

## Utilities Management EA Update 24-6-2022

### Resourcing Put Forward as a Major Issue

The SBU met with the UMPL bargaining team on 23-6-2022 to continue bargaining for a single Utilities Management Pty Ltd (UMPL) Enterprise Agreement.

The UMPL Bargaining team are still refusing to negotiate for one Agreement and are currently discussing claims relating only to 2 separate EA's. The current draft of the Enerven Agreement currently represents a large reduction in terms and conditions for current and future Enerven workers. The Enerven EA is being bargained between the UMPL Bargaining Team and the Enerven Independent Bargaining Representatives in an effort for Enerven to gain a commercial advantage over their competitors. The SBU have rejected this claim and continue to resist the introduction of a 2-tiered workforce.

During yesterday's meeting the SBU raised resourcing as an emerging critical issue. Resourcing is governed by the SAPN/Enerven HR and Ethics Policy, that can be found [here](#), among the principles in the HR and Ethics Policy it states SA Power Networks will:

- ensure equal treatment and opportunity is given to all employees and that employees are respected and valued for their contribution;
- ensure appropriate staffing and skill levels to meet current and projected workloads;
- recruit people for positions using an equitable and transparent selection process;

We have grave concerns that these principles are not being followed. Resourcing is at such a low level in some Field Service departments that workers are not being considered for vacant positions in other departments. Some employees have won positions/secondments in other departments and have been told they cannot take their new position because the company cannot replace them. Cutting off a worker's career progression absolutely ruins morale for all workers in those departments. These situations are **completely inconsistent** with the company's own HR and Ethics Policy. The General Managers are responsible for the HR and Ethics Policy being followed.

Under resourcing also results in higher risks on the network, impacting workers and the community. A lack of appropriate resourcing leads to a lack of maintenance. We know the maintenance is suffering because the company's own documents put their asset replacement rate at 303 years! A good illustration of this is pole failures, we have had multiple poles fall over or almost fall over while workers are working on them. One pole fell clear to the ground and hit a ladder that a worker was working on at the time. These incidents will increase in frequency as the network maintenance falls further behind, exposing workers and the community to ever increasing risks. We also raised the additional workplace stress and workload this under resourcing and lack of training is putting on workers.

After raising these issues in detail, the company said that "the SBU has given us a lot to think about, is this a claim?". We clarified that under-resourcing is at the root of many of our claims and also UMPL's "Forced Labour" claim. If resourcing was adequate, these claims would not be a high priority or in some cases needed at all. In the end we put a claim forward for minimum manning levels to be agreed for all departments and for apprentices.

### **SAME WORK, LESS PAY, WE SAY, NO WAY**

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