

To Whom it May Concern

This Reference is to confirm that Kevin Beck worked for the Australian Services Union Energy Branch from January, 1991 to July, 1994 and was engaged in a specialist role to facilitate dispute settling, corporate restructuring, privatisation policy issues and services promotion. In much of that time I was the Secretary and the chief executive officer of the Energy Branch. Kevin was also engaged through a part of this same period by Energy Services Australia Ltd., a privately owned company specialising in the provision of human resources services in the energy sector. I was the Chairman and Executive Director of this company and Kevin managed its activities.

I had also known and had working associations with Kevin during his prior period of service with the SECV and his subsequent work with Energy Brix and the Pacific Magnesium Group.

In essence Kevin has had a long involvement since 1982 with the energy and resources sector in Australia and has an intrinsically strong understanding of the commercial drivers underpinning investment and successful commercial ventures.

Some specific comments may be worthwhile when considering his traits and working style.

- Research, Analytical and Problem Solving skills – extremely high, with an innovative flair.

Kevin applied this ability to a set of option papers provided to government for the funding of Loy Yang A/B power stations (a \$6,000,000 project value)* and restructure/privatisation of firstly Loy Yang B power station and secondly the electricity commission as a whole. Kevin represented ASU Energy on a specially convened committee advising the Premier and Minister of Energy.

His approach to research is thorough and extensive using technology as his tool and also a network of contacts built up over time. I am aware that he has formal academic qualifications in research methods.

- Planning, Judgement and Management

He faced many challenges in this period where complex issues of economic, social and political dimensions often came with immediacy and high pressure. He had to exercise judgement and work swiftly to resolve problems which could escalate to broader extent and outcomes.

- Communication – excellent upwards and downward skills. Timely report writing, but somewhat verbose. Sound IT skills.

* \$6,000,000,000
project value.

Kevin reported verbally and in writing to the Management Committee and Board. He was also during this period a current affairs producer and interviewer on community broadcasting stations.

He authored much of the Powerlines Journal, together with myself, which analysed and explored key issues of reform, energy scenarios, workplace issues, OH&S and politics.

- Initiative, Planning and Management – a self starter; seizes opportunities.

Complex matters require careful planning and execution. Kevin had been trained well in the SECV and brought this with him. As indicated he managed a separate commercial entity for the ASU that won the occupational health and safety training for the SECV, for the period 1992 – 1993 prior to its sale. He managed teams of training staff.

- Representation skills – a clever advocate, professionally presented.

Kevin represented employee and community interests and often also advocated on behalf of members of the community experiencing difficulty in meeting their electricity costs or who were suffering adverse times. He worked closely with a senior ministerial adviser during this period of change in the energy sector of Victoria. He has prepared, documented and handled some 140 individual cases across a broad spectrum of work related activity. He has negotiated new structures, technology change and reforms across the total spectrum of the State Electricity Commission working from his base knowledge built up as a senior officer in the Commission prior to his work for ASU Energy. He also represented ASU Energy before industry tribunals, appeal boards and the Australian Industrial Relations Commission.

Kevin represented ASU Energy in New Zealand in 1992 providing advice on electricity to employee groups.

- Marketing – considerable ability in the preparation of marketing plans and their promotion.

Kevin designed the layouts of the journal and the member services programme of benefits initiating contact and negotiating alliances and service contracts with hospitals, insurers, financial services providers, motor vehicle suppliers, accommodation and airlines, travel and leisure.

- Relationship building

His ability to negotiate such service agreements quickly stemmed from his broad industry network of contacts. Kevin values these contacts and I am aware that he has maintained them.

I have continued to maintain an association and friendship with Kevin and am aware of his success at William Angliss, observing how he changed the city bound Tafe to a regional, state and international provider of service, again developing relationships across sectors and countries.

Overall, I would recommend Kevin to any employer who values creative thinking and determined problem solving abilities. Kevin is rarely daunted by problems that appear insuperable to others.



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