

Organisational Polices – 2023 Draft

Code of conduct

1. The Labor Party is a place for everyone to participate, safely and respectfully in which no one should feel unsafe or disrespected. All Party Units must abide by the National Code of Conduct to ensure we create a safe and respectful environment for all members.
2. Sexual harassment, misconduct, bullying has no place in the Labor Party. Party members, staff volunteers, union affiliates and MPs all have the right to feel safe and respected. All Party Units must take allegations seriously and ensure a consistent and transparent process for lodging of complaints via the national Complaints Handling Policy. Support in the form of professional counselling should be provided to survivors of sexual harassment and people who experience bullying and harassment.

Implementation of platform and policy commitments

3. Federal and State Ministers should report back to party units on the implementation of the party platform and policy commitments through such means as their respective Party conferences.

Party Conferences

4. State branches should increase or maintain the size of state conferences ensuring representation of the affiliate trade unions and encouraging greater rank-and-file involvement.

Preselections:

5. State campaign directors should consult with the Federal Leader and the National Campaign Director on the selection of candidates in both target and safe Labor Federal electorates. The process of selecting candidates should begin as soon as feasibly and appropriately possible.
6. The Party should actively identify and encourage candidates from a wide range of occupations, life experiences and culturally and linguistically diverse backgrounds.

Trade Unions

7. Labor MPs, Ministers and Shadow Ministers should regularly engage and maintain a dialogue with trade unions and their members within their electorates or duty electorates.
8. Each state branch should develop an equitable basis of determining union entitlement for representation at relevant state level Party units. This shall not prevent state branches making reasonable special arrangements for the representation of small unions.
9. That, in order to encourage the participation of more union members in the Party, affiliated unions should consider asking members on joining or renewing their membership to become involved in the Party, through such means as joining the party or representing the union at Party conferences.

Organisation

10. In addition to geographically based local branches within state and federal electorates, state branches may consider different forms of rank-and-file organisation, such as:
 - i. Occupation, workplace, and employment related branches,
 - ii. University and TAFE campus branches,
 - iii. Policy forums (including online forums), and
 - iv. Labor policy action caucuses or equivalent policy structures.
11. The number of local branches in metropolitan areas should be consolidated to provide for larger meetings and better branch organisation.
12. MPs and state branches should respond to correspondence from Party members and Party units promptly, so that Party members know their contribution has been considered. Before visiting an electorate, ministers and shadow ministers should notify the relevant Party units in that area.
13. State branches should ask branches to nominate either a women's officer or contact person to assist the development of equitable participation for women in the Party.
14. The National Secretariat conduct a regular survey of Party members to seek their views, expectations and attitudes to the Party. Suggestions about improving Party organisation should also be sought. That the results of the survey be published in summary form to members.
15. The Party should introduce and support further mechanisms for member feedback. Any successful membership-based organisation must work hard to listen to its members and engage with their thoughts and ideas. State Branches should conduct:
 - a. regular surveys of members; and
 - b. undertake entry surveys and exit surveys for all Party members.
16. State branches may establish central policy branches or forums in capital cities and major regional centres.

Policy Development

17. State branches should model their State Policy Forums on the National Policy Forum to the extent that they should incorporate:
 - v. a formal parliamentary component,
 - vi. a trade union affiliate component, and
 - vii. a link to grass-roots members and grass-roots policy structures.
18. Branches may also choose to have other policy committees to assist with policy development.
19. All Party members should be eligible to attend state policy committee meetings to contribute specialised knowledge and expertise on policy issues. Policy committees should, where feasible, conduct forums and consultations in regional centres.

Labor Policy Action Causes

20. State branches may provide for the establishment of a “Labor Policy Action Caucus” or “Labor PAC”.
21. The rules for the establishment and governance of a Labor PAC shall be the responsibility of the respective state branch.
22. Labor PACs should in no way supplant local branches. No powers or resources should be given to Labor PACs that not also provided to local branches.

Training

23. The National Secretariat will co-ordinate a National Training Development Committee (NTDC), with representatives from all state and territory branches of the party.
24. The NTDC will develop and maintain an active program of training for party members in best practise organising and campaigning skills.
25. This training program should be regularly updated to ensure that it is informed by global developments in campaigning best practise and approaches.

Fundraising

26. The party must maintain the highest standards of integrity with respect to fundraising for campaigns. The National Secretariat and state branches must abide by the ALP Code of Conduct for Fundraising set out in clause 54 of the National Constitution.
27. In addition to abiding by the Code of Conduct for Fundraising, the Party should continue to develop its grassroots donor base through a modern approach to fundraising built on the contributions of smaller and more regular donors.

Membership Management

28. State branches should ensure they maintain accurate and up to date records and membership systems. Branches must comply with relevant legislation and must take necessary steps to ensure members’ privacy is protected.

Australian Young Labor

29. Every state Administrative Committee or state Executive should consider co-opting a non- voting member or members of Young Labor.

Indigenous Labor Network

30. That each state branch form an Indigenous Labor Network. Membership should be open to all Indigenous people who are members of the ALP. Non-Indigenous ALP members can nominate to be associate members.

Increasing representation of Aboriginal and Torres Strait Islander peoples in public office

31. The Party is committed to increasing the representation of Aboriginal and Torres Strait Islander peoples in public office positions the Party holds.

32. State branches are empowered to make affirmative action rules, in consultation with their state Indigenous Labor Network, for the preselection of public office holders that require a minimum of relevant positions to be held by Aboriginal or Torres Strait Islander peoples. The minimum level that can be set by such affirmative action rules is 5%.

33. To support these efforts, Party Branches must

- viii. ensure that application and renewal forms ask prospective and existing ALP members whether they are Aboriginal and/or Torres Strait Islander; and
- ix. maintain a contact list of Aboriginal and Torres Strait Islander members that can be provided to their Indigenous Labor Network.

Principles and objectives of the party

34. We must ensure that our National Platform, policies, and principles are kept up to date and reviewed regularly with a view to ensure they are relevant to the modern day whilst true to our enduring Labor values. Labor encourages all members, unions, and MPs to contribute to our National Platform and policies.

Inclusive Language

35. Labor is committed to using inclusive language across Party rules, platforms and procedures, this includes gender inclusive language. Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex, social gender or gender identity, and does not perpetuate gender stereotypes.

Affirmative Action

36. Labor is committed to the principles for affirmative action and acknowledges that work of the many activists and members who have made this possible.

37. The National Executive and Administrative Committees should consider electing or appointing full-time Party officials in groups of at least 3 so that the affirmative action requirements of clause 19 of the National Constitution apply.