

URGENT BULLETIN ESSENTIAL ENERGY MEMBERS!

Your job. Your voice. Your union.

USU is aware that Essential Energy has advised members of a large cost cutting process that could see the loss of up to 400 jobs across the administration and management staff.

The USU is meeting with Essential Energy on the **31st August 2026** and plans to hold a meeting for members and potential members on Tuesday 1st September. This meeting will be hybrid and details will be circulated once a time and venue are confirmed.

The USU has written to your employer today requesting further information that will assist us in protecting the best interests of our members.

THE INFORMATION REQUESTED WAS:

1. How many roles does Essential Energy characterise as administration and corporate roles?
2. How many employees are currently engaged on term contracts of less than 12 months?
3. How many employees are currently engaged on term contracts of more than 12 months but less than 24 months?
4. How many contractors are currently engaged across Essential Energy?
5. Essential Energy has indicated that approximately 400 roles will be removed from the structure by the end of December 2026. Will this figure include positions that have been vacant since 1 January 2026 and have not been filled?
6. If so, how many positions have been vacated and remain unfilled since 1 January 2026?
7. Does Essential Energy acknowledge that where a position is vacated through voluntary redundancy, the requirements for a genuine redundancy must still be satisfied, including that the position is

genuinely no longer required and is not simply filled by another employee, including through redeployment?

8. How does Essential Energy intend to utilise "Mix and Match" arrangements as part of the proposed organisational changes?
9. How many workplace change consultations are currently underway across Essential Energy?
10. The USU requests copies of all minutes, presentations and relevant consultation documentation associated with those current workplace change consultations.
11. In relation to the apprentice workforce, how many apprentices are currently employed by Essential Energy who are:
 - a. Fourth Year;
 - b. Third Year;
 - c. Second Year; and
 - d. First Year?

The USU also seeks clarity regarding Essential Energy's statement that current apprentices will continue through the program and into roles at their respective depots, while future apprentice intakes are expected to reduce to approximately 40 positions next year.

Know something that we should know? Reach out to a delegate or your organiser

For further information please contact a delegate or your organiser Craig Diebert at cdiebert@usu.org.au or 0409 076 633.

THE BEST WAY TO PROTECT YOUR RIGHTS IS BY JOINING YOUR UNION. SCAN THE QR CODE TO JOIN THE USU TODAY!



SCAN TO JOIN ONLINE

Join today.

 1300 136 604

 www.usu.org.au/join

 facebook.com/UnitedServicesUnion

About you:

First Name:

Surname:

Mobile Number:

Personal Email:

☐ Preferred

Residential Address:

STREET

CITY

STATE:

POSTCODE:

☐ Woman ☐ Non-binary

D.O.B.

☐ Man ☐ Prefer not to say

About your job:

Employer Name:

Job Title:

☐ Full time

☐ Part time

☐ Contractor

☐ Casual

☐ Apprentice

☐ Agency

☐ Seasonal

Work Email:

☐ Preferred

Worksite Name:

eg. Head Office, Sydney Depot, Newcastle Branch

Worksite Address:

STREET

CITY

STATE:

POSTCODE:

* Did someone refer you to the USU? Tell us their name - we'd like to thank them! (include Member ID if known)

Diversity and inclusion in workplaces is important to our union.

We would like to know a bit more about you. Please tick all that apply to you below (optional):

☐ Aboriginal / Torres Strait Islander

☐ LGBTIQ+

☐ I have a disability / I am neurodivergent

☐ I was born outside of Australia

☐ I speak a language other than English at home:

Payment method: (Choose ONE of the following options)

Earnings per week (pre-tax): ☐ Over \$900 ☐ Under \$900 (you may be eligible for concession rates)

OPTION 1: PAYROLL DEDUCTION (FOR ELIGIBLE EMPLOYERS)

☐ My signature below authorises my employer to deduct my union fees directly from my payroll at each pay period.

Membership contributions are based on your income before tax. View fees and full terms and conditions at: <https://usu.org.au/join-info>

OPTION 2: RECURRING CREDIT CARD PAYMENT

☐ Visa ☐ Mastercard

CARD NUMBER

NAME ON CARD

CARD EXPIRY DATE

OPTION 3: RECURRING DIRECT DEBIT

ACCOUNT NAME

BSB

Account Number

I authorise you, United Services Union (USU) APCA User ID No 062819 to arrange for funds to be debited from my/our account at the financial institution as prescribed through the Bulk Electronic Clearing System (BECS). This authorisation is to remain in force in accordance with the terms described in the Direct Debit Request Service agreement overleaf found on the USU website.

Payment Frequency: ☐ Weekly ☐ Fortnightly ☐ Monthly

First payment date (within 2 weeks):

Membership:

U-2026

I apply for membership of the United Services Union

SIGNATURE

☐ I have an existing problem at work and need support

DATE

A member may resign membership of the Union by written notice (including signature) addressed and delivered to the United Services Union.

I authorise you, United Services Union (USU) APCA User ID No 062819 to arrange for funds to be debited from my/our account at the financial institution as prescribed through the Bulk Electronic Clearing System (BECS). This authorisation is to remain in force in accordance with the terms described in the Direct Debit Request Service agreement found on the USU website.

Legislation and the USU Rules require applicants for membership to be made aware of certain information. To view that information, please visit <https://usu.org.au/join-info/>

Our Union understands that the information being gathered on this page is sensitive and it is used to help inform you about industrial, social and political campaigns; inform you about your rights at work; improve our service delivery; conduct surveys and research; and to meet our statutory requirements including your eligibility to vote on union elections. All information gathered is managed in accordance with our privacy policy.



RETURN TO :

Email: membership@usu.org.au

Postal: USU, PO Box A1154 Sydney South 1235

Authorised and printed by Graeme Kelly OAM, General Secretary
NSW Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union, Level 7, 321 Pitt St Sydney

Or simply scan the QR code to join online