

How the Energy Industry Jobs Plan works:

A step-by-step guide

The Energy Industry Jobs Plan supports workers when eligible gas-fired and coal-fired power stations close.

When there is a closing power station, the Net Zero Economy Authority (the Authority) goes through a step-by-step assessment process to determine whether the Energy Industry Jobs Plan is needed.

This process helps the Authority determine whether employees at a closing power station need extra support to find new jobs after the power station closes. Dependent employers – or businesses that work directly with the closing power station and are significantly impacted by the closure – can also be included. For example, a coal mine that supplies the closing power station.

Supports provided may include:

- Access to training, career and financial advice for affected workers provided by your employer, as well as flexible work arrangements and/or paid time off to access supports.
- Matching services to connect workers with new jobs following the closure.
- Access to financial incentives from the Australian Government for businesses who take workers on.

Throughout the process, the Authority will consult with the closing power station and dependent businesses, unions, potential new employers and other stakeholders.

Step-by-step process



The closure of a coal-fired or gas-fired power station is announced.



The Authority looks at what support is already available for workers, goes through a consultation process, and decides if the Energy Industry Jobs Plan is needed.



If the Authority decides it is needed, it applies to the Fair Work Commission (FWC) to formalise this (move to step 3).



If the Authority decides existing arrangements will adequately support workers to get a new job and it is not needed, the process ends here.



The FWC determines if the Energy Industry Jobs Plan should be implemented.



If the FWC agrees it should be implemented, the process continues (move to step 4).



If the FWC determines it is not needed, the process ends here.



Once the Energy Industry Jobs Plan is established, the closing power station (and any dependent businesses that have been included) will have legal obligations to provide supports to their employees to help them prepare for new employment.



The Authority helps connect workers with opportunities at other employers in the region based on their skills, interests and qualifications.



The closing power station, dependent businesses and relevant unions work together to agree on supports for the workers.



The Energy Industry Jobs Plan ends 6 months after the power station closes.



If workers are offered a new job, they transfer at a time agreed between their current employer and their new employer.