

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 – August 2024

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

In its inaugural meeting in February 2023, the interim Energy Industry Council (EIC) agreed on a forward work program with three key objectives identified:

1. To see the EIC, Job Security Guarantee and Queensland Renewable Energy Jobs Advocate formally established in legislation. **Complete – enshrined in the *Energy (Renewable Transformation and Jobs) Act 2024*.**
2. Identify critical support mechanisms for workers; **Complete – identified and prescribed by the *Energy (Renewable Transformation and Jobs) Regulation 2024***; and
3. Have processes in place for developing individual transition plans for workers in government owned coal-fired power stations. **Current focus of the Council.**

The interim EIC met six times in 2023 and has continued a similar cadence in 2024 with four meetings completed and one planned for November 2024. A subcommittee was established in March 2023, comprising representatives from each member organisation, and has been providing invaluable support to the interim EIC in progressing these matters.

Energy (Renewable Transformation and Jobs) Act 2024

Members received an update from the Department of Energy and Climate on the progress of appointments to the new governance bodies established in the *Energy (Renewable Transformation and Jobs) Act 2024*.

The Act enshrines the commitments of the Queensland Energy and Jobs Plan including the Job Security Guarantee and establishes new governance bodies to advise Government on the impacts and opportunities of the energy transformation for workers and communities.

Subcommittee Update

The subcommittee provided an update on its ongoing work since the last Council meeting to guide the implementation of the Job Security Guarantee Fund.

This presentation included further work on identifying appropriate issue resolution procedures that provide confidence there is a clear pathway for escalating matters related to individual transition planning for affected energy workers. The emphasis remains on resolving matters early and locally, however the Council also wanted to ensure and enforceable, external review mechanism is available if needed.

The subcommittee will continue to develop these processes to support implementation of the Fund.

Feedback from workers received through Evidn’s engagement activities included the need for consistent messaging to minimise confusion. The subcommittee has responded to this through the development of a set of questions and answers relating to the work program of the EIC. These communication materials were supported by the Council and individual members will share the information through established channels.

Worker Engagement

Evidn provided an overview of the insights from their engagement with workers.

As at the end of June 2024, a total of 530 stakeholders, representing 450 hours of engagement had been completed. This included 360 energy GOC workers via 137 one on one discussions plus small group, team and large-scale town hall meetings. There were an additional 49 union delegate meetings and presentations at all EIC and subcommittee meetings.

Insights from these engagements have been continually shared with the Council to inform decision making about the design and deployment of transition supports. Evidn has drafted a series of reports for the Council’s consideration:

1. **“Affected worker engagement framework”** – this report documents the approach to engagement activities. It will be continually reviewed and improved based on applied learnings over time.
2. **“Interim Insights report”** – this report summarises key concepts relating to “Transition is more than a transaction” which emphasises that an effective transition must consider workers’ complex and evolving needs.
3. **“Identifying what matters to Workers in Queensland’s Energy Transformation”** – this report provides a series of worker centric, evidence-based recommendations for the Council to address workers’ needs and enable a smooth transition.

Evidn shared a proposal for how the themes and insights identified over the previous 12 months could be applied in the next phase of engagement through to June 2025. Whilst these activities are being developed, site-based engagement opportunities will continue.

Next Meeting

The next EIC meeting is scheduled for November 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 Climate.

Unions	Electrical Trades Union Australian Manufacturing Workers’ Union Mining and Energy Union Queensland Professionals Australia The Services Union
Publicly Owned Energy Businesses	CleanCo Queensland CS Energy Energy Queensland Powerlink Queensland Stanwell Corporation