

IT'S TIME TO

**FIX NSW
LABOR**

CAMPAIGN PACK

WHY IS NSW LABOR FAILING MEMBERS?

1 Conference and other party bodies are not democratic

2 Governance structures have failed to hold the party leadership accountable

3 The General Secretary has too much power

4 Head Office is not upholding our values of integrity and professionalism

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Jodi McKay and Anthony Albanese have announced a review into NSW Labor, and members are able to make submissions up until the 25th October.

The events that have led to the review at the moment are not new. Party members and affiliated unions have had to endure a decade of rolling scandals that have diminished trust in our party and have cost us the chance to win government at a state and federal level. This is behaviour that has existed for years. The current inquiry centres around claims that some party circumvented the donation laws put in place by Labor state governments to stop property developers from abusing our political processes. But that's not all that's come out of the current ICAC hearings. As more details have emerged, we've seen that the structure and culture of NSW Labor is broken.

That's why we need to fix NSW Labor.

There are a number of things Labor members can do to have their say on how to fix NSW Labor.

This pack contains:

1. How to make a submission into the review
2. A motion for you to take to your branch meeting
3. Options for reform that you can include in your branch motion and in your submission to the Review of NSW Labor

Make a submission to the Review into NSW Labor

It's important that rank and file members have their say in the review. You can make a submission until 5pm Friday 25th October, by emailing review@nswlabor.org.au

Suggestions for what to include in your submission:

Who you are and your branch or local area



**If you have personal experiences of the
Head Office and the governance of NSW Labor that
make a case for the need for reform**



**Your recommendations for reform
(see the following motion's 3 principles of reform
and options for reform for suggestions of what to include)**

Move a motion through your next branch meeting

Motion

[Insert branch here] calls on the Review into NSW Labor, led by Michael Lavarch, Labor's State and Federal Leaders and the National Executive to support significant and lasting reform.

[Insert branch here] notes that any reforms must be underpinned by three key principles:

1. **Power and authority in the NSW Labor Party should be genuinely contestable.** The current rules do not give members a real voice in the management of the Labor party. A lack of contestability has resulted in a decline in accountability to the broad party membership.
2. **Senior leadership positions in the NSW Labor Party should be accountable to party members and their appointed representatives.** The current bodies that are supposed to hold senior leadership to account between state conferences are failing.
3. The NSW Labor Party should aspire to a culture of honesty, integrity, and professionalism. The NSW Labor party should be creating leaders who are honest and the best at what they do.

In particular, [insert branch here] recommends that reforms are made to:

Suggestions for reforms that would support these three key principles for reform are outlined further and you can include them in your motion. You can also adapt to what other ideas and recommendations your branch may have.

Options for reform:

State Conference

NSW Labor is the only branch in the country that does not have a direct election of rank-and-file delegates to the state conference. The conference is the most important decision making body in the party but it is not genuinely representative of rank-and-file members. We can't hold leaders accountable if our conference is not democratic.

The voice of rank-and-file members are further diluted because of the significant portions of the delegation to conference that are handed to policy or machinery committees, to Young Labor, to FEC and SECs and to both Federal and State Parliamentary Parliamentarians.

Options for reform include:

- Direct election of rank-and-file delegates
- Introduce Proportional Representation voting for Branch, SEC, and FEC AGM positions
- Abolish machinery and policy committee delegates from having a vote at conference
- Reduce size of FPLP and SPLP delegations
- Reduce Young Labor delegations and review the way they are elected
- Reconsider the size of delegation from SEC and FECs and how they are decided

Options for reform:

Governance between conference

Recent events at ICAC have highlighted the complete failure of current governance structures. The Administrative Committee has 48 members and is simply too big to be an effective governance body. Furthermore, there has been no oversight of the fundraising and donations activity of the branch.

Options for reform include:

- A smaller committee of management of the Labor party
- Codifying information that must be provided to the board of management
- Codifying training programs that must be provided before a committee member can make decisions
- Reporting of all donations to the Finance and Compliance Committee

Options for reform:

Appointment, election and roles of senior positions

The string of failures and crises attached to the General Secretary position show that the role not working in its current form. Currently the General Secretary is decided in reality by a small number of individuals in the dominant faction. For the appointment to be merit based it must be genuinely contestable.

At the moment the General Secretary performs three roles: administrative, campaign and the leader of the dominant faction. This has demonstrably failed.

Options for reform include:

- Election of General Secretary by a super-majority of conference or the Administrative Committee
- A merit-based selection process for the General Secretary
- Direct election of senior positions by the membership
- Decoupling the Campaign Director function from the Administrative function
- Codifying the roles and responsibilities of the General Secretary and other Senior Leadership position

Options for reform:

Culture and Head Office Operations

NSW Head Office lacks any plan or overall vision for the party. Staff appointments are made without proper merit selection, and they are not given clear roles, reporting lines or trained appropriately.

The current model hires people on the basis of their loyalty to the General Secretary rather than because they are the best person for the job. Head Office lacks the basic professionalism that would be expected of any other organisation. This is not only an unacceptable environment for staff but it also damages our party.

Options for reform include:

- A strategic plan for each year that is approved by the Admin Committee and regularly reviewed
- Merit based selection processes for staff
- KPIs for the office and for individual staff
- A clear management structure and reporting lines for staff and an HR capability
- Training provided for staff including bullying and harassment and compliance as well as skills based training

After this motion

Once you have passed this motion at your branch meeting:

1. Take a photo with your branch holding up the Fix NSW Labor sign, share on social media and email to fixnswlabor@outlook.com
2. Send the motion to:
 - your local Member of Parliament
 - Jodi McKay at leader.opposition@parliament.nsw.gov.au
 - Anthony Albanese at A.Albanese.MP@aph.gov.au
3. Submit the motion to the review at:
 - review@nswlabor.org.au

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Sign Up Sheet

Name	Phone Number	Email	Address	Are you an ALP member? (Y/N)

Once completed, return a copy of this sheet to fixnswlabor@outlook.com