care within the public system.
 - (b) Are subjected to higher levels of cost associated with their health care, including preventative care, diagnostic testing, early detection, treatment and ongoing monitoring, as they are required to utilise private providers due to a shortfall in public services.
 - (c) Face additional barriers to accessing care due to distance, lack of public transport and affordable accommodation.
 - (d) Require options for accessing free or affordable services if they cannot be accommodated within the public system, including diagnostic testing and specialist treatment.
- 6.96 NSW Labor supports:
- (a) the continued recruitment of additional regional paramedics
 - (b) continuing the Rural Health Workforce Incentives Scheme as a workforce strategy to attract, recruit, and retain health workers in hard-to-fill and critically vacant positions, at rural and regional locations.

- (c) Continuing the Health Student Subsidy gives incentives, encouraging students to enter the health workforce by reducing financial barriers to study.
 - (d) the NSW Rural Generalist Single Employer Pathway, a single employer model that allows local health districts to employ rural generalist trainees to work in local hospitals and GP practices while completing their rural generalist training.
 - (e) the NSW Rural Generalist Training Program supports training to junior doctors wishing to combine a career in rural general practice with advanced skills able to support hospital or acute care services in rural communities.
- 6.97 NSW Labor recognises that there are significant healthcare challenges for regional communities across NSW.
- 6.98 NSW Labor supports:
 - (a) Embracing new and innovative ways to treat patients including integrating virtual care into regional hospitals and the use of urgent care services and centres.
 - (b) Delivering the health infrastructure and technology for communities across NSW.
 - (c) Implementing all 44 recommendations of the NSW Parliament Inquiry Health outcomes and access to health and hospital services in rural, regional and remote New South Wales
- 6.99 NSW Labor acknowledges that occupational exposure of engineered stone is responsible for many cases of silicosis.
- 6.100 NSW Labor supports the prohibition of the supply and manufacturing of engineered stone in NSW.
- 6.101 Take steps to prevent and initiate appropriate screening and treatment programs for environmental/occupational diseases such as silicosis and silica associated lung cancer.

Silicosis

7. INDIGENOUS PEOPLE AND RECONCILIATION

- 7.1 NSW Labor continues its support for the commitment to the National Agreement on Closing the Gap, signed in partnership with Aboriginal and Torres Strait Islander Peak Organisations and the Australian government. Recognising the need for a paradigm shift, the Minns Labor government aims to work collaboratively with Aboriginal communities, valuing their voices, lived experiences, and cultural perspectives. The emphasis is placed on fostering genuine partnerships based on trust, equity, and self-determination, with a focus on place-based approaches that prioritises local needs and outcomes. By acknowledging and addressing power imbalances, the government seeks to strengthen partnerships and promote meaningful progress towards closing the gap in outcomes for Aboriginal and Torres Strait Islander peoples.
- 7.2 NSW Labor recognises that all Australians are entitled to equal rights, opportunities and responsibilities according to their aspirations. Aboriginal people have a unique status as the original owners and custodians of the lands and waters in Australia and have the right to exercise their distinctive cultures, languages, beliefs and traditions. Land and water are the cultural, spiritual and economic basis of Aboriginal communities.

NSW Labor acknowledges that:

- 7.3 Aboriginal and Torres Strait Islander Peoples hold the rights set out in the United Nations Declaration on the Rights of Indigenous Peoples, to which Australia is a signatory, including particularly the right to self-

determination, to autonomy in the management of their own affairs, to be represented by their own institutions and to give their free, prior and informed consent to legislation and administrative actions that directly affect them as Indigenous People.

- 7.4 In the context of the Party structure, this includes the right of Aboriginal Party members to be represented through the NSW Aboriginal Labor Network, which may make contributions to Indigenous policy issues in constructive consultation as equal partners with other relevant Party Units.
- 7.5 Policies and programs must cater to the social and cultural diversity within the Aboriginal population. Acknowledged the inherent heterogeneity of Indigenous Australia.
- 7.6 Issues facing Aboriginal communities are inter-related. Therefore, action to redress Aboriginal disadvantage must be holistic.
- 7.7 A genuine commitment to change from government and the community is required so that Aboriginal people can share in and contribute to the economic and social advantages available to all Australians.

Improving the Lives of Indigenous Australians

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

Safe Families

- 7.5 NSW Labor commits to policies, programs and strategies that seek to address and support Aboriginal kin and community.
- 7.6 NSW Labor will continue to support and resource programs aimed at reuniting families in accordance with the recommendations of the Bringing Them Home Report.
- 7.7 NSW Labor is committed to working together with the Federal Government to establish a “one-stop shop” enabling Aboriginal people who have been removed from their families to obtain advice, gain access to records and research their family history.
- 7.8 NSW Labor will continue to develop and promote long term, whole-of-government and community approaches to the planning and funding of culturally safe and appropriate strategies, programs and services in Aboriginal communities that promote relationship building and address negative mental health conditions created by intergenerational trauma, institutional racism, and previous discriminatory and ineffective government policy.
- 7.9 NSW Labor will work to implement strategies that are trauma-informed and seek to keep kids at home with kin when it is safe to do so, and seek to maintain and connection to culture and community for children in out-of-home care.
- 7.10 NSW Labor is committed to placing the responsibility of child protection response and support back into the hands of the Aboriginal community, through Aboriginal Community Controlled Organisations.

Education And Training

- 7.11 NSW Labor supports an education curriculum that is culturally safe and flexible to include local cultural knowledge and practices, as well as truth telling to genuinely inform the broader student population.
- 7.12 NSW Labor supports programs which will enable Aboriginal people to obtain a minimum level of training equivalent to Certificate III with the intention to support strong economic participation and development of Aboriginal and Torres Strait Islander people and community.
- 7.13 NSW Labor supports fostering any career path in any industry of an individual's choosing. This will be achieved in cooperation between business, government departments and the trade union movement.

Environmental Health

- 7.14 NSW Labor recognises that land and water in NSW were traditionally owned and occupied by Aboriginal people and are of spiritual, social, cultural and economic importance to Aboriginal people. Following consultation with Aboriginal people NSW Labor will introduce reforms to ensure the land rights system is relevant and workable.
- 7.15 NSW Labor will ensure that the interests of Aboriginal people are properly represented in government policy and decision making on natural resource issues and is committed to utilising the skills, knowledge and practices of traditional methods of land, sea and water management as practiced by Traditional Owners.
- 7.16 NSW Labor is committed to continuing existing and initiating

future management and joint-management agreements of National Parks and State Forests. This is especially appropriate in areas of cultural and historical significance to Aboriginal people.

7.17 NSW Labor believes that NSW National Parks and State Forests must ensure adequately funded Aboriginal ranger positions, with clear classification progression across urban and regional areas.

7.18 NSW Labor is committed to supporting communities to obtain appropriate allocations of cultural water, particularly along the Murray-Darling Basin.

Economic Development

7.17 NSW Labor is committed to an improvement in the economic independence of Aboriginal people.

7.18 Work in partnership with Aboriginal communities to increase entrepreneurial and business opportunities.

7.19 NSW Labor commits to a procurement of indigenous workers and opportunities for employment in a ll government-based agencies and all state backed construction/infrastructure projects. These opportunities will focus on real jobs with meaningful employment supported by genuine educational services to support learning and outcomes based on a minimum qualification of Certificate level 3.

7.20 NSW Labor further commits to closing the Indigenous employment gap by fostering a labour force that is inclusive of first nations people.

Building Community Resilience.

7.21 NSW Labor is committed to encouraging the participation of young Aboriginal people in the development of policy initiatives that reflect their needs and aspirations.

7.22 NSW Labor is committed to supporting Aboriginal communities in having access to the health care of their choice which is culturally informed and safe.

7.23 NSW Labor supports the expansion of culturally supported Aboriginal mental health worker positions across the State.

7.24 NSW Labor recognises the unique responsibilities placed on carers to due to cultural practices therefore we will ensure that carers are provided the appropriate support when they require it.

Justice Reinvestment

NSW Labor will seek to reduce the incarceration rate by:

7.24 Working towards a statewide roll out of culturally safe and appropriate community-based rehabilitation services.

7.25 Directing first-time offenders and young people away from incarceration and ensuring that alternatives to imprisonment are widely used in both metropolitan and rural areas.

7.26 Assisting Aboriginal people that have exited from the criminal justice system to re-integrate into the community.

7.27 NSW Labor supports the continuation of the Aboriginal Justice Advisory Council as the primary source of independent advice to government on Indigenous justice issues. (Is this

still in operation)

- 7.28 NSW Labor recognises the importance of participation in community affairs such as cultural events. But acknowledges the real socio-economic obstacles to participation, particularly in remote and regional areas. NSW labor will seek to address those socio-economic barriers.

Aboriginal Housing And Infrastructure

- 7.29 NSW labor is committed to increasing the stock of aboriginal housing that is culturally appropriate and community designed.
- 7.30 NSW Labor supports the creation of intergenerational wealth, as a means of ameliorating intergenerational trauma's, in aboriginal communities through the introduction of a rent to buy schemes across all aboriginal housing commission houses.

A Strong Voice for Indigenous Australians

- 7.31 NSW Labor believes Aboriginal people must have a greater say in the decisions that affect them. NSW Labor supports the increased representation of Aboriginal people in Local Government, State and Federal Parliament.
- 7.32 NSW Labor supports a partnership approach to acknowledge and increase the capacity of Indigenous organisations.
- 7.33 NSW Labor will develop benchmarks with time frames to measure the progress of government policy, and include indicators in the performance agreements of relevant departmental chief executives. Aboriginal people will be involved

in review and evaluation processes.

- 7.34 NSW Labor Support a whole of government approach to aboriginal affairs and is committed to government agencies being required to have internal aboriginal employment, strategy, policy and program design units to partner with CAPO, NCARA, ACCOs, NATISHWA, Aboriginal business and communities.

- 7.35 NSW Labor believes that a long-term funding approach is needed to genuinely address the issues faced by Aboriginal people rather than short-term approaches.

Protecting Indigenous Heritage

- 7.36 NSW Labor supports the adoption of Aboriginal protocols into government and civic ceremonies.
- 7.37 NSW Labor will continue to support applications from Land Councils to claim Crown Land as prescribed under legislation and will ensure the efficient and timely processing of these claims.
- 7.38 NSW Labor, in partnership with the Federal Government, will facilitate the use of negotiated agreements and Indigenous land use agreements between non-Aboriginal land users, governments and native title holders.
- 7.39 NSW Labor recognises the importance of Aboriginal heritage and culture including art, language, dance and music to the long- term health and wellbeing of Aboriginal communities and will seek opportunities to support cultural activities.
- 7.40 NSW Labor recognises that the active promotion of Indigenous culture in the education of both Indigenous and non- Indigenous

students is crucial for fostering self-esteem, respect and better educational and social outcomes for all students.

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

- 7.42 NSW labor is committed to ongoing support for the Aboriginal Languages Trust and consultation with the New South Wales Aboriginal Education Consultative Group.

- 7.43 NSW Labor supports legislation protecting and reviving NSW Aboriginal languages. NSW Labor recognises that for this strategy to succeed it will require teachers, and a staged curriculum and resources, for children and for adults.

- 7.44 NSW Labor will seek to consult with Elders Forums and respectfully acknowledge their wisdom and participation.

- 7.45 NSW Labor is dedicated to protecting Aboriginal cultural and intellectual property rights by promoting initiatives like the Label of Authenticity. This label helps authenticate Indigenous artworks and products, supporting Aboriginal artists and deterring counterfeit goods. Additionally, NSW Labor aims to advocate for stronger legal frameworks, raise awareness, and empower Indigenous communities to preserve their cultural heritage."

8. COUNTRY LABOR

- 8.1 NSW Labor is committed to equality of access and opportunity, regardless of geographical location. NSW Labor will promote special initiatives in the areas of employment, health, education, transport, roads, telecommunications and social amenities to ensure this principle of equality.
- 8.2 NSW Labor recognises that country communities are supported by a broad range of industries, including mining, tourism, primary industries, construction and energy.
- 8.3 NSW Labor is committed to growing regional areas and their economies to provide continued opportunities for jobs and growth in regional NSW across all of these industries.
- 8.4 **Growing Regional Economies**
NSW Labor recognises that the regions play a vital role in the economic development of NSW. NSW Labor will seek to strengthen regional economies by implementing regional development plans which recognise the needs of each region and provide the necessary infrastructure to sustain ongoing regional development. Input for such plans will be sought from all sections of the communities involved.
- 8.5 NSW Labor supports government intervention in major regional development projects without taking on commercial risk. It supports initiatives such as the Regional Business Growth Programs which are aimed at increasing business investment in rural and regional NSW that stimulate long-term employment.
- 8.6 NSW Labor supports Regional Development Australia, which devises development strategies, cultivates local leadership and offers advice to investors and

government on regional investment opportunities.

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

Protecting Regional Environments

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

- endangered and threatened regional ecosystems and ecologically sensitive areas. Labor will establish programs to revegetate depleted landscapes and ecosystems.
- 8.11 NSW Labor will promote ecologically sound and sustainable forestry practices, including:
- Re-forestation of forests and cleared land.
 - Minimisation of wasteful uses of forest products.
 - Large scale planting of eucalyptus species for specific purposes.
 - Protection of water catchments.
 - Mandatory eucalyptus planting when wood chipping licenses are granted.
 - The ecological effect of forest product use be considered in relation to native flora and fauna.
 - Encouragement of primary producers to expand their agricultural base to include native forestry.
 - Developing and implementing a plan of management for the timber industry including millable timber and timber for woodchips.
 - Supporting public ownership of State Softwood Plantations.
- 8.12 NSW Labor supports initiatives already implemented to:
- Ensure that no woodchip licences are issued until full environmental impact studies are undertaken.
 - Cease clear felling of natural forests and implement ecologically sustainable silvicultural timber harvesting practices of Australian Group Selection (AGS) and Single Tree Selection (STS).
- 8.13 NSW Labor remains committed to addressing the long term problems of over-allocation of water resources of the Murray Darling Basin, and the neglect of the health of its iconic rivers and wetlands. These problems have been further exacerbated by prolonged drought and the emerging impacts of climate change.
- 8.14 NSW Labor will preserve public ownership of and conserve water resources through efficient water management, including encouraging the more economical use of existing water supplies, managing demand for water services, and improving efficiency and quality of rural water supplies.
- 8.15 NSW Labor will manage recreational and commercial fishing in NSW to preserve scarce resources, improve environmental management and ensure there is no loss of habitat. Stocks of native fish species will be restored.
- 8.16 NSW Labor will adopt policies that enhance Crown Land Administration and Management, including the Crown Reserve System, Crown Roads Management, Crown Leasing and Licensing, computerised land titling and land mapping of the State.
- Regional Service Delivery**
- 8.17 NSW Labor will maintain decentralisation by promoting industries allied to natural resources, and continue the establishment of government agencies and services in country areas.
- 8.18 NSW Labor will provide, in co-operation with the Federal Government, comprehensive modern health services and facilities which reflect the demographic needs of each region, including services and facilities for groups with special health care needs, such as people with disabilities, the aged, Aboriginal people and youth.
- 8.19 NSW Labor will provide Women's Health NGO services in regional areas that work with local women to best meet their health, safety,

- counselling and employment needs.
- 8.20 Regional workplaces should be safe workplaces. NSW Labor will provide occupational health services, which reflect the particular occupational health and safety needs of those who work in rural areas.

Regional Education Services

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

Reducing the Tyranny of Distance

- 8.24 Regional communities should not be isolated by transport difficulties. NSW Labor will provide an efficient public transport system and services throughout each region to ensure affordable, fast and convenient transportation for both people and freight. NSW Labor will provide a state-wide system of roads, co-ordinated with an Australia-wide system of roads, designed and constructed to meet

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

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

Supporting Primary Industries

- 8.26 To support primary industries, NSW Labor will:
- Establish a state-wide resource information system, based on scientific data, available to the public and private sectors.
 - Promote the use of scientific research in assessing, undertaking and improving primary production and land use to more effectively use resources, taking into account informed observations of current and future market trends.
 - Co-ordinate and rationalise research undertaken by public and private institutions.
 - Continuously review and research the impact of chemical and biological aids to rural production on primary industries, the environment and the human population.
 - Control the use of chemicals and radiation in value adding primary produce.

- f. Maintain compensation schemes, where practicable, for the slaughtering of diseased livestock or destruction of other diseased primary produce and provide funding for the eradication of feral animals, pests and noxious weeds.
 - i. Produce food and raw materials related to the needs of the Australian and overseas markets in line with long-term trends in markets.
 - ii. Encourage primary producers to use the most up-to-date methods of production in accordance with principles of resource use and conservation.
 - iii. Promote agricultural production, harvesting, transport and processing policies consistent with sound human nutritional values.
 - iv. Adopt marketing policies that encourage uniform presentation and quality standards essential in competitive international markets, and provide data that enables producers to make decisions on an objective basis.
 - v. Encourage agriculture through appropriate marketing and research strategies, to become more demand driven and consumer oriented.
 - vi. Maximise the efficiency and public accountability of marketing authorities.
 - vii. End discrimination against NSW rural workers in the areas of wages and conditions.