

Organisational Policies

This document records decisions of National Conference on organisational matters. It sits alongside the National Platform and the National Constitution. Some entries are time-limited and remain until superseded by a later Conference.

Definitions

1. Unless the contrary intention appears, the definitions in clause 1 of the National Constitution apply to these organisational policies.

CONDUCT AND COMPLAINTS

Code of conduct

2. The Australian 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.
3. Sexual harassment, misconduct and bullying have no place in the Australian 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.

Fundraising

4. 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.
5. 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.

GOVERNANCE AND INTEGRITY

Party Governance

6. Conference notes the changing legal and regulatory environment in which the National Executive and State Branches operate.
7. Conference endorses the National Secretariat and the state branches ensuring Party governance is as strong as possible, robust and fit for purpose.

MEMBERSHIP AND ORGANISING

Membership Management

8. 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.

Party Organisation and Growth Committee

9. Labor will establish a Party Organisation and Growth Committee. The committee will be comprised of members appointed by the National Executive. The committee may form sub-committees to assist with its work.
10. The Party Organisation and Growth Committee will be comprised of members appointed by the National Executive to oversee the development and implementation of strategies to recruit and retain Labor members. The Committee will report regularly to the National Executive on the state of Party membership, including recruitment and retention across state branches, progress against the Party's membership growth target, and the implementation and effectiveness of membership strategies.

Increasing Membership

11. The National Executive will discuss and determine a membership growth target for increasing membership over the next five years.
12. State branches should:
 - i. Establish a Membership recruitment, training and organising committee to propose strategies to increase membership of the Labor Party, increase participation of party members and advise on effective organising, recruitment and training methods to the Branch leadership.
 - ii. Make joining simple and welcoming, while maintaining integrity controls over membership applications.
 - iii. Review their rules and processes to remove unnecessary delay between application and approval.
 - iv. Make branch meetings welcoming, social and purposeful by encouraging alternative meeting formats, including informal and social settings. Party Action Caucuses and equity groups should be important forms of party participation and should be promoted to new members.
 - v. Build a gender balanced membership and encourage women's membership and participation.
 - vi. Adopt standardised definitions and metrics for reporting membership recruitment, retention and engagement on a consistent national basis.
 - vii. Together with the National Secretariat, co-ordinate the use of supporter data for membership recruitment, consistent with privacy principles and the basis on which the data was collected.
 - viii. Develop a minimum standard of member engagement for Labor branches and Members of Parliament in both houses at state and federal level.
 - ix. Ensure Young Labor structures are engaging, open and accessible, and provide a safe and welcoming environment for young people to engage with the labour movement.

- x. Fund grants to local Party units to support localised recruitment, political education and community engagement activities. The Party Organisation and Growth Committee should receive reports from the state branches regarding the implementation of the above principles and coordinate the implementation of membership strategies across branches and share best practice.

Organisation

13. 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.
14. The number of local branches in metropolitan areas should be consolidated to provide for larger meetings and better branch organisation.
15. 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.
16. 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.
17. State branches should develop best practice strategies for the recruitment and retention of party members. These strategies should consider encouraging members upon joining the party to join a local branch or engage in party forums, and the process of renewing one's membership should be such that it does not unnecessarily deter continuing as a member.
18. The National Secretariat will conduct a regular survey of Party members to seek their views, expectations and attitudes to the Party, including suggestions about improving Party organisation. The results of the survey will be published in summary form to members. State Branches should also conduct regular surveys of members and undertake entry surveys and exit surveys for all Party members.
19. State branches may establish central policy branches or forums in capital cities and major regional centres.

Trade Unions

20. 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.
21. 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.

22. 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.

Party Conferences

23. 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.

POLICY DEVELOPMENT

Principles and objectives of the party

24. 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.

Policy Development

25. State branches should model their State Policy Forums on the National Policy Forum to the extent that they should incorporate:

- i. a formal parliamentary component,
- ii. a trade union affiliate component, and
- iii. a link to grass-roots members and grass-roots policy structures.

26. Branches may also choose to have other policy committees to assist with policy development.

27. 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.

Implementation of platform and policy commitments

28. 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.

Labor Policy Action Caucuses

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

REPRESENTATION AND INCLUSION

Affirmative Action

32. Labor is committed to the principles for affirmative action and acknowledges the work of the many activists and members who have made this possible.
33. Affirmative action applies to the election and appointment of full-time Party officials. 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.

Preselections

34. 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.
35. The Party should actively identify and encourage candidates from a wide range of occupations, life experiences and culturally and linguistically diverse backgrounds.

Australian Young Labor

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

Improving Culturally and Linguistically Diverse Representation

37. Labor is committed to improving culturally and linguistically diverse representation at all levels of the ALP.
38. Each state branch is encouraged to form a Multicultural Labor Network. Membership should be open to all culturally and linguistically diverse members of the ALP. The role of each Network is to increase the engagement, participation and election of culturally and linguistically diverse members, and to advise its branch on improving cultural and linguistic diversity in the Party. The establishment and procedures of each Network shall be a matter for the respective state branch.
39. Multicultural Labor Networks should coordinate with one another nationally, including through periodic meetings, to share best practice and build community among culturally and linguistically diverse members across the Party.
40. To support these efforts, state branches should work to:
 - i. better understand the diversity of the Party's endorsed candidates, including by inviting endorsed candidates to share information about their cultural background;
 - ii. report annually to their Administrative Committee and the National Executive on the diversity of the Party's endorsed candidates and progress in improving it;
 - iii. update membership forms and databases so that members can record their cultural background within existing systems where possible; and
 - iv. maintain a contact list of members that can be provided to their Multicultural Labor Network.

41. The National Secretariat, through the National Training Development Committee, should invest in a dedicated training and development program for culturally and linguistically diverse campaigners. State branches should also develop and run similar training programs.

Aboriginal and Torres Strait Islander Australians

42. Labor is committed to Reconciliation. Labor's third Reconciliation Action Plan (RAP) is built upon the five dimensions of reconciliation, and we recognise that these dimensions are interrelated; achieving true reconciliation requires that every aspect of the Party actively participates in this journey.
43. Labor notes the work that has been completed on the first and second RAPs. We take pride in the milestones achieved through our previous RAPs, most notably the WA First Nations Women's Forums and the First Nations Leadership Program.
44. Labor further notes that this RAP was endorsed by the 2026 National Indigenous Labor Network Conference, and notes the success of that conference in bringing together First Nations members and campaigners from across our country and movement.
45. The success of our previous RAPs, including most recently Mawang – All Together, led the party to again work with Reconciliation Australia on a new RAP. Labor's third Reconciliation Action Plan, Working Together, Walking Together – Warpulayinthe taikurringka, Padninthe piltangka will be adopted.
46. The Working Together, Walking Together – Warpulayinthe taikurringka, Padninthe piltangka RAP is a clear plan that builds on the work of previous RAPs. Through its provisions, it not only challenges us to do better, it shows us how.
47. The ALP's National Executive will have responsibility for the oversight and reporting of the RAP.
48. The Party shall collate membership data on First Nations Party members in each state branch, which will be reported to the National Indigenous Labor Network and the National Executive.
49. The National Secretariat and the state branches will continue working with the National Indigenous Labor Network towards greater representation of Indigenous people throughout the Party.

Indigenous Labor Network

50. Each state branch should 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

51. The Party is committed to increasing the representation of Aboriginal and Torres Strait Islander peoples in public office positions the Party holds.
52. 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%.
53. To support these efforts, State Branches must:

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

Inclusive Language

- 54. 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.

Rainbow Labor

- 55. The Party will work with and support National Rainbow Labor to advise on LGBTIQ+ issues.

CAMPAIGNING, TRAINING AND DIGITAL

Training

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

Digital Organising

- 57. The Digital Organising Group will comprise members of each state and territory branch, to discuss ideas, collaborate between states, keep up with campaign advances and encourage cross state/territory cooperation.
- 58. The strategies for online membership recruitment and organising will be part of the work plan for the Digital Organising Group, in consultation with the Party Organisation and Growth Committee.