



# Enabling a major revolution in Australia's energy efficiency

The Energetics Way

Matt Wilkin | GM People and Culture, 20 November 2018

energetics<sup>®</sup>

# Agenda



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are

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“training”

# About Energetics



## Policy and strategy advisory services

We assess risks and opportunities, model impacts including emissions trajectories, and develop evidence-based recommendations for effective energy efficiency, energy productivity and demand side policies and programs.



## Energy markets: electricity, gas and renewables

We develop risk managed energy solutions tailored to the individual needs of our clients. Our advice spans a range of flexible and fixed price contracting options and analysis of the risks and opportunities for investments in large scale energy generation.



## Commercial scale renewables and energy efficiency

The economics of on-site power have swung in favour of renewable energy options. Energetics can size, scope and develop robust business cases to ensure that any investment delivers broad energy productivity benefits.



## Energy accounting

As energy contracting, forecasting and budgeting become increasingly complex, our energy accountants manage your energy spend, interrogate data and deliver accurate, insightful reports.



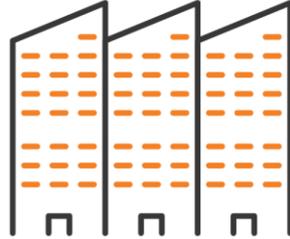
## Reporting, compliance and program audit services

Increasing scrutiny of climate risk management strategies demands expert reporting across mandatory and voluntary schemes. With experience working for large, complex businesses across all sectors, we ensure that your reports add value to your business' brand.

# What is needed for a major revolution?



**For graduates**  
Stronger grounding in  
communication

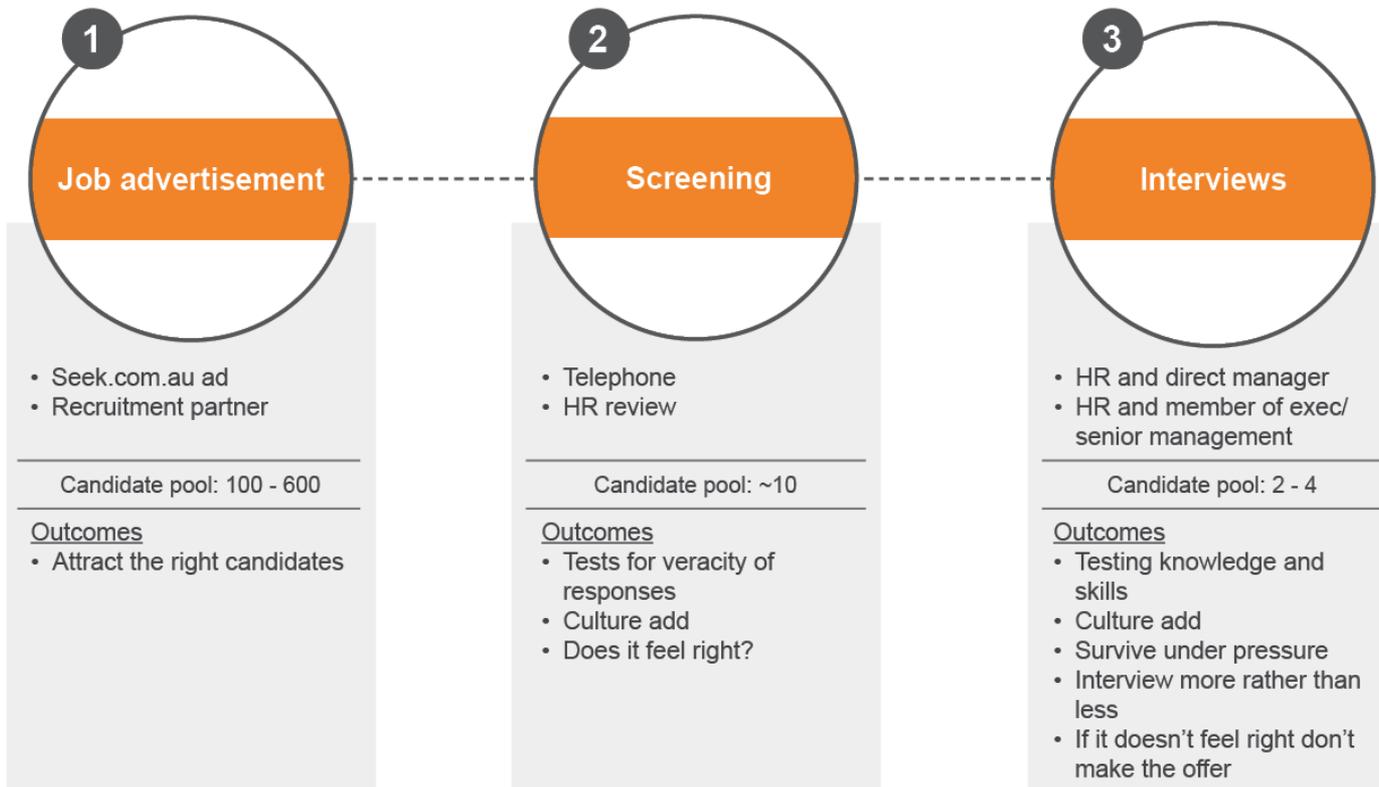


**For organisations**  
Ensuring professionals'  
wellbeing



**For universities**  
Graduate pools more  
representative of the  
population in the  
technical streams

# Recruitment



# Recruitment



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2

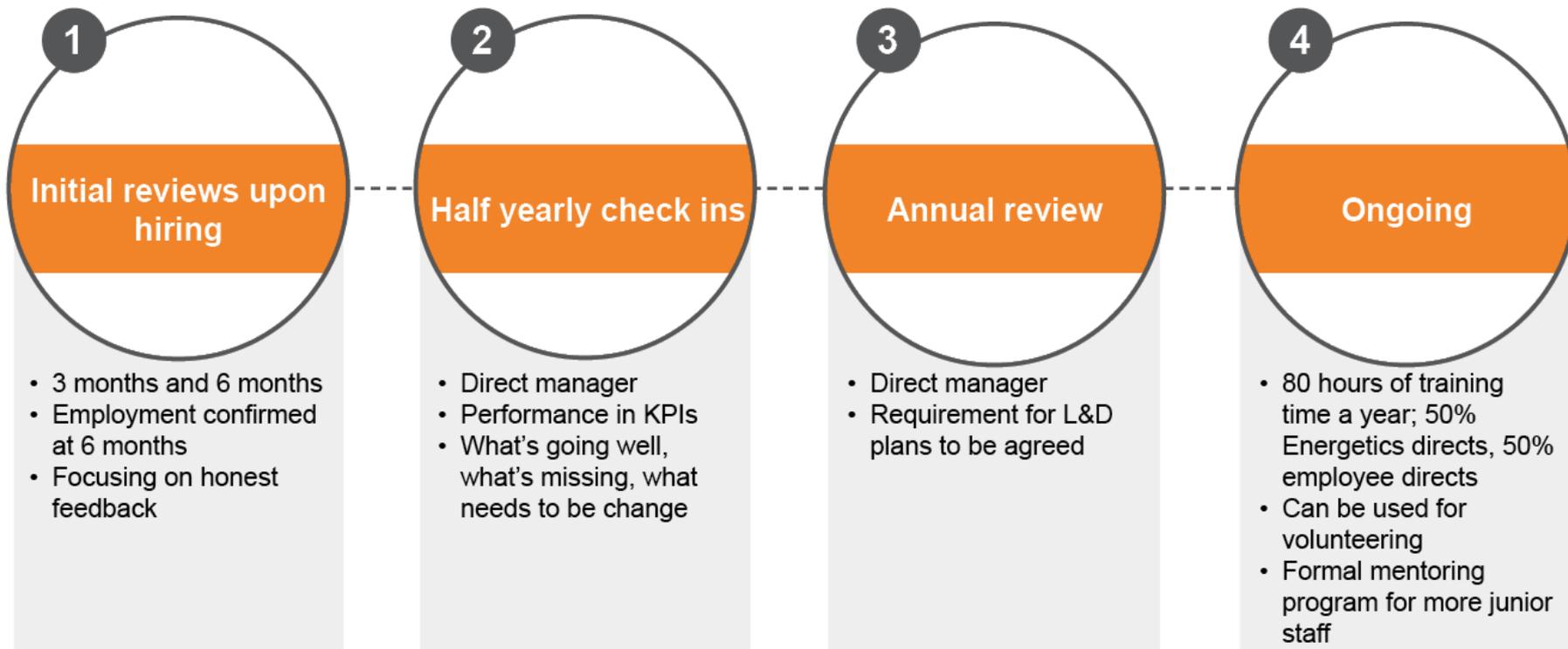
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# Communication

- Interview more rather than less
- If it doesn't feel right don't make the offer



# Developing our people





# Developing our people





# Mental health

We encourage staff to proactively take mental health 'mini' breaks. We won't ask you explain your reasons, just that staff make your team leader aware

Our staff can use Personal Leave for longer periods (doctor's certificate required for 2+ days, as with all forms of personal leave)

## Our guiding principles

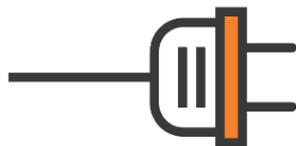
- 'Proactive' mini health breaks is intended to make it easier to take a quick respite break using our existing Personal Leave provisions, not months in advance.
- Is this an additional entitlement? To an extent. Typically Personal Leave is taken when someone is unfit for work because of their own illness or injury\*. We are widening this National Employment Standard definition slightly, to allow a quick break to help reduce the chance that you could become actually ill.
- Is there a maximum number of days that can be taken over a year? It is dependent on your existing personal leave balance. However if you do take more than three mental health mini-breaks in a year we ask that you work with your team leader and HR to understand if adjustments to your working arrangements are needed.



# About Energetics



We have been creating value for ASX200 firms for more than 30 years



We procure more than \$1b in electricity and more than \$250m in gas annually for our clients



We are energy managers or advisors to more than 200 of Australia's largest energy users



We employ over 50 specialists with technical, commercial and regulatory insights



Our experts support more than 75 companies with NGER and NPI compliance



We have nine Certified Energy Managers (CEM) and three Energy Managers In Training (EMITs)



We have nine Certified Measurement and Verification Professionals (CMVP) and one awaiting final certification



As a trusted advisor to Government, we understand regulations, compliance and grant funding programs

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# Contact us

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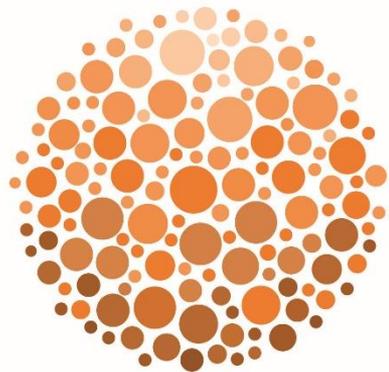
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