

1 September 2026

By your side



Mikayla Durham
Manager Employee Relations
Essential Energy
PO Box 5730, Port Macquarie NSW 2444
Email: mikayla.durham@essentialenergy.com.au

Dear Ms Durham,

Re: Member Motion

The USU writes on behalf of our members employed by Essential Energy. As you would be aware a members meeting was held on the 1st September 2026. The USU appreciates the facilitation of this meeting.

At the meeting the following motion was passed by members:

“That the USU seek further information from Essential Energy on:

1. Whether senior management’s remuneration and/or bonus payments or incentive payments been frozen to assist with cost cutting.
2. Details on any financial targets not met by the organisation, or individual teams, for the last 3 financial years.
3. Details on all projects that have gone over original budgets and/or adjusted budgets.
4. Details on any external funding that was committed and spent prior to the receipt of the funding.
5. Provision of a detailed list of all roles and programs being cut which shows job title, work group, work location, remuneration savings and the rationale behind the decision to cut the role.
6. Any proposed hiring freeze and details on why this wasn’t already implemented.
7. Approaches and offers made to employees on a transition to retirement plan.
8. The actual cost for all contractors and consultants for the year up to the 30th June 2026.
9. The proposed budget for contractors and consultants for the 26/27 financial year.
10. Details on any proposed cuts to contractors and consultants.
11. Details on all cost saving measures considered before cutting jobs.

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Further that all consultation and workplace change be placed on hold until all information is received by the USU. That once this information is received the meeting of members be recalled.

Further that the USU pressure essential Energy to ensure Mix and Math is implemented by Essential Energy prior to any workplace change being implemented.”

As always, the USU is available to discuss this matter further. For further information please contact our organiser Craig Duebert at cdiebert@usu.org.au or on 0409 076 633

Yours faithfully



Graeme Kelly OAM
GENERAL SECRETARY

Per: Sandie Morthen, Manager Energy, Utilities, Private Sector, and Airlines

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