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Mr David Shankey, CEO

Net Zero Economy Authority

Australian Government

Submitted via email: EIJP@pmc.gov.au

21 February 2025

Dear Mr Shankey,

Energy Industry Jobs Plan Consultation Paper

AGL Energy (AGL) welcomes the opportunity to make a submission in response to the Net Zero Economy Authority's (NZEA) consultation paper on the Energy Industry Jobs Plan in the context of Torrens Island Power Station.

Proudly Australian since 1837, AGL delivers around 4.5 million gas, electricity, and telecommunications services to our residential, small, and large business, and wholesale customers across Australia. AGL operates the largest electricity generation portfolio in Australia of any ASX-listed company, with a total operated generation capacity of almost 8000 MW across Australia. AGL is Australia's largest privately-owned hydro power station operator and operates the largest portfolio of renewables and storage assets of any ASX listed company. Since 2006, AGL has invested billions of dollars in the construction and delivery of over 2 GW of renewable and firming capacity in the National Electricity Market (NEM).

About Torrens Island Power Station

Torrens Island Power Station (TIPS) is a gas-fired power station, located 18 kilometres from the Adelaide CBD on Torrens Island in South Australia. Construction of TIPS began in 1963 following the passing of a government act vesting the land and authorising construction. Torrens Island 'A' Station, which consisted of four generating units, became operational in 1967, while construction on Torrens Island 'B' Station, which also consists of four generating units, was completed in 1976.

AGL began progressively closing Torrens Island 'A' Station in September 2020, with two units closing at that time. The third unit closed in September 2021, and the final unit closed in September 2022. The multi-year program of work to decommission and demolish 'A' Station is underway, led by AGL's Site Transition Team with the support of a lead contractor. In November 2022 AGL announced it will close the Torrens Island 'B' Power Station on 30 June 2026, following the mothballing of one of its four units, unit B1, in 2021.

Continued operations at Torrens Island

Over the past five years, AGL has invested \$475 million in major energy projects on Torrens Island, including the 210 MW Barker Inlet Power Station, which opened in 2019, and the 250 MW Torrens Island battery, which commenced operation mid-2023 – together providing crucial firming capability and system security to the grid.

Torrens Island will continue to play a crucial role in AGL's current energy requirements and future generation plans as the site is transformed into an integrated industrial energy hub, with the potential to drive new investment, create new job opportunities and expand into new markets.



Supporting our people in the energy transition

AGL is committed to supporting our people through the energy transition, working together with employees, unions and government, helping them develop clear plans for their future, while building the skills and capabilities required for new and existing industries to ensure the energy sector continues to be supported by a skilled workforce.

As outlined in our [Climate Transition Action Plan](#), we are working closely with all impacted employees to explore opportunities for career transition, which may include transition to retirement, re-training, re-skilling and alternative career pathway opportunities.

We recognise the impact of the future closure of TIPS on our employees and contractors, and are committed to treating people fairly and respectfully, ensuring they receive the right support through this period of transition. As part of our commitment to supporting our people as TIPS transitions to closure, AGL is providing employees with the necessary resources, information and support to navigate the transition, as outlined below.

Our People Commitments

AGL has established People Commitments, which are endorsed by senior leaders at AGL, and apply to all impacted employees.

These commitments are as follows:

- Providing a people transition program that will help address the challenges facing employees preparing for the closure of TIPS, providing as much certainty and career choice for employees as possible.
- The opportunity for impacted employees to undertake reasonable relevant training up to the value of \$5,000, to prepare them for their future beyond Torrens closure, aligned to their individual development plan.
- Assisting employees in facilitating reasonable future employment opportunities, including internal appointments where possible.
- Providing an additional 8 weeks' annualised salary for all impacted employees in the event of involuntary redundancy.
- Establishing a Torrens Transition (People) Working Group (TWG) made up of local management, employees and relevant unions to communicate and consult on employee transition arrangements.
- Providing a dedicated resource facility (Torrens Hub), to become the focal point of people related transition activities.

In addition, the Torrens Island Enterprise Agreement contains a transition clause that captures AGL's commitments to its TIPS employees, including provision of individual transition funding, formation of a Transition Working Group and commitments from the company to assist employees find future employment opportunities (mentioned below).

Individual Transition Plans

As part of the announced closure of TIPS in November 2022, we committed to ensuring that all impacted employees receive the right support, which included all employees having an individual transition plan. These personalised individual transition plans are established to understand personal preferences and help employees prepare for their future.

As part of these plans, conversations are held on an ongoing basis between impacted employees, their leader and People and Culture (P&C) to discuss impacts on the employee, their relevant skills, and to outline support and services available to aid planning for their future. The plans are iterative and flexible, updating as



individuals make decisions about their future and areas of development, and designed to align with individual preferences, future goals, and identified training and funding requirements. Based on information gathered, targeted support can be provided to employees along with identification of opportunities to transition to another asset within the AGL portfolio.

Individual Transition Funding

As mentioned above, AGL has committed to providing funding of up to \$5000 to each impacted employee, which can be accessed for any approved training, development or financial advice which aligns with an employees' transition plan. This commitment is reflected in both the Enterprise Agreement and Our People Commitments.

To-date, ~25% of impacted employees have accessed this funding, with a large number indicating that they intend to utilise their funding closer to closure.

In addition, AGL is providing a range of complementary outplacement support and services, delivered by both internal and external providers, as part of the 2025/2026 employee transition support program. This program is funded by AGL and is additional to the individual transition funding.

Transition Working Group

The Transition Working Group (TWG) was established in May 2023, with regular meeting cadence ongoing since that time. Membership for the group was by expression of interest, ensuring representation from all groups of impacted employees, and is comprised of site management, P&C representatives, union officials and employee representatives (some of whom may be union delegates). TWG's purpose is to provide a forum where AGL, its people and stakeholders work together to share information and convey information to employee representatives and unions on upcoming events around the transition and to address any employee questions or concerns.

Torrens Transition Hub

The Torrens Transition Hub (Hub) is a dedicated centre on-site that will host resources and education sessions to support our transitioning employees. Employees will be able to access resources within the Hub during working hours and on non-rostered days. The Hub will provide a location for a range of services including:

- Outplacement services: resume writing, negotiating the job market, job applications, how to maximise applications for roles in the internal and external market, and setting up a small business.
- Other Services: transition to retirement, financial support and services, Employee Assistance Program and mental health awareness sessions, superannuation, and transferable skills workshops.

Information sessions will be available as part of the 2025/2026 employee transition support program through to closure. Sessions will be repeated throughout the program to ensure all employees, across all working roster patterns, have the opportunity to participate and obtain access to services relevant to their personal situation and individual transition plan. Information sessions and education and awareness programs will be delivered by a range of both internal and external resources.

Transition Expos

AGL intends to hold further transition 'expos' as we transition to closure, the first of which occurred on 19 February. These expos are a chance for employees to learn more about new career pathways, opportunities for upskilling, and transition to retirement.



The expos will be made up of both internal and external resources, including local employers and recruiters, with a focus on practical sessions and information to help position employees for jobs of the future. A range of topics will be discussed including information and support around finances and superannuation, resume building, applying for roles and preparing for interviews, and identifying job opportunities.

Dedicated Intranet site

AGL is currently building a Torrens Island Transition SharePoint site for employees which will allow them to access all transition-related resources.

The SharePoint site will be made available to employees in the coming weeks and will contain all information relating to Torrens Island people transition, including information around funding applications and reimbursements, frequently asked questions, support and services (brochures and information), TWG calendar of meetings, presentations as well as more general updates and resources to assist employees with their transition.

Other supports and services

A range of additional internal and external resources are available to support employees in the transition, including professionals in superannuation, financial advisors, training consultants, talent and recruitment, and health, safety and wellbeing. Internal resources include AGL corporate subject matter experts in areas such as learning and development, talent, recruitment, health, safety and wellbeing. External resources include EAP Provider (Converge), employment facilitators, Local Jobs Program (Workforce Australia), Services Australia, superannuation experts, financial advisors, employers, training consultants, TAFE and SA Skills Commission.

AGL continues to develop new and ongoing programs and supports, for review by TWG, for implementation in 2025 and 2026 through to closure. Some of these programs include:

- Connections with local employers
- Employer visits regarding employment opportunities, training and skills
- Further expos with a focus on jobs and careers
- Regular Hub visits and 1:1 availability with local jobs facilitators and providers of financial services, superannuation and wellbeing
- LinkedIn learning sessions and workshops
- Bulk ticket training opportunities
- 'Day in the life of' presentation from other roles and sectors
- Individual transition planning reviews
- Outplacement services - dedicated bookable sessions and 1:1 discussions around resume building, interview skills, networking, and personal brand
- Microsoft office and other relevant software programs learning sessions
- Ongoing engagement with unions and key stakeholders

We are continuing to communicate with the NZEA regarding the transition at Torrens Island and welcome further engagement from the NZEA on the detail of activities supporting workers at Torrens Island.

Yours sincerely,

Kevin Taylor

Head of Gas Assets

AGL Energy