



Newsletter – Issue 1

Welcome

Welcome to the Offshore Contractors Association (OCA) newsletter. You told us in the employee engagement survey that you wanted to hear about industry news, negotiation and terms & conditions updates, safety, union updates, workforce updates and a focus on wellbeing. We will bring all of this to you in the OCA quarterly newsletter.

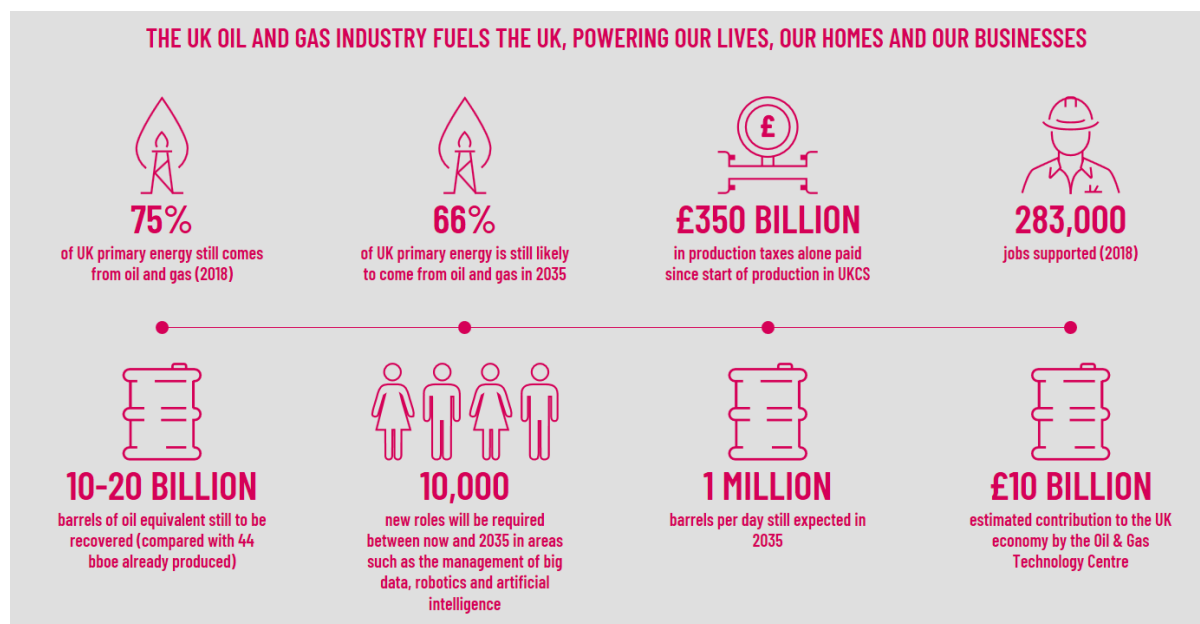
The OCA, member companies, workforce, and trade unions, are committed to working together to ensure the voices of everyone involved are heard equally, allowing us to achieve stability for our industry going forward. For this we need your input.

We want to continue to hear your feedback, let us know what you want to hear more of, less of and share your stories too. You can do this by getting in touch with us on info@ocainternet.com

Irene Bruce

Workforce & Industry Engagement Manager

Roadmap 2035



Source : www.energyvision2035.com/about-vision-2035

Earlier this year, Oil and Gas UK (OGUK) launched its Vision 2035 campaign to identify what's required to deliver a brighter future for our industry, our people and our country.

The Our Vision Our Future campaign, delivered by OGUK on behalf of the Vision Task Group, aims to engage everyone with an interest in the UK's offshore oil and gas industry in a conversation about its future. The expectation is that the global energy demand will increase by 30% by 2035, whilst at the same time we drive to reduce the carbon energy mix.

The UK has the opportunity to become an energy world leader whilst balancing the use of secure and affordable domestic energy resources. To do this, we need to ensure our industry is attractive and retains the best talent. It is predicted that 10,000 new roles will arise, creating highly skilled and technologically advanced job opportunities.

A series of Vision 2035 roadshows are being hosted by several member companies that hope to engage the industry for the future. At each of the roadshows, employees take part in conversations on the campaign's 'pink sofa'. Discussions centre around how we, the industry, can create secure and affordable domestic energy resources whilst enabling and accelerating the transition towards lower carbon, one of the biggest challenges of our time.

The campaign has engaged with over 2,000 people so far, including roadshows hosted by Shell, Petrofac, Aker Solutions, TechnipFMC and Survivex, part of 3T Energy Group and CNOOC International.

[Why not join in the conversation and have your say.](#)

Meet Steve Rae: Executive Director of Step Change in Safety

Steve Rae took up the role of Executive Director of Step Change in Safety on 22nd July 2019.

Steve's association with Step Change in Safety dates to 2007 when he was a member of the leadership team responsible for planning and monitoring the activities of the organisation. A born and bred Aberdonian, Steve is held in high regard within the global oil and gas community having spent more than 35 years working in the industry. His escape and survival from Piper Alpha on 6th July 1988 left him with an unquenchable desire to make a positive change in the safety culture across the industry.

Q: Steve, welcome to your new role at Step Change in Safety. What was it that drew you to the position of Executive Director?

Given my past life experience with Piper and my desire to positively influence safety, I can think of no better role to hold than the one I have taken up. Step Change in Safety is ideally positioned to influence the industry regarding all things safety, hence why I see this as the ideal role to influence safety.

Q: The oil and gas industry is changing and adapting to the challenges it faces. How do you see Step Change in Safety continuing to meet the needs of the industry?

Over the years, Step Change in Safety has extended its reach across the industry through its many workgroups. These workgroups are populated by volunteers from within the industry and, as such, they bring an industry perspective along with their knowledge and skills to Step Change in Safety. We must continue to draw from within the industry to populate these workgroups while also ensuring that we attract representation from across the generations and sectors to maintain a collective relevance and applicability. We must also develop feedback tools to assess our delivery model, uptake and relevance as this will allow us to identify where we need to focus. In taking this approach, we will be well placed to meet the needs of the industry.

Q: What are your main priorities within the first few months of your appointment as Executive Director?

Engagement: I want to improve the engagement with Elected Safety Representatives (ESRs), giving them a purpose. I also want to create an OIM/Asset Manager type forum to bring on-offshore/site leadership into our network.

Leadership: Increase the involvement of leadership, onshore and offshore, in shaping our agenda to match the expectations of the industry.

Collaboration: Increase engagement with key groups such as the well service and drilling communities, OPITO, graduates, apprentices, and to engage training providers.

I also want to work on creating some leading indicators around our engagement model and the use/uptake of our programmes. This will assist us in shaping our future agenda and avoid us developing tools that have little uptake. An increased uptake should lead to increased standardisation across the industry. Ultimately, we are judged on lagging indicators, which result in reactive initiatives, this mindset needs to change hence the desire to add leading indicators to our metrics.

Q: From your experience, what further lessons does the industry still need to learn and implement here in the UK? What kinds of learning are crucial? What are the challenges in maximizing them?

As an industry I believe we do learn well. That said, I have heard many times, that the maturity of our operations would suggest there are no “new” incidents, just repeats on different days. If this is the case, then we should question our approach and ability to share and retain learnings going forward.

On crucial learnings, we operate in a very mature basin where a high proportion of our assets are working beyond their initially intended life span. While I accept there are robust assurance programmes in place, we must accept that our vulnerability increases with age and hence work with the approach of chronic unease.

I see the sharing of incident related information through alerts, safety moments and high value learnings, in a timelier fashion, as something that needs to be, and could be, significantly improved. I believe there is much more we could, and can, do to ensure we work collaboratively and towards a common/standardised approach in many areas of our business. Our safe working essentials (SWE) is one excellent example of what can be achieved if we choose to take the collaborative approach. I also see competency assurance as a crucial aspect of our business and something that needs to be improved with a sense of urgency.

OCA Update: Terms and Conditions

The role of the Offshore Contractors Association (OCA) within the annual negotiations is to facilitate the process between all stakeholders: OCA member companies, trade unions and workforce representatives.

The most recent review of the agreement resulted in a two-year deal that was accepted and implemented from 1st January 2019, with a further increase to be applied from 1st January 2020. Preparations have commenced to ensure the 4% increase for 2020 is applied in a timely manner. One of the benefits of securing the two-year deal is the ability to prepare ahead.

The 4% increase will be applied to the base OCA rate (D1) and will flow through to all elements that are linked to D1 – this includes travel time, training days, other paid hours, additional days, holiday rate and sickness benefits.

The recent workforce engagement forum discussed the work that will be required ahead of the 2021 round of negotiations that are due to commence in September 2020.

Workforce Engagement Forum Update



Engagement and communications – Loraine Fedele (Worley)

We are delighted to launch the OCA newsletter. We have been working on this over the summer and are committed to issuing up to four newsletters a year that will coincide with our quarterly employee forum meetings.

We firstly reviewed and analysed the responses received in the engagement survey issued by the OCA earlier this year. Over 765 took part in the survey - your responses really have shaped the content of the newsletter and to our group priorities going forward. Thank you to everyone who participated in this.

The newsletter is made up of articles and content that you told us you would like to hear about, therefore in future editions we will look to include industry and OCA updates, news from our member companies and individual personal stories and achievements. There will also be an opportunity for an FAQ section so please do send your queries along with any comments or suggestions for future articles to info@ocainternet.com.

In addition to the newsletter, we have been assisting the OCA with revamping their website. Our aim is to increase awareness of the OCA to the offshore workforce by having a more user-friendly website where information is easily accessible, e.g. member company details, OCA personnel and contact details and a downloadable version of the OCPA. We showcased the proposed website in its current draft state to the employee forum members and it was positively received by all. We will continue to work with OCA team to develop the new website and go live details will be communicated to you shortly.

A further theme from the survey was the support for an OCA app, with the intent to improve and increase engagement with all parties. This too was discussed at the most recent employee forum, and there was overwhelming backing for this to be explored further by this group. We will explore options for an app over the coming months including its feasibility, the IT and data security considerations alongside the app content as there were suggestions that it could be linked to some of the other work group projects as a multi-platform solution.

Lastly, this group is considering social media solutions available to the OCA, such as LinkedIn, Facebook and Twitter. We intend to bring our recommendations to the next employee forum for consideration before presenting these to the OCA Board for approval.



Offshore Contractors Partnership Agreement (OCPA) – Alison Young (Wood)

The key priorities for the working group tasked with reviewing the OCPA were:

- Develop a clear and updated OCPA
- Extract a simple summary
- Circulate OCPA and summary

We considered feedback from employees and contractor companies on the main issues faced with the OCPA. General agreement that a summarised version of the OCPA was required that was practical

and of use to employees. It was determined that the main sections employees are focused on are Working Arrangements and Remuneration.

The group has reviewed each section ensuring it is up to date and provides clarification where required. It was also determined that as there are a high proportion of employees on a salaried package, the OCPA should reflect that and include salaried terms rather than purely hourly rates. We have now produced a summarised version of the OCPA for the working parties to review prior to its publication.

We understand that currently employees do not utilise the OCPA and when they do, they find it cumbersome. Our summarised version of the OCPA should make this an accessible simple tool for understanding offshore working arrangements and remuneration which should avoid confusion and frustration for employees.

We now need to ask ourselves if each element within these two sections is still relevant and applicable. Any changes we recommend will be discussed in full to understand consequences and ensure all aspects have been considered.

Unite the Union completed a workforce survey that included feedback on the current OCPA. As a group we have agreed to review this feedback against our draft to ensure that this it has been incorporated in the updated version. We aim to publish the summarised version by end of the year. Our next step is to complete the updates to the full version of the OCPA and required amendments. Once this has been completed, we will look at how to structure the annual negotiations. We will consider who is involved, the preparations that can be done in advance and set out a timeline. We will keep you updated on progress when we have more to share.



Workforce for the Future – Gayle Rennie (Aker Solutions)

The Workforce for the Future group having been working on four key areas that will support the “workforce for the future” agenda:

- Diversity (Gender)
- Attract Strategy for OCA members
- Create a training standard / energy passport across OCA members
- Retrain and reskill

Diversity

In relation to diversity, we know that 25% of the workforce in the UKCS are female. We agreed that we would all find out more about what our employers are doing with regards to diversity and share any learning and opportunities within our team. We have also had discussion on what effect OCA member companies can have on the future gender balance across our industry. We are keen to hear your views on this subject.

Attract Strategy

Primarily we have been focused around the apprentice population and sought to understand the scale of our engagement with schools, colleges, local job agents and universities. We are working hard with key partners, specifically ECITB, OPITO and the OGTC to consolidate all the work members companies are doing to attract new entrants. We know that through the Oil and Gas Technical Apprentice

Programme (OGTAP) 295 new apprentices were recruited, primarily in Operations and Maintenance disciplines. Want to know more click here, <https://www.ogtap.co.uk/>

We want to encourage more and are discussing within the group to see how we can lobby industry to be more ambitious in this area and indeed in general attracting people to our industry.

Create a Training Standard

Leverage the work already done by member companies and the training body ECITB we recognise this is more about sharing what is going on in industry. For example, we need to look at what more Connected Competence can offer rather than reinventing the wheel. You can find out more by clicking here [Connected Competence](#) and also by accessing a 2 minute video via this [link](#).

Retrain and Reskill

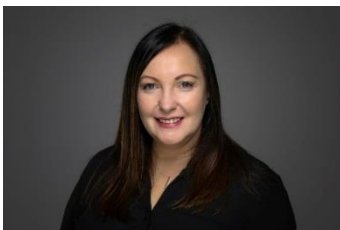
We recognise the need to retrain and reskill the existing workforce in order to meet the requirements of Roadmap 2035. This means we need to understand what this will look like across the various trades and work with the industry bodies and training bodies to ensure we can fulfil these requirements. We have had great discussions within the group to increase our knowledge in this area and gained useful insights from the employee representatives within the team.

As a result, here are a few videos we think you should check out:

[Roadmap 2035](#) This campaign aims to start the conversation about how we will, together, deliver a brighter future for our industry, our people and our country.

OPITO's UKCS Workforce Dynamics: The Skills Landscape 2019 - 2025 report [launch video](#) is a strategy to prepare the UK oil and gas industry for a shift in skills requirements over the next six years.

Most importantly, which will be no mean feat, we want to really focus and understand what this means and build a plan to take measurable actions by the member companies.



Health and Wellbeing – Sharon Robertson (Wood)

The health and wellbeing group continue to look at the 'Connected Health' concept as a key deliverable along with mental health and wellbeing.

Our connected health concept is a platform for sharing information on key health surveillance information as employees move between OCA member companies. The aim is to reduce the number of appointments that employees have to attend thus avoiding repeat health surveillance being carried out. Information will remain confidential and will only be shared once an offer of employment has been made.

The aim is for connected health to be part of a wider software platform which will provide an enhanced experience for the offshore workforce. The teams continue to work on sourcing the most appropriate tool to host this platform. To date, 3 systems have been analysed with a further 2 being identified for review.

Looking at mental health the team have developed posters and wallet cards which will be delivered to sites in the coming few weeks. The posters provide information on awareness of signs and symptoms and where to get support. Each poster will contain the details of the OCA member

companies employee assistance programme and the individual wallet cards have been personalised to your current employer. Copies can be viewed via the publications section of the OCA website.

Unite: John Boland

“My main concern is the safety of our offshore workers, open honest communications and ideas to move us forward. The Workforce Engagement forums held in February, May and September have gone some way to improve engagement with the workforce and are certainly a positive step forward. Good work has been done so far and it is just the start, if we are going to make a difference.”

GMB: Ross Murdoch

“The feedback I have received from Dom and through the former Aker GMB Reps, these forums provide positive constructive engagement, with the intention that we build relationships based on mutual trust and that we are jointly seeking to improve the working lives of members/employees.”

RMT: Jake Molloy

“After what was probably one of the longest and most protracted negotiations we’ve been involved with, RMT, Unite and GMB members settled on a deal from January 1st, 2019. It was agreed that more regular engagement would help build relationships and provide an opportunity to tackle issues and concerns as they arise. The Workforce Engagement Forums have allowed an opportunity to do just this and encouraged those involved to look at how we all can proactively address ongoing issues.”

Why we are focusing on health and wellbeing

A clear distinction is often made between 'mind' and 'body'. But when considering mental health and physical health, the two should not be thought of as separate. They are both fundamentally linked and of equal importance, and each can influence the other:

- Physical health symptoms can impact your mental health
- Mental health symptoms can impact your physical health

The key to reducing the stigma associated with mental health is to bridge the gap between physical and mental. We all have both, and it's important that we look after them together. A holistic approach to health – linking physical, social, emotional, and mental health – is necessary for mental and physical wellbeing. This approach also helps a great deal with managing and recovering from mental illness.

Mental health is often thought of in terms of illness or ill health when in fact it's more than that - it's about how we feel about ourselves, how we feel about others and how we meet the demands of life. It's also not a static state – some days are so much better than others. Our mental health should be regarded as a continuum where we are all more or less healthy on any given day, month or year.

So, if we all have mental health then why does it seem so complicated?

It might be because we think that mental health symptoms are difficult to see or understand; most of us wouldn't think twice about asking what's happened when a friend or colleague turns up with the physical symptoms of a bruise or a limp. But, if you take the time to look then the symptoms of mental health may not be that difficult to spot either; changes in behaviours, habits, actions, and reactions may just be the physical signs that an individual's mental health has been impacted.

So, if we all have mental health then why do we find it so difficult to talk about?

Is it because the term 'mental health' in our society is nearly always associated with negative feelings, experiences and beliefs? The truth is that mental health, just like physical health, can be positive; the things that we do, and experience can positively impact our mental health, and just like being in good physical shape you can be in good mental health too.

So, what can we do?

You don't need to be a doctor, a psychologist or even a mental health first aider to help others who may be struggling with their mental health. Just do the right thing and be thoughtful of others and mindful that your actions and behaviours can greatly affect others, both positively and negatively.

What can I do if I think that someone is struggling?

Find a safe place and take the time to ask the person if they are OK. If you have serious concerns, then seek help from the medic or other medical professional. Refer to the OCA distributed wallet card and posters that give you guidance on what to look out for and where help is available.

How can I get involved?

Let us know if you have any experiences or ideas that could help us to create a more positive and accepting culture towards mental health in the workplace: info@ocainternet.com

Workforce Interviews

Johnnie Carr – Wood shop steward

Johnnie Carr is a man of many roles. He holds a dual role as deck foreman / materials coordinator, but also serves as the helicopter landing officer, fireteam lead, coxswain, safety rep, shop steward and Wood focal point for a Wood FPSO decommissioning contract.

Johnnie started out in the oil and gas industry as a scaffolder almost 20 years ago. He has been in different core positions in the North Sea for the past 15 years, moving into the role of materials coordinator on a decommissioning project two years ago.

Johnnie says that: “the role brings something different each day, be it giving out PPE to ordering and managing deliveries of expensive equipment. Every day brings a new challenge which I enjoy getting into, it never gets boring as I like to communicate with different people all the time.

“Performing the role of shop steward along with being Wood focal point brings all kinds of daily challenges which is something I still enjoy doing,” adds Johnnie, “and will look to carry on when I move on to a new role once this decommissioning contract has run its course.”

The focus now is the OCA workforce engagement forum which meets every quarter to discuss the best way to negotiate a deal that everyone will agree to once the current two year pay agreement is due for renewal. The forum wants to be able to move forward with a good outcome for all.

Johnnie says, “he would encourage more members of the offshore workforce to get involved in OCA workforce engagement forums.” Several member companies have indicated they would like to promote the growth of workforce representatives. Johnnie added “it has worked well for me, as I can bring a voice for the workforce”

Johnnie makes the most of his time at home with his wife Amanda and three children, Tyler, 16, Aimee, 14 and Josh, 11. They enjoy touring the country in their caravan with their two dogs.

Roy Bruce, Teekay shop steward

Roy Bruce has been working offshore since 1984 and for the last 24 years he has been with his current company Teekay. Roy is a deck crew rigger on the Voyageur Spirit and like many other core team members he has additional roles that include; helicopter landing officer, fireteam member, lifeboat coxswain, fast rescue boat coxswain, safety rep, shop steward and Unite branch secretary.

When asked to provide his thoughts on being involved in the workforce engagement forum, Roy stated “Our industry has come through a difficult time and we have many issues to discuss openly. These forums provide an opportunity to improve not only the OCA agreement, but to secure a better future for the workforce and OCA companies in a stronger, stable UKCS.”

Roy added “The topics being discussed have been relevant to offshore clients, member companies and the workforce. Importantly, reps have had the opportunity to ask questions and share issues regarding the general feelings of offshore workers. The issue of job security is important to the moral and trust of a loyal workforce, we would like this to be noticed by clients and OCA member companies. This forum has allowed us to express these concerns and work towards finding solutions”

Meet the OCA Team

Aimee Clarke – Operations Manager

Aimee has recently been appointed Operations Manager with responsibility for the day to day running of the OCA. She joined the association nearly three years ago and is the main point of contact for member companies. Aimee has held a variety of roles in the energy sector, including a period as an offshore stewardess. With the added experience of running her own business, Aimee can be relied upon to source a solution to just about any issue that may arise.

Out with work, Aimee is a keen traveller and tries to see as much of the world as possible. Aimee's latest adventure took her to Australia where she ticked a sky dive off her bucket list. Aimee is also studying towards a degree in Business Management with Robert Gordon University through a Graduate Apprenticeship program which keeps her extra busy.

Contact Aimee on – Aimee.Clarke@ocainternet.com

Irene Bruce – Workforce & Industry Engagement Manager

Irene joined the team in April 2019 after spending 15 years with one of the OCA members companies. She has considerable expertise in industrial and employee relations. Her current role is focused on managing workforce relations by identifying critical areas for improvement that can support the supply chain through energy transition. This includes facilitating quarterly workforce engagement forums and providing OCA member companies with professional support.

Out with work, Irene is mum to a very energetic four-year-old. Spending time as a family is important, which means attending endless vintage and steam rallies with their 1954 Albion Chieftain Lorry.

Contact Irene on – Irene.Bruce@ocainternet.com

Laura Gibson – Management Accountant

Laura joined the OCA in 2000 as a Management Accountant and is our longest serving member of staff. Laura works on a part time basis and has been a Chartered Accountant for 33 years training with Deloitte Haskins and Sells in Edinburgh. Laura has held various roles in Aberdeen both in the Energy Sector and the Charity Sector.

Out with work Laura enjoys a passion for cinema, cryptic crosswords and reading.

Contact Laura on – Laura.Gibson@ocainternet.com

The OCA team is support by Gordon Stirling in his role as advisor to the OCA Board.

For all general enquiries please contact info@ocainternet.com