

Local Consultative Committee Meeting – Minutes 31 May 2013

Venue:	Eraring Power Station – Projects & Contracts Room	
Present:	Phil Moriarty	Executive Manager Human Resources
	Peter Houston	Employee Representative
	Mark Feeney	Maintenance Manager
	Jeff Hogan	Executive Manager Eraring Operations
	Bruce Cross	CFMEU Delegate
	Don Edwards	CFMEU Delegate
	Mark Gill	USU Delegate
	Patrick Elsley	Human Resources Officer (Minutes)
Apologies:	Neil Morris	Production Manager
	Nick Savonov	CFMEU Delegate
	Clare Besley	Employee Relations Manager (Chair)
	Grant Gamage	APESMA Delegate
	John La Greca	CFMEU Delegate
	Phil Fisher	CFMEU Delegate
	Ray Ansell	AMWU Delegate

Item Description

1 Review of previous minutes and actions

Action – Mark Feeney to invite Union Delegates to the next Maintenance Workshop Status Update meeting (Complete). A request was made for subsequent meetings to be held on alternate weekdays to cater for shiftwork

Action – Patrick Elsley to create a page on the intranet to hold membership and documentation for all parties/committees (Complete). <http://intranet/Eraring/My%20Employment/Consultation%20Framework>

Action – Jeff Hogan to investigate viable options for designated smoking areas onsite (Complete). A designated smoking area has been established east of the main gate entrance bridge; see Site Notice 634/1.

2 Working Party Updates

- a. Ten Hour Shift Work Annualised Salary Working Party
Working party last met on 04/04/13. Management are currently considering the outstanding issues and whether a counter proposal is possible.
- b. Job Evaluation and Salary Progression Working Party
Working party last met on 02/05/13. HR provided a response and suggested actions on outstanding EO issues raised. Workplace Evaluators have been involved in two recent Desktop Evaluations as a result of a process change driven through this working party.
- c. Hydro Standby Working Party
The issue of standby at one man sites is currently only at Brown Mountain Power Station. This is due to the recruitment of an additional resource at Burrinjuck and Keepit currently being offline. Discussions are being held with a local resource to provide relief for Warwick Wilton.
- d. Contractor Engagement Protocol Working Party
Working party met on 23/05/13. The current and future projects and contracts have been discussed re: whether they are in the scope of the CEP. A draft Scope Agreement is being finalised which specifies which type of maintenance and operating work doesn't require consultation. The purchase orders are also now being collated and discussed. Monthly meetings will continue with maintenance representatives.
- e. Power Worker Skills Listing Working Party
Working party met on 30/04/13. The Skills Listing has been reviewed and an amended Skills Listing and SDP are being drafted.

3 Generator Sale Process

Origin Energy has submitted an indicative bid for the Eraring and Shoalhaven sites. The most likely transfer date will be in the July to September 2013 timeframe. The legal process from signature to transfer date will be approximately four weeks. Considerable amounts of work are also taking place to ensure a smooth separation of Renewables. Consultation, including Union briefings, regarding the transition process will occur prior to the sale.

An explanatory email has been communicated to all employees regarding the taxation of ETPs arising from the sale process. Eraring Energy is awaiting a ruling from the ATO which is expected in the coming weeks.

There are two outstanding Q&As relating to superannuation which will be clarified pre-sale.

Current apprentices who are engaged as Tradespeople directly out of their indenture period retain continuous service, but are not eligible for the four year employment protection from the date of sale.

Action – Mark Feeney to schedule apprentice briefings.

It was clarified that the minimum pay period for employees is monthly as per the *Fair Work Act 2009*.

It was clarified that there would be no forced redundancies during the legislated four year protection period. Any voluntary redundancies during this period would be an operational matter for the new owner.

It was clarified that any 'parking' or lower load scenarios for the four units at EPS would be an operational matter for the new owner.

4 General Business

The state of the P1 Car Park lines at EPS was discussed. Routine painting will occur in the near future.

Wearing of long sleeved shirts was discussed. A Safety Alert has been issued regarding the changes.

5 Next Meeting – Confirmation

Next meeting to be held at Eraring Power Station, Lake Macquarie Centre at 8:00am on 28 June 2013, this meeting will be followed by the Peak Consultative Committee.

Patrick Elsley
Minutes Secretary
4 June 2013