

SUPPLEMENT

Supplementary Information

Chief and Senior Executive Officers

Delta Electricity has not been included as a Declared Authority under schedule 3 of the Public Sector Management Act 1988. Therefore, the information required by the Annual Reports (Statutory Bodies) Regulation is not applicable.

Consultants

Expenditure on consultants totalled \$476,000. The main purpose of the engagements related to the strategic advice on a capital restructure, environmental certification services and environmental consultancy services.

Cost of Annual Report

Twelve hundred copies of the Annual Report were produced at a cost of \$50 each.

Disability Plan

Delta Electricity's Disability Plan 2002–2004, ensures that equal opportunities exist for people with disabilities, enabling maximum participation and contribution.

The Plan addresses the following key result areas: Employment, Access, and Communication and Reporting.

The major strategies and objectives outlined in the plan are proceeding in accordance with the targeted timeframes.

In the last financial year, Delta Electricity's Western region provided a Business Administration Traineeship for a person with a physical disability.

Equal Employment Opportunity

Staff by Level

LEVEL	Subgroup as % of Total Staff in each Category				Subgroup as Estimated Percent of Total Staff at each Level				
	TOTAL STAFF (Number)	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
< \$27,606	0	0%	0%	0%	0%	0%	0%	0%	0%
\$27,606 – \$36,258	3	33%	33%	67%	0%	0%	0%	0%	0%
\$36,259 – \$40,535	111	59%	95%	5%	0%	3%	2%	5%	3%
\$40,536 – \$51,293	202	65%	91%	9%	2%	2%	2%	8%	5%
\$51,294 – \$66,332	256	66%	91%	9%	1%	5%	6%	11%	3%
\$66,333 – \$82,914	127	67%	95%	5%	0%	14%	13%	7%	2%
> \$82,914	55	84%	95%	5%	0%	4%	4%	9%	0%
TOTAL	754	66%	92%	8%	0.6%	5%	5%	8%	3%
Estimated Sub – Group Totals		496	696	58	5	41	39	62	26

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Percent of Total Staff by Employment Basis

Employment Basis	Subgroup as % of Total Staff in each Category				Subgroup as Estimated Percent of Total Staff in each Employment Category				
	TOTAL STAFF (Number)	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
Permanent	710	65%	92%	8%	0.6%	5%	5%	9%	3.7%
Contract	42	81%	95%	5%	0%	6%	6%	3%	0%
Temporary	2	0%	50%	50%	0%	0%	0%	0%	0%
Casual	3	67%	0%	100%	0%	0%	0%	0%	0%
TOTAL	757	66%	92%	8%	0.6%	5%	5%	8%	3.5%
Estimated Sub – Group Totals		498	696	61	5	41	39	63	26
Est. Number of Staff	757	498	696	61	5	41	39	63	26

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Ethnic Affairs Statement

Delta Electricity is committed to ensuring that the needs of our culturally diverse community are reflected and accommodated in our business operations. Throughout the year Delta Electricity hosted power station visits from different ethnic groups from Australia and overseas.

As part of Delta's commitment to recognising cultural diversity, Delta undertook the promotion of a number of days of religious significance from different cultures amongst employees through our internal web.

Executive Remuneration

The following payments were made to senior contract employees at the end of the 2001/2002 financial year.

The 2001/02 performance payment was made up of the following components, in various combinations.

- The results for a Delta overall Balanced Scorecard applied to all.
- Business unit Balanced Scorecard measures applied to Messrs. Saladine, Hogg, Hall and Baker.
- Individual performance components applied to all and were based on their:
- Individual Performance and Development Agreement (see criteria in table)
- Individual Management and Leadership Performance

The performance payment was weighted towards the Balanced Scorecard components.

Name/ Time in position	Position	Total Remuneration Package for Period	Total 2001/02 Performance Payment	Individual Performance Criteria
Jim Henness/ All of year	Chief Executive	\$ 318,632	\$ 42,000	Assessment of performance by the Board against identified criteria including Delta's profit performance, implementation of strategy and effectiveness of relationships.
Rod Ward/To 13 May 2002*	General Manager / Marketing	\$ 204,063	\$ 28,917	Implementation of strategic marketing initiatives and assessment against other performance agreement targets.
Richard Street/ All of year	Chief Financial Officer	\$ 201,981	\$ 31,589	Management of financial projects (eg, Sugar Mills, asset revaluation) and assessment against other performance agreement targets.
Steve Saladine/ All of year	General Manager/ Western Production	\$ 195,174	\$ 40,097	Business Unit financial management, plant performance and assessment against other performance agreement targets.
Greg Everett/ To 13 May 2002*	General Manager/ Strategy	\$ 195,698	\$ 36,303	Contracted coal purchases, progress against development targets and assessment against other performance agreement targets.
David Hogg/ All of year	Chief Information Officer	\$ 167,779	\$ 30,848	Information Technology financial management, customer satisfaction survey, major upgrade implementation and assessment against other performance agreement targets.
Rohan Hall/ All of year	General Manager/ Delta Maintenance	\$ 164,633	\$ 30,787	Business Unit financial management, customer satisfaction survey and assessment against other performance agreement targets.
Tim Baker/ To 13 May 2002*	Manager/ Energy Trading	\$ 163,962	\$ 34,561	Achievement in relation to electricity sales and price results and assessment against other performance agreement targets.

* From 13 May, 2002 to the end of the financial year, Greg Everett took over the duties of General Manager/Central Coast, Rod Ward took over the duties of General Manager/Strategy and Tim Baker took over the duties of General Manager/Marketing.

Number of Executive Officers	Total	Women
Number of executive officers with remuneration equal to or exceeding equivalent of SES Level 1 2001/2002	30	1
Number of executive officers with remuneration equal to or exceeding equivalent of SES Level 1 2000/2001	31	1

Exemption from the Reporting Provisions

Approval was given by the New South Wales Treasury under delegation from the Treasurer, the Hon. Michael Egan MLC, to exempt Delta Electricity for the year ended 30 June 1997 and subsequent financial years from the following financial requirements:

Budgets

Research and Development

Land Disposal

Payment of Accounts

Time for Payment of Accounts

Investment Management Performance

Liability Management Performance

Exemptions for the following annual reporting requirements were approved subject to the condition that comments and information relating to these items are disclosed in summarised form:

Summary Review of Operations

Management and Activities

Consumer Response

Report on Risk Management and Insurance Activities

Other exemptions were approved subject to specific conditions:

Human Resources

Overseas visits with main purposes highlighted, are required to be disclosed

Consultants

Total amount spent on consultants is to be disclosed along with a summary of the main purposes of the engagements.

Disclosure of Controlled Entities

Names of the controlled entities are to be disclosed along with a summarised disclosure of the controlled entities' objectives, operations and activities and measures of performance.

Financial Statements of Controlled Entities

Exempt from preparing manufacturing and trading statements but required to prepare a summarised operating statement.

Indigenous Employment Strategy

Delta Electricity recognises our responsibility towards the Aboriginal and Torres Strait Islander people of New South Wales. Delta is committed to achieving sustainable improvements in employment opportunities for Aboriginal and Torres Strait Islanders.

Overseas Visits

During the year the following officers went overseas:

Name	Date	Destination	Purpose
Greg Everett	25 June to 6 August	USA	Stanford Executive Program
Rod Ward	5 March to 9 March	Malaysia	Guest speaker at APEC Coal Conference – travel expenses reimbursed by APEC.
Peter Coombes	5 March to 9 March	Malaysia	Guest speaker at APEC Coal Conference – travel expenses reimbursed by APEC.
Tim Baker	16 May to 25 May	United Kingdom	Presentation to Insurance Underwriters

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Promotion

The following publications are available.

Information for the Public:

1996 Annual Report

1997 Annual Report

1998 Annual Report

1999 Annual Report

2000 Annual Report

2001 Annual Report

1996–1999 Environment Report

2000 Environment Review

2001 Environment Report

Central Coast Operations

Introducing Delta Electricity

Discovery of Electricity

Electricity Generation

Electricity in New South Wales

Energy Expo

Power from Coal

Selenium Facts

The History of Delta Electricity

Western Operations

Sunshine Energy – Cogeneration Project

Delta Central Coast Community Newsletter

Information for Delta Electricity Staff

Code of Conduct

Deltanet

Employee Assistance Services

Family Care Link

Into the Future

Disability Plan 2002–2004

Statement of Corporate Intent

The State Owned Corporations Act, 1989 requires Delta Electricity to identify and set out reasons for departures from the performance targets contained in the Statement of Corporate Intent.

Accordingly, the following points highlight the major departures from the Statement of Corporate Intent:

Statement of Corporate Intent

- Actual operating result for Delta Electricity of \$142.4 million was \$38.1 million below target.
- The dividend payable for the year in review totalled \$85.5 million compared to \$113.7 million in the Statement of Corporate Intent.
- Delta achieved a Shareholder Value Added position of \$42.7 million for the year in review, compared to the Statement of Corporate Intent expectation of \$72.1 million.
- Delta's performance for the reporting period was below target primarily due to the lower than anticipated spot prices in the National Electricity Market due to very mild weather conditions and a \$14.2 million reduction in Delta's share of prepaid superannuation surpluses.

Waste Reduction and Purchasing Policy

Delta Electricity has implemented the NSW Government's Waste Reduction and Purchasing Policy including preparation of a Waste Reduction and Purchasing Plan and reporting of performance to the Environment Protection Authority. The items reported in the plan are a minor component of Delta's operations and include items such as paper, toner cartridges, vegetation waste and construction and demolition wastes.

More significant waste reduction activities include re-use of 228,000 tonnes of power station ash for cement manufacture, co firing of plantation forest waste and construction and demolition material for energy recovery, efficiency improvements at power stations resulting in less coal burnt and a reduction of 10% in total waste sent to landfill.

Workforce Diversity

As part of Delta Electricity's commitment to a harassment free work environment, in June 2002, the Anti-Discrimination Board conducted harassment prevention training throughout Delta. This training supplemented in-house initiatives undertaken by Delta.

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Corporate Office

Level 12 Darling Park
201 Sussex Street
Sydney NSW 2000
Telephone 02 9285 2700
Facsimile 02 9285 2777
Office Hours 8.30am – 5.00pm

Mt Piper Power Station

350 Boulder Road
Portland NSW 2847
Telephone 02 6354 8111
Facsimile 02 6354 8112
Office Hours 7.45am – 4.00pm

Munmorah Power Station

Scenic Drive
Doyalson NSW 2262
Telephone 02 4390 1611
Facsimile 02 4390 1642
Office Hours 7.45am – 4.00pm

Vales Point Power Station

Vales Road
Manning Park NSW 2259
Telephone 02 4352 6111
Facsimile 02 4352 6007
Office Hours 7.45am – 4.00pm

Wallerawang Power Station

1 Main Street
Wallerawang NSW 2845
Telephone 02 6352 8611
Facsimile 02 6352 8847
Office Hours 7.45am – 4.00pm

Delta Maintenance

Munmorah Power Station
Scenic Drive
Doyalson NSW 2262
Telephone 02 4390 1606
Facsimile 02 4390 1642
Office Hours 7.45am – 4.00pm

Website

<http://www.de.com.au>

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