

QUEENSLAND ENERGY AND JOBS PLAN

Power for generations

Interim Energy Industry Council

Tripartite representation of unions, industry and Government

Our commitment is to help form the bridge between our proud energy history and our bright energy future. Energy workers within our publicly owned energy businesses have been the backbone of Queensland's secure and reliable energy system.

Generations of workers in our traditional power generating assets have helped keep the lights on in Queensland and helped to build our great state. We respect their efforts and contributions while looking ahead to the future and the next generation of energy workers.

Our commitment is to put people first and to support workers, their families, and their communities and regions to continue to deliver a lasting legacy and prosperous future for Queensland.

Meeting Communiqué – May 2023

The Queensland Energy Workers' Charter was signed on 28 September 2022, alongside the launch of the Queensland Energy and Jobs Plan by the Premier.

On 2 February 2023, the interim Energy Industry Council (EIC) met for the first time and agreed the forward work program for 2023. Three key objectives for this year were identified:

1. To see the EIC, Job Security Guarantee and Queensland Renewable Energy Jobs Advocate formally established in legislation.
2. Identify critical support mechanisms for workers; and
3. Have processes in place for developing individual transition plans for workers in government owned coal-fired power stations.

To support progress toward these objectives, a subcommittee was established in March with representatives from each member organisation. The subcommittee has met twice and also attended the interim EIC meeting held on 5 May 2023, at Stanwell Power Station.



Left to right: Mick Gleeson (MEU), Peter Woodall (Stanwell), Kaitlyn Stutz (EPW), Paul Martyn (EPW), Michael Pacheco (EPW), Stephen Akers (AMWU), Rohan Webb (AMWU), Jason Sladden (ETU), Peter Ong (ETU), Emma Berry (Deloitte), David Shankey (EPW), Scott Gartrell (iEIC Chair), Troy Lonsdale (TSU), Neil Henderson (TSU), Anna Eves (CleanCo), Sean Kelly (PA), Tom Metcalfe (CleanCo), Chris Withoos (CS Energy), Andrew Varvari (CS Energy), Michael O'Rourke (Stanwell), Maria Fuchs (PA).

Virtual attendees: Katy Pietzner (Powerlink), Peter Scott (EQ), David Newman (EQ).

Apologies: Stephen Smyth (MEU), Paul Simshauser (Powerlink).

Callide Futures Group

The Callide Futures Group (CFG) was established more than 18 months ago to consider the transition of Callide B. The group first met on 29 March 2021 and aims to meet regularly to deliver on an obligation to employees and communities by facilitating a range of planning activities for the energy transformation. The group of 30 members represents unions, workers, and management.

From early on, the CFG established and agreed on a purpose, guiding principles, and objectives. The objectives focused on planning the transition process, supporting the workforce in personal transitions, including community impact, and maintaining a focus on power station operations. To assist the CFG understand worker transition themes, Callide workers participated in a survey highlighting future considerations, career ambitions and community embedment. Various guests are also invited to meetings to share information relating to other transitions and support mechanisms made available to workers. Individual transition plans and pathways for each worker is a key future consideration for the group, supported by Laura Burge, who has been recently appointed as CS Energy's Future Pathway Manager.

Representatives from the CFG attended the interim EIC to discuss the interim EICs work program and share the progress, achievements and challenges experienced by the CFG. The difficulties associated with forecasting workforce numbers and timing was a key topic of discussion for members. There was also interest in understanding where the jobs are in renewable energy projects and in other government owned corporations as well as support to be provided for communities.

It was acknowledged that the CFG has established a strong foundation to support worker transition. The group will continue to meet monthly, and it was noted that a commitment to co-designed solutions and better communication channels, including the interim EIC, are fundamental to building trust going forward.

Stanwell's clean energy future

Michael O'Rourke, CEO, and Angie Zahra, General Manager Central Generation, provided an overview of Stanwell's vision for the power station beyond coal-fired generation based on its strategic advantages. This includes training and innovation opportunities and the kinds of infrastructure and technology that could be hosted at the site in the future.

Best practice transition analysis

The interim EIC is focused on identifying the range of worker support mechanisms required for a best practice energy transformation. Deloitte has been engaged to undertake analysis and prepare a report that describes the suite of mechanisms applied across different workforce transitions and explore their efficacy and relevance to Queensland. This analysis is based on a desktop review as well as interviews with academics, industry experts, workers, and union representatives, that have been involved in transitions.

At the 5 May meeting, Deloitte presented their early findings and case studies from the analysis to the interim EIC. Deloitte will continue to develop the analysis through consultation with the interim EIC and Department of Energy and Public Works. Once finalised, the report will be made available on the Department's website.

This analysis will inform further work and engagement activities completed by the interim EIC and Department of Energy and Public Works. It will also be a critical input into the design and delivery of the Job Security Guarantee and Fund.

Workers supported by the Charter

The Jobs Security Guarantee is a key commitment in the Queensland Energy and Jobs Plan and will ensure affected energy workers are supported through the energy transformation. The subcommittee to the interim EIC has been working to develop appropriate criteria and an approach to the identification of workers supported by the Charter and the types of support that should be available.

At the meeting, representatives from the subcommittee presented on their progress to date and highlighted areas that require resolution and further work. The interim EIC was pleased with the progress and encouraged the subcommittee to continue to workshop and progress this analysis. The subcommittee will meet at the end of the month to further develop the framework for articulating workers supported by the Charter.

Draft legislation for the Energy and Jobs Plan

The interim EIC has been briefed on draft legislation in development to enshrine the Government's commitment to the transformation in legislation, establish the frameworks needed to build the Queensland SuperGrid and establish the governance and advisory functions required for a smooth energy transformation.

The draft legislation is available here: <https://yoursayhpw.engagementhq.com/energy-bill-consultation>

Next Meeting

The next interim EIC meeting is scheduled for 11 July 2023.

Membership

Interim EIC members represent the interests of signatories to the Queensland Energy Workers' Charter and are supported by the Department of Energy and Public Works.

Unions	Electrical Trades Union Australian Manufacturing Workers' Union Construction, Forestry, Maritime, Mining and Energy Union (Mining and Energy Division) Professionals Australia The Services Union
Publicly Owned Energy Businesses	CleanCo Queensland CS Energy Energy Queensland Powerlink Queensland Stanwell Corporation