

Ministerial Advisory Note

Date: 10 October 2012

Prepared for shareholding Ministers' offices

Subject: Stanwell Corporation Limited: Cold storage of 2 units at Tarong Power Station

Reference: 12/30139

Attachments: Nil

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SUMMARY

The current Queensland wholesale electricity market is characterised by significant surplus generation capacity, falling consumer demand and significant competition by vertically integrated operations.

The Australian Energy Market Operator recently published its 2012 Electricity Statement of Opportunities which forecast no requirement for additional generation in Queensland until at least 2020/21.

Queensland wholesale electricity prices are currently lower than prices in 2001/02.

Stanwell Corporation Limited (Stanwell) is currently operating its generation portfolio at a capacity factor of approximately 60 per cent,

49-Sch4p3 (2) - Prejudice affairs of entities

In view of the market challenges, Stanwell has been investigating options to improve the commercial operation and sustainability of its generating assets.

Stanwell went into a trading halt on 21 September 2012. This action was to protect Stanwell's marketing and trading activities from any accusations of improper conduct whilst it considered its cold storage options which have the potential to have an impact on the spot and contract electricity prices.

As a result of its investigations, Stanwell will place two units at Tarong Power Station (TPS) in cold storage¹ for at least two years (one from late October and one from December 2012).

This action will reduce Stanwell's operating and capital expenditure and carbon liability at TPS.

With the sustained oversupplied electricity market expected to continue for at least two to three years, this action will not jeopardise security of supply from a generation perspective. The units will be returned to service when market conditions improve.

¹ Cold storage is an industry term used to refer to a unit that is taken offline, has its critical parts removed, and is stored safely to maintain its condition. It would take between four to six months for a unit to be returned to service from cold storage due to the long lead-in times required to schedule suppliers to undertake statutory inspections that must be undertaken before the unit is returned to service.

BACKGROUND

The Queensland electricity market is oversupplied by approximately 40 per cent. This is partly due to the proliferation of solar energy and the poor economic outlook for the retail, construction and manufacturing industries.

49-Sch4p3 (2) - Prejudice affairs of entities

ISSUES

Stanwell has now notified the Australian Energy Market Operator that it is placing two 350 megawatt units at Tarong Power Station in cold storage for at least two years.

The first unit will be placed in cold storage at the end of October and second unit in early December 2012.

Costs

Placing two units at TPS in cold storage for two years will result in additional shut-down and start-up costs as well as the ongoing cost of storage. However, Stanwell anticipates the following cost savings over the two years the units are in cold storage:

- Reduction in capital expenditure of approximately \$14 million
- Reduction in operating expenditure of approximately \$7 million and a further reduction in labour costs when the new workforce plan is implemented
- Reduction in gross carbon liability of approximately \$70 million (net liability savings of between \$3 and \$7 million).

Labour impact

It is anticipated that up to 64 roles could be made redundant at TPS.

Stanwell will commence consultation with affected employees and unions about the preliminary decision to change the workforce plan, the reasons for these changes and seek their feedback on the process for changing team structures. The preliminary consultation period will occur over two weeks. All employees will receive a letter and be briefed on the impacts and the process for voluntary redundancy or redeployment options.

After responding to all feedback and making a final decision on the workforce plan, Stanwell will meet with affected employees to advise of the final decision about their position and outline the voluntary redundancy and redeployment options available. This implementation period is expected to be staged to allow consultation with individual work groups.

All employees at TPS will be kept updated on the consultation activities and progress in placing the units in cold storage.

Security of supply

Stanwell's decision will not threaten security of supply as Queensland currently has more than 4,000 MW of generation overcapacity

Based on the Australian Energy Market Operator's current forecast, 'lack of reserve' conditions will not be triggered in Queensland as a result of placing two Tarong units in cold storage.

49-Sch4p3 (2) - Prejudice affairs of entities

Community engagement

Stanwell has prepared a comprehensive stakeholder engagement plan to ensure key South Burnett opinion leaders are informed of its decision to place units at TPS in cold storage and the reasons for doing so.

RECOMMENDATION

That shareholding Ministers note the following:

- Stanwell will place two units at Tarong Power Station in cold storage for at least two years
- It will take between four to six months to return a unit to service as a result of testing and inspections. This is due to statutory outages and inspections being required before the recommissioning of the unit rather than at the point when they are put in cold storage. However, surplus generation capacity in Queensland makes it very unlikely that the units in cold storage will be required for at least two to three years
- This decision will result in significant operating and capital expenditure savings at Tarong Power Station
- The cold storage of two units will have an impact on the Tarong Power Station workforce
- Security of supply will not be threatened as Queensland currently has more than 4,000 MW of generation overcapacity
- Stanwell will keep this strategy under review and will not look to return the units to service until market conditions improve
- Stanwell will engage key opinion leaders in the South Burnett to ensure they are fully informed of the decision to place units in cold storage at Tarong Power Station and the reasons for doing so.

RICHARD VAN BREDA CHIEF EXECUTIVE

Stanwell Corporation Limited

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Email: Richard.VanBreda@stanwell.com

From: CHAPMAN Ian [ian.chapman@dews.qld.gov.au]
Sent: Thursday, 3 October 2013 3:47 PM
To: BURNETT Andrew
Subject: FW: Cold Storage - FWA hearing yesterday
Attachments: Revised Timeline.pdf; ATT00001.htm

Regards,

Ian Chapman
State Network Energy Entities Manager

Renewable & Alternative Energy, Generation and Fuel Division
Department of Energy and Water Supply
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Email: ian.chapman@dews.qld.gov.au

From: Merritt, Jay [mailto:Jay.Merritt@stanwell.com]
Sent: Tuesday, 30 October 2012 10:51 AM
To: Chapman, Ian; 'Deborah.Jakins@treasury.qld.gov.au'
Cc: McMahon, Stephanie
Subject: Cold Storage - FWA hearing yesterday

Ian and Debbie

Yesterday's hearing at FWA went well - Stanwell and the Unions agreed to progress with the workforce plan consultation process with some slight changes to the timeframe (attached). The EOI process will start this Thursday.

We are working on some immediate comms requirements to support this process:

- update from management to the Tarong workforce on the FWA outcome, outline of the revised timeframe, explaining the EOI process - Release for today
- presentation for the coordinators to deliver to their teams at their Friday meetings this week - this presentation will outline the feedback received and next steps process
- some updates to the FAQs, although our main focus will be on the team presentations.

I'll keep you in the loop as we progress.

Cheers

Jay

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Revised Timeline

Action	Period	Proposed Dates
<ul style="list-style-type: none"> Announcement of preliminary decision and consultation commences with presentation and letters sent to employees and unions 	Thursday 11 October 2012	Thursday 11 October 2012
<ul style="list-style-type: none"> Consultation meetings with affected employees and unions commence. 	Following period	Friday 12 October 2012
<ul style="list-style-type: none"> First phase of consultation concludes. 	2 weeks	Friday 26 October 2012
<ul style="list-style-type: none"> Stanwell considers feedback. 	3 days	Monday 29 October 2012 to Wednesday 31 October 2012
<ul style="list-style-type: none"> EOI process commences. 	Thursday 1 November 2012	Thursday 1 November 2012
<ul style="list-style-type: none"> EOI process concludes. 	Friday 9 November 2012	Friday 9 November 2012
<ul style="list-style-type: none"> Stanwell considers EOI applications. Stanwell provides VR estimate to those employees who lodged an EOI. 	2 days	Monday 12 November 2012 to Tuesday 13 November 2012
<ul style="list-style-type: none"> Consultation period with unions to provide feedback on the proposed organisational structure changes at TPS. 	From Wednesday 14 November 2012	Wednesday 14 November 2012 to Friday 23 November 2012
<ul style="list-style-type: none"> Consultation period with affected employees to provide feedback on the proposed organisational structure changes at TPS. 	From Tuesday 20 November 2012	From Tuesday 20 November 2012 to Friday 23 November 2012
<ul style="list-style-type: none"> Deadline for affected employees to confirm or withdraw their EOI. 	Monday 26 November 2012	Monday 26 November 2012
<ul style="list-style-type: none"> Selection process may be initiated where: <ul style="list-style-type: none"> - there are insufficient volunteers obtained through the EOI process; or - there are a greater number of expressions than the number of affected roles within an employee's team or workgroup. 	4 days	From Tuesday 27 November 2012 to Friday 30 November 2012
<ul style="list-style-type: none"> Stanwell makes final decision on organisational structure changes. One-on-one meetings with affected employees to confirm options. Employee (excluding those where Stanwell has already approved their application for VR) will be provided to confirm whether they will take a VR or redeployment. The final decision to determine if a position is redundant and if a redundancy is paid is at Stanwell's discretion. 	2 weeks	Monday 3 December 2012 to Monday 17 December 2012
<ul style="list-style-type: none"> Final date for separations for processing prior to Christmas 	Friday 14 December 2012	Friday 14 December 2012

MINISTERIAL CORRESPONDENCE ACTION SLIP

		CTS No:	00488/14
Date received in Minister's Office	24.12.2013	Incoming EWS No:	006143

For attention of:

<input checked="" type="checkbox"/> Department	<input checked="" type="checkbox"/> Minister's Office
<p>Action requested:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Briefing note <input checked="" type="checkbox"/> Draft response for Minister's signature <input type="checkbox"/> Dot point advice from GOC <input type="checkbox"/> Refer to GOC for direct response (& CC to Min and MP) <input type="checkbox"/> Necessary action/Information <p>Date required to Minister's Office: (outside of normal timeframes)</p> <p>_____</p>	<p>Action requested:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Refer to Minister <input type="checkbox"/> Meeting required <input type="checkbox"/> Referral Letter <input type="checkbox"/> No further action <input checked="" type="checkbox"/> Other: _____ <p>Admin Notes:</p> <p><i>original of pipeline</i></p>

Comments:

for AS @ 27/12
for Munk

DG- please work w/ Commercial Monitoring on this matter and prepare a brief + response.

DDG water

6/1/14

49-Sch4 - Personal Information

RECEIVED
-7 JAN 2014
CMT

Outgoing EWS No:		Date Completed/ Filed:	
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Ministerial Advisory Note

Date: 29 July 2013

Prepared for Shareholding Ministers' offices

Subject: Generation Operations Review – Health, Safety, Environment and Services / Asset Strategy and Projects

Reference: 13/38102

Attachments: Nil

BACKGROUND

On 4 March 2013, Stanwell advised shareholding Ministers that it was commencing a major review of workforce structure and work practices across its generation and mining sites (Ministerial Note 13/10179).

The review has been made necessary by the difficult wholesale electricity market and the need to restore the generation business to profitability. Stanwell provided a further update (Ministerial Note 13/30904) on 19 June 2013, outlining timeframes for announcements of preliminary decisions at each site. Stanwell has also provided briefings to representatives from both the Commercial Monitoring unit of Treasury and the Department of Energy and Water Supplies. The most recent was on 12 July 2013.

ISSUE

Stanwell has recently commenced reviews of the following teams:

- Health, Safety, Environment and Services; and
- Asset Strategy and Projects.

These two teams are comprised of both corporate office and site based personnel.

Details of proposed workforce changes within each team are:

- Health, Safety, Environment and Services – Proposed changes are expected to be announced in late July, with implementation from early September.

49-Sch4 - Affecting particular operations of agencies

- Asset Strategy and Projects – Proposed changes are expected to be announced in late July, with implementation in August.

49-Sch4 - Affecting particular operations of agencies

Given the scope of the proposed workforce plan changes, there is limited potential to generate interest from external stakeholders. Consequently, no proactive stakeholder engagement activities are planned.

Stanwell will continue to keep the Commercial Monitoring department of Treasury and the Department of Energy and Water Supply advised of the Operations Review process.

RECOMMENDATION

Shareholding Ministers note that:

- Stanwell has commenced reviews into the Health, Safety, Environment and Services team and the Asset Strategy and Projects team.
49-Sch4 - Affecting particular operations of agencies
- 49-Sch4 - Affecting particular operations of agencies
- Stanwell will continue to keep its shareholding offices updated on progress of its Operations Review.

RICHARD VAN BRED
CHIEF EXECUTIVE OFFICER

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RTI DL RELEASE - DEWS

Ministerial Advisory Note

Date: 12 July 2013

Prepared for Shareholding Ministers' offices

Subject: Generation Operations Review – Hydro Portfolio

Reference: 13/35554

Attachments: one

BACKGROUND

On 4 March 2013 Stanwell advised shareholding Ministers that it was commencing a major review of workforce structure and work practices across its generation and mining sites (Ministerial Note 13/10179).

The review has been made necessary by the difficult wholesale electricity market and the need to restore the generation business to profitability. Stanwell provided a further update (Ministerial Note 13/30904) on 19 June 2013, outlining timeframes for announcements of preliminary decisions at each site. Stanwell has also provided briefings to representatives from both the Commercial Monitoring Unit of Treasury and the Department of Energy and Water Supplies, the most recent being on 2 July 2013.

Stanwell's hydro power stations have a generating capacity of 164 megawatts (MW), which is three per cent of Stanwell's totalled installed generation capacity. The hydro power stations are:

- Kareeya Hydro – 4 x 21.6 MW units, includes Koombooloomba Dam and Tully Falls weir and intake structure;
- Barron Gorge Hydro – 2 x 33 MW units, includes Kuranda weir and intake structure and valve chamber;
- Koombooloomba Hydro (K5) – 1 x 7.3 MW unit; and
- Wivenhoe Small Hydro – 1 x 4.3 MW unit.

Kareeya and Barron Gorge hydros are operated and supported by a total of twenty eight employees. Koombooloomba and Wivenhoe Small hydros are unstaffed and are operated remotely.

ISSUE

Stanwell will announce its preliminary decision to restructure and adjust the staffing levels of its hydro power stations on 16 July 2013. The decision will potentially result in the hydro power station's workforce being reduced by five positions, from 28 to 23.

Through the proposed reduction of roles and other cost reduction initiatives for the hydro portfolio, Stanwell expects to achieve annual costs savings of \$1.3 million, with the full benefits expected to be achieved in 2015/16.

Details of workforce changes at individual sites are:

- Kareeya Hydro – One position will be made redundant. However, since the position is currently vacant, there will be no impact on the workforce.

- Barron Gorge Hydro – One operations role will be made redundant but one new maintenance administrative role will be created.
- Hydro management and support services - Four positions, based at Barron Gorge, will be made redundant. One of those positions is currently vacant.

The process timetable will be as follows:

Dates	Detail
16 July	Preliminary decision announced
16 July – 29 July	Consultation with employees and unions as required under the hydro enterprise agreement
29 July – 2 Aug	Stanwell considers employee and union feedback
5 August	Stanwell announces the new workforce plan and work practices
19 Aug onwards	Stanwell commences implementation of new workforce plan

Due to the relatively small impact on employees at Barron Gorge and Kareeya Hydros, Stanwell will brief a number of key stakeholders (local members/mayors) and then respond to media enquiries on a reactive basis. Key messages and a media statement have been prepared to assist with this communication activity (attached).

Stanwell will continue to keep the Commercial Monitoring department of Treasury and the Department of Energy and Water Supply advised of the Operations Review process.

RECOMMENDATION

Shareholding Ministers note that:

- Stanwell will announce its preliminary decision regarding the resourcing and restructure of its hydro portfolio on 16 July 2013 and this will potentially result in the workforce being reduced by five roles;
- Most of the positions lost are from the Hydro Support Services, meaning there will be minimal impact on the effective day-to-day operation of the hydros;
- Through the proposed reduction of roles and other cost reduction initiatives at the hydros power stations, Stanwell expects to achieve an annual costs saving of \$1.3 million, with the full benefits expected to be achieved in 2015/16; and
- Stanwell will proactively brief a range of community stakeholders to ensure they are aware of Stanwell's decisions and the rationale behind it – as detailed in the attached communication material.

RICHARD VAN BREDA CHIEF EXECUTIVE OFFICER

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Operations Review – Hydro Portfolio Key Messages

Key messages

- 1. Stanwell Corporation, owner of the Barron Gorge and Kareeya hydro power stations, has announced changes to the sites' workforce as part of a review of its Operations Division.**
 - Stanwell outlined the changes to power station employees today, including a reduction of five positions.
 - Kareeya Hydro – One position will be made redundant. However, since the position is currently vacant, there will be no impact on the current workforce.
 - Barron Gorge Hydro – One operations role will be made redundant but one new maintenance administrative role will be created.
 - Hydro management and support services - Four positions, based at Barron Gorge, will be made redundant. However, one of those positions is currently vacant.
 - The changes are necessary to reduce costs for Stanwell, which is making an unsustainable loss on power generation due to some of the lowest wholesale electricity prices in a decade.
 - In March this year, Stanwell advised employees at its sites throughout Queensland that it had begun a review of its Operations Division, with a target of making annual savings of around \$40 million.
 - The review aims to return Stanwell's core business of power generation to profitability.
- 2. Stanwell will consult with employees and unions over the next two weeks and make a final decision on future workforce size and team structures by early August.**
 - Stanwell has commenced consultation with hydro employees and unions as required under its Enterprise Agreement.
 - There will be no forced redundancies of Stanwell employees, in line with our Enterprise Agreement.
- 3. Stanwell is encouraging employees and unions to provide feedback during the consultation period.**
 - Subject to the outcomes of this consultation, affected employees will then receive a letter and be invited to a meeting to discuss the proposed impact on their role, why their role is affected, and the process for voluntary redundancy or redeployment options.
 - Stanwell will respond to all feedback and make a final decision on the workforce plan by early August.
 - It is also likely that there will be a need to make further changes to fine tune the workforce and organisational structure once the initial changes are implemented.

Communication Run Sheet – Day prior to announcement – 15 July

Communication activity	Stakeholder	Timing
Shareholder briefing Ministerial note issued (Jay Merritt)	Treasurer Minister for Energy and Water Supply	19 June (action complete)
Shareholder briefing Face to face briefing with DEWS and Commercial Monitoring (Wayne Collins and Jay Merritt) and Ministerial Note issued	SHMs DEWS Commercial Monitoring	2 July (complete)
Shareholder briefing Ministerial Note issued detailing proposed impact on hydros (Jay Merritt)	SHMs DEWS Commercial Monitoring	12 July
Stakeholder briefing Site management provides a follow up briefing to respective local members and mayor. (Scott Hannay/Rhonda Rowe/Kevin Ramm).	Barron Gorge (Michael Trout and Bob Manning) Kareeya (Andrew Cripps and Bob Shannon)	15 July
Management pre-briefing <ul style="list-style-type: none"> Brief site management on the preliminary decision and process, including their role in communicating with their teams 	Site management	16 July (AM)

Communication Run Sheet – Day of announcement 16 July 2013

Communication activity	Stakeholder	Timing
Site briefing for day employees (led by Site Manager/Transition Manager) <ul style="list-style-type: none"> Outline preliminary decision, process in detail, how workforce will be consulted, process for communication with employees, support available, immediate next steps Respond to initial questions 	All Kareeya and Barron Gorge site employees	16 July
COO update <ul style="list-style-type: none"> Update on the hydro decision and next steps process, included as part of ongoing Operations Review communication 	All Stanwell employees	Mid-afternoon

media release

(To be issued reactively to local media)

Stanwell outlines changes to Barron Gorge Hydro workforce

16 July 2013

Stanwell Corporation, owner of Barron Gorge Hydro Power Station, near Cairns, today announced changes to the site's workforces as part of a review of its Operations Division.

Steve Quilter, General Manager of Stanwell's Gas and Hydro Generation, outlined the changes to power station employees today, including a proposed reduction of five positions.

The changes are necessary to reduce costs for Stanwell, which is making an unsustainable loss on power generation due to some of the lowest wholesale electricity prices in a decade.

One operations role based at Barron Gorge Hydro will be made redundant and one new maintenance administrative role will be created.

A further four management and support services positions, also based at Barron Gorge Hydro but providing services to Stanwell hydros throughout the State, will also be made redundant. However, one of these positions is currently vacant.

Stanwell announced on 5 March this year that it was reviewing its largest division, Operations, which is responsible for electricity generation and the care of plant at Stanwell's power stations across the state.

Mr Quilter said the review aims to improve the profitability of Stanwell's core business of power generation.

"Under Stanwell's enterprise agreement, there will be no forced redundancies at Barron Gorge hydro.

"Queensland's wholesale electricity market is expected to remain subdued for at least another two to three years.

"Stanwell has to change the way it operates, so it can continue to employ Queenslanders and generate power for the State," Mr Quilter said

Media Enquiries

Jay Merritt

Corporate Communication Manager

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Jay.merritt@stanwell.

Ministerial Advisory Note

Date: 2 July 2013

Prepared for Shareholding Ministers' offices

Subject: Generation Operations Review – Tarong Power Station

Reference: 13/33915

Attachments: one

BACKGROUND

On 4 March 2013 Stanwell advised shareholding Ministers that it was commencing a major review of workforce structure and work practices across its generation and mining sites (ministerial note 13/10179).

The review has been made necessary by the difficult wholesale electricity market and the need to restore our generation business to profitability. Stanwell provided a further update (ministerial note 13/30904) on 19 July 2013 outlining time frames for announcements of preliminary decisions at each site. In addition, Stanwell has provided briefings to representatives from both the Commercial Monitoring Unit of Treasury and the Department of Energy and Water Supplies, the most recent being on 2 July 2013.

ISSUE

Stanwell will announce its preliminary decision for the Tarong site on 10 July 2013. The decision will potentially result in the Tarong power stations' workforce being reduced by as many as 58 roles.

Through the proposed reduction of roles and other cost reduction initiatives at the Tarong power stations, Stanwell expects to achieve an annual saving of approximately \$11 million, with the full benefits expected to be achieved in 2014/15.

Tarong and Tarong North power stations represent Stanwell's largest site with 262 employees. In late 2012, Stanwell placed Units 2 and 4 at Tarong Power Station into cold storage until trading conditions in the National Electricity Market improve. This resulted in the site workforce being reduced by 64 positions.

Stanwell refrained from making wider scale changes at the time of the cold storage announcement as more extensive employee consultation was required for the changes Stanwell sought in its operations review. In addition, a range of plant improvements needed to be progressed to enable some of the resourcing changes.

Following the announcement of its preliminary decision on 10 July 2013, the process timetable will be as follows:

Dates	Detail
10 July	Preliminary decision announced
10 July – 23 July	Consultation with employees and unions as required under the Tarong enterprise agreement

Dates	Detail
10 July – 30 July	Calls for expressions of interest for voluntary redundancies
24 July – 6 Aug	Stanwell considers employee and union feedback
7 Aug – 25 Aug	Stanwell announces the new workforce plan and work practices
26 Aug onwards	Stanwell commences implementation of new workforce plan

Stanwell plans to proactively brief key community stakeholders to ensure they are aware of the reasons for its decision. Communication documents attached outline Stanwell's key messages, actions for communicating with key community stakeholders and draft media release (issued proactively to local media and reactively to metropolitan media).

Stanwell will continue to keep Commercial Monitoring and the Department of Energy and Water Supply advised of the operations review process.

RECOMMENDATION

Shareholding Ministers note that:

- Stanwell will announce its preliminary decision regarding the resourcing and restructure of the Tarong power station site on 10 July 2013 and this will potentially result in that workforce being reduced by as many as 58 roles;
- Through the proposed reduction of roles and other cost initiatives at the Tarong power stations, Stanwell expects to achieve an annual saving of approximately \$11 million with the full benefits expected to be achieved in 2014/15;
- Stanwell will proactively brief a range of community stakeholders to ensure they are aware of Stanwell's decisions and the rationale behind it – as detailed in the attached communication material.

RICHARD VAN BRED A
CHIEF EXECUTIVE OFFICER

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Operations Review – Tarong Power Station Stakeholder Communication Plan

Key messages

1. **Stanwell Corporation, owner of the Tarong power stations, has announced changes to the sites' workforce as part of a review of its Operations Division.**
 - Stanwell outlined the changes to power station employees today, including a reduction of 58 positions.
 - The changes are necessary to reduce costs for Stanwell, which is making an unsustainable loss on power generation due to some of the lowest wholesale electricity prices in a decade.
 - In March this year, Stanwell advised employees at its sites throughout Queensland that it had begun a review of its Operations Division, with a target of making annual savings of around \$40 million.
 - The review aims to return Stanwell's core business of power generation to profitability.
2. **Stanwell will consult with employees and unions over the next two weeks and make a final decision on future workforce size and team structures by mid-August.**
 - Stanwell has commenced consultation with Tarong employees and unions as required under its Enterprise Agreement.
 - Stanwell has commenced an expression of interested process for affected employees interested in a voluntary redundancy.
 - There will be no forced redundancies of Stanwell employees, in line with our Enterprise Agreement.
 - Stanwell is committed to the South Burnett over the long term, but our operations in the area must be commercially viable.
 - Stanwell will continue its social investment program within the South Burnett.
3. **Stanwell is encouraging employees and unions to provide feedback during the consultation period.**
 - Subject to the outcomes of this consultation, affected employees will then receive a letter and be invited to a meeting to discuss the proposed impact on their role, why their role is affected, and the process for voluntary redundancy or redeployment options.
 - Stanwell will respond to all feedback and make a final decision on the workforce plan by mid-August.
 - Stanwell will again meet with affected employees to advise of the final decision about their position and outline the voluntary redundancy and redeployment options available.
 - It is also likely that there will be a need to make further changes to fine tune the workforce and organisational structure once the initial changes are implemented, a range of plant storage and improvement activities have been completed and we have gained experience with the new arrangement.
 - At this stage, there is likely to be no impact on Meandu Mine.

Communication Run Sheet – Days prior to announcement

Communication activity	Stakeholder	Timing
Shareholder briefing Ministerial note issued (Jay Merritt)	Treasurer Minister for Energy and Water Supply	19 June (action complete)
Shareholder briefing Face to face briefing with DEWS and Commercial Monitoring (Wayne Collins and Jay Merritt) and Ministerial note issued	SHMs DEWS Commercial Monitoring	2 July (complete)
Stakeholder briefing Stanwell CEO personally calls the local member for Nanango	Deb Frecklington	4 July
Stakeholder briefing Site management provides a follow up briefing to local member. (Dennis Franklin and John Carey).	Deb Frecklington	8 July
Shareholding briefing Jay Merritt to liaise with SHMs' offices regarding Stanwell's communication approach	Matt Jeffries Jeff Sommerfeld	8 July
Stakeholder briefing Mayor briefed by site management (Dennis Franklin and John Carey).	Wayne Kratzmann	9 July (5pm)
Management pre-briefing <ul style="list-style-type: none"> Brief site management on the preliminary decision and process, including their role in communicating with their teams 	Site management	9 July (AM)

Communication Run Sheet – Day of announcement 10 July 2013

Communication activity	Stakeholder	Timing
<p>Site briefing for day workers in four separate sessions (led by Site Manager/Transition Manager)</p> <ul style="list-style-type: none"> Outline preliminary decision (drivers), process in detail, how workforce will be consulted, process for communication with employees, support available, immediate next steps Respond to initial questions 	All site employees (including Meandu Mine)	10 July
<p>Stakeholder briefing</p> <p>Brief South Burnett key opinion leaders</p> <p>Phone conversations (John Carey)</p>	Tarong Community Partnership members, Chambers of Commerce etc	10 July
<p>Stakeholder briefing</p> <p>Briefing for local media (Jay Merritt)</p>	South Burnett Times, South Burnett online, CROW FM	10 July
<p>Stakeholder briefing</p> <p>Distribute media release to local media</p> <p>Issue media release to metropolitan and national media <i>on request</i> (Jay Merritt)</p>	Media	10 July (10am)
<p>CEO update</p> <ul style="list-style-type: none"> Update on the Tarong decision and next steps process, included as part of ongoing Operations Review communication 	All Stanwell employees	Mid-afternoon

(To be issued proactively to local media and reactively to metropolitan media)

Stanwell outlines changes to Tarong Power Station's workforce

xx July 2013

Stanwell Corporation, owner of the Tarong power stations and Meandu Mine, today announced changes to the sites' workforce as part of a review of its Operations Division.

Stanwell's General Manager Coal Generation and Mining Phil David outlined the changes to power station employees today, including a proposed reduction of 58 positions.

The changes are necessary to reduce costs for Stanwell, which is making an unsustainable loss on power generation due to some of the lowest wholesale electricity prices in a decade.

Stanwell announced on 5 March this year that it was reviewing its largest division, Operations, which is responsible for electricity generation and the care of plant at Stanwell's power stations across the state, as well as Meandu Mine in the South Burnett.

The review aims to improve the profitability of Stanwell's core business of power generation.

Mr David said Stanwell commenced consultation with Tarong employees and unions from today, as required under its enterprise agreement.

There will be no forced redundancies.

Queensland's wholesale electricity market is expected to remain subdued for at least another two to three years.

Mr David said Stanwell had to change the way it operated to survive as a business, so it could continue to employ Queenslanders and generate power for the State.

Media Enquiries

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Ministerial Advisory Note

Date: 23 July 2013

Prepared for Shareholding Ministers' offices

Subject: Generation Operations Review – Stanwell Power Station

Reference: 13/38522

Attachments: One

BACKGROUND

On 4 March 2013 Stanwell Corporation Limited (Stanwell) advised shareholding Ministers that it was commencing a major review of its Operations Division, looking at the workforce structure and work practices across all of its generation and mining sites (Ministerial Note 13/10179).

The review has been made necessary by the difficult wholesale electricity market and the need to restore our generation business to profitability. Stanwell provided a further update (Ministerial Note 13/30904) on 19 June 2013 outlining timeframes for announcements of preliminary decisions at each site. In addition, Stanwell has provided briefings to representatives from both the Commercial Monitoring Unit of Treasury and the Department of Energy and Water Supply, the most recent being on 12 July 2013.

Stanwell has recently confirmed a workforce reduction at Mica Creek Power Station in Mount Isa, and has made preliminary decisions to reduce the workforces at Swanbank Power Station near Ipswich, at Tarong and Tarong North power stations in the South Burnett, and at its hydro power stations near Tully and Cairns.

ISSUE

Stanwell will announce its preliminary decision for Stanwell Power Station, near Rockhampton, on 30 July 2013. The decision will potentially result in Stanwell Power Station's workforce being reduced from 156 to 127 full time equivalent roles (29 roles). Ten of the proposed affected 29 roles are currently vacant.

Through the proposed reduction of roles and other cost-reduction initiatives at Stanwell Power Station, Stanwell expects to achieve an annual saving of approximately \$6.2 million, with the full benefits expected to be achieved in 2014/15.

Following the announcement of its preliminary decision on 30 July 2013, the process timetable will be as follows:

Dates	Detail
30 July	Preliminary decision announced
30 July to 9 August	Consultation with employees and unions.
30 July to 16 August	Calls for expressions of interest for voluntary redundancies
12 to 20 August	Stanwell considers employee and union feedback

Dates	Detail
21 August	Final decision announced
21 to 27 August	Affected employees consider voluntary redundancy or redeployment
2 September - onwards	Stanwell commences implementation of new workforce plan

Stanwell plans to proactively brief key community stakeholders to ensure they are aware of the reasons for its decision. Communication documents attached outline Stanwell's key messages, actions for communicating with key community stakeholders and draft media release (issued proactively to local media and reactively to metropolitan media).

Stanwell will continue to keep Commercial Monitoring and the Department of Energy and Water Supply advised of the Operations review process.

In light of Stanwell's decision to reduce employee roles across its generation sites in response to its Operations Review, Stanwell has decided to suspend the intake of apprentices and trainees for 2014. Stanwell will continue to meet its commitments to the 49 current trainees and apprentices it employs across its sites.

RECOMMENDATION

Shareholding Ministers note that:

- Stanwell will announce its preliminary decision regarding the resourcing and restructure of the Stanwell Power Station site on 30 July 2013 and this will potentially result in that workforce being reduced by as many as 29 roles;
- Through the proposed reduction of roles and other cost initiatives at Stanwell Power Station, Stanwell Corporation expects to achieve an annual saving of approximately \$6.2 million with the full benefits expected to be achieved in 2014/15; and
- Stanwell will proactively brief a range of community stakeholders to ensure they are aware of Stanwell's decisions and the rationale behind them – as detailed in the attached communication material.
- In light of Stanwell's Operations Review to reduce employees' roles across its generation sites, Stanwell will suspend its 2014 intake of apprentices and trainees.

RICHARD VAN BRED **CHIEF EXECUTIVE OFFICER**

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Operations Review – Stanwell Power Station Stakeholder Communication Plan

Key messages

- 1. Stanwell Corporation, owner of Stanwell Power Station, has announced changes to the site's workforce as part of a review of its Operations Division.**
 - Stanwell outlined the changes to power station employees today, including a possible reduction of 29 positions. Ten of the proposed affected roles are currently vacant.
 - The changes are necessary to reduce costs for Stanwell Corporation, which is making an unsustainable loss on power generation due to the lowest wholesale electricity prices in a decade.
 - The mismatch between an oversupplied generation market and falling demand is expected to continue for at least another two to three years. It will continue to result in low wholesale electricity prices.
 - Stanwell advised its employees at its sites throughout Queensland in March this year that it had begun a review of its Operations Division with a target of making annual savings of around \$40 million.
 - The review will reduce annual costs at Stanwell Power Station site by \$6.2 million and assist in returning Stanwell's power generation business to profitability.
- 2. As part of this preliminary decision, Stanwell will consult with employees and unions over the next two weeks and make a final decision on future workforce size and team structures by 21 August.**
 - Stanwell has commenced consultation with employees and unions as required under its Enterprise Agreement.
 - It also has commenced an Expression of Interest process for employees interested in a voluntary redundancy.
 - There will be no forced redundancies.
 - Stanwell is committed to Central Queensland over the long term, but our operations must be commercially viable.
- 3. Stanwell is encouraging employees and unions to provide feedback during the consultation period.**
 - Subject to the outcomes of this consultation, affected employees will then receive a letter and be invited to a meeting to discuss the proposed impact on their role, why their role is affected, and the process for voluntary redundancy or redeployment options.
 - After responding to all feedback and making a final decision on the workforce plan by 21 August, Stanwell will again meet with affected employees to advise of the final decision about their position and outline the voluntary redundancy and redeployment options available.
 - It is also likely that there will be a need to make further changes to fine tune the workforce and organisational structure once the initial changes are implemented, and after a range of plant storage and improvement activities have been completed and we have gained experience with the new arrangement.

Communication Run Sheet – Days prior to announcement

Communication activity	Stakeholder	Timing
Shareholder briefing Ministerial Note issued (Jay Merritt)	Treasurer Minister for Energy and Water Supply	23 July
Shareholder briefing Phone call to DEWS and Commercial Monitoring (Jay Merritt) as follow-up to Ministerial Note	DEWS Commercial Monitoring	23 July
Stakeholder briefing Phone calls to Member for Mirani, Ted Malone, and Member for Keppel, Bruce Young	Ted Malone Bruce Young	29 July
Shareholding briefing Jay Merritt to liaise with SHMs' offices regarding Stanwell's communication approach	Matt Jeffries Jeff Sommerfeld	29 July
Stakeholder briefing Mayor Margaret Strelow briefed by site management	Margaret Strelow	29 July
Management pre-briefing Brief site management on the preliminary decision and process, including their role in communicating with their teams	Site management	29 July (AM)

RTI DL RELEASED DEWS

Communication Run Sheet – Day of announcement 10 July 2013

Communication activity	Stakeholder	Timing
<p>Site briefings for day workers in separate sessions (led by Site Manager/Transition Manager)</p> <ul style="list-style-type: none"> Outline preliminary decision, process in detail, how workforce will be consulted, process for communication with employees, support available, immediate next steps Respond to initial questions 	All site employees	30 July
<p>Stakeholder briefing Brief other Central Queensland key opinion leaders</p>	Chambers of Commerce etc	30 July
<p>Stakeholder briefing Briefing for local media (Jay Merritt) Distribute media release to local media Issue media release to metropolitan and national media <i>on request only</i> (Jay Merritt)</p>	Morning Bulletin, ABC radio, TVs, Hot FM, etc	30 July
<p>CEO update Update on the Stanwell decision and next steps process, included as part of ongoing Operations Review communication</p>	All Stanwell employees	30 July Mid-afternoon

RTI DL RELEASE - DEVS

(To be issued proactively to local media and reactively to metropolitan media)

Stanwell outlines changes to power station's workforce

30 July 2013

Stanwell Corporation, owner of Stanwell Power Station 22 kms west of Rockhampton, today announced a preliminary decision to reduce the size of the site's workforce as part of a review of its Operations Division.

Stanwell Power Station Site Manager Brad Perry outlined the proposed changes to power station employees today, including a reduction of up to 29 positions (10 of which are currently vacant).

The proposed changes are necessary to reduce costs for Stanwell Corporation, which is making an unsustainable loss on power generation due to some of the lowest wholesale electricity prices in a decade.

Stanwell announced on 5 March this year that it was reviewing its largest division, Operations, which is responsible for electricity generation and the care of plant at Stanwell's power stations across Queensland.

The review aims to improve the profitability of Stanwell's core business of power generation.

Mr Perry said Stanwell commenced consultation on its proposal with employees and unions from today, as required under its Enterprise Agreement and that feedback would be considered prior to making a final decision.

There will be no forced redundancies.

Queensland has an oversupply of electricity generation capacity that is forecast to continue for at least another two to three years.

Mr Perry said Stanwell had to change the way it operated to survive as a business, so it could continue to employ Central Queenslanders and generate power for the State.

Media Enquiries

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Ministerial Advisory Note

Date: 24 May 2012

Prepared for shareholding Ministers' offices

Subject: Stanwell outlines future operational changes at Mica Creek

Reference: 13/26321

Attachments: nil

Commercial in confidence and not for further distribution without the written consent of Stanwell Corporation Limited. This document is exempt from further disclosure pursuant to section 17 and schedule 2 of the *Right to Information Act 2009 (Qld)*.

BACKGROUND

Mica Creek Power Station (Mica Creek) was constructed in the 1960s for Mount Isa Mines Limited, which was taken over by Xstrata in 2003. The station comprises 12 relatively small operational units of varying vintage with a total nameplate generating capacity of 318 megawatt (MW). Mica Creek was acquired by CS Energy Limited in the late 1990s and transferred to Stanwell as part of the restructure of Queensland's government owned generators on 1 July 2011.

Mica Creek output is sold to customers in accordance with power purchase agreements (PPAs) with Xstrata for its Mount Isa Mine and Ernest Henry Mine (approximately 194 MW) and with MMG for its Century Mine (approximately 50 MW). Mica Creek also supplies approximately 32 MW under PPA to Ergon Energy Queensland Pty Limited (Ergon) to meet the domestic and commercial requirements of Mount Isa, Cloncurry and the surrounding communities.

Xstrata announced on 6 October 2011 that it had selected Diamantina Power Station (Diamantina) to supply electricity to its operations under a long term agreement which would run until 2030. Ergon Energy also selected Diamantina for its long term electricity supply. Diamantina will be a 242 MW Combined Cycle Gas Turbine plant, owned by a joint venture between AGL and APA, and it is expected to be operational from May 2014. At this time, the Xstrata and Ergon Energy loads will transition to Diamantina when the PPA with Mica Creek terminates.

In January 2013, Mica Creek extended its PPA with MMG for the supply of Century and Dugald River mines up to 2016 and 2019 respectively.

Stanwell has kept Commercial Monitoring and DEWS informed on various issues including negotiations to extend customer PPAs, the site's future ownership options and potential impact on the workforce (Ministerial Note 12/23861 - 11 May 2012).

ISSUES

After the Xstrata and Ergon loads have transitioned to Diamantina, Mica Creek will generate solely for MMG's Century and Dugald River mines.

49-Sch4p3 (2) - Prejudice affairs of entities

49-Sch4p3 (2) - Prejudice affairs of entities

Stanwell has made a preliminary decision to reduce the Mica Creek workforce and decommission a number of the Mica Creek units. Stanwell will decommission the three oldest A station units and M station, and place other units on standby at Mica Creek from mid-2014. This will result in a reduction of 28 roles at Mica Creek (Mica Creek currently employs 67 people).

This plan will be presented to Mica Creek employees on 27 May 2013 and management will seek employee and union feedback on the proposed process for changing the workforce.

An expression of interest process will also commence to seek voluntary redundancies for affected roles and there will be no forced redundancies which is in-line Mica Creek's Enterprise Agreement.

RECOMMENDATIONS:

That shareholding Ministers note:

- - 49-Sch4p3 (2) - Prejudice affairs of entities
- Stanwell has made a preliminary decision to decommission the three oldest A station units and M station at Mica Creek, place other units on stand-by from mid-2014 and reduce the workforce by 28 roles.
- Stanwell's preliminary decision will be presented to Mica Creek employees on Monday 27 May 2013 and management will seek employee and union feedback on the proposed process for changing the workforce.
- Stanwell will commence an expression of interest process to seek voluntary redundancies for affected roles and in-line with the site enterprise agreement, there will be no forced redundancies.

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RTI DL RELEASE - DENIS

Ministerial Advisory Note

Date: 19 June 2013

Prepared for Shareholding Ministers' offices

Subject: Generation Operations Review Consultation process

Reference: 13/30904

Attachments: none

Commercial in confidence and not for further distribution without the written consent of Stanwell Corporation Limited. This document is exempt from further disclosure pursuant to section 17 and schedule 2 of the *Right to Information Act 2009 (Qld)*.

BACKGROUND

In response to the continued subdued conditions in the Queensland electricity market, Stanwell advised shareholding Ministers that it was commencing a major review of the workforce structure and work practices across its generation and mining sites on 4 March 2013 (Ministerial Note 13/10179).

This review will require a major change to work practices and procedures and the overall approach to operational and maintenance risk philosophies. Accordingly, the benefits from this review will ultimately be realised over a number of years from 2013/14. The detail supporting these benefits will become better defined as the review progresses.

ISSUE

Over the past three months, site management have been undertaking reviews of their respective sites with a remit to:

- look at how to use technology better to manage plant and operational risk and be more efficient
- critically examine all the work that is done to find areas where we can find efficiencies
- improve operations and maintenance work processes to reduce waste and increase productivity.

In designing future workforce plans, management have taken into account the structure, skills mix and size of each site team, the use of contractors and how to further reduce spending in line with the changes to work practices.

On 27 May 2013 Stanwell announced its proposed workforce structure at Mica Creek Power Station, to enable commercially viable operation and maintenance of the site from May 2014 onwards.

Proposed workforce plans at Stanwell's other generation sites are in the process of being finalised and will be communicated by site management at their respective sites over the next six weeks as follows:

- 26 June 2013 – Swanbank Power Station
- *Early to mid July – Tarong power stations and northern hydros

- *Early August - Stanwell Power Station
- *Late July/early August – Corporate office operational functions including asset strategy and projects, and health, safety, environment and services.

(*Stanwell will advise Commercial Monitoring and DEWS of dates for consultation when they are confirmed.)

If the revised workforce plans result in a reduction of roles or major change that impacts employees, Stanwell will commence a consultation process with employees and unions, as required under site enterprise agreements. Where appropriate, Stanwell will call for expressions of interest for voluntary redundancies, which will run in parallel with the consultation process.

Employees in roles that have been identified as no longer being required will be offered either a voluntary redundancy or placed in a redeployment pool if they do not accept a voluntary redundancy.

Stanwell will prepare stakeholder communication plans for sites that will be affected by major changes to the workforce plan. This will ensure that key local community members (local MPs, mayors, business leaders) are advised of the impact at their local site and understand Stanwell's rationale for the change to the workforce plan.

RECOMMENDATION

Shareholding Ministers note that:

- in response to continuing poor wholesale electricity prices, Stanwell commenced a review of its Generation Operations Division to achieve further expenditure savings. This will assist with returning Stanwell's core business of electricity generation to profitability;
- over the next six weeks, management will communicate proposed workforce changes to their respective sites and commence consultation processes as required by site enterprise agreements;
- affected employees in roles that have been identified as no longer being required in the workforce plan will be offered voluntary redundancies. If they do not accept a voluntary redundancy, they will be placed in a redeployment pool;
- Stanwell will prepare stakeholder communication plans to ensure key local community members (local MPs, mayors, business leaders) are advised of the impact at their respective site and understand Stanwell's rationale for the change to the workforce plan.

RICHARD VAN BRED A CHIEF EXECUTIVE OFFICER

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From:
To: LLOYD Linda
Subject: RE: Ministerial Note - 14 11630 - Stanwell Board approves gas utilisation strategy - 4 February 2014.DOCX

From: Merritt, Jay [<mailto:Jay.Merritt@stanwell.com>]
Sent: Tuesday, 4 February 2014 1:50 PM
To: Connolly Paul
Subject: FW: Ministerial Note - 14 11630 - Stanwell Board approves gas utilisation strategy - 4 February 2014.DOCX

Hi Paul

See attached – I got your e-mail wrong in my first attempt.

Jay

From: Merritt, Jay
Sent: Tuesday, 4 February 2014 1:41 PM
To: anthony.jones@ministerial.qld.gov.au; Rob.Whelan@ministerial.qld.gov.au; 'Deborah.Jakins@treasury.qld.gov.au'; andrew.burnett@dews.qld.gov.au; rob.kennedy@treasury.qld.gov.au; Paul Connolly (paul.connolly@dews.qld.gov.au)
Cc: Van Breda, Richard; Collins, Wayne; O'Rourke, Michael; Gregg, Jenny; Mills, Tanya; Quilter, Steve; Naughton, Sophie; Carey, John; Mc Mahon, Stephanie; Kelly, Rebecca
Subject: Ministerial Note - 14 11630 - Stanwell Board approves gas utilisation strategy - 4 February 2014.DOCX

Dear All

Please find attached a Ministerial Note regarding Stanwell's gas utilisation strategy.

Any questions, please give me a call.

Regards

Jay Merritt
Corporate Communication Manager
Community and Stakeholder Engagement



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Ministerial Note

Date: 4 February 2014

Prepared for shareholding Ministers' offices

Subject: Stanwell Board approves gas utilisation strategy

Reference: 14/11630

Attachments: nil

Commercial in confidence and not for further distribution without the written consent of Stanwell Corporation Limited. This document is exempt from further disclosure pursuant to section 17 and schedule 2 of the *Right to Information Act 2009 (Qld)*.

BACKGROUND

In late 2013, Stanwell Corporation Limited (Stanwell) commenced an analysis of the electricity and gas trading markets to identify the best value that could be achieved from its gas entitlements for Swanbank E Power Station (Swanbank E).

Under Stanwell's current gas supply agreements for Swanbank E, the business is entitled to approximately 28.5 petajoules (PJ) of gas from 1 July 2014 to 30 June 2017.

Stage one of the process finished in November 2013 and involved a targeted expression of interest process with nine counterparties, all of which submitted non-binding proposals.

Stage two of the process was completed on 17 January 2014 and involved eight counterparties submitting binding proposals to purchase a variety of gas volumes, from all of the gas over the three year period to specified amounts commencing from October 2014 through to 30 June 2017. The binding proposals received valued the gas substantially higher than what Stanwell could achieve by using it for electricity generation.

During the past three weeks, Stanwell has been evaluating the binding proposals to determine which option or options offer maximum value for its gas entitlements.

ISSUE

In light of the substantial additional value, ranging between 49-Sch4p3 (2) - Prejudice affairs of entities presented by the opportunity to sell gas, the Stanwell Board today met to consider the proposals for Stanwell's gas entitlements and subsequently approved:

- the sale of up to 28 PJ of Swanbank E's gas entitlements on commercial terms beneficial to Stanwell;
- that Swanbank E be placed in cold storage for a period of up to three years, commencing at a time that provides the best commercial and operational outcome for Stanwell. This is likely to be 1 October 2014; and

- a delegation of authority to the Chief Executive Officer to determine when the market circumstances are appropriate to return the Tarong Power Station Unit 4 to service, partly as a response to the cold storage of the Swanbank E.

As a result of these approvals, Stanwell will:

- advise the Australian Energy Market Operator (AEMO) through a Medium Term Projected Assessment of System Adequacy (MTPASA) update of its intention to withdraw Swanbank E from service and return Unit 4 at Tarong Power Station to service later in 2014 and Unit 2 in mid 2015;
- advise a number of key stakeholders in the Ipswich and South Burnett regions of the decision relevant to their respective communities; and
- commence consultation with unions and Swanbank E's 36 employees without a confirmed role, as required under the site's Enterprise Agreement. Key timeframes for this process are:
 - advise and consult with employees about the preliminary decision to change the workforce plan (5 to 21 February);
 - evaluate employee feedback regarding the preliminary decision (24 February to 3 March);
 - Stanwell makes a final decision on workforce structure and advises employees and stakeholders (4 March);
 - employee consideration period for a voluntary redundancy (4 to 17 March 2014); and
 - confirmation of voluntary redundancies completed week commencing 31 March 2014.

Stanwell will also proactively engage national, state and local media with regards to its decision to sell its gas, withdraw Swanbank E from service and return a unit to service at Tarong Power Station.

RECOMMENDATION

It is recommended that shareholding Ministers note:

- the approval by the Stanwell Board to sell its gas entitlements, place Swanbank E in cold storage, most likely from 1 October 2014 for up to three years, and return Unit 4 at Tarong Power Station to service;
- Stanwell will generate substantially more revenue by selling its gas entitlements than by using them for electricity generation; and
- as a result of these approvals, Stanwell will:
 - advise AEMO through an MTPASA update of its intention to withdraw Swanbank E from service and return a unit at TPS to service;
 - commence consultation with unions and Swanbank's 36 employees without a confirmed role as required under the site's Enterprise Agreement;
 - advise a number of key stakeholders in the Ipswich and South Burnett regions of the decision relevant to their respective communities; and

- the withdrawal of Swanbank E Power Station from service would not impact on security of supply, as the Queensland electricity market has significant excess capacity between 1 July 2014 and 30 June 2017.

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RTI DL RELEASE - DEWS