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## SAPN/Enerven Workers Deliver Every Day

SA Power Network/Enerven Workers have been reliably outperforming all other states when it comes to efficiency for the last 14 years and the data from the latest Australian Energy Regulator (AER) report shows it. The profitability, efficiency and productivity of the business can all be largely attributed to the hard-working attitude and engagement of the workforce right across the business.

The attitude of the workers towards efficiency in this business is second to none, which has been demonstrated consistently in working with the business in achieving a myriad of changes and improvements, often making allowances and helping systems to function through extended teething processes.

Historically, workers have persevered through storms, bushfires and searing hot summers to deliver power to the community to keep the profits rolling in and upholding the excellent reputation of SA Power Networks. Whenever the workers are called upon to help out in an emergency they are there, every single time.

Change has been continual through recent years, below is a list of some of the changes that workers have engaged with to improve efficiencies and boost profitability:

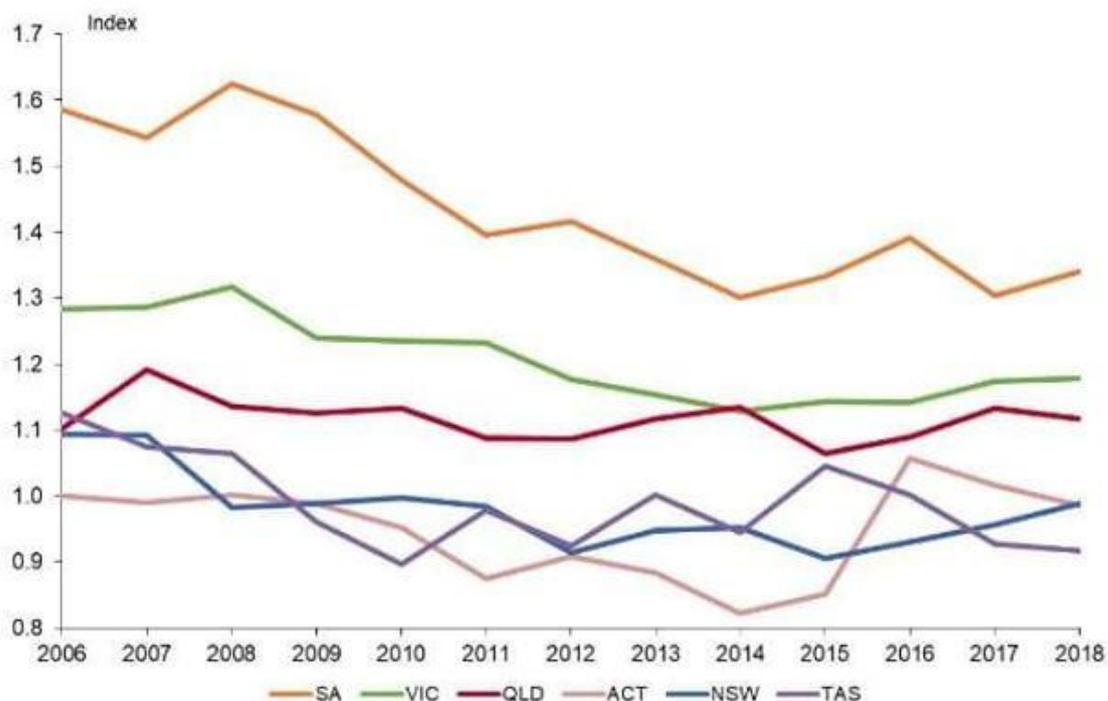
- Work Prep Specialist role has been created – a new group formed to prepare job folders for depot crews in an effort to increase efficiency
- Installation of Click FSE in place of E-Whiteboard - speeding up work coordination, resourcing and scheduling
- Implementation of dispatching jobs to work phones - making jobs instantly received and dispatchable
- Morning toolbox implemented in operational areas – measuring efficiency and productivity on a daily basis to continually improve performance
- Time Sheets have transitioned from paper to tough pads and phones – auto populating time entries reduces time in depots filling out time sheets
- Safety incidents now reported via phone app “Enablon” (replacing CURA) – saving hours filling out CURA reports on depot computers
- COVID-19 Work Arrangements - workers taking the lead and dealing with the risks associated with Coronavirus while maintaining productivity/output
- Increased use of Secondments - providing increased flexibility to the company through the use of temporary roles
- Having a reliable emergency workforce that will help out through “Force Majeure” events, i.e. bushfires, storms and heatwaves. For example, workers responding to the recent bushfires on rotating shifts and working overtime on Christmas Day to help the community in bushfire effected areas.

SA Power Networks/ Enerven Employees have consistently delivered to create the most productively efficient distribution business in the National Energy Market (NEM) but don't take our word for it, on the next page is the view of the Australian Energy Regulator (AER).

## South Australia and Victorian distribution networks are the most efficient

The South Australia distribution network is the most productively efficient in the NEM. This is followed by the distribution networks in Victoria, Queensland, New South Wales and the ACT. Tasmania's distribution productivity level is the lowest of the included jurisdictions in 2018. However, Tasmanian distribution is disadvantaged and could be considered an outlier due its relatively unique network structure.

### Electricity distribution productivity levels by state, 2006–18



## Improved performance of the most efficient distribution networks

Three distribution networks in Victoria — CitiPower, Powercor, United Energy — and South Australia Power Networks have consistently been the most efficient distribution service providers in the NEM, as measured by economic benchmarking.

The productivity of these service providers declined between 2006 and 2014 due to increasing operating costs, including in response to new regulatory obligations. However, since 2015, all four service providers have increased their benchmark performance. This is a reason for overall electricity distribution productivity growth.

In 2018, CitiPower's productivity again grew by 4.4 per cent, United Energy by 7.2 per cent and SA Power Networks 2.7 per cent. This was primarily due to growth in opex productivity. On the other hand, Powercor's productivity declined by 3.7 per cent in 2018 mainly due to a decrease in reliability.



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Despite the workers delivering these efficiencies, the company continue to remove incentives which drive down workers take home pay. Some examples of these are:

- BBIP Bonus has been removed - A bonus that the workers earn throughout the year by outperforming targets set by SAPN based on safety, reliability and productivity
- Safety bonus has been removed - The \$50 card issued at safety meetings for good safety performance
- Installation of TSW8a/9's instead of Ops Supervisors - TSWs doing management roles and getting paid less saving the company money
- TSW6's taking on traditionally TSW8 work
- 24-hour break removed from Fatigue Management Directive – If workers worked 72 hours in a 7-day period, they used to get a 24-hour fatigue break.
- Local line depot fatigue management arrangements removed – these arrangements were used to limit fatigue for availability crews working long hours.
- Reduced frequency of safety meetings across the year – going from 13 a year down to 9 a year, squeezing more work from the workforce
- Weekend Availability and the “tick list” have been taken away from regulated Field Services workers - taking away overtime = a pay cut
- Increased use of Supplementary Labour/Fixed Term Contracts – workers enduring insecure work arrangements including daily labour hire and contracts as short as 1 month

A workforce that adapts to change and displays flexibility on a daily basis and who consistently hit efficiency targets should be worthy of good incentive payments and a decent pay rise, every year.

Given all the circumstances that need to be taken into account in the negotiating environment, the employees of SA Power Networks/Enerven are not being unreasonable in their request for a fair and reasonable pay rise.

## What's Happens Next?

SA Power Networks has invited the SBU to submit a log of claims to negotiate. We have a draft log of claims already based on discussions with members. We will be in contact soon to discuss this at face to face and virtual meetings and seek an endorsement from members prior to tabling this.

For more information regarding the SAPN/Enerven enterprise agreement negotiations, contact your relevant union workplace delegate or your Union Organiser:

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**PLEASE SHARE THIS UPDATE WITH YOUR WORKMATES**