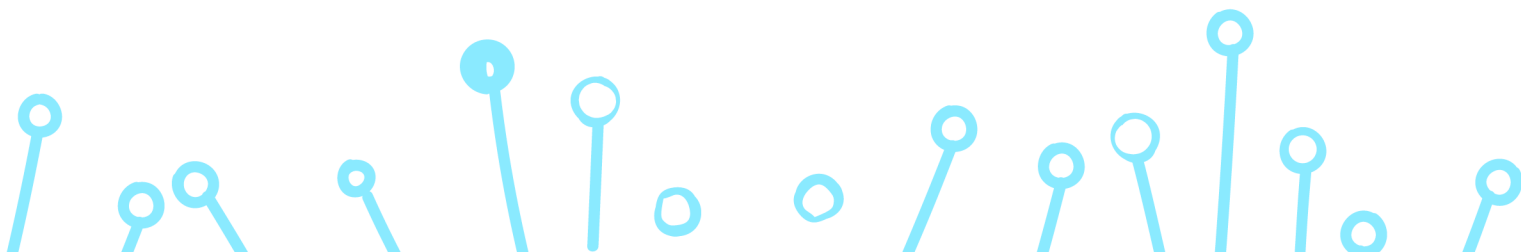
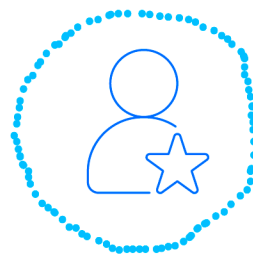


AEMC

Australian Energy Market Commission

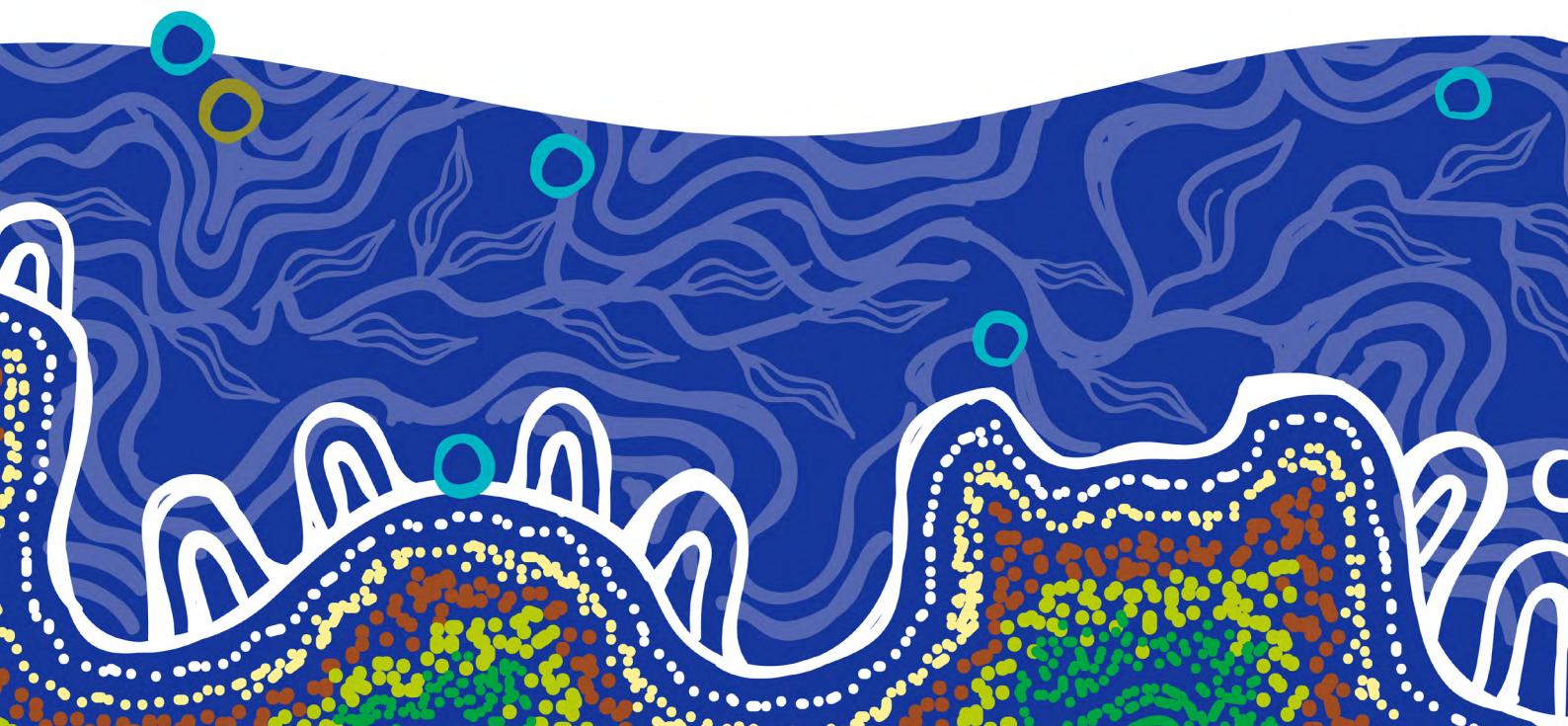
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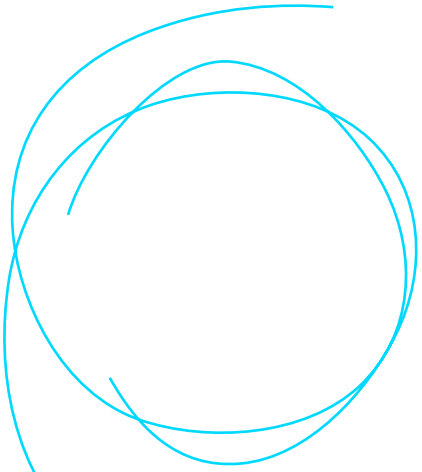
THE AEMC EXPERIENCE



Acknowledgement of Country

The AEMC acknowledges and shows respect for the Traditional Custodians of the many different lands across Australia on which we live and work. The AEMC office is located on the land of the Gadigal people of the Eora nation. We pay respect to all Elders past and present, and to the enduring connection of Aboriginal and Torres Strait Islander peoples to Country.





At the Australian Energy Market Commission
(AEMC), our people are at the heart of everything we do. We are committed to creating a workplace where you feel supported, valued, and empowered to do your best work while building a meaningful and sustainable career.



The AEMC Experience outlines the range of benefits, programs, and initiatives available to support your health and wellbeing, recognise and reward your contributions, and enable your ongoing learning, development, and sense of belonging. Together, these benefits reflect our values led culture and our commitment to fostering an inclusive, flexible, and high performing organisation.

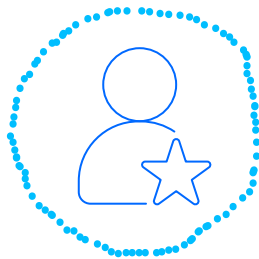
We encourage you to explore this guide and take full advantage of the opportunities available to you. Whether you are focused on wellbeing, professional growth, recognition, or connection, our program is designed to support you at every stage of your journey with the AEMC.



AEMC benefits

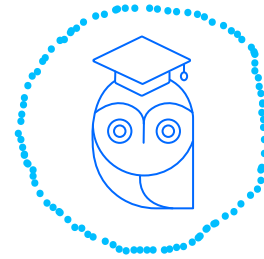
Health and wellbeing

- EAP support
- Ergonomic assessments
- Fitness Passport
- Access to Wellbeing Apps
- Wellbeing days
- Parental program
- Wellbeing space and yoga
- Safety training
- Flu vaccinations
- Office fruit
- Sports team



Reward and recognition

- Recognition awards
- Remuneration reviews
- Referral program
- Salary continuance
- Additional purchased leave
- Novated leases (EV)



Learning and development

- Leadership development program
- Annual learning scholarship
- Secondments
- Internal and external training programs
- Acting leadership opportunities
- Lunch and learns
- Industry field trips
- Induction programs
- Promotion pathways



Culture and belonging

- Values led culture
- Hybrid and flexible working
- Diversity, Equity and Inclusion Committee
- RAP working group
- Team building days

Health and wellbeing

Fitness Passport

AEMC has partnered with Fitness Passport to give you and your family members exclusive access to a significantly discounted fitness membership tailored to an array of gyms and pools.

Wellbeing days

Full time permanent employees may apply for Health and Wellbeing Days of up to five paid days' every 12 months (from their anniversary date) for the purposes of health and wellbeing, study or other purposes at the discretion of your manager. These can be accessed after successful completion of your probation period.

Employee Assistance Program (EAP) support

As part of the AEMC Health and Wellbeing Plan, we are pleased to be partnering with Centre for Corporate Health (CFCH), who are one of Australia's leading workplace wellbeing consulting and advisory firms, to deliver a range of holistic wellbeing initiatives.

Thrive@AEMC – our Employee Assistance Program (EAP)

This initiative will enable you and your immediate family members to take a pro-active approach to your wellbeing when you need.

Thrive@AEMC is a completely confidential and free service where you can access senior coaches that will work with you to develop and support your wellbeing plan. The team of senior psychologists at the Centre for Corporate Health bring a vast range of experience and expertise that will be specifically matched to your needs.

Access to wellbeing apps

The Resilience Box

To further support the integration of our wellbeing offering and services from Centre for Corporate Health, **The Resilience Box® App** is available to all staff.

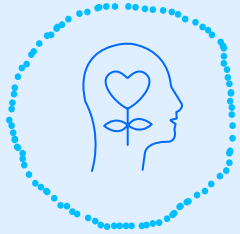
This tool has been developed to provide staff with the ability to:

- strengthen your resilience through online learning modules;
- access content on areas of health and wellbeing that you are interested in learning about including videos, podcasts and factsheets; and
- make counselling and coaching appointments.

LiveWell by Zurich

As part of our Salary Continuance Insurance Policy with Zurich, all employees now have exclusive access to LiveWell's digital health application. Bringing together your physical, mental, financial and social health needs, all in one innovative app.





Sports team

To drive staff engagement and support the wellbeing of staff, the AEMC sports team was established and participates in a mixed competition run every quarter by Lunchtime Legends at the Domain, Sydney.

The sport is selected based on majority preference and rotated on a regular basis.

AEMC cover the registration fee, allow for a longer lunch break on game days and provide team shirts.

Ergonomic assessments

AEMC have partnered with **Bend & Mend Physio** in Martin Place to provide virtual and onsite ergonomic assessments for all staff to check their work station and equipment setup.

Parental program

As part of our wellbeing program and partnership with **Centre for Corporate Health** (CFCH) who provides our EAP service, a parental program has been established at the AEMC for expecting parents.

This program outlines key information on leave entitlements and the support P&C provides, along with three EAP sessions offered before, during, and after your parental leave.

Office fruit, wellbeing space and yoga

At the AEMC office, a number of wellbeing initiatives are offered to staff including weekly fruit deliveries, yoga sessions and a wellbeing space run by our building providers **Dexus**.

Safety training

Every six months, our building hosts warden training, emergency training, and a physical test evacuation, which staff are encouraged to participate in.

Several of our people are trained First Aiders. We also offer CPR training onsite annually to any of our people who are interested.

Annual flu vaccinations

At the AEMC we offer annual onsite flu vaccinations to all staff. We also offer pharmacy vouchers for remote staff or those who are unable to attend the office on the day.

These are scheduled for May each year with further information sent closer to the time by P&C.

Reward and Recognition



At AEMC, our people are our greatest strength. Rewarding excellence is a formal and essential component of our Employee Benefits. It provides flexibility to acknowledge and reward employees for exceptional performance, impactful outcomes, and the demonstration of key capabilities that align with AEMC's values and goals.

Remuneration reviews

Our remuneration framework balances competitiveness, fairness, and performance alignment, ensuring the organisation remains an employer of choice while driving accountability and excellence.

Annual performance and remuneration reviews take place in June each year, which is based on a performance-based pay approach and pay band adjustments informed by movements in market data.

Purchased leave

Each year, AEMC employees have the opportunity to purchase up to two weeks of additional annual leave at two intake periods – January and July.

Salary continuance

AEMC values the contribution that employees makes to its success, so providing financial support to you and your family should the unforeseen happen is an important part of our employee benefits.

Novated Lease Program

We have partnered with 'Novated Lease Australia' to provide staff a salary packaging option where repayments of the vehicle and running costs are deducted from your pay through a combination of pre-tax and post-tax salary deductions.

Referral program

The AEMC recognises the importance of our people's network to attract and retain the highest calibre candidates.

We offer a referral payment from of \$2000 (subject to any usual deductions) for each successful referral.

Recognition awards

Quarterly awards

Each quarter we recognise individuals and teams who have made exceptional contributions to the organisation and embody who we are and how we work at the AEMC.

These award categories include:

- Director and EGM awards.
- Chief Executive award.
- Chair and Commissioner award.

On-the-spot recognition

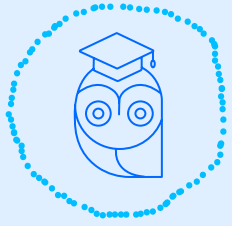
Additionally, there are opportunities for 'on the spot' recognition awards to acknowledge individuals who have demonstrated our organisational values in an outstanding and immediate way. On-the-spot recognition allows Commissioners, Chief Executive or Executive Leadership Team to promptly celebrate these exceptional behaviours as they occur, reinforcing what our values look like in action.

End of year awards and event

The annual end of year event and awards is our flagship recognition event at the AEMC and is an opportunity to come together as an organisation and celebrate a year in review through inspiring keynotes and updates from our Chief Executive and Commissioners. The staff awards recognise achievements that reflect our organisational values, culture, and strategic direction in support of our purpose.



Learning and Development



We offer three distinct learning pillars – Boost, Culture, and Essentials – designed to enhance your capabilities, cultivate a strong company culture, and ensure all our people have access to the knowledge and skills necessary for success.

The AEMC provides a diverse range of learning opportunities, including workshops, online courses, and industry programs, to equip you with the skills and expertise necessary to excel in your role and contribute effectively to the AEMC's success.

Internal and external training programs

We host many internal training programs annually, utilising the knowledge and experience from our people and external providers such as Engineering 101, Economics 101, Presenting to Commission, Plain English Training and many more programs.

Our people are invited to explore development opportunities with external training programs that relate back to their Performance Development Plans, as discussed with their manager or Executive General Manager.

Lunch and learns

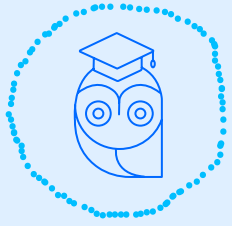
Lunch and learns are held one to two times a month and we have a range of internal and external presenters come to the AEMC to present on a large range of topics relevant to us from '*Living our values – considering emissions in our work*' to '*Introduction to Ai*'.

Industry field trips

We hold several opportunities throughout the year for our people to tour industry sites in NSW and ACT.

Other development opportunities at the AEMC include:

- Leadership development program.
- Comprehensive induction program during onboarding.
- Secondments, internally and externally.
- Promotions pathways – this process occurs annually.
- Acting leadership opportunities.



Annual compliance training

At the AEMC we are committed to creating a safe and compliant culture for our people. Staff complete several compliance training modules throughout the calendar year annually via our online training provider, Safetrac. These modules include training on 'Respect at Work', anti-bullying and anti-harassment, fraud awareness and WHS for employees and managers.

Annual learning scholarship

The Scholarship is awarded annually to support the ongoing development of our people through further study in their professional fields as they relate to the work of the AEMC. The scholarship is available for study at the graduate level or above. Such study may take the form of short courses, a graduate diploma, masters degree or higher.

In any given year, one or more successful applicants may receive funding to apply to the costs of tuition, textbooks, travel or such other costs attributable to study that are approved by the selection panel.

Culture and Belonging

Values-led culture

Our values express our culture and outline the core expectations we have of one another.

Our organisational values are demonstrated through actions and behaviours that form part of leadership and role capabilities. As an individual contributor, we demonstrate the behaviours we value, and when leading through others, we role model these behaviours.



Solve it together

We collaborate with purpose, bringing in diverse perspectives to amplify our strengths and shape what's next.



Do hard things

We don't wait for perfect conditions; we trust ourselves to take smart risks, make tough decisions, and do what is right.



Own our part

We own our roles with clarity and accountability, backing each other to make decisions, cut the noise and get on with it.



Lead with heart

We bring care to how we work with others by listening with humility, learning from setbacks, and treating each other with respect.

Team building days

As an organisation, we have 1-2 away days per calendar year to present awards, provide updates on priorities and projects, and meet to build connections. Each team also holds team-building days and off-sites.

Hybrid and Flexible Working

As a purpose-driven organisation, we strive to deliver our best work in the interest of consumers. We do this by putting people first and creating a great place to work – where you feel valued, included, and where you can grow, contribute, and thrive.

This includes being connected to AEMC's broader community and fostering collaboration, strengthening interpersonal relationships and connections across the organisation, and assisting our newest team members to effectively integrate into the organisation.

Our approach to hybrid working recognises that some functions are best performed in person, whilst other tasks can easily be performed away from the office.

RAP working group

At the AEMC we have a Reconciliation Action Plan working group. Our vision for reconciliation is for an energy sector where First Nations peoples have access to affordable, reliable and clean energy, and benefit from partnerships and participation in the net zero energy transformation. We have many initiatives and cultural awareness training, and events throughout the calendar year to support this work.

Diversity Equity Inclusion (DEI) committee

The AEMC DEI mission is to create an inclusive work culture that empowers our people to embrace their diversity and fosters an environment where people feel they belong, are valued, and are respected.

Committee members participate in DEI opportunities, either leading or supporting, including current or evolving initiatives and calendar events across AEMC.

Current initiatives include digital accessibility, DEI calendar event days of recognition.



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