

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 – November 2023

Summary of activities in 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.

In its February meeting, the interim Energy Industry Council (EIC) agreed on the forward work program for 2023. Three key objectives 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.

The interim EIC has held six meetings throughout 2023 to progress its forward work plan. The interim EIC has been supported by a subcommittee (established in March) with representatives from each member organisation.

A significant piece of work undertaken by the interim EIC was supporting the development of the Energy (Renewable Transformation and Jobs) Bill 2023, introduced into Parliament on 24 October 2023. A key input from the interim EIC was advice on the workers supported by the Charter, which has informed the eligibility of workers to access the Job Security Guarantee Fund, established in the Bill.

The interim EIC has also sought to establish links and share insights with other entities providing support to workers and communities through the transformation. This has included presentations from the Net Zero Economy Agency, which aims to promote positive economic transformation through decarbonisation and the Department of State Development, Infrastructure, Local Government and Planning, regarding the Queensland Government's approach to community support and the Queensland New-Industry Development Strategy. The interim EIC also invited participants from the Callide Futures Group, a group established in 2021, to consider the transition of Callide B.

Throughout 2023 the interim EIC also supported the development of Queensland's Clean Energy Workforce Roadmap and complementary Future Energy Jobs Guide, which were both released in October 2023.

Presentations were also received from both CS Energy and Stanwell on their vision for their existing assets beyond coal-fired generation, based on the strategic advantages of each location. Stanwell's plans for a Future Energy and Innovation Training Hub at the Stanwell Power Station were publicly announced in August 2023.

Visit to Electrogrouop

The last meeting for 2023 was attended by both the interim EIC and subcommittee members. It was hosted by Electrogrouop – a not-for-profit Group Training and Registered Training Organisation specialising in providing safe, competent, and highly skilled apprentices and tradespeople for the electrotechnology industry. The meeting was followed by a tour of the facilities.



Left to right: Emma Roberts (CS Energy), Darren Busine (CS Energy), Michael Pacheco (EPW), Peter Woodall (Stanwell), Stephen Akers (AMWU), Glenn Smith (Stanwell), Maria Fuchs (PA), Elizabeth Billing (EPW), Sean Kelly (PA), Leigh Pickering (Powerlink), Katy Pietzner (Powerlink), Mick Gleeson (MEU), Leanne Caelers (EPW), Kaitlyn Stutz (EPW), Tom Metcalfe (CleanCo). Photo taken by: Peter Ong (ETU).

Update from the subcommittee

Jason Sladden (ETU) and Peter Woodall (Stanwell) presented the subcommittee's work on articulating the types of workers that could be supported by the Job Security Guarantee, and the key considerations to guide this. This work could support, or form part of, a future Regulation under the Energy (Renewable Transformation and Jobs) Bill and a supporting Job Security Guarantee Fund Guideline.

A key consideration for this work going forward is how to establish the right reporting structure; one that ensures transparent decision making is embedded and that concerns are dealt with in a timely way. The group also spoke about the importance of effective change management practices and providing workers with honest and timely opportunities to engage.

Focus on worker engagement

Evidn is a Queensland based behavioural science company that is working with the interim EIC to develop a worker-centric, evidence-based engagement framework to help understand the preferences and pathways that workers are seeking from the energy transformation.

Evidn has been working with the interim EIC and subcommittee members to provide the evidence base for an enduring engagement approach with workers at Queensland's publicly owned coal-fired power stations and associated mines. The group spoke about the importance of building confidence and trust in the engagement process, and in the design and administration of the Job Security Guarantee. The foundations of trust were identified as being intent and honesty. Intent is shaped through open and transparent framing of what you intend to do and avoiding hidden agendas. Honesty is based around a genuine desire to listen, keeping commitments and following through on what you said you'll do.

To that end, Evidn's approach to worker engagement remains firm, but flexible, and is progressing though extensive collaboration including:

- 1. Relationship building through early site visits – August to September 2023 (extending into October)**
This phase was finalised with the development of an enduring engagement framework. The framework was developed through an extensive review of evidence-based materials, as well as engagement and consultation with existing site groups including leadership teams, members of the interim EIC and its subcommittee. Evidn is in the process of drafting a framework that will outline an implementable "how to" guide for engaging with workers at Queensland's publicly owned coal-fired power stations and associated mines.

2. Initial voluntary engagement – November to April 2024

Voluntary engagement opportunities at each site will occur from December 2023. These sessions will initially be led by Evidn in December 2023 and January 2024, with tripartite representation reflective of the interim EIC and subcommittee from March 2024. The focus is to understand initial views and perspectives from workers. This will also be an opportunity for workers to ask questions about Evidn, the process, or the interim EIC and subcommittee.

3. Follow up site visits to listen and test – late February to June 2024.

Further, follow up engagements will be planned for the first half of 2024. This engagement will be structured around the key questions and concerns raised through phase 1 and phase 2.

The overall objective for this engagement is to understand individual needs, perspectives, priorities and preferences of workers in this energy transformation. This is to assist the interim EIC and subcommittee in its endeavours to provide customised, worker-centric support mechanisms.

This communique provides a high-level overview of the key engagement phases. Site-based information with more specific dates and engagement opportunities will be developed and circulated through various networks and communication channels in advance.

Energy (Renewable Transformation and Jobs) Bill 2023

The Bill was introduced into the Queensland Parliament on 24 October 2023 and has now been referred to the Transport and Resources Committee for examination. The Committee invited submissions on any aspect of the Bill by 12pm Friday 8th December 2023.

CS Energy's clean energy future

Darren Busine, Chief Executive Officer, and Emma Roberts, Executive General Manager Future Energy, provided an overview of CS Energy's vision for their power station assets beyond coal-fired generation. This future is based on the strategic advantages of each site. This includes providing opportunities through the Amplify program to support reskilling and upskilling along with plans to provide opportunities for people to rotate through new assets. Further work with unions, industry, communities, workers and local government is planned.

Next Meeting

The next interim EIC meeting is scheduled for February 2024.

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