



Energy Industry Jobs Plan Consultation Paper

Collie Power Station
(October 2027) and
Muja Power Station
(October 2029)





Purpose of this submissions process

The Net Zero Economy Authority (the Authority) has commenced consultation to determine if an Energy Industry Jobs Plan (EIJP) should be put in place to support impacted workers ahead of the closures of Collie Power Station in October 2027 and Muja Power Station (Units 7 and 8) in October 2029.

How can I provide feedback?

Individuals and organisations can provide feedback through the public submissions process.

At the time that you provide a submission, you will be asked if you would like your response to be considered with regards to the closure of one, or both power stations.

We will also be consulting directly with unions, employers, employer organisations, other local businesses and members of the Collie community over the coming months.

Beyond the scope of this paper

This consultation paper is seeking input on the Energy Industry Jobs Plan in the context of Collie Power Station and Muja Power Station. The following is outside of the scope of this paper:

- ◆ the overall design and remit of the Energy Industry Jobs Plan
- ◆ the other functions and broader remit of the Net Zero Economy Authority (including job creation and investment attraction in Collie and other priority regions)
- ◆ other power station closures
- ◆ other government policies, including policies administered by other Commonwealth portfolios and agencies.

Further information

For general enquiries on the consultation process, please contact EIJP@pmc.gov.au. We will respond within three business days.

Further information about the EIJP and the Authority is available on [our website](#).



The Energy Industry Jobs Plan - Overview

Many of Australia's coal and gas-fired power stations are scheduled to close

Almost all of Australia's coal-fired power stations and some gas-fired power stations have announced closure dates.

To ensure workers are supported when these stations close, the Australian Government has legislated the EIJP.

The EIJP is established by the *Net Zero Economy Authority Act 2024* (the Act) and is administered by the Net Zero Economy Authority (the Authority).

The EIJP Community of Interest process

The EIJP is a regulatory framework that ensures impacted workers can access supports from their employer, where needed, to prepare for and transition into their next job

The EIJP process requires the Authority to undertake a formal consultation process to assess whether workers impacted by closing power stations need additional support from their current employer to prepare for and find new jobs (referred to in section 55 of the Act as a 'Community of Interest' process).

The WA Government has invested almost \$700 million to support the transition, including early transition planning, local job creation, skills investment and economic diversification.

As part of this process, the NZEA will consider the worker transition supports available to workers at Collie Power Station, Muja Power Station, the supplier coal mine, and supply chain businesses directly linked to these businesses. This will include consideration of the Synergy Workforce Transition Program, and worker supports available under the Collie Just Transition Package.

If the Authority believes that it is reasonable to do so, the Authority's CEO will apply to the Fair Work Commission for a determination. The Fair Work Commission will then undertake its own independent assessment and determine if it is reasonable to implement the EIJP and which employers should be included.

Employers included in a determination from the Fair Work Commission will be required to provide their employees with supports in the lead up to the station closure, including:

- ◆ access to career and financial advice,
- ◆ relevant training and,
- ◆ paid time-off or flexible working arrangements to access these supports.

Figure 1 provides an overview of the process.

In addition to supports provided by employers, where an EIJP is in place the Authority has funding for redeployment supports to help connect workers with opportunities in the region. This includes on-ground coordination services, a dedicated jobs board, and a grants program to incentivise businesses to take on impacted workers when a station closes.

The Energy Industry Jobs Plan is part of the Authority's broader focus on supporting workers, communities and regions in the net zero transition. More information on the Authority's work, including our focus on communities, regions, workers and investment, is available on [our website](#).

Which employers are included?

The EIJP can apply to the owner and/or operator of a closing power station and substantially impacted supply chain businesses.

Supply chain businesses included under the EIJP are called 'dependent employers'. These businesses need to meet certain criteria under the Act to be included under the framework:

- ◆ The employer must be a constitutional corporation (e.g. sole traders and unincorporated partnerships are not captured); and
- ◆ The employer must have a commercial relationship with the closing power station (or, in some cases, a coal mine that supplies the power station); and
- ◆ Typically, the employer will, or will be likely to, cease a substantial part of their business in the region as a direct result of the closure.

The Act does not provide a threshold for the level of business operations considered a 'substantial part'. This is assessed on a case-by-case basis and will consider the relevant context of the employer and their employees.

Even where a supply chain business meets these criteria, it still has to be reasonable to include the employer. Whether it is 'reasonable' to include a business requires consideration of several factors, such as the number of impacted workers, opportunities for workers to be redeployed internally within the business, and local labour market conditions. Each business is assessed individually.

The EIJP is complemented by broader Commonwealth regional transition supports

The EIJP is focused on workers at the power station, any supplying coal mines and substantially impacted supply chain businesses. However, there are other government programs that are available to provide broader worker, supply chain and community supports:

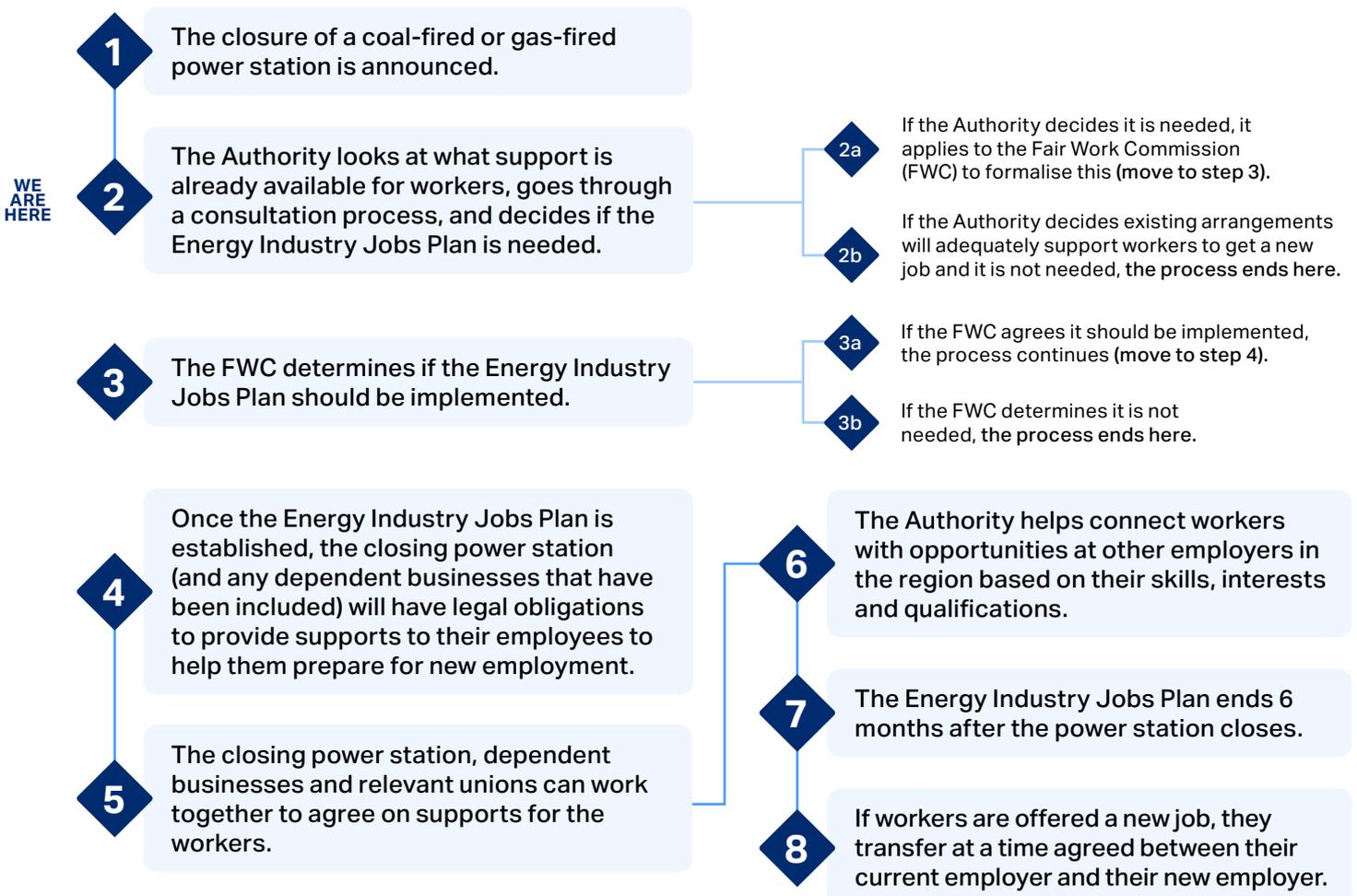
- ◆ **Regional Workforce Transition Plans** – these are being delivered by the federal Department of Employment and Workplace Relations in conjunction with the Authority and the Western Australian Government. These regional plans will provide support to workers who aren't captured under the EIJP as well as their families and communities.
- ◆ **Transitioning Workforce Fund** – this fund will be delivered by the Department of Employment and Workplace Relations with the aim of delivering flexible, community-designed projects in impacted regions.

This work is currently being progressed by the Department of Employment and Workplace Relations in consultation with local communities.

The Authority also has a broader focus to support regions, communities and workers in the net zero transition. This includes working with the State Government of Western Australia and local governments, business, unions and other local stakeholders to support job creation and investment in the Collie region.



Figure 1: the EIJP step-by-step process



The EIJP consultation process for Collie and Muja Power Stations

Collie Power Station and Muja Power Station are located on the traditional lands of the Willman and Kaniyang peoples of the Noongar Nation in the south-west region of Western Australia.



Collie Power Station

Owner: Synergy

Operator: Worley Power Services (note: SPIE Global Services Energy has acquired Worley Power Services, with take-over to occur in March 2026)

Scheduled closure: 1 October 2027

Total capacity: Base load power station which can produce up to 340 megawatts of electricity for the South-West Interconnected System (SWIS).

Supplying coal mine: Premier Coal mine



Muja Power Station

Owner: Synergy

Operator: Synergy

Scheduled closure: 1 October 2029

Total capacity: Muja Power Station has two remaining generating units (7 & 8), which have a combined capacity of 425 megawatts

Supplying coal mine: Premier Coal mine

What kind of transition supports are already available to workers?

Employer programs

Synergy has developed a workforce transition program for their employees and embedded contractors at Collie and Muja Power Stations. This includes helping workers develop personalised plans for their transition pathway, such as finding a new job or retirement, and contributing to the education and training, financial and retirement planning, work experiences and job placements that are required to carry these plans out.

Existing transition programs like Synergy's Workforce Transition Program at Collie and Muja Power Stations are considered in the Authority's assessment of whether the EIJP is needed to support the employees of businesses impacted by a closure.

Information about any support initiatives provided by supply chain businesses to their employees will be gathered as part of the consultation process.

Collie Just Transition Package

Under the Collie Just Transition Package, the Western Australian Government has committed nearly \$700 million in supports for Collie's transition, negotiated in consultation with unions, workforce and employers.

This includes \$28 million in state government initiatives to provide training and career support to workers, contractors and labour hire personnel impacted by the transition.

Affected workers and contractors in Collie's coal-related industries can develop an Individual Transition Plan (ITP) through their workplace Training Transition Consultant (TTC). They are then eligible to access to fee-free training and career transition support that aligns with their Individual Transition Plan.

The NZEA will consider these initiatives, as part of its Community of Interest assessment.

The Authority's consultation process

The Authority is conducting a concurrent consultation process to determine if the EIJP is needed for the Collie and Muja Power Station closures, and which employers should be included and required to provide supports for their employees.

Under the Act, the Authority is required to consult with the closing power stations, dependent employers in Collie and Muja's supply chain, unions, employer organisations, community, and other local businesses that may be able to take on workers under the EIJP.

These consultations focus on gathering information to inform the Authority's assessment of whether the EIJP is needed, including identifying:

- ◆ the relevant closing employer and any dependent employers that might be included
- ◆ the number of impacted workers employed at these businesses ('transition employees')
- ◆ an estimate of the number of impacted workers who may be interest in finding other employment ('participating employees')
- ◆ details on the kind of jobs workers perform
- ◆ existing transition supports workers can already access; and
- ◆ opportunities for workers to be redeployed internally within their current employer.

Why is the Authority consulting on Collie and Muja Power Stations at the same time?

The Authority recognises that, due to the potential overlap of businesses and services in Collie, the closure of Collie Power Station in 2027 may impact on the closure of Muja Power Station in 2029.

The *Net Zero Economy Authority Act 2024* (NZEA Act) requires the Authority to conduct separate, individual assessments of Collie and Muja Power Stations. However, stakeholders and community members can provide feedback on the closure of both power stations through a single consultation process.

Running concurrent consultation processes means we can consider the impacts of the closures within the broader regional context.

It also means that – where appropriate – we can seek feedback and perspectives from stakeholders and community members about both closures at the same time, instead of running two separate processes shortly after one another.

The Authority may use information collected through this submissions process to assist the CEO to determine whether to apply to the Fair Work Commission for a determination to establish an EIJP ahead of the closure of Collie Power Station in 2027, and separately, whether to apply to the Fair Work Commission for a determination to establish another EIJP for the closure of Muja Power Station in 2029, and which employers should be included in either application.

Expressions of interest for 'receiving employers'

The Authority is also seeking expressions of interest from 'receiving employers' that may wish to voluntarily participate in the EIJP by offering jobs to affected workers when Collie power station closes in 2027 and Muja power station closes in 2029.

Additional transition supports

If an EIJP is established for either Collie or Muja Power Station, then receiving employers may be able to access grants payments to incentivise them to take on affected workers. Two types of Commonwealth grant payments may be offered:

- ◆ a direct hiring incentive payment to a receiving employer to take on a participating employee under the EIJP
- ◆ financial support for businesses to offer early retirement packages to their existing employees to create vacancies for participating workers under the EIJP.

The Authority is currently developing grant opportunity guidelines that set out parameters for the grants program, including the application process, obligations and eligibility requirements.

Proposed geographic area for the EIJP assessment of Collie and Muja Power Stations

To guide where the EIJP will operate in the context of Collie and Muja Power Stations, the Authority determines a geographic boundary around the closing power station referred to as the 'geographic area'.

The geographic area is designed to capture the closing site, as well as the locations where any dependent employers might operate and the areas from which workers commute to the power station. The geographic area is also used to inform the Authority's consideration of the capacity of other employers in the region to offer employment to transition employees. It may also be considered by the CEO when determining receiving employers, noting not all potential receiving employers have to be based within the geographic area.

As Collie and Muja Power Stations both operate within close proximity, the same geographic area is proposed for both sites – the Bunbury Statistical Area Level 4 (as defined by the Australian Bureau of Statistics), found in Figure 2. This has been determined by analysing available data on place of employment, employment by industry, and usual place of residence.

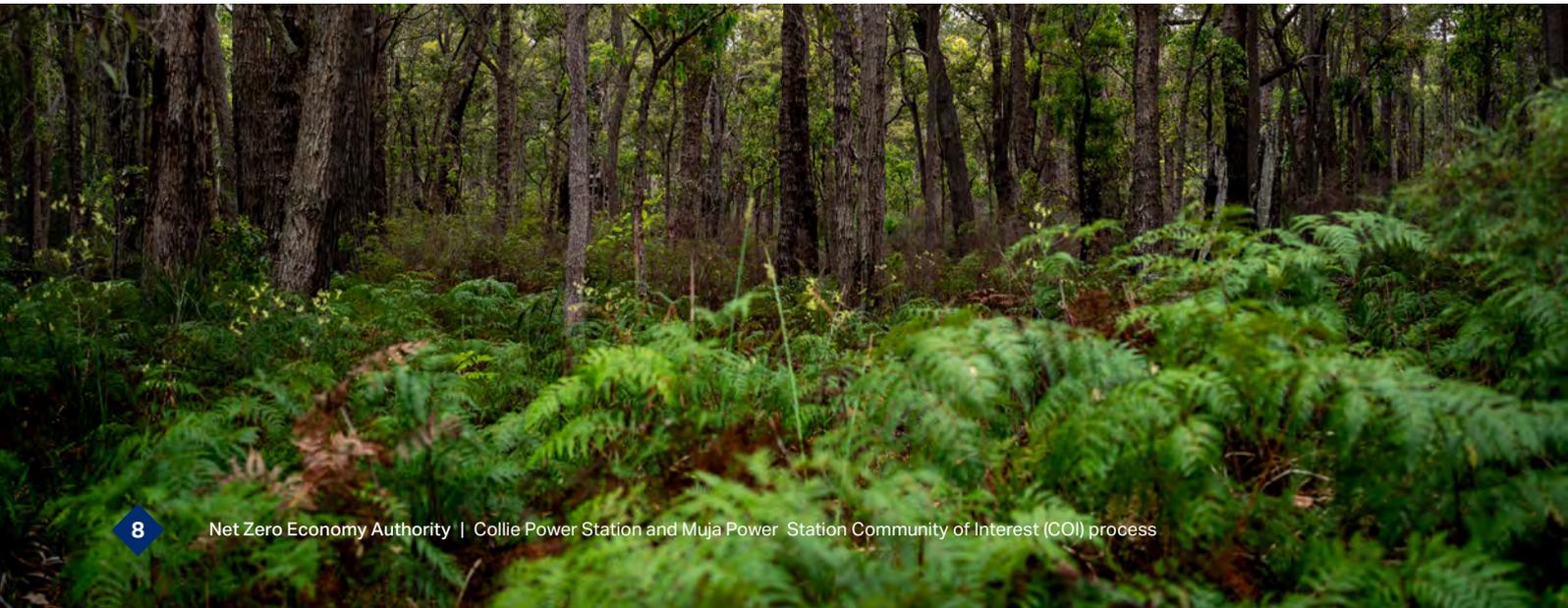


Figure 2: Proposed geographic area for the EIJP at Collie and Muja Power Stations.



Which process can I provide feedback on?

When you provide feedback, you can choose whether to provide feedback on the closure of Collie Power Station or Muja Power Station. You can also provide feedback on both power stations at the same time.

If you are going to comment on both Collie and Muja Power Stations, please ensure you make clear in your submission which power station you are referring to so we can easily identify your feedback and use it for its intended purpose.



Discussion questions

Who do we want to hear from?

We want to hear from anyone who has views on the upcoming Collie Power Station and Muja Power Station closures, and the supports required by impacted workers to help them prepare for and transition to new employment. This could include:

- ◆ Workers
 - ◆ Synergy employees at Collie Power Station and Muja power station
 - ◆ Employees at Collie Power Station (currently Worley Power Services, with SPIE Global Energy to take-over from March 2026)
 - ◆ Premier Coal employees at Premier Coal Mine
 - ◆ Other workers that work on site at Collie Power Station, Muja Power Station, and Premier Coal Mine
 - ◆ Other workers employed by businesses that provide Synergy and Worley Power Services (or SPIE Global Services Energy from March 2026) with goods or services at the power stations
- ◆ Employers
 - ◆ The owner and operator of the closing Collie Power Station and Muja Power Station – Synergy Energy and Worley Power Services
 - ◆ Suppliers and contractors of Synergy Energy and Worley Power Services (or SPIE Global Services Energy from March 2026) at Collie and Muja Power Stations
 - ◆ Employers with employees working on-site at Premier Coal Mine
 - ◆ Businesses that may be interested in taking on workers coming out of the closure
- ◆ Unions
- ◆ Employer organisations
- ◆ State and local government, including Collie Shire Council
- ◆ First Nations organisations
- ◆ Community groups and members of the broader community



What are we seeking submissions on?

1. Impacts of each closure:

- a. How do you think the Collie and/or Muja Power Station closures will impact you and/or your business and/or your community?
- b. Which businesses in the region will be directly impacted by Collie and/or Muja closing?

2. Existing support for workers: Do you think workers impacted by the closure of Collie and/or Muja Power Stations currently have enough support to prepare for and transition into new jobs?

3. Additional support required: If you think more support is required, what would you like to see?

4. Views on the need for an EIJP for either closure: Do you think establishing the EIJP for Collie Power Station and/or Muja Power Station would improve the transition process for workers?

5. Opportunities for impacted employees:

- a. In your view, which businesses might be best placed to hire transitioning workers from the Collie and/or Muja Power Station, and coal mine closure?

For businesses in the region:

- b. Would you be interested in hiring workers that need to find work following the Collie Power Station and Muja Power Station closures?
- c. What kinds of skills and qualifications would you be interested in hiring for?
- d. Regarding Collie Power Station, which closes in October 2027, approximately how many roles would you be looking to fill over the next two to three years?
- e. Regarding Muja Power Station, which closes in October 2029, approximately how many roles would you be looking to fill over the next four to five years?

6. Proposed geographic area: Does the proposed geographic area accurately capture the expected labour market impacts of the closure of Collie and Muja Power Stations, including impacts to business operations and opportunities to employ workers impacted by the closure?

How will this information be used in decision making?

We will consider views expressed in submissions when determining if an EIJP is needed to support workers impacted by the closure of Collie and Muja Power Stations, and which employers the framework should apply to. Additional information on workforce characteristics, transition supports and redeployment opportunities will also be collected from impacted businesses and other relevant sources. Our CEO will consider the information and come to a decision on whether to make an application to the Fair Work Commission and which employers to include.

How to make a submission

Which power station closure can I provide feedback on?

You can choose to provide feedback on Collie Power Station or Muja Power Station, or you can provide feedback on both.

You can make a submission through the Authority's online consultation hub.

You have two options:

1. Upload a written statement as a submission.
2. Fill out a survey as a submission.

While you could do both, we would recommend choosing one or the other to avoid answering the same questions twice.

Alternatively, you can email your submission to the Authority at EIJP@pmc.gov.au or send via post to PO Box 6500 Canberra ACT 2600. If you require support to provide a submission, please contact the team at EIJP@pmc.gov.au.

Due date for submissions

The online portal will close at **5:00pm (AWST) on Friday 10 April 2026**.

We may choose to accept late submissions. If you require an extension to provide your response, please contact the team at EIJP@pmc.gov.au.

How will we handle publishing submissions?

You can choose whether or not to have your name on your submission, and you can choose whether or not to publish it on our website.

You will be asked if you would like to make your submission public, public but name withheld, or private.

- ◆ For public submissions, your name and submission will be published on our website.
- ◆ For public but name withheld, your submission will be published on the website but your name will not.
- ◆ For private submissions, neither your name nor your submission will be published on the website.

Unless you choose to make your submission public, we will not publish your name on our website. We will not publish your email address, phone number or other personal information on our website. More information on the Authority's approach to privacy can be found in the privacy collection notice at the end of the consultation paper.

We may choose not to publish submissions on our website or to withhold certain content in submissions from publication (for example, by removing defamatory material or de-identifying personal or sensitive information).

Public submissions that contain personal information may be accessed by people overseas, who would not be bound by the Australian Privacy Principles.

How will we handle confidential information?

You may include confidential information in a submission or an attachment to a submission if the submission or the attachment is marked 'confidential'. You may provide information anonymously or using a pseudonym, but we may be unable to verify or clarify certain details, which may impact how we consider your submission in our analysis.

Only relevant staff at the Authority will review confidential submissions. In some instances, we might think it would be helpful to publish a de-identified summary of a confidential submission. However, we would only do this with your permission.

In some limited circumstances, we may provide the Fair Work Commission with information contained in a confidential submission. We may voluntarily provide the Commission with information, but only with your consent. The Fair Work Commission has powers to require us to provide the Commission with information. We may seek orders from the FWC prohibiting or restricting publication of confidential information, if we consider it appropriate.

Any submission to the Authority on the Energy Industry Jobs Plan may be subject to a request under the *Freedom of Information Act 1982* (Cth) (FOI Act).

Privacy Collection Notice

Community of Interest Process – Consultation Paper

This notice explains how the Net Zero Economy Authority (the Authority) collects, uses and discloses personal information during Energy Industry Jobs Plan (EIJP) community of interest (COI) consultation processes under section 55 of the *Net Zero Economy Authority Act 2024* (Cth) (the Act).

We collect personal information as part of COI consultation processes under section 55 of the Act. This process involves identifying employers and employees impacted by the closure of a power station, and potential employment opportunities to inform planning for energy industry transitions. Most information is high-level or de-identified, but some may identify individuals.

Your personal information is protected by law, including under the *Privacy Act 1988* (Cth) (the Privacy Act) and the [Australian Privacy Principles](#).

EIJP Community of Interest Process

Participation in a COI consultation process is voluntary; however, if you choose to participate, the Authority may collect your personal information to inform our analysis and refer to non-confidential submissions where you have provided permission to do so.

We use technology from Converlens Pty Ltd (Converlens) to provide this consultation service and website. Our contractual arrangements require Converlens to comply with the Privacy Act and store data securely in Australia.

For more information, please refer to our [Privacy Policy](#) or [Converlens' Privacy Policy](#).

Why we collect your personal information?

The COI consultation process is an opportunity for stakeholders to have their say and assist the Authority to consider the impact, or likely impact of a gas-fired or coal-fired power station closure.

We will collect your personal information to understand your views, or the views of the organisation you represent (if any), and inform the assessment process to determine if an EIJP is needed for a power station closure. This includes:

- ◆ Meeting our consultation requirements under section 55 of the Act and
- ◆ Determining whether it is reasonable to apply for a COI determination under section 56 of the Act

How we collect information

We will collect your personal information:

- ◆ when you make a submission to the COI process
- ◆ directly from you through an email, telephone call or online submission
- ◆ indirectly if another person includes your information in a submission, with your consent.

What we collect

Through the consultation paper process, we will collect a range of personal information (some of which could be sensitive information), including your:

- ◆ name
- ◆ contact information
- ◆ organisation you represent and your role
- ◆ your personal views about, or information that relates to, a particular power station closure being assessed under the EIJP.

We do not require any other personal information. If we need further personal information to clarify or verify your submission, we will seek this from you and provide a reason for requesting the information.

Unsolicited information

While we seek your opinions to inform the consultation process, we do not need **your sensitive information or personal information about anyone else**. Sensitive information includes (but is not limited to) personal information that includes information or an opinion about an individual's trade union membership or associations.

If you need to provide information about any other person, you must obtain their consent to include their information in your submission and provide them with a copy of this notice.

We will deal with any unsolicited personal or sensitive information in accordance with our [Privacy Policy](#).

How we use information

Written feedback will be collated and considered alongside other information collected in the COI process to determine if an application under section 56 of the Act should be made to the Fair Work Commission.

Who we disclose personal information to

Where information is provided in confidence, this will not be shared by the Authority without your permission.

Publication on our website

We may publish non-confidential submissions on our website. Submissions may be accessed by overseas recipients who are not bound by the Australian Privacy Principles.

Other government entities

We may disclose to government entities where submissions are not provided in confidence. Your personal information may be shared with relevant Australian federal and state government departments and agencies involved in the EIJP, to allow them to consider your comments and feedback.

Fair Work Commission

We may disclose your information to the Fair Work Commission where necessary to perform our statutory functions such as those under section 56 of the Act.

Processing submissions

The Authority may choose not to publish submissions on our website at our discretion, or to withhold certain content in submissions from publication (for example, by removing defamatory material from the published version of submissions, or where appropriate, de-identifying personal or sensitive information).

If a submission is published on the Authority website, the information in it, including the name of the person lodging the submission, can be searched for on the internet, including from overseas. Any submission may be subject to a request under the *Freedom of Information Act 1982* (Cth).

You may provide information anonymously or by using a pseudonym. However, if you choose to do this, we may not be able to verify or clarify the information you provide which may impact how we consider your submission as part of the consultation.

Confidential submissions

We will not publish confidential submissions. To claim confidentiality on behalf of a person or an organisation, the first page of a submission should clearly state that the content should be treated as confidential (for example, an individual's name, so that it is not published on the internet).

At the request of stakeholders, the Authority may redact extracts of information considered to be confidential, but allowing the rest of the submission to be published on the website.

Alternatively, confidential information can be placed in an attachment to a submission, with a request to keep the attachment confidential. Confidential submissions will only be considered by staff at the Authority and will not be released publicly. In some instances, the Authority may consider it helpful to publish de-identified summaries of confidential submissions. De-identified summaries of these submissions will not be made public without permission of the submitter.

Storage of personal information

We store and manage your personal information securely in accordance with the Privacy Act and other requirements including Commonwealth information security requirements.

Access to your personal information is restricted to authorised personnel who need it to perform their duties related to the EIJP. We retain personal information only for as long as necessary to meet legal, operational, and record keeping obligations, including compliance and audit requirements.

Your rights

You have the right to:

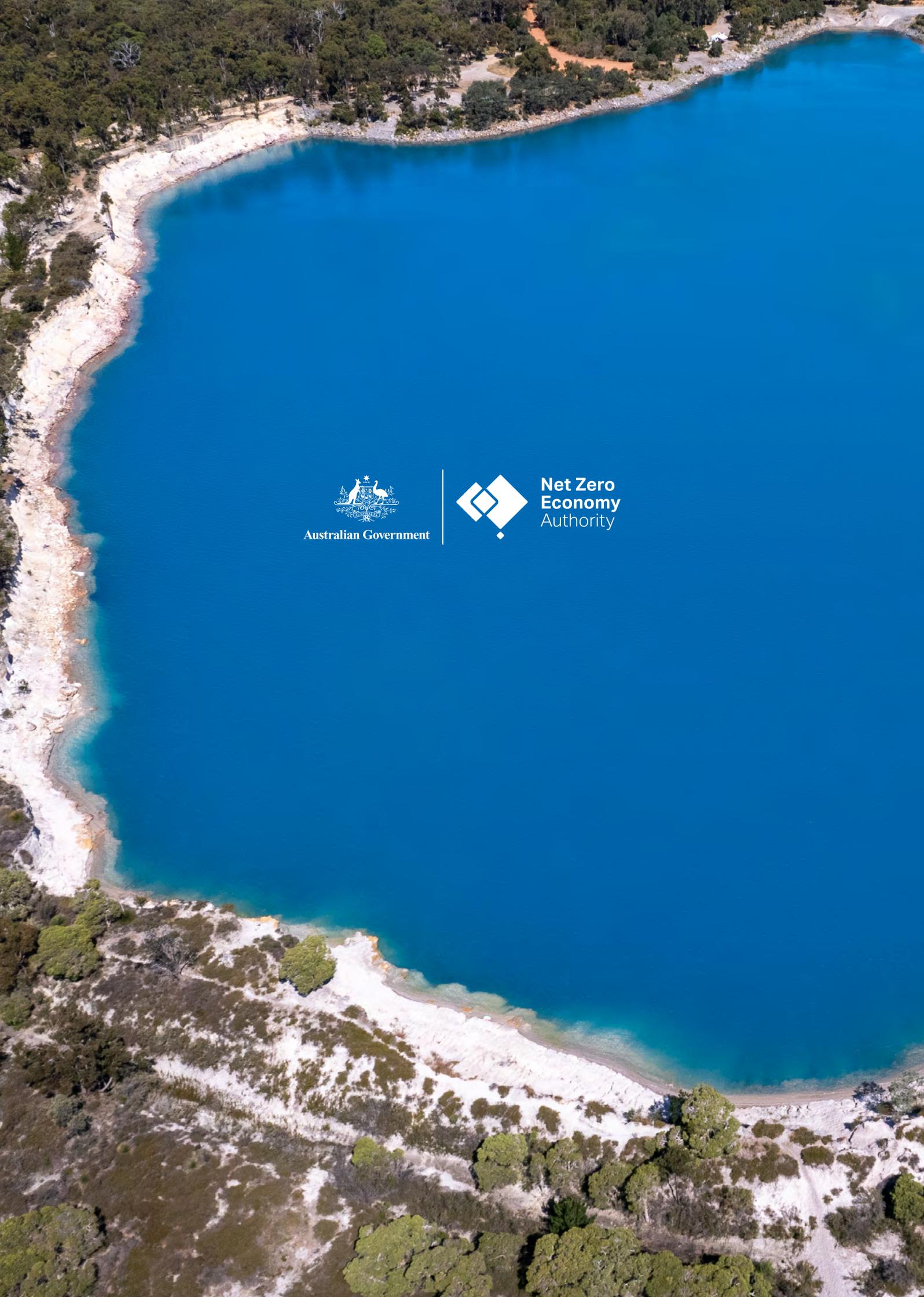
- ◆ access your personal information
- ◆ request corrections to accurate information
- ◆ withdraw your consent for certain uses of your information and
- ◆ request the deletion of your information (subject to legal requirements).

More information

Please read our [Privacy Policy](#) on our website for more information on how we handle your personal information, including how you can:

- ◆ access any personal information that we hold,
- ◆ seek correction of personal information that we hold, and
- ◆ complain about a breach of the Australian Privacy Principles and the Privacy Act.

If you have any concerns or questions, you can contact us at NZEA-Privacy@pmc.gov.au.



Australian Government



Net Zero
Economy
Authority