

Local Consultative Committee Meeting – Minutes 3 May 2013

Venue: Eraring Power Station – Projects & Contracts Room

Present:

Phil Moriarty	Executive Manager Human Resources
Clare Besley	Employee Relations Manager (Chair)
Mark Feeney	Maintenance Manager
Jeff Hogan	Executive Manager Eraring Operations
Peter Harvey	Executive Manager Safety, Environment and Sustainability
Grant Gamage	APESMA Delegate
Bruce Cross	CFMEU Delegate
Ray Ansell	AMWU Delegate
Don Edwards	CFMEU Delegate
Mark Gill	USU Delegate
John La Greca	CFMEU Delegate
Phil Fisher	CFMEU Delegate
Patrick Elsley	Human Resources Officer (Minutes)
Kerrie Walker	Human Resources Trainee (Guest)

Apologies:

Neil Morris	Production Manager
Nick Savonov	CFMEU Delegate
Peter Houston	Employee Representative

Item Description

1 Review of previous minutes and actions

Action – Mark Feeney to investigate bearing replacement work carried out in March (Complete)

Urgent pump work was completed offsite during outage period. A maintenance employee acting in an Asset Plant Owner role was not fully aware of the Contractor Engagement Protocol (CEP). Asset and Maintenance Groups have been followed up regarding the CEP.

Action – Nick Savonov is to collate Operator feedback on the draft Program and provide this to Eraring Energy prior to the next LCC meeting.

There was no update provided on this action.

2 Working Party Updates

- a. Ten Hour Shift Work Annualised Salary Working Party
Eraring Energy is re-considering if there can be any movement on the three main issues between the two proposals – Long Service Leave, Personal Leave and Annual Leave in lieu of Public Holidays.
- b. Job Evaluation and Salary Progression Working Party
A list of Engineering Officer (EO) issues has been tabled and an HR response, including proposed actions, has been provided to the working party. This response is now being circulated to the EOs.
- 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
The working party have determined the scope of the CEP for current projects and contracts relating to operations or maintenance activities. The group is now addressing purchase orders which relate to operations or maintenance activities.
- e. Power Worker Skills Listing Working Party
This working party has met twice and are continuing to review the Skills Listing to ensure skills which are no longer performed are removed and new skills are added. A draft updated Skills Development Program and Skills Listing will be circulated to the working party members once it has been finalised.

3 Employment Termination Payment (ETP) Update

Delta Electricity has received an ATO ruling which determined that any transfer payment as part of the current sale process will be treated as an ETP. It is anticipated that Eraring Energy will receive a ruling by the end of May 2013. It was clarified that the taxation on this payment is not the same as a redundancy.

The Delta Electricity ruling is publicly available and can be accessed via the link below:
<http://law.ato.gov.au/atolaw/view.htm?docid=CLR/CR201327/NAT/ATO/00001>

4 Alcohol Policy implementation at Shoalhaven

There have been over 6000 tests since the implementation of the Alcohol Policy at the Eraring Power Station site. Twenty eight of these tests have resulted in a positive reading, including three positive readings from Eraring Energy employees.

A joint meeting was held onsite at Kangaroo Valley Power Station on 18 April 2013 to discuss the implementation of the policy at Shoalhaven. Six issues were raised in a letter from Unions NSW following this meeting and are now being actioned in consultation with the relevant parties.

5 General Business

Discussion was held regarding smoking in the P1 car park at Eraring Power Station. Smokers are congregating at the top of the stairs on the entry to the car park creating a passive smoking risk. Investigation into designated smoking areas away from thoroughfares is taking place.

Action – Jeff Hogan to investigate viable options for designated smoking areas onsite.

Discussion was held regarding consultation of changes to Maintenance workshops, specifically relocation of employees and equipment.

Action – Mark Feeney to invite Union Delegates to the next Maintenance Workshop Status Update meeting (Complete)

Over 800 requests for information have been received as part of the Generator Sale process. The letter from the Treasurer was starting to be received by employees.

Five grievances raised through the Disputes Avoidance Procedure (DAP) in the Operations Group were closed in April. One grievance remains open in the Hydro & Wind Business Unit.

The availability of employee representatives and documentation for the various working parties and consultative committees at Eraring Energy was discussed.

Action – Patrick Elsley to create a page on the intranet to hold membership and documentation for all parties/committees.

6 Next Meeting – Confirmation

Next meeting to be held at Eraring Power Station at 9:00am on 31 May 2013.

Patrick Elsley
Minutes Secretary
5 May 2013