

# **Queensland Labor** **State Platform 2025**

**The Queensland Branch  
of the Australian Labor Party**

**as Carried by State Conference**

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# Chapter 1: Enduring Labor Values

We acknowledge that Australian Aboriginal and Torres Strait Islander peoples have the oldest continual cultural history in the world, dating back over 60,000 years, and we believe that their physical and spiritual connection to Country forms the foundation on which Labor’s acknowledgement and respect is built.

Queensland holds a special place in the history of the Australian Labor Party. When striking shearers met under the Tree of Knowledge in Barcaldine in 1891, they ensured that our state would forever be linked to the genesis of our party. They cemented two core Labor values, a fair go for all, and standing up for each other. Labor was founded as a collective for the common good.

For more than 120 years since, Labor, in partnership with our great trade union movement, has continued to stand up for workers’ rights and for a dignified life for all Queenslanders.

## OUR VALUES

1.1 We believe in the dignity of work, and that every member of our society has a fundamental right to work in a safe environment so that they can support themselves, their families and their dependents, and enjoy the quality of life they deserve. We believe in working together, a collective approach, to achieving the best for all Queenslanders.

1.2 We value every member of our society – no matter their location, race, ethnicity, sex, gender, gender identity, intersex status, sexual orientation, age, religion, or educational qualification. We do not subscribe to the belief that a person being disabled or having a mental health condition represents a deficit. We believe in, and work to achieve, a pluralist society that supports equality, acceptance and inclusion and a society that shuns discrimination. We believe firmly in social justice.

1.3 We believe in a just and reconciled Queensland, where Aboriginal and Torres Strait Islander cultures are valued, respected and affirmed across all areas of society.

We believe in ending racism.

We believe that Aboriginal and Torres Strait Islander peoples should have the same life chances and choices as other Queenslanders and the length and quality of your life should not be determined by your racial background.

We believe in self-determination for Aboriginal and Torres Strait Islander peoples and working together in closing the gap in life expectancy, education, health and employment outcomes.

We recognise the extended contribution of Aboriginal and Torres Strait Islander Elders both past and present for their contribution to building and maintaining community, culture, language, resilience and wellness.

1.4 We recognise Australia as a multicultural society which supports and advocates for Australians from culturally and linguistically diverse backgrounds. We believe that Australia derives its strength from its diversity, and thus we promote equality and inclusion of all cultures within our society.

1.5 Labor endorses the Federal Labor Government’s position to allow long-term refugees and asylum seekers to apply to transition to permanent resolution of status visas, bringing an end to prolonged processing and insecurity for these vulnerable people.

- 1.6 We will always stand up for fairness. Our party was founded on the important principle that everybody deserves a fair go, to be treated fairly and equitably in life.

We believe that a society's quality can be measured by how it treats its most vulnerable people and that government has an important role to play in creating a more equal society, in which people are treated with respect and compassion. Labor believes in preserving the dignity and independence of those receiving social support, and does not support discriminatory income management policies. We believe in government that aims to lift people up to achieve the very best that they can, that appeals to the best characteristics of human kind.

- 1.7 We believe in building a society, not just an economy. We believe that government plays an important role in providing the economic framework, infrastructure and services our society needs to build a prosperous future. We believe that digital and internet access is a human right and governments at all levels have a responsibility to enable access regardless of life and personal circumstances. We believe government has a responsibility to ensure every Queenslanders has the same opportunities to achieve their goals and maximise their potential, regardless of where they live or their life circumstances. Labor believes that no person receiving social support should live in poverty. We believe the public, through their government, should own and control vital assets and services. We believe no-one should be left behind.

- 1.8 We believe in governments that stand up for workers and work constructively with the trade union movement.

We support the rights of all Queenslanders to engage in industrial action, and collective and sector-wide bargaining to achieve safe, equitable and fair working conditions. We reject union-busting, wage theft and sham contracting. No worker should face reprisal for standing together and exercising fundamental democratic rights. We recognise unions as the democratic voice of working people, and the best decisions are made with workers at the table. Workplace democracy is a cornerstone of a fair society, and solidarity is constant, not conditional. We measure leadership by how it treats working people. A good economy delivers secure jobs, fair pay and respect on the job. We stand with First Nations workers, women workers, migrant workers and LGBTIQ+ workers organising for justice. Safety, dignity and voice at work are non-negotiable.

- 1.9 We believe in a society where people care about each other, where we create and engage with each other through our communities. We believe community engagement enriches our lives. We believe in government that genuinely consults with and works to strengthen our engagement in local communities.

Labor acknowledges the significant contributions that volunteer organisations make to their communities. These organisations make a meaningful impact in their local communities and enhance the work of the government.

- 1.10 We recognise that a healthy environment is an absolute prerequisite for a healthy society and a healthy economy. Queensland Labor will ensure that Queensland's environment is conserved, managed and restored to ensure that essential ecosystem functions and environmental services are maintained for present and future generations.

- 1.11 We believe in treating our natural environment with respect and that government policy should be directed at expanding and maintaining a clean and healthy environment, including strong protections for our flora and fauna, for the current generation and for generations to follow. Labor accepts the science of climate change and the obligation of State and Federal governments to contribute to the effort to reduce global greenhouse emissions.

- 1.12 We celebrate Labor’s historical and continuing link to country Queensland. We are committed to ensuring rural, regional and remote Queenslanders have access to a good, high quality education, well-paid and rewarding employment and access to affordable healthcare and other services, regardless of where they live.

Queensland is a diverse State with many regional, rural and remote communities, which are integral to the Queensland economy. Queensland Labor will ensure that its policies are, at all times, inclusive of these communities.

- 1.13 We believe in the importance of key democratic principles including the primacy of Parliament, the separation of powers and the independence of the judiciary.
- 1.14 We believe in executive government that is open, transparent, bases decisions on evidence, uses scientific methodology and is accountable to the people.
- 1.15 We believe in an independent electoral system founded on the basis of one vote, one value and administered by an independent commission.
- 1.16 Labor recognises the threat of misinformation to democratic elections and will investigate Truth in Political Advertising reform similar to legislation in South Australia and the ACT.
- 1.17 We believe in hope. Our hope is for a better life for all, our hope is for a more caring and compassionate society, our hope is for a prosperous future for all. This is why we will act to bring about change.
- 1.18 We believe in the freedom of press and will act to ensure the fourth estate remains the watchdog of the government; doing so establishes Labor as a party that values protecting and supporting independent journalists’ rights to endeavour to report freely, accurately and honestly to the Australian people.
- 1.19 We believe that violence against individuals is unacceptable in all circumstances, and that preventing violence is a responsibility of all. This extends to physical and emotional abuse in the community and workplace. We hope and aspire to a Queensland that is free of violence through active measures of consultation and programs to educate, protect and prevent. Targeted goals towards eliminating Domestic and Family Violence, physical and emotional abuse and intoxication-fuelled violence in the community and workplace - which is good for Queensland and good for Queenslanders.
- 1.20 We believe in equality, safety and respect for women. We know that much remains to be done to achieve equality and eliminate discrimination, harassment and abuse in homes, workplaces and the community. We are committed to reducing economic inequality, closing the gender pay gap, reaching equal representation in public, private and community sector leadership, and improving women’s health and wellbeing. We aim to create a positive change for women in society through policy, targets, education, research and advocacy.
- 1.21 We believe in the equality, safety and respect for lesbian, gay, bisexual, transgender, intersex and queer/questioning people. We know that ongoing work needs to be done to achieve equality, stamp out discrimination, harassment in communities, workplaces and homes. We are committed to reducing stigma and encouraging equality. We stand firmly against transphobia, intersexphobia, homophobia and biphobia. We recognise trans, intersex and gender diverse people and accept and celebrate who they are and who they aspire to be.

- 1.22 Labor recognises the use of both identity-first language and person-first language within the disabled community. Labor recognises that for many people with disabilities there is a strong preference for one term or the other and respects the autonomy and decision of disabled people and their preference.

## Chapter 2: A Strong Economy – Creating jobs and opportunities for all

### LABOR VALUES

Labor believes that to achieve our vision of economic prosperity for all Queenslanders our economic policy must address the following key principles.

#### Strong Public Finances

- 2.1 Labor supports an economically responsible and prudent approach to managing the Queensland Budget leading to a sustainable long-term fiscal position. Responsibly managing our state's finances will drive positive business sentiment, to deliver a stronger Queensland economy.
- 2.2 Labor will ensure Queensland is protected from both internal and external economic risks through the use of internationally proven risk-management policies. We support a combination of public and private efforts to grow the economy and will apply economic stimulus when circumstances require.
- 2.3 Labor is committed to long-term economic planning, especially in regional Queensland.

Having a long-term vision for the economic growth of our state will enable Queensland to deal with the economic cycles around major projects starting and ending.

#### A Fair and Equitable Federal Funding Model

- 2.4 Labor supports Queensland receiving a fair and equitable share of federal revenues from the Australian Government to ensure the sustainability and growth of the Queensland economy.
- 2.5 Labor acknowledges the changing dynamic of the financial services sector with the rise of technologies such as digitised cash and cryptocurrency and the opportunity these provide, but believes a strong regulatory framework is necessary to ensure these platforms can be implemented for the benefit for Australians.

Labor will ensure that Australians experiencing financial hardship are able to access financial support and affordable credit by prohibiting predatory lending practices and requiring lenders to be upfront about associated costs and interest.

- 2.6 We believe Queensland should play a leading role in national economic debate and policy development. We must not only have a fair and sustainable model of distribution of national resources to ensure growth in the economy but also recognise areas of competitive advantage our state possesses. This can be achieved only through a stronger partnership between the Queensland Government and the various other governments that make up the Australian Commonwealth.

#### A Tax System that is Fair, Straightforward and Sustainable

- 2.7 Where it will benefit Queensland, the taxation system of Queensland must be simplified and rationalised with Commonwealth taxes to encourage growth in the economy.

Any changes must be fair, straightforward and sustainable. Simplifying the system in this way reduces red tape and makes Queensland a more commercially attractive and competitive place to do business.

## A Reduction in Household Budget Pressures

- 2.8 Labor recognises that government policies have an impact on household budgets.
- 2.9 Labor supports the development of clear strategies that address the causes and consequences of household budget pressures. Partnering with other governments, industry leaders, trade unions, charities and other stakeholders, a Labor Government will help reduce these relative costs to levels that are sustainable for Queensland households over the long term.
- 2.10 A Labor Government will make economic policy decisions that will protect our quality of life for future generations.
- 2.11 Labor believes in supporting families with cost of living and acknowledge that government has a critical role to play in reducing the financial impact of raising children.

## Encouraging and Attracting Investment

- 2.12 Labor believes strong domestic and international investment in our state will encourage entrepreneurialism and enable all Queenslanders to benefit from a growing economy. Labor supports greater access to capital for investment, to encourage new ventures and enable small to medium sized business to grow and prosper. Labor also supports the growth of large businesses as these businesses contribute to our state's low unemployment and strong economic position and tourism.
- 2.13 Labor is committed to building a diverse economy through its procurement policy and other initiatives that supports a broad range of industries, including manufacturing, and will encourage and promote government co-invest opportunities in the manufacturing sector to support secure manufacturing jobs throughout Queensland.
- 2.14 Labor has demonstrated our commitment to supporting the manufacturing industry through implementation of procurement policy and the creation of a ministerial portfolio for manufacturing. This portfolio and the implementation of the procurement policy remain critical in building on Labor's progress and demonstrates our continued commitment to existing Queensland businesses and attracting new industry and creating and securing jobs throughout Queensland.
- 2.15 Labor in government will explore opportunities to acquire resources, such as property, for the purpose of reinvigorating existing and encouraging new industry and manufacturing investment, to support secure jobs throughout Queensland.

## Strategic Use of Public Resources to Stimulate and Encourage Growth

- 2.16 Labor believes a targeted and focused approach to directing public resources toward growing the Queensland economy is essential to the long-term future of the State. Therefore, to achieve the most efficient and effective utilisation of public resources, the Government should consider the outcomes of the Coaldrake review into the public sector workforce to update the fiscal policy settings in consultation with relevant stakeholders, to suit a modern economy and workforce. The new policy settings will provide incentives to industry in Queensland, where necessary and where there is a clear competitive advantage, will ensure our industries are able to compete sustainably at national and international levels.

Labor rejects and will eliminate the use of outsourcing or the use of labour hire in the public sector across state and local government levels and service delivery, including GOCs, and statutory

authorities and other associated entities. Labour hire and contracting arrangements should be utilised as a supplement to a permanent workforce and existing labour hire arrangements shall be reviewed within 6 months. Labor in government will ensure that industrial instruments and commercial arrangements reflect these values and will work with unions and employees to ensure outcomes that are consistent with Labor principles in this regard.

- 2.17 Labor in government will ensure that before funding arrangements for Local Government and its suppliers are approved that the requirements of the Queensland Government Procurement Policy (QPP) will be implemented.

This will result in direct employment being prioritised and the rejection of the use of outsourcing which will restore public confidence back into Local Government with the QPP driving probity, good governance, transparency and accountability.

- 2.18 Labor will seek to maximise public sector employment, as opposed to outsourcing, in the provision of government services, particularly in regional Queensland.
- 2.19 In the best interest of our state, Labor will oppose the sale of government assets such as our electricity grid to ensure that these assets are effectively maintained and managed into the future. Selling these assets could lead to higher costs for consumers and reduced service quality.
- 2.20 Labor believes that Public Sector wage growth is a driver of wages growth across the economy. Labor Governments have a responsibility to ensure that wages at least maintain pace with cost-of-living increases, and rejects austerity-based policies to minimise wages growth, and rejects the notion of a central “Wages Policy” as it is antithetical to good faith bargaining.

### **A Strong Culture of Research and Innovation for New Products and Services**

- 2.21 Labor believes there is a role for government in helping to enable individuals and industry to pursue innovation that delivers new products and services for both Queenslanders and international markets. Labor supports the establishment of industries around new innovation and the services economy that will deliver the jobs of the future and diversify Queensland’s economic base.
- 2.22 Labor will build an economy for Queensland that exports the products of our intelligence, creativity and business capabilities, not one based on the cheapest hourly rate for our labour. A Labor Government will foster links between science, business and industry to encourage innovation to promote commercial outcomes.

### **High Employment, Workforce Participation and Workforce Planning**

- 2.23 Labor believes in working towards full employment in Queensland, by providing opportunities for all Queenslanders who are able to participate in our economy and work towards reshoring work that has gone overseas.

Opportunities for employment will be generated only where there is an environment that stimulates growth in current and new competitive industries across the state.

- 2.24 Labor will work with the Public Service Commissioner to encourage and support the employment of women in remote and rural locations to the Public Service, and to encourage their career development within the Public Service.

- 2.25 Labor believes high employment and workforce participation is possible only when employers and employees collaborate for the common good. Respectful communication and compromise between employer and employee is the key to building profitable and sustainable businesses, the backbone of an economy that is globally competitive and growing. Labor has successfully facilitated this collaboration in the past and it is the only political party that can and will do this again.
- 2.26 Labor believes in ensuring Queenslanders receive a fair day's pay for a fair day's work, protection while at work, and the ability to access further skills for career development.
- 2.27 Labor supports workforce planning to identify potential areas of skills' shortages and demand, and that this planning be used to inform course and program development in training organisations connected to the relevant industry.
- 2.28 To reduce skills shortages and inequalities in employment, Labor will continue to invest in programs that:
  - Significantly reduce gender segregation in the workforce
  - Significantly reduce the gender pay gap
  - Attract and retain women (including First Nations and migrant women) in male-dominated trades and industries
  - Enable meaningful work and economic security for people with disabilities; migrants and refugees and other marginalised groups.
- 2.29 Labor understands that enabling groups within the community to participate fully in the workforce is of economic benefit to us all and supports initiatives and targets that will increase participation for women and other underrepresented or disadvantaged groups.
- 2.30 Labor supports reducing the financial barrier for young people to attain industry certifications, like general construction induction training cards, blue cards, responsible service of alcohol certificates and responsible service of gambling certificates.

### Employment Based Training and Apprenticeships

- 2.31 Labor believes that government has a responsibility to use its spending power and market influence to ensure that training and the number of apprenticeship opportunities are enforced and adhered to. Government should be a leader in this respect which includes creating apprenticeships and training across Queensland.

Labor believes that government employment of apprentices delivers important outcomes for young people, particularly in the regions, and is an essential service for the purposes of trade based education and training.

- 2.32 Labor acknowledges that government has a critical role to play in the provision of employment-based training and apprenticeships opportunities for our youth and understands that providing these opportunities is an integral part of creating a strong economy.
- 2.33 Labor will ensure that state government agencies allocate sufficient funding to enable the ongoing appropriate and targeted professional and skills development of their staff.
- 2.34 In consultation with unions and industry, Labor will establish through its procurement policy mandatory quotas for apprentices and trainees on government funded work, and for those employers who wish to tender for government work, in order to create a skills base that meets the needs of the economy.

- 2.35 Labor will utilise to the benefit of first nations people policies to ensure that young indigenous persons have adequate access to ensure apprenticeship and training that results in skills and jobs within their local regional communities.

### **A Strong Corporate Governance Culture in Both the Public and Private Sector**

- 2.36 For Queensland to attract investment from both local and international companies, our state must be considered a safe and secure place to do business through a transparent and actively managed culture of strong corporate governance.

The perception of unnecessary red tape can constrain and discourage business growth, so a Labor Government will work to implement a clear risk-management framework to provide the most efficient solution to protect and grow Queensland.

- 2.37 Labor is committed to ensuring that government procurement is governed by the principles of probity, accountability and transparency and delivers both value for money for taxpayers and benefits for local communities.
- 2.38 Labor believes the appointment and promotion of individuals should be based on their merit, not on their political affiliation or connections. Labor encourages local candidates of merit to be appointed to regional boards.
- 2.39 Labor believes our economic future depends on our local and global environment being healthy and robust. Climate change is an increasingly urgent challenge, and it must be tackled head on. Labor commits to working with unions and industry to transition the economy to a sustainable, low carbon economy as quickly as possible.
- 2.40 Labor supports the responsible usage of our natural resources, including those impacted by agricultural, mining, tourism, manufacturing and other industries. We are committed to integrating environmentally sustainable development into economic decision making, and climate impacts, to ensure that all Queenslanders will share in the economy of the future.

### **LABOR BELIEFS**

- 2.41 Labor believes in improving the lives of all Queenslanders by growing our state's economy while providing the conditions that give each of us the opportunity to reach our full potential. Labor in Queensland believes government has a role to play in enabling both economic growth and opportunity for all.
- 2.42 Labor believes in building a society, not just an economy. Labor believes that government has a critical role to play in the provision of reliable and affordable essential services such as health, education, fire and rescue and emergency services, water, public transport and electricity to the Queensland community. In instances where the government owns or operates services, assets or infrastructure, Labor commits to retaining these in public ownership during government and rejects privatisation of essential services in any form.
- 2.43 Labor will oppose the sale of government assets to ensure that these assets are effectively maintained and managed into the future. Selling these assets will lead to higher costs for consumers and reduced service quality.
- 2.44 Labor will oppose any attempt to outsource public health services, clinical or non-clinical, and will maintain direct public delivery to ensure safety, quality, and fair conditions for workers.

- 2.45 Labor in government shall ensure critical public services, such as electricity, health services, and commuter rail, shall be majority public owned and delivered, including new technologies and renewable energy generation.
- 2.46 Labor believes in strong, well resourced and accessible public assets and services being kept in public hands. This is particularly important for Queensland's regional communities. Labor will oppose any attempt to privatise, outsource or contract out the delivery of these critical government services.
- 2.47 A Labor Government will be there for Queenslanders during good times and bad. Labor will be there to help grow jobs and facilitate appropriate investment in our economy, but we'll also be there to help when times are tough. Labor will provide support for those who are unemployed or facing disadvantage and help them get back on their feet.
- 2.48 Labor's vision is to build a strong, efficient and diverse Queensland economy that is capable of supporting full employment, delivering higher living standards and eliminating poverty.
- Labor will create the economic climate for people to transform their aspirations into reality.
- 2.49 Labor believes that government should own, on behalf of its people, important infrastructure and services to:
- secure government revenue and keep personal taxes fair
  - provide essential services
  - provide options to stimulate employment and economic growth.
- 2.50 Labor holds these values because we believe the market, left entirely to its own devices, cannot support full employment nor distribute wealth equitably to end economic disadvantage. Markets of themselves do not serve people – people serve people. If our economy is to reach its full potential and Queenslanders are to be supported during good times and bad, then there must be an ongoing role for government as the 'do-er' in the economy, not just the enabler.
- 2.51 Labor recognises the importance of maximising opportunities for local companies to compete for government business, as this strengthens local industry and secures jobs for local people. Labor believes that local content should be supported and will advance procurement policies that support Queensland jobs.
- 2.52 Labor believes employees should always have a choice about where they and their families live and work, including to work and live in mining communities in regional Queensland.
- 2.53 Labor commits to Queensland interstate shipping, including the development of port infrastructure such as roll on roll off facilities.
- 2.54 Labor recognises the contributions past and present made by Aboriginal and Torres Strait Islander Queenslanders to our strong economy. Labor believes in maximising opportunities for the participation of Aboriginal and Torres Strait Islander Queenslanders in our state's future economic growth.
- 2.55 Labor commits to progressively increasing Aboriginal and Torres Strait Islander training and employment opportunities in Closing the Gap initiatives, in its own departmental Aboriginal and Torres Strait Islander recruitment policies and through incentives to encourage private sector Aboriginal and Torres Strait Islander employment, including maximising Aboriginal and Torres Strait Islander training and employment opportunities.

- 2.56 Labor knows and understands the importance of our Australian Defence Force veterans and their service to Australia, and believes that there should be a smooth transition from the defence force to civilian life by ensuring that we can support them by finding a job and accommodating themselves to civilian life.

## LABOR PRIORITIES IN GOVERNMENT

- 2.57 Labor is the party that creates jobs, not cuts them. In government, we do this by navigating the complex national and international economic environment, balancing competition, encouraging innovation and efficiency, promoting and implementing strong governance and integrity, promoting economic stability and supporting consumer protection through strong leadership and responsible economic management. A Labor Government will bring together all members of the community who are directly and indirectly involved in the economy, to build a stronger future for all Queenslanders.
- 2.58 Queensland in the 21st Century is a place vastly different from that of last century. Our competitive economic advantage now lies in our capacity to value-add and our access to key markets in the Asia-Pacific Century. The Labor Governments will focus on economic policies that share the economic benefits of the 21st century with all Queenslanders.
- 2.59 Labor will champion bold economic reforms to reduce wealth and income inequality, challenge concentrated corporate power, and curb the influence of billionaire interests in politics. We will support tax and spending measures that expand opportunity for working and middle-class Queenslanders.
- 2.60 Labor believes that good governance and transparency requires the membership of government boards to include people with knowledge, skills and expertise relevant to the board.

Labor will ensure that, in appointing members to government boards and authorities:

- Boards of government businesses have industrial relations experience from the relevant industry to ensure that the government is a model employer, and
- Boards to oversee employment standards, industry operations or professional standards have representatives of employees from the relevant registered industrial organisations.

Labor will ensure that each round of appointments is monitored to ensure that these skill requirements are being promoted.

- 2.61 Labor will ensure that representatives on all government and related boards will be tripartite. It will be mandatory that representatives must have all the relevant skills and expertise and must come from the industry that they represent on the particular board/s. It is unacceptable and not good probity, governance and transparency to have representatives on boards who do not have any knowledge, skills and expertise relevant to the board. The government will undertake an audit before the next state conference to ensure that this requirement is met and to make the necessary changes warranted to ensure strong probity and good governance of its boards.
- 2.62 Labor's new Queensland Government Procurement Policy (QPP), which is mandatory, will be adhered and complied with across all government departments, agencies, GOCs and statutory bodies which will deliver consistent, transparent and sustainable procurement outcomes across Queensland as well as improved local content outcomes, particularly in regional and remote communities. It will also provide opportunities to stimulate Indigenous entrepreneurship and

business development, and increased opportunities for Indigenous Queenslanders to more fully participate in the economy.

- 2.63 Labor will commit to exploring mandated targets and requirements in its Queensland Procurement Policy (QPP) and its Best Practice Principles to create a more gender-inclusive industry. Labor will create employment and training opportunities for women through its government procurement on infrastructure, building, civil engineering and other capital works projects.
- 2.64 Labor recognises the importance of ensuring local manufacturers are in a strong position to secure work under the Buy Queensland Procurement Policy. Labor will implement a prequalification framework, to certify local manufacturers, using steel fabricators as a trial, to supply for government projects, ensuring local manufacturers, workers and community benefit from these projects.
- 2.65 Wherever public resources are required for new infrastructure, and particularly renewables projects, Labor will ensure that specifications include minimum legal requirements that support and promote local content and manufacturing.
- 2.66 Labor will ensure that energy infrastructure and the production of wind and solar infrastructure, comply and adhere to the Modern Slavery Act, with a focus on international imports.
- 2.67 Labor will ensure that Government and Local Government procurement is transacted with transparency, accountability and enforceability. Labor will focus on increased capability, capacity, compliance and probity for the government and local government, and its suppliers. It will ensure that not only do the State and the local communities achieve value for money, but that our buying power is leveraged to achieve sustainable, economic and social outcomes for all Queenslanders.

In acknowledgement of this, a Queensland Labor government will ensure the following:

- Climate Active certified (or credible equivalent) suppliers will be given a higher weighting for the highly desirable criteria and this criteria will increase to a mandatory standard by 2030.

- 2.68 Labor believes in supporting Queensland workers and will place conditions on any subsidies or the granting of licenses or other mining rights to require that where resources are transported between two Queensland ports that those ships are crewed by Australian based crews on Australian pay and conditions.
- 2.69 Labor will responsibly manage our revenue and expenditure to grow our budget while controlling our spending.

Business and the wider community will be encouraged and assisted to apply the principles of energy efficiency and eco-efficiency for both economic and environmental reasons.

Energy Queensland will be encouraged to facilitate the export of services related to renewable energy, energy efficiency and eco-efficiency alone and in collaboration with the private sector.

- 2.70 Labor will deliver additional infrastructure for Queensland in a more sustainable, safe and socially just economy which will be implemented and audited on ESG principles. Labor will encourage additional sources of investment capital and seek to attract voluntary investment from the superannuation and corporate financial sectors within Australia and on global markets.
- 2.71 Labor will provide incentives for innovation. Labor recognises the digital revolution and the power of knowledge-intensive industries to grow our economy. We will continue to diversify our

economic base and encourage growth industries such as high-end manufacturing, tropical expertise and tertiary education of overseas students. Through research and industry encouragement, Labor will continue to develop a knowledge-based economy that supports meaningful and sustainable, safe and permanent ethical job opportunities. Focus areas include medicine, engineering, science, agriculture, mining, construction, education and tourism.

2.72 Labor will progress work on a just transition to a low carbon sustainable economy, including:

- ensuring that current and proposed environmentally sustainable projects in affected sectors, and the jobs they create, are allowed to continue and proceed;
- making a plan to transition Queensland's economy to ensure workers and their families are not disadvantaged, including investigating financial and economic mechanisms to fund transition;
- seeking out, supporting and implementing new technologies, new systems and policies to ensure a substantial reduction in electricity prices during the just transition to a low carbon sustainable economy;
- ensuring public consultation with affected industries and unions for the process of transition, with a focus on communities highly reliant on the fossil fuel and resource industry;
- maintaining public ownership of the power industry as it transitions to new renewable technology, including building, owning and operating new renewable programs and assets;
- building renewable energy infrastructure, for example, renewable power generation, grid connections to renewable resource regions;
- providing financial support to business and workers to transition to sustainable industries, including consideration of requirements needed for transitioning to renewable locally sourced and produced materials;
- introducing appropriate regulation to ensure that there are enforceable training standards and appropriate qualifications for workers in new and emerging sustainable industries;
- ensuring that all measures taken by the Queensland Government are consistent with the ALP Federal Platform, especially in regard to provision regarding transition. Advocating for regionally specific offices of an overarching federal department tasked with transition, with a priority of access for affected communities, including Central and Western Queensland workers;
- encouraging Energy Queensland or relevant public sector entities to develop and operate new publicly-owned, built, and operated renewable programs and assets;
- as much as possible ensure that energy consumers, particularly low-income individuals, maintain access to affordable electricity and, limiting price rises as much as possible;
- ensuring consultation with affected industries and unions for the process of transition, including engagement of a nominated liaison advisor to ensure workers and the community are engaged in the relevant processes such as the establishment of the publicly-owned renewable energy entity.

This policy shall not preclude the development of energy cooperatives. A Labor Government should encourage Energy Qld to invest in microgrids and control systems where feasible to do so.

- 2.73 Labor acknowledges that a just transition to a low carbon sustainable economy will require investment in training for the development of appropriate skills in the renewables sector. Labor will introduce a specific training package for the renewables sector that integrates appropriate licensing for the safe manufacture, construction and maintenance of renewables (e.g. solar panels).
- 2.74 Labor will work with unions towards ensuring scheduled training for positive mental health in the construction industry for each employee working in renewable construction.
- 2.75 Labor will introduce a licensing regime for property developers by early 2024 which would require developing entities to do the following:

- Demonstrate financial and operational capacity to complete any proposed developments and address any building defects that may arise.
- Demonstrate a commitment to ongoing ethical behaviour by the developing entity, its key decision makers or other influential persons.
- Not engage in phoenix activity or unfair commercial practices.
- A requirement that developers not impose, either through their actions or admissions, conditions, requirements or unrealistic timeframes on building contractors that could reasonably be said to lead to, or have resulted in, unsafe work practices, breaches of a Commonwealth or Territory law or poor building quality outcomes.
- Project trust accounts (where funds, including retention payments, are held in trust for head contractors and subcontractors until payments are due) to be expanded to include developers in respect of each project that the developer is responsible.
- Not engage in deceptive or misleading conduct in the course of marketing a development to the public.
- Publicly disclose the source of funding of any development.
- Nominate a natural person as a nominee.
- Have their license nullified if a building contractor is found guilty of industrial manslaughter suspending their developer license to operate in Queensland for a minimum of ten years.

- 2.76 Labor will amend the QBCC Act to broaden its coverage so that the construction industry in its entirety, including all workers, consumers, employers and industry stakeholders, have the same protection, rights and remedies under regulation as the building industry.
- 2.77 Labor will enable and encourage the continued growth of the services economy including in the areas of agriculture, resources, construction, manufacturing, health, aged care, education, tourism, financial services and professional services. Labor will support small and medium-sized businesses whose services underpin the Queensland economy, while encouraging larger organisations in the financial and professional services nominated sectors to call Queensland home. Labor will continue to grow our existing economic strengths across industries including tourism, resources, construction, manufacturing and agriculture. Labor will work in a cooperative and transparent manner with all industry stakeholders to develop and implement policies that help grow jobs and investment across all sectors of our economy.
- 2.78 Labor supports an independent scientific body to review, examine and investigate resource industries and large scale power generation impacts, including industrial solar, battery and wind installations at every stage of operation, i.e. planning, operational and rehabilitation. <sup>(5.104)</sup>
- 2.79 Labor will ensure workers, unions and copyright holders have a formal role in shaping the adoption of artificial intelligence in government and industry, maximising benefits while protecting jobs, privacy and fairness.
- 2.80 Labor will work with small business owners and representatives to provide ongoing support and development of meaningful incentives that strengthen business capacity and resilience.
- Labor will continue to implement policies that put downward pressure on electricity prices for small business, that support secure and sustainable jobs growth and that control cost of living pressures on people and families in our community. All energy policies must support Queensland becoming carbon neutral by 2050.
- 2.81 Labor will maintain a strong public sector. Labor values and respects the Queensland public service and the vital contribution it makes to our state. Labor supports public sector staffing in line with

service delivery requirements. Labor will grow public service jobs to enhance services for the people of Queensland.

- 2.82 Labor will ensure the Queensland public service and Queensland Government Owned Corporations implement targets for employment of Queenslanders with disabilities and will provide annual public reporting of progress in meeting such targets.
- 2.83 Labor recognises that social enterprises, co-operatives, mutuals and member owned enterprises are an important alternative sector that allows participants to meet their common economic, social and cultural needs and aspirations. Labor believes that the benefits of social enterprises and co-operatives include job creation, social inclusion and achieving positive environmental outcomes, and supports the ILO's Recommendation 193 as the framework for the provision of a world-class policy and legal environment for social enterprises and cooperatives.

In acknowledgement of this, Labor will:

- develop and implement a program of support to encourage the establishment of new co-operatives and mutual enterprises, including a cooperative loan scheme, similar to other states;
  - ensure that the social enterprises, co-operative and mutuals sector is adequately represented in relevant government policy deliberations, and is actively promoted as a possible option for service delivery, particularly where community based initiatives are being considered or are appropriate;
  - ensure that continual improvement of advice, education, training and information is provided at all stages in the establishment, governance and regulation of co-operatives; and
  - ensure that the registration and regulatory burden for small and medium sized co-operative and mutual enterprise aligns with the needs of these organisations and ensures they are not disadvantaged relative to companies of a similar size.
- 2.84 Labor will adopt a value supply chain approach to economic development, particularly in agriculture to support growth in the food industry, with a focus on identifying new and emerging opportunities and developing high-value, niche markets. <sup>(9.11)</sup>
  - 2.85 Labor will support and promote secure and permanent employment, reduce economic disadvantage and maintain a social safety net. Labor will develop and implement policies that secure jobs that reduce unemployment. Labor will prioritise and invest in skills programs and courses that assist Queenslanders who are unemployed or underemployed with proactive measures that help them to enter or re-enter the workplace.

Labor recognises the importance of government employed tradespeople in maintaining the safety of the public, particularly in relation to disaster recovery and the maintenance of safe environments including schools, hospitals and critical infrastructure.

All publicly funded construction and maintenance work including in public housing, health and education, should be tied to and directly managed by government agencies such as QBuild and the Department of Public Works, using government employees.

Labor believes that government employed tradespeople provide the most efficient and cost-effective safety and maintenance services to Queenslanders and must be recognised as front line staff. Labor will remove all impediments to the direct hire of apprentices and tradespeople.

Labor will implement policies to directly engage cleaning staff in government occupied buildings across Queensland through QBuild. Labor will work with relevant unions to transition from the

existing contracted out policies and transition staff to permanent public sector employment. For specialised workforces like health service cleaners or cleaners at schools, they should be managed directly by the relevant agency.

- 2.86 QBuild delivers safer work standards, better wages and security, and more cost-effective services for government agencies.

Labor will make all efforts in government and Opposition to ensure QBuild is utilised as the primary maintenance and construction contractor of choice for all government entities. Labor commits to the continued rebuild of QBuild, which includes a commitment to 1000 trade staff by 2026, and 1500 by 2029. Labor in government will ensure agencies work collaboratively during each budget formulation to identify and agree sufficient projects to be offered to QBuild on a right of first refusal basis and subject to capacity, across the state to work towards full utilisation of the trade and apprentice workforce and adequate training for apprentices.

- 2.87 Labor in government will establish a QBuild factory in Central Queensland to build modular homes for Central Queensland.
- 2.88 Labor will reinvigorate a government apprenticeship program for the direct employment of apprentices in building trades with an emphasis on achieving a greater number of women and first nations people, in particular to assist in building regional capability through more diversity in Queensland's skilled work-force and overcoming barriers to training and employment.
- 2.89 Labor will ensure that all government construction work and projects, delivered by government agencies and/or private organisations, adhere to and comply with a minimum requirement of 10% of total value of the project being used to employ apprentices and provide training in accordance with the Queensland Government building and construction training policy.
- 2.90 Labor will work with the building and construction industry to implement a 10% training policy throughout its procurement policy on all their projects, which will deliver substantial job opportunities for apprenticeships regardless of gender.
- 2.91 Labor recognises gender equality improves national productivity and competitiveness, and will remove disincentives and, Labor will develop strategies that will encourage the entry, re-entry or advancement of women in the workplace.
- 2.92 Labor will support regional Queensland. Labor will implement policies that encourage economic growth and employment opportunities outside South-East Queensland, including in agriculture and tourism, and will prioritise regionally based employment and delivery across the public sector and Government Owned Corporations.
- 2.93 The Labor State Government will establish a Queensland Government owned and managed insurance office with the intent of providing community rated home and contents and small business insurance against the impact of Flood, Bushfire, Storm Surge, Cyclone or other natural disasters, public liability and strata title insurance, with coverage available to every Queenslanders at the same unit cost.
- 2.94 Labor acknowledges the significant cost of insurance for regional families. Labor will work with relevant state and territory governments, the insurance industry and the community to lower the cost of insurance in the regions.

- 2.95 The Coordinator-General will be required to review existing unnecessary 100% fly-in fly-out workforce arrangements in established mining communities, and implement conditions allowing the choice of workers to live with their families in regional communities.
- 2.96 Labor in government will implement streamlined application and reporting processes for financial assistance provided as a result of state disasters, to ensure the timely and effective distribution of critical resources to impacted communities.
- 2.97 Labor, in consultation with Federal government, will review the allocation of funding for state services in communities that permanently host large scale non-resident workforces so that essential services can respond to the needs of both resident and non-resident populations.
- 2.98 Labor will ensure implementation and compliance across all Government departments and agencies with its new procurement policy which drives the importance of local procurement and purchasing to all government departments and agencies. Labor will implement a minimum mandated local content requirement for jobs and material on all projects.
- 2.99 Labor believes that government investment in Queensland's infrastructure, including rail and rolling stock, should benefit local communities, businesses and create local jobs. Labor will use local businesses and local workers, including Queensland Rail, to build and maintain all infrastructure including rail and rolling stock.
- 2.100 Queensland Rail has a long and proud history of building and maintaining rollingstock. Labor is committed to continuing that legacy and will ensure Queensland Rail workers play a central role in repairing and maintaining rollingstock, as they have for generations.
- 2.101 Labor will ensure that all entities tendering for government work (including construction and/or the provision of goods and services) will need to demonstrate social obligation credentials and that such credentials will be considered and given weight when determining the successful tenderer. Such credentials will include but not be limited to past industrial, health and safety, quality standard, environmental, corporate governance and tax compliance record.
- 2.102 Labor will include mental health and suicide prevention programs in all social clauses attached to government procurement for infrastructure. Labor will develop an industry standard in workplace mental health and suicide prevention initiatives via targeted investment prerequisites.

Labor recognises the acute occupational risk of suicide for workers in the building, construction and maintenance industries. Labor has a strong record on investment in this area, including through funding mental health and suicide initiatives, introducing a mental health levy and through greater work health and safety regulation on mental health. Labor acknowledges the integral role unions play in raising awareness and profile of this important societal and health issue.

Labor will work with unions to review current mental health and wellbeing and suicide prevention programs and explore the feasibility of the expansion of mental health and wellbeing and suicide prevention programs. To ensure any such program or initiative provides beneficial outcomes for workers, businesses and the economy, this will include exploring the feasibility of utilising funds from the recently established mental health levy or through other means such as a levy administered by QLeave and through procurement processes.

- 2.103 Labor will prioritise Queensland leading Australia's space industry sector by building a comprehensive commercial space industry ecosystem and infrastructure, investing in Queenslanders' space technology skills and research, promoting Queensland's geographic

advantages for launches, and incentivising the creation and relocation of components manufacturing and supplier companies in regional Queensland to create jobs.

- 2.104 Queensland Labor will work with Federal Labor to support Australian and Queensland jobs in the Port of Gladstone.

The CSG/LNG industry will provide a massive economic benefit to the Queensland and the Australian economies.

Labor is committed to a minimum of 30% of CSG/LNG ships being crewed by Australians to ensure long-term employment and career opportunities for Australians.

- 2.105 Labor is committed to ensuring adequate gas is available to service demand from both domestic users and the state's developing liquefied natural gas (LNG) export industry.

Labor will re-introduce an annual gas market review that includes modelling and analysis of a range of factors including gas demand, gas pricing, gas reserves, gas supply and transmission and an assessment of current market issues.

The annual review will inform any potential implementation of Prospective Gas Production Land Reserve (PGPLR) under Part 2A of the *Petroleum and Gas (Production and Safety) Act 2004 (Qld)*.

- 2.106 Labor's vision is to see a successful and dynamic agriculture, fisheries, forestry sector that benefits all Queenslanders through education opportunities, jobs growth, and an economic dividend through trade, innovation and technology.

Labor acknowledges the need to have resilient, sustainable and productive agricultural businesses for the benefit of our communities in Queensland, including in regional and remote areas. Labor recognises the expanding global markets that the Queensland agricultural industry can access and in turn provide economic benefit to the state economy.

- 2.107 Labor will explore possibilities for Aboriginal and Torres Strait First Peoples to be able to farm and cultivate native flora and fauna.

- 2.108 Labor will drive sensible improvements to Queensland's taxation system. Labor will review taxation of land with a view to revenue-neutral reforms.

- 2.109 To make certain that the economic well-being of Queensland women is not adversely affected by legislation passed in the Queensland Parliament, a women's economic impact statement is to be produced and publicly published in the explanatory notes of any legislative change.

- 2.110 Labor believes the recognition, engagement and promotion of incorporated motoring clubs and associations is essential to building a better culture of motoring and trade skills across younger members of the community and supports a strong automotive aftermarket industry. Labor commits to maximising opportunities for the participation of incorporated motoring clubs and associations in the development and review of regulatory areas which directly affect their communities and the aftermarket industry.

- 2.111 Labor re-affirms its election commitment to re-focus on the Motoring Organisation and Car Club (MOCC) forum and carry out a review of the current Queensland vehicle modification standards with a view to ensure best alignment with other Australian jurisdictions and a view to provide safe, practical and affordable modification standards and testing criteria/certification, which can be developed through the Queensland motoring community, automotive aftermarket industry and

mechanical engineers, using Federal Australian Design rules, published Australian Standards and equivalent internationally recognised design, test and certification standards.

## Primary Production

- 2.112 Labor will support agriculture initiatives that will secure the future of the food and fibre sector through planning and capitalising on regional opportunities.
- 2.113 Labor recognises that agriculture is a uniquely placed strength of the Queensland economy, and with the increase in food demand globally there is ongoing prospects for growth in the sector.  
  
Labor will advocate for the Federal Government to include Queensland's agricultural products, including sugar, in any trade negotiations.
- 2.114 Labor will support trade opportunities for Queensland's world class food and fibre, marketed as clean, green, healthy and premium products. Labor will sponsor overseas trade missions with industry to assist producers and industry to expand into export markets, with a renewed focus on Asian markets.
- 2.115 Labor in government will work with agricultural industry associations, trade unions, research bodies, local government, education providers, and business to support a prosperous and productive agriculture sector. Labor recognises the potential for rural job opportunities and will work with industry to address labour issues in the sector.
- 2.116 Labor will support outback Queensland to diversify its economic base, particularly in tourism which can provide jobs throughout the dry season. Particular attention will be given to tourism attractions based on our unique advantages, namely Aboriginal culture, in conjunction with Aboriginal people, our bush culture and our unique flora and fauna.
- 2.117 Labor will work with the agricultural sector to reduce its carbon footprint through greater energy productivity and encourage carbon storage to support the sector's transition to the new economy.
- 2.118 Labor will work with the agricultural sector to implement market-based mechanisms to support transitioning to more sustainable practices.
- 2.119 Labor will improve supply chains from Western Queensland by working with primary producers and industry representatives in improving conditions attached to meat production. Labor in government will focus on improving training, job opportunities and expanding the food production industry.
- 2.120 Labor will work with the Federal government to develop a national plan to transition away from live animal exports by 2030. Labor will work with and consult with primary producers, international and domestic stakeholders and meat industry experts to create capacity for frozen meat exports to be the primary export of meat industry and will work towards increasing the domestic market so that no primary producer or international trade partner is disadvantaged by transition.
- 2.121 Labor will investigate the construction and ongoing operations of two meat processing facilities in Northern Queensland as part of the Queensland Agriculture and Food Research, Development and Extension 10-Year Roadmap.

These facilities would be owned by Queenslanders and broaden the skills, science and technology associated with the meat processing industry, broadening Queensland's skills base and labour supply.

Labor will investigate increasing the domestic herd and supply of beef in conjunction with investing in a well paid, local workforce using cutting edge technologies in animal husbandry, so that these facilities could be operational by 2029 and include research and development in the exporting of frozen packed meat.

2.122 Labor believes that encouragement and support should be given to the establishment of cooperatives and companies, or equity partnerships, in Queensland and nationally that can;

- Identify niche export markets, which can be quite large;
- Generate the scale of year-round production wanted by food manufacturers and supermarkets;
- Commercialise new crop varieties and new technologies developed by our R&D agencies;
- Attract new significant equity investment; and
- Provide access to the high level of management, technical and environment skills needed for modern agriculture.

In addition, Labor believes that regions should be encouraged to form locally based, farmer owned applied research, development and extension companies broadly similar to the Birchip Cropping Group, a group in regional Victoria which employs some 20 farm economists, agronomists, scientists, etc. which provided applied support to their local farmers.

### Biosecurity

2.123 Labor recognises the unique biosecurity threats faced by Queensland and is committed to ensuring that our response capability is world's best practice.

2.124 Labor believes that a strong biosecurity system with appropriate capabilities is the building block for a strong and profitable agricultural sector and a healthy environment.

2.125 We recognise that biosecurity is a shared responsibility for governments at all levels, industry and the community and that it must also include co-ownership of biosecurity preparedness and responses.

### Fisheries and Forestry

2.126 Labor is committed to maximising the economic and social benefits that Queenslanders receive from the sustainable management of fisheries in Queensland.

2.127 Labor will implement fisheries legislation to prevent the unethical trade of shark fins to ensure protection and humane treatment of these important marine species by adopting the practice of 'Fins Naturally Attached'.

2.128 Labor will ensure that forestry and quarry resources are scientifically and environmentally managed to produce a long term economic gain to Queenslanders.

2.129 Labor will develop publicly owned hardwood plantations to meet long term demand while maximising the use of Queensland forest science expertise.

### Drought

2.130 Labor will work with the agriculture sector to develop measures to manage climate change induced risks and producer preparedness to ensure the long-term advancement of the sector. Labor will promote drought readiness and sector resilience in its drought assistance program.

- 2.131 Labor will reinvigorate and augment support programs, including the Drought Relief Assistance Scheme program, with additional measures where required in light of ongoing drought conditions.
- 2.132 Labor will continue to support, promote and fund additional Rural Financial Counselling Services further to the contribution of the Commonwealth. (9.66)
- 2.133 Labor will develop a 10-year research and development blueprint for agriculture and food to enhance scientific collaboration within the state, ensure research is aligned with emerging opportunities and seek new and innovative ways to attract new funds.
- 2.134 Labor will maintain the Queensland Rural and Industry Development Authority, or its equivalent, as a delivery organisation for approved Queensland Government schemes of low interest loans, while also supporting schemes that provide a climate change and agricultural benefit. (9.67)
- 2.135 Labor in conjunction with industry, stakeholders and trade unions, will consult on legislation or regulation that may adversely impact primary producers while in drought or during drought recovery.
- 2.136 Labor will develop further responses required to manage drought impacted farmers from the stresses of both drought and debt if conditions continue to worsen across the west of the state of Queensland.
- 2.137 Labor in government will seek to work with the Federal Government to make all possible responses and drought recovery programs available and easily assessable by primary producers.

### **Building and Construction Industry**

- 2.138 Labor will continue to collaborate with other jurisdictions to ensure that a national solution is implemented to address the issue of non-conforming and non-compliant and banned building products and materials, in particular asbestos and silica containing materials and products.
- 2.139 Labor will encourage the expansion of building material manufacturing in Queensland to prevent over-reliance on overseas markets and to prevent supply shortages that lead to delays in residential and commercial development.

## Chapter 3: Learning for Life – Investing in our people

### EDUCATION AND TRAINING

#### LABOR VALUES

- 3.1 Labor believes that all Queenslanders have the basic right to an appropriate, well resourced, inclusive, secular public education system that encourages their full participation in the economic, social, political and cultural dimensions of society.
- 3.2 Labor supports strong public providers of education and training to ensure the delivery of quality education and training for all Queenslanders.
- 3.3 Labor believes that education and training environments that foster Personal and social capability, Ethical behaviour and Intercultural understanding are an investment in the lifelong growth of our people and our civil society.
- 3.4 Labor believes in implementing effective strategies to fully address systemic barriers to access and opportunity to education and training for all people in Queensland.
- 3.5 Labor acknowledges the distinctive educational disadvantage experienced by many Aboriginal and Torres Strait Islander people and supports efforts to close the education and training gap through on-going consultation with members of their communities.
- 3.6 Labor values the link between economic policy and complementary education and training policies as a key contributor to future economic growth and secure employment.
- 3.7 Labor acknowledges the significant role of effective partnerships between students, teachers, communities, employers and unions in life-long learning.
- 3.8 Labor values the incorporation of the unique experiences, knowledge and perspectives of Aboriginal and Torres Strait people into the quality educational opportunities for all students in Queensland.
- 3.9 Labor acknowledges the right of relevant unions to be stakeholders in education and training, facilitators of industrial negotiations for educational personnel and monitors of workplace health and safety.
- 3.10 Labor values cooperation within the Australian Curriculum framework without limiting the capacity of state-based policies to manage Queensland's unique challenges, especially in delivering effective programs to remote, rural and regional Queensland.

#### LABOR BELIEFS

##### Life-long Learning

- 3.11 Labor believes learning is a life-long process that:
  - acknowledges the value of a knowledge-based society that provides opportunities for all Queenslanders to contribute to and share in their local, national and global economies, communities and environments and for personal growth

- provides Queenslanders with the skills and knowledge that is necessary for an enabling of their future endeavours
- enables people to critically interrogate information and to participate in the social and cultural life of their communities
- enables and encourages individuals to participate as responsible local, national and global citizens.

### Early and School-Based Education

- 3.12 Labor believes that quality early and school-based education is the foundation on which a strong society is built.
- 3.13 Labor believes that parents and carers have primary responsibility for the education and development of children in their care, and that early childhood education and care services providers and schools extend the abilities of all children.
- 3.14 Labor believes that the early years from birth to eight are critical in shaping the health, development and growth of an individual.
- 3.15 Labor believes in the provision of free early learning for all Queenslanders across all service types, considering family choice and the needs of children in rural, regional and remote areas.
- 3.16 Labor believes that parents and carers should have a choice as to which school they send their children, including non-government schools, but government funding and policies need to ensure fairness in the opportunities available to all students.
- 3.17 Labor believes in providing a high quality early learning and care system that increases access to play-based and developmentally-appropriate learning experiences.
- 3.18 A Labor government will investigate the expansion of programs which support co-location of Early Childhood and Childcare Centres within State Schools to improve access and affordability of high quality service provision for all Queensland communities.
- 3.19 Labor believes in building an education system focused on mutual respect, individual achievement and excellence to become an international leader that:
  - provides opportunities for all students regardless of income, sex, gender, gender identity, intersex status, sexual orientation, health and disability status, regional location, socioeconomic status, culturally and linguistically diverse backgrounds and Indigeneity.
  - is transparent, accountable and highly valued by parents, industry and the wider community
  - provides a platform that promotes student and staff safety at school and in on-line learning environments – free from discrimination and bullying
  - provides a safe workplace environment for teachers and all school staff, where they are free from occupational violence, harassment and psychological harm
  - encourages students to work collaboratively and independently on tasks that are challenging, authentic and multidisciplinary, suited to their individual ability, progress, passions and learning styles
  - creates learning environments that value diversity and multiple perspectives to enable critical thinking
  - allows teachers to facilitate, guide and mentor students in skills for lifelong learning
  - provides broad educational experiences with a focus on the Australian curriculum, while ensuring that students have access to specialised subjects
  - values and fosters the professional growth of teachers

- values and fosters the professional growth of all education employees.

3.20 Labor acknowledges that many factors affect individual educational performance. These include:

- family support and early childhood experiences
- personal challenges and disruptions experienced in the lives of children, especially those in the care of the state
- forms of disadvantage that can arise from factors including sex, gender, gender identity, intersex status, sexual orientation, health and disability status, regional location, socio-economic status, culturally and linguistically diverse backgrounds and Indigeneity
- school resourcing policies, including access to (ICT) digital technology and support.
- teacher professionalism and the access of teachers to ongoing professional development including mentoring
- teacher workloads
- funding models that enhance the services provided to teachers and students.

3.21 Labor believes that engaging in regular quality Arts activities provide children and young people an opportunity to make meaning in their lives, enhance their overall wellbeing, increase their sense of social responsibility and contribute to a socially-just society.

3.22 Labor believes it is the responsibility of parents and carers to decide if they wish their children to participate in religious education in school.

3.23 Labor believes that corporal punishment is not consistent with Australian best practice for life-long learning.

### **LABOR PRIORITIES IN GOVERNMENT**

3.24 Labor will strengthen a publicly funded secular and inclusive education system that provides equal access to and opportunity to participate in a high quality and challenging education for all, as a basic right.

3.25 Labor will build a school sector that is progressive, and values and encourages innovation in meeting the challenges of the future.

3.26 Labor will fund early childhood education and care in line with OECD best practice.

3.27 Labor commits to continuing to support the full implementation and funding of a needs-based resourcing model to ensure that all state schools achieve 100% of the Schooling Resource Standard (SRS) by the commencement of 2025.

Labor will enact a needs-based model of education that ensures equity of access to educational achievement for all children in Queensland. Labor will provide support loadings that target:

- students from low socio-economic backgrounds
- students with disabilities
- students from Aboriginal and Torres Strait Islander backgrounds
- students who need help with English; and
- schools disadvantaged by size and isolation.

Labor will promote more equitable outcomes by basing funding and staffing allocations indexed on the high complexity of the school/community rather than Day 8 enrolment numbers.

Labor will ensure the number of students per classroom in Queensland classrooms are sustainable and consistent with academic research and relevant union advice. This will ensure the best outcomes for Queensland students, as well as Queensland teachers.

- 3.28 Labor will 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.
- 3.29 Labor will develop funding and school management models that include appropriate monitoring that give individual schools the flexibility to access resources identified as necessary to service the educational needs of their students – in particular, the flexibility to provide safe environments for all students and the programs, facilities and staffing to assist in supporting students, depending on their needs.
- 3.30 Labor will ensure a fair and transparent state-wide staffing system and a rigorous process of principal selection that values diversity. Labor will review the Support Staffing Allocation Model with current practices in schools which support teaching in our schools.
- 3.31 Labor will continue to recruit Police Liaison Officers to work in Queensland Secondary Schools.
- 3.32 Labor will immediately reverse the policies related to Private Public Schools.
- 3.33 Labor in government will support proactive programs for engaging with Indigenous students like Clontarf and Stars to ensure attendance is supported as well as emotional and physical wellbeing. Labor will continue to fund and to extend these services in government schools.
- 3.34 Labor will encourage parental engagement in education as fundamental to the future success of all school-age students.
- 3.35 Labor will invest in early childhood education and care research to improve outcomes.
- 3.36 Labor will provide a high quality early childhood curriculum that includes access to a play-based model of education in the early years of schooling.
- 3.37 Labor will ensure that schools are adequately resourced to support the teaching of Languages other than English, especially Aboriginal and Torres Strait Islander and Asian languages and ensure that Aboriginal and Torres Strait Islander histories and cultures are included as part of the Queensland education system. Resourcing should focus on the recruitment of appropriately qualified teachers, recognised Aboriginal and Torres Strait Islander knowledge holders and Aboriginal and Torres Strait Islander people who may not be qualified teachers but are deemed culturally appropriate.
- 3.38 Labor is committed to the provision of English as an Additional Language or Dialect (EAL/D) support, including specialist teachers and specialist units, to ensure students for whom English is a second language can fully engage in the Australian Curriculum. Labor in government will consider and invest in the best model of delivering intensive language support programs, across both primary and secondary schools, in high demand areas and regions, to support the successful transition of new migrant arrivals and refugees to education in English.
- 3.39 Labor commits to ensuring appropriate accountability and transparency measures for Aboriginal and Torres Strait Islander specific funding and initiatives.
- 3.40 Labor will promote improved transparency by monitoring and reporting on specific funding allocations for Aboriginal and Torres Strait Islander education initiatives.

- 3.41 Labor will further develop consultative partnerships between students, teachers, parents and carers, parent organisations and members of the wider community to support the development of young people to their highest potential.
- 3.42 Labor will commit to providing specialised personnel, resources and specific programs are fully funded, supplied and implemented to facilitate all students in reaching their full potential.

Specific provisions will be made for those students:

- needing learning and engagement support
  - with a physical, emotional, behavioural and/or identified learning disability
  - from a socially disadvantage and/or complex background
  - identified as gifted and talented
  - with other conditions requiring special consideration and facilitation (AUSLAN, Braille, computer packages and assistive technology).
- 3.43 Labor will support Auslan as a recognised language by providing training and education resources in State Schools for children to learn in a classroom setting.
- 3.44 Labor will ensure both government and non-government schools provide a curriculum and teaching programs that are consistent with federal and state educational objectives and meet the needs of the schools' students, families and broader communities.
- 3.45 Labor will ensure that programs and resources are available to cater for students whose abilities and circumstances do not fit within the mainstream or special schooling programs.
- 3.46 Labor recognises that some students are unable to maintain engagement with conventional classroom learning and will explore options to provide alternative educational programs.
- 3.47 Labor will invest in professional development, training and ongoing support for school principals, teachers and support staff so that they can support lesbian, gay, bisexual, transgender, intersex and queer/questioning students and create more inclusive and supportive school environments.

This work will seek to reduce discrimination, harassment, abuse and bullying against lesbian, gay, bisexual, transgender, intersex and queer/questioning students, ensuring that they are able to achieve the best educational outcomes and ensuring that all students are able to understand and respect diversity.

- 3.48 Labor will ensure that schools implement relationships and sexuality education (RSE) in alignment with the national curriculum.

Labor will provide support for training opportunities for educators to ensure there is adequate access to programs that recognise and celebrate diversity in Queensland schools.

- 3.49 Labor will implement a curriculum-based program focusing on women in construction for female students. A curriculum-based program be piloted at schools to increase women's participation in the building and construction industry by breaking down the barriers preventing young women from entering into male dominated industries.
- 3.50 Labor is committed to traineeships and apprenticeships as highly valuable educational pathways for secondary school students and will continue to invest in quality vocational and educational programs and promote clearer pathways for students.

- 3.51 Labor will support a continuing strong publicly funded TAFE system that enables the government to take a leadership role in VET consistent with its obligations to local, state and national economies, with attention to providing services and access for regional, rural and remote communities to meet the needs of all Queenslanders.
- 3.52 Labor will ensure that changes and initiatives which affect students and teachers are developed and implemented under a governance model that includes representatives from the teaching profession, education sector, industry and wider school communities.
- 3.53 Labor will maintain a system of compulsory teacher registration to ensure that all Queensland students are taught by suitably qualified teachers.
- 3.54 Labor will ensure that every child in state primary schools is taught music every week by trained specialist music teachers.
- 3.55 Labor will ensure that teacher-training courses equip beginning teachers with the necessary curriculum knowledge, practical teaching skills and cultural/sociological understandings to enable them to confidently commence their professional careers.
- 3.56 Labor will ensure that beginning teachers will be provided with practical and ongoing structured support, which includes, but is not limited to mentoring access to professional development, coaching and professional support services. Labor supports clearly defined career pathways with commensurate remuneration and structural advancement that will attract and retain competent, committed and high-quality staff.
- 3.57 Labor will negotiate to reduce the workload of teachers, principals and other promoted teaching positions to achieve a sustainable, reasonable workload consistent with state industrial legislation.
- 3.58 Labor values the critical role that teacher aides and other support staff play in the delivery and achievement of education outcomes for all Queensland schools.
- 3.59 Labor will ensure all education and support staff working in Aboriginal and Torres Strait Islander schools are appropriately qualified and have access to training which provides appropriate cultural understanding for the communities they work in.
- 3.60 Labor values the role of all education and support staff and recognises they all have an important place in the school community. Labor will ensure that support services are delivered in-house, rather than through outsourcing. Labor will not support individual contracts for teachers, principals and support staff and ensure they have the opportunity to gain permanent employment.
- 3.61 Labor will ensure school cleaners always operate in a safe workplace by providing appropriate occupational health and safety training through school cleaner inductions and an adequate injury management system.
- 3.62 Labor will recognise formally the skills and qualifications teacher aides bring to their profession, along with those acquired during their employment with Education Queensland. This will reflect the evolving and diverse role of teacher aides and the important part they play in improving outcomes for students.
- 3.63 Labor will staff schools with professionals who work in a collegiate framework that supports both the compatible goals of student education and continuous staff support and development.

- 3.64 Labor will build communities in which schools have opportunities to develop as broader community assets by becoming hubs that provide a range of affordable child - and education-focussed community services, including public ownership and management of activities such as:
- early learning and care
  - child, maternal and community health services
  - other services that support community education
  - outside school hours care and vacation care.
- 3.65 Labor will improve the interface between intensive family support services and early childhood development.
- 3.66 Labor will develop an effective and efficient framework to identify high performing teachers giving excellent teachers the opportunity for promotion without leaving the classroom.
- 3.67 Labor will revitalise teacher training to make sure graduates are well equipped for the classroom.
- 3.68 Labor will identify opportunities for administration officers in state schools to be recognised for the vital role they play in education.
- 3.69 Labor will provide more jobs for guidance officers to support students at school.
- 3.70 Labor will ensure that all schools have the necessary resourcing to effectively deliver digital technology curriculum elements, such as STEM, coding and robotics, through additional IT and system supports.
- 3.71 Labor will ensure that children who do not opt in to religious instruction at school will continue with learning activities in a neutral area wherever possible, with adequate supervision and resourcing.
- 3.72 Labor will continue to support the employment of secular youth workers in schools with a view to providing quality, trained non-faith-based services to all state school students.
- 3.73 Labor recognises the growing health, wellbeing and complex learning needs in state schools, and will investigate options for school-based specialists to support these needs, and assist with a range of assessments for diagnostic and other purposes.
- 3.74 Labor governments will ensure access to appropriate digital technology to all state school students for learning.
- 3.75 Labor will ensure that every child in state primary schools will participate in active physical education every week by trained Health and Physical Education teachers.
- 3.76 Labor will institute a comprehensive program of alternative pathways to accommodate students who have a history of not being adequately catered for in a regular school setting.
- 3.77 Labor will continue its policy of a comprehensive suite of attraction and retention initiatives – including financial incentives to ensure rural Queensland schools are fully staffed.

## VOCATIONAL EDUCATION AND TRAINING

### LABOR BELIEFS

- 3.78 Labor believes that national productivity and individual economic success both depend upon vocational education and training (VET) systems. These systems:
- provide entry level skills to allow people to enter the workforce
  - increase workforce participation, by providing opportunities for unemployed and under-employed people, and those returning from breaks in their career, to gain or enhance their employment
  - provide leadership in provision of Occupational Workplace Health and Safety Training
  - support business and workers with retraining and up-skilling in times of change in the labour market, arising from structural changes in the economy and technological and other developments
  - recognise, where appropriate, the benefits of a market-based training system, but acknowledge the need for an associated focus by government on quality, consumer protection and areas of market failure
  - recognise the important links between the VET system and higher education through articulation, bridging programs and joint programs
  - recognise the role of the public provider of vocational education and training
  - act inclusively to ensure that marginalised groups in the community have access to VET
  - recognise the need for an equitable fee structure
  - are regulated by a public organisation to enhance quality.
- 3.79 Labor believes the quality of the VET system is dependent on having a suitably qualified and experienced teaching staff.

### LABOR PRIORITIES IN GOVERNMENT

- 3.80 A flexible and effective VET system includes institutional training, structured on-the-job training and work experience. It is therefore a partnership between government, training providers, employers, trade unions, trainees and apprentices.
- 3.81 Labor will support a continuing strong publicly funded TAFE system that enables the government to take a leadership role in VET consistent with its obligations to local, state and national economies and meeting the needs of Queenslanders.
- 3.82 After over 140 years, TAFE Queensland's teachers and staff continue to deliver high-quality Vocational Education and Training (VET) across all of Queensland. This provision of service is vitally important in emerging and small industries, and regional areas where private providers fail to provide an adequate level of service. To support TAFE as the primary public provider of VET services Labor will ensure they receive at least 70% of all Queensland VET funding.
- 3.83 Labor will provide leadership in the provision of pre-vocational experience and training to secondary school students.
- 3.84 Labor will ensure that apprentices and trainees are paid fair wages and have access to affordable training.
- 3.85 Labor will provide opportunities for Queenslanders to obtain the entry-level qualifications they need to enter the workforce.

- 3.86 Labor acknowledges the importance of investment in apprenticeships and traineeships, especially for youth. To obtain the benefits of investment, Labor will ensure that programs are funded to achieve this outcome. Labor understands that investing in the people of Queensland is a strong investment that delivers economic benefits.
- 3.87 Labor will ensure the highest levels of training outcomes, particularly for high risk industries (such as electrical) where community and worker safety is of paramount importance. To achieve this, Labor commits to ensuring that licencing in high risk occupational trades will be overseen, and where appropriate assessed, by institutions such as industry regulators that are independent of training providers and who are responsible for industry standards and safety.
- 3.88 Labor recognises the high quality of training provided by TAFE Queensland across the state. Labor remains committed to ensuring that the difficulties experienced by the public providers of vocational education and training will not have an impact on meeting the skills needs of the future.
- 3.89 Labor will restore TAFE as Queensland's premier public provider of VET and work towards a minimum of two thirds of all state government investment in VET being delivered via the TAFE system.
- 3.90 Labor commits to fully provide basic literacy, numeracy and technology classes as an integral part of the VET system through TAFE (free of charge or at minimal cost). These classes, staffed by qualified teachers, have enabled educationally disadvantaged adults to fully participate in our society and to have access to vocational pathways.
- 3.91 Labor will investigate options for expanding Free TAFE and other free training programs to ensure more Queenslanders can access vocational education.
- 3.92 Labor will establish an independent statutory body to provide advice to government on skills demand and long-term workforce planning.
- 3.93 Labor will return control of the state's training assets to the Department of Education and Training.
- 3.94 Labor will provide skilling opportunities to underpin jobs in new, emerging or changed economic and social circumstances.
- 3.95 Consistent with its community service obligations, Labor will provide a second chance at education and training for people who have been out of the workforce, for example, people returning to the workforce after time out for family responsibilities, workers made redundant through structural and technological changes in the workforce, and people whose personal circumstances meant they require access to training to obtain employment.
- 3.96 Labor will work with disadvantaged and marginalised groups across the state to ensure they can access training opportunities, course structures and content appropriate to their needs.
- 3.97 Labor recognises the distinctive circumstances of regional Queenslanders and will ensure that access to training, including on-line learning, is not limited unnecessarily by location. Labor believes that training provision should take into account the economic, commercial, industrial and socio-cultural needs of each region.
- 3.98 Labor will inquire into the viability of expanding and developing TAFE facilities in outer-suburban and regional parts of Queensland with the aim of increasing regional workforce participation and skills.

- 3.99 Labor recognises the need for an equitable fee structure within the VET system to ensure that all Queenslanders have access to high quality training which meets personal needs and provides opportunities to secure meaningful employment.
- 3.100 Labor recognises the importance of industry specific training procurement organisations for providing responsive, targeted and market leading skills provision; it is good for workers and good for business. Labor will establish an independent manufacturing skills organisation to drive the procurement and delivery of world class skills and training to support, develop and grow our manufacturing industry.
- 3.101 Labor will work with each student representative organisation to address their needs which arise as a result of Voluntary Student Unionism.
- 3.102 Labor will ensure the TAFE Queensland board will include a relevant union member and employee to fully represent the educational needs of TAFE.
- 3.103 Labor in government will create centres of excellence which will attract investment for new industries and add to the capabilities of existing industries with the overall aim of increasing workforce numbers as well as improving work skills.
- 3.104 Labor believes that women are the future of the skills industry in Queensland. Labor will fund a campaign to attract school aged women and girls to apprenticeships within construction and manufacturing industries. Labor will create a target of 20 percent of school-based apprenticeships in construction and manufacturing being women by 2030.

## HIGHER EDUCATION

### LABOR BELIEFS

- 3.105 Labor supports a higher education sector that:
  - provides internationally acknowledged programs of excellence for undergraduate and postgraduate students, including research centres and work integrated learning
  - attracts students and professional staff who want to engage in world's best courses, research and work integrated learning
  - attracts industry who want to engage in world's best work integrated learning courses, developing a skilled Queensland workforce
  - contains centres of research excellence that are capable of developing knowledge, products and processes of global significance
  - provides access, and eliminates systemic blockages, to the participation of disadvantaged groups in the community, especially those whose participation may be limited because they have inadequate financial support, or are from rural, regional or remote areas
  - is regulated by a publicly funded organisation, currently the Tertiary Education Quality and Standards Agency.
- 3.106 Labor believes that student representative organisations (unions, guilds and SRCs) are an important component in both higher education institutions and in civil society more broadly. State Labor will work with Federal Labor to ensure a minimum guarantee of funding of 50% SSAF is made available to democratically elected student representative bodies for important student-run services including, but not limited to, providing food or drink to students, supporting clubs and societies, providing legal services, providing financial support, promoting student welfare, and advising students on matters arising as a result of their higher education provider's rules.

- 3.107 Labor strongly supports undergraduate student, postgraduate student and staff involvement in the management of their university communities and in university decision making processes. As such Labor supports elected undergraduate student, postgraduate students and staff representation at all levels of university decision making.
- 3.108 Labor commits to re-establishing the importance of a training contract and will ensure the parties to the contract continue to meet their employment and training commitments until the contract is cancelled by the relevant state authority, following fair procedures.

### **LABOR PRIORITIES IN GOVERNMENT**

- 3.109 Labor will develop partnerships with the sector that provide access to the human, financial, natural and infrastructural resources of government to enhance the capacity of those institutions to develop courses, undertake research and promote the work of those institutions.
- 3.110 Labor will engage with the higher education sector to develop partnerships and enable participation of marginalised groups in Queensland, for example, Aboriginal and Torres Strait Islander peoples, rural and remote communities and culturally and linguistically diverse groups.
- 3.111 Labor will work with the higher education sector to boost online-learning opportunities for Queenslanders to undertake further education and lifelong learning.
- 3.112 Labor will support the development of partnerships between higher education and employer groups.
- 3.113 Labor will support Queensland secondary schools in building partnerships with higher education institutions.
- 3.114 A Labor government will undertake a parliamentary inquiry into the future of universities and higher education in Queensland, working towards delivery of a statewide, post-pandemic strategy for the advancement of higher education as a major industry and export of Queensland, and the contribution that the higher education and university sector will make to future skill development required to advance the State's economy.

## Chapter 4: Industrial Relations – Making our workplaces safe, productive and fair

### LABOR VALUES

- 4.1 Labor’s industrial relations policy is built on the values of a fair go for all working Queenslanders and for employers. Labor believes in an industrial relations environment that relies on genuine consultation, cooperation and mutual respect between all parties.
- 4.2 Labor believes in collective participation. The best way to ensure collective participation is to recognise, support and encourage the right of workers to organise through unions. Through unions working Queenslanders have achieved fair standards in health and safety, in remuneration, and in conditions of employment. Unions are the best way to maintain and advance those standards.
- 4.3 Labor believes that a fair industrial relations system relies on independent tribunals and on an independent judicial system.
- 4.4 Labor believes in workplaces free from discrimination, bullying and harassment.

### LABOR BELIEFS

- 4.5 Queensland Labor’s policy on industrial relations is founded on the following beliefs.
- 4.6 In 2015, Labor passed the *Industrial Relations (Restoring Fairness) and Other Legislation Amendment Act 2015 (Qld)* through the Queensland Parliament, has issued a formal commitment to union encouragement for public sector employees and has moved to secure funding for TAFE; with legislation also soon to be enacted in support of enhanced workplace health and safety and workers compensation rights, FIFO and other long distance community work practices and restoring the Labour Day public holiday to May from 2016. A collaborative process facilitates review of the state *Industrial Relations Act 2016 (Qld)* and Industrial Tribunals to restore workers’ rights. Labor has also spoken out in support of the retention of workers’ penalty rates. These actions deliver on key election promises.
- 4.7 The existence of a strong, representative and responsible union movement is essential to the achievement of an efficient, just and equitable industrial relations system and a fairer society.
- 4.8 ILO standards, such as are reflected in the International Labour Organisation conventions, provide rights and responsibilities for registered unions.

Labor will ensure that primacy is given to the conventional system of registered unions and as such, unregistered industrial associations which evade regulation and compete with legally registered unions will not be supported. Labor condemns unregistered “fake unions” for seeking to divide workers and the labour movement.

Labor notes that legislative provisions regarding industrial associations exist solely to allow time for unregistered associations to develop into registered unions in employment areas where no other union coverage exists.

Labor will ensure that these legislative provisions are not misused to promote the evasion of regulation or competition between unregistered associations and registered trade unions.

- 4.9 Every employee has a right to a “fair go” at work and to be informed of the right to access Union representation.
- 4.10 Workers who dutifully provide their mental and physical labour to their employer should be able to expect job security from their employer.
- 4.11 Every worker is entitled to a fair day’s pay for a fair day’s work. Further, wages and employment conditions need to be underpinned by relevant and enforceable industrial instruments and legislation.
- 4.12 Labor believes in improving gender equity by continuing to enhance access to flexible work arrangements.
- 4.13 All industrial parties involved in the employment relationship should be able to resolve disputes before an impartial tribunal.
- 4.14 All workers have the right to be paid the same transparent remuneration for undertaking the same work.
- 4.15 Labor believes that all workers have the right to a reasonable workload that does not impede on their work life balance, and pose a risk to their workplace health and safety.
- 4.16 All workers have the right to bargain collectively, to be represented by their union, and to have access to union support at their workplace, and workers and employers have the right to negotiate any matter as part of enterprise bargaining.
- 4.17 Labor believes that all workers deserve to come home from work safely, and recognises the particular risks faced by frontline emergency services workers, and will ensure that the penalties for violence against emergency service workers provide a clear consequence.
- 4.18 Workers and employers have a mutual interest in working collaboratively to ensure the delivery of high-quality services and products in an efficient and effective manner.
- 4.19 Workers and employers will enhance productivity in the state by enhancing the skills and capabilities of workers, developing the leadership and management skills of employers, and adopting innovative work practices.
- 4.20 Workers and employers will benefit by adopting for workplaces a high-level skills agenda that increases the capability and competitive advantage of Queensland industries and services. Further, workers and employers should contribute to developing this agenda, as it will directly benefit industry.
- 4.21 Workers and employers will benefit by the provision of relevant re-training and industry support to those employees and businesses negatively impacted by economic and industrial adjustment.
- 4.22 Labor will work with relevant unions to explore extending presumptive workers compensation provisions to Queensland Health workers, ensuring timely and fair access to entitlements when injured through workplace violence or trauma.
- 4.23 Workers and employers benefit by having safe and healthy workplaces where parties involved share responsibilities for preventing accidents and injuries. Labor asserts all workers deserve to

know the risks in their workplace including risks associated with acute and chronic exposure to carcinogens.

- 4.24 All employees have a right to access a no-fault, universal workers' compensation and rehabilitation system that supports injured workers and their families and allows for common-law damages against negligent employers.
- 4.25 Labor supports full adult wages for all workers aged 18 and over, ending age-based pay discrimination in retail, fast food, pharmacy and related industries.
- 4.26 Labor believes it is vital to educate young people about their rights at work. Labor supports youth-led initiatives, and the opportunity for senior secondary schools and TAFEs to opt in to education programs.
- 4.27 Labor's policy on industrial relations has repeatedly faced the challenge of attacks on workers' rights and conditions by conservative governments that continually amend legislation and policies to reduce the ability of union members to organise and protect workers' employment conditions.

A Queensland Labor Government will support Federal Labor in repealing unjust laws and institutions (such as the FWO) which have a detrimental effect on workers and their families.

- 4.28 Labor will proudly defend workers and their families against these attacks, restoring workers' rights and conditions by conservative governments that continually amend legislation and policies to reduce the ability of union members to organise and protect workers' employment conditions.
- 4.29 Labor will proudly defend workers and their families against these attacks, restoring workers' rights and employment conditions and ensuring fairness, equality and access to opportunity. We will fight to ensure legislative and policy changes do not disadvantage workers, whether they are in the public or private sectors.

#### LABOR PRIORITIES IN GOVERNMENT

- 4.30 Labor will implement industrial relations policies within the framework of the following measures.
- 4.31 Labor will amend the *Work Health and Safety Act 2011 (Qld)* to include specific provisions relating to negligence causing death (Industrial Manslaughter) to ensure that an unscrupulous employer or entity found to have been negligent or otherwise culpable for causing serious injury or death are prosecuted to the full extent of the law. This amendment is the criminal deterrent needed to save more workers lives and protect the public.
- 4.32 Labor will extend negligence causing death legislation (Industrial Manslaughter) to the mining, energy and resource sector.
- 4.33 Labor believes that psychosocial risks in the workplace must be managed to prevent psychological harm, injury and death. Labor will amend industrial manslaughter legislation to include failure to mitigate psychosocial hazards as a threshold for prosecution after a worker's death. Suicide due to ongoing bullying, harassment, workplace violence, worker isolation, supervisor conflict, lack of job control and lack of job resources as demonstrated by coronial inquests will be included as evidence to create a threshold for industrial manslaughter in cases of suicide.
- 4.34 Labor will legislate to protect workers from psychosocial harm due to inadequate workplace staffing.

- 4.35 Labor will protect the safety of construction workers by working with stakeholders to immediately implement a strict accreditation process for Registered Training Organisations who deliver white card, Asbestos A & B and respirable crystalline silica Training.
- Labor will stop the fraudulent use of online training by immediately amending the Regulators' existing agreements with RTOs (under section 325) and the current terms and conditions of agreements for registered training organisations to issue general construction induction training cards, to include new requirements for RTOs that require practical components of the training to be delivered face to face.
- 4.36 Labor will protect the safety of workers by requiring notification at public and employee entrances of *Queensland Work Health and Safety Regulation 2011* Schedule 10 restricted carcinogens which may be found in the workplace.
- 4.37 Labor will ensure that labour standards keep pace with the emerging renewables sector and are protected by legislation and enforcement through:
- licencing all electrical work undertaken on renewables projects, including but not limited to mandatory licensed electrical work requirements;
  - licencing all Plumbing work (as defined by the Queensland Plumbing and Drainage Act) undertaken on renewables projects (such as hydrogen), including but not limited to mandatory licensed Plumbing work requirements;
  - updating and enforcing workplace health and safety standards on renewables projects and operations;
  - requiring compliance with State Legislation and policies, including the Queensland Procurement Policy, on all projects where the State Government funds or enables through funding or other contributions, renewable energy projects, in particular through the Queensland Energy and Jobs Plan; and
  - legislation providing sanctions and penalties to organisations and companies that do not adhere to the requirements of the new laws.
- 4.38 Labor will explore a Work Health and Safety Code of Practice for the Hydrogen Industry which may include training requirements for workers. Labor acknowledges the importance of unions in ensuring work health and safety and commits to consulting with the relevant unions on the development of such a code.
- 4.39 Labor commits to reviewing the applied rulings for declared public service offices to ensure consistency and fairness in the application of public service directives.
- 4.40 Workers compensation is a vital protection for Queensland workers. It is critical that workers compensation is fair, transparent and supportive with procedural fairness for all participants. Accordingly, self-insurers shall require annual audits of timeframes and approval rates relative to the default worker's compensation system.
- 4.41 Labor will implement reforms to introduce state-based safe rates in the transport industry in Queensland similar to the previously instituted Road Safety Remuneration Tribunal legislated at a Commonwealth level. This organisation will take responsibility for promoting safety and fairness in the road transport industry by doing the following:
- ensuring that road transport drivers do not have remuneration-related incentives to work in an unsafe manner;
  - removing remuneration-related incentives, pressures and practices that contribute to unsafe work practices;

- ensuring that road transport drivers are paid for their work, including loading or unloading their vehicles or waiting for someone else to load or unload their vehicles;
- developing and applying reasonable and enforceable standards throughout the road transport industry supply chain to ensure the safety of road transport drivers;
- ensuring that hirers of road transport drivers and participants in the supply chain take responsibility for implementing and maintaining those standards;
- facilitating access to dispute resolution procedures relating to remuneration and related conditions for road transport drivers.

4.42 Labor acknowledges the importance of appropriate Rest Areas for Long Distance Truck Drivers as a means of reducing fatigue in this important section of the supply chain. With the ever increasing freight task, current rest areas need to be upgraded to include necessary facilities including toilets, drinking water, hand washing facilities, benches, shaded areas, and showers. Labor will implement a plan to develop, upgrade, and maintain these Rest Areas across Queensland.

4.43 Labor recognises that the changing nature of employment practices requires regulation to ensure workers have secure work, sufficient protections from exploitation, and fair minimum terms and conditions of employment, no matter how they are engaged to perform work.

Recognising that the industrial relations framework lies predominantly in the federal sphere, Labor will continue to call for reform of the *Fair Work Act 2009* and other legislation to better accommodate emerging forms of non-traditional work, including rideshare work and engagement within the gig economy to ensure that the national workplace relations system remains fair and equitable for all Australians and protects vulnerable workers. This should include consideration of law reform to broaden the definition of worker, and/or provide broader access to the benefits of collective bargaining, minimum standards of pay and conditions, and access to dispute resolution.

In addition, Labor will review and evaluate the implemented personalised transport framework and undertake regular engagement to ensure workers' rights and protections are upheld, including for ride share workers.

4.44 Labor in government will fund the creation of Migrant Workers Hub in partnership with trade unions. Not only will this protect vulnerable migrant community but will ensure that bottom-feeding employers do not exploit workers of CALD backgrounds and do not undermine 150 years of hard fought union wins in this country.

4.45 Labor in government will introduce responsible gaming measures, including worker-elected Responsible Gambling Officers. Labor will do this working collaboratively with workers, unions and key stakeholders to reduce community harm and protect gaming workers

4.46 Labor will strengthen workplace protections for children by requiring working with children checks in all industries employing children, banning employment of those charged or convicted of child sexual offences, and standardising mandatory reporting obligations.

## Industrial Relations

4.47 Labor commits to completing fair reparations to Aboriginal and Torres Strait Islander people, who up to the 1970s had their wages stolen under the auspices of previous State Governments, removing an injustice that has stained Queensland's history.

4.48 Labor acknowledges that not only do barriers exist to Aboriginal and Torres Strait Islander workforce participation but that, once in the workforce, there is significant inequity that exists with regards to Aboriginal and Torres Strait Islander employment continuity, wages and superannuation.

Labor will seek to redress these inequities in government and ‘close the career gaps’ that exist for Aboriginal and Torres Strait Islander workers.

4.49 Labor will encourage a workplace environment of collaboration and mutual respect between employees and employers.

4.50 Labor will enshrine job security for workers in the public sector by

- Limiting the use of public servants working on labour hire contracts; and
- Limiting the use of temporary contracts to 6 months.

Labor will enshrine confidence for those workers and their families and restore the proper independence of the public service.

4.51 Labor will abolish the existing public service cap by 1st July 2024.

4.52 Labor will ensure that external labour hire contracts within government agencies will be limited to 6 months and or longer only in reasonable circumstances such as peak periods and or parental leave.

4.53 Labor commits to implement labour market testing arrangements in its new procurement policy to ensure full potential of local employment opportunity and the clear preference for all workers on projects to have access to the benefits of collective bargaining industrial agreements, underpinned by awards and compliance with minimum employment standards.

4.54 Labor will support employers, including Government agencies, and unions to develop working time arrangements that are consistent with employees’ preferences and needs and that will reduce excessive working hours and maximise employment creation. Labor will also use any means available to it to ensure no reduction of pre-1 July 2017 penalty rates for excessive or unsociable hours, weekends and public holidays for all employees.

4.55 Labor will ensure the protection of employment conditions through a comprehensive award framework that will provide for the well-being of working families in our state (including, but not limited to, employment conditions such as reasonable hours of work, consultation, leave, public holidays, penalty rates, overtime and allowances for disabilities or additional responsibilities).

4.56 Labor will introduce into the Queensland Employment Standards within the Industrial Relations Act 2016 up to 2-hours paid leave for workers to donate blood, platelets or plasma every 3 months.

4.57 Labor will legislate harsher penalties for those who assault the public transport workers providing this vital public service as a priority in Government.

4.58 Labor will explore options and incentives to encourage employers to employ people with disabilities with a view towards removing limitations and creating opportunities for people with disabilities.

4.59 Labor commits to protecting workers' take-home pay and will not allow a reduction of State Award penalty rates for weekends and public holidays from their current level (as at 28 July 2017).

4.60 Labor will ensure consistent treatment of public holidays, including the issue of Easter Sunday and the treatment of Christmas Day, Boxing Day and New Year’s Day where they fall on weekends. Further, Labor will work to provide for appropriate penalty rates and leave arrangements, where any new public holiday is gazetted.

- 4.61 Labor will re-establish collective bargaining and enterprise agreements as the core mechanism for securing wages and conditions, with no disadvantage to workers, against a comprehensive award safety net. Labor's legislation will enable unions and their members to take industrial action in support of their claims and allow agreements to be made in relation to any matters (including, but not limited to rostering, workloads, job security and right-of-entry provisions).
- 4.62 Labor is committed to working closely with Federal Labor and federal industrial relations forums to introduce a guillotine mechanism in legislation to terminate long expired collective agreements which apply to workers made under the 'WorkChoices' legislation.

Labor's legislation will enable these 'zombie' agreements, which often have very few substantive provisions in the agreement which have any practical effect other than to lock out award entitlements, to be terminated with precision.

- 4.63 Labor in Government will introduce legislation to ensure that labour hire employees, contract workers, and any other temporary or insecure workers engaged by employers in the state jurisdiction are employed under terms no less beneficial than permanent employees at the same workplace.
- 4.64 Labor will ensure there are no statutory individual contracts for workers covered by industrial instruments. Labor will ensure that the state's industrial relations tribunals are given primacy in determining industrial matters affecting all workers in the state's industrial relations system, including trading hours and permanency of employment.
- 4.65 Every year thousands of workers are victims of wage theft, a practice where employers deliberately underpay workers. Labor understands wage theft hurts workers and their families and will make wage theft a crime in this term of government.
- 4.66 The Labor Government will invest in increased inspectorate, compliance and prosecution activity with regard to non-payment and/or underpayment of long service leave, worker compensation premiums and payroll tax to help stamp out wage theft for the benefit and economic wellbeing of Queenslanders.

Labor will legislate to refer the jurisdiction of the Magistrates Court, as defined as an eligible State Court under the Fair Work Act 2009, to the Queensland Industrial Relations Commission and the Queensland Industrial Court so that employees employed in the private sector can recover stolen wages and seek civil penalties in a jurisdiction that is quick, cheap and relatively informal.

- 4.67 Labor will ensure workers are fairly remunerated by employers for the work that they perform.
- 4.68 Labor is committed to a minimum wage that will improve the relative living standards of low paid workers.
- 4.69 Labor will regulate the labour hire industry, through the provision of a licencing scheme, to eliminate labour hire practices that undermine existing employment rights, conditions and job security, exploit workers, breach federal or state laws, and result in the avoidance of payroll tax and WorkCover premiums.

Once the new labour hire laws have passed Parliament, Labor will establish shortly thereafter, in consultation with unions, a new compliance unit to ensure and oversee that the new laws are complied with.

- 4.70 Labor will prevent transfer of business, corporate restructuring, phoenixing, labour hire, insourcing or outsourcing arrangements to be used to avoid obligations to employees under relevant legislation, an award or a collective agreement.
- 4.71 Labor will ensure that legislation protection exists so that subcontractors, contractors and suppliers have security of payment and agreed terms of payment.
- 4.72 Labor will ensure the industrial relations system operates to reduce the incidence of underemployment and insecure work and will also set an objective test for determining when a worker is casual.
- 4.73 Labor will ensure that employers give priority to permanent employment over other types of employment.
- 4.74 Labor understands the importance of state funded projects for local employment and will give priority to secure and direct employment arrangements when determining how best to manage projects and deliver services.
- 4.75 In circumstances where contingent workers are engaged by State Government, or state-owned entities or on state funded projects, Labor will ensure the rights of the workforce are protected by:
- implementing standards which prohibit pyramid sub-contracting, sham contracting arrangements, phoenixing, union obstruction activity, and sub-standard or out-dated employment arrangements
  - implementing procurement standards that will include criteria requiring a demonstration of a proven record of, and commitment to, continued positive industrial relations practices including:
    - collective bargaining arrangements
    - workers' compensation
    - Workplace Health and Safety
    - payroll tax
    - training obligations
    - meeting trade licensing and professional registration requirements
    - fair employment standards
  - establishing and funding a compliance group with the appointment of a chief registrar who has the capacity to enforce sanctions, fines and/or removal of further tendering to ensure that any tenderer complies with their contract and procurement standards during the life of any contract.
- 4.76 Labor will commit to reducing casualisation of the workforce in the public sector by guaranteeing long term casual employees, individual contractors and those who have been employed under a temporary contract for the majority of 1 year a term are offered the opportunity of permanent employment.
- 4.77 Labor supports ending long term casualisation and the use of Labour Hire as full time equivalents (FTE) in sectors including the mining and resource sectors. <sup>(9.78)</sup>
- 4.78 Employers of the contingent workforce of the government include labour hire companies providing temporary role replacement, other labour hire firms engaged by government, professional services and their subsidiary contractors. This does not include the normal purchase of inputs to government agencies such as office supplies.

- 4.79 Labor will actively preference direct employment by the Government rather than labour hire and does not support the use of labour hire arrangements to reduce the wages and conditions of public sector workers. The State Government and related entities will pay labour hire employees no lesser rates of pay and, where possible, provide the same or greater conditions of employment as those employees directly engaged. Where it is determined that roles currently undertaken by labour hire workers can be filled by direct employees, they will be filled by means of direct employment. The State Government will ensure State Government funded projects delivered by Local Government are also required to adhere to these conditions.
- 4.80 Labor will limit the use of external contractor agencies in the management of recruitment and selection activities associated with the appointment of staff within the Qld Public Service. Where possible, these activities will be performed by Department or Agency staff.
- 4.81 Labor believes in a fair, safe, efficient and sustainable shipping industry for a strong Queensland economy and regions and to protect the Great Barrier Reef.
- 4.82 Labor does not support the use of partnership agreements and other sham contract arrangements by employers in the maritime industry. Labor will explore options to amend the *Partnership Act 1891 (Qld)* or other relevant legislation to ensure that partnership agreements are not used to de-unionise the workforce and avoid entitlements and legislative protections that currently accrue to employees in this industry. Labor will, therefore, urgently review the process and act to prevent it.
- 4.83 Labor is committed to working closely with industry, unions and Queensland communities to enhance the role of intrastate shipping to grow regional economic development and jobs for Queenslanders.
- 4.84 Labor will pursue a parliamentary enquiry into intrastate shipping involving all relevant stakeholders to identify barriers and assess options for policy reform to strengthen Queensland's intrastate shipping industry and the regional economic growth it supports, and to maximise Queensland seafaring labour.
- 4.85 Labor recognises the importance of mutually beneficial economic relationships with trading partners as crucial to our nation's future prosperity.

However, Labor stands with unions and communities in opposing Free Trade Agreements that would undermine job security and employment opportunities for local workers, compromise training and apprenticeships for young people, erode safety standards, expose government to costly litigation, place unprecedented power in the hands of corporations at the expense of Australian national sovereignty and impede the ability of current and future federal, state and local governments to legislate in Australia's national interest.

- 4.86 Labor will ensure that workers have the security of knowing that the terms and conditions of employment mutually agreed to by themselves and their employers will not be unilaterally extinguished or modified while in force.
- 4.87 Labor recognises and encourages the important role of unions and union delegates in enhancing and maintaining the well-being of working people and their families in Queensland.
- 4.88 Labor will ensure that consultation in relation to industrial matters is undertaken regularly through the Queensland Labour Advisory Council, which will be made up of affiliated unions, the Parliamentary Labor Party, the ALP Queensland branch and non-affiliated peak bodies by invitation.

4.89 Labor will ensure the freedom of unions to participate fully in matters of public debate and public policy.

4.90 Labor will maintain the ability of unions and their representatives to freely organise and access members so as to enhance and protect their industrial interests, including restoring right-of-entry provisions.

4.91 Labor commits its support to fair and equitable recruitment and selection processes across the Queensland Public Service based upon the principle of merit.

Labor will develop the capabilities and leadership of the public sector to deliver high-quality services to the Queensland community. Further, it will ensure that there is accountability for the delivery of such services and that such accountability and quality will not be outsourced or privatised.

4.92 Labor recognises that the Public Service is an employer of excellence and has a unique position to influence the market. Labor supports diversity targets through the Public Sector Act 2022 that promote the employment of Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people, people living with a disability, women and LGBTQI+ people.

A future Labor government will engage in consultation to amend the law to enshrine diversity in our public service.

4.93 Labor will ensure that workers have appropriate remedies available to them if they suffer discrimination in their workplaces.

4.94 Labor believes in supporting fairer hiring policies to protect employees or prospective employees from employer's biases whether conscious or unconscious for all positions, apart from 'identified positions', as defined by the Australian Human Rights Commission.

4.95 Labor supports the right of every worker to a safe home, community and workplace. Labor stands against domestic and family violence. Labor commends the State Government's response to the Not Now, Not Ever report on Domestic and Family Violence, including the introduction of domestic and family violence leave of 10 days paid leave per year and employee support measures as a minimum standard and will work with stakeholders in the *Industrial Relations Act 2016 (Qld)* Review to implement this reform.

4.96 Labor will amend Queensland's anti-discrimination laws to include domestic and family violence victim status as a protected attribute.

4.97 Labor will ensure that workers have appropriate remedies available to them if they are subject to workplace bullying, workplace aggression, harassment, sexual harassment or psychological injury in the workplace and that any matters of workplace bullying, workplace aggression, harassment, sexual harassment or other major events resulting in psychological injury can be dealt with by the state's industrial relations tribunals.

4.98 Labor has published detailed self-help guides for workers which provide information regarding how to access appropriate remedies available to them if they are subject to workplace bullying, workplace aggression or psychological injury in the workplace. Labor will work with unions to ensure these guides are kept up to date and easily accessible.

4.99 Labor will ensure that workers have mechanisms to ensure remuneration equity for work of equal or comparable value.

- 4.100 Labor will help people manage their work and caring responsibilities through paid parental leave, right to paid post-natal leave no less than six weeks, rights to unpaid parental leave of up to two years, the right to request part time work or other flexible work arrangements (including an effective right of review for unreasonable refusals of their requests) and the right to work reasonable but not excessive hours.
- 4.101 Accordingly, Labor recognises the need to remove gender bias in relation to parental leave for all workers. Accordingly, Labor will redefine the current definition of parental leave as stipulated in the Queensland Government Paid Parental Leave directive, to Primary Carers Leave to ensure the relevant entitlements are accessible to primary carers regardless of gender or relationship status. Labor will also amend this directive to provide women with access to post-natal leave of no less than 6 weeks.
- 4.102 Labor rejects any corruption of the national paid parental leave scheme that would no longer enable working parents to access the national scheme in addition to any paid parental leave benefit negotiated at workplace level.
- Labor will work towards the goal of minimum 26 weeks' paid parental leave at full pay plus superannuation from the employer.
- 4.103 Labor supports removing the eligibility qualifying period for both paid and unpaid parental leave to improve universal access for parents.
- 4.104 Labor will ensure that workers have safe workplaces and full access to support and legal rights if injured in the conduct of their employment.
- 4.105 Labor will ensure government funding is dependent on the maintenance of safe work practices, award and industrial instrument conditions on the project for which the financial assistance or investment is given.
- 4.106 Labor will recognise the important role played by workplace health and safety representatives within workplaces.
- 4.107 Labor will amend current legislation to require businesses to allow a Workplace Health and Safety Representative to choose the training provider of their choice for their Health and Safety Representative training.
- 4.108 Labor will ensure the rights of accredited Union Officials to gain meaningful access to workplaces, particularly when responding to emergent safety issues and allowing workplace health and safety representatives the capacity to direct workers to cease work when the representative identifies imminent safety risks to workers. The government commits to urgently make the legislative changes to ensure those rights are protected, and not obstructed by employers, with automatic penalties for obstructing rights of entry.
- 4.109 Labor recognises that in order to achieve safer workplaces, Unions representing mining and quarrying workers must be able to enter mines and quarries to discharge duties they would ordinarily be able to do in any other sector of the economy. Therefore, the highest industrial relations priority for Labor in Government is to introduce and/or amend such legislation as may be required to enable officials of registered organisations holding workplace health and safety permits to enter mines and quarries to:

- Make inquiries about and investigate suspected contraventions of safety; and

- Enter a mine or quarry to consult on work health and safety matters with, and provide advice on those matters to, one or more relevant workers who wish to participate in the discussions.
- Inspect employee records or information held by another person where the records relate to a suspected contravention of the relevant Act.

Labor recognises that the simplest, and easiest, way to achieve these changes is to transplant the existing wording in the Workplace Health and Safety Act 2011 and apply it to all Acts governing safety in a mine and/or quarry.

- 4.110 Labor will restore the original elements of the harmonised *Work Health and Safety Act 2011 (Qld)* that was brought into full effect in 2012 and will restore the *Coal Mining Safety and Health Act 1999 (Qld)* to its pre-April 2012 status.
- 4.111 Labor will investigate opportunities for expanding the application of portable employment entitlements (long-service leave, superannuation) to other industry sectors.
- 4.112 Labor will abolish the Public Health Regulation 2005 – Division 1 Asbestos Regulation 2E and Work Health and Safety Regulation 2011 (2)(a) and all related provisions and regulations. This is to stop anyone from removing up to 10m<sup>2</sup> of bonded asbestos removal. There is no safe level of asbestos exposure and only licensed and accredited removalists should be authorised to undertake any removal of asbestos. Work will commence on these changes by no later than 2022.
- 4.113 Labor will reverse a decision of the former LNP Government which reclassified low density fibre board (LDB) from a ‘high risk’ friable asbestos product to a bonded one.
- 4.114 Labor will ensure the industrial framework in Queensland is inclusive and incorporates an obligation on all parties to consult so that there is consistency and stability with regard to industrial matters.
- 4.115 Labor will develop legislation to provide reasonable protections for workers in relation to obtrusive surveillance in the workplace including camera, audio, email and internet monitoring, unmanned Aerial Vehicles (UAV/Drones) and the use of tracking devices or tracking by any means. Labor will also legislate to regulate the use of work related Drug and Alcohol testing.

Labor will develop legislation to protect employees from reprisal if they refuse to share their biometric data with their employer and provide reasonable protection to ensure that any biometric data gathered is not used by employers for unauthorised purposes.

- 4.116 Labor will regulate and educate employers to promote equal opportunity, gender pay equity and work and family balance. Labor will enact an equal pay for equal or comparable work strategy underpinned by legal obligations.
- 4.117 Labor commits to ensuring the CCC focuses on its primary goal of investigating allegations of official crime, corruption and misconduct.

Labor recognises that minor allegations of low-level employee misdemeanours are best dealt with at an internal agency level - or through established industrial relations bodies such as the Industrial Relations Commission and not referred to an anti-corruption watchdog as a matter of default.

Labor believes most workplaces matters can be dealt with at an agency level using existing disciplinary mechanisms, and not elevated to a body designed to combat official corruption.

- 4.118 Labor will work in partnership with the business sector to bridge the gap in women's retirement incomes, through superannuation education programs and financial counselling for women.
- 4.119 Labor will work to remove barriers that allow the gender pay gap to persist, including by prohibiting pay secrecy and unequal paid parental leave.
- 4.120 Labor will reintroduce legislation similar to the *Equal Opportunity in Public Employment Act 1992 (Qld)* with the aim of eliminating discrimination and promoting equality in public sector employment.
- 4.121 Labor will reduce the gender pay gap in the public sector by having a target of women as a percentage of senior management in each public sector agency consistent with the total workforce.
- 4.122 Labor will examine the re-introduction of an advisory service for young workers in consultation with unions.
- 4.123 Labor will introduce legislation to prohibit 100% fly in fly out (FIFO) arrangements for major projects in regional Queensland.
- 4.124 Labor will ensure workers are free to choose where they live with their families and will not be discriminated against based on their geographic location. Labor will ensure that major projects make every effort to source labour locally before resorting to fly in fly out (FIFO) or drive in drive out (DIDO) arrangements.
- 4.125 Subject to the above, before State Government approvals are given for new projects that will utilise fly in fly (FIFO) out arrangements, Labor will establish a Code of Conduct which will require companies to provide high quality accommodation; demonstrate a record of responsible industrial relations and commit to comply with all legislative requirements including collective bargaining arrangements; design rosters that meet high health and safety standards, particularly in relation to fatigue; and provide for an employee's physical, social and psychological welfare.  
  
Labor will establish a Workplace Health and Safety Code of Practice on remote work that specifically prohibits roster arrangements such as the "3-on, 1-off" type of roster.
- 4.126 Labor will review operation of the (FIFO) legislation 12 months after its enactment, paying particular attention to whether the construction and decommissioning phase of major projects should be incorporated.
- 4.127 Labor supports good governance of Queensland Government-owned corporations. Labor will promote the appointment of board representatives with a variety of skills and industry experience, including workers and union representatives, and adheres to Labor's tripartite policy.
- 4.128 Labor will ensure that any future review of the Industrial Relations Act 2016 (Qld) will investigate amending s95 to create a blanket entitlement to pro-rata long service leave once 7 years of employment has been reached.
- 4.129 As part of the five yearly review of the Industrial Relations Act, Labor will consider implementing portable long service leave for all Queenslanders.
- 4.130 Labor will expand the Queensland Portable Long Service Leave scheme to cover additional industries and ensure full compliance with employer contributions to QLeave. Labor will strengthen protections for workers in casual and insecure jobs by expanding portable long service to all hours

worked. These changes will not apply to existing portable long service schemes that provide more beneficial entitlements to employees.

- 4.131 A future review of the Industrial Relations Act would consider amending the Queensland Employment Standards to limit the requirement to obtain a medical certificate for sick leave to absences of greater than 5 days, or where the employer can establish reasonable concern as to the condition or health of the employee.
- 4.132 Labor believes the probationary period for any new employee should be no longer than 3 months.
- 4.133 Labor will boost the superannuation contribution rate for paramedics in Queensland, recognising the unique physical and psychological risks faced by paramedics and their critical role in sustaining Queensland's public health system and ensuring frontline emergency health workers have access to fair and secure retirement outcomes that reflect their service.

### **Workers' Compensation and Rehabilitation**

- 4.134 Labor will oppose the introduction of the retrograde denial of access to legal rights for workers injured at work, through the imposition of a threshold on whole-of-person impairment.
- 4.135 Labor supports the introduction of a truly independent Mine Safety and Health Authority with responsibility for ensuring the safety and health of mining resource industry workers in Queensland.
- 4.136 Labor will reverse amendments to the legislation that allow a worker's compensation history to be used against them regarding future career prospects.
- 4.137 Labor will restore the ability of people who have contracted a dust disease, such as asbestos and respirable crystalline silica related disease or black lung to progress their case in an unrestricted manner rather than be required to obtain a terminal diagnosis.
- 4.138 Labor will ensure health and financial support for victims of Black Lung and other dust related diseases is of paramount importance by doing whatever is necessary to fund this support. Measures to be considered may include, but not be limited to:
  - streamlining Workers' Compensation processes to ensure those diagnosed with Black Lung are treated in a similar manner as those diagnosed with mesothelioma
  - reviewing WorkCover premiums of mining companies
  - a special levy on mining companies
  - direct funding of appropriate support group
  - advocating the Federal Government to ensure Medicare covers medical costs related to diagnosis and ongoing care.
- 4.139 Labor will ensure that employers do not terminate the employment of injured workers and that their rehabilitation and return to work are a priority.
- 4.140 Labor will pursue options to ensure that employers comply with their return to work/rehabilitation obligations, including enforcing compliance and providing rights of appeal.
- 4.141 Labor will work with all unions and the legal community to implement an orderly transfer to a new workers' compensation system, with due consideration of the rights of injured workers and the timing of workers' compensation payments.

## Chapter 5: Our Environment Our Future

### LABOR VALUES

- 5.1 Queensland's unique and ecologically diverse environment must be protected, preserved and managed for the public good and in perpetuity for future generations.
- 5.2 Labor believes in a just transition to a low carbon economic growth using the principle of ecologically sustainable development (ESD). Labor will ensure that the principles and purpose of ESD and the framework of environmental economics are reflected, where required to develop a sustainable low carbon economy, in all statutory legislation.
- 5.3 Labor believes in strong action on climate change through decarbonising the energy sector through increased deployment of renewable generation and commits to ensuring essential services, such as new renewable energy assets, are publicly built, owned and maintained.
- 5.4 Labor will better target its funding of science, research and development, and partnerships to achieve outcomes in renewable energy, decarbonisation, and future technologies to drive climate action. Where appropriate, partnerships will aim to deliver a return on investment to the State of Queensland.
- 5.5 Labor recognises that an ecologically representative and effectively managed protected area estate underpins the maintenance of ecological functions and environmental services that are required for a healthy society and a healthy economy, acknowledging our protected area systems make a substantial contribution to our regional economies.
- 5.6 Labor values the rich and diverse cultural values of First Nations groups across the state and recognises that land, seas, sky and waterways traditionally owned, managed and occupied by Aboriginal and Torres Strait Islander people since time immemorial continue to be of spiritual, social, cultural and economic importance to Queensland's First Nations peoples.
- 5.7 The rights of Aboriginal and Torres Strait Islander people should be central to conservation and cultural heritage management, and the value of their traditional knowledge of land and sea country management respected and acknowledged in the development of conservation policies and joint management arrangements.
- 5.8 Declining habitat and the impact of climate change requires Government acquisition and management of an increased amount of terrestrial and marine habitats to ensure the preservation of biodiversity and ecological systems.
- 5.9 Confronting the issue of climate change is an important priority for all governments. Labor recognises that Queensland is in a unique position to embrace a low-carbon future.
- 5.10 In an integrated, scientifically robust approach to the management of Queensland's natural resources, Labor will focus on the connections between water, land and vegetation to underpin a coordinated policy for the management of sustainable production in agriculture, forestry, fisheries and mining.
- 5.11 Labor will support the transition of remote communities from diesel generated power to publicly owned renewable energy and storage.

- 5.12 Labor is committed to the ‘polluter-pays’ principle and this will inform and underpin policy and program design to ensure a clean Queensland environment, on which our community health and economic strength relies.
- 5.13 Labor continues to support national leadership of environmental laws to protect our environment and safeguard our unique natural heritage and environment on behalf of future Australians. Labor supports science based laws and strategies and support effective national environmental laws.
- 5.14 The Commonwealth should retain responsibility for the approval of actions that may have a significant impact on Matters of National Environmental Significance (MNES), including:
- matters of World Heritage
  - National Heritage
  - wetlands of international importance (i.e., RAMSAR wetlands)
  - listed threatened species and communities
  - listed migratory species
  - protection of the environment from nuclear actions
  - the marine environment
  - the Great Barrier Reef Marine Park
  - the protection of water resources from unconventional gas and mining.
- 5.15 Labor supports the World Heritage List coordinated by UNESCO and will work with the Australian Government to manage listed properties in accordance with best practice and UNESCO recommendations and support new listings.

## NATURE CONSERVATION AND HERITAGE PROTECTION

### LABOR PRIORITIES IN GOVERNMENT

- 5.16 Labor is committed to preserving Queensland’s rich environmental, cultural and built heritage for the enjoyment and betterment of current and future generations.
- 5.17 Labor is committed to establishing an independent, properly resourced and effective State Environmental Protection Agency (EPA). Labor will audit existing Development Control Plans (DCPs) to identify where they may no longer align with current environmental triggers and referral pathways in the broader planning system.
- 5.18 Labor is committed to conserving Queensland’s fauna, flora, ecosystems and genetic diversity by expanding the protected area estate, supporting the nomination of new world heritage areas and establishing conservation agreements with property owners. Labor is committed to managing the protected area estate and other ecological important areas in partnership with Traditional Owners.
- 5.19 Labor commits to growing self-determining opportunities throughout the state to allow Traditional Owners to remain on country, through land management, grazing, eco-tourism, carbon projects and other economic ventures consistent with land management and traditional land care, seas, sky and waterways practices. Negotiations and agreement making between the state with Traditional Owners will be underpinned by free, prior and informed consent.
- 5.20 Labor will continue to ensure the interests and rights of Aboriginal and Torres Strait peoples, are represented in government policy and decision making on land, seas, sky and waterways issues. Labor in Government also remains committed to upholding Indigenous Cultural and Intellectual Property rights, and recognising the use of skills, knowledge and cultural practices of traditional

methods of land, sea, skies and water management as practiced by Traditional Owners or Traditional Custodians.

- 5.21 Labor will support the continuation of the “State of Environment” environmental report regime as required under the *Environmental Protection Act 1994 (Qld)*, and will promote the State of Environment report to the community.
- 5.22 In recognition of their valuable contribution, Labor will continue to advocate for financial and other support to property owners and volunteers that conserve, manage and restore essential habitat, threatened ecosystems and biodiversity corridors on their properties.
- 5.23 Labor will commit to developing a mechanism for reviewing terms of mining leases in Queensland, including mining approvals, conditions and impacts on communities.
- 5.24 Labor is committed to a mining and resources sector with approvals and governance processes that are transparent, accountable to the public and dedicated to equitable and environmentally responsible practices. Labor will maintain community appeal rights.
- 5.25 Labor understands the need to strengthen and support environmental volunteers, such as Landcare, Coastcare, Waterwatch, Bushcare, Catchment Associations, conservation and weeding groups. Labor will ensure there is adequate funding for the coordination and support of these environmental volunteers.
- 5.26 Labor supports the planting of a minimum of 1,000,000 trees per year to rejuvenate the environment and address the effects of deforestation.

### **National Parks and Protected Areas**

- 5.27 The Australian Federal Government has committed to a national goal of conserving at least 30 percent of our nation's land and sea areas through effectively and equitably managed, ecologically representative and well-connected systems of protected areas by 2030. In accordance with the emerging international framework under the Convention on Biological Diversity, Labor supports a collaborative approach by the Federal Government, First Nations Peoples, private landholders and the wider community to help reach this national goal.
- 5.28 Labor acknowledges the need for a comprehensive protected area estate and will restore the categories of parks to reflect the purpose and level of protection needed.
- 5.29 Labor supports a protected estate which includes State Forests and Conservation Parks which offer a variety of uses including nature-based recreation, biodiversity conservation and ecosystem services.
- 5.30 Labor acknowledges the high value of traditional Aboriginal and Torres Strait Islander knowledge in natural resource and protected area management. It will establish strong relationships with the Traditional Custodians of protected areas, and ensure appropriate involvement in matters relating to the management and protection of country and biocultural values, including through joint management.
- 5.31 Labor will continue to implement joint management agreements between Parks and Forests and traditional owners especially in areas of cultural and historical significance to Aboriginal and Torres Strait Islander traditional owners.

- 5.32 Labor supports the use of National Parks for appropriate and ecologically sensitive activities. To avoid adverse impacts, Labor will ensure that development required to support the appropriate and ecologically sensitive use of National Parks is located outside of the boundary of protected areas.
- 5.33 Labor will ensure that development and other types of activities within National Parks and the protected area estate are managed in accordance with the Cardinal Principle.
- 5.34 Labor is committed to adopting an effective protected area management framework, consistent with IUCN guidelines and will ensure that Queensland's protected area estate is adequately resourced in terms of finance, equipment and trained personnel. Labor recognises that effective management of our protected areas will include an assessment program that is consistent with the IUCN Green List Framework and this shall be undertaken at least once during each term of Parliament.
- 5.35 Labor will continue to respect traditional Aboriginal and Torres Strait Islander practices, in partnership with local traditional owner groups and QPWS, for fire management in national parks, other protected areas and state forests, to minimise the impacts of uncontrolled bushfires.
- 5.36 Labor recognises that climate change will impact our protected area estate and to ensure the resilience and integrity of the estate is committed to planning for, and mitigating impacts (as appropriate) through sound management plans based on sound scientific assessment.
- 5.37 Labor will protect and conserve ecologically important marine areas through a network of marine parks and supporting World Heritage listing for internationally important areas.

#### **World Heritage Listing and International Environmental Treaties**

- 5.38 Labor supports the world heritage list coordinated by UNESCO. Labor in government will work with the Australian Government to manage listed properties in accordance with best practice and UNESCO recommendations and support new listings.
- 5.39 In recognition of their universal environmental and cultural values, Labor will progress nominating areas of Cape York and the Great Sandy Straits as new World Heritage Areas subject to the support of Traditional Owners, property owners and stakeholders.
- 5.40 Labor will ensure that areas that are RAMSAR-listed are managed in accordance with the Cardinal Principle which is to provide, to the greatest possible extent, for the permanent preservation of the area's natural condition and the protection of the area's cultural resources and values.
- 5.41 Labor will collaborate with the Australian Government to identify and nominate internationally significant wetlands in Queensland for listing under the RAMSAR Convention.

#### **Off-Park Conservation**

- 5.42 To increase the area of land where nature is protected, Labor supports incentives to freehold property owners and rural leaseholders to establish Nature Refuges on their properties. Labor supports the introduction of regulatory mechanisms to protect Nature Refuges and other protected areas located outside of National Parks from mining and other types of incompatible land uses.
- 5.43 Labor supports incentives and the development of market based mechanisms to encourage leaseholders and freehold land owners to protect essential habitat, threatened ecosystems and biodiversity corridors located on their property. Labor supports the investigation of carbon farming

and other market-based mechanisms to protect ecosystem services on land excluded from the Australian Government's carbon farming framework.

- 5.44 Labor supports the use of the regional planning system and legislative instruments to protect and restore the natural environment.

### **Biodiversity Conservation**

- 5.45 Labor supports the inclusion within regional plans, of action plans to prevent further loss of habitat for threatened species. Labor believes that South-East Queensland plans should include an action plan to protect koala habitat, as a priority.
- 5.46 Labor recognises that invasive pests and weeds pose a significant threat to our economy, health, wildlife and biodiversity. Labor is committed to reducing the threats to biodiversity by invasive pests and weeds.
- 5.47 Queensland is home to a large array of flora and fauna, many of which are not found anywhere else in the world. Many of these species are threatened by habitat loss, introduced species and impacts of climate change. Labor believes that native species deserve legislative and regulatory protection under both the state *Nature Conservation Act 1992 (Qld)* and the federal *Environmental Protection and Biodiversity Conservation Act 1999 (Cth)* and other legislative instruments.
- 5.48 Labor recognises the contribution of State Forests to the protection of biodiversity and will protect ecologically valuable areas within State Forests.
- 5.49 Labor proudly delivered the *Threatened Species Program 2020 – 2040* and will continue to support the implementation of this program.
- 5.50 Labor proudly delivered *Conserving Nature – a Biodiversity Conservation Strategy for Queensland* and remains committed to the vision, outcomes and goals of the strategy.
- 5.51 Labor supports strategies to ensure the safe movement of our fauna including the construction of fauna crossings and other mitigation solutions in all new housing, road, rail and water infrastructure projects.
- 5.52 Labor supports:
- the maintenance of rigorous and scientifically based classification of threatened native species
  - government-funded programs to rehabilitate populations of threatened species in the protected area estate and private land
  - the protection of people from potentially dangerous native animals according to independent scientific research
  - the humane culling of non-threatened native species according to independent scientific monitoring of numbers in the wild.
- 5.53 Labor recognises the significant contribution of wildlife carers, particularly native wildlife carers, across our State. Labor will investigate expanding the support offered to wildlife carers to allow them to rehabilitate and protect native animals.

### **Social, Cultural and Built Heritage Protection**

- 5.54 Labor recognises the bio-cultural values and traditional knowledge of Aboriginal and Torres Strait Islander peoples that exist on land, and in water courses and over sea country and will ensure their

protection through a statutory cultural register, the maintenance of native title rights, the planning framework, the education system and appropriate presentation and interpretation. Legislation and policy to support protection will be developed in collaboration with traditional owners using consultation processes that ensure that those authorised to speak for country are properly consulted.

- 5.55 Labor also values more recent history since the first European contact and will work to protect significant places and artefacts through both local and state-wide heritage lists. Labor recognises the obligation of property owners to adequately maintain heritage-listed sites and will examine methods to reward owners who meet their responsibilities. Labor supports the preservation of Queensland's social, cultural and built heritage through museum networks, state and regional planning schemes.
- 5.56 Labor supports funding and protection measures for heritage areas, heritage precincts and local streetscapes.

### Climate Change and Renewable Energy

- 5.57 Labor accepts that human-induced greenhouse gas emissions are the major cause of accelerated global climate change. Labor endorses commitments and ambition of the Paris Agreement to limit and keep global warming to well below 2 degrees Celsius, preferably below 1.5 degrees Celsius.
- 5.58 Labor accepts the advice of the Australian Climate Change Authority on Australia's emissions reduction targets as part of the global effort to mitigate the effects of climate change.
- 5.59 With the election of the Albanese Federal Labor Government and the development of an effective national climate change framework, Labor will develop and implement policies to reduce state-wide Greenhouse gas emissions and to enable Queensland to adapt to the effects of climate change.
- 5.60 A Labor Government will invest in the construction of new renewable energy generation, transmission and storage to achieve 70% renewable energy by 2032 and 80% renewable energy by 2035. This investment will ensure majority public ownership of generation, and 100% ownership of transmission, distribution and deep storage like big batteries and pumped hydro.

### Domestic Emissions

- 5.61 Labor will implement energy efficiency measures and incorporate climate and environmental sustainability across the economy, including:
  - water supply, distribution and use
  - energy generation, distribution and use, including time-of-use and demand management tariffs and Virtual Net Metering for commercial and residential customers
  - government services and procurement
  - transport, logistics and distribution
  - infrastructure investments
  - land use planning and building design
  - improving energy efficiency of Queensland's commercial (non-residential) building sector by 50% by 2030
  - a 50% improvement in residential building energy efficiency performance by 2030
  - consideration of the climate impacts of all new government projects, pursuing net zero emissions targets through project design and mitigation action
  - Zero net carbon emissions in Queensland by 2050

- achieve Queensland's share of the national commitment of at least 43% emission reductions by 2030 from 2005 levels
- achieve Queensland's share of further national commitment to emission reductions by 2035 from 2005 levels.

5.62 To increase the production and use of renewable energy, Labor will:

- legislate meaningful renewable energy targets;
- keep power affordable by setting fair energy targets that lower electricity prices;
- support workers by backing a new national agency to help with retraining, new job placements, and fair compensation during the energy transition to renewable energy;
- invest in innovation by funding renewable energy research, new technologies, and programs that make homes and businesses more energy-efficient;
- strengthen our grid so renewable energy can be shared fairly and reliably across the state. Labor will protect public ownership of Queensland's energy assets and explore community-ownership options for new large-scale renewable projects;
- create secure jobs in clean energy industries through training and local investment;
- make it easier for Queenslanders to access renewable energy by working with councils, insurers, and banks to expand rooftop solar, batteries, and EV charging in apartments and rental homes;
- make it easier for Queenslanders to access renewable energy by working with councils, insurers, and banks to expand rooftop solar, batteries, and EV charging in apartments and rental homes; and
- work with unions to encourage the use of smart technology like metering, community batteries, and solar banks to better manage energy demand and reward renewable energy use.

5.63 Labor in Government commits to new publicly built, owned and maintained renewable electricity generation and energy storage assets and to prevent privatisation by stealth and to ensure secure, decent jobs and lower electricity prices for Queenslanders. Labor will deliver these assets through both existing and new publicly owned energy entities.

5.64 Labor shall investigate solar road policies and further undertake funded research, design and development of solar roads as part of an overall strategy to deal with the challenges of human induced climate change.

5.65 Labor will continue to commit to the continued roll out of Local Renewable Energy Zones and resource the community to assist households and businesses to build capacity and trust in local energy trading.

5.66 In partnership with relevant stakeholders, landholders, Aboriginal and Torres Strait Islander communities and industry, Labor will trial the production of innovative biofuels and bio-products.

5.67 In government, Labor will set carbon budgets for all government agencies against which agencies will have to budget and report against, on a two-yearly basis.

5.68 Labor will reduce emissions from land management, transport and industry by:

- strictly controlling land clearing and re-vegetating degraded land including through regulation and incentives
- supporting primary producers to adopt practices that sequester carbon in soils and perennial vegetation, encouraging carbon farming with the aim of achieving 'zero-net carbon' farms
- supporting energy-efficient technologies that convert emissions and plant wastes into energy and other bio-industrial products

- not approving new dedicated fossil fuelled power stations without deploying full carbon capture and storage (CCS) with large scale proponents required to undertake:
  - The release of modelling and costings on the use CCS in coal power generation and broader coal production, including past pilot projects and associated forward modelling.
  - Examining the use of new CCS technologies internationally and their potential to sustain and expand global demand for Queensland metallurgical coal.
  - Investing in modelling the economic benefits for Queensland in investing in CCS technology to support emissions-reduction targets.
  - Reviewing options for utilising Queensland's carbon sequestration potential.
- encourage industry to improve its capture and reuse of gases (fugitive emissions) produced by extractive industries for energy use and to minimise unnecessary flaring (and wasting) productive gases
- investigate the feasibility of implementing carbon capture and storage to existing coal fired power stations and increasing research and development around new technologies that reduce emissions attached to the coal industry
- agriculture, with support for demonstration projects of 'zero-net carbon' farms and farm management practices
- develop and deliver a low emission transport strategy which plans for emerging and disruptive technologies as well as changes in transport behaviours, and vehicle ownership and use
- encourage emitters to avoid, mitigate or offset emissions where appropriate.

5.69 Labor will continue to promote ownership and use of electric powered motor vehicles, including by continuing to build state owned charging infrastructure, investigating possible incentives and ensuring the timing of a possible road user charge does not disincentivise take-up.

5.70 Labor will review the existing Fast Track Development Strategy, State Planning Policy and renewable Energy Zones (and the Ministerial powers of call-in and intervention) to further reduce obstacles and delays to renewable energy development projects of State interest, and provide greater certainty for investment. The aim is to ensure timely delivery of renewable infrastructure to meet State emissions targets, while considering the impact on local communities.

### Transitional Arrangements

5.71 To facilitate the transition to a low emission Queensland economy, Labor in government will:

- deliver a strategy, within this term of government, for a just transition which will identify, develop, and support new job opportunities created by new technologies and industries that are low carbon and climate resilient, particularly in regional areas dominated by emissions intensive and climate-exposed industries
- identify, support and implement new technologies, systems and policies to put a downward pressure on electricity prices
- coordinate all areas of government responsibility to take into account climate effects and committing to achieve Climate Active certification (or equivalent) by 2030, and following processes to measure and report the progress to net zero government using this scheme
- develop community awareness and engagement programs
- identify, develop and support new job opportunities created by low emission technologies
- ensure there is protection for low income energy users from significant price rises
- identify and optimise revenue streams arising from low carbon and climate resilient technologies
- encourage the development of sustainable, zero carbon industries in regions dominated by unsustainable industries
- encourage the development of sustainable, zero carbon industries in regions where employment and economic opportunities are dominated by high polluting industries.

- introduce an Energy Upgrades Incentive Scheme, with reference to the schemes which have been successfully implemented in NSW, VIC and SA.
- work with industry and households to identify opportunities for households and businesses to save money through greater electrification
- develop a roadmap to net-zero emissions by 2050 in consultation with relevant unions, demonstrating a timed trajectory to when emissions reduction and resilience measures across sectors like transport, agriculture, mining and sustainable infrastructure can be expected to be implemented
- implement a public education campaign to ensure awareness and understanding of the benefits of the transition to the economy and the impacts if the action is not taken.

## NATURAL RESOURCES

### LABOR PRIORITIES IN GOVERNMENT

- 5.72 Labor acknowledges Queensland's unique and ecologically diverse environment must be protected and managed now and into the future. Labor will therefore follow principles of environmental policy, including:
- the precautionary principle
  - intergenerational equity
  - conservation of biological diversity and ecological integrity.
- 5.73 Labor acknowledges that the prosperity of present and future generations of Queenslanders is dependent on the health of our natural environment and the effective management of all natural resources. Labor understands the interconnection between land management practices and the health of marine environments, most notably through water quality. Labor is committed to sustainably managing the state's natural resources, by implementing the following policies.

### Land and Vegetation

- 5.74 Labor will continue to support measures to prevent broad-acre clearing and to incentivise protection of ecologically sensitive habitat. Labor supports adequate resourcing for monitoring and enforcement of existing vegetation management legislation in conjunction with supporting the agricultural sector to comply with legislation.
- 5.75 In recognition of the importance of native fodder species such as mulga as essential stock food in times of drought, Labor will continue to support primary producers to implement sustainable methods of harvesting fodder trees. Labor supports the periodic review of the vegetation management regulations in relation to fodder species.
- 5.76 Labor will continue to support programs that reduce soil erosion and sediment loads entering waterways. Labor supports incentives to property owners to restore degraded terrestrial and aquatic ecosystems.
- 5.77 Labor supports:
- practices which reduce fertilisers and synthetic pesticide use
  - improvement of pest, weed and animal control
  - establishment of fire management regimes
- 5.78 Labor will improve the management of rural leasehold land by:
- requiring leaseholders to meet suitable environmental targets;
  - investigating appropriate mechanisms towards this goal; and

- investigating mechanisms to facilitate agreements with traditional owners' access to cultural sites.

5.79 Labor will continue to support farmers to diversify their agricultural crops towards progressively more sustainable and climate resilient crops.

5.80 Labor will continue to assist Local Government in the management of invasive pests and weeds.

### Coastal and Marine Management

5.81 Labor will ensure coastal development is managed sustainably, for current and future generations, by considering the social and environmental impacts in addition to the economic benefits, ensuring the development is beneficial to local communities and does not threaten important marine and coastal ecosystems.

5.82 Labor will review, strengthen and integrate coastal and marine management legislation, and integrating coastal management and marine planning and development assessment. Labor will facilitate the exchange of information between local, State and Federal administrations on coastal processes and biota.

5.83 Labor will ensure the protective function of natural coastal environments (for example, dune systems) is recognised, and where new development is proposed a buffer zone should be provided to allow the natural fluctuation of the foreshore and foreshore ecosystems to continue.

5.84 Labor will continue to ensure the public's access to the coastal zone is enhanced, but only while maintaining the environmental attributes and integrity of coastal and marine ecosystems.

5.85 Labor will protect coastal and marine zones by prohibiting large-scale reclamation within marine parks and wetlands. Reclamation outside marine parks and wetlands must meet strict environmental standards.

5.86 Labor will develop and implement a strategy to increase the connectivity of coastal and marine environments and habitats, based upon research and recognition of the reliance of many flora and fauna on both terrestrial and neighbouring aquatic environments.

### Water

Water is an essential part of Queensland's unique environment. It sustains our biodiversity and our communities and underpins the State's economy. Given its important role in maintaining Queensland's environment, lifestyle and economy, Labor in Government will ensure the State's surface and underground water resources are managed sustainably in order to preserve Queensland's ecological and cultural values for the benefit of current and future generations in consultation with First Nations, industry, local government, landholders, environment NGOs and the wider community.

5.87 Labor will continue to ensure that Water Plans established under the Water Act 2000 provide seasonal flow regimes in order to maintain the ecological health and ecological function of rivers, wetlands, estuaries and marine environments.

To improve the ecological resilience of Queensland's river basins, Labor will ensure that:

- surface and underground water resources are planned, managed and utilised under catchment-wide management planning frameworks and in accordance with the Water Act 2000;
- water quality management objectives are included in the Water Act 2000; and

- waterways, wetlands, floodplains and aquifer recharge areas are protected from inappropriate development under Queensland's planning legislation.
- 5.88 Labor will continue to set water prices in accordance with the National Water Initiative cost recovery principles. To mitigate impacts of cost increases, Labor will support agricultural, industrial, commercial and other water users to adopt efficient water use practices.
- 5.89 Labor will reduce the impacts of flooding by:
- enhancing the condition and extent of existing riparian vegetation
  - revegetating upper catchments giving priority to restoring denuded and degraded areas and,
  - restricting development in flood prone areas.
- 5.90 To enhance the ecological condition of aquatic ecosystems, Labor will prioritise:
- removal of redundant and ineffective dams, weirs and other types of instream barriers; and
  - fish and turtle passage devices on dams, weirs and other types of in-stream barriers where feasible
- 5.91 Labor will increase the extent and improve the ecological condition of wetlands and other ecosystems that provide critical ecological services and functions that maintain the economic values of the Great Barrier Reef, and our internationally recognised RAMSAR sites, the Great Sandy Straits, Moreton Bay, Gulf and other marine environments.
- 5.92 Labor supports the harvesting and storing of floodwaters in off-stream storages where economically and environmentally feasible and where impacts to downstream users are acceptably minimised.
- 5.93 To enhance the security of regional towns water supply, Labor will support local governments to:
- deliver a potable water supply for all towns and communities;
  - protect critical water catchments and their infrastructure from inappropriate development,
  - implement demand management, leak reduction and water use efficiency programs; and
  - investigate alternative water sources including purified recycled water (PRW). Labor will ensure that appropriate safeguards are in place to prevent health and environmental harm caused by the use of PRW
- 5.94 Labor will ensure that SEQ and other urban areas' water supply is secure by:
- integrating climate change projections into long-term water plans,
  - supporting local governments and other water providers to introduce robust demand management strategies to reduce per capita water use,
  - requiring industrial and commercial water users to adopt water use efficiency practices, and
  - requiring all new urban development to incorporate Water Sensitive Urban Design (WSUD), waste water recycling, stormwater harvesting and water efficient housing design, installation of household rainwater storage and water efficient appliances and plumbing fixtures.
- 5.95 Labor will not endorse major water infrastructure projects until completion of a detailed business case which satisfactorily address financial, economic, and environmental viability and sustainability, and which includes thorough consideration of first nations' cultural heritage impacts. The detailed business case should include or follow a thorough options analysis. A fit-for-purpose environmental impact assessment will be required, in or separate from the detailed business case. An environmental impact assessment is not fit for purpose unless it identifies how the proposed

project can avoid, mitigate or offset environmental harm. Major water infrastructure projects must be compatible with relevant catchment Water Plans.

- 5.96 Labor will protect Queensland's groundwater resources by:
  - Ensuring groundwater is included in water plans established under the Water Act 2000
  - Providing State and Federal funding to implement actions under the Great Artesian Basin (GAB) Strategic Management Plan
  - Providing funding to cap remaining free flowing bores in the GAB
  - Directing an Independent Review as to whether the Bowen Basin should be a Cumulative Management Area under Chapter 3 of the Water Act 2000 and,
  - Upholding the prohibition of Carbon Capture and Storage in the GAB
- 5.97 To maintain the ecological health of waterways and wetlands, Labor will require impacts to water quality from point and diffuse sources to be identified and mitigated to the greatest extent possible.
- 5.98 To increase catchment resilience, Labor will ensure that any alteration and/or adverse impacts that occur to catchment hydrology from agriculture, mining and other types of development are avoided/mitigated/offset to the greatest extent possible.
- 5.99 To build on Labor's legacy of protecting rivers in the Channel Country, Labor will investigate protecting pristine rivers in other parts of the state in consultation with First Nations, industry, local government, landholders, environment NGOs and the wider community.
- 5.100 Labor will continue to manage Queensland's surface and underground water resources in accordance with the National Water Agreement.
- 5.101 Labor will continue to ensure that water planning and management decisions are supported by adequate, timely and freely available hydrological and ecological data. To better inform water planning and management decisions, Labor will support capacity building in relevant state government departments and the adoption of new water monitoring and measuring technologies. Labor will foster systematic water monitoring partnerships with Traditional Owners, landholders, universities, environmental research institutes and organizations. Labor will continue to ensure that data to inform water planning and management decisions is readily available to the public.
- 5.102 Labor will consult with First Nations, local governments, industry, scientists, environment NGOs and the wider community when developing and implementing water management plans, policies and programs.
- 5.103 Labor will investigate minimum standards for recreational facilities at stocked impoundment dams and weirs, including options to attract private investment, while prioritising investment in areas that do not meet these standards.

### Environmental Impacts of Extractive Resources

- 5.104 Labor acknowledges and supports the great contribution the resources industry has made to Queensland's economy and community. Labor also acknowledges that the industry has the potential for environmental impacts, which can take many years to remediate and can impact on other industries such as agriculture and tourism. Labor supports an independent scientific body to review, examine and investigate resource industries and large scale power generation impacts, including industrial solar, battery and wind installations at every stage of operation, i.e. planning, operational and rehabilitation. <sup>(2.78)</sup>

- 5.105 Labor recognises that metallurgical coal currently remains an important element in the creation of steel, and in the derivative uses of steel in manufacturing, building materials, infrastructure, and in green technologies such as solar panels and electric vehicles. As part of the historic Queensland Energy and Jobs Plan, including the Workers' Charter and Jobs Guarantee, Labor has a strong record of protecting resource industry and generation workers as industry transforms. Labor will continue to support the metallurgical coal resource industry as a critical component in steel manufacturing, and will ensure that workers in the metallurgical coal resource industry are protected as our economy transitions to a cleaner and greener future.
  
- 5.106 Labor will subject new coal to liquid fuel projects in Queensland to rigorous scientific and environmental impacts and cost benefit analysis. Labor will prohibit uranium mining and Underground Coal Gasification in Queensland.  
  
Labor will prohibit uranium mining, milling and the storage of radioactive waste in Queensland, maintaining the current exemption for medical use of radioactive materials.
  
- 5.107 Labor will commission an independent, rigorous scientific assessment of oil shale, shale oil and shale gas extraction. The assessment will consider the environmental impact of exploitation of these resources and impacts on other industries including agriculture and tourism. Labor will not proceed with the development of these resources until there has been a public consideration of the environmental impacts of oil shale, shale oil and shale gas extraction, including consideration by ALP State Conference.
  
- 5.108 Labor in government will investigate opportunities to develop and expand localised processing of Queensland's critical minerals.
  
- 5.109 Labor will continue to explore all aspects of hydrogen extraction, and will seek to invest in and grow a locally-based hydrogen industry in Queensland, provided that any hydrogen proposal is demonstrated to be a net positive in environmental outcome and with net zero or better greenhouse gas emissions.
  
- 5.110 Labor will require independent water models of designated gas development areas. The models will consider spring complexes, groundwater recharge areas and whether there is demonstrated connectivity between targeted coal seams and water supply aquifers.
  
- 5.111 Along with assessing the direct impacts, to improve the assessment of development proposals, Labor will also require the proponents of development proposals to assess the indirect and cumulative impacts their proposal will potentially cause to environmental values.
  
- 5.112 Labor in government will require the proponents of extractive resource and other types of development to calculate then avoid, minimise and mitigate/offset scope 1 and 2 emissions, to assist meeting Queensland's emission reduction targets.

### **Great Barrier Reef and Marine Conservation**

- 5.113 Queensland has an extraordinarily rich and diverse marine environment that includes areas of international significance (for example, the Great Barrier Reef, Moreton Bay, the Great Sandy Straits and the Coral Sea Marine Park). As Queenslanders, we are custodians of these important marine environments and have a responsibility to protect, conserve, rehabilitate and manage them for current and future generations.
  
- 5.114 Labor recognises that climate change is the greatest long-term threat to the Great Barrier Reef and other marine environments. To address this threat, Labor will introduce policies and programs to

reduce Queensland's greenhouse gas emissions and advocate the introduction of a national climate change response framework.

- 5.115 Labor recognizes that poor water quality is the greatest immediate threat to the Great Barrier Reef and other marine environments. As poor catchment management and land use practices are known to degrade marine water quality, Labor will introduce policies and programs to assist landholders and primary producers adopt ecologically sustainable practices. To track achievements, Labor will prepare an annual report on progress in meeting catchment pollution reduction and land use practice change targets.
- 5.116 Labor reaffirms our commitment to marine conservation and will review and strengthen marine and coastal management legislation to protect and conserve Queensland's important marine environments, while balancing this with the sustainable recreational and commercial use of these areas.
- 5.117 Labor will manage and expand marine conservation programs based on sound scientific evidence and advice, including an investigation and ongoing scientific review of non-lethal shark monitoring, control, and incident prevention measures that provide an effective level of public safety and recognise the need to protect important and vulnerable marine species.
- 5.118 Labor will phase out the use of Shark Nets and deploy modern smart shark control technology, when proven to enhance public safety based on credible evidence from scientific research and completed trial data.
- 5.119 Labor will facilitate incentives to improve the health of our marine environment through industry-based programs such as the Reef Water Quality Science Program, and through the use of environmental offsets to provide incentives for land holders to protect riparian areas. This includes developing mechanisms to attract and support international investments in programs that will deliver protection outcomes for the Great Barrier Reef.

### **Dredging and Disposal of Dredged Material**

- 5.120 Labor remains committed to prohibiting the dumping of capital dredge spoil within the Great Barrier Reef World Heritage Area (GBRWhA). Labor will reduce the impacts to the GBRWhA from the dumping of maintenance dredge spoil by establishing a maintenance dredging framework consistent with the Reef 2050 Plan. In other state marine waters Labor will ensure that development of new and the operation of existing ports meet world's best environmental practices.
- 5.121 Labor will investigate utilising dredged spoil for beach nourishment purposes as a means to mitigate coastal erosion.

### **Landfill, Recycling, Waste and Pollution**

- 5.122 Labor recognises landfill destroys the natural value of areas, increases the prevalence of pests and weeds and is responsible for the emission of greenhouse gases. It is also a burden to nearby residents and businesses. Labor will ensure that the cost of dealing with landfill is borne by the waste generators not by communities.
- 5.123 Labor will set forward volume and tonnage targets for reducing unrecovered resources in waste streams based on improved data collection.
- 5.124 Labor will ensure that landfill sites:

- follow strict environmental guidelines
  - are appropriately planned to ensure adequate buffer zones between nearby homes and businesses
  - ensure the capture and beneficial reuse or safe disposal of methane and other pollutants from landfill sites
  - prioritise closed landfill sites for renewable energy infrastructure, bioenergy cropping, and ecosystem corridors.
- 5.125 Labor will apply the principles of circular economy, prioritising resource efficiency and recovery of waste. Labor will support regional economies to become closed-loop systems as much as practicably possible to support new economy jobs and limit resource leakage.
- 5.126 Labor supports the polluter-pays principle and will introduce pricing mechanisms or incentives to encourage more efficient use of waste streams to reduce disposal of waste to landfill.
- 5.127 Labor will promote the principles of Clean Production in all commercial and industrial activities, and will use the State Government's purchasing policies and other measures to take a leadership role in maximising the use of goods made from recycled and renewable materials.
- 5.128 Labor will recognise the key role that the waste sector plays in supporting the transition to a renewable energy economy by progressing measures to facilitate greater research, exploitation and use of renewable natural gas (biogas) as well as other renewable methods for energy generation and as an input for manufacturing and industrial operations.
- 5.129 Labor will implement programs and penalties to tackle litter and illegal dumping of waste and, in particular, asbestos waste.
- 5.130 Labor in Queensland successfully banned the mass release of balloons and phased out many single use plastic items. Labor will continue to work towards reducing plastic in the environment by supporting research, and implementing strategies that decrease plastic production and usage, or utilise plastic alternatives, to reduce microplastics from entering the environment.
- 5.131 Labor in Queensland successfully built Containers for Change to drive greater recycling. To build on this success, Labor will explore the potential to accept other waste streams items such as batteries, soft plastics, etc.
- 5.132 Labor will encourage the expansion of the Queensland recycling and bio-industrial sector industry by:
- using market-based mechanisms to reduce landfill and make recycling more cost-effective, competitive and marketable
  - implementing measures that will ensure valuable and carbon-rich waste streams are recovered and repurposed, particularly for biofuel, bioenergy and other bio-industrial products
  - educating the community and business to increase participation in recycling schemes
  - investigating ways to beneficially reuse/improve collection of waste from regional areas to processing centres
  - providing incentives to encourage research, development, manufacture, marketing and job creation of products made from recycled and reusable materials.
  - encouraging all state schools, where possible, within areas where recycling is available, to implement a schoolwide recycling program

- 5.133 Labor in government commits that solar panels and wind turbines from all approved energy generation projects in Queensland will be recycled when they are replaced or reach end of useful life.
- 5.134 Labor in government will develop comprehensive food waste strategies, working with stakeholders including, local councils, households and the food and agricultural industries, to reduce the environmental, social and economic implications of food waste.

### Implementation and Transition

- 5.135 Labor will collaborate with stakeholders including traditional owners, landholders, industry peak bodies, unions, regional natural resource management bodies and the conservation sector. Labor will ensure that consultation with traditional owners is undertaken by those authorised to speak for country and, where necessary, will prepare legislation to deliver and adequately resource government departments to monitor and enforce compliance.
- 5.136 Labor will implement a plan to transition Queensland to a low carbon economy.
- 5.137 Labor will provide extension services to primary producers and landholders to assist transition to ecologically sustainable practices and new economy production. Labor will provide reskilling support and development assistance to workers and communities dependent on the fossil fuel resource industry to transition to sustainable industry.
- 5.138 Labor will review and amend the Queensland *Environmental Offsets Act 2014 (Qld)* to ensure that offsets:
  - Are only utilised as a last resort
  - Deliver an actual benefit for affected species and ecosystems
  - Are applied strategically and are legally secure.
- 5.139 Labor will continue to support the community's engagement in the development of Terms of Reference (ToR) for development proposals and the development and implementation of legislation, plans, programs and other government initiatives.

## Chapter 6: Healthy Living – a better quality of life for all Queenslanders

### LABOR VALUES

- 6.1 Labor values and supports a well-resourced, publicly funded, universal health system that helps Queenslanders achieve and maintain good physical and mental health and well-being.

This health system needs to be effective, coordinated, efficient and sustainable, providing appropriate and timely evidence-based services.

- 6.2 Good health needs and means more than well-functioning, free hospitals and Medicare-funded GP services. Providing all citizens with the best opportunities to live full, happy, healthy and productive lives requires proactive, effective, preventative and protective public health programs, and integration with other government and non-government services.

Such programs need to take account of economic, social, employment and environmental conditions. They need to address, among other things, Queensland's growing, ageing and highly decentralised population, as well as Queensland's great cultural, social, cultural, economic and infrastructure diversity.

- 6.3 Attaining a better quality of life for current and future generations of Queenslanders is the responsibility of all Queenslanders. Commonwealth, state and local governments, community-based organisations, private health services, families and individuals must all be involved in maximising the health potential of this state through investment in:

- action and incentives to maintain wellness, both mental and physical
- prevention of disease and injury
- early detection and treatment of disease
- appropriate hospital and community-based treatment, care, rehabilitation, palliation, and support for living and dying with dignity
- easing suffering and supporting the wellbeing of people with and without disabilities
- research to foster innovation and the sharing of effective practices shown to improve specific services and the health of individuals and communities
- education and positive cultural change for the public and for the health workforce
- equity, by addressing socio-economic disadvantage and the social determinants of health
- the provision of frameworks that support community and society, to ensure access, information, education and assistance so all can participate and benefit
- coordinated service delivery that delivers patient outcomes.

- 6.4 A comprehensive whole-of-government and whole-of-community approach is essential to ensure that healthy choices are always easy choices and that needed services are readily accessible and affordable by all sectors of society.

Broad partnerships and opportunities for action need to be established among government, non-government and private sectors to guarantee access for all.

- 6.5 The core goals Labor seeks to achieve for the health of Queenslanders are:

- access to safe, ethical and quality services for enhancing well-being and treating illness and injury

- access that maintains dignity and self-determination
- access to healthcare services that are updated in line with current research and national and international best practice
- timely receipt of services without catastrophic financial consequences for both individuals and communities
- innovative, patient and community-focussed, cost-effective processes for delivering public health by using all available appropriate resources most effectively
- involvement of all sectors and communities in the planning, design, delivery and oversight of services for a healthier Queensland.

6.6 These goals are the bedrock of Labor’s policy position for a healthier Queensland.

6.7 Labor recognises that people subject to involuntary mental health treatment orders are among the most vulnerable in our legal and health systems. Mental Health Review Tribunals make decisions that can significantly impact a person’s liberty, health care, and fundamental rights. Yet, too often, individuals appear before these tribunals without access to legal representation.

Labor believes that every person subject to a mental health review proceeding deserves a fair hearing, consistent with principles of natural justice, human rights, and therapeutic jurisprudence.

Labor affirms that justice should not depend on one’s capacity to self-advocate under distress.

## LABOR BELIEFS

- 6.8 Labor believes in strengthening our publicly funded health and mental health system so that all Queenslanders can always obtain quality, affordable primary, acute and chronic health care if and when they need it, regardless of their wealth, sex, gender, gender identity, intersex status, sexual orientation, age, ethnic background, or location.
- 6.9 Labor believes that public hospitals and health services should be owned, managed and operated by the state.
- 6.10 Labor believes that all Queenslanders should have access to rapid, free and high-quality emergency medical care when they need it.
- 6.11 Labor believes in taking the longer-term view of health by investing in education, primary health care, research, health promotion and illness prevention, and by focusing on good health rather than ill health. This way Queenslanders can make healthy choices, live healthier lives, and thereby reduce the burden of chronic disease on our health services, and ensure a healthier and more productive society.
- 6.12 Labor believes that birthing in Queensland needs to be inclusive and approached from a holistic perspective, taking into account effects on health, work and community. Labor believes family, in whatever form it takes, is central to society. When families are properly supported and enabled, children are created, nurtured, and grow into strong members of society who in turn support and enable the generations which follow. Healthy conception, pregnancy and birth are vital for a thriving society. Labor believes in supporting all families through the birthing experience with inclusivity and equality.
- 6.13 Labor believes that sound prevention investments will save several-fold in treatment costs.
- 6.14 Labor believes good health involves physical, mental and social well-being, rather than merely the absence of disease or infirmity.

- 6.15 Labor believes in providing person and community-centred services that take account of individual differences, preferences and cultural diversity, and are designed to promote ease of access, navigation and continuity of care.
- 6.16 Labor believes in providing community based safe housing as an option for people presenting at risk of suicide or with suicidal ideation, and for those transitioning from mental health services back into the community through educating, informing and empowering consumers, in order to gain appropriate support and care during their time of risk.
- 6.17 Labor believes that developing whole-of-government links is vital to promoting healthy outcomes for the whole population.
- 6.18 Labor believes in partnering with individuals and education providers to ensure that an appropriately qualified, culturally competent, clinically skilled, and experienced health and community workforce is available to provide the services required now and into the future.
- 6.19 Labor believes in facilitating open, transparent reporting and public accountability regarding the provision of health services, within a supportive culture that encourages proactive revision of current practices, improvement and innovation.
- 6.20 Labor believes in engaging consumers, carers, health-service providers, clinicians, local communities, non-government organisations and unions in active partnerships to address:
  - all aspects of advocacy
  - the planning, implementing, monitoring and evaluating of health policy
  - service delivery and societal engagement
  - the identification of efficiencies within the system to ensure sustainability of quality health care for the public and service delivery providers alike.
- 6.21 Labor believes in ensuring that evidence-based value for money is a primary consideration in its policy and service delivery for healthy living.
- 6.22 Labor believes in building a skilled, valued and sustainable workforce within a system that is efficient and delivers safe, quality, patient-focused services.

## LABOR PRIORITIES IN GOVERNMENT

- 6.23 Labor will continue to restore harmony to the health system and promote negotiated solutions to manage change.
- 6.24 Labor will promote the department's role as the System Manager of Queensland Health, providing strategic direction and coordination to:
  - ensure appropriate provision of community services as well as hospital-based services
  - regulation/licensing necessary for safe provision of services and to address any failings that may arise from time to time
  - co-ordinate the relationships among hospital and health services, primary health networks, ambulance, NGOs and private providers to foster continuity of care for people with complex health needs, both mental and physical
  - prevent expensive duplication of services across sectors and hospital and health services
  - improve transparency and clarity for waiting times, demand, activity and waiting list management for public hospitals

- work with the private sector to ensure that public and private health services complement each other

- 6.25 Labor will not outsource or privatise any current service managed and delivered by Queensland Health. Labor will insource services currently delivered by the private sector where it is financially viable.
- 6.26 Labor understands that lack of capacity within in-patient wards in hospitals is a significant contributor to access block in Emergency Departments and ambulance ramping. Labor therefore commits to implementing evidence based and whole-of-hospital-and-health-system solutions to increase inpatient bed capacity and free inpatient beds so that bed occupancy in hospitals is reduced.
- 6.27 Labor recognises and values the provision of public Oral Health Services within Queensland Health, including Dental Technician services, as a critical component of wholistic patient care and wellbeing.
- 6.28 Labor will continue ongoing support for continuous health promotion and prevention. Labor has established 'Health and Wellbeing Queensland' as a Statutory Authority by legislation, in 2019, to build both whole-of-system and local capacity across a range of health promotion and prevention priorities, including the social determinants of health and the effects of the determinants on health inequity.

Health and Wellbeing Queensland will work with local health and hospital authorities, primary health networks, and other entities, including industry or community organisations, unions, university or other educational or research institutions, and local government, to promote health and well-being, ensuring and expanding the range of early detection and early intervention services across all areas of developmental, physical and mental health through educational and clinical programs, for effective, on-going management and continuity of care.

Further, Health and Wellbeing Queensland will partner with HHSs and local services and other entities for providing primary health care where people live, work and shop, to promote better health and well-being. The partnerships will focus on promoting healthy lifestyles and healthy communities towards the goal of making Queenslanders the healthiest people in the world.

- 6.29 Concurrently, Labor in government considers it essential that Queensland Health will also maintain and, indeed strengthen, a central health promotion and prevention capacity in the Department, which was brutally cut by the previous LNP State Government, to ensure a strong ability to conduct effective state-wide health promotion campaigns, gather and report meaningful health promotion data, epidemiology and trends, maintain various statutory health promotion requirements (i.e. food safety, water safety, radiation safety, etc) as well as ensure the fair and equitable distribution and coordination of scarce health promotion resources such as cancer screening mobile facilities. Labor regards this as an essential function of good government and will work to enhance and build through further funding wherever possible.

This central section of the Department of Health will focus on:

- the promotion of good mental health
- the identification of people at risk of suicide and referrals to appropriate services and support programs
- the promotion and resourcing of positive mental health programs such as Mates in Construction and other similar, especially initiatives in high risk industries

- health education programs to improve health literacy in a range of clinical and community settings
- positive social marketing for health well-being
- the prevention of chronic physical illness and injury
- the promotion of good nutrition and physical activity
- prevention of the spread of communicable disease
- the promotion of good sun safety
- promotion of safety of food, water, environment and radiation use
- the implementation of proven harm reduction strategies from alcohol, tobacco and other drugs
- sexual disease services health and disease prevention
- appropriate services for the lesbian, gay, bisexual, transgender, intersex and queer/questioning community, young Queenslanders, Aboriginal and Torres Strait Islander peoples and disadvantaged Queenslanders
- vaccination and cancer screening services
- addressing the social determinants of health, including commissioning academic research to establish baseline data for these determinants of health and the effects of these determinants on health inequity in Queensland.

- 6.30 Labor in government will extend the number of satellite hospitals and public family health centres across Queensland.
- 6.31 Labor in government will improve the online and phone health services by ensuring these help lines are staffed by highly trained and experienced medical personnel who can offer timely practical advice.
- 6.32 Labor in government will make available a basic kit of diagnostic equipment, such as blood pressure monitors, thermometers, blood oximeters etc, to families in rural and remote settings to facilitate telehealth consultations with doctors and other health professionals.
- 6.33 Labor in government will extend the availability of “hospital in the home” services across Queensland.
- 6.34 Labor in government will train and employ more nurse navigators and nurse practitioners in Queensland.
- 6.35 Labor in government will investigate installing appropriate technology at health centres and hospitals in rural and remote towns to enable women to access the obstetric and gynaecological care they need.
- 6.36 Labor supports upskilling health professionals with the goal of allowing women to birth closer to home.
- 6.37 Labor in government will expand publicly-funded fertility services, including in locations in regional Queensland.
- 6.38 Labor in government will advocate for the Federal Government to expand Medicare support for assisted reproductive technology, including subsidies for essential fertility medications, to reduce financial barriers that often place treatment out of reach for many.
- 6.39 Labor will investigate the expansion of diagnostic services to facilitate the detection and treatment of breast cancer.

- 6.40 Labor in government will extend the public endometriosis clinics to all Hospital and Health Centres in Queensland.
- 6.41 Labor in government will utilise appropriate technology to enable women in even small rural and remote towns to access specialist endometriosis support.
- 6.42 Labor will invest in a Health Literacy program that ensures all sectors of the community understand their health condition, their treatments, their rights as consumers and their relevant documentation. It will ensure that clinical staff are trained to communicate clearly, and that information including discharge instructions are given in a way that patients will understand. This includes those who have hearing or speech difficulties as well as those who cannot read or cannot read English. Health Literacy education will be provided:
- In early childhood and kindergarten services, schools and
  - for migrants, and Aboriginal and Torres Strait Islander people for whom English is not a first Language
- 6.43 Labor will ensure all publicly funded health services encourage and facilitate the participation of patients and clients in the Australian Government's personally controlled electronic health record system (My Health Record). Further, public and contracted health services will promote the use of contemporary health technologies such as imaging, decision support, genomics, data analytics, telehealth and eHealth information systems to:
- improve access to and support for, specialist services including acute and emergency care
  - provide more timely discharge information to treating clinicians and services
  - provide services to rural and remote communities to lower the travel costs of patients, their families and the hospital and health services
  - provide information on the local health precinct
  - improve access to routine screening and to allied health services
  - Improve access to health and community professional education
  - provide key statistical information on service delivery, chronic disease, health care outcomes and community health
  - provide multi-functional business hubs for education, professional trade and skills training, community consultation and exchange.
- 6.44 Labor in Government supports the establishment of a consumer advocacy group specifically for consumers and their families with lived experience with mental health and alcohol and other drugs issues.
- 6.45 Labor will continue to expand the range of forms that can be completed and submitted electronically, including the Patient Travel Scheme, and ensure that payments are made in a timely manner and urgently where required.
- 6.46 Labor will encourage the use of patient and carer generated health data as another tool for the diagnosis and management of conditions and to engage and empower patients and their families. This includes investing in the necessary Information Technology infrastructure to capture, analyse and integrate this data into personal medical records.

Patient generated health data (PGHD) are any clinically relevant data, collected by a patient or carer outside the healthcare setting. Data can be quantitative measures of blood sugar levels, qualitative descriptions like a diary of emotions or visual information like photographs of rashes.

6.47 Labor will empower families, individuals and communities to adopt healthy lifestyles and improve levels of physical activity for public health. Labor in government will develop and adopt a new whole-of-government Strategy to further improve the levels of Physical Activity in Queensland, in line with the National Physical Activity and Sedentary Behaviour Guidelines, that will see Queenslanders become the most physically active population in Australia by 2020.

6.48 Labor will ensure all Queenslanders, including older Queenslanders, regardless of where they live, have access to palliative care so they are afforded dignity as they reach end of life. Key strategic priorities will:

- ease suffering and provide support for patients and families faced with life limiting illness through provision of:
  - palliative care expertise including bereavement care within Hospital and Health Services (HHS) or equivalent
  - specialist interdisciplinary palliative care teams in every HHS
  - support for creation of hospices in each HHS or equivalent
  - mandatory palliative care education for all Queensland Ambulance Service paramedics, HHS clinical staff and collaboration with universities and medical, nursing and allied health colleges to ensure comprehensive palliative care education is incorporated in every undergraduate and postgraduate health curriculum
  - home visiting nurses to provide palliative and end-of-life care.

In pursuit of the above education strategy a working group of all stakeholders will be convened to progress these inclusive education goals.

6.49 Labor in government will work with the Federal Government to allow inmates to receive Medicare funded treatment within Queensland correctional facilities and youth detention centres.

6.50 Other key strategic priorities will:

- design, establish and evaluate services in partnership with consumers, carers, clinicians, health care providers, local government and the community
- improve cooperation between medical research and health services to enable a more efficient and effective translation of research into practice
- report on performance indicators in an annual public health report that includes reporting on service delivery and efficiency, physical and mental illness and community indicators of wellness
- establish and evaluate a variety of models of treatment, supportive accommodation and services, for people with disabilities or who need rehabilitation, convalescence or palliative care outside the public acute hospital system, in home-like, age-appropriate settings
- invest in programs, initiatives and research to attract health care professionals to regional and remote areas
- commit to technological innovation that empowers regional and remote communities to access specialists and healthcare professionals on a needs basis
- enhance community midwifery programs to minimise risk for parents and infants, ensuring the best possible life start for new Queenslanders, and aid in great early parenting
- establish a new community based safe housing model of care, support and treatment for suicide prevention and people transitioning from mental health services back into the community
- Labor will act to introduce fluoride to water systems state-wide to protect the teeth of our children.

- 6.51 Labor is committed to working with the healthcare unions to ensure Queensland's health workforce has the right level of staff and the right skill mix to enable all healthcare workers to work within their regulated scopes of practice to meet the clinical needs, safety and quality expectations of the public.
- 6.52 Labor in Government will ensure sex, gender, gender identity, intersex status, sexual orientation, age, ethnic background and location are all factors assessed and reported in State-funded or cooperating longitudinal and specific population health studies and surveys.
- 6.53 Labor will act to implement waste management and resource recovery strategies in healthcare services that aim to reduce the impact of waste on the environment and communities, transition the industry to a circular economy and build economic opportunity.
- 6.54 Labor will provide an effective education program on the importance of childhood vaccination, particularly to vulnerable groups and newly arrived migrant communities. Labor will also undertake a program to identify children who are overdue for vaccination and offer their families assistance to bring their child up to date.

Labor will also provide an effective education program on Ryan's Rule – Queensland Health's three step process that support patients, their families and carers, to raise concerns if a patient's health condition is getting worse or not improving as well as expected.

- 6.55 Labor recognises the enormous increase in suicide among Aboriginal and Torres Strait Islander young peoples and is committed to early intervention and prevention through innovative practices and support structures with community-led organisations.
- 6.56 Labor will ensure suitable funding to targeted services which address socialisation, homelessness and abuse of LGBTIQ+ and other vulnerable communities including ATSI and migrant communities, and consider delivering them on both a statewide and region-specific basis.
- 6.57 Labor recognises the importance of organ donation to the health of Queenslanders and commits to implementing strategic measures to increase overall organ donation rates in Queensland.

Labor will implement an education campaign to increase public awareness of and support for organ donation. This will include the designation of voluntary community advocates who will be charged with raising conversations about organ donation in their workplaces, neighbourhoods, community groups, local media, professional associations, unions and importantly within their extended family networks. All Members of Parliament should be approached to also become active advocates, raising organ donation at all local Branches and at local community meetings.

Further, Labor will deliver a toolkit of materials and training that will assist these advocates to begin discussions in their communities about the benefits of organ donation, how to sign on the organ donor registry and also to support healthcare staff in improving the rate of family donation conversations at key points during the patient care journey.

Labor also recognises that a significant increase in organ donation rates will need to be met by an increase in clinical capacity both in surgical and nursing skills as well as bed capacity. The current work underway via Advancing Kidney Care 2026 is an excellent model for related transplant service delivery improvement which has been informed by specialists, nurses and importantly kidney patients themselves.

- 6.58 Labor in government will consider funded Peer-to-Peer Mental Health Support groups in all areas of Queensland, in particular in places where mental health resources are lacking or overwhelmed.

- 6.59 Labor will ensure community mental health and wellbeing programs and services are well resourced to enable high quality support for those living with mental health conditions.
- 6.60 Labor in government will work with the Federal government to support a network of publicly-funded mental health facilities across Queensland that will be free at point of service, ensuring equitable access to psychiatrists and psychologists, diagnosis and treatment for neurodevelopmental and psychiatric conditions (including ADHD, autism, Complex Post-Traumatic Stress Injury (C-PTSI), Post-Traumatic Stress Injury (PTSI, also known as PTSD), long-term counselling and therapeutic support, including trauma-informed care.
- 6.61 A Labor Government will ensure there is publicly-funded legal representation available for all individuals appearing before Mental Health Review Tribunals, and the right to legal representation must be communicated by the legal representative to the individual before they appear before the Mental Health Review Tribunal, in a similar way to the role played by duty solicitors in the criminal justice system.
- 6.62 Labor will, in conjunction with other State, Territory, and Federal Governments, consider banning the sale of cigarettes and related harmful products to anyone born on or after 1 January 2030.
- 6.63 Labor in government will consider funding Queensland Health to deliver a mobile skin check scheme to increase access and frequency for regional Queenslanders. This new service will help alleviate pressure on already stretched regional Queensland medical resources.
- 6.64 Labor will increase government investment in transitional mental health support services to ensure that they are made available to all patients being discharged from acute mental health care.
- 6.65 Labor will impose restrictions on the sale of Food Grade Nitrous Oxide bulbs and canisters to ensure that they are only used for food and other associated appropriate purposes.
- 6.66 Labor affirms its commitment to equitable public health measures by supporting the reintroduction and consistent implementation of community water fluoridation across Queensland.
- 6.67 Labor recognises that decisions and funding for the delivery of statewide public health initiatives, including water fluoridation, are the responsibility of the State Government. Accordingly, Labor supports:
  - a) Returning control of water fluoridation decisions to the State Government.
  - b) Providing assistance to local governments, as water suppliers, through funding and implementation support to ensure all communities have access to beneficial levels of fluoride in drinking water.
  - c) Fluoridation as a proven, cost-effective public health measure that reduces the burden of oral disease across all socioeconomic groups.
- 6.68 Labor will deliver the programs Queensland needs to support experienced health practitioners to relocate to rural and regional Queensland. <sup>(9.36)</sup>
- 6.69 Labor will strengthen the Patient Travel Subsidy Scheme so regional, rural and remote Queenslanders can access essential health care (including reproductive health care) without financial barriers. We will deliver a true-cost model for travel and accommodation, streamline the application process, fast-track urgent health services, and provide post-travel aftercare and support to ensure patients return home with the care and assistance they need. <sup>(9.39)</sup>

- 6.70 Labor recognises that clinical over-investigation can be potentially harmful as well as incur unnecessary cost. Labor in government will ensure appropriate use of clinical investigations.
- 6.71 Labor will develop a comprehensive concussion strategy to better educate and protect the community, young people and sporting participants from concussion and related injuries. The strategy will be developed in consultation with relevant unions and stakeholder organisations and explicitly cover concussion education, legal liability and concussion policy. The strategy will identify and prescribe practical support for first responders including teachers, health practitioners and sports club officials.
- 6.72 Labor will ensure that combat sports in Queensland becomes subject to a regulatory regime, to bring Queensland into alignment with other Australian states.

### Enhancing Services for Specific Populations

- 6.73 Labor will partner with the Commonwealth, local governments and Aboriginal or Torres Strait Islander controlled community health organisations to improve health promotion, illness prevention, early detection and treatment services for Aboriginal and Torres Strait Islander peoples, to close the gap in health status and life expectancy between Aboriginal and Torres Strait Islander peoples and other Australians. Addressing a range of social determinants of health such as housing, employment, education and economic development will be central to this work as it will enhance environmental health, water supply and sewerage provision.
- 6.74 Labor will introduce integrated health checks in all Queensland Health and hospital services to promote early detection and effective, ongoing management of people at high risk of developing chronic diseases such as asthma, diabetes, cardiovascular and kidney disease and mental illness.
- 6.75 Labor commits to investigating how early intervention screening tools can be more accessible and affordable to Aboriginal and Torres Strait Islander peoples.
- 6.76 Labor recognises the importance of having culturally safe services and identified positions and commits to continuing and increasing access to these services and opportunities for Aboriginal and Torres Strait Islander peoples. Addressing a range of social determinants of health such as housing, employment, education and economic development will be central to this work, as it will enhance environmental health, water supply and sewerage provision and be central to reducing economic, social and health disparities between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.
- 6.77 Labor in government as a priority will,
  - implement a state-wide strategy requiring a whole society approach to preventing falls in and outside of hospitals, aged care facilities and other care facilities.
  - Increase funding for research, implementation, and evaluation of prevention strategies currently used in evidence-based practice.
  - develop and fund evidence-based community falls prevention strategies in the older population group and older First Nations population groups; and
  - encourage local governments to establish and sustain age-friendly communities that acknowledge older people and their lifestyle preferences and needs.
- 6.78 Labor in government will work with the Federal Government to continue to increase aged care capacity and consider new approaches to allow long stay patients to be discharged to appropriate care.

- 6.79 Labor welcomes the ground-breaking *Preventing Harm, Promoting Justice* report on so-called “ex-gay”, “reparative” or “conversion” pseudo-therapies. Labor opposes these practices and their underlying ideology, recognizing the harm that they cause, and will develop strategies to work with communities to prevent such harm and promote justice for lesbian, gay, bisexual, transgender, intersex and queer people affected by them.

Labor will ban conversion therapy which includes any practice or sustained effort with an aim to change, repress and/or eliminate a person’s sexual orientation, gender identity and/or gender expression undertaken by a professional practitioner. Labor will work with professional bodies to identify practitioners that promote or use conversion therapy and to eradicate the practice.

- 6.80 Labor will work with resource communities, the resources industry, and health and air quality experts to ensure that those living in proximity to resources developments are protected from air, noise and vibration impacts of extractive industry activities.

Further, Labor will mandate air quality monitoring in resource communities to ensure that air, noise and vibration impacts are maintained to equal or below best practice benchmarks in proximity to towns, communities and other land-uses deemed sensitive. Labor will mandate safe levels of dust in underground and aboveground mine sites with stringent monitoring and reporting mechanisms to prevent coal dust inhalation.

- 6.81 Labor will provide greater investment in Mental Health to grow accessible, culturally safe mental illness prevention, early detection and intervention services, and recovery orientated support services across all communities including newly arrived migrants, refugees, regional, rural and remote, Aboriginal and Torres Strait Islander peoples, those living without carer support, the homeless, Veterans, First Responders, farmers, drug dependant persons identified in normal emergency wards, those on remand, those in prison following sentencing, those held in custody and Lesbian, Gay, Bisexual, Transgender, Intersex and Questioning/Queer people. This will include a model for stepped care that includes self-help, peer-based and online services integrated with existing community to bed-based treatment services through clear treatment pathways, and provided by a mental health and/or social and emotional well-being health support workforce of clinical staff and staff with lived experience of mental illness. Labor acknowledges the impact of cross-generational trauma for Aboriginal and Torres Strait Islander peoples and will ensure these strategies take account of that history and personal experience across their communities. Young vulnerable people at high risk of self-harm require our particular attention. Labor will investigate the construction of facilities in regional areas similar to the replacement for the Barrett Centre to be built in the grounds of Prince Charles hospital. The investigation and planning of these new services will involve clients and their carers from the start.

- 6.82 Labor will adopt the principle of free health care in our Queensland public health facilities for asylum seekers, refugees, and holders of temporary compassionate visas.

- 6.83 Labor affirms its opposition to discrimination in all its forms. Within the first 100 days of coming to Government a future Labor Government will act to dismantle the ideological attacks on transgender and gender diverse young people taken by the LNP.

Labor will initiate a review to build a system for gender affirming care in Queensland that is codesigned with clinicians, patients and advocacy groups.

Labor will back appropriate and supportive pathways of care in consultation with families and carers.

- 6.84 Labor reaffirms its opposition to discrimination in all its forms. Accordingly, the government will conduct a review of the processes through which a child identifying as transgender is able to access appropriate hormone and support services by July 2019. The current system requiring the matter to be adjudicated by a court is both traumatising and expensive. Labor will consider alternative pathways, involving assessment and counselling from clinicians and qualified psychologists, in consultation with the individual and his/her family or carers, to allow professional, inclusive and less intrusive assessments to be made and appropriate treatment regimes to be engaged.
- 6.85 Labor supports the introduction of an Occupational Exposure Limit (OEL) for respirable coal dust (including mixed mineral coal mine dust) in line with international best practice.
- Labor supports amending section 89 of the *Coal Mining Safety and Health Regulation 2001 (Qld)* to mirror the OEL requirement.
- 6.86 Labor will enhance mental health services through a model of shared service provision and collaboration across government sectors, and between the non-government sector and the government sector that encourages open dialogue and collaborative case management and support.
- 6.87 Labor will develop comprehensive reproductive health services, including pregnancy counselling, post-natal infant care and fertility procedures, and increase the provision of termination of procedures in public hospitals, particularly for Queenslanders in regional and remote areas, and protect this information from online age-gating. Labor will develop and implement a public education campaign to promote reproductive health literacy and combat stigma.
- 6.88 Labor will work to improve the sexual health of all Queenslanders by implementing the Queensland Sexual Health Strategy 2016-2021 and further seek to achieve the national goal of ending HIV transmission by 2020 through improved clinical and diagnostic services, increasing access to testing, counselling and on-going support and by developing collaborative relationships with all relevant community based organisations, particularly those who represent the lesbian, gay, bisexual, transgender, intersex and queer/questioning community, and protect this information from online age-gating.
- 6.89 Labor will extend the current trial of subsidised access to Pre-exposure Prophylaxis (PrEP) throughout Queensland including in regional and remote areas. Labor will focus on at risk populations and will work with the federal government through a coordinated national health strategy to prevent HIV and to include Pre-exposure Prophylaxis (PrEP) on the Pharmaceutical Benefits Scheme.
- 6.90 Labor recognises the life-saving advances made over the past years which have now made HIV infection a chronic, manageable and non-fatal condition and congratulates the major medical, scientific and community-based effort to achieve this crucial step forward. However Labor is now aware of the growing cohort of Queenslanders ageing with HIV who are experiencing a range of unexpected, and in some cases, debilitating medical and social issues. Labor will ensure that Queensland Health and relevant community-based organisations, through collaboration and by funding relevant strategies, addresses the range of new issues including emerging medical problems, access to services and trained specialists, housing, social support and other needs, including supportive aged care services, and protect this information from online age-gating.
- 6.91 Labor will support safe and healthy communities through preventing and minimising alcohol, tobacco and other drug-related health, problem gambling, social and economic harms among individuals, families and communities. This will include adopting innovative practices and support structures that focus on early intervention, harm reduction, and prevention, and protecting this

information from online age-gating. Labor will ensure there is adequate publicly funded services for those who need to access treatment for alcohol, tobacco and other drugs and problem gambling, including specific and appropriate services for lesbian, gay, bisexual, transgender, intersex and queer/questioning people; Aboriginal and Torres Strait Islander peoples; people living in rural and remote areas.

6.92 Labor in government will:

- legalise the possession of small quantities of cannabis for personal use only;
- Implement a harm minimisation and harm reduction approach to drug use in Queensland including a diversion and health-based approach to personal use;
- Implement pill testing at fixed locations and festivals;
- Increase penalties for commercial-scale drug trafficking in Queensland;
- Establish a full review of Queensland's drug law enforcement approach to personal drug use and a cost/benefit of a diversionary approach.

6.93 The Labor State Government will work with other states and territories, and the Federal government to regulate the sale of vaping products, their packaging and attractiveness to young people, and consider the utility of the current prohibition on nicotine containing products, and develop enforcement mechanisms to specifically target the sale of vaping products to children.

6.94 Labor will implement specific harm-reduction and health focused programs aimed at young people in relation to recreational drug use, including pill testing at festivals, and protect this information from online age-gating.

6.95 Labor will implement a harm reduction and health focused diversion program as the primary course of action for offences involving the personal use of drugs, and protect this information from online age-gating.

6.96 Labor will provide specific harm-reduction and health focused diversion programs addressing problematic drinking, smoking and recreational drug use and problem gambling in the at-risk community, including lesbian, gay, bisexual, transgender, intersex and queer/questioning people, and protect this information from online age-gating.

6.97 Labor commits to significantly expanding drug and alcohol rehabilitation services across Queensland, especially to regional and remote communities.

6.98 Labor commits to the expansion of inpatient alcohol and drug detox beds across the state, prioritising regions with the highest unmet demand and ensuring integration with rehabilitation and community support services.

6.99 Labor will move to act to prevent the professional registration of any person who offers or proposes to offer reparative therapy as an approach to responding to same-sex attraction and/or gender dysphoria.

6.100 Labor in government will cover all aspects of gender affirmation care fully funded and delivered at Queensland Health gender clinics and health services as a matter of urgency. Labor will investigate ways to increase access to such services across Queensland, including regional and remote locations.

6.101 Labor in government as a priority will lift any restrictions on gender-affirming surgeries being performed in Queensland State hospitals and public facilities.

- 6.102 Labor will re-establish and expand access to publicly funded gender-affirming healthcare in Queensland using best practice health care principles and will be guided by the outcomes of the federal review conducted by the National Health and Medical Research Council to improve care and services for trans and gender-diverse people.
- 6.103 Labor will ensure that pre-hospital patient care will be an integral part of the Queensland health system model of care, coordinating relationships between the ambulance service and public and private health care providers.
- 6.104 Labor recognises the significant strain on mental health services for young people, children and youth across Queensland. Labor will continue to invest in services and initiatives to make care more accessible, including a campaign to attract psychiatrists to Queensland. Labor will also consider how to best boost the psychiatric workforce, including expanding trainee and graduate positions, and relocation subsidies or incentives.
- 6.105 Labor in government will continue reforms to improve access to abortion services and to provide more trauma-informed and patient-centred processes for minors.
- 6.106 Labor will support increased investment in health promotion programs for all types of diabetes and other obesity-related conditions.
- 6.107 Labor supports the introduction of new technology in healthcare, including Artificial Intelligence where such technology would not endanger patients, decrease the quality of care or push out dedicated workers in the sector. The introduction of this technology should be done in consultation with health workers and their union representatives.

## Chapter 7: Building Connected Communities

### LABOR VALUES

- 7.1 Building communities that are liveable requires foresight, good planning, and provision of the services that people need in their local area. The policy areas of planning, local government, housing, transport and communications have obvious interconnections and all contribute to the quality of lifestyle enjoyed by Queenslanders.
- 7.2 As we deal with the challenges brought by ongoing growth in Queensland, we need to ensure that people can easily access employment, whether they do so by travelling to work or by telecommuting. Good planning and infrastructure provision can make commutes to and from work faster and more efficient, leaving more time for Queenslanders to spend with their family. The provision of high speed broadband will enable Queenslanders to embrace more flexible work options and to work and access services from home.
- 7.3 The provision of the best possible transport and telecommunications infrastructure where and when it is needed can drive the economic growth opportunities of the future.  
  
Queensland residents and businesses benefit from a transport network that operates efficiently and moves people and goods quickly. The role of public transport is critical in connecting people with employment and recreational activities. Our communities will benefit from increasing the amenity of walking and cycling to become increasingly viable commuting options.
- 7.4 Labor has a vision for a Queensland where the integration of policy objectives in these areas is the first priority of government, not an afterthought.

### HOUSING

#### LABOR BELIEFS

- 7.5 Access to safe, secure and sustainable housing – a place to call home – is a basic right of all Queenslanders.
- 7.6 Government intervention, through direct provision of housing products and services, is required for those who are unable to obtain safe, secure and sustainable housing in the private market. Government directly influences private and community housing sectors through the development and implementation of housing legislation and policy that provides housing options, products, services and pathways for all Queenslanders.
- 7.7 Labor recognises that home ownership will continue to be a goal for many Queenslanders across the state. Labor supports this goal, including the development of specific housing products and services for low and middle-income earners.
- 7.8 Queenslanders that require access to public housing and other housing products and services should be able to access these wherever they live in the state.
- 7.9 Labor believes that public housing should not be subject to overcrowding, and should be fit for purpose: safe, secure, accessible, well-designed, sustainable and affordable.

- 7.10 Labor believes those in public housing deserve the dignity of being able to live in housing with the provision of adequate and equitable facilities, including those necessary to prepare food and maintain personal hygiene.
- 7.11 Labor believes that public housing in areas that experience temperatures that are potentially hazardous to the occupants' health and safety, should be required to have appropriate ventilation, heating and/or cooling to reduce exposure to extremes of heat or cold, to ensure that the building or structure is without risks to the health and safety of the occupants.
- 7.12 Labor believes that the persons who design and construct buildings and structures that are intended to be used as public housing must ensure, as far as reasonably practicable, that the building or structure is without risk to the health and safety of the occupants.
- 7.13 Labor believes that these buildings, structures, fixtures, facilities and/ or environmental measures should be monitored on a regular basis and maintained so as to be:
  - a) in good working order; and
  - b) safe and accessible.
- 7.14 In addition to current social housing programs, consideration should be given to temporary housing solutions that can be delivered quickly, eg. caravans, cabins etc. These facilities would need power, water, sewage and laundry facilities. These might be linked to existing caravan parks but not to the detriment of the tourism industry.
- 7.15 Labor acknowledges that where planning rules restrict the diversity or location of housing, supply can lag behind demand, contributing to higher housing costs and fewer choices for households on low to moderate incomes. Labor supports residential planning regulations that enable a greater mix of housing in well-located areas close to jobs, public transport, services, and amenities.
- 7.16 Ongoing effort must be made across government to reduce homelessness and reduce housing barriers for vulnerable groups. The focus of homelessness must be to support those at risk of experiencing or overcoming the issues that lead to homelessness. Labor believes government has a role in assisting people experiencing homelessness and other vulnerable groups to live with dignity. Labor will achieve this goal by, in addition to engaging with local communities, residents and representative groups to reduce homelessness, providing sufficient public housing, removing penalties for sleeping rough, and promoting greater access to new developments for vulnerable groups, and ensuring people who are sleeping rough are prioritised for safe accommodation. Local communities, residents and representative groups should be involved wherever possible in decisions relating to the planning, development, management and operation of public housing.
- 7.17 Labor believes that the establishing of an independent umpire for housing is important to ensure quality housing outcomes for all Queenslanders.
- 7.18 Labor recognises that homelessness is diverse and multifaceted. Labor understands that there is:
  - Primary homelessness, which is experienced by people without conventional accommodation;
  - Secondary homelessness, which is experienced by people who frequently move from one temporary shelter to another; and
  - Tertiary homelessness, which is experienced by people staying in accommodation that falls below minimum community standards.

Labor policies and programs should be aimed at reducing these categories of homelessness and the underlying systemic issues.

- 7.19 Labor recognises that causes of homelessness are multifactorial and complex. As such Labor commits to ensuring that when people who are experiencing homelessness or are at high risk of homelessness are placed in social housing, they are simultaneously provided with the wrap-around services that they need to address the circumstances that have led to homelessness.
- 7.20 Labor will investigate methods to provide warm, adequate showers and washing facilities for people experiencing homelessness, including the upgrading of existing public facilities for this purpose.

## LABOR PRIORITIES IN GOVERNMENT

- 7.21 Labor will work with relevant private and community service sectors, as well as other levels of government, to ascertain new and innovative ways of delivering service models that adequately address homelessness across Queensland, especially targeted at vulnerable persons such as women aged over 45, young people under 25, First Nations People and LGBTIQ+ Queenslanders, and to ensure appropriate education and training for Housing Queensland staff and funded frontline services.
- 7.22 Labor recognises housing as a human right and will enshrine this in the Queensland Human Rights Act. Labor will increase investment in public housing, develop a comprehensive home ownership and affordability strategy, review rental laws to improve security of tenure, and increase support for pensioners without housing.
- 7.23 Labor will enact reforms to laws relating to the private rental system to ensure that “notice to leave” is only provided to tenants when there is a true intention to end a tenancy and including minimum and maximum timeframes for provision of the notice. Further, Labor will work to reform the laws to ensure tenure ability for tenants by removing no-grounds evictions at the end of lease.
- 7.24 Labor in government will only invest in growth and infrastructure funds to unlock land for housing where there is a commitment by developers to deliver social and affordable housing.
- 7.25 Labor will take urgent action to address the housing crisis and commit to clearing the register of people waiting for public housing within two terms of government. To do this, a Labor Government will take measures including, but not limited to:
  - Making a substantial investment into public housing in inner city and city centre areas. This investment should include regional hubs like Gold Coast and Townsville, locating housing close to services and reducing urban sprawl.
  - Allowing first home owners and long-term public housing tenants to borrow directly from the government. This facility would offer a lower interest rate that could be adjusted to individual circumstances. A requirement of the lower interest would be that it’s your principal place of residence. The interest from these loans should be used to fund public housing investments.
  - Requiring all large developments to include the option of a percentage of publicly owned housing. The Government should mandate that all new developments of more than 10 lots require that the government have first access to a percentage to use as public housing.
  - Supporting Build to Rent developments in partnership with the private sector. The Government should expand its co-investment with the private sector to deliver build to rent developments that will provide rental security to tenants and put downward pressure on the private rental market.

- 7.26 Labor will enforce minimum rental standards, amend the Property Occupations Act to allow for the suspension or cancellation of licences of Real Estate agents with repeated breaches, and reduce tenants' reliance on lengthy QCAT processes by expanding proactive regulation and enforcement.
- 7.27 Labor will continue a comprehensive homelessness strategy with KPI's and targets to monitor the effectiveness of the policies implemented to address homelessness.
- 7.28 Labor in government will commit to invest in affordable housing through reputable private-public partnerships and push for contribution from State and Federal Governments Best Practice Principles.
- 7.29 Labor supports a ban of anti-homeless architecture and devices in public space design.
- 7.30 Labor in government will continue to support the Aboriginal and Torres Strait Islander Housing Queensland (ATSIHQ) as the primary provider of advice and direction on Aboriginal and Torres Strait Islander Housing matters. Labor will:
  - Continue to implement a dedicated Aboriginal and Torres Strait Islander Housing Taskforce, in collaboration with ATSIHQ and community representatives, to monitor the development and implementation of housing policies and strategies for rural and remote areas.
  - Allocate increased funding for the construction and maintenance of culturally appropriate, sustainable, and affordable housing projects in rural and remote communities.
  - Facilitate full participation of First Nations communities in the design and construction of housing that fulfils their cultural, social, and living needs.
  - Develop partnerships with local Aboriginal and Torres Strait Islander organisations and businesses to support the delivery of housing projects and create local employment opportunities.
  - Continue to support programs that enable First Nations peoples living in rural and remote locations to obtain employment in the housing, construction and maintenance industries. This will be achieved in cooperation between business, government departments and the trade union movement.
  - Facilitate access to low-interest loans, grants, and other financial assistance programs for Aboriginal and Torres Strait Islander individuals and families seeking to purchase or build their own homes in rural and remote areas.
  - Enhance infrastructure and essential services, such as water, renewable energy, and sanitation, in rural and remote communities to support the development of appropriate and sustainable housing.
  - Monitor and evaluate the effectiveness of housing policies and initiatives, with a focus on community satisfaction, housing quality, and long-term outcomes.

### Assistance to Tenants

- 7.31 Labor will continue to support all types of renters across the state by ensuring that there are legislative protections in place and avenues available to seek independent support, guidance and advocacy including right of appeal against listing on tenant databases.
- 7.32 Labor will work with all levels of government, the private and community sectors to develop a comprehensive housing pathway for Queenslanders.
- 7.33 Labor will continue to monitor and apply penalties in the Residential Tenancies Act for real estate agents who encourage and facilitate rent gouging by encouraging their landlord clients to unreasonably raise the rents of tenants.

- 7.34 Labor will introduce reforms to the laws relating to the private rental system including prescribed grounds for eviction to modernise the sector and provide better protections and balance between tenants, property owners and property managers.
- 7.35 Labor will enforce minimum rental standards, amend the *Property Occupations Act* to allow for the suspension or cancellation of licences of Real Estate Agents for repeated breaches, and reduce tenants' reliance on lengthy QCAT processes by expanding proactive regulation and enforcement.
- 7.36 Labor will introduce legislation that will provide additional consumer protection to older Queenslanders living in retirement villages. These changes will see fairer exit and reinstatement processes, as well as standard form contracts, giving residents peace of mind, and legal and financial security.
- 7.37 Labor will establish an independent Housing Ombudsman to provide a clear avenue for independent advice and assessment of any housing-related complaints

### Housing Liveability and Design

- 7.38 Labor recognises the limited access to suitable and secure accommodation for certain communities, in particular people with disabilities. Labor will research the extent and scope of this problem and tailor housing programs and develop accommodation types that recognise and cater to these specific needs as part of the Queensland Housing Strategy.
- 7.39 Labor in government will create a new position on the Board of Professional Engineers Queensland (BPEQ) Board for a Professionals Australia (PA) nominated representative.
- 7.40 Labor acknowledges that with an ageing population and the specific needs of people is changing the way we need to plan and design for future housing need in Queensland. Labor will continue to actively promote the adoption of Liveable Housing Design principles across the housing industry to achieve greater accessibility, universal design and energy efficiency in housing across Queensland.
- 7.41 Labor recognises the need to target housing for vulnerable women who may be experiencing domestic and family violence. Labor will continue to provide safe transitional and emergency housing, as well as affordable permanent housing for adults and children escaping domestic and family violence.
- 7.42 Labor recognises the need for housing across Aboriginal and Torres Strait Islander communities and commits to developing an Aboriginal and Torres Strait Islander housing strategy, identifying public housing stock in urban, regional and remote locations.

### Funding and Innovative Housing Finance

- 7.43 Labor will support the National Affordable Housing Agreement as the mechanism for ensuring that adequate Commonwealth and state funds are guaranteed for secure and affordable housing programs.
- 7.44 Labor will work with the private and community sectors, including the housing finance sector, to explore sustainable financing models that improve the affordability of housing across Queensland.
- 7.45 Labor will encourage financial institutions to provide finance for innovative housing development proposals.

- 7.46 Labor will partner with the private and community sectors to develop innovative housing solutions aiming at increasing housing across the state.
- 7.47 Labor will develop a range of packages that will support people to achieve their housing goals, whether it be to move out of home for the first time, enter the private rental market, purchase their own home or move into seniors living.
- 7.48 Labor will support moves to target home owners with assistance, tax relief mechanisms and similar grants towards low income households.

### **Housing Cost, Regulation and Development of Affordable Housing**

- 7.49 Labor will monitor the adequacy of stocks of serviced land throughout Queensland to avoid price escalation caused by shortages.
- 7.50 Labor will regularly review building codes and regulations, housing and development standards and private regulations through developer's covenants with a view to removing obsolete and inconsistent requirements that impose unnecessary costs without significantly enhancing amenities.
- 7.51 Labor will assist in the development of innovative housing projects using sustainable and liveable planning and design methods including improved energy efficiency standards.
- 7.52 Labor will amend legislation to provide affordable housing across the state in areas of housing need where planning changes and urban renewal permit redevelopment.
- 7.53 Labor recognises the need for social and affordable housing to be accessible to Queenslanders wherever they live. Labor will work with Local Government to legislate and implement inclusionary planning and inclusionary zoning requiring a minimum of 30% of residential developments to be set aside for social and affordable housing.
- 7.54 Labor will partner with and facilitate industry and public superannuation funds to facilitate the provision of affordable housing on previously unreleased State Government land through prudential investment of funds, and the extent of this investment is to be reported annually to members.
- 7.55 Labor recognises the need for social and affordable housing to be accessible to Queenslanders wherever they live. Labor will work with Local Government to implement inclusionary zoning that requires a minimum of 10% of all residential development to be set aside for social and affordable housing.
- 7.56 Labor will reduce further expansion and encroachment of greenfield housing developments into native bushland and wildlife areas by supporting and incentivising innovative well planned residential development in around established urban areas across Queensland.
- 7.57 Labor is the Party that introduced historic 50 cent fares to increase public transport patronage. To expand public transport patronage and reduce vehicle dependency on our increasingly congested roads, Labor will support Transit-Oriented Development planning reforms that will fast-track and streamline the approval and development of multi-dwelling medium density housing within short walking distance of all Queensland train stations, light rail stations, and major bus network hubs.
- 7.58 Labor in Government will work across portfolios to develop policy reforms to allow people who live in apartments and/or rent to have access to the clean energy, including onsite generated energy.

- 7.59 Labor will regularly review negative impacts on the supply of affordable housing for all Queensland tenants, including the impacts of short-stay accommodation and short-stay providers. Labor will publish a list of recommendations to improve the supply of housing for single persons and families seeking long term secure rental accommodation.
- 7.60 Labor recognises the need to create pathways to reduce the costs and delays that normally plague homebuilders. Labor supports innovative and forward-thinking housing policy such as a State government published Housing Pattern Book of architecturally designed housing being made available to the public at low cost. This initiative, in conjunction with a Complying Development pathway will allow the fast-tracking of the approval pathway for all newbuilds that are published in and brought from the Housing Pattern Book.

### Public Housing

- 7.61 Labor will increase the stock of public housing available for Queenslanders. When increasing this stock, Labor will seek locations which provide the greatest access to amenities and services for public housing residents.
- 7.62 Labor will increase the public housing stock through a combination of public tender and direct construction, acquisition through spot purchase, restoration and rehabilitation of existing structurally sound dwellings, and promoting redevelopment renewal programs.
- 7.63 Labor will use favourable market conditions for acquiring residential units and housing in Brisbane and other parts of the State to increase its stock of social and affordable housing to address the scourge of homelessness and housing stress in Queensland.
- 7.64 Labor will work towards the diversification of public housing by creating opportunity for social, affordable and mixed housing outcomes and by offering a range of products including no interest loans and appropriate support to long term tenants; as well as advocating for improved investment and goodwill from all levels of government to prioritise diversification of public housing stock.
- 7.65 Labor will continue to investigate opportunities to enter into innovative housing projects such as public private partnerships and joint ventures that deliver value to the people of Queensland.
- 7.66 Labor will ensure, where practicable, all new and existing public housing has increased access to renewables and energy storage to help Queensland reach its 50% renewable energy target by 2030.
- 7.67 Labor will improve how QBuild refurbishes publicly owned housing when properties become vacant, ensuring that the quality of publicly owned housing is enhanced.
- 7.68 Labor will, as a priority, invest in an increase of new adequate and appropriate social housing. This stock will include environmentally sustainable and cost-effective design.
- 7.69 Labor will reverse the LNP's "three strikes and you're out" social housing policy, noting the disproportionate impact on women and children victim-survivors of domestic and family violence and the high risk of victim-survivors becoming homeless and suffering harm. Labor will instead focus on increased provision of the amount of social housing with co-located wrap around supports, such as childcare, social work, legal, medical, well-being, mental health, disability, cultural and employment services to support safe and stable social housing tenancies and livelihoods.

- 7.70 Labor will invest in an increase of 30,000 new, adequate and appropriately built social housing dwellings by 2035.
- 7.71 Labor will, as a priority, ensure that families and individuals experiencing homelessness are offered emergency accommodation as soon as possible upon being identified by the Department of Housing. Labor will work to ensure that people experiencing homelessness have a safe place to stay while waiting for longer-term public housing to become available.

## TRANSPORT

### LABOR BELIEFS

- 7.72 Labor believes in a transport system that is:
- a public good, to be provided in the public interest to all Queenslanders, with community service obligation payments where necessary
  - safe for users and for those who build, operate and maintain it
  - sustainable, and considers environmental, social and health impacts
  - affordable and accessible for all members of the community
  - efficient, integrated, connected and reliable, and supports growth of the economy
  - well planned in consultation with the community, with corridors secured in advance of development
  - facilitates and contributes to the just transition to a low carbon economy
  - encouraging of walking and cycling as a commuting option through increasing the application of passive sun protection.

### LABOR PRIORITIES IN GOVERNMENT

#### Policy and Planning

- 7.73 Labor will deliver integrated regional transport plans in conjunction with regional land use plans in all urban areas across Queensland that is fit for purpose, encouraging economic growth and investment in all regional areas.
- 7.74 Labor will implement targets to increase public and active transport usage.
- 7.75 Labor will consider demand management measures where appropriate and equitable.
- 7.76 Labor will consider increased penalties for wilful damage to transport infrastructure, noting the safety and efficiency costs.
- 7.77 Labor recognises the particular vulnerability of public transport workers to physical assault and will improve safety and security. Labor will increase penalties for people found guilty of assaulting public transport workers.
- 7.78 Labor will ensure reliable and safe transport options for women in rural, remote and regional Queensland to access essential services, including health, education, legal, and support services. We will increase investment in community transport schemes, improve road safety and public transport connectivity.

#### Public Transport

- 7.79 Labor will maintain Queensland Rail and Brisbane Transport as vertically integrated, publicly owned providers of public transport services.

- 7.80 Labor will pursue improvements to the coordination and connectivity of the public transport system with the goal of reducing the inequality currently suffered by regional Queenslanders.
- 7.81 Labor will continue to strengthen and invest in Queensland's rail network delivering critical services to communities outside of SEQ.
- 7.82 Labor understands that faster rail will be a necessary component of our future public transport system. Labor will plan and preserve corridors for faster rail between major cities, such as Toowoomba.
- 7.83 Labor will investigate green hydrogen powered rail motor solutions to reduce carbon emissions and support the green hydrogen generating sector.
- 7.84 Labor will build an inner-city rail solution consistent with the Cross-River Rail capacity outcome as part of a broader vision to revitalise and transform rail services. It will increase frequency and provide more express services. It will also deliver new links, including to Flagstone, Ripley, Coolangatta, Maroochydore and through the North-West Rail Link along the Trouts Road corridor, consistent with the SEQ Connecting 2031 transport strategy.
- 7.85 Labor will extend Brisbane's world-class busway network, including completing the Eastern and Northern Busways, CoastConnect on the Sunshine Coast, and rolling out more high frequency routes and bus priority lanes.
- 7.86 Labor will complete the extension of the Springfield to Ipswich line and provide appropriate infrastructure to support the line's functionality.
- 7.87 Labor commits to building a new heavy rail line from Beerwah to Maroochydore and provide appropriate infrastructure to support the line's functionality.
- 7.88 Labor is proud of our record delivering Gold Coast Light Rail. We will deliver the public transport solution the Southern Gold Coast needs to address growth and reduce congestion, which includes assessing the feasibility of the Gold Coast Light Rail continuing from Burleigh to Coolangatta as planned.
- 7.89 Labor will upgrade public transport stops and station infrastructure to ensure safety, accessibility, amenity and additional park and ride facilities for those who use and operate the system.
- 7.90 Labor will begin the process of fast tracking the removal of level crossings in South East Queensland and in high priority locations in Regional Queensland by July 2024 with completion by July 2032. This work will be undertaken in accordance with the Queensland Procurement Policy and Best Practice Principles.
- 7.91 Labor will maintain public transport concessions.
- 7.92 Labor will continue to subsidise and improve public transport services, including in provincial centres, with a funding requirement being world's best practice by contractors.
- 7.93 Labor will ensure that all communities have access to affordable public transport services to connect them to the rest of Queensland, including TravelTrain, long distance bus and air services, negotiating with all stakeholders in regional areas with specific focus on the changing modes of employment utilised in Queensland.

- 7.94 Labor supports the implementation of flexible public transport options to increase active public transport usage in regional centres, to deliver better public transport services and ensure more productive use of state assisted transport funding.
- 7.95 Labor will release regular public reports against both performance measures and funding provided for all subsidised public transport services.
- 7.96 Labor will pursue the ongoing objective of frequent and affordable public transport across Queensland.
- 7.97 Labor understands public transport requires high frequency to be effectively used and appreciated by the community and will pursue effective minimum times between services.
- 7.98 Labor understands investment in public transport creates better spaces, better equity between different levels of income, a better minimum standard of living, and offsets expensive investment requirements to car dependent infrastructure.
- 7.99 Labor will consider extending the On Demand bus program to other areas.
- 7.100 Labor will investigate providing school bus services to school students whose school community has significantly changed the school day.

### **Taxis**

- 7.101 Labor will maintain regulation of the taxi industry to ensure it meets high standards of safety, service quality, responsiveness and accessibility.
- 7.102 Labor will consider options to enable competing taxi companies in a single market to cooperate where there is benefit for users.
- 7.103 Labor will investigate the use of taxis to provide public transport where other services are not viable.
- 7.104 Labor will roll out additional secure taxi ranks where required.
- 7.105 Labor will ensure that all taxi districts have adequate provision of wheelchair accessible taxis, including providing incentives for conversion, and it will implement a passenger lift fee.
- 7.106 Labor will regularly publish taxi performance measures where government subsidies are provided.
- 7.107 Labor will support investigating the inclusion of rideshare services in the Taxi Subsidy Scheme to increase reliability of service for people with disabilities who rely on the Taxi Subsidy Scheme for transport.

### **Active Transport**

- 7.108 Labor will expand the dedicated cycling network along key corridors, including disused rail lines, and ensure that active transport facilities are included in all new and upgraded roads.
- 7.109 Labor will pursue measures to ensure end of trip facilities are included in new buildings where appropriate, to encourage active transport.
- 7.110 Labor will encourage greater use of public and active transport for school travel.

- 7.111 Labor will investigate the implementation of shading at key pedestrian waiting points and the viability of shaded pedestrian walkways as a complementary transport and recreation system.

### Freight

- 7.112 Labor will implement strategies to increase mode share for rail freight on defined strategic rail freight networks.
- 7.113 Labor understands there is community concern regarding coal dust adjacent to rail corridors in Brisbane.
- 7.114 Labor supports an independent, scientific review of mitigation treatments and will implement best practices and support further technological improvements in this area.
- 7.115 Labor supports consultation with the relevant industry, union and community groups as the coal industry grows in Queensland.
- 7.116 Labor will develop and publish a plan for the progressive priority upgrade of the North Coast Rail Line, to improve safety, efficiency and reliability.
- 7.117 Labor will support construction of the Toowoomba Second Range Crossing and Gowrie to Grandchester rail line, with other levels of government and the private sector.
- 7.118 Labor will invest in removing conflicts between passenger and rail freight movements where they share the same corridor.
- 7.119 Labor will enable construction of the Surat Basin Railway with appropriate provision for its potential future role as part of an inland railway.

### Roads

- 7.120 Labor will plan, design and build roads which are fit for purpose, future-proofed, and to standards which meet the needs of road users and the wider community.
- 7.121 Labor understands that road infrastructure is critical to sustaining regional and rural communities and will therefore ensure that a fair proportion of road funding is allocated to regional Queensland.
- 7.122 Labor will always engage in public consultation and integrated planning approaches, to new road works.
- 7.123 Labor will ensure that environmental and economic impacts are properly considered in the planning of future roads and existing road upgrades.
- 7.124 Labor will continue to provide fair and just compensation for private property owners directly and adversely affected by road construction.
- 7.125 Labor will develop and publish a plan for the progressive priority upgrade of the Bruce Highway and the construction and upgrade of other major roads which will unlock Queensland's, and support the state's, economic potential, such as the Warrego Highway, the Toowoomba Second Range Crossing, the Ipswich Motorway, and roads which support and maintain Queensland's regional economy.

- 7.126 Labor will review and consider reforms to calculating motor vehicle registration.
- 7.127 Labor will make early plans for potential future transport corridors to provide more confidence to local land owners and potential investors. This will be done in consultation with Local Government and communities.

### Safety and Security

- 7.128 Labor in Government will develop safety and accessibility in design standards for pedestrian access for implementation surrounding important community locations. Locations such as Public Transport nodes, Hospitals, Schools, and Major entertainment venues. These accessibility standards will be used to assess and inform all tiers of Government on the need to have seamless connectivity to important community locations. The target of such pedestrian connectivity policy will be 2032 to provide legacy infrastructure post the 2032 Games.
- 7.129 Labor will trial mobile cameras to monitor school crossing hot spots where crossing supervisors have had close misses or injuries from vehicles not stopping.
- 7.130 Labor will expand the coverage of security services and officers across the public transport network to improve safety for users, constructors, operators and maintainers.
- 7.131 Labor will regulate the hours of work for train crew to ensure safety and investigate regulation of hours of work for other transport operators.
- 7.132 Labor will maintain and strictly enforce chain of responsibility legislation for the trucking industry and implement a regulatory system to provide adequate and ongoing training to heavy vehicle operators to an accredited standard.
- 7.133 Labor will prioritise and progressively deliver grade separations and other safety measures at rail level crossings.

### Maritime

- 7.134 Labor will work closely with the Australian Government to ensure the highest standards of safety and environmental protection at sea.
- 7.135 Labor will continue to roll out infrastructure improvements for recreational boat users.

### Australian Government

- 7.136 Labor will lobby the Australian Government to provide increased transport funding for Queensland based on the decentralised nature of the state and to reduce congestion, with a particular emphasis on the Bruce Highway, Gold Coast Light Rail, Cross River Rail, the Pacific Motorway, Ipswich Motorway and North Coast Rail Line, without asset recycling.
- 7.137 Labor will lobby the Australian Government to maintain the Road Safety Remuneration Tribunal as an important safety initiative and in the absence of Commonwealth regulation pursue enhanced State Government regulation to provide for safe rates in the transport industry in Queensland.
- 7.138 Labor will encourage the Australian Government to proceed with a premium performance and 21st century alignment of inland rail through to Brisbane.

- 7.139 Labor will encourage the Australian Government to include purchase of public transport tickets in salary packaging arrangements.

## INFORMATION AND COMMUNICATIONS TECHNOLOGY

### LABOR BELIEFS

- 7.140 Labor supports the provision of a National Broadband Network that will underpin the digital economy in Queensland by providing high speed broadband services for residential and business use. These services will:
- future proof broadband infrastructure in terms of increased speed and increased demand
  - provide broadband services on an equitable basis regardless of where people live, the socio-economic status of their suburb, or regional location
  - support telecommunications competition reforms that provide multiple service providers open access to broadband infrastructure
  - provide sufficient bi-directional bandwidth and quality of service to effectively deliver real time services for health, education, broadcasting and business use.
- 7.141 Labor recognises that the inclusion of all sectors of the community in the digital economy must be a key element of plans to tackle unemployment and underemployment and to create a thriving economy. Digital technologies and the NBN open up new employment opportunities by enabling the formation of micro-businesses, social enterprises and e-traders, throughout the whole state.
- 7.142 An efficient, integrated communications network underpins the delivery of government, business, health, education, transport, electricity and information services.
- 7.143 Broadband access and internet services should be available on an equitable and affordable basis.
- 7.144 Labor reaffirms its commitment to open government based on citizen-focused services and accessible, transparent data.
- 7.145 Labor believes all infrastructure and assets that are owned by government entities (including electricity distributors) and are used to provide telecommunications services should remain in public ownership.

### LABOR PRIORITIES IN GOVERNMENT

#### Connected Communities

- 7.146 Labor supports the formation of community and industry alliances to aggregate demand and funding for networks that extend the reach of the NBN in regional Queensland. Labor also encourages major telecommunications carriers, electricity transmission providers and road and rail authorities to cooperate in the development of open access fibre optic and wireless communications infrastructure.
- 7.147 Labor proposes that a Digital Economy Strategy should support:
- the creation of Connected Neighbourhood Charters and funding partnerships for developing regional digital “blueprints” or “masterplans”
  - inclusive and affordable access to digital technologies, devices and services for low income earners or unemployed people who most need to access new employment and skills opportunities

- investment programs in ICT research and development.

7.148 Labor supports and encourages initiatives that:

- foster innovation in sectors including the creative industries, tourism, and online provision of goods and services, as well as the development of intelligent transport systems
- promote digital inclusion, ensuring that all residents can access the online services, technologies, applications, content and information that they need to engage in the digital, connected community
- improve the health and safety of communities through better coordination of health, fire and emergency, police and volunteers in times of community crisis such as natural disasters.

7.149 Labor will seek from telecommunications carriers Community Service Obligations that guarantee the availability and quality of voice, broadband, mobile phone and payphone services, and reliability, connection and repair times.

7.150 Labor will seek further opportunities to unlock Queensland Government telecommunication assets to improve access to digital capability for Queenslanders, particularly those in regional and remote communities.

7.151 Labor commits to investigating the development of open-source digital infrastructure, including a secure Queensland Government digital identity platform and foundational services, to reduce dependence on monopolistic foreign-owned technology providers.

### Participation in the Digital Economy

7.152 Labor supports services designed to make government data available to the public, in line with the principle recognised in the *Right to Information Act 2009 (Qld)* that government data is a public resource that should, by default, be available for access and reuse. Government data (such as meteorological, geosciences and agricultural data) should be:

- provided under permissive copyright licences such as Creative Commons
- made available in open data formats that facilitate reuse and are not locked into a specific product or technology
- provided in a computer-readable form so that it can be analysed or used to create new applications and services
- supplied with relevant metadata (for example, date of creation, author, keywords).

7.153 Labor supports efforts to ensure that a range of members of the community, which is as broad as possible and specifically includes people with disabilities and carers, has affordable access to up to date computing and communication services, including through public libraries, schools and community organisations.

7.154 Labor is committed to ensuring that websites, digital content and services are designed in compliance with accessibility standards so that the widest range of people (including those with impaired sight, hearing or mobility) can readily access the internet, use government services, locate information, communicate, and engage in transactions online.

7.155 Labor supports the strengthening of privacy protections using legal, technical and administrative safeguards for individuals in the online environment, through prohibitions on intrusion by government and business into individuals' personal privacy.

- 7.156 Labor supports the coordinated delivery of citizen-focused healthcare services by private, public, community and national providers, supported by access to electronic patient and provider data, and health information services.

### Investment and Training in the Digital Economy

- 7.157 Labor believes that a central agency should review and advise on the procurement of government ICT, ensure that duplication, wastage, delays and inefficiency are eliminated, and through improvements in government service delivery maximise the overall financial value and benefit of ICT to the community.
- 7.158 Labor believes that an appropriately skilled workforce is required for growth of the digital economy. Labor supports the development of a workforce strategy that will:
- ensure appropriate courses are available in schools, Adult Education and TAFE
  - develop industry-based training and mentoring programs (including within public sector agencies) designed to enable IT graduates to gain industry experience
  - provide increased opportunities for training for teachers in the application of ICT in learning and teaching, to enhance their capacities to teach ICT literacy and skills.

## LOCAL GOVERNMENT

### LABOR BELIEFS

- 7.159 Labor reaffirms its commitment to the principles of local government, namely:
- transparent and effective processes and decision-making in the public interest;
  - sustainable development and management of assets and infrastructure and delivery of effective services;
  - democratic representation, social inclusion and meaningful community engagement;
  - good governance; and
  - ethical and legal behaviour of councillors and council employees.
- 7.160 Local government is the level of government closest to the community. Every day it affects the lives of Queenslanders – our local services, where we live, and the look and feel of our communities.
- Local government decision-making must be open and inclusive of local communities. Labor supports the use of technology in supporting transparency of local government processes and decision-making.
- 7.161 Local government is a genuine partner in the Australian governmental system.
- 7.162 The potential of local government is best realised when the roles and responsibilities of local government are constitutionally recognised.
- 7.163 The State Government has a responsibility to consult with local governments on matters that affect local communities.
- 7.164 Labor will ensure that local government elections are conducted in a fair and democratic fashion.
- 7.165 Local governments should be adequately resourced to ensure they can fulfil the functions required of them by the State Government and by local residents. Where funding is provided by State

Government, resourcing should prioritise in-sourcing (i.e. through direct employment and without outsourcing) wherever possible.

- 7.166 The State Government has a responsibility to ensure that the state has a system of local government that is efficient, effective and accountable, and that provides fairness and equity for local government employees.
- 7.167 Aboriginal shire councils and Torres Strait Island-based councils have extra-ordinary obligations to their constituents and require particular support from the State Government to meet the intent of the principles and objectives of the Social Justice for Aboriginal and Torres Strait Islander peoples.
- 7.168 Local governments should maintain a competent permanent workforce at all levels to ensure continuity of operation and the most efficient and effective provision of local government services.
- 7.169 Local government utilities such as water supply, sewerage, waste management and transport should not be privatised or contracted out. Local government water retail and distribution should continue to be wholly operated by local government and owned by the people.
- 7.170 Local governments must ultimately be accountable to their electors for their activities. A Labor government in Queensland will refrain from interfering in local government operations unless there is evidence of gross mismanagement, illegal activity or the council has acted outside its powers under the relevant Acts.

## LABOR PRIORITIES IN GOVERNMENT

### Structure, accountability and operation of Local Government

- 7.171 Delivery and management of local government services such as (but not limited to) libraries, customer service, planning, local laws and accounts should not be privatised or contracted out. Local government services should continue to be delivered directly by local government employees and with a commitment to supporting the local community.
- 7.172 Any services or utilities which would otherwise ordinarily be delivered by local government but are required to be delivered by private entities should be obliged to report against the same transparency and accountability requirements as local government for the delivery of those services.
- 7.173 Local governments are, more often than not, the first to respond to natural disasters. Labor sees local governments as a key partner in emergency management.
- 7.174 Labor believes local government's important role must be recognised, supported and funded, including for clean-up and reconstruction efforts, as well as being part of discussions with the Federal Government in terms of natural disaster funding distributions and mitigation.
- 7.175 Labor will maintain the recognition of local government in the *Constitution of Queensland 2001 (Qld)* and guarantee the continuation of a local government system in Queensland.
- 7.176 Labor will promote and facilitate regular discussion, consultation and negotiation with local governments.
- 7.177 Labor will allow local government autonomy over matters that are the province of local government.

- 7.178 Labor will formalise regular meetings with representatives of the Local Government Association of Queensland, the Aboriginal Local Government Association of Queensland, unions of employees and relevant State Government departments.
- 7.179 Labor will implement coordinated planning models for Aboriginal and Torres Strait Islander communities' programme funding and reporting. These plans must engage with all government agencies, as well as community organisations and councils, and include effective reporting timeframes and consultation.
- 7.180 Labor will ensure local government electoral laws are fair and equitable, that electoral boundaries are appropriate to the communities they serve, and that these boundaries are based on a 'shared community of interest'. Labor is committed to full or compulsory preferential voting in divided LGAs, and proportional representation in multi-member systems (undivided LGAs).
- 7.181 Labor will commission an Independent review of the current Brisbane City Council (BCC) electoral system to determine its effectiveness in ensuring election results reflect popular will, and that the system ensures popular mandates for elected representatives.

Such a review will take into account all stakeholders, and consider replacing Optional Preferential Voting with Compulsory Preferential Voting as a means to ensure BCC Councillors and Mayor command the support of a majority of formal voters in the Wards or City they represent.

The Independent review will also consider the appropriateness of ten three-member multi-member constituencies using proportional representation in BCC.

The Independent review will be tasked to provide the Government a recommendation as to the most appropriate system for the BCC.

- 7.182 Labor will introduce compulsory preferential voting (CPV) for Queensland local government elections to improve democratic representation and voter clarity.
- 7.183 Labor will review the current system of divisions or wards for local government to determine their value or usefulness in ensuring good governance and that such a review will consider removing local government divisions in favour of an 'at-large' vote for all councillors using proportional representation to ensure a good cross-section of councillors representing the diversity of interests in a local government area.
- 7.184 Labor will provide for an independent review process of local government size and boundaries to ensure that existing configurations of councils are appropriate for the communities they serve.
- 7.185 When proportional representation for such council elections is implemented, Labor will seek to replace by-elections by appointing through count back an unsuccessful candidate who is willing to accept the appointment. (Count back is where the vacating councillor's ballot papers only are distributed amongst un-elected candidates only. The candidate receiving the most votes is appointed to the vacancy.)
- 7.186 Labor will review the current system of donations to local government candidates with consideration given to introducing public funding and expenditure caps as a means to ensuring greater transparency and maintaining fair and competitive elections.
- 7.187 A single future term of local government shall be reduced to three and a half years to ensure local and state fixed 4-year elections are not in the same calendar year.

- 7.188 Labor will ensure that the wages and conditions of local government workers are fair and protected by ensuring that local government industrial relations regulation remains in the Queensland jurisdiction.
- 7.189 Labor will provide for appropriate remuneration to elected members of local councils for the time they have spent in service.
- 7.190 Labor will protect the right of Crown and statutory authority employees to nominate for local government elections.
- 7.191 Labor will legislate to ensure that public sector and local government employees who nominate for election to state or federal parliament or local government are entitled to a leave of absence to pursue their election and if it is necessary for them to resign their employment for constitutional reasons in order to seek election and they are not elected, to be reinstated without loss of continuity.
- 7.192 Labor will maintain fixed, four-year terms for local governments. Casual vacancies, except in the final year of term, should go to by-election.
- 7.193 Labor will require a Pecuniary Interest Register be maintained by all local government authorities and will extend public disclosure requirements for State Government candidates to include local government candidates. Such a register must contain the dates, amounts and sources of political donations.
- 7.194 Labor will amend legislation to ensure that councils are open and accountable, ensuring that Right to Information principles apply to all local governments including Brisbane City Council.
- 7.195 Labor will require that meetings of local government and their committees are recorded via text, sound and video. These recordings will be available to the public within 24 hours of the meeting and will remain accessible to the public.
- 7.196 Labor prefers council ownership and council management of local government public utilities, particularly water and sewerage. Where council assets have been transferred to public corporations, Labor expects that councils should always retain responsibility through mandatory occupation of governing board positions. Councillors should occupy governing board positions commensurate with a council's level of equity in corporatized utilities. Consistent with retaining these responsibilities, the Energy and Water Ombudsman (OWOQ) should also be empowered to be able to investigate and if necessary, make orders and award compensation against shareholding councils of water distribution retail entities in service delivery disputes.
- 7.197 Labor believes that democratic control and accountability over water distributor-retailer authorities by the government ensures water security for communities, better industrial conditions for workers, and lower water rates for Queenslanders. Labor will work towards delivering on the above objectives for the people of Queensland. In doing so, Labor will consider options such as investigating taking ownership and departmental control and rights to first refusal.
- 7.198 Labor will work actively with employers to address disability workforce shortages, particularly in rural, regional and remotes areas, by supporting improved remuneration and conditions for disability workers, and investing in increased training and development initiatives. (8.281)
- 7.199 Labor will require all tendering for council services and projects to be subject to open advertising/assessment processes. The principle of best value for money should be the prime criteria for assessment.

- 7.200 Labor will continue to support the use of council day labour in preference to the use of contractors for disaster recovery and reconstruction work. Further, Labor will support the permanent funding of such work through the Federal Natural Disaster Relief and Recovery Arrangements (NDRRA).
- 7.201 Labor will support the use of council plant and equipment in preference to the use of contractors for disaster recovery and reconstruction work where it shows value for money.  
  
Further, Labor will support the permanent funding of such work through the Federal Natural Disaster Relief and Recovery Arrangements (NDRRA).
- 7.202 Labor will continue to advocate on behalf of Queensland communities for national Natural Disaster Relief and Recovery Arrangements funding model that maintains the current level of federal and state funding and provides a greater focus on mitigation and resilience.
- 7.203 Labor will support forms of burial which have minimal environmental impacts including forest burial and continuing to encourage local government authorities to ensure the availability of natural bushland as natural (green) burial sites.
- 7.204 Labor will support, both financially and logistically, all Queensland local governments to provide a Food Organics, Garden Organics collection system where practical.

## Finance

- 7.205 Labor will continue to provide an adequate level of funding to assist local authorities to perform their functions, particularly in the area of capital works for water, sewerage, drainage and roadworks projects and major sporting and recreational facilities.
- 7.206 Labor will ensure local government has access to low cost loans through such instrumentalities as the Queensland Treasury Corporation.
- 7.207 Labor will provide incentives to local governments to pursue innovative and environmentally sensitive infrastructure projects.
- 7.208 Labor will assist local governments in resourcing activities related to the responsibilities that the State Government has delegated to local governments.
- 7.209 Labor will provide incentives for local governments to introduce policies and practices that facilitate a better balance for employees between work and family life.

## Community Development and Participation

- 7.210 Labor will ensure local government continues to maintain responsibility for provision of key community and development services, including libraries, planning and inspection services (e.g. plumbing, building).
- 7.211 Labor will ensure community participation in local government matters through formal consultative processes.
- 7.212 Labor will require local authorities to practice genuine community participation in local government decision-making through development and application of community engagement frameworks based on the core values of the International Association for Public Participation (IAP2).

- 7.213 Labor will require local authorities to use their community engagement frameworks to ensure services are developed responsive to different cultural values and expectations.
- 7.214 Labor will support and encourage local governments to provide and maintain an appropriate public transport system.

## URBAN AND REGIONAL PLANNING POLICY

### LABOR BELIEFS

- 7.215 Labor believes effective urban and regional planning is critical to Queensland's liveability, sustainability and prosperity. We believe in a planning system that is:
- fair and flexible, to effectively manage the challenges of urban growth and rural decline
  - open and accountable, to ensure communities and neighbourhoods can fully participate in the planning and development decisions that affect their local areas
  - integrated and efficient, to ensure confidence and certainty of decision making
  - future focussed, with an emphasis on long-term strategies that deliver sustainable development
  - grounded in local communities, to recognise and support the central role of local government in land-use planning and decision-making.

### LABOR PRIORITIES IN GOVERNMENT

#### Advancing our Cities Agenda through Inter-Governmental Collaboration Opportunities

- 7.216 Labor will play a critical role in setting and coordinating the delivery of the Queensland Government's Cities Agenda, to work towards better alignment of local, state and national priorities to influence and reflect the development of 'City Deals' between the Australian Government, Queensland Government and relevant local governments.
- 7.217 Labor will facilitate and foster genuine collaborative partnerships across all levels of government the private sector and the community, through the adoption of 'City Deals' or similar instruments, to capitalise on strategic advantages and opportunities in each city promoting new investment, economic growth and prosperity.
- 7.218 Labor will recognise the importance of our cities and regional centres to the economic and social fabric of Queensland, through a forward-thinking cities agenda focused on the integration of land use planning, innovative infrastructure financing options and productivity aimed at eliminating bottlenecks, building capacity and boosting productivity as a way to facilitate economic and jobs growth.
- 7.219 Labor recognises that if we want our cities to reach their full potential and compete with their global counterparts, then we need to invest in society by transitioning to a knowledge based economy, and ensuring liveable, sustainable and well-designed communities.
- 7.220 Labor will encourage the Australian Government to restore the Major Cities Unit and re-engage with the National Urban Policy, particularly in terms of supporting strategic trunk infrastructure investments, providing evidence based policy through "State of Australian Cities" reporting to assist makers and championing urban design excellence.

## Ensuring Growth delivers Liveability, Sustainability and Prosperity

- 7.221 Labor will restore a balanced planning system that is focussed on the three core objectives of liveability, sustainability and prosperity.
- 7.222 Labor will maintain and strengthen the nexus between land-use planning and infrastructure planning, so that infrastructure and essential services are in place as communities grow.
- 7.223 Labor will ensure planning considers the full range of needs for community formation, including sufficient land supply for residential, employment, retail, educational, community facilities and open space uses.
- 7.224 Labor will enshrine that urban design and development includes public and active transport infrastructure supporting more compact and walkable communities.
- 7.225 Labor will develop and implement healthy planning principles that recognise the important link between community design and health outcomes.
- 7.226 Labor will establish planning principles for including pedestrian shade structures in new commercial and public buildings and major commercial and public building refurbishments.
- 7.227 Labor will establish appropriate protections for sites with national, state or local heritage values.

## Supporting Integrated and Strategic Planning

- 7.228 Labor will deliver for each region of Queensland new statutory regional plans that effectively integrate land-use planning and infrastructure planning.
- 7.229 Labor will publish regular reports, supported by measurable data, on the progress of implementing each regional plan, as well as on their social, economic and environmental impacts and benefits.
- 7.230 Labor will establish genuinely consultative and collaborative decision-making structures that ensure local government and local communities can participate effectively in the process of regional planning.
- 7.231 Labor will work with local government to ensure that planning schemes appropriately respond to the risks posed by natural disasters and climate change as well as support communities to transition to a low carbon economy.
- 7.232 Labor will genuinely integrate the state's referral agency jurisdiction through a reformed single assessment agency function.
- 7.233 Labor will appropriately consider local government planning strategies for the use of Crown land.
- 7.234 Labor will ensure that all applications for resource developments are subject to a social impact assessment process to ensure that such developments proceed in a socially responsible and sustainable manner.
- 7.235 Labor believes that public scrutiny of, and the right to object to, resource and urban development proposals is an important part of an open, transparent and accountable democracy. Labor will maintain statutory notification rights and public objection rights for resource and urban development proposals.

- 7.236 Labor will implement administrative arrangements that ensure the Department of Infrastructure and Planning is the principal planning agency of government.
- 7.237 Labor in government will investigate instituting a Chief Engineer for Queensland. It is suggested that the Chief Engineer provide expert advice to the Coordinator-General to ensure professional engineering advice guides and support complex projects.

### **Delivering Effective Urban Growth Management for South-East Queensland**

- 7.238 Labor will deliver a planning approach based on “smart growth” principles, including focussing development around activity centres, employment corridors, and public transport hubs.
- 7.239 Labor will make strategic government land available for transit-oriented development in areas near major rail and busway stations, where this does not compromise future corridor needs.
- 7.240 Labor will continue to refocus Economic Development Queensland with a strategic government land organisation that works to address the challenges of housing supply, housing affordability and housing choice.
- 7.241 Labor will protect and enhance South-East Queensland’s green space through retaining a statutory urban footprint.
- 7.242 Labor will ensure the protection and enhancement of the Moreton Bay-Sunshine Coast Northern Inter-Urban Break as a significant green break between two major urban regions.
- 7.243 Labor will prioritise development in areas serviced by existing public transport, while ensuring that new development is in appropriate locations that respond to community expectations.

### **Providing Better Planning for Regional and Rural Queensland**

- 7.244 Labor will support rural and regional local councils to undertake planning that responds to the diverse needs of their local communities.
- 7.245 Labor will recognise the geographic decentralisation of Queensland and support planning for the further regionalisation of government services and agencies.
- 7.246 Labor will support rural, regional and peri-urban councils to examine strategic regional growth issues, including lot sizes, land fragmentation, rural–urban interface issues and the preservation of strategic and good quality agricultural land.

### **Ensuring Transparent and Accountable Development Assessment**

- 7.247 Labor will review the *Planning Act 2016 (Qld)* to further embed the best practice model developed by the Development Assessment Forum.
- 7.248 Labor will expand the use of online tools that support community understanding of planning and development assessment, including integrated mapping, online lodgements, and new engagement tools.
- 7.249 Labor will explore opportunities for using new technologies in assessing development proposals, including use of 3D tools.

- 7.250 Labor will maintain and defend the “own costs” jurisdiction of the Planning and Environment Court and ensure submitter appeal rights.
- 7.251 Labor will maintain and defend adequate funding for independent, community-based planning advice and advocacy organisations, such as the Environmental Defender’s Office.
- 7.252 Labor believes that to promote transparency in planning and for the community to fully participate in the planning process, information about council decisions and conditions must be freely and readily available, with the exception of genuine financial and commercial in confidence data. Sections 53 and 68 of the Planning Act 2016 (Qld) will be reviewed with the intention of strengthening public notification requirements to ensure the community is fully informed of the implications of developments, and further limit the use of "minor change" avoidance of notification.
- 7.253 Labor supports councils to negotiate infrastructure agreements that implement or further planning goals already outlined in local and city plans. Labor believes when infrastructure agreements are finalised these agreements should immediately be publicly accessible and freely available to the community.
- 7.254 Labor supports councils to place conditions on developments that ensure they meet community expectations and comply with local and city plans. Labor believes all documentation submitted by developers in response to a condition of development should be publicly listed in a timely way and be freely available and accessible to the community.
- 7.255 Labor believes local and city plans should provide local residents and developers with confidence about how cities, suburbs and neighbourhoods may grow and what types of developments will be approved in the future. Labor in Council will ensure outcomes and criteria used in plans are unambiguous so the community and developers can have confidence in what is and what is not acceptable outcomes for development.
- 7.256 Labor recognises the growth of strata living and schemes in Queensland and will consider reconstituting the current Community Titles Legislation Working Group under the Attorney-General as a permanent agency.
- 7.257 Labor will conduct an independent review into the ongoing suitability of private building certification in Queensland. This review will consider as part of its scope the benefits and risks of both private certification and certification as a function of Local and State Government. It will consider how the current regime impacts on Asbestos demolition, impact on amenity and liveability of local suburbs.

## **LABOR IN BRISBANE CITY COUNCIL**

The Brisbane Labor team has a strong vision for Brisbane, a vision for a city where the community comes first.

Labor has a strong track record in local government and a proud legacy left by Mayors and Councils who transformed Brisbane.

Labor Councils led by Clem Jones transformed Brisbane into a modern capital city with parks, gardens, sewage services and Brisbane’s first planning scheme. Jim Soorley’s progressive policies around waste, transport, community facilities, council services and reconciliation took Brisbane into the 21st century.

Labor built Malls, introduced City Cats, built our first bus bridge and built the Powerhouse as a cultural icon. Under Labor, local jobs were secure and residents were always the centre of service delivery in Council. Labor has led real change in our city.

The LNP has been in charge of City Hall for more than two decades now, and every year that goes by residents are paying more and more in rates and getting less and less in return. Residents deserve value for their rates in services around Brisbane, safe and secure communities around Brisbane, and housing and development that supports people from all walks of life around Brisbane. All they get in return from the LNP are rorts, cost blowouts from poorly managed projects and millions of dollars spent on self-promotion.

From ending the rorts in City Hall; revitalising our forgotten suburbs; backing safe, secure, and permanent local jobs for Brisbane workers; fighting climate change; protecting our natural assets; or ensuring residents have access to a safe, secure home; Labor has your back.

### Value for Money

7.258 A Labor Council will get back to the basics. For too long the LNP Council has prioritised themselves, over the people of Brisbane. Council can be a powerful partner to the people of Brisbane, investing where it matters the most. Better footpaths and parks, waste management to reduce costs, decent public transport and investing in community facilities will all come at the expense of City Hall rorts, waste and mismanagement.

### Jobs

7.259 A Labor Council will focus on safe and secure jobs for the people of Brisbane. While the LNP continues to contract out and casualise Council's workforce and snub local manufacturing jobs, Labor will bring ongoing Council work back in house, and ensure Council assets like buses and playgrounds are built here, by local workers. Labor will also prioritise the safety and security of Brisbane City Council's frontline workers, who have been long forgotten by the LNP.

### Housing

7.260 A Labor Council will take real action on the housing crisis, in order to ease the burden for Brisbane residents and families. Labor will strive to ensure there is certainty of affordable access to housing for all residents through a variety of measures. Priorities will include investigating direct investment alongside community housing providers, proactive and practical zoning changes, developing a clear definition of 'affordable housing' in Council's planning process with mandatory requirements for some developments, more incentives for affordable housing, council fees and rates discounts for affordable housing providers, taking a humane and compassionate approach toward rough sleepers in public spaces, and increased financial support for organisations fighting homelessness and housing issues. These are a few of the actions which will all be explored, nothing should be off the table.

Labor in Council will also lobby the State and Federal Governments for more investment in social and affordable housing in Brisbane, given we are home to nearly 1.4 million residents. Brisbane Labor also believes the majority of post Olympic Village housing should be affordable housing.

### Transport

7.261 A Labor Council will ensure that Brisbane is more accessible, both in the city and the suburbs, through investment in public transport, active transport, pedestrian infrastructure and sustainable road projects. Brisbane has become one of the most congested and least connected cities in Australia after years of LNP neglect. Under a Brisbane Labor Council, there will be strong funding in

the suburbs for safe and accessible footpaths, connected bikeways, and public transport connections.

Labor will invest, alongside the State and Federal Governments in more public transport infrastructure and services. Most of suburban Brisbane is without adequate public transport which is leading to crippling congestion.

Unlike the LNP in Council, Labor recognises the importance of urban connections and bridges like the Story Bridge and commits to no new tolls in the Brisbane Local Government area.

Labor recognises the negative impact of public service transport cuts to buses, CityCats and ferries made by the LNP and commits to implementing a public transport network focused on reliability, affordability and frequency.

## Environment

- 7.262 A Labor Council will take real action on climate change by introducing a Food Organics, Garden Organics (FOGO) waste management system, diverting 100% of organic waste from landfill. This will create sustainable jobs, reduce emissions and reduce pressure on ratepayers. A Labor Council would also plant millions more trees to address critical shortages of shade cover. Labor will commit Brisbane to carbon neutrality through these direct actions.
- 7.263 Labor will protect our unique environment through genuine bushland purchase and rehabilitation and stop the politicisation of the program under the LNP.

## Domestic violence

- 7.264 A Labor Council recognises the serious impact of domestic and family violence and the belief that violence against individuals is unacceptable in all circumstances. We believe the prevention of domestic and family violence is an issue that all levels of government must work together to address. A Labor Council commits to updating Brisbane City Council's domestic and family violence strategy and an enduring commitment to the workforce and people of Brisbane to take all possible steps to end domestic and family violence for all.

## Equality, safety and respect for all

- 7.265 A Labor Council recognises that Brisbane is a vibrant, modern and progressive City and its leadership should reflect that. A Labor Council is committed to equality, safety and respect for all citizens in its actions.
- 7.266 A Labor Council recognises that 84% of women feel unsafe to walk or run at night, and will develop a women's safety strategy that will work with the community and advocacy groups to proactively identify and improve unsafe urban areas.
- 7.267 A Labor Council believes in gender equality and will create a Civic Cabinet portfolio responsibility area to consider and implement policies relating to women.
- 7.268 A Labor Council will implement 10 days of dedicated, paid reproductive leave for all Brisbane City Council employees .

## Chapter 8: Caring and Secure Communities

Queensland Labor recognises multiple dimensions that contribute to creating and maintaining caring and secure communities. These include Arts and Culture, Democratic Institutions, Law, Justice and Community Safety, Violence Against Women, Child Protection, Community and Disability Services, needs associated with age for Older and Young Queenslanders, and Sport and Recreation.

### OUR DEMOCRATIC INSTITUTIONS

#### LABOR VALUES

- 8.1 Labor believes in a Queensland that is a free, democratic society, built upon the principles of Westminster Responsible Government and respect for the separation of powers.
- 8.2 Labor believes that Queenslanders are entitled to have a government that is accountable and as open as possible. Queenslanders deserve a government they can trust.
- 8.3 Queensland's system of government, constitution and our laws must reflect the dignity and fundamental rights of citizens.

#### LABOR BELIEFS

- 8.4 Labor believes parliaments must derive their membership through a fair, democratic and transparent electoral system based on the principle of equal universal adult suffrage. Labor is committed to an electoral system consisting of:
  - compulsory enrolment and voting for all Australian citizens of adult age
  - a secret ballot
  - the principle of "one vote, one value", with electoral boundaries regularly redistributed to ensure equal representation within areas determined by geography, community and population
  - an independent electoral commission to conduct redistributions and elections
  - public funding of election campaigns and full disclosure of political donations
  - laws providing that public service and local government employees, and employees of government-owned corporations and boards who contest elections be automatically entitled to unpaid leave and, if unsuccessful, will not be disadvantaged as a result of their candidacy.
- 8.5 Labor believes parliaments, including parliamentary bodies such as committees, should have, and be accepting of, a diversity of membership, reflecting the diversity of our community - for example women, ethnic minorities, lesbian, gay, bisexual, transgender, intersex and queer/questioning people, Aboriginal and Torres Strait Islander peoples, people with disabilities, and people living in regional, rural and remote communities.
- 8.6 Labor believes in a transition to an Australian Republic, with an Australian Head of State, who can fully represent our traditions, values and aspirations as a nation.

#### Integrity in Government

- 8.7 Labor believes that citizens have a Right to Information on the decisions and procedures of government and a right to access and correct where necessary information that government holds about them. Labor will ensure that costs for citizens to access information are not a barrier to Right to Information applications.

- 8.8 Labor believes in a future where young Australians are active, engaged and supported to participate in our open and transparent democracy, that's why Labor in Queensland will investigate lowering the voter age to 16.
- 8.9 Labor believes in independent oversight of government actions and will support statutory office holders such as the Auditor-General, the anti-corruption watchdog and the Ombudsman.

## LABOR PRIORITIES IN GOVERNMENT

- 8.10 Labor will implement parliamentary processes that provide for the proper scrutiny and accountability of the executive and the public service. Labor will ensure that parliament, through estimates hearings and a bipartisan parliamentary committee system, is provided the opportunity to properly scrutinise executive government.
- 8.11 Labor will ensure that the appointments to the anti-corruption watchdog are made with bipartisan support from the parliamentary committee responsible for its oversight.
- 8.12 Labor will ensure the anti-corruption watchdog is properly resourced and focused on preventing and investigating major crime and corruption, major criminal activity and misconduct.
- 8.13 Labor will create an independent First Nations Ombudsman with the power to investigate and respond to complaints and disputes across government agencies, local governments and public authorities initiated by First Nations consumers and communities.

The First Nations Ombudsman will also engage with Stakeholders, peak bodies and government agencies to promote improvements to access and delivery of services and programs to Aboriginal and Torres Strait Islander peoples and communities; and monitor whether the Queensland Government is delivering on its commitments to stated Closing the Gap targets.

- 8.14 Labor recognises the importance of women in government, including in parliamentary committees, and will retain a Minister for Women, who is a woman.
- 8.15 Labor will establish an indigenous voice to State Parliament.
- 8.16 Labor will maintain a Minister for Aboriginal and Torres Strait Islander Policy Partnerships, with a dedicated Aboriginal and Torres Strait Islander-identified senior ministerial advisory position.
- 8.17 Labor will develop, implement, and monitor ways to improve the representation of people living in regional, rural and remote communities in Cabinet, government portfolios and in Ministerial staffing.
- 8.18 Labor will review Queensland's electoral system to ensure elections are free, fair and transparent and provide the greatest opportunity to have their say. Labor will consult the Queensland community on measures to provide greater consistency on voting systems and parliamentary terms between states and with the Commonwealth, including compulsory preferential voting and four-year fixed terms.
- 8.19 Labor believes citizens must have confidence that elected representatives are acting with integrity and impartiality in government decision-making processes. Labor will build on our proud record of reform that has seen a lower disclosure threshold, banning of foreign donations and real-time donations by further limiting donations and campaign expenditure.

- 8.20 Labor supports banning ex-politicians and senior public servants from joining lobbying firms or relevant vested interests for a minimum of 4 years after leaving office, and commits to greater real-time transparency of lobbying activities and donations. Labor will also investigate a ban on all political donations, to ensure that Queensland democracy is protected from corporate influence.
- 8.21 Labor will work with the Federal Government to investigate protocols and mechanisms for eligible individuals who turn 18 years of age to be automatically added to the Federal and State electoral roll.
- 8.22 Labor will ensure that its agencies and the Electoral Commission Queensland to work together more effectively in order to maximise 'direct enrolment' through information supplied to Queensland Government agencies.
- 8.23 Labor will ensure that enrolment up to and on the day of the election is permitted.
- 8.24 Labor will ensure that the Electoral Commission Queensland recognises that people with disabilities must be able to enjoy the right to vote on an equal basis with their fellow Queenslanders and will educate and inform the community with targeted information and education campaigns to encourage them to exercise this fundamental human right.
- 8.25 Labor will work with stakeholders and hold the LNP Government to account, on the implementation of the remaining "A Call for Change" recommendations.

## LAW

### LABOR VALUES

- 8.26 Labor believes that all citizens, regardless of their background, circumstances or beliefs, have the right to equal and fair treatment before the law.
- 8.27 Labor is committed to a strong and independent legal system that respects and promotes the following principles:
  - the rule of law including the right to be treated equally before the law and the rights to due process and a fair trial
  - an independent, open and accessible judicial system
  - the right to liberty and security
  - freedom of thought, conscience and liberty
  - freedom of speech and expression subject to reasonable restrictions required to protect the reputation of others or to protect national security, public order, public health or public morality
  - freedom of association
  - the right to protection from unlawful discrimination and harassment including on the grounds of sex, gender, gender identity, intersex status, sexual orientation, race, religion, age, disability, or status as a victim of family violence.
- 8.28 Labor believes that citizens have a right of access to justice, and is committed to ensuring citizens obtain that right through a competitive and efficient legal profession and a modern, open system of courts and tribunals.
- 8.29 Labor believes in the fundamental human rights, dignity and worth of the human person.

- 8.30 Labor recognises the importance of respectful and confidential communication and consultation between the government, the legal profession and the judiciary regarding judicial appointments and the functioning of the judiciary.

## LABOR BELIEFS

### Access to Justice

- 8.31 Labor believes that all Queenslanders have a right to access justice before Queensland's courts and tribunals. Labor believes that a properly funded Legal Aid and network of Community Legal Centres is crucial to removing barriers to accessing justice.
- 8.32 Labor believes that businesses, organisations and government have a positive duty to eliminate discrimination, sexual harassment, vilification, victimisation and other harmful conduct. Only Labor can be trusted to deliver the Respect at Work Amendment Act and make sure more workers are protected and empowered to address unlawful sexual harassment in the workplace.
- 8.33 Labor will strive to ensure access to affordable and timely civil actions before the Queensland Civil and Administrative Tribunal and the Queensland Body Corporate and Community Management Commissioner.
- 8.34 Labor believes that women, Aboriginal and Torres Strait Islander peoples, culturally and linguistically diverse communities, people with disabilities, people living in regional, rural and remote communities, and the lesbian, gay, bisexual, transgender, intersex and queer/questioning community, need special support to seek access to justice. Labor will continue to fund legal and justice services and interpretation services for these communities.
- 8.35 Labor believes that people from CALD communities are entitled to be fully informed by a professional interpreter when accessing health, justice, education local government, and all other government services. This right is essential for people to provide informed consent for many government services.

### The Rights of the Terminally Ill

- 8.36 Labor believes that voluntary euthanasia and assisted dying, in addition to comprehensive palliative care options, should be legally available as an option for a person of sound mind suffering from a terminal illness that has diminished their quality of life to the extent that the person requests termination of their life.
- Labor seeks to prevent ongoing and unnecessary suffering and awaits the draft Bill written by the Queensland Law Reform Commission to be introduced into the Queensland Parliament's Legislative Assembly to enable recommendations for reform to be legislated as soon as practicable.

Labor supports a conscience vote on the question of voluntary euthanasia and assisted dying consistent with the 1996 decision of the National Executive.

### The Right to Reproductive Autonomy

- 8.37 Labor believes that all people should be free to make their own reproductive and sexual health choices for their own bodies.
- 8.38 Labor believes in implementing a Queensland Sexual Violence Prevention Plan.

## LABOR PRIORITIES IN GOVERNMENT

- 8.39 Labor will promote access to justice for Queenslanders. Labor will continue to modernise our court system and ensure that barriers to justice for Queenslanders are removed.
- 8.40 Labor will ensure that victims be provided copies of any electronic recording or written statements provided by them in the reporting of, throughout the investigation of, or during the prosecution of criminal matters.
- 8.41 Labor will ensure that Queenslanders continue to have access to a free and fair trial from an independent judiciary. Labor will respect the separation of powers and the judiciary as an independent arm of government.
- 8.42 Labor will ask the Queensland Law Reform Commission, to conduct a review of jury selection in Queensland, to ensure that Queenslanders are receiving a fair trial, by a jury that is reflective of our Queensland community.
- 8.43 Labor will investigate introducing a specific public holiday in Queensland to recognise the culture, contribution and struggle of Aboriginal and Torres Strait Islanders.
- 8.44 Labor will strengthen anti-discrimination legislation, particularly in the areas of employment, family violence education, housing, public accommodation, public entertainment and recreation, state taxation, property rights, and fiscal or financial benefits.
- 8.45 Labor will review the *Anti-Discrimination Act 1991 (Qld)* and consider extending the provisions relating to vilification to include other attributes, including sex, age and disability.
- 8.46 Labor in Government will commit to amending anti-discrimination laws to:
  - Include an attribute for discrimination and a ground for vilification that covers sex work and sex workers; and
  - Repeal exemptions that make discrimination against sex workers lawful.
- 8.47 Labor will amend the current Anti-Discrimination Act to remove the 'work with children' exception which allows discrimination on the basis of lawful sexuality activity or gender identity in the area of work.
- 8.48 Labor will ensure that racially motivated hate crimes are properly identified and prosecuted.
- 8.49 Labor will legislate additional powers for police to obtain warrants to preserve online evidence when investigating alleged hate crimes.
- 8.50 Labor will raise the maximum penalty for an offence against section 131A of the Anti-Discrimination Act from 6 months imprisonment to at least 3 years.
- 8.51 Labor will remove the barriers that prevent the prosecution of hate crimes by removing the legislative requirement for the approval of the Director of Public Prosecutions or Attorney-General to commence a prosecution under s131A.
- 8.52 Labor will provide a holistic response to hate crimes by introducing additional offences that criminalise the possession, distribution or display of hateful material, including digital content.

- 8.53 Labor will review the timeframe limitations on reporting sexual harassment within Queensland's anti-discrimination statutory framework, with a view to investigating whether these time-frames should be expanded.
- 8.54 Labor will review the Anti-Discrimination Act 1991 (QLD) to determine whether the Act and/or other legislation adequately protect lesbian, gay, bisexual, transgender, intersex and queer/questioning Queenslanders from discrimination, including that lesbian, gay, bisexual, transgender, intersex and queer/questioning workers or volunteers are not prevented from disclosing their identity or family status for fear of dismissal, discrimination, disciplinary action or any other ill treatment. Labor will review exemptions for religious organisations currently within the Anti- Discrimination Act and their consistency with the *Human Rights Act 2019*.
- 8.55 Labor will review Queensland's Anti-Discrimination Legislation with a view to include victims of family and domestic violence as a category against which discrimination is unlawful.
- 8.56 In consultation with the Queensland Government's LGBTQIA+ Roundtable, Labor will implement any measures necessary as recommended in the review currently underway so as to allow the Health Ombudsman to take action against any individuals or organisations purporting to provide 'gay conversion therapy'.
- 8.57 In consultation with the Queensland Government LGBTQIA+ Roundtable and advocate bodies, Labor will implement any measures necessary as recommended and in line with the Darlington statement to build a peer-led, psycho-social and education program that supports persons born with innate variations of sex characteristics and their families - implemented and funded within Queensland Health.
- 8.58 Labor will ensure uniformity of age across laws relating to the age of consent for lawful sexual activity.
- 8.59 Labor will review Queensland law to enable class actions and to facilitate access to, and appearances by, community groups in Queensland courts.
- 8.60 Labor will prioritise legislative reform to decriminalise sex work by finalising law reform within the current term of government. The Decriminalisation of Sex Work Bill will:
- decriminalise all forms of sex work and not leave any sex worker criminalised (escorts, sex workers who work in pairs, strippers, street-based sex workers, erotic massage);
  - repeal the Prostitution Act 1999;
  - remove sex work from the Criminal Code Act 1899, by repealing Chapter 22A;
  - remove police from the regulation of sex work (including extraordinary police powers including entrapment), by removing references to sex work in the Police Powers and Responsibilities Act 2000;
  - not include any new laws that undermine the intention of decriminalisation;
  - repeal any other laws specific to, or that criminalise sex work,
  - support the development of WHS guidelines for the sex industry, and
  - appropriate safeguards to deter exploitation.
- 8.61 Labor supports sex workers having the same human rights protections as all Queenslanders as outlined in the *Queensland Human Rights Act 2019*, and will ensure this is one outcome from the law reform to decriminalise sex work.
- 8.62 Labor will provide for the protection of residential tenants and manufactured home park residents through the funding of the Tenancy Advocacy and Advice Services.

- 8.63 Labor recognises that Harassment, Intimidation and Threats constitute offences and therefore will amend election candidate materials to remind candidates and their volunteers of this, as well as avenues to take to make formal complaints.
- 8.64 To ensure that all couples who have a mutual commitment to a shared life do not suffer discrimination because they are not married. Labor in government will develop relationship registration legislation that will include the opportunity for couples who have a mutual commitment to a shared life to have that relationship registered and certified. This legislation will be based on a relationship recognition scheme.
- 8.65 Labor will actively pursue the decriminalisation of termination of pregnancy in Queensland and will amend the law so that all legal distinctions between termination of pregnancy and other medical procedures are abolished by repealing sections 224, 225 and 226 of the *Criminal Code 1899* within the current term of government.  
  
Labor will be informed by the recommendations of the Queensland Law Reform Commission on the decriminalisation of termination of pregnancy.
- 8.66 Labor will establish safe access zones around premises at which reproductive health services, including terminations, are provided to protect the safety, well-being, privacy and dignity of those accessing services, and those who access those premises in the course of their employment.
- 8.67 Labor will reinstate the rights of Queensland workers to seek common law damages for work-related injuries.
- 8.68 Labor will investigate legislative pathways that would outlaw or render ineffective non-disclosure and confidentiality clauses in employment contracts, enterprise and certified agreements, policies and other industrial instruments (in particular, dispute resolution policies and procedures) to the extent that they cannot be used to silence victims of sexual harassment or similar behaviour in the workplace.
- 8.69 Labor will support justice reinvestment strategies for youth and adult offenders, to reduce correctional and youth detention centre spending, by reinvesting funds into evidence-based initiatives that reduce crime and promote community safety.
- 8.70 Labor is committed to reducing drug crime and the negative impact on communities of addiction and incarceration, including by health-focused and diversion-based responses to drug use. Labor will reinvest any resulting budget savings made in crime reduction initiatives and enhanced community policing.
- 8.71 Labor supports the international conventions, which have been ratified by Australia in relation to the care and protection of young people. Labor will increase the age of criminal responsibility from 10 years old to 14 years old in line with international best practice.
- 8.72 Queensland's Health Minister will examine the use of marijuana for the development of a Queensland hemp industry for the creation of products, jobs and economic benefit to Queensland. This work will be undertaken in consultation with relevant agencies and examine best-practice in other jurisdictions in Australia and overseas.
- 8.73 Labor in government will continue to restore prison programs aimed at rehabilitating prisoners and reducing recidivism, while continuing to explore and develop new and expanded opportunities.

- 8.74 Labor believes that all prisons in Queensland should have inmate to prisoner officer ratio set by Queensland Corrective Services. Prison officer and inmate safety will be the focus when setting such ratios.
- 8.75 Labor will ensure that the Criminal Code makes it a criminal offence to intentionally distribute an intimate image of another person without that person's consent, and any threat to do so, a criminal offence. Labor will advocate to all other Australian jurisdictions to enact similar or parallel legislation.
- 8.76 Labor will repeal legislation which fetters judicial discretion by imposing mandatory minimum sentences for criminal offences.
- 8.77 Labor will introduce a *Human Rights Act* for Queensland based on the *Victorian Charter of Human Rights and Responsibilities Act 2006 (Vic)*.
- 8.78 Labor will strengthen the definition of lobbyists to capture those people undertaking lobbying activity on behalf of third parties who are not self-declared as lobbyists, and as such not covered by existing laws.

Further, Labor will strengthen existing legislation with a view to include all lobbying activity on behalf of for-profit corporations rather than just individuals who may be engaged in lobbying.

- 8.79 Labor will establish an independent statutory Judicial Commission that will:
- provide continuing education and training for members of the judiciary, including First Nations cultural awareness training;
  - promote consistency in sentencing;
  - manage complaints in relation to the judiciary in a timely and appropriate manner;
  - incorporate the existing judicial appointments panel to provide a shortlist to the Attorney-General of persons suitable for appointment of judicial officer; and
  - provide advice to the Attorney General as may be required
- 8.80 Labor affirms its support for self-identification of identity documents in Queensland and amended the *Births, Death and Marriages Registration Act 2023 (Qld)* to support intersex, transgender and gender diverse Queenslanders.
- Labor supports a regulatory environment, free from financial barriers, that allows diversity in Queensland, promotes bodily autonomy from birth, especially for intersex people, transgender and gender diverse people and affirms the gender identity of all Queenslanders.
- 8.81 Labor introduced a *Multicultural Recognition Act 2016 (Qld)* which established a Multicultural Queensland Charter and a Multicultural Queensland Advisory Council.
- 8.82 Labor will pursue the adoption of "lemon laws" in Queensland to resolve disputes over faulty new motor vehicles. These should be consistent with other Australian laws.
- 8.83 Labor will commit to establishing access for all CALD communities to professional interpreters by
- guaranteeing pay equity and workforce sustainability for interpreters;
  - Tiered pay scales linked to national accreditation certification and experience.
  - Superannuation, all leave entitlements;
  - OH&S protections for interpreters in government-funded work

- targeted retention programs for mid-career interpreters to prevent a critical skills and leadership gap.
- 8.84 Labor will consult with Professionals Australia, the union for translators and interpreters to address urgent industrial reforms at procurement level to include regulatory provisions, pay according to education, certification and experience, improved conditions, and national credential authority requirements for translators and interpreters.
- 8.85 Labor will adopt and embed Best Practice Standards for interpreters by mandating national authority certified practitioners with provisions to train and support the upskilling of unskilled and underskilled workers.
- 8.86 Labor will introduce legislation for voluntary assisted dying for adults who are terminally ill, following the model of the Dying With Dignity/Oregon Model, and the Voluntary Assisted Dying legislation in Victoria. Labor's legislation will be preceded by a parliamentary inquiry.
- 8.87 Labor will legislate on the rights of donor conceived individuals:
- for the right to identify information on their donor, regardless of when they were born
  - for the retention of information on donor conception in a government registry, to which all clinics must supply donor conception information
  - for a mechanism for accessing identifying information on their donor and birth information, including medical history of donor siblings
  - to allow donor conceived individuals to request contact with donors and donor siblings supported by counselling services
  - to protect the rights of donors and donor siblings by allowing them to veto contact.
- 8.88 Labor will prioritise funding for Legal Aid and Community Legal Centres to remove barriers to accessing justice.
- 8.89 Labor will investigate and implement safeguards, legislative or otherwise, to prevent and protect against elder abuse in all its forms.
- 8.90 Labor believes that every person subject to a mental health review proceeding deserves a fair hearing, consistent with principles of natural justice, human rights, and therapeutic jurisprudence. Accordingly, Labor will investigate introducing compulsory legal representation for all individuals appearing before Mental Health Review Tribunals. Labor affirms that justice should not depend on one's capacity to self-advocate under distress.
- 8.91 Labor will decriminalise sex work by repealing the Prostitution Act 1999 and ensuring no form of licensing or the licensing authority is retained.
- 8.92 As a priority in Government, Labor will review existing regulations which prescribe limits on general damages (also known as damages for pain and suffering), with a view to increase the monetary amounts that may be awarded. The review will also consider the indexation of such amounts prescribed under the regulations annually. Labor recognises that increasing amounts awardable as general damages will provide Queenslanders who suffer a personal injury with greater access to justice.
- 8.93 Labor will amend the *Anti-Discrimination Act 1991 (Qld)* to explicitly include asexuality and the absence of gender or sexual orientation as protected attributes, ensuring comprehensive protection from discrimination for all Queenslanders.

## JUSTICE AND COMMUNITY SAFETY

### LABOR VALUES

- 8.94 Labor believes that crime requires appropriate penalties and responses. Labor is also committed to building a safe community that requires government to address the causes of crime and the social factors that underlie them.
- 8.95 Labor recognises the important role the police, courts and correctional centres play in reducing crime. Labor also recognises that poverty, inequality of opportunity and access to resources, unemployment and mental health also impact significantly on the level of crime in our communities. Labor is committed to exploring and implementing innovative measures to reduce crime.
- 8.96 Labor believes that in a democratic society, it is necessary that the Police Service be competent, effective, non-partisan and apolitical. The Police Service must have the respect of the community, and work with the community to make communities safer.
- 8.97 Labor believes that the purpose of an emergency services system is the protection of life, property and the environment. Labor also believes that emergency services must be appropriately resourced and geographically located so as to be able to respond to emergencies, with maximum speed and effectiveness, to preserve life and property and the environment, aid recovery from disasters and work towards disaster mitigation.
- 8.98 All Queenslanders should have access to public Ambulance Services regardless of location and free of cost.
- 8.99 Appreciating the value of public Ambulance Services and the difficulties staff face in their work, Labor recognises the need to improve work safety for these workers. This includes resourcing to adequately provide safe rest pauses, the ability to finish on time, and systems and technology being implemented to ensure personal safety while conducting their duties.

### LABOR BELIEFS

- 8.100 Labor supports introducing legislative systemic police and court diversionary practices to enable vulnerable people to avoid the operation of the criminal justice system for minor public order offences. Labor believes diversionary strategies are a cheaper and more effective option than incarceration for dealing with minor personal drug misuse and minor related offences.
- 8.101 Labor believes that police should be provided with ongoing support for, and adequate resources to access, professional development, including training and professional supervision, in dealing with domestic and family violence and child abuse and vulnerable persons.
- 8.102 Labor acknowledges the over-representation of Aboriginal and Torres Strait Islander peoples in the law and justice system as both offenders and victims of crime. Labor is committed to reducing the over-representation of Aboriginal and Torres Strait Islander peoples in the criminal justice system.
- 8.103 Labor supports a holistic approach to addressing the socio-economic disadvantage and geographic circumstances that lead to Aboriginal and Torres Strait Islander peoples entering the law and justice system.

8.104 Labor recognises that more collaborative responses are required to reduce the over-representation of Aboriginal and Torres Strait Islander peoples in the criminal justice system and supports working in partnership with community-led organisations in closing the justice gap.

8.105 Labor believes there can be no moral justification for the overrepresentation of people with disabilities, particularly young Aboriginal and Torres Strait Islander people with disabilities, in the justice system and in detention.

Labor recognises that children with disabilities and mental health conditions are extremely vulnerable, and their disproportionate representation in our justice system highlights a particularly urgent need for reform.

8.106 Labor believes in the value of programs of rehabilitation for offenders.

8.107 Labor acknowledges the vital work of emergency services including the:

- Queensland Ambulance Service;
- Queensland Fire and Rescue Service, State Emergency Service, Aviation Services Volunteer Marine Rescue organisations, Coast Guard and Rural Fire Brigade; and
- Queensland Police Service.

8.108 Labor believes that Queenslanders are best protected from natural disaster by the continued coordination of emergency services, with appropriate resourcing, coordinated emergency protocols and disaster management plans, to ensure an effective and timely response to emergencies and disasters.

8.109 Labor recognises the effects of climate change on the fire season and that natural disasters such as bushfires and floods are likely to increase in severity into the future. Labor acknowledges that the Queensland Fire and Rescue Service professional firefighting workforce will need to grow to meet growing and changing community demand as a result of the effects of climate change on a growing and changing population.

8.110 Labor acknowledges the community spirit and dedication of Queensland's highly motivated volunteer emergency service workers. Labor will continue to ensure that our volunteers are given maximum flexibility and adequate equipment and resources to make their contribution.

8.111 Labor affirms the importance of regulated ratios of the number of firefighters per fire appliance to ensure safe crewing for fire and rescue responses, which includes the principle of two-in two-out (1 station officer and 3 firefighters).

8.112 Queensland Labor supports the establishment of state and federal professional standards authorities for Professional Firefighters and the establishment of a register of professional firefighters through the recognition of professional firefighting as a trade qualification.

### Corrective Services

8.113 Labor believes that Corrective Services are an essential component of Queensland's criminal justice system and values their contribution to crime prevention.

8.114 Labor believes that correctional facilities currently operated by the Queensland Government should remain under the operation of the Queensland Government.

- 8.115 Labor believes Queensland's Corrective Services system should provide appropriate responses and support for people in this system with disabilities, mental health issues, a trauma history, acquired brain injury and dementia.
- 8.116 Labor will investigate the feasibility of expanding the operation of Restorative Justice Mediation to all courthouses throughout Queensland or facilitating the referral of matters that are eligible for Restorative Justice Mediation to courthouses that facilitate such mediation.

## LABOR PRIORITIES IN GOVERNMENT

- 8.117 Labor will work with Aboriginal and Torres Strait Islander communities to develop and update proposals to reduce the problems of the overrepresentation of young Aboriginal and Torres Strait Islander peoples within the Juvenile Justice System. Labor will continue to engage with Aboriginal and Torres Strait Islander communities, while exploring and developing new and expanded opportunities to reduce the over representation of Aboriginal and Torres Strait Islander Australians in our prison system.

- 8.118 Labor recognises the importance of the National Custody Notification Scheme in protecting the rights and welfare of First Nations Queenslanders who are taken into custody.

Labor will continue to work with the Australian Government to finalise arrangements to enable the establishment of the National Custody Notification Scheme in Queensland, noting that a non-mandatory state-based scheme already exists; and further commits to legislative reform which mandates police notifications of Aboriginal and/or Torres Strait Islander in custody following a funding agreement being reached.

Labor will continue to work with community-controlled organisations and other stakeholders to ensure that the implementation of the National Custody Notification Scheme in Queensland is effective, culturally appropriate, and meets the needs of First Nations Queenslanders who are held in custody.

- 8.119 Labor will re-establish the Queensland Sentencing Advisory Council to ensure that the views of a wide cross-section of legal stakeholders and victims of crime are represented in our justice system.
- 8.120 Labor is committed to reinstating a broad range of options when it comes to youth sentencing with a focus on rehabilitation within the community.
- 8.121 Labor is committed to reinstating youth and adult justice conferencing and mediation to allow victims of crime input into the justice system and provide perpetrators an opportunity to make appropriate recompense for their offences.
- 8.122 Labor will reinstate the operation of the Special Circumstances Court with a view to extending its operation throughout Queensland, including rural and remote areas where appropriate, for people suffering from cognitive disability, intellectual impairment, mental health issues, acquired brain injury and dementia.
- 8.123 Labor will reinstate the operation of drug courts as an effective diversionary strategy for dealing with drug misuse and minor related offences as an alternative to the criminal justice system.
- 8.124 Queensland Labor acknowledges the report of the Queensland Productivity Commission's Inquiry into Imprisonment and Recidivism released in January 2020.

Queensland Labor is committed to taking a reasonable and evidence-based approach to drug policy

reform with our primary objective being to reduce overall harm to the people of Queensland.

Queensland Labor will work towards implementing recommendations of the Queensland Productivity Commission's report with the aim of developing reforms that shift the focus from a criminal approach towards a health-based and regulatory approach.

- 8.125 Labor will establish an independent Aboriginal and Torres Strait Islander Community Justice Group Peak body to provide a strong and unified voice for Aboriginal and Torres Strait Islander communities in Queensland on matters related to justice, community safety and social cohesion.

The CJG peak body will advance key policies, programs and services relating to justice reinvestment, justice restoration and reform initiatives; and provide oversight of Closing the Gap targets relating to Outcome 10 – Aboriginal and Torres Strait Islander adults are not overrepresented in the criminal justice system and Outcome 11 – Aboriginal and Torres Strait Islander young people are not overrepresented in the criminal justice system.

The membership of the peak body will be drawn from existing state-wide Community Justice Groups whose members have a well-defined and long-standing capacity of working with Government and community to develop and implement evidence based programs and services pertinent to their respective communities.

That the independent peak body be established and appropriately funded to facilitate partnerships and collaboration between CJG's, government agencies, non-government organisations, and other relevant stakeholders in addressing the justice-related needs of Aboriginal and Torres Strait Islander communities; and promote the sharing of leading practices and lessons learned among CJGs and partner organisations in the provision of culturally safe services and supports.

- 8.126 Labor will review the drug diversion program and its effectiveness with a view to expanding both eligibility and accessibility to all Queenslanders, noting the importance of the program to communities across the state, particularly in regional, rural, and remote areas.
- 8.127 Labor acknowledges that illicit drug use is essentially a health and social issue. Labor shall therefore initiate an extensive process of public consultation to explore the effectiveness of selective diversionary programs (e.g. Queensland Drug Court) in relation to low-level personal drug use and possession as an additional strategy to reduce the adverse and harmful effects of drugs.
- 8.128 Labor recognises all workers, including sex workers, have a fundamental right to be safe at work, and further, that sex workers should have access to safety measures to help ensure their safety at work. For this reason, it is not considered to be in the public interest or the best use of resources for any law enforcement agency to entrap or prosecute sex workers for using safety strategies and advertising measures that help ensure their safety at work.
- 8.129 Labor will review the law relating to defences for murder to ensure that it adequately takes account of the position of a person who has suffered a history of domestic and family violence.
- 8.130 Labor will ensure that the option of allowing an accused in criminal cases to sit at the bar table, removing the stigma of the dock.
- 8.131 Labor will review laws relating to sexual offences to ensure proceedings are, wherever possible, less traumatic for the victim.
- 8.132 Labor will establish, support, and effectively resource diversionary centres whose focus will be on primary intervention and the assessment of the health and well-being of Aboriginal and Torres Strait Islander peoples for subsequent referral.

- 8.133 Labor will in the first instance support, operate and effectively resource Murri Courts with the aim of having Murri Courts in all Magistrates Courts throughout Queensland. This will include the involvement of statutory and non-statutory Community Justice Groups, Elders and victims of crime.

Where the introduction of a Murri Court is not considered possible, a cost-benefit analysis will be conducted to determine any financial impacts, versus the societal and financial impacts of the disproportionate levels of Aboriginal and Torres Strait Islander incarceration.

Where there is no permanent Magistrates Court, Labor will investigate an effective and efficient system for a rotating Murri Court in conjunction with the rotating roster of Magistrates Courts. Where this is not possible, Labor will ensure that matters will be referred to the nearest possible Murri Court noting cultural differences.

- 8.134 Labor will continue to ensure that all Queensland Corrective Services staff who work with Aboriginal and Torres Strait Islander peoples and communities are provided cultural awareness training.
- 8.135 Queensland Corrective Services will continue to offer a broad range of culturally responsive early interventions, diversionary, and rehabilitation programs specifically to meet the diverse needs of Aboriginal and Torres Strait Islander peoples.
- 8.136 Labor will continue to increase the numerical strength of the Queensland Police Service, and the proportion of that strength assigned to operational duties, classifications, sections and equipment required to establish a competent, effective law enforcement operation.
- 8.137 Labor will ensure that functions that do not require a Police Officer's training and experience are undertaken by civilians.
- 8.138 Labor will continue to promote a Police Service that reflects the diversity of the broader community of Queensland.
- 8.139 Labor will continue the Indigenous Cadetship Program and the Culturally and Linguistically Diverse Program and expand programs that provide a pathway for Aboriginal and Torres Strait Islander peoples as well as culturally, ethnically and linguistically diverse peoples into the Queensland Police Service.
- 8.140 Labor sees emergency services expenditure as an investment in the lives and the quality of life of Queenslanders. Labor will focus on protecting all Queensland communities, as far as possible, from the effects of natural and man-made disasters and emergencies. In achieving this, decisions about expenditure on station location will continue to be focused on:
- population growth, density and movement;
  - existing and emerging risks;
  - front line service delivery capacity determined by response boundaries and response times; and
  - training and development.
- 8.141 Labor in government will continue to increase the numerical strength of Queensland Ambulance Services, and the proportion of that strength assigned to operational duties, classifications, sections and equipment required to establish a competent, effective ambulance service operation.

- 8.142 Labor will develop an appropriate Resourcing Matrix before the 2024 State election to ensure the Queensland Ambulance Service has the ability to respond to community demand for ambulance services without compromising staff safety. This will be done in consultation with those who are employed in front line positions by the Queensland Ambulance Service.
- 8.143 Labor in government will develop and enhance ambulance operations through the implementation of Low Acuity Response, Specialised Retrieval Units (Bariatric, Paediatric, Neonatal) and alternate referral pathways for patients, such as Clinical Hub (CHub), State Operations Coordination Centre (SOCC) and State Health Emergency Coordination Centre (SHECC), to reduce the burden on hospital emergency departments.
- These enhanced units will be appropriately staffed ensuring this is not at the expense of the day-to-day operational response capacity of the Ambulance Service.
- 8.144 Labor acknowledges the critical role that public officers (including first responders), health practitioners and assisting staff play in ensuring the safety of all Queenslanders. Labor in government will, through legislation, policy, regulation and education campaigns, aim to prevent the assault of public officers (including first responders), health practitioners and assisting staff noting that these professions are significantly vulnerable to violence.
- 8.145 Labor recognises that first responders to emergency situations may experience significant psychological trauma, regardless of whether they sustain physical injuries. Labor reaffirms a continuing commitment to improving and increasing support for formal (paid/volunteer) first responders in addition to exploring how civilian first responders can access prompt fit-for-purpose mental health support services should they be required.
- 8.146 Labor, in consultation with Queensland Fire and Emergency Services and relevant unions, will develop strategies to ensure Queensland Fire and Emergency Services continues to have the capacity to respond to community demand effectively into the future, without compromising staff safety, through workforce planning and mapping of future station locations taking into account:
- population growth and movement; and
  - response boundaries and response times.
- 8.147 Labor commits to continuing the modernisation of the organisational structure of the Queensland Fire and Emergency Services during this term of government, to ensure that the agency is best suited to existing and emerging emergency requirements and that the funding and expenditure of the agency is the best fit for post-COVID19 economy.
- 8.148 Labor commits to working to achieve best practice response capacity compared to other Australian jurisdictions regarding number of professional firefighters per 100k of population.
- 8.149 Labor commits to keeping existing Fire Communication Centres across Queensland open and to modernising and upgrading Centre facilities as required as the number of communication officers rostered to each shift increases and as new technology becomes available.
- 8.150 Labor will ensure that victims of crime are properly supported, through timely and appropriate responses to help victims of crime rebuild their lives.
- 8.151 Labor will prioritise enabling victims in trials subject to suppression orders to know when their trial is scheduled, by investigating a system for victims to request their position in the court schedule.
- 8.152 Labor will ensure that the Queensland Police Service provides appropriate special assistance to people from vulnerable backgrounds such as women, Aboriginal and Torres Strait Islander peoples,

people from non-English speaking backgrounds and people with cognitive disability, intellectual disability, acquired brain injury, dementia or mental illness.

- 8.153 Labor recognises the right of all to access public space and believes police should not have a general power to move on people from a public space. Labor will ensure an independent review of the move-on power legislation, consulting widely with relevant community stakeholders.

Labor will establish a public register of move-on directions and reasons, without identifying individuals, and will ensure adequate appeal mechanisms exist to challenge these directions.

- 8.154 Labor will continue to roll-out body-worn cameras to improve to improve evidence collection and accountability for police officers.
- 8.155 Labor believes crime prevention requires strong community connections. Labor will encourage the community to work with police in both detection and prevention of crime, including Community Policing Boards, Neighbourhood Watch and Police Community Consultative Committees.
- 8.156 A Labor government will continue to work with other State, Territory and Federal Governments to minimise and regulate gambling advertising.
- 8.157 A Labor government will work with other State, Territory and Federal Governments to review alcohol advertising in venues, mediums, and times that would likely result in children being exposed to it.
- 8.158 A Labor government will work with other State, Territory and Federal Governments to consider phasing out junk food advertising that target children.

## **VIOLENCE AGAINST WOMEN**

### **LABOR VALUES**

- 8.159 Labor is committed to eradicating all forms of violence against women.
- 8.160 Labor acknowledges domestic and sexual violence, including intimate partner violence, is a whole of society issue that affects all people but, are overwhelmingly forms of violence that affect women and are reinforced by cultural attitudes and gendered bias.
- 8.161 Labor understands that violence against women can be perpetrated across a range of platforms, and Labor must adapt to legislate against new and emerging forms of abuse, such as technology facilitated abuse, or revenge porn.
- 8.162 Labor understands that persons who are subjected to sexual assault or assault should have access to appropriate support services and a criminal justice system that supports that person's lived experiences.
- 8.163 Labor understands that reducing violence against women is contingent on increasing women's representation throughout all areas of our society.
- 8.164 Labor understands that addressing violence against women must be undertaken through an integrated and multi-sector approach and undertaken in a culturally safe manner that is respectful and takes into account the wishes of, and leading practices for, Aboriginal and Torres Strait Islander peoples and Culturally and Linguistically Diverse Queenslanders.

### **LABOR BELIEFS**

- 8.165 Labor believes approaches to domestic and family violence must take into account the gendered nature of this violence, and work at addressing violence against women as a whole.
- 8.166 Labor believes that all children have the right to grow up without seeing or experiencing domestic and family violence.
- 8.167 Labor believes that the prevention of violence against women must be addressed through a comprehensive action plan that is collaborative, and engages with stakeholders in the wider community.
- 8.168 Labor believes that strategies developed to prevent domestic and family violence must be informed by the community, as well as a range of sectors that are impacted by domestic and family violence, including the health, education, judicial, animal welfare and housing sectors.
- 8.169 Labor believes that all victims and survivors should be able to access paid leave through their workplaces, when dealing with matters arising from, or as a result of, domestic and family violence.
- 8.170 Labor believes that the Queensland Criminal Justice System should move towards an affirmative model of consent to better reflect community expectations of equality and mutual respect in consensual sexual relationships. Consent must be freely given and voluntarily 'agreed'.

Labor believes that the defence of 'mistake of fact' should be reviewed as a step towards modernising consent laws in Queensland.

## LABOR PRIORITIES IN GOVERNMENT

- 8.171 Labor will work with all sectors of the Queensland community to implement the Domestic and Family Violence Prevention Strategy, a targeted and state-wide strategy with a holistic approach to the causes and effects of domestic and family violence at state, regional and local community levels.
- 8.172 Labor in Government will:
  - Adopt a policy that Queensland State Government and Local Government employees have access to unpaid leave whilst said person(s) manages concerns relating to domestic or family violence. An additional provision should allow the extension of this allocated unpaid leave for a further period as requested by the aggrieved and approved by mutual agreement by both employer and employee;
  - Allocate appropriate funding to legal supports for individuals who are experiencing, or at risk of experiencing domestic or family violence.
  - Ensure adequate access to translation and interpreting services for individuals who are experiencing domestic or family violence, at no additional cost to the individual.
- 8.173 Labor will provide a coordinated network of counselling and support services to assist victims of domestic and family violence, including children and domestic pets, ensuring adequate accessibility of services in rural and regional locations.
- 8.174 Labor believes that Queenslanders should be protected from all types of violence, including from violence perpetrated in non-domestic situations, including, but not limited to, bullying, harassment and stalking through both physical and electronic means, by persons, including, but not limited to, peers, neighbours, work colleagues, and other persons who are not in a domestic relationship with them.

- 8.175 Labor will expand services for survivors of gender-based violence in regional Queensland by establishing well-resourced crisis shelters, legal aid clinics, mobile advocacy units, and culturally-appropriate programs. We will ensure funding and response times reflect the challenges of rural geography and isolation.
- 8.176 Labor will prioritise the provision of both emergency and long-term accommodation for victims of family violence, with specific regard for need in the regions.
- 8.177 Labor will continue to roll out specialist domestic and family violence courts across Queensland as part of our domestic and family violence reforms.
- 8.178 Labor will continue to fund legal assistance to victims of domestic and family violence and sexual violence, primarily through adequately funding and resourcing Legal Aid Queensland and community legal centres.
- 8.179 Labor will provide funding for support services for animals in the care of victims of domestic violence.
- 8.180 Labor will ensure that officers and staff of the Queensland Police Service are adequately trained and educated to appropriately and effectively deal with domestic and family violence and sexual violence matters.
- 8.181 Labor will investigate setting up one-stop-shop crisis response centres to address gender-based violence by creating a safe space for women to receive support and guidance when reporting and escaping domestic and family violence. This will allow women better access to justice and appropriate support.
- 8.182 Labor will implement legislative change to the Queensland Criminal Code based on the recommendations of the Queensland Law Reform Commissions report into the issue of consent, positive consent and the use of defences such as 'mistaken belief' to criminal charges of sexual assault and rape.
- 8.183 Labor will ensure that programs are available to support victims of domestic and family violence, and to address perpetrators' behaviours, within the corrective services system.
- 8.184 Labor will ensure that programs are available to support all victims of domestic and family violence, including Aboriginal and Torres Strait Islander family violence legal services that are culturally safe and responsive to need.
- 8.185 Labor in government will work with multicultural communities to improve coercive control measures in the criminal code to empower the voices of women from culturally and linguistically diverse communities.
- 8.186 Labor will require state schools to implement the Queensland Respectful Relationships program within their classrooms and actively encourage independent and Catholic schools to do the same.
- 8.187 Labor will engage with existing domestic and family violence services to ensure they are conscious of the needs of marginalised groups who may access their services, such as women with disabilities, Aboriginal and Torres Strait Islander women, culturally and linguistically diverse women and lesbian, gay, bisexual, transgender, intersex and queer/questioning people and ensure there is adequate funding for such services.

- 8.188 Labor will ensure a range of resources and services are available to address the causes of domestic and family violence, including:
- counselling and behavioural change programs for perpetrators in order to prevent and respond to domestic and family violence
  - community education programs focussed on preventing domestic and family violence and changing community attitudes towards domestic and family violence
  - training for professionals (such as nurses and social workers and legal practitioners), including all frontline workers, to help them recognise signs of violence and appropriately and effectively deal with domestic and family violence matters
  - training for workplaces to build understanding of domestic and family violence, and violence against women, and provide appropriate support.
- 8.189 Labor will continue to fund Aboriginal and Torres Strait Islander domestic and family violence services that are culturally appropriate and responsive to the needs of victims and survivors of violence who are Aboriginal and Torres Strait Islander peoples. Labor will continue to work in partnership with the Federal Government to improve access to culturally appropriate services in regions where Aboriginal and Torres Strait Islander specific services for victims and survivors of violence are currently absent.
- 8.190 Labor will continue to invest in, evaluate, and devise appropriate performance standards and outcomes for, perpetrator intervention programs, and consider expanding availability consistent with evidence of achieving outcomes, cost/benefit analysis, and demand. Labor will review the use of perpetrator intervention program personnel within domestic violence specialist courts as per international best practice in considering expansion of behaviour change programs.
- 8.191 Labor will implement all recommendations of the Respect@Work Report in full and develop a comprehensive whole-of-government action plan to end gender-based violence in Queensland, including measures across justice, health, education, housing, and employment.

## CHILD PROTECTION

### LABOR VALUES

- 8.192 Labor recognises that the best way to protect children is to minimise child abuse and neglect in the first place. To do this, we need to build capacity and strength in our families and communities across Queensland, through high quality universal education, health and social services.

### LABOR BELIEFS

- 8.193 All children have a right to grow up in an environment free from neglect and abuse. Children's best interests are paramount in all decisions affecting them.
- 8.194 Children and their families have a right to participate in decisions affecting them.
- 8.195 The safety and well-being of children is primarily the responsibility of their families, who should be supported by their communities and governments.
- 8.196 Children's rights must always be upheld by systems and institutions.
- 8.197 Policies and interventions must be evidence-based.

- 8.198 The disadvantage of Aboriginal and Torres Strait Islander peoples is best addressed by a collaborative approach that incorporates holistic and culturally sensitive responses that are informed by solutions led by Aboriginal and Torres Strait Islander peoples and community-identified solutions.

### LABOR PRIORITIES IN GOVERNMENT

- 8.199 Labor will develop an accessible, inclusive integrated network of early intervention and prevention services available to all Queensland families to reduce the incidence of child abuse and neglect.
- 8.200 Labor will extend the provision of Child Safety out-of-home care to young people until they turn 21 years of age. Labor will also ensure that young people transitioning from care have universal access to improved support that is consistent across Queensland and provides more adequate financial and case-management support.
- 8.201 Labor will provide adequately resourced, comprehensive support in the transition to independent living for young people leaving care.

Where residential care services are assessed as appropriate for children who have been harmed and/or are at risk of harm, Labor supports the use of, and will adequately resource, public and not-for-profit organisations to provide this service.

- 8.202 Labor will establish the mandatory conditions for organisations to have child-safe environments and robust accountability frameworks for responding to allegations. For example, Labor will ensure the Blue Card system is robust and provides the best protection of children in Queensland.
- 8.203 Labor will ensure that the Blue Card system regulates specific services and activities, including sporting activities, to create safe environments for children with requirements to reflect the same approach used in public schools in Queensland.
- 8.204 Labor will ensure that shopping centre Santas and their helpers will be required to obtain a Blue Card (Working with Children Card) prior to working with children, in line with other categories of the workforce.
- 8.205 Labor supports the Royal Commission into Institutional Responses to Child Sexual Abuse and in government will work towards implementing the Commission's recommendations to ensure zero tolerance of child sexual abuse and support for victims of child sexual abuse.
- 8.206 Labor will work towards a significant reduction in the removal of Aboriginal and Torres Strait Islander children from their families and communities; and institute policies and practices which support the care of these children within their families and communities in partnership with community-led organisations.
- 8.207 Labor will respond legislatively to the recommendations of the Royal Commission into Institutional Responses to Child Sex Abuse.
- 8.208 As part of the ongoing reforms to the Child Safety and Youth Justice systems, Labor will consider changes to the placement system and enacting a new funding model for decision making and resourcing in order to prioritise the safety and wellbeing of children and young people in contact with these services.
- 8.209 Labor will consider providing financial support to Grandcarers who care for their children under informal family arrangements.

Labor will investigate ways to protect the rights and responsibilities of family caring for family in informal arrangements, to ensure they and the children they care for are able to access the education, health and other support services provided to other Queensland families.

- 8.210 Labor will identify and support independent early intervention programs aimed at supporting children at risk and their families, with a view to keeping children out of the justice system, and will work collaboratively with the Department of Child Safety where necessary.

## QUEENSLANDERS WITH DISABILITIES

Disability is a broad spectrum, and experiences within the disability community are diverse and varied. We recognise Queenslanders with physical disabilities, intellectual disabilities, mental health conditions, and chronic illness. We recognise Queenslanders who identify with the word 'disabled', and those who don't. We recognise autistics and neurodivergent Queenslanders, d/Deaf and Hard of Hearing Queenslanders, Blind and Visually Impaired Queenslanders.

We recognise Queenslanders born with disabilities, those who become disabled or discover disabilities later in life, and Queenslanders with multiple, complex disabilities. We recognise carers. We recognise that Queenslanders experience disabilities in too many ways to fully list, and there is no one definition for 'disability'.

## LABOR VALUES

- 8.211 Labor values the lives and voices of people with disabilities and carers in Queensland. Every sector of our society is enriched by the full participation of disabled people in our communities, in the workforce, in Parliament, in unions, and in the wider labour movement.

We celebrate progress that has been achieved by disabled people and the disability community in moving towards a more welcoming and accessible Queensland. We value the calls for further progress towards inclusion, justice, and a Queensland free from stigma and prejudice towards people with disabilities.

- 8.212 Labor values the self-determination of disabled people, and their participation in decision making. We recognise the principal of 'Nothing About us Without Us'.
- 8.213 Labor values carers, and the vital role they play in our communities as well as in the lives of the people they care for.
- 8.214 Labor values support workers, disability advocates and volunteers.
- 8.215 Labor is committed to eliminating economic, environmental, and social barriers to neurodivergent Queenslanders seeking diagnoses, treatment, or support.

## LABOR BELIEFS

- 8.216 Labor believes that people with disabilities have the same rights to health, safe work, safe and adequate housing, and social participation as the rest of the community.
- 8.217 Labor recognises that the majority of informal care is provided by family members. Labor believes that informal carers should be supported in their vital role of caring for their loved ones at home and in the community.

- 8.218 Labor is committed to the priorities of the National Disability Strategy to drive improvements across mainstream and disability systems with the goal of a more inclusive society. Labor will always fight for a strong, fully funded National Disability Insurance Scheme.
- 8.219 Labor will ensure that those Queenslanders with disabilities who are not eligible to receive supports from the National Disability Insurance Scheme (NDIS), or have not yet been granted access to appropriate supports from the NDIS, shall have access to strong community care services. Labor recognises the gap in vital services and supports for people with disabilities who do not have NDIS Access.
- 8.220 Labor believes that all Queenslanders should have access to social, educational and employment opportunities. We believe in taking proactive steps to increase inclusivity, including providing information in multiple formats, and ensuring events and public and social spaces are accessible to all.
- 8.221 Social policy must not only address societal inequalities but must also be a vehicle for the empowerment of individuals and communities.
- 8.222 Labor recognises that ongoing workforce attraction and retention in the disability sector is necessary to ensure quality care and outcomes for people with disabilities.
- 8.223 Labor recognises that neurodivergent conditions (such as Attention Deficit Hyperactive Disorder [ADHD] or Autism Spectrum Disorder [ASD]) persist throughout a person's lifespan, from childhood to adulthood.

#### **LABOR PRIORITIES IN GOVERNMENT**

- 8.224 Labor is committed to reducing the occurrence of violence against people with disabilities.  
  
We are committed to ensuring there are appropriate safeguards to protect people with disabilities from violence in care homes, institutions and in the broader community.
- 8.225 Labor will develop a suite of housing solutions for people with disabilities, including consideration of mandatory building standards.
- 8.226 Labor is committed to supporting disabled people to reach their professional goals, whether in the workforce, in business, or through volunteer work.
- 8.227 Labor is committed to the promotion of disabled people to leadership positions in all sectors. Labor will contribute to shifting attitudes of business, community and government sectors to create pathways for people with disabilities in leadership.  
  
Labor is committed to increasing people with disabilities' representation in board, executive, political and governance roles.
- 8.228 Labor strongly supports the vital work performed by all staff in the community and disability sector and will address the capacity, skill and remuneration issues affecting the disability workforce, including those who receive the Carers Pension and/or Allowance, due to the huge expansion of the sector under the National Disability Insurance Scheme.
- 8.229 Labor will take action to ensure that all buildings in which the Government owns, operates or leases are accessible and contain accessible facilities.

- 8.230 Labor supports the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability and in government will work towards implementing the Commission's recommendations to ensure a more inclusive and just society that supports the independence of people with disabilities and their right to live free from violence, abuse, neglect and exploitation.

Labor will work towards establishing policies and practices that strengthen protections for Disabled Queenslanders and will commit to ensuring that future reforms are co-designed with the disabled community.

Labor will respond legislatively to the recommendations of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

- 8.231 Labor in government will examine the accessibility and affordability of ADHD services in Queensland, with the aim of designing a new service model that incorporates recommendations of the Senate inquiry into Assessment and support services for people with Attention Deficit Hyperactivity Disorder.

## **SOCIAL AND COMMUNITY SERVICES**

### **LABOR VALUES**

- 8.232 Labor is committed to building an equal and equitable society that is free from discrimination, poverty and prejudice, by taking action to ensure the structures that promote these features are eradicated.
- 8.233 Labor recognises the social, cultural and economic benefits that a multicultural society delivers to all Queenslanders and is committed to promoting a united, harmonious and inclusive community.
- 8.234 Labor is committed to building a more sustainable social and community services industry in Queensland. Labor recognises that public and not-for-profit organisations are better positioned than for-profit corporations to provide social and community services to vulnerable Queenslanders.

### **LABOR BELIEFS**

- 8.235 The contribution of all members of society, including people of all ages, people with disabilities, Aboriginal and Torres Strait Islander peoples, and people from culturally and linguistically diverse backgrounds is valuable and should be recognised.
- 8.236 Building a strong and cohesive community requires support for people of all ethnicities, cultural backgrounds and ages to fully participate in the social, economic and cultural fabric of our community.
- 8.237 Social policy must not only address societal inequalities but must also be a vehicle for the empowerment of individuals and communities.
- 8.238 Quality and affordable early childhood education and care services should be available for all families throughout the state.
- 8.239 Access to safe, adequate, appropriate and affordable housing is a basic right of all people.
- 8.240 Labor recognises that poor social determinants across Aboriginal and Torres Strait Islander populations reflect the impact of European colonisation and that government has a primary role to partner with Aboriginal and Torres Strait Islander peoples and communities to redress existing

social, health, political and economic disparities between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

- 8.241 Labor commits to ensuring fresh food and other groceries are readily available and affordable in remote Aboriginal and Torres Strait Islander communities.
- 8.242 Labor believes all Queenslanders should have equity of access to services regardless of geographical location. Remote and regional disadvantage should be addressed by place-based responses that build community capacity, well-being and resilience.
- 8.243 Policy development and implementation is undertaken in collaboration with service users and their families/advocates and government and non-government agencies and unions to ensure appropriate, effective and coordinated responses.
- 8.244 Labor will continue its support for multicultural groups and organisations in their efforts to celebrate Queensland's diversity, promote harmony, and strengthen cultural understanding with the wider community.
- 8.245 Labor will support culturally and linguistically diverse Queenslanders in our community by ensuring they have equitable access to services and opportunities.
- 8.246 Labor recognises that public and not-for-profit organisations are better positioned than for-profit corporations to provide support services, including residential care services.

#### **LABOR PRIORITIES IN GOVERNMENT**

- 8.247 Labor will ensure adequate and sustainable funding of both government and non-government programs as a prerequisite to the provision of quality services.
- 8.248 Labor in Government will:
  - substantially increase the financial penalty that is imposed on a person who is caught illegally using a disabled car parking space;
  - introduce a demerit point on the vehicle licence of a person who is caught illegally using a disabled car parking space;
  - substantially increase the policing of disabled parking spaces;
  - introduce the requirement for consistent and effective signage to be used to identify disabled parking spaces across Queensland; and
  - collaborate with local government to develop and implement a comprehensive program to educate the public about the disability car parking system.
- 8.249 Labor will pursue a 'housing first' strategy which ensures access to secure and appropriate housing and flexible supports, to significantly reduce homelessness.
- 8.250 Labor will deliver innovative and collaborative development, with community and private sector partners, of sustainable social, appropriate and affordable housing initiatives.
- 8.251 Labor will continue to address youth unemployment through initiatives and programs that encourage young people to undertake further education and training and that achieve real job outcomes.
- 8.252 Labor will deliver integrated, flexible and innovative programs to address vulnerability and support individual and family capacity to live full and effective lives.

- 8.253 Labor will collaborate with the Commonwealth Government to ensure financial support for approved non-government organisations is sufficient to ensure that award wages and conditions apply to all workers.
- 8.254 Labor will evaluate welfare and community development programs to ensure improved outcomes are achieved and to safeguard the effective and efficient use of public funds.
- 8.255 Labor is committed to supporting local community advocacy and front-line support services through community hubs, providing local people with access to local support networks on an immediate and on-going basis for those individuals and families experiencing difficulties.
- 8.256 Labor will work with the community sector and its workforce representatives to establish a new model for funding community services to better address the needs and interests of the people they support and the local communities in which they work. Funding of community services in our community should be: sustainable; focus on collaboration rather than competition between providers; and support local, appropriate and qualified service provision.
- 8.257 Labor in Government will ensure, where possible, local workers to be prioritised over fly-in-fly-out service delivery models for the delivery of Queensland Government social services. Where skills cannot be sourced locally, the service delivery model utilised will prioritise the building of local capacity and capability.
- 8.258 Labor will formalise a process to investigate the establishment and operation of a Stolen Generations survivors reparation and redress scheme in this term of Government.
- 8.259 Labor will establish an independent Queensland Stolen Generations Redress and Reparations Scheme Advisory committee whose membership comprises of at least 70% of Stolen Generations survivors to begin the reparations and redress consultation and design process and report the Committee's findings to Parliament. This process is to be independent from the Path to Treaty's truth-telling inquiry which is expected to run over a 3 year period to avoid further delays in delivering compensation to Stolen Generations Survivors.
- 8.260 Labor will formalise a process to negotiate treaties between First Nations peoples within the next term of government, in part or whole.
- 8.261 Labor will restore and properly fund a Truth and Healing Commission for First Nations people in Queensland, embedding Aboriginal and Torres Strait Islander leadership in the design, implementation, and ongoing oversight of justice and truth-telling processes.
- 8.262 Labor will establish and authorise a Treaty Working Group within this term of government to consult with First Nation's Peoples and advise the Minister for Aboriginal and Torres Strait Islander Partnerships and the Attorney-General on a process to achieve treaties with Aboriginal and Torres Strait Islander people within Queensland. The group's objective is to provide advice to the Minister for Aboriginal and Torres Strait Islanders Partnerships and the Attorney-General on the process, timing and next steps for discussion that will achieve treaties with First Nations Peoples within Queensland, provide guidance on what material or expertise would support Aboriginal and Torres Strait Islander tribes and peoples to participate in this process and provide advice on building broad-based community education and support for a process of agreement making.
- 8.263 The Treaty Working Group shall comprise of, at least, 50% women and include nominees from state-wide Aboriginal and Torres Strait Islander Community Controlled Organisations, Aboriginal and Torres Strait Islanders under the age of 25, Indigenous Lawyers Association of Queensland,

Queensland Law Reform Commission and Traditional Owners from recognised prescribed body corporate entities, traditional owner groups as recognised by Federal Court gazetted in the Native Title Determinations and Cultural Heritage bodies. The Minister may also appoint people based on their personal experience and expertise. The number that the Minister shall appoint should be less than the number of non-ministerial appointed members.

- 8.264 After the formation of such a working group, regional forums will be held to discuss the group's work and the next steps for the Queensland Government.
- 8.265 Labor will expand the Queensland Portable Long Service Leave scheme to cover additional industries and ensure full compliance with employer contributions to QLeave. Labor will strengthen protections for workers in casual and insecure jobs by expanding portable long service to all hours worked. These changes will not apply to existing portable long service schemes that provide more beneficial entitlements to employees.
- 8.266 Labor will review current programs for addressing social isolation in our communities, and identify opportunities for Queensland to tackle this growing issue.
- 8.267 Labor will continue to recognise Refugee Welcome Zones in local government areas. Labor will support local government authorities who enact Refugee Welcome Zones by broadening funded programs that support, assist and welcome those seeking asylum in Queensland.

Labor will broaden and improve the financial assistance given to the Asylum Seeker and refugee Assistance Program.

## OLDER QUEENSLANDERS

### LABOR VALUES

- 8.268 Labor is committed to ensuring that older Queenslanders are able to lead a healthy and productive life, whether in work, volunteering or in retirement; with access to choice of lifestyle opportunities and care and support, appropriate to their needs.

### LABOR BELIEFS

- 8.269 Queensland should be an age-friendly state where all Queenslanders, of all ages, can stay active, connected and contribute economically, socially and culturally.
- 8.270 Older Queenslanders should be able to live in their communities wherever possible and, where necessary, be supported and maintained by a diverse and flexible range of services designed to enhance their independence, dignity, health and happiness and to assist them in transitions as they age.
- 8.271 Lesbian, gay, bisexual, transgender, intersex and queer/questioning aged people are often isolated and vulnerable citizens in the aged care industry.

Labor will undertake research into the need for aged care services and in-home funding for lesbian, gay, bisexual, transgender, intersex and queer/questioning people, including raising the awareness of the needs of lesbian, gay, bisexual, transgender, intersex and queer/questioning older persons in aged care facilities.

- 8.272 Government must promote a greater community understanding of the wider issues concerning positive ageing and of the valuable contribution that older Queenslanders have made and continue to make to society.
- 8.273 A whole-of-government approach is needed on policy affecting older Queenslanders.
- 8.274 The development of a quality aged-care workforce should be actively supported through appropriate award conditions, remuneration and training opportunities.

### **LABOR PRIORITIES IN GOVERNMENT**

- 8.275 Labor will upgrade, extend and maintain a comprehensive range of domiciliary support services for older Queenslanders.
- 8.276 Labor will maintain and enhance the services, subsidies and discounts provided to older Queenslanders, where appropriate.
- 8.277 Labor will work towards 'Closing the Gap' in life expectancy for Aboriginal and Torres Strait Islander peoples and work with community-lead organisations to increase life expectancy.
- 8.278 Labor will plan and integrate services for older Queenslanders at a regional level and ensure that these services are adequately funded.
- 8.279 Labor will encourage community support to enable older Queenslanders to remain in their own homes wherever possible.
- 8.280 Labor will prioritise and support the advocacy and policy role of the Office for Seniors to ensure that older Queenslanders are consulted and their needs met and that there is greater government and community awareness of the issues affecting them.
- 8.281 Labor will work actively with employers to address workforce shortages by supporting improved remuneration and conditions for aged care workers, and investing in increased training and development initiatives. (7.198)

### **YOUNG QUEENSLANDERS**

#### **LABOR VALUES**

- 8.282 Labor values the considerable contribution young people make to our society as they participate and contribute to the wider social, economic, educational, cultural and environmental development and prosperity of our state.

#### **LABOR BELIEFS**

- 8.283 Labor believes there should be greater awareness of issues concerning young people and of the valuable contribution young people make to our society.
- 8.284 Labor is committed to fostering an awareness and understanding of the central role of the community in developing policies and programs that focus on issues affecting young people, their status in society, and their relevant cross-cultural needs and concerns.
- 8.285 Labor recognises that young people need the support of caring adults in their transition from dependent to independent living.

- 8.286 Labor is committed to providing a range of support services to young people, their families, other adults who provide care, and those who work towards meeting the diverse needs of the young people of our state.
- 8.287 Labor recognises that to meet the needs of young people, there needs to be a focus on setting priorities, defining goals, coordinating efforts across government departments, and increasing the consultative and cooperation process between government and the community.

### **LABOR PRIORITIES IN GOVERNMENT**

- 8.288 Labor will restore the operation of the Young Workers Advisory Service.
- 8.289 Labor will release a comprehensive, state-wide Youth Strategy, after consultation with a broad range of young people from across Queensland.
- 8.290 Labor will encourage young people to be involved in decision making in relation to the social, economic, environmental, cultural, educational, recreational and political life of their community.
- 8.291 Labor will fully recognise and encourage the participation of young people in all relevant aspects of life.
- 8.292 Labor will promote an integrated and coordinated delivery of services to young Queenslanders.
- 8.293 Labor will promote two-way communication between young people, community groups and organisations, and agencies and government departments.
- 8.294 Labor will make resources available in key areas in accordance with the needs of young people, and will identify and target disadvantaged young people in the allocation of these resources.
- 8.295 Labor will undertake research to gain an awareness and understanding of the needs, problems and issues confronting young people, and develop resources for sharing knowledge and information between the government and the community.

### **LESBIAN, GAY, BISEXUAL, TRANSGENDER, INTERSEX, QUEER/QUESTIONING QUEENSLANDERS**

#### **LABOR VALUES**

- 8.296 Labor values the contribution lesbian, gay, bisexual, transgender, intersex, queer/questioning people make to our society as they participate and contribute to the wider social, economic, educational, cultural and environmental development and prosperity of our state.
- 8.297 Labor in government will promote a portfolio of equality within the Queensland Cabinet.
- 8.298 Labor in government will create a Sexuality and Gender Commissioner.

#### **LABOR BELIEFS**

- 8.299 Labor believes there should be greater awareness of issues concerning the lesbian, gay, bisexual, transgender, intersex, queer/questioning community and of the valuable contribution lesbian, gay, bisexual, transgender, intersex, queer/questioning people make to our society.

- 8.300 Labor is committed to fostering an awareness and understanding of the central role of the community in developing policies and programs that focus on issues affecting lesbian, gay, bisexual, transgender, intersex, queer/questioning people, their status in society, and their relevant cross-cultural needs and concerns.
- 8.301 Labor recognises that lesbian, gay, bisexual, transgender, intersex, queer/questioning people need the support of the community to live their true and authentic selves free from harassment, intimidation or fear.
- 8.302 Labor is committed to providing a range of support services to lesbian, gay, bisexual, transgender, intersex, queer/questioning people, their families, service providers, agencies or others who work towards meeting the diverse needs of the lesbian, gay, bisexual, transgender, intersex, queer/questioning people of our state.
- 8.303 Labor will commit to including “LGBTIQ+ Identifying” on any government survey or form that includes other equity groups.
- 8.304 Labor recognises that to meet the needs of lesbian, gay, bisexual, transgender, intersex, queer/questioning people, there needs to be a focus on setting priorities, defining goals, coordinating efforts across government departments, and increasing the consultative and cooperation process between government and the community.
- 8.305 Labor believes that informed consent is a fundamental principle in healthcare, and that decisions on gender-affirming care are best made between patients and medical professionals.

#### **LABOR PRIORITIES IN GOVERNMENT**

- 8.306 Labor will ensure appropriate health services for lesbian, gay, bisexual, transgender, intersex, queer/questioning people specifically to address mental health, sexual health and wellbeing.
- 8.307 Labor believes diverse LGBTQIA+ communities should be celebrated, safe and able to thrive in Queensland. Labor in government will maintain a whole-of-government strategy to embed inclusion across agencies and ensure responsive, inclusive and accessible services, particularly in healthcare, education, housing, child protection, policing and justice, developed in genuine partnership with LGBTQIA+ people across the state.
- 8.308 Labor will encourage lesbian, gay, bisexual, transgender, intersex, queer/questioning people to be involved in decision making in relation to the social, economic, environmental, cultural, educational, recreational and political life of their community.
- 8.309 Labor will fully recognise and encourage the participation of lesbian, gay, bisexual, transgender, intersex, queer/questioning people in all relevant aspects of life.
- 8.310 Labor supports the rights of persons with variations of sex characteristics (intersex) to have bodily agency, self-determination and autonomy, including in medical settings. Labor will ensure effective oversight of clinical and surgical practices and end harmful practices that modify sex characteristics of people with variations of sex characteristics without personal informed consent.
- 8.311 Labor will promote an integrated and coordinated delivery of services to lesbian, gay, bisexual, transgender, intersex, queer/questioning Queenslanders. Including in the provision of LGBTIQ+ Liaison Officers in all agencies who interface with community.

- 8.312 Labor will promote two-way communication between lesbian, gay, bisexual, transgender, intersex, queer/questioning people, community groups and organisations, and agencies and government departments.
- 8.313 Labor will make resources available in key areas in accordance with the needs of lesbian, gay, bisexual, transgender, intersex, queer/questioning people, and will identify and target disadvantaged young people in the allocation of these resources.
- 8.314 Labor will undertake research to gain an awareness and understanding of the needs, problems and issues confronting lesbian, gay, bisexual, transgender, intersex, queer/questioning people, and develop resources for sharing knowledge and information between the government and the community.
- 8.315 Labor believes sexual orientation is defined as a person's emotional, affectional, and sexual attraction to, or intimate or sexual relations with, people of a different gender, the same gender, or more than one gender. Labor recognises that this includes both the experience of attraction and the potential for intimate or sexual relationships with others.

Labor will reform the definition of sexuality in the *Anti-Discrimination Act 1991 (Qld)* to reflect the definition above.

## ARTS AND CULTURE

### LABOR VALUES

- 8.316 Labor recognises that the arts are an essential element of human endeavour. The key values for sustainable development are creativity, heritage, knowledge and diversity.
- 8.317 Labor is aware that the arts, through the specific contributions that they make as knowledge capital and a sector of creativity and exploration, promote inclusive social and economic development, environmental sustainability, harmony, peace, security and wonder. Labor knows that the arts and expressions of heritage and culture are essential elements for the development of people and communities.
- 8.318 Labor values the considerable contribution the arts make to the economy of Queensland and the GDP of the nation.
- 8.319 Labor values the many creative disciplines that Queensland has to offer in all their diversity. Labor recognises the positive impact that the arts have on wellbeing, health and reconciliation.

### LABOR BELIEFS

- 8.320 Labor believes that a vibrant, widespread, accessible and comprehensive arts sector will benefit Queensland culturally and economically.
- 8.321 Involvement in the arts should be available to all Queenslanders and the arts, personal and commercial, should be resourced to enable and foster this.
- 8.322 The availability of arts education at all levels of schooling and tertiary education is essential.
- 8.323 Labor believes in fair dealing and supporting the intellectual property rights of arts professionals.

### LABOR PRIORITIES IN GOVERNMENT

- 8.324 Labor will maintain a Ministry for the Arts and ensure the Agency is committed to promoting Queensland artists and arts practice in all its diversity.
- 8.325 Labor will encourage and support the arts for their social, cultural and commercial values by policy review, analysis and development and substantial resourcing of the arts and the creative industries. Labor will encourage participation in the arts throughout the state and will support and encourage production of new work of exceptional quality.
- 8.326 Labor will promote the creation of national and international interest in Queensland arts and culture and promote the growth of cultural tourism.
- 8.327 Labor is respectful of Aboriginal and Torres Strait Islander culture, protocols and practices, and will seek permission from the artist or, if passed (deceased), the artist's family before selling or disposing any gifted Aboriginal and Torres Strait Islander art, artworks or artefact.
- 8.328 Labor will foster, support, and actively promote, traditional and contemporary Aboriginal and Torres Strait Islander arts, and the training of Aboriginal and Torres Strait Islander peoples for employment in arts industries and Statutory Authorities.
- 8.329 Labor will ensure Aboriginal and Torres Strait Islander peoples participate in the planning decision-making and implementation of policies and programs for Aboriginal and Torres Strait Islander Arts.
- 8.330 Labor in government will deliver First Nations Cultural Centres, recognising their importance for truth-telling, cultural exchange, and community and economic development.
- 8.331 Labor believes Queensland's cultural institutions must honour and reflect the voices of the world's oldest continuing cultures. Labor will ensure Aboriginal and Torres Strait Islander peoples are represented on the boards of Queensland's major cultural institutions by mandating First Nations board members, establishing a First Nations Committee, and modernising governance provisions. Our cultural institutions must be led with inclusion, respect, and shared stewardship — and only Labor can be trusted to embed these values at the heart of cultural decision-making.
- 8.332 Labor will realistically resource Arts Queensland administration and support offices to be self-sufficient and autonomous. The Labor Government will be advised by consultative committees of representatives from all arts sectors.
- 8.333 Labor will support artists at all stages of their careers, especially on career longevity. Labor's programs of assistance to Queensland's artists and arts workers will be designed with sector input, and will actively encourage collaborations with industries of all types.
- 8.334 Labor will continue peer assessed short and long-term project-based funding for the arts. Support will be focused on proper pay and conditions for artists.
- 8.335 Labor will examine affordable public liability insurance for arts workers and events.
- 8.336 Labor will support the advocacy roles of relevant and effective state peak arts bodies.
- 8.337 Labor in government will develop programs and policies to increase the publication production and/or development of Queensland authors, screenwriters, playwrights, and other creative writers across all genres and mediums.

- 8.338 Labor will support arts and cultural projects that foster inclusive community development. Labor will ensure that arts and cultural projects within communities are designed in consultation with those communities and professional arts workers, and are appropriately resourced.
- 8.339 Labor will maintain regional branches of offices of the arts to service the regions and facilitate effective communication between regional arts workers and organisations and government. Labor will support the Regional Arts Development Fund, and through the ArTour, maintain and strengthen an arts touring program to and from regional and remote communities.
- 8.340 Labor will support diversity in the performing arts in Queensland by providing funding to a range of music, dance and theatre companies. Labor will require those companies to produce work by Queensland artists with specific funds available annually so that companies can commission new works by Queensland resident writers, choreographers and composers.
- 8.341 Labor will require that a percentage of the total value of Queensland Government public works building projects be used to incorporate work by Queensland artists, craftworkers and designers.
- 8.342 Labor will encourage the development of a viable, sustainable and effective state-wide creative industries sector that will be serviced by an expanded Arts Queensland and will encourage the growth of Queensland film and television production and distribution by providing incentives.
- 8.343 Labor will support the education and training of Queensland artists, designers, craftspeople, and theatre, film and television professionals, and support demand driven vocational education and training that is managed collaboratively with industry.
- 8.344 Labor will work with local governments to keep public libraries publicly funded, relevant and useful to the communities they serve. Labor will ensure that all Queensland regional areas have good access to free information sources.
- 8.345 Labor will review and monitor the performance indicators for each statutory authority and support partnerships between Queensland Art Gallery and Gallery of Modern Art, State Library and the Queensland Museum Network, with a particular regard to the needs of rural and remote areas.
- 8.346 A Labor government will re-establish a permanent and government funded peak body for leadership of youth arts in Queensland.

## **SPORT AND RECREATION**

### **LABOR VALUES**

- 8.347 Labor recognises that involvement in sport and recreation activities brings together community members and is an essential element in building strong and cohesive communities.
- 8.348 Labor recognises that participation in sport and recreational activities enhances the quality of life of Queenslanders, by delivering social, health and economic benefits.
- 8.349 Labor acknowledges that community clubs play a fundamental role in society. Clubs are providers of quality, secure jobs and Labor is committed to ensure that those clubs that do not reduce weekend and public holiday penalty rates, will be prioritised to receive ongoing support as part of the significant funding they receive from government.

### **LABOR BELIEFS**

- 8.350 Access to, and participation in, organised sporting and recreational activities enhances the quality of life of all Queenslanders. Labor believes in giving Queenslanders access to a wider range of local quality sporting and active recreation infrastructure.
- 8.351 The promotion of the benefits of sport, recreation and leisure activities must be in accordance with the ideals of access, equity and participation.
- 8.352 Increased opportunities and participation in all areas of the sports industry, particularly among young people, Aboriginal and Torres Strait Islander peoples, women, people with disabilities, LGBTIQ+ people and people in regional and rural Queensland, benefits the whole community.
- 8.353 The values of fair play should be embraced, and policies and guidelines should be implemented to ensure a quality sport experience for all participants.
- 8.354 In the interest of reducing dangerous levels of gambling in licenced facilities, Labor supports the introduction of a cashless gaming card for poker machines.

### **LABOR PRIORITIES IN GOVERNMENT**

- 8.355 Labor will provide services and funding to state sporting organisations and peak bodies to facilitate the development of the sport and recreation industry.
- 8.356 Labor will promote proportionate representation of young people, women, seniors, people with disabilities, culturally and linguistically diverse, LGBTIQ+, and people in regional and rural areas within sporting bodies and governance roles across Queensland.
- 8.357 Labor will continue to ensure that the sport and recreational needs of young people, women, seniors, people with disabilities, people from non-English speaking backgrounds, Aboriginal and Torres Strait Islander peoples, LGBTIQ+ people and people in rural and regional areas are identified and supported in all of its policies and programs.
- 8.358 Labor will facilitate the delivery of well-planned, developed and managed facilities and natural environments to accommodate participation at all levels.
- 8.359 Labor will attract, secure and support major national and international sporting and recreational events that have the capacity to encourage large numbers of participants, spectators and visitors from interstate and overseas.
- 8.360 Labor will encourage families, individuals and communities to adopt healthy lifestyles and enjoy physical activity by participating in sport and recreation.
- 8.361 Labor will facilitate the provision of a wider range of opportunities to encourage more Queenslanders to take regular, moderate, physical activity throughout the various stages of their lives.
- 8.362 Labor will develop specific programs that engage young people, seniors, people with disabilities, women, LGBTIQ+ people and Aboriginal and Torres Strait Islander peoples, in sport and recreation activities.
- 8.363 Labor will support programs that involve children in regular physical activity and promote children's sport programs with emphasis on participation, respect for team effort and enjoyment.

- 8.364 Labor in government will work to increase women’s participation in sports by investing and implementing avenues for financial assistance to support women and young women from First Nations, CALD backgrounds and women facing financial hardship.
- 8.365 Labor will ensure the Gold Coast 2018 Commonwealth Games and the Brisbane 2032 Olympic and Paralympic Games leave a positive legacy for the entire state, in the form of increased participation in sport, increased tourism and better infrastructure and facilities.
- 8.366 Labor will encourage the use and further establishment of public recreation areas.
- 8.367 Labor will provide sporting and recreation facilities for people with disabilities.
- 8.368 Labor will encourage the pursuit of excellence in sports and will continue to support excellence in elite sports through the Queensland Academy of Sport.

## **ANIMAL WELFARE**

### **LABOR VALUES**

- 8.369 Labor recognises that human interactions with animals should be respectful, humane and reflect community expectations.
- 8.370 Labor recognises the important role played by companion animals in the lives of Queenslanders.
- 8.371 Labor recognises that there is a strong causal link between animal cruelty and other forms of anti-social behaviour and that addressing this phenomenon is an important preventative measure.
- 8.372 Labor recognises the rights of individuals to peacefully and lawfully promote the humane treatment of animals in accordance with their values.
- 8.373 Labor recognises that animals play integral roles in Queensland communities and sporting and recreational activities, as well as Queensland agricultural, production, export and other commercial industries that depend on animal keeping and animal derived products.

### **LABOR BELIEFS**

- 8.374 Labor believes that animals should be protected from unjustifiable, unnecessary or unreasonable pain or harm.
- 8.375 Labor believes in responsible and humane animal husbandry, animal keeping, animal-based recreational activities and animal-derived product industries.

### **LABOR PRIORITIES IN GOVERNMENT**

- 8.376 Labor will continue to ensure that the care and protection, and responsible use of animals is maintained and meets community expectations.
- 8.377 Labor commits to providing adequate funding and support to agencies currently working to ensure the welfare of animals in Queensland.
- 8.378 Labor will regularly consult with industry, the RSPCA, and the community on the expectations of animal welfare.

- 8.379 Labor will investigate ways to prevent animal cruelty including individual and community education and support.
- 8.380 Labor will ensure that legislation and regulation relating to animal welfare remains current and consistent with community expectations.  
  
Labor will ensure legislation in relation to animal welfare is effective and addresses animal cruelty and neglect effectively. Labor will support legal action in accordance with the legislation, when necessary and when animal cruelty has been identified.
- 8.381 Labor will refer to the Queensland Sentencing Advisory Council a review of the penalties imposed on sentence for breaches of animal welfare laws. The review will determine if additional guidance is required to ensure that penalties meet the Queensland community's expectations, and will include consultation with the community and other key stakeholders.
- 8.382 Labor commits to working with all relevant industries, workers and relevant groups to transition those industries to ensure no disadvantage during the transition phase once live cattle and sheep export ends.

## Chapter 9: Delivering for Queensland's Regional, Rural and Remote Communities

Queensland Labor was formed in regional Queensland, and we remain rooted in the communities that built our movement. We believe every Queenslander deserves opportunity, dignity and a fair share, no matter where they live.

Regional, rural and remote Queensland are the backbone of our State — powering our economy, growing our food, caring for country, and shaping our culture. We honour the strength of these communities and the vital role of Aboriginal and Torres Strait Islander peoples across them.

Labor is committed to a future where prosperity is shared. By investing in regional infrastructure, creating secure local jobs, and building sustainable industries, we will ensure thriving, connected communities across Queensland.

Labor will ensure we are delivering for Queensland's regional, rural and remote communities by building up regional, rural and remote infrastructure, jobs and businesses.

- 9.1 Labor believes every Queenslander deserves quality education, secure and fair work, affordable health care and essential services — regardless of where they live.
- 9.2 Labor is committed to long term planning that delivers prosperity and security for regional Queensland communities.
- 9.3 Labor believes Queenslanders should have real choices about where they live and work, supported by opportunity in every region.
- 9.4 Labor will invest in industries that create good jobs across regional Queensland — from agriculture, mining and tourism to emerging sectors such as services, advanced manufacturing and clean energy.
- 9.5 Labor recognises that protecting Queensland's environment is essential for healthy communities, sustainable industries and resilient regional economies.
- 9.6 Labor supports strong and sustainable agriculture, resources, fisheries and forestry sectors that deliver jobs, innovation and shared prosperity for all Queenslanders. Labor commits to partnering with industry and education and training providers to deliver a highly skilled workforce and ensure an ongoing commitment to deliver continuous industry development.
- 9.7 Labor believes government services should be delivered by public sector workers, ensuring regional communities receive quality, reliable, secure and accountable services.
- 9.8 Labor will support and work with small and regional businesses by fostering cooperation, innovation and local enterprise.
- 9.9 Labor will ensure that major projects prioritise local jobs and training ahead of FIFO or DIDO workforces.
- 9.10 Labor will partner with industry, unions, landholders, Aboriginal and Torres Strait Islander communities, educators and other relevant stakeholders to build sustainable industries and take a proactive approach to prevent regional skills shortages.

- 9.11 Labor will adopt a value supply chain approach to economic development, particularly in agriculture to support growth in the food industry, with a focus on identifying new and emerging opportunities and developing high-value niche markets for regional areas. (2.84)
- 9.12 Labor will support investment in strategic infrastructure projects for regional, rural, and remote Queensland communities, including from Queensland superannuation funds. Labor is committed to collaborating with industry, unions, and communities to enhance intrastate shipping and promote regional economic development and jobs for Queenslanders.
- 9.13 Labor recognises regional public service hiring provides secure, high-wage jobs that are accessible to regional Queenslanders, particularly regional women.  
  
Labor supports the introduction of and regular reporting on regional hiring targets at all levels of the public service to ensure that the distribution of public service roles reflects the state's diversity and contributes to the growth and resilience of regional Queensland communities.
- 9.14 Labor recognises the importance of regional cities and rural centres to Queensland's economy and culture. We support decentralization of government services and agencies, fair distribution of mineral royalties, and long-term planning that gives every community the chance to grow and prosper.
- 9.15 Labor will support outback Queensland to diversify its economy, especially tourism that showcases First Nations culture, bush heritage and unique flora fauna and natural landscapes.

### **Investing in Queensland Manufacturing and Technology Development across Regional, Rural and Remote Communities**

- 9.16 Labor believes regional Queensland must lead in manufacturing, biotechnology, e-commerce and the digital economy. We will support small businesses and the wider community by providing regional hubs, invest in telecommunications and digital services, and ensure equitable access to these services for every community.
- 9.17 Labor will build a strong public sector with a skilled workforce drawn from across Queensland, including the regions. Labor will set minimum recruitment and selection targets for regional workers across all levels of the public sector, expand regional employment pathways through flexible and remote work and ensure these workers remain in their communities by supporting long-term careers in the regions. To ensure accountability, Labor will publish annual progress reports for each region.

### **Partnering with the Aboriginal and Torres Strait Islander people of Queensland**

- 9.18 Labor acknowledges Aboriginal and Torres Strait Islander peoples as Traditional Custodians and key partners in regional development. We will protect cultural heritage, close the education gap, expand health and essential services, and ensure culturally appropriate responses to family violence.

### **Promoting the voices and leadership of Regional, Rural and Remote Communities**

- 9.19 Labor values the voices of regional, rural and remote Queenslanders.  
  
Labor will promote the voice of regional Queenslanders in Government Board appointments and ensure Cabinet promotes and reflects the voices of regional, rural, and remote Queensland.

Labor will promote the representation of regional women and their voices when considering Government Board appointments.

Labor believes in supporting our regional, rural and remote members of Cabinet and Caucus to work in, represent and serve their electorates as much as possible.

### **Ensuring Safe, Caring and Connected Regional, Rural and Remote Communities**

- 9.20 Labor believes that as part of building a Queensland that is free from discrimination, poverty and prejudice it is critical we support more opportunity in regional, rural and remote areas. To ensure this Queenslanders should have equitable access to services regardless of their geographical location.
- 9.21 Labor will ensure regional voices shape planning, infrastructure, and housing solutions. We commit to working with and supporting regional councils to address housing in regional Queensland and to deliver services that reflect the needs of their communities.
- 9.22 Labor will publish regular progress reports on regional plans inclusive of their social, economic and environmental impacts and benefits. We recognise the unique challenges of border communities and will protect the role of an effective cross border commissioner to advocate for these communities.
- 9.23 Labor shapes effective government policy by representing the needs and interests of regional, rural, and remote Queensland communities.
- 9.24 Labor recognises the challenges that many regional, rural and remote communities face with limited availability of important services and supports. To help these communities Labor will support policy which delivers:
  - a) More employment, study and recreation opportunities for young people
  - b) A coordinated network of counselling and support services to assist victims of domestic and family violence
  - c) A larger disability workforce to provide much needed support to people with disabilities in regional, rural and remote areas. Supported by improved remuneration and conditions for disability workers, and investing in increased training and development initiatives.
  - d) More equitable access to justice for all Queenslanders including through increased funding for Legal Aid and the Community Legal Centres operating across regional, rural and remote Queensland.
- 9.25 Labor is committed to working with local communities, industry, researchers and all levels of government to strengthen the transport routes including rail infrastructure that regional, rural and remote Queensland rely on. Labor will prioritise resilience, safety and climate preparedness in planning for the future of road, rail and sea infrastructure. In Far North Queensland, Labor will bring together experts and stakeholders to review existing studies and assessments of the Tablelands–Cairns rail corridor and identify practical options to improve its condition, reliability, especially in the face of more frequent and severe weather events.
- 9.26 Labor values the importance of equitable access to the Arts for all Queenslanders. Labor advocates for regional artists, regional arts organisations, and local community based public libraries.
- 9.27 Labor celebrates the many Queensland sporting greats from regional, rural and remote Queensland and believes government must play an active role in supporting future sporting stars through increased sporting opportunities for Queenslanders in regional, rural and remote areas.

## Keeping Regional, Rural and Remote Communities Healthy

- 9.28 Labor believes all Queenslanders in regional, rural and remote communities deserve access to high-quality, affordable and culturally appropriate health care. This requires Labor to fight to deliver:
  - a) Strong local health services which bring together experienced health professionals and allow opportunities for the next generation of health heroes to train in regional, rural and remote areas.
  - b) Well funded and appropriately staffed public hospitals in regional, rural and remote communities.
  - c) Access to health services, research and technology that do not leave the health of those in regional, rural and remote communities behind.\*
- 9.29 Labor believes that Queenslanders in regional, rural and remote areas should have access to the same level of dental care as other Queenslanders, and this should be delivered locally where possible.
- 9.30 Labor recognises the need for quality healthcare workers in regional, rural and remote areas. To deliver this we believe government has a key role to play in providing incentives; both financial and otherwise, as well as ongoing professional development opportunities to help attract and retain a strong and qualified health workforce to help regional, rural and remote areas.
- 9.31 Labor believes government should support accessible, culturally safe mental illness prevention, early detection and intervention services across regional, rural and remote Queensland.
- 9.32 Labor recognises the need for comprehensive reproductive health services in regional, rural and remote areas, including pregnancy counselling, post-natal infant care, fertility and termination procedures.
- 9.33 Labor supports working to deliver harm reduction, health diversion and rehabilitation services including those necessary to help address problematic drinking, smoking and recreational drug use across regional, rural and remote Queensland.
- 9.34 Labor recognises the unique health landscape facing regional women, with many of them living in areas where they are not able to easily access much needed reproductive and women-focused healthcare.
- 9.35 Labor in government will expand publicly-funded fertility services, including in locations in regional Queensland. (6.37)
- 9.36 Labor will deliver the programs Queensland needs to support experienced health practitioners to relocate to rural and regional Queensland. (6.68)
- 9.37 Labor supports the installation of appropriate technology in health centres and hospitals across regional, rural and remote communities so they can access the healthcare they need.
- 9.38 Labor calls for government to encourage more nurses in regional areas to be trained in midwifery but also to train birth attendants in regional, rural and remote centres to assist women who are pregnant or are delivering their baby.
- 9.39 Labor will strengthen the Patient Travel Subsidy Scheme so regional, rural and remote Queenslanders can access essential health care (including reproductive health care) without financial barriers. We will deliver a true-cost model for travel and accommodation, streamline the

application process, fast-track urgent health services, and provide post-travel aftercare and support to ensure patients return home with the care and assistance they need. (6.69)

- 9.40 Labor acknowledges the need to increase support and resourcing to palliative care services for regional, rural and remote Queenslanders, including by:
- a) investing in the regional palliative care workforce;
  - b) investing in and implementing models of care that meet the needs of regional Queenslanders at the end of their lives; and
  - c) ensuring the availability of culturally appropriate palliative care for ~~including to assist~~ Aboriginal and Torres Strait Islanders wanting to pass away in community or on Country.
- 9.41 Labor believes every Queenslander deserves the right to access quality hospice care; if they so choose, at the end of their life. We believe that those in regional, rural and remote areas are not left with a poorer quality of care based on where they live. Labor in government will improve funding for hospice care in regional, rural and remote areas.

### **Making sure Regional, Rural and Remote Communities are able to fairly access quality Education**

- 9.42 Labor believes children in all parts of Queensland, including those in regional, rural and remote areas have the basic right and access to a well-resourced education system that addresses systematic barriers and allows them to access high quality education, up-to-date technology as well as well-maintained and inclusive infrastructure.
- 9.43 Labor believes no child should be left behind by the Queensland education system. As such supports a needs-based model of education that ensures equity of access to educational achievement for children in remote, rural and regional Queensland that provides support loadings that target schools disadvantaged by size and isolation, students from low socio-economic backgrounds and students with Aboriginal and Torres Strait Islander backgrounds.
- 9.44 Labor sees a strong public TAFE as the backbone of regional VET training. As such we support TAFE to be available to as many regional, rural and remote Queenslanders as possible, allowing them to access a diverse range of courses and educational opportunities locally and provide for the future workforce needs and skill development required to provide, wherever possible, the skilled labour force from within the region.
- 9.45 Labor will protect the diversity of courses and educational opportunities offered by TAFE in regional Queensland and provide incentives for people from regional, rural and remote areas to seek TAFE education in order to allow them to later use their education to support and improve their communities.
- 9.46 Labor believes quality, affordable and safe early childhood education needs to be made available to as many Queensland families in regional, rural and remote areas as possible.
- 9.47 Labor recognises the variety of circumstances that can make tertiary education difficult to access in the regional, rural and remote areas of Queensland. As such, Labor believes that access to training, both online and in person for university and other tertiary education, should not be limited unnecessarily by location.

### **Preserving our Water and Natural Environment and responding to climate change**

- 9.48 Labor believes all Queenslanders should have the basic right to access reliable sources of clean drinking water. We recognise that this can be a challenge in many regional, rural and remote

communities and will support the policy and infrastructure needed to secure this basic right for all Queenslanders.

- 9.49 Labor supports partnering with local government to deliver the active planning of resilient water infrastructure for times of drought and water shortage, including methods to reduce, reuse, harvest and store water.
- 9.50 Labor supports the continued sustainable development of communities in regional, rural and remote Queensland. In supporting legislation, plans, programs and proposals Labor believes such development should be in the best interests of the local community, environmentally responsible and subject to proper community consultation.
- 9.51 Labor recognises the challenges that can face many regional, rural and remote communities when it comes recycling and supports increasing the ability of all Queenslanders in regional, rural and remote areas to recycle including opportunities for investment to support value adding to recycled waste streams.
- 9.52 Labor recognises that the adoption of renewable energy creates a lot of opportunities for regional, rural and remote Queensland. To make the most of these opportunities Labor will support policy and infrastructure to deliver environmentally responsible and publicly owned renewable energy projects across the state in response to the specific needs of each local community.
- 9.53 Labor recognises the environmental importance of many habitats on private property across regional, rural and remote Queensland and supports incentivising property owners that conserve, manage and restore essential terrestrial and aquatic habitat, threatened ecosystems and biodiversity corridors on their properties.
- 9.54 Labor recognises the need to continue the protection, preservation and public enjoyment of Queensland's important and diverse ecosystems and our World Heritage listed preservation areas: Great Barrier Reef, Wet Tropics Rainforests, Gondwana Rainforests, K'gari and the Australian Fossil Mammal Sites in the Gulf Country.
- 9.55 Labor supports the introduction of low environmental impact ecotourism and infrastructure across Queensland's many National and State parks and forests. Any development in National Parks will be managed to provide, to the greatest possible extent, for the permanent preservation of the area's natural condition and the protection of the area's cultural resources and values.
- 9.56 Labor supports policy and programs that help deliver the revegetation of regional, rural and remote areas, including by partnering with local volunteers and Indigenous Land and Sea Rangers.
- 9.57 Labor supports partnering with rural leaseholders to boost the habitat protection and enable greater access to cultural sites for Aboriginal and Torres Strait Islanders across regional, rural and remote Queensland.
- 9.58 Labor is proud that Queensland is home to some of the most picturesque and ecologically rich natural habitats in the world and is committed to protecting them.
- 9.59 Labor supports the sustainable, environmentally responsible and scientifically led management of Queensland's rivers, wetlands, estuaries, groundwater and catchments. We believe this should include:
  - a) improving and integrating land use planning, development approval processes, flood mitigation, agricultural and other land use practices.
  - b) water quality management.

- c) maintaining seasonal flow regimes.
- d) maintaining catchment ecological functions.
- e) remediating impacts to catchment hydrology (including surface water, underground water and overland flow).
- f) reducing soil erosion and sediment loads entering waterways.
- g) the ecologically sustainable harvesting of water locally.

9.60 Labor supports infrastructure and policy to help mitigate the risk of flooding in our changing climate, particularly in regional, rural and remote communities. We believe this should include:

- a) Preventing or minimizing development on flood prone areas.
- b) Promoting the introduction of infrastructure which improves resilience including natural wetlands to better manage floodwaters.
- c) Ensuring the effective conservation and management of existing riparian vegetation.
- d) Implementing prioritised restoration programs for denuded or degraded riparian vegetation areas.

9.61 Labor is proud Queensland contains so many pristine rivers and floodplains, including in the Channel Country, Cape York and the Gulf of Carpentaria. Labor believes government should work with all stakeholders including Aboriginal and Torres Strait Islander people, industries and the wider community to ensure its continued protection.

### **Supporting Queensland Farmers and local Agriculture and Primary Industry Sectors**

9.62 Labor will support Queensland's food and fibre farmers by enabling them to increase production through technology and education. We stand with Queenslanders during droughts and natural disasters. Labor is committed to resilient, sustainable, and productive agricultural businesses, benefiting all communities, especially in regional and rural areas. We recognise the importance of access to global agricultural markets for the overall economic benefit of Queensland.

9.63 Labor will support the expansion of renewable energy to meet the energy needs of Queensland's agricultural industry. This includes planning and supporting renewable energy projects in regional Queensland. Labor will also back initiatives to secure the future of the food and fibre sector by capitalising on regional opportunities.

9.64 Labor recognises agriculture as a key strength of Queensland's economy, with global food demand presenting growth opportunities. Labor will advocate for the Federal Government to prioritise Queensland's agricultural products, including sugar, in trade negotiations. Labor will support trade opportunities for Queensland's premium food and fibre products, marketed as clean, green, and healthy. Additionally, Labor believes in the value of overseas trade missions to help producers and industry expand into export markets, with a focus on Asia.

9.65 Labor recognises that biosecurity is a shared responsibility across all levels of government, industry and the community. It requires co-ownership of preparedness and responses. Labor is committed to ensuring our biosecurity response capability is world-class, as it is essential for a strong, secure and profitable agricultural sector and a healthy environment.

9.66 Labor will continue to support, promote and fund additional Rural Financial Counselling Services further to the contribution of the Commonwealth. <sup>(2.132)</sup> Labor will work across state and federal governments to develop a long-term research and development blueprint for agriculture and food to enhance scientific collaboration within the state, align research with emerging opportunities, and attract new funding.

- 9.67 Labor will maintain the Queensland Rural and Industry Development Authority as the approved organisation for approved Queensland Government schemes of low interest loans to rural and agricultural communities affected by adverse climatic conditions. <sup>(2.134)</sup> Labor will consult with industry, stakeholders, and trade unions on any legislation or regulation that may impact primary producers during drought or recovery.
- 9.68 Labor will collaborate with the agricultural sector to implement market-based mechanisms, using current research and best practices, to support the transition to sustainable practices. Labor believes in adopting an integrated, scientifically robust approach to managing Queensland's natural resources, focusing on the connections between water, land, and vegetation. This coordinated policy will ensure sustainable production in agriculture, forestry, fisheries, and mining.
- 9.69 Labor will work to enhance supply chains in Western Queensland by collaborating with primary producers and industry representatives, particularly for meat production.
- 9.70 Labor will prioritise resource efficiency and waste recovery, supporting regional economies to become closed-loop systems. This will create new jobs and reduce resource leakage. Additionally, Labor will implement an awareness and education program to increase community and business participation in recycling schemes.
- 9.71 Labor will support councils in rural, regional, and peri-urban areas to address strategic growth issues, such as lot sizes, land fragmentation, and the rural-urban interface. Labor will also continue to assist remote local government areas (LGAs) in providing basic services. Additionally, Labor will promote drought readiness and sector resilience in its drought assistance program to ensure the long-term advancement of the sector.
- 9.72 Labor will enhance support programs like the Drought Relief Assistance Scheme, adding measures as needed to address ongoing drought conditions. Labor will develop additional responses to help drought-affected farmers manage stress and debt. Labor will encourage collaboration with all levels of Government to ensure all possible responses and drought recovery programs are available and easily accessible to primary producers.
- 9.73 Labor will reduce emissions from land management by controlling land clearing and re-vegetating degraded land through regulation and incentives, in consultation with the agricultural industry. Labor will support primary producers in adopting sustainable methods for harvesting fodder trees, sequestering carbon in soils and vegetation, and encouraging carbon farming to achieve 'zero-net carbon' farms. Additionally, Labor will promote energy-efficient technologies that convert emissions and plant wastes into energy and other bio-industrial products. Labor will also support practices that reduce fertiliser and pesticide use, improve pest and weed control, and implement appropriate fire management regimes. Furthermore, Labor will assist Local Government to control invasive pests that impact agricultural productivity.
- 9.74 Labor in government will establish a Future Jobs Fund for Regional Mining Communities, to diversify jobs in regional communities. This initiative will focus on job opportunities and training initiatives in the resources, renewable energy, and manufacturing sectors. Labor will collaborate with local educational institutions and industry partners to offer training in renewable energy technologies, such as solar and wind power, to diversify employment opportunities. The fund will also support apprenticeships and vocational training in manufacturing, ensuring that local workers have the skills needed to thrive in a rapidly evolving job market.

## Delivering a Strong Mining Sector for Queensland

- 9.75 Labor supports the Queensland mining industry as a major economic driver in regional communities, benefiting all Queenslanders no matter where they live. Labor will ensure Queensland remains a leading destination for mining and resources investment and export earnings.
- 9.76 Labor will ensure that mining in Queensland is well planned and regulated to meet world best practice in planning, workplace health and safety, corporate social responsibility, environmental management and post-mining rehabilitation. Labor is committed to transparent and accountable governance processes that promote equitable and environmentally responsible practices. Labor will continue to maintain community appeal rights.
- 9.77 Labor supports measures to ensure Queensland's mining and resources sector remains competitive internationally. This includes providing additional training places and incentives for mining companies to train more apprentices. Labor acknowledges the challenges in sourcing local workers with trade or tertiary qualifications in rural, regional, and remote communities, aiming to reduce the reliance on FIFO/DIDO workers.
- 9.78 Labor supports ending long term casualisation and the use of Labour Hire as full time equivalents (FTE) in sectors including mining and resources. (4.77)

## Creating a modern and effective public transport and roads system for all of Queensland

- 9.79 Labor will ensure that all communities have access to affordable public transport services, including TravelTrain, long distance bus and air services. This will involve negotiating with stakeholders in regional areas, focusing on changing employment modes in Queensland. Labor aims to improve the coordination and connectivity of the public transport system to reduce inequality for regional Queenslanders.
- 9.80 Labor will work with rural and regional service providers, including air services, to ensure these communities are well-served. This includes ensuring that pricing and timing are in the best interests of these communities. Additionally, Labor supports flexible public transport options to increase usage in regional centres, leading to better services and more efficient use of state-assisted funding.
- 9.81 Labor supports improving rail network efficiency and safety while also reducing regional traffic congestion by investing in a level crossing removal project in regional centres.

## RESEARCH AND INNOVATION FOR KNOWLEDGE-BASED, CARING AND CREATIVE INDUSTRIES

- 9.82 Labor recognises that recent employment growth has been in the knowledge-based, caring and creative industries. To balance the impacts of global competition, automation and technological innovation, opportunities in these areas must be pursued. The education and tourism sectors significantly contribute to the State's employment and our export earnings.
- 9.83 Labor will support scientific research, technological innovation, and creative industries in regional, rural, and remote areas to enhance liveability and develop service-based industries and exports. Collaborating with regional universities, Federal counterparts, and the Australian Institute of Marine Science, Labor aims to maintain and strengthen North Queensland's position as a global leader in marine science, conservation, management, and rehabilitation.

- 9.84 Labor will collaborate with regional universities and Federal counterparts to create a ten-year plan to enhance tropical and remote area medical research and training, aiming to establish North Queensland as global leaders in these fields. Additionally, Labor will support regional universities in improving their international rankings.
- 9.85 Labor will invest in regional infrastructure to support the development of creative industries that enhance both the liveability of regional, rural and remote communities and develop employment and service-based export industries. Labor will proactively market major festivals and events in regional, rural and remote areas to key tourism demographics.