

The ACT Labour Government is committed to providing services to the community and advice to government through the direct employment of public servants to the greatest extent possible. There have been a range of ways in which the government has sought to deliver on these commitments with ongoing work still underway.

Legislation and Policy

These commitments are reflected in the current Parliamentary and Governing Agreement. Please find attached.

The commitments are listed in Appendix 2.

Legislative, Executive and Administrative reforms

Paragraph 6.

Legislate to prevent the outsourcing or privatisation of public sector jobs.

Agreed Executive Reforms.

Paragraph 1.

Implement a whole of government policy that government services will not be contracted out where they could be performed by public servants.

Flowing from the commitment to legislative reform and the whole of government policy above the Financial Management Amendment Bill 2021 (No 2) was tabled in the ACT Legislative Assembly in December 2021. The legislation provides a framework for the further development of regulation aimed at creating secure government employment.

ACT Public Service Employment

The government has also reflected its commitment to secure employment within the terms of the ACT Public Service Enterprise Agreements. From 2018 the clauses below have been contained within most of the ACT Public Sector agreements.

B11 - Insourcing and secure employment

B11.1 The ACTPS is committed to promoting permanent employment and job security for employees within the ACTPS and accordingly agrees to the provisions in this clause.

B11.2 The ACTPS is committed to establishing an insourcing and Secure Employment Framework for assessing if applicable procured work should be provided by the public sector.

B11.3 The ACTPS is committed to all of the following:

B11.3.1 Minimising the use of consultants and contractors and labour-hire across the ACTPS.

B11.3.2 Minimising the use of sub-contractors and increase the use of direct employment of workers across the ACTPS.

B11.3.3 Supporting direct employment relationships, but where subcontractors are operating, that industrial and legal mechanisms to protect their rights, be developed and implemented.

B11.4 As part of the introduction of the Secure Employment Framework and to assist in the promotion of permanent employment for employees, the ACTPS will ensure that the employees of any consultants or contractors the ACTPS proposes to engage, receive pay and conditions at least equivalent in overall terms to ACTPS pay and conditions.

B11.5 Prior to making decisions about matters covered by this clause, appropriate consultation must be undertaken with relevant employees and unions in accordance with clause G1 -of this Agreement.

B12 - Secure workforce conversion process

B12.1 The ACTPS is committed to promoting permanent employment and job security for employees within the ACTPS.

B12.2 For the purposes of giving effect to this commitment, which is further outlined in this Agreement, including at subclauses A2.3 and A2.4, a Joint Union and ACT Government secure workforce conversion process has been established by the ACT Government. The secure workforce conversion process delivers important outcomes regarding secure work for temporary and casual employees.

B12.3 In accordance with subclauses A2.3 and A2.4, assessments will occur through the secure workforce conversion process which will facilitate recommendations to the Head of Service as to whether a position, or group of positions, or a temporary or casual employee, should be converted to permanency. Where such a recommendation has been made, the Head of Service will endeavour to convert the position(s) or employee(s) to permanent employment. The Head of Service may appoint the employee(s) currently in the relevant positions without a further merit selection process, if the Head of Service is satisfied that the relevant employee(s) meets the requirements of the proposed position and the criteria of the secure work conversion process.

Under the terms of the agreement an Insecure Work Taskforce was established in October 2019. The Taskforce examines all public sector jobs that are ongoing for two years but had not been established as permanent positions. This process has allowed for the conversion of casual and temporary positions to permanent roles. This work is ongoing and has been further strengthened by recent agreed changes to the wording of the ACT Public Services enterprise agreement.

Government Procurement

The Government has also implemented reforms to the way in which it procures goods and services to ensure government purchasing powered is used to achieve a range of social objectives including labour standards. The ACT Government seeks not only to prevent exploitation in its supply chains but also to improve labour standards.

Secure Local Jobs Code Legislation was established under Government Procurement Legislation and has been in operation in the ACT since January 2019. Information about the operation of the Code and legislation is contained on the ACT Government Procurement website. <https://www.procurement.act.gov.au/supplying-to-act-government/securelocaljobs>

The legislation requires companies to have their records audited to demonstrate that they meet minimum labour standards to tender for ACT Government work. Businesses tendering for construction, cleaning, security or traffic management work undertaking works of any value need to meet workplace standards in the Secure Local Jobs Code and have a Secure Local Jobs Code Certificate. They also need to complete a Labour Relations, Training and Workplace Equity Plan if the value of work is more than \$25,000.

Additionally, the Code also applies to procurements over \$200,000 for services or works (other than those listed as excluded services or works) to the ACT Government and will also need a Code Certificate and Plan.

The new requirements create a fairer procurement process for ethical employers and holds to account businesses not meeting their industrial and legal obligations.

The ACT Government has established a unit within government which is responsible for the oversight of the legislation and created a position of Secure Local Jobs Registrar. The Registrar has recently increased their powers to investigate breaches of the Secure Local Jobs Code and impose penalties where warranted.

Insourcing of Public School Cleaning

In March 2019 the ACT Government decided that school cleaning would be insourced from the beginning of the 2020 school year and be delivered through a workforce employed by the ACT Government and managed by the Education Directorate.

Specifically, the insourcing of cleaning services aimed to facilitate:

- Secure employment for an insecure workforce for cleaning services in ACT schools
- Increased ability for the Territory to manage risks (particularly relating to work health and safety)
- Closer oversight of the workforce and its performance in delivering better cleaning outcomes for ACT schools
- Enhanced ability to upskill the workforce through coordinated and targeted training opportunities
- Employment by the ACT Government would provide more affirmative options to increase diversity in the workplace and offer additional employment pathways to minority cohorts.

ACT Education established a School Cleaning Service within the central office to undertake general cleaning activities, with specialist activities such as carpet cleaning and hard floor maintenance also included in the scope of services provided to schools.

In December 2019 the Head of Service for the ACT Public Service approved a Management Strategy, the first of its kind in the Territory developed under the *Public Sector Management Act 1994* to facilitate the employment of school cleaners engaged by private sector firms by providing an amended merit process.

Through this process approximately 400 permanent positions have been created which moved a workforce which had faced all the difficulties associated with insecure work to the certainty of direct government employment.

PARLIAMENTARY & GOVERNING AGREEMENT

10TH LEGISLATIVE ASSEMBLY
AUSTRALIAN CAPITAL TERRITORY



Parliamentary and Governing Agreement

10th Legislative Assembly for the Australian Capital Territory

This Agreement is between:

Andrew Barr MLA, Leader of the Australian Labor Party ACT Branch,

Yvette Berry MLA, Deputy Leader of the Australian Labor Party ACT Branch

The ACT Labor MLAs elected for the 10th Assembly

And

Shane Rattenbury MLA, ACT Greens Leader

The ACT Greens MLAs elected for the 10th Assembly

Shared Progressive Principles and Values

The ACT Labor and ACT Greens Parliamentary and Governing Agreement for the 10th Australian Capital Territory Legislative Assembly represents the parties' shared commitment to serve the people of the ACT.

We agree to the following key priorities and outcomes, working respectfully, constructively and collaboratively as a two-party Government to govern with, for and in the best interests of Canberrans.

ACT Labor and the ACT Greens have, over two previous terms, demonstrated that we can work together in government to deliver the most progressive and reformist administration in Australia.

This effective collaboration is built on trust, mutual respect and our many shared values and goals.

This new Agreement comes at a defining moment in our Territory's history, and outlines a strategy to address the major social, economic and environmental challenges society faces.

Together, we will focus on the fundamental challenges and opportunities facing the ACT as we emerge from a global health and economic crisis: sustainable economic development, protection and creation of secure local jobs, a healthy natural environment, closing the gap for First Nations people, rapid transition to zero net emissions while protecting households, reducing inequality and poverty, providing dignified housing to all Canberrans, and governance with integrity and transparency.

We will act in good faith and with no surprises. We will work in genuine partnership, while we retain our distinct political identities and operating cultures.

We acknowledge that this may involve compromise on both our parts and will require innovative approaches to reach agreement on occasion.

ACT Labor and the ACT Greens recognise that climate change poses a real and immediate threat to our city, our country and the world.

We are building on our achievement of 100% renewable electricity by taking the next steps necessary to reduce our city's greenhouse gas emissions, and show other jurisdictions what is possible to achieve in a short period of time, while supporting all Canberra households through the necessary transition.

Stable Government

ACT Labor and the ACT Greens will continue to provide the ACT with stable and effective Government. Subject to this Agreement, each ACT Labor and Greens Member will:

1. Support Mr Andrew Barr as Chief Minister of the ACT.
2. Guarantee support for the passage of Appropriation Bills for the ordinary annual services of Government.
3. Support the Government's economic and fiscal strategy, as set out in the August 2020 Economic and Fiscal Update, of strengthening the ACT economy to protect Canberrans' jobs and the community as we emerge from a global economic crisis, protecting the ACT's strong Credit Rating and ensuring sound public finances and balance sheet over the medium term.
4. Agree to work together as a Cabinet and Government.
5. Not move any motions of no confidence, or support any Opposition no-confidence motions, except in instances of proven corruption, conduct that threatens public confidence in the integrity of government or public administration, gross negligence, or significant and intentional non-adherence to this agreement or the Ministerial Code of Conduct.

Further details of the agreed arrangements for providing stable and effective Government for the ACT through the 10th Assembly are outlined below.

MLAs from both parties recognise their important role as constructive members of a governing partnership.

All signatories agree to support and deliver the initiatives as they are described in this Agreement, unless a written agreement to vary the initiative is signed by the leaders of both parties.

Appointment of ACT Greens Ministers

Once appointed as Chief Minister, Andrew Barr will appoint three Greens MLAs as Ministers, as nominated by the ACT Greens party room. Ministerial portfolios will be allocated by the Chief Minister in accordance with the Australian Capital Territory Self-Government Act.

A review of the Cabinet Handbook will be undertaken to support appropriate information sharing with non-executive Labor and Greens MLAs.

Any long-term changes to Ministerial Portfolios will be undertaken with reasonable notice, and with consultation on the draft Administrative Arrangements Orders.

Cabinet decision-making

ACT Labor and Greens MLAs will vote in support of the Labor and Greens Government in the Assembly on all matters unanimously endorsed by Cabinet.

Wherever possible, decisions of the Cabinet and the operation of the Government will be by consensus. If consensus cannot be reached, at the conclusion of the initial Cabinet discussion of any matter, Greens Ministers can:

- a. Agree to support the proposal in principle, but bring written amendments to Cabinet for further consideration;
- b. Agree to support the proposal in principle, but reserve the right to move amendments during the debate on the matter in the Assembly; or
- c. Vote against the proposal in the Assembly (other than for the ordinary annual appropriation bills of government)

If option a. is pursued, Greens Ministers, like Labor Ministers, will have the opportunity to bring amendments to Cabinet for consideration when the matter is next considered by Cabinet.

As constructive Members of a Cabinet Government, Greens Ministers will not exercise this capacity except in exceptional circumstances. The Greens Ministers will provide Cabinet with a written explanation for the reasons they cannot support a particular proposal, which may be included in the Cabinet Minutes.

Once Greens Ministers advise that they reserve the right to move amendments in the Assembly or vote against a proposal, they shall excuse themselves from any further Cabinet discussion on the proposal. The Greens Ministers are entitled to explain this position publicly, while maintaining the confidentiality of Cabinet deliberations.

Executive proposals developed by the ACT Public Sector and brought forward by a Minister, and properly considered but not endorsed by Cabinet, cannot then be announced publicly, or introduced as legislation in the Assembly, either directly or through a non-Executive MLA.

Request for information or briefings

Non-Executive Greens and Labor MLAs may seek information on portfolio matters from the responsible Minister.

If an appropriate level of information is not provided, or a briefing not arranged with the Ministerial office within a reasonable timeframe, the Member may raise the matter with their respective party leader for resolution.

Information, regular briefings and written responses to specific questions will be provided by officials through Ministers' offices to the ACT Greens and ACT Labor MLAs, both about matters arising under this Agreement and other matters as requested by the ACT Greens and Labor MLAs.

Ensuring Assembly attendance and majority is maintained

The ACT Labor and ACT Greens Whips will communicate prior and during sitting periods to advise each other of MLA absences and any pairing agreements with the Opposition, to ensure a working parliamentary majority is maintained at all times.

Parliamentary Staffing and Resources

The ACT Greens non-Executive Members will be provided with staffing resources that align with current non-Executive MLA arrangements for ACT Labor and the Canberra Liberals, including a Whip staffing allowance.

Greens Ministerial staffing allocations will be funded from the Executive Budget and be commensurate with a Leader's Office allowance, and the level of portfolios and seniority of each Minister, as agreed between the ACT Greens Leader's Chief of Staff and the Chief Minister's Executive Chief of Staff.

For the avoidance of doubt, Greens or Labor staff members will not be allowed to undertake paid work across Executive and Non-Executive offices.

Public communication of initiatives

The Parties agree to act in good faith and with no surprises, reflecting appropriate notice and consultation in matters relating to communication of this Agreement.

Wherever possible, parties will provide each other 24 hours notice before any public announcements involving items from this Agreement are made, and will acknowledge the other party and this Agreement in any public communications about items from this Agreement.

Media releases relating to items under this Agreement will include the text: "This initiative [fulfils/progresses] a commitment of the Parliamentary Agreement of the 10th Legislative Assembly by the ACT Labor-Greens Government."

Speaker, Committees and Other Roles in the Assembly

The ACT Greens will support ACT Labor's nomination for Speaker.

The parties agree to establish seven Standing Committees, aligned with the wellbeing indicators.

As reflected in the Latimer House Principles, the Opposition will Chair three committees (including the JACS and Scrutiny of Bills Committee and the Public Accounts Committee), ACT Labor will Chair two committees, and the ACT Greens will Chair two committees.

Review of this Agreement

All available ACT Labor and ACT Greens MLAs will convene to be briefed by the Chief Minister and ACT Greens leader on the implementation of this Agreement at least every six months, and make a public statement on progress every year.

Party rooms will meet jointly on a quarterly basis through the term.

Amendment

This Agreement may be amended by agreement between the parties. Any proposed amendments shall be put in writing by the party making the proposal. The parties will undertake discussions on any amendments in good faith.

Dispute Resolution

The parties will, in the event of a perceived non-adherence of this Agreement, notify the other party in writing immediately. Following written notification the party leaders will meet as soon as practicable and act in good faith to resolve the dispute.

The parties held detailed discussions to agree on particular policy issues of interest, and these are reflected in **Appendix 1**.

Agreed priorities for legislative, executive and administrative reforms are outlined in **Appendix 2**.

ACT Labor's distinct election commitments and policy platform that are policy priorities to progress this term, subject to budget considerations, are set out at **Appendix 3**.

The ACT Greens' distinct election commitments and policy platform that are policy priorities to progress this term, subject to budget considerations, are at **Appendix 4**.

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 Andrew Barr MLA
 Leader of the Australian Labor Party, ACT
 Branch
 ACT Labor Member for Kurrajong

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 Joy Burch MLA
 ACT Labor Member for Brindabella

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 Yvette Berry MLA
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 ACT Labor Member for Ginninderra

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 Tara Cheyne MLA
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 Mick Gentleman MLA
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 Michael Pettersson MLA
 ACT Labor Member for Yerrabi

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 Rachel Stephen-Smith MLA
 ACT Labor Member for Kurrajong

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 Dr Marisa Paterson MLA
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ACT Greens Member for Yerrabi

Canberra
2 November 2020

Appendix 1: Policy issues of particular interest

A. Next steps on climate change action

The parties agree that the world is facing a climate change emergency, and commit to undertaking rapid, science-based action to mitigate and adapt to climate change, and transition the ACT to net zero emissions. The parties also commit to working closely with the community, ensuring a just transition for those impacted by the shift to net zero emissions, and growing sustainable industries and jobs.

The ACT Labor and Greens Agreement will take the next essential steps to a net zero-emissions ACT, through the following actions:

1. Phase out of fossil-fuel-gas in the ACT by 2045 at the latest, support energy grid stability and support vulnerable households, by doing the following:
 - i. Implement a program of zero-interest loans of up to \$15,000 for households and not-for-profit community organisations to assist with the upfront costs of investing in: rooftop solar panels; household battery storage; zero emission vehicles and efficient electric appliances. The program will include an education and communications component about energy efficiency and the shift from gas to electric.
 - ii. Progress a project with relevant asset owners and key stakeholders to reduce the emissions intensity of the existing ACT gas network as much as is possible, by injecting zero-emissions gas alternatives.
 - iii. Enact minimum energy efficiency standards regulations for rental properties in 2021 with progressive implementation over the coming years.
 - iv. Implement a five-year, \$50 million program to improve building efficiency and sustainability for social and public housing, low income owner-occupiers, and the lowest performing rental properties; this includes upgrades to government housing, and financial incentives to implement minimum energy efficiency standards in rental properties.
 - v. Deliver at least 250MW of new 'large-scale' battery storage distributed across the ACT.
 - vi. Develop the Molonglo Commercial Centre as an all-electric commercial centre (no new connections to gas mains network, but allow transition gas arrangements such as tanks), in partnership with expert stakeholders, and use lessons from this project to assist the phase out of fossil-fuel gas in the ACT, and demonstrate national best practice.
 - vii. Legislate to prevent new gas mains network connections to future stages of greenfield residential development in the ACT in 2021-22. Future stages of Jacka and Whitlam will be all-electric.
 - viii. Commence a transition project, working with industry and other stakeholders, to advance all-electric infill developments, with a goal of no new gas mains network connections to future infill developments from 2023.
 - ix. Ensure all new ACT Government buildings and facilities are fossil-fuel-gas free, including new leases. All retrofitting in Government buildings and facilities will have a goal of net-zero emissions post retrofit.
 - x. By 2021, implement the ACT ICRC recommendations to make it simpler for ACT consumers to get better energy deals by requiring electricity retailers to provide customers with a reference bill for a typical consumer, and notify customers if they have a plan that could reduce a customer's bills.

2. Significantly expand the number of zero emission vehicles (ZEVs) in the ACT by doing the following:
 - i. Engage with the ZEV industry and adopt an ambitious target for new ACT vehicle sales to be zero emission by 2030.
 - ii. Provide financial incentives for the purchase of zero emission vehicles. This includes free vehicle registration for new zero emission vehicles for two years, introduced as soon as practical.
 - iii. Develop additional financial incentives to support greater ZEV uptake by businesses and the community sector
 - iv. Implement a pathway for the ACT to use only zero emissions public transport, garbage trucks, taxi and rideshare vehicles by the mid 2030s - with no further purchase of non-zero emissions buses. Short-term leasing of buses to meet peak operational requirements is permitted.
 - v. Build at least 50 electric vehicle recharging stations across Canberra and the region, holding a reverse auction for their construction in 2021-22. This will include working with service station providers to explore broader public charging infrastructure.
 - vi. Enact regulation in conjunction with the Territory Plan Review to require charging infrastructure for new multi-unit residential and commercial buildings, and investigate measures to support retrofitting of charging infrastructure in existing buildings.
 - vii. Conduct market sounding to attract zero emission vehicle industries and other economic and training opportunities to the ACT.
 - viii. Research and pilot further Vehicle2Grid and Vehicle2Home projects to improve energy efficiency and grid reliability.
3. Reform the ACT's building and planning systems to ensure a transition to best practice climate-ready and environmentally sustainable buildings and planning. This includes:
 - i. Adopting an ACT Appendix to the Building Code of Australia in conjunction with the Territory Plan Review, which will set out improved sustainability standards that all new buildings must meet (addressing issues such as insulation, glazing, passive design, phasing out gas, and the requirement for electric vehicle charge points).
 - ii. Driving sustainable building innovation by piloting land release to include at least one 'showcase' sustainable development each year, such as a 150% living infrastructure plot ratio or a 'Scope 3' zero-emissions development that produces no net greenhouse emissions during construction and operation, and reduced car parking.
 - iii. Increase new dwelling site supply to meet increased demand across the housing spectrum.
 - iv. Require at least 70% of new housing development to be within Canberra's existing urban footprint, with an ambition to increase this share, in the context of an overall increase to the number of dwelling sites released over the coming decade.

B. More and better Housing Options for all Canberrans

1. The ACT Labor and Greens Government will improve social housing and housing affordability over the next four years as part of the roadmap for increased supply of affordable housing that is outlined in the ACT Housing Strategy, which includes:
 - i. Working with the land owners and community organisations to deliver the MyHome proposal in Curtin

- ii. Expanding the Early Morning Centre to a seven day per week service
 - iii. Increasing emergency accommodation funding through OneLink
 - iv. Expanding specialist homelessness service capacity (\$18 million over four years)
 - v. Constructing a build-to rent affordable rental co-located with Common Ground Gungahlin and complete Common Ground Dickson
 - vi. Providing additional funding for systemic advocacy in the housing sector, including restoring funding cuts created by the Federal Government for Shelter ACT
 - vii. In close partnership with the community and the Aboriginal and Torres Strait Islander Elected Body, supporting the establishment of an Aboriginal and Torres Strait Islander controlled community housing provider
 - viii. Expanding further the existing land tax exemption program for affordable housing by increasing the cap to 250 and removing the time limit for this exemption.
 - ix. Develop youth specific social housing services, such as the Government's previously announced commitment to a youth foyer at CIT Woden
2. The ACT Labor and Greens Government acknowledge that continued growth and renewal of social housing and increased affordable housing supply is required to meet housing need in the ACT.
- i. The Government will aim to deliver a total of 400 additional public housing dwellings by 2025, inclusive of the 260 additional dwellings already committed by the Government for the period 2019-2025.
 - ii. The parties share a commitment to working towards an ambitious affordable rental housing target for dwellings focused on affordability for the second income quintile, and acknowledge there are significant challenges in land availability, industry and sector capacity to deliver additional housing, and capital demand on the Territory Budget. The Government will strive to deliver additional affordable housing dwellings despite these constraints, with a goal of 600 additional dwellings by 2025-26.

C. Action to improve Canberra's planning system

The ACT Labor and Greens Government will improve and simplify the ACT's planning system, by taking the following action:

1. Complete the current planning review, in consultation with Canberrans, to deliver a planning system that is clear, easy to use and provides improved spatial and built outcomes across the Territory. The review objectives are:
 - i. Simplification of the planning system
 - ii. Facilitation of residential development and housing supply while ensuring Canberra remains sustainable, liveable and attractive
 - iii. Improving community confidence through system clarity
 - iv. Incorporation of character, context and design as key elements of the system
 - v. Enabling greater flexibility in the assessment of varying development types
 - vi. Provision of a pathway to achieve net zero emissions
2. Outcomes that will be delivered through the Planning Review process include:

- i. Substantially lifting the quality and sustainability of the design and construction of new developments
 - ii. Improving community consultation and involvement in the development of Canberra
 - iii. Helping households and business become climate-change ready
 - iv. Delivering a “community compact” process to find ways to encourage affordable housing while protecting our trees, green space and heritage. The compact will bring together a wide range of different groups in the community, including residents’ groups, younger people, government and developers
 - v. Ensuring the planning and housing system continues to deliver affordable housing
3. We will deliver specific initiatives as part of the four year reform agenda:
- i. Implementing the previously agreed recommendations of the Standing Committee on Planning and Urban Renewal’s inquiry on development applications
 - ii. Commencing a 10 year pathway to shift to world’s best practice on climate-ready and environmentally-sustainable buildings, including expanding the ACT Appendix to the Building Code of Australia
 - iii. Further refining land sale processes, and examining if any amendment to land sales legislation is necessary (including clear valuation assessment processes for non-monetary design benefits), to allow major sites to be released for high-quality proposals, not just to the highest financial bidder
 - iv. Continuing work towards reaching a 30% urban tree canopy across Canberra by changing the Tree Protection Act and planning system to protect our safe mature trees and make room for trees during development
 - v. Provide ongoing and secure funding for the National Trust ACT, and funding for the Heritage Council to upgrade the Heritage database and website
 - vi. Fund an independent planning advisory service for residents impacted by planning decisions or development applications, so they can seek advice on lodging complaints or seeking review of decisions.
4. The Government will seek advice on the best way to facilitate the outcomes contained in the Government’s Waste Strategy to locate waste processing facilities in Hume.

D. Building Light Rail Stage 2

The ACT Labor and Greens Government commits to build Light Rail Stage 2 to Woden. As part of this city-transforming project, we agree to:

- 1. Proceed to procure the design and construction of Light Rail Stage 2 as soon as possible following assessment of infrastructure procurement options.
- 2. Assess the viability and benefits of extending light rail to Mawson as part of the Stage 2B business case.
- 3. Without setting back planning, design and construction of the Stage 2 project, conduct an examination of the feasibility and cost of introducing express light rail services in peak periods.

E. Reducing harm from gaming while supporting sustainable clubs

The ACT Labor and Greens Government recognises that community clubs play an essential part in the social life of many Canberrans, as a meeting place and sponsor of community events. We want to ensure clubs continue to support the community, while introducing and strictly enforcing measures to further reduce harm from gaming. To do this, we will:

1. Establish a Community Clubs Ministerial Advisory Council with government, industry and unions to build a long-term, sustainable clubs sector in the ACT
2. Target a further reduction in the number of electronic gaming machine licences in the ACT to 3500 by 1 July 2025, and support this through the introduction of incentives for Clubs to consider, including additional incentives to move to zero machines within a venue location
3. Establish a rigorous, across-venue self-exclusion regime across the ACT for people experiencing harm from gaming, with significant penalties for breaches. This exclusion regime will align with or exceed reforms currently progressing in NSW to allow exclusion by family members
4. Match or exceed any further harm reduction gaming reforms commenced in NSW, such as cashless gaming
5. Introduce the harm reduction measures of \$5 bet limits and \$100 load-up limits following a thorough review and transitional plan to manage impacts on clubs, particularly smaller clubs that upgrade machines less regularly. A staged rollout of this reform should commence by the end of 2022 at the latest
6. Facilitate planning and other processes to allow clubs to diversify to other revenue-generating streams, particularly development of available land for social housing and land supply purposes, that are supported by the community
7. Provide a just transition for workers in the community clubs and gambling industry by: ensuring that new or transferred employment is on permanent and secure terms; providing support and retraining for employment in new jobs of their choosing; and ensuring worker entitlements are secure in business transfer or winding up. The parties agree to vigorously enforce existing regulatory requirements and support existing workers in the industry with uninhibited access to their union, training, and work health and safety enforcement.
8. Conduct a review into water costs for high-intensity club users of non-potable water in 2021, with the goal to allow clubs to maintain operations while not requiring cross-subsidisation by other ACT water users
9. Establish a five year \$5 million Building Energy Efficiency Upgrade Fund, to be accessed by community clubs
10. Support clubs to become heat and smoke refuges for local communities. This will include ensuring appropriate air filtration systems, and financial payments for venues designated as official extreme weather refuge sites.

F. Early Childhood education

The ACT Labor and Greens Government will improve equitable access to early childhood education and care over the next four years as part of the roadmap outlined in *Set Up for Success: An Early Childhood Strategy for the ACT* which includes staged delivery of universal access to early learning for three year old children in the ACT. All three-year-olds will be able to access one day per week of early childhood education, 48 weeks a year, by 2024.

G. Fostering Neighbourhood Democracy

The Government will commence a pilot of Neighbourhood Democracy projects in five suburbs across all regions of Canberra, using participatory budgeting to determine local expenditure, improving local community connections and resilience, and will include a published evaluation of the program.

Appendix 2: Legislative, Executive and Administrative reforms

ACT Labor and the ACT Greens have set out an ambitious legislative and administrative reform agenda over the coming term. The priority reform areas are listed below, which will be progressed subject to legislative drafting capacity, Cabinet agreement to the Bill, and Budget funding approval as necessary.

Agreed Legislative Reform:

1. Establish industrial manslaughter as an offence in the Work Health and Safety Act
2. Amend the Portable Long Service Scheme to ensure more workers receive fair entitlements as they move jobs in their profession
3. Legislate to ban any political donations from foreign sources
4. Introduce 'real time' political donation reporting within seven days of receipt of a large donation
5. Ensure ACT legislation can identify and effectively respond to modern day slavery
6. Legislate to prevent the outsourcing or privatisation of public sector jobs.
7. Review and amend Work Health and Safety laws to keep Canberra workers safe on worksites
8. Introduce regulations to protect tradespeople from silica dust
9. Raise the minimum age of criminal responsibility
10. Review the Discrimination Act as part of the implementation of the Capital of Equality Strategy
11. Enact the Multicultural Recognition Act, to establish a multicultural charter, enshrine in legislation the existing Multicultural Advisory Council, and establish reporting obligations against the Multicultural Framework
12. Amend Residential Tenancies Act to end no cause evictions
13. Amend building legislation to set a proportion of new residential properties in the ACT built to meet Universal Design standards to make them able to be adapted and accessible to all people regardless of age, disability or other factors
14. Amend the Territory Plan to create Entertainment Precincts, starting with a city entertainment precinct
15. Amend the Crimes Act and associated legislation to include reforms identified by the Sexual Assault Reform Program (SARP) group in their review, including consideration of a positive definition of consent
16. Consider amendments to the Supreme Court Act to introduce best practice right to appeal laws
17. Consider introducing the "right to a healthy environment" into the Human Rights Act, and look at rights of nature
18. Further restrict roadside electoral advertising including further regulation of roadside corflutes and introduce specific offences for roadside advertising using illegally parked or idling vehicles for commercial or political purposes
19. Develop a Charter of Rights for parents and families involved with the care and protection system and embed this in the Children and Young People Act
20. Improve the extended care system for 18-21 year olds in the out of home care system
21. Create circular economy legislation to, amongst other things, phase out single use plastics and require businesses to have a separate collection for co-mingled recycling and organic waste collection and a food waste reduction plan from 2023.

Agreed Executive Reforms:

1. Implement a whole of government policy that government services will not be contracted out where they could be performed by public servants
2. Require larger public service entities to have gender action plans, undertake gender impact assessment and publish their results
3. Require employee and consumer representation on the board of major ACT territory owned corporations or Government businesses
4. Explore options to recognise a Sport and Recreation Industry Peak Body to support the sector respond to the challenges of COVID-19 and beyond
5. Explore establishment of a dedicated full time Coroners Court
6. Consider the best administrative arrangements to manage new water programs and provide a holistic and coordinated approach to water programs and policy
7. Consider the best administrative arrangements to provide a holistic and coordinated approach to justice reinvestment, and to social inclusion and equality

Agreed Administrative Reforms:

The Parties agree to further examine options to address the following issues:

1. Ensuring a holistic approach to government budgets, decision-making and reporting, including consistent, meaningful and measurable strategic and accountability indicators based on wellbeing
2. Strengthen the Cabinet circulation process to ensure all agencies and statutory offices have adequate chance to review and make comments on papers and to properly engage with those views
3. Increasing open and transparent access to government information, thereby reducing the need for Freedom of Information Act applications
4. Ensuring all MLAs have access to climate impact analyses of proposed legislation, where relevant
5. A review of statutory office holder independence including whether any other statutory office holders should be made Officers of the Parliament
6. Better support for democratic participation through reducing traffic control costs for protests, and extend public liability insurance for small community activities on certain public land
7. Review secretariat support for Assembly committees to ensure that each committee has the support necessary to conduct its work, especially for complex inquiries

Appendix 3: ACT Labor Policy Platform for the 10th Assembly

ACT Labor took a comprehensive package of ongoing policies and programs, and new election commitments, to the electorate in the 2020 election campaign, focussing particularly on protecting local jobs, strengthening our health and education systems, and addressing climate change. The key priorities ACT Labor will progress this term are listed below.

This is not ACT Labor's full set of commitments across all portfolio areas. Any policy commitments included in the Agreement have also been removed from this Appendix. Please refer to ACT Labor's Policy Position Statement, and associated Health, Education, Jobs, Environment, Climate Change, and Better Suburbs Statements at actlabor.org.au for more information.

Protecting local jobs

In Government, ACT Labor will act to protect and create secure local jobs. This term, as the local and national economy emerges from the COVID-19 economic crisis, the Government will:

- 1.1. Grow the ACT's employment base to more than 250,000 local jobs by 2025, including creating and supporting over 2,000 jobs through our package of renewable energy policies
- 1.2. Continue the \$4 billion pipeline of significant job-creating infrastructure projects such as Light Rail Stage 2, the Canberra Hospital Expansion, the new CIT Woden Campus, a new multipurpose indoor facility at EPIC, and new schools
- 1.3. Establish Choose CBR digital discount program to incentivise spending with eligible businesses that need it most, in industries like tourism, hospitality, and retail.
- 1.4. Maintain the size and real wages of the public sector to deliver the essential services a growing community needs
- 1.5. Ensure workers' rights are upheld and strengthened in all sectors across the ACT

Delivering high quality health care for Canberrans

ACT Labor will always deliver high quality health care when and where Canberrans need it. To continue to strengthen Canberra's health system, the Government will:

- 2.1 Employ an additional 400 doctors, nurses and allied health workers this term
- 2.2 Continue to provide accessible COVID-19 testing facilities across Canberra for as long as is needed
- 2.3 Expand the range of services available at our five nurse-led walk-in centres
- 2.4 Roll out five new local walk-in health centres in South Tuggeranong, West Belconnen, North Gungahlin, Molonglo and the Inner South between 2021-22 and the middle of the decade, offering accessible public health care across Canberra
- 2.5 Deliver 60,000 elective surgeries over the next four years, and establish an Elective Surgery Centre on the University of Canberra campus
- 2.6 Complete the major expansion of the Canberra Hospital, delivering the biggest healthcare infrastructure investment since self-government, with a new emergency, surgical and critical care facility to ensure we keep meeting the acute care needs of Canberra and region residents
- 2.7 Continue the planning and design work for a new northside hospital, with the aim to start construction by mid-decade
- 2.8 Invest \$15 million in more mental health support for Canberra's young people

Education

ACT Labor believes in providing a high-quality education to every child, and in welcoming and helping all children to reach their potential. To keep delivering on this principle, in this term the Government will:

- 3.1 Continue to implement our Future of Education Strategy, which prioritises equity and inclusion. This includes continuing the successful provision of free Chromebooks to all public high school students, trialling free meals at five public schools, and establishing a \$12 million Education Equity Fund to help parents buy school uniforms, glasses and sports clothes, and pay for excursions and camps, so all children can fully participate in school life.
- 3.2 Finalise construction of a new public primary school in Molonglo, to be ready for students for the 2021 school year, with a co-located high school to open in 2023
- 3.3 Commence construction on new high schools in Taylor and Kenny, and a new primary school in North Gungahlin
- 3.4 Renew and upgrade Narrabundah College
- 3.5 Increase capacity for college students in Canberra's North through a \$50 million investment over the next term of government
- 3.6 Invest \$130 million over four years in a school infrastructure maintenance, upgrade and renewal program

Aboriginal and Torres Strait Islander policy

The Government is committed to self-determination and Closing the Gap in outcomes for Aboriginal and Torres Strait Islander Canberrans, and to the Uluru Statement of the Heart. To progress these goals, the Government will work with the ACT's traditional custodians and our diverse Aboriginal and Torres Strait Islander community, to:

- 4.1 Establish a 10 year, \$20 million Healing and Reconciliation Fund
- 4.2 Continue the ACT Reconciliation Day public holiday
- 4.3 Deliver a purpose-built facility with the Gugan Gulwan Youth Aboriginal Corporation to better deliver essential services
- 4.4 Support the development of sustainable Aboriginal and Torres Strait Islander community-controlled organisations in areas such as child and family services, justice, housing and disability
- 4.5 Undertake discussions on Treaty with traditional owners, informed by Treaty processes underway around the nation

Building quality

This term, the Government will:

- 5.1 Establish an expert team of publicly funded building certifiers within the ACT Public Service
- 5.2 Set up an Australia-first licensing scheme for property developers, including the creation of a "fit and proper person" test and rigorously enforced penalty scheme
- 5.3 Introduce a registration scheme for engineers

Public transport zero-emissions transition

6. Alongside the initiatives on zero emission vehicle incentives outlined in the Agreement, the Government will continue to transition Canberra's entire public bus fleet to zero emissions by buying 90 battery electric buses in the next term, building a new zero-emissions bus depot in Canberra's North and building electric bus infrastructure at the new Woden Depot

Emergency services

Following the devastating bushfires that swept through the ACT in January 2020, and to cater to a growing city, the Government will:

- 7.1 Recruit an additional 99 new firefighters and add new fire trucks and equipment
- 7.2 Build new fire and ambulance stations in the City and Molonglo

Integrity in government

Over the past term, the Government established the ACT Integrity Commission, considered Australia's strongest integrity framework. We also passed legislation banning property developers making donations to political parties. This term, the Government will continue to strengthen public confidence in the integrity of public administration by:

- 8.1 Introducing legislation that bans any donations from foreign sources, to apply to all parties and candidates
- 8.2 Include in the post-election Electoral Act Inquiry terms of reference an examination of options to reduce the risk of potential foreign interference or influence over ACT election processes and political parties
- 8.3 Progress a broader definition of "lobbyist" to strengthen the existing lobbyist register

City Services, active travel and roads

- 9.1 Invest \$22 million upgrading 12 shopping and business precincts in the next four years
- 9.2 Roll out a household food waste collection service by 2023, starting with a pilot program in Belconnen next year
- 9.3 Continue the essential roads construction and upgrade program, including major upgrades to the Monaro Highway, duplication of major arterial roads, and construction of the Molonglo River Bridge
- 9.4 Roll out an active travel plan, including construction of an off-road shared path along Sulwood Drive, starting construction of the Garden city cycle route, and extension of the Belconnen bikeway
- 9.5 Undertake urban realm upgrades including better playgrounds, new amenities at Yerrabi Pond, widening the Lake Ginninderra path, age-friendly suburbs, a half pipe at the Belconnen skatepark, and replacing and repairing suburban footpaths
- 9.6 Provide a free bulky waste collection service to every house in Canberra by 2021
- 9.7 Co-design a new library and community centre in the Molonglo Valley

Higher Education, Research and Skills

- 10.1 Establish the \$30 million Future Jobs Fund to provide grants and access to funding that attracts investment from local universities and/or the private sector to save and create new jobs
- 10.2 Keep CIT in public hands, with at least 75 per cent of total VET funding to be provided to CIT as the primary provider of Canberra's vocational education and training
- 10.3 Provide our higher education institutions with zero-cost payroll tax deferrals as they deal with the loss of income from international students

LGBTIQ+

The Government wants to keep Canberra the most LGBTIQ+ friendly city in Australia. Canberrans achieved the highest participation and 'yes' vote for marriage equality. In the past term we banned sexuality and gender identity conversion practices. We will continue to support our LGBTIQ+ residents and visitors through a variety of measures, including:

- 11.1 Progressively implementing the Capital of Equality First Action Plan
- 11.2 Extending the Capital of Equality Grants Program
- 11.3 Continuing to support our LGBTIQ+ events, including SpringOUT and Yes! Fest

Sport and recreation

The Government will:

- 12.1 Roll out new and upgraded local sports facilities across Canberra, including lighting, facilities and amenities upgrades at sportsgrounds, make major improvements to the Woden Valley Enclosed Oval, resurface netball facilities across Canberra, upgrade pavilions to make them more female-sport friendly, create a permanent home for dragon-boating, build a Gungahlin tennis centre, and construct the first stage of the Stromlo district playing fields
- 12.2 Continue to support the construction of an Olympic class, twin-sheet ice sports facility in Tuggeranong. The Government announced the proponent to build the facility in September 2020

Continuing Tax Reform

13. The Government will continue tax reform by cutting stamp duty in every ACT Budget, focussing on supporting prospective owner-occupiers to buy a home

Workers' rights and workplace safety

The Government will continue to implement its platform of protecting Canberra workers through a range of measures, including:

- 14.1 Continuing and reviewing the effectiveness of the Secure Local Jobs Code, to ensure it is meeting its objective that all businesses obtaining Government contracts are meeting high ethical and labour standards
- 14.2 Introduce stronger workplace regulations to protect tradespeople who are exposed to silica dust
- 14.3 We will support fair working conditions for Canberrans and ensure workers receive fair entitlements by reviewing the Portable Long Service Leave Scheme

Community facilities

- 15.1 Build new community centres at Woden and Gungahlin
- 15.2 Construct a large new multicultural events venue at EPIC for cultural performances and available for hire for large private functions, such as weddings

Arts and creative industries

Canberra's arts and creative sector has been badly affected by the COVID-19 pandemic. The Government will support artists and build the facilities to ensure the arts continue to play an integral role in our community, by:

- 16.1 Continuing the Canberra Theatre Centre expansion and redevelopment project
- 16.2 Introducing a new winter innovation and visual arts festival
- 16.3 Upgrading Gorman House and the Tuggeranong Arts Centre
- 16.4 Continuing grants provision and improving transparency through a new funding framework, in close consultation with the sector
- 16.5 Running major signature events, including Enlighten and Floriade in new and interesting Covid-safe ways, for the enjoyment of all Canberrans and visitors

Disability and Carers

The Government will strive to ensure Canberra continues to be an inclusive community where all people feel they belong, are valued and supported. As part of this effort, we will:

- 17.1 Continue delivering grants programs that support disability inclusion
- 17.2 Support participants in the NDIS through the Integrated Service Response Program
- 17.3 Develop and implement a disability employment strategy, to promote employment opportunities
- 17.4 Progress actions under the ACT Carers Strategy
- 17.5 Introduce legislation to formally recognise the essential role carers play in our community
- 17.6 Develop a mentoring program and respite handbook and supports for carers
- 17.7 Continue to implement the Disability Justice Strategy Action Plan and develop and implement a Disability Health Strategy

Multicultural Affairs

The Government will ensure Canberra continues to be a proudly welcoming and multicultural city, by working on various initiatives, such as:

- 18.1 Consulting with the community on the development of the Multicultural Recognition Act, to establish a multicultural charter, legislate for the Advisory Council, and establish reporting obligations against the Multicultural Framework
- 18.2 Working towards attaining the 'advanced' level in the Welcoming Cities standard, and advocate for a national anti-racism strategy
- 18.3 Constructing a large indoor venue at EPIC for cultural performances and large events such as weddings

Children and Youth

The Government will keep working to protect and support children and young people, and their families, by:

- 19.1 Delivering ongoing coordinated service response for young people aged eight to 15 years who are at risk of homelessness, or engagement with the child protection or youth justice systems
- 19.2 Creating a Territory-wide Child and Family Network, building on our popular centres in Tuggeranong, West Belconnen and Gungahlin
- 19.3 Fully implementing the recommendations of the Our Booris, Our Way review in collaboration with Aboriginal and Torres Strait people and organisations
- 19.4 Develop a new Youth Justice Strategy, including restorative approaches that support young people, with a pilot of Functional Family Therapy – Young People in 2021, and implement a Youth Justice Throughcare program to be delivered in partnership with community organisations
- 19.5 Develop the First 1000 Days Strategy in partnership with the community, recognising that the earliest days of a child's life are critical in shaping their future health and wellbeing

Appendix 5 ACT Greens Policy Platform for the 10th Assembly

The ACT Greens took a comprehensive package of election commitments to the electorate in the 2020 election campaign. These focused on building a better normal through real climate action, a home for all, modern transport, healing the environment, a stronger democracy and supporting our community. The key priorities ACT Greens will progress this term are listed below.

This is not the ACT Greens full set of commitments across all portfolio areas. Any policy commitments included in the Appendix 1 have also been removed. Please refer to ACT Greens Policy Initiatives at <https://greens.org.au/act/better-normal>

Animal Welfare

- 1.1 Secure long-term funding for wildlife carer groups and fund an ACT Wildlife Wombat Mange Management Program
- 1.2 Expand Gonacon dart delivery rollout to enable a more humane approach to kangaroo population management (\$1.4M over four years)
- 1.3 Conduct a cat-containment awareness campaign on the impact of cats on wildlife in Canberra and increase cat containment measures to move towards Territory-wide cat containment

Arts

- 2.1 Establish a pay the artist first and fairly policy, and trial a Canberra Creative Industries funding certainty program by funding 100 local, professional artists at a level equivalent to a median salary for 3 years, under a model co-designed by artists and the sector
- 2.2 Review funding of key arts organisations in consultation with artists and industry to determine a more open, transparent and accountable model
- 2.3 Establish a separate arts venue and facilities maintenance fund with an open, transparent and accountable model
- 2.4 Implement the 2019 Entertainment Action Plan
- 2.5 Provide an additional \$1 million in Homefront Grants and extending payroll tax and rent relief programs
- 2.6 Fund a co-designed 'Women's Walk' of artwork by, for and about women at West Basin precinct
- 2.7 Include a live music venue and arts precinct in the construction of the new Woden CIT campus

Circular economy

- 3.1 Establish a Circular Economy Grant scheme (\$1.2M over four years)
- 3.2 Improve household and business waste reduction and recycling education (\$2M over 4 years)
- 3.3 Deliver an organic waste processing facility for households and businesses

Community Facilities

- 4.1 Build a new community multi-purpose centre in Gungahlin Town Centre
- 4.2 Revitalise Yerrabi Pond and foreshore
- 4.3 Establish an all ages nature playground in the inner north
- 4.4 Release 5 concessional sites to community groups over 4 years, with at least 2 in Gungahlin and 2 in Molonglo, and establish a \$1 million annual grant stream in the Zero Emissions Fund for upgrades to Government owned buildings leased to community organisations and a \$2 million annual upgrade fund for community owned buildings that are used by the public

Community Sector

- 5.1 Review and increase funding for the community sector to account for population growth, increased demand, and complexity of client need and increased cost of salaries and operation
- 5.2 Establish a Technology Upgrade Fund for the community sector
- 5.3 Insert a non-discrimination clause in all funding agreements between government and community organisations (particularly around equal access to services for LGBTIQ)

Community Sport

- 6.1 Develop an indoor and outdoor Facilities Management Plan
- 6.2 Make Stromlo Forest Park a premier mountain biking destination by finishing the Stromlo Park Masterplan, implementing recommendations from the “Mountain Biking ACT report” and building a flow trail from Stromlo Forest Park to Cotter
- 6.3 Build a new multi-purpose indoor sports centre combined with community meeting rooms in the Woden Town Centre
- 6.4 Design and construct a new competition standard Half Pipe in Belconnen and a Skatepark in Dickson

Drug Reform

- 7.1 Double the existing funding for services to address drug and mental health co-morbidity
- 7.2 Introduce permanent pill testing at all ACT festivals and other sites
- 7.3 Pilot a safe drug consumption site
- 7.4 Train GPs to better understand the medicinal cannabis scheme
- 7.5 Enhance drug diversion pathways for law enforcement

Education

- 8.1 Ensure all indoor learning spaces are between 17 and 30 degrees at all times, appropriately ventilated, and smoke-free (\$30M over four years)
- 8.2 Review the ACT Education Directorate’s “Bring Your Own Device”, Google classrooms and remote learning policy
- 8.3 Increase nature play spaces and outdoor activities equipment for older schools (\$3M over four years)
- 8.4 Move CIT into the Education Directorate, include a Member of the AEU on the CIT Board and expand the Gungahlin CIT Campus to provide more technical and vocational training
- 8.5 Commit to no more school closures, including examination of models to keep Tharwa pre-school open

First Nations

- 9.1 Support First Nations families with claims to connection to country in the ACT to submit native title claims
- 9.2 Repeal and replace the Namadgi Agreement (including provisions requiring parties to withdraw native title claims)
- 9.3 Establish a community controlled Aboriginal drug and alcohol residential rehabilitation facility and new family recovery programs
- 9.4 Prioritise community controlled organisations to deliver First Nations services including with \$1.5 million seed funding for Yerrabi Yurwang Child and Family Service
- 9.5 Return Yarramundi, Boomanulla and the Ngunnawal Bush Healing farm to community control
- 9.6 Deliver new accommodation for Gungan Gulwan
- 9.7 Establish a Ngunnawal Language Centre at Yarramundi Cultural centre and fund and support culture and languages programs in schools and after-school programs, including on country learning

- 9.8 Increase the number of identified First Nations staff positions in CYPS, implement recommendations from Our Booris Our Way and fund family group conferencing
- 9.9 Establish a First Nations Commissioner in the Human Rights Commission

Gender equity

- 10.1 Ensure well-funded systemic women's advocacy groups, including community legal centres, women's legal centres and women's resource and support centres, and increase the capacity of domestic and family and sexual violence services
- 10.2 Develop a women's employment and education strategy to close the income gap
- 10.3 Improve early intervention programs for people who use violence against their partners, family members or pets
- 10.4 Ensure a gendered lens for policy and program development through gender responsive budgeting and producing an annual women's budget statement that clearly outlines the impacts and benefits for women

Green jobs

- 11.1 Allocate \$10 million interest free seed funding loans for turning businesses into co-operatives, and employ two additional full time staff members through Access Canberra to help advise on establishment and development of co-operatives
- 11.2 Establish a \$100,000 a year Volunteer Ready Program to support COVID recovery
- 11.3 Provide \$250 000 a year for the next two years to the National Capital Attractions Association to undertake product development work, as well as to provide capacity to support tourism operators to ensure that they have the right service offerings in place to give tourists confidence that they are safe, and can enjoy their visit
- 11.4 Increase the tourism marketing budget by \$1 million for each of the next three years

Health

- 12.1 Improve services for walk-in centres including offering sexual health screening, reduce Elective Surgery Waitlists, build a hydrotherapy pool, expand Hospital in the Home, invest in preventative health measures including physical activity, obesity reduction, social prescribing, and scope a Northside Hospital
- 12.2 Improve Emergency Department responses with geriatric streaming and a Psychiatric Alcohol and non-prescription Drugs Assessment (PANDA) Unit
- 12.3 Introduce more end-of-life treatment and care options, including a palliative care ward at the Canberra Hospital, enhanced after hours palliative care, palliative care respite facility for carers and a scoping study for a secular hospice
- 12.4 Provide an additional \$1.5 Million in Dental Care for Low Income Families

Justice and Community Safety

- 13.1 Implement the Disability Justice Strategy Action Plan
- 13.2 Invest \$20 million in justice reinvestment programs over 4 years
- 13.3 Reduce incarceration of First Nations women and men to match non-indigenous incarceration rates by 2030
- 13.4 Pilot a new Youth Justice throughcare program for young offenders leaving detention
- 13.5 Undertake a feasibility study to establish a one stop response for sexual assault to be overseen by the existing overarching Sexual Assault Reform Program

Human Services and Access

- 14.1 Fund the Older Persons Abuse Line
- 14.2 Support The Neighbourhood to secure land for Canberra's first Dementia Care Village
- 14.3 Review concession assistance measures and tax reforms to make these fair and equitable

Maternity

- 15.1 Expand capacity at the Birth Centre and establish a standalone family birth centre
- 15.2 Expand home birthing eligibility criteria
- 15.3 Provide woman and baby-centred planning, design and delivery of maternity services and increase access to breastfeeding information for new mothers
- 15.4 Increase investment in Perinatal Mental Health and Wellbeing

Mental Health & Youth Mental Health

- 16.1 Expand PACER to two teams to service the North and South of Canberra 7 days a week
- 16.2 Build 5 additional supported accommodation houses over the next 4 years
- 16.3 Refurbish 10 beds at the Brian Hennessy Rehabilitation Centre for transitional and rehabilitation accommodation for consumers with enduring mental illness (\$10 Million Capital expenditure plus \$3.25 Million over 4 years)
- 16.4 Boost community counselling, mentoring, home visits, advocacy and case management for 10-25 year olds
- 16.5 Establish a psychologist subsidy scheme for young people and people on low incomes (\$2M over 4 years)
- 16.6 Improve programs that target and support youth mental health, eating disorders, alcohol/drug use/mental health, First Nations mental health, First Nations suicide prevention & postvention and respite for mental health carers

Natural Environment

- 17.1 Better protect remnant grasslands, woodlands and key waterways as nature reserves or similar protective zoning
- 17.2 Increase PCS funding to manage Canberra Nature Park and Namadgi National Park (\$4M each over 4 years)
- 17.3 Create a separate biodiversity offsets management fund
- 17.4 Increase funding for weeds and invasive species management (\$7.5M over 4 years)
- 17.5 Increase funding for local environmental volunteer-based groups (\$3.2M over 4 years)
- 17.6 Employ an additional 10 Ngunnawal rangers and incorporate cultural land and water management practices
- 17.7 Establish a wildlife corridors program and install 5,000 nesting boxes
- 17.8 Ban neonicotinoids and reduce the use of glyphosate and other pesticides
- 17.9 Expand the Healthy Waterways program (\$30 M over 4 years)
- 17.10 Create a ten year stormwater upgrade plan to handle climate change storm events
- 17.11 Maintain Coombs Peninsula as green space
- 17.12 Establish more air quality monitoring stations, including in Fyshwick

Planning and heritage

- 18.1 Work with Federal Government on co-ordinated national/ACT heritage protection of the central national area, lake and inner hills to protect Canberra's character while meeting community needs for housing and transport
- 18.2 Investigate options for a single "hub" site for heritage groups, including storage space

Procurement and investment reform

- 19.1 Set targets in ACT Government procurement for zero waste consumption and minimum amounts of recycled content
- 19.2 Support ACT Government CBR branding and labelling for local food
- 19.3 Set stronger ethical investment processes for ACT Government funds, including co-sponsoring activist shareholder resolutions

Sexual orientation, gender identity and intersex rights

- 20.1 Increase the capacity of Meridian and continue to support for CBR Pride Hub
- 20.2 Fund a dedicated housing and homelessness officer to provide advocacy and support to same sex attracted and gender diverse people
- 20.3 Provide increased funding for A Gender Agenda including for a dedicated intersex officer and delivery of services in The Friday Centre
- 20.4 Update the high school health curriculum as it relates to gender and gender identity, and continue updating all government forms, including for schools, to recognise sex and gender diversity
- 20.5 Roll out community based rapid HIV testing and HIV/BBV prevention efforts
- 20.6 Ban gender-related surgery on intersex babies (unless necessary for preservation of life) and provide training for midwives and doctors
- 20.7 Work with survivors of conversion therapy to determine further reforms

Social inclusion

- 21.1 Fully fund the ACT Carers Strategy
- 21.2 Establish a dedicated Access Committee for people with disabilities to guide government on active travel, urban planning and transport design proposal issues
- 21.3 Scope on-demand and flexibus services to make it easier for people with mobility issues and enable night buses to drop off closer to home where there are safety concerns
- 21.4 Amend the Children and Young People Act to create an external merits review system
- 21.5 Support family unity prior to making a care and protection order
- 21.6 Establish the Children and Youth Services Council, and provide access to supported decision making for parents with disability and in particular for families where the CYPS system is involved. This includes support in hospital especially for mothers who are at risk of having their baby taken into care
- 21.7 Establish an Official Visitor for aged care
- 21.8 Pilot and then scale-up a Neighbourhood Democracy Program across Canberra suburbs

Transport

- 22.1 Build and maintain walking & cycling infrastructure by allocating 20% of the roads and parking capital upgrade budget or \$20M per year, whichever is greater
- 22.2 Deliver a community-driven 10 year walking and cycling infrastructure priority plan in 2021
- 22.3 Construct large scale cycling corridors in key areas of demand
- 22.4 Improve bus services and aim for hourly weekend services

Urban Agriculture

- 23.1 Establish a Canberra Region Food Collaborative through Regional Development Australia
- 23.2 Change Territory Plan overlays to convert productive farmland from Broadacre zoning to Rural zoning, including in the Majura Valley, and provide certainty for agricultural leaseholders through long term leases
- 23.3 Amend the Residential Tenancies Act to create a presumption that landlords will permit renters to compost and grow food