



Newsletter – Issue 2

Welcome

Welcome to the second issue of the Offshore Contractors Association (OCA) newsletter. We hope you enjoyed the first issue.

The most recent meeting of the workforce engagement forum took place on the 19th November. This was the fourth forum held in 2019.

The workforce engagement process will continue through 2020. The team addresses issues that are important to the workforce and in turn the Oil & Gas industry. The next forum takes place on 25th February 2020.

During this session we heard from Lynsey Benson, Senior Project Manager for Connected Competence at ECITB, and Keith Scott, Operations Director at Petrofac, who both provided a more in-depth view of Connected Competence and what the next stages look like.

Skills Development Scotland are looking for all current and previous apprentices to join Scotland's Apprentice Network. The Network is an initiative formed by apprentices themselves, to connect and promote people, with real life experience of apprenticeships, so they can talk directly to school pupils and help inspire future generations.

Thanks to those of you who got in touch after the first issue to provide us with feedback. We want to continue to hear your feedback; let us know what you think of this newsletter and if there is anything you would like to see included. You can do this by getting in touch with us on info@ocainternet.com

Irene Bruce
Workforce & Industry Engagement Manager

Early Years Scotland



Early Years Scotland has hosted the new SAAB Gender Commission's first in-depth analysis into tackling gender disparity in the uptake of apprenticeships.

The new employer-led commission, to look at gender inequality in the workplace, has been established, kicking off with a deep-dive into the first of its key themes – early learning and childcare.

Developing knowledge and recommendations

The Scottish Apprenticeship Advisory Board's Gender Commission aims to offer practical solutions to help employers tackle barriers to improving gender diversity in their workforce.

The Commission will also help develop businesses' knowledge of what works to improve the balance of their workforce through apprenticeships. It will go on to develop recommendations for all sizes of companies and seek to inform Scottish Government policy.

The Commission is led by Natalie Buxton, managing director, Scotland, at global communications agency, Weber Shandwick, and will engage senior figures in the world of business and education. Further consultation will be with key influencers, employers, equalities experts, apprentices, trade unions and representatives from education.

The work complements existing activity on gender segregation in the workplace and will be led by industry and business looking specifically through the lens of work-based learning in Scotland.

Setting the scene

The commission held its inaugural meeting in October to set the scene and consider some the key themes it would look to explore. Each meeting will focus on a separate topic and will draw upon expert contributors to help look more closely into the different factors which can result in the gendered nature of work and apprenticeships.

The Commission heard from its guest host and member, Jean Carwood Edwards, Chief Executive at Early Years Scotland:

"The early years are crucial...attitudes to health, relationships, physical wellbeing, diet and sexuality are formed to varying extents in the early years – gender, subject choices and occupations are no different. Children will see themselves in a role if they have this presented to them – and this can limit or open up their choices.

"I think we need to start highlighting and discussing the world of work at nursery – 'get in early', is my motto. Work is, after all part of our everyday world."

You can read more from Jean Carwood Edwards via this [link](#)



Natalie Buxton, chair of the Gender Commission and member of the Scottish Apprenticeship Advisory Board said:

"I was delighted to open the commission's discussion with a focus on early years learning. With gendered attitudes to occupations formed as early as pre-school age, it makes sense to start at the beginning, and take a deep-dive look into the formative years of a person's life."

“As the Commission progresses, we will examine different themes along the way to throw the spotlight on causal factors and key drivers of gender inequality. We will look to address some of the well-known gender issues experienced by many sectors, such as the care profession, construction and engineering, by understanding how businesses can make a difference. I look forward to seeing how the Gender Commission can offer business ready solutions with real impact.”

Step Change in Safety: Step Up for a New Era in Workforce Engagement



More than 350 onshore and offshore Safety Representatives from across the UK gathered at Aberdeen's P&J Live for the recent "Safety Rep 30" Conference. Organised by Step Change in Safety, the UK's member-led oil and gas safety body, the event recognised the

30th anniversary of the SI971 regulations brought in following the Piper Alpha tragedy. Attendees were also joined by workers on around 70 offshore installations and onshore bases across the world via a global webinar.

This sell-out unique event recognised the three decades of effort from Safety Reps who contribute to safe operations; those who find solutions to issues; those onshore who support safety offshore; and the people who volunteer to represent their colleagues as Safety Reps.

The event saw the launch of "Safety Rep Essentials" – new guidance tools, supported by the Health and Safety Executive, which will help Safety Reps effectively fulfil their functions and clearly define what they should expect to be facilitated with in order to represent their constituents.

Following on from this incredibly successful day Step Change in Safety's Workforce Engagement Support Team (WEST), which is made up of representatives from a range of member companies, has been working to capture the spirit and intent of the day, and deliver on the trust and support which was demonstrated by all those who took part and the companies which supported the conference. To do this, we need the support of the workforce, the industry and the regulators.

Our message is clear, if you're a member of Step Change in Safety, a Step Change in Safety Focal Point, a Safety Rep, OIM or site manager, please step up and get involved both offshore and onshore.

If you're a worker on the tools or a supervisor, please take the time to read our guidance.

If you're the regulator, please use the guidance as a best practise model with to engage with workers, Safety Reps and OIMs during your inspections.

The WEST team will shortly be producing an informative film answering all the questions which were raised throughout the conference which can be shown onshore and offshore during safety meetings. We will then ask that all member companies of Step Change in Safety to share this with their onshore support staff and offshore employees within their organisation. This film will focus on the three key groups:

1. Workers and Safety Reps.
2. Site Managers, OIMs and Supervisors.
3. Employers and Duty Holders

We will also be relying on the Step Change in Safety Leadership Team Elected Safety Rep network to deliver the Safety Rep and workforce sections of the guidance. Meanwhile, OIMs, Site Managers and Supervisors will be actively rolling out their specific guidance; with onshore support leaders sharing their new best practice documents with their teams.

This is the beginning of a new era in workforce engagement which will improve health and safety, deliver improved productivity and provide tangible business benefits to the oil, gas and energy industry. **Article provided by: [The Step Change in Safety Workforce Engagement Support Team](#)**

OCA Update: Update on the Offshore Contractors Partnership Agreement

The Offshore Contractors Association (OCA) met with the regional officials from the Unite, GMB and RMT trade unions on 11th December 2019. During this meeting, the OCA indicated that it was going to consider serving notice on the Offshore Contractors Partnership Agreement (OCPA). A meeting with the national officials was held on the 16th December and following this meeting, the OCA agreed that they would not make any decisions on this matter until 30th June 2020 at the earliest, so that conversations with all relevant stakeholders, including the workforce can take place. We understand that this may be unsettling however it is important to remember that the OCPA remains in place and that all current members of the OCA have committed to honour all aspects of it through to the end of 2020, including the pay increase for 2020 that was agreed in 2018.

The OCA and all its member companies continue to recognise the trade unions are committed to continue with the engagement process that we re-established as part of the 2019 settlement. The next engagement meeting is on the 25th February 2020.

If you have questions please contact your HR representative or you can get in touch with the OCA directly by emailing info@ocainternet.com.

The Scottish Apprenticeship Advisory Board (SAAB)

The Scottish Apprenticeship Advisory Board has requested that the OCA take part in a commission to look at the gender inequality in the workplace. Read more about this [here](#).

This is an excellent opportunity to express our thoughts and views on this topic representing the offshore energy sector. It of course fits well with what we are looking to achieve within the Workforce for the Future workstream.

If you would like to find out more or provide any thoughts that should be included please get in touch with Irene on Irene.Bruce@ocainternet.com who will be attending the sessions on behalf of OCA.

Workforce Engagement Forum Update



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

In our last update we explained that we had created a draft summarised version of the OCPA to make this an accessible, simple tool to understanding offshore working arrangements and remuneration which should avoid confusion and frustration for employees.

This summarised version covers the main sections that employees were focused on, Working Arrangements and Remuneration and we have included base salaried rates rather than purely hourly rates and simplified the Standby matrix.

Our group reviewed Unite the Union's workforce survey feedback on OCPA against the draft copy and we also sought feedback from part of the workforce to ensure it was meeting their needs and we received a positive response.

The summarised version is now out to all the working groups for their final review prior to publishing. We have also been working on the updates to the full version of the OCPA and required amendments to ensure it is clear and up to date which is nearing completion.



Health and Wellbeing – Sharon Robertson (Wood)

In the last newsletter we advised that posters and wallet cards were under development to help raise awareness of Mental Health. These have now been published and should be visible across all platforms where OCA member companies working. The posters provide information on awareness of signs and symptoms and where to get support. Each poster contains the details of the OCA member companies employee assistance programme. If your platform has not received posters, please contact us via info@ocainternet.com

The team are also looking at the area of wellbeing. Wellbeing relates to how long we live (longevity) and how well we live (quality of life). There are several pillars of wellbeing which are interlinked and frame how we feel at any given time. Everyone has personal responsibility and control over the effort we expend on each pillar to achieve a balanced life. In the next series of newsletters, we aim to bring you more information about each pillar of wellbeing. This looks both what your company can do for you and what you can do for yourself. The first one we will look at is 'Social'. We are keen to hear what you do on your site to promote social activity, interaction and relationship building.

As an improvement we are looking to set a health standard which companies must meet and maintain in order to become an OCA member. The team will adapt the NHS supported 'Healthy Working Lives' framework to define the requirements for this standard. The purpose of this is to set a basis for mutual understanding and act as a driver for improvements within the health area for all employees of OCA member companies.

And finally, we continue to develop the 'Connected Health' concept. A project plan has been agreed and work is underway. The first steps will be to engage with the legal advisors and HSE to provide some assurance around the process. We will keep you updated as this progresses.

Engagement and communications – Loraine Fedele (Worley)



We are delighted to issue our second newsletter and you will see that is of a similar format to the first. Although we didn't receive too much feedback on Issue 1, what we did receive was very positive. The articles in each newsletter are available on the OCA website so that these can be viewed at any time.

We had a very engaging conversation with those that were present at the most recent Engagement Forum. We reminded ourselves of the great collaborative work that has been achieved by this group over the course of 2019 that has included:

- Employee Survey issued – we received a great response from the offshore community and this feedback has helped us frame our areas of focus.
- The OCA newsletter was launched.
- WhatsApp groups are set up for group members to ensure we get more live feedback and engagement from offshore on our activities to make sure that what we are working on is what you are looking for.

We also had the opportunity to scope out our areas of priority for next year and will include:

- Issue 4 newsletters in 2020, with the aim of distributing these shortly after the scheduled Engagement Forums. We are always looking for material or ideas for articles so please do feed in any thoughts to us.
- Social Media presence – we will continue to work with the other groups to explore opportunities for example, an OCA App / LinkedIn page / Twitter account.
- Workplace reps – we will look at how we can widen engagement and communications from all colleagues including non-union representatives.

Workforce for the Future – Gayle Rennie (Aker Solutions)



We continue to work on four focus areas that we feel will support the “workforce for the future” As reminder our focus areas are:

1. Diversity (Gender)
2. Attract Strategy for OCA Members
3. Connected Competence (training standard/energy passport)
4. Retrain and reskill

1) We continue to try and influence where we can, with Workforce Reps talking directly to OIM's to understand if there are any barriers to women working offshore or at sites. We have prepared a letter to be sent to all OCA members companies to understand what they are doing to make a real difference in gender diversity in their organisations.

- 2) We have agreed to create 2 “factsheets” promoting our industry, importantly one for our existing workforce as we recognise how key and important it is to retain **you** and one targeted for new entrants which we will share in due course. We have also started early conversations with nurseries to see how by working together we can create a toolkit to share the exciting opportunities of the energy sector now and what to come.

- 3) We have focused on sharing information about connected competence, please watch the [video](#) and please take the time to read the interview. We have also written to our workforce to advise how they can start their journey onto the connected competence.
- 4) We are planning a half day workshop early January, with our full group and more invited Workforce Reps to understand and make practical simple recommendations to OCA member companies how we continue to retrain and reskill our workforce. Furthermore, we have gained agreement to influence and be involved in the review of an industry apprentice scheme (OGTAP).

Connected Competence: Interview with Lynsey Benson, Senior Project Manager, ECITB



Can you tell us about yourself?

I'm a Senior Project Manager for the Engineering Construction Industry Training Board (ECITB) leading on the Connected Competence project. Having worked in the skills landscape for over 17 years, mainly supporting organisations in the Oil & Gas Industry, and latterly within the Energy & Utilities sectors, I'm well placed to

understand the opportunities and challenges of delivering an industry-led, collaborative project aimed at recognising and assuring a standard approach to competence.

Which companies are involved with Connect Competence?

The founding member companies for Connected Competence consist of Aker Solutions, Bilfinger Salamis, Petrofac, Stork, Wood and Worley. Their respective Managing Directors form part of the Connected Competence (Oil & Gas) Council alongside Operator representatives, OGUK, OGA, Skills Development Scotland and the Scottish Government. To ensure a truly collaborative approach, the founding members are also part of a 'Delivery Group' which ensures consistency and alignment between the major contractors in Oil & Gas.

Can you tell us about Connected Competence and specifically the benefits to the workforce of OCA member companies?

In its simplest form Connected Competence is the standardisation of (base) technical competence across an Industry recognised framework. It means that if you are employed or self-employed in a site-based craft or technician role, you can demonstrate your ongoing competence to employers by attending a testing day once a year, carry your competence certificates with you and employers will have visibility of your successful validations. The collaborative approach means the worker continues their current cycle regardless of changing employer as the 'new' employer accepts the competence already demonstrated with the 'previous' employer.

What was happening previously was candidates were spending significant amounts of their downtime attending the same training courses so that their new employer could obtain the certificate. All contractors had different requirements for the same roles which was confusing to those working within the sector, let alone new entrants seeking employment. In addition, attending a training course doesn't demonstrate current competence. With Connected Competence individuals will receive training only if it is required. Where the testing does identify a gap in trade competence it promotes targeted development plans rather than a 'one size fits all' approach.

Why does this matter to an employee or contractor working for an OCA member company?

It's great recognition for the employee knowing they are proving their technical ability and also having the reassurance that their co-workers around them are also demonstrating competence and supporting the safety agenda. As all employers are adopting the same base level standard, workers can have a clear understanding of what is expected from them in performing their role.

What is Connected Competence trying to achieve?

First and foremost is assuring the ongoing competence of the workers and raising the level of competence to a base standard to help ensure everyone is working in a safe, skilled and productive manner. Secondly to help the seamless transfer of workers between contractors within the Oil & Gas sector particularly in times of peak demands whereby quicker mobilisation and streamlined onboarding processes are needed. This also helps to achieve cost efficiencies and reduce unnecessary 'wastage'. And thirdly, Connected Competence focuses on technical competence only and by doing so can carry across other Engineering Construction and Energy sectors such as onshore Process industries, Nuclear and Renewables and encourages labour movement across the sectors.

What surprised you the most when introducing this initiative?

The collaborative efforts and commitment between contracting companies has been most commendable. From what was initially seen as always something of a 'competitive edge', the standardisation of competence has seen the unnecessary gold plating of skills stripped down to a unified 'what do we require of our workers to remain safe, productive and deliver quality outputs'. This alliance helps to remove the over specification of skills from operators and contractors and reintroduces the moral principle that skills should not be used as competitive bargaining tools.

Some would say that many others have done this kind of work before, what is different about Connected Competence?

It is the ongoing currency of competence assurance that the model delivers on. When speaking to most industry leaders in the past I've always asked them "what's the one thing that keeps you awake at night?" and the majority of the answers are "ensuring a competent workforce". This model tests current competence on a regular basis. Also the alliance between the member companies (which we hope to expand significantly across the sector and further afield) has not been seen on this scale before, and most of these companies have interests in other sectors such as renewables where the model can help identify skills transfers across their operating units.

What can OCA members companies, employees and contractors do to support or get involved with Connected Competence?

If you are currently employed, speak to your HR team about enrolling onto the cycle of tests. At the moment, ECITB is also funding the enrolment of the temporary / transient workers onto the cycle ahead of a challenging shutdown period next year and most of these workers will have already received a communication from one or more of the Connected Competence companies. Information is also on the website www.ecitb.org.uk/connected-competence

How do companies, trade union, employee reps or any worker find out more?

There is a fact sheet and further information on the webpage, each of the member companies also have Connected Competence focal points or alternatively I would be happy to speak to anyone interested in learning more about the programme – connected@ecitb.org.uk

See what your colleagues say about Connected Competence [here](#).

Oil and Gas Technical Apprenticeship Programme (OGTAP)

Representatives from the OCA and its member companies have been included in a working group set up to look at what needs to be considered, changed and achieved in order to meet the requirements of the “Technician of the Future”. The output from this group will help shape the future apprenticeship schemes run by OPITO and ECITB.

The working group will consider the different skill sets that will be required in the future, due to technology and digitisation requirements, what adaptations to the training and delivery methods that may be required, and how we continue to attract high quality candidates into the offshore energy industry.

A graphic for the OGTAP 20th anniversary. It features a woman in a white hard hat and safety glasses working on a piece of machinery. The text 'Apply online end of January' is on the left. The OGTAP logo is in the center, with 'Oil and Gas Technical Apprenticeship Programme' written below it. A red banner at the bottom contains the website 'www.ogtap.co.uk'.

Apply online
end of January

OGTAP
Oil and Gas Technical Apprenticeship Programme

www.ogtap.co.uk

Our world is changing rapidly... and so is the oil and gas industry. As part of a wider energy mix, industry is adapting, developing skilled people for the future as we support government to achieve net zero targets.


We are developing a flexible, multi-skilled and technology-enabled workforce and OGTAP apprentices will play a pivotal part.

Recruitment for the 2020 intake of OGTAP apprentices is now open and will close on 16th March

2020. Now in its 20th year, the OGTAP scheme is one of the most successful apprenticeship programmes of its kind. Sponsored by 19 energy companies, successful applicants have the opportunity to earn while they learn, gain industry recognised qualifications and training, and learn from industry professionals.

Do you know someone who likes to learn from hands-on experience? An apprenticeship may be the ideal career route. For more information, please visit the OGTAP website – www.ogtap.co.uk

Scotland's Apprentice Network: Calling all past and present apprentices!



The graphic is a vertical orange rectangle with white and black text. At the top left is the Skills Development Scotland logo. The main title 'SCOTLAND'S APPRENTICE NETWORK' is in large white letters. Below are three white boxes with black text and icons: 1. 'ARE YOU AN APPRENTICE OR FORMER APPRENTICE?' with a group of people icon. 2. 'WANT TO ENCOURAGE MORE YOUNG PEOPLE TO CHOOSE THE APPRENTICESHIP CAREER PATH?' with a thumbs up icon. 3. 'WANT TO BECOME PART OF A NATIONAL NETWORK OF APPRENTICES, EMPLOYERS AND BUSINESS LEADERS?' with a checkmark icon. At the bottom, it says 'JOIN SCOTLAND'S APPRENTICE NETWORK! APPRENTICESHIPS.SCOT/NETWORK'.

Skills Development Scotland

SCOTLAND'S APPRENTICE NETWORK

ARE YOU AN APPRENTICE OR FORMER APPRENTICE?

WANT TO ENCOURAGE MORE YOUNG PEOPLE TO CHOOSE THE APPRENTICESHIP CAREER PATH?

WANT TO BECOME PART OF A NATIONAL NETWORK OF APPRENTICES, EMPLOYERS AND BUSINESS LEADERS?

**JOIN SCOTLAND'S APPRENTICE NETWORK!
APPRENTICESHIPS.SCOT/NETWORK**

Are you a current or past apprentice? Want to share your success story, tell others that university is not the only way and share the benefits of choosing an apprenticeship? Then join Scotland's Apprentice Network...

What is Scotland's Apprentice Network?

The Network is an initiative formed by apprentices themselves, to connect and promote people, with real life experience of apprenticeships, so they can talk directly to school pupils and help inspire future generations. It's supported by our partner organisation, Skills Development Scotland (SDS) and the aim is to show school pupils - making their career choices - that success in a job doesn't always mean leaving school to go to university. The aim is to eventually have at least one Network member linked to every secondary school in Scotland, so each school can easily call on someone with experience of an

apprenticeship, to talk to pupils and explain the benefits.

Did an apprenticeship put you on the career path to success? If your answer is yes, then there are others out there who want to hear your story!

Scotland's Apprentice Network is looking for people who are currently doing or have done an apprenticeship, to join the Network and share with others the benefits of doing an apprenticeship! The Network has members from all over Scotland and across sectors, to help promote work-based learning through visiting schools and talking to pupils who are about to make their subject choices.

This can include:

- talks at assembly
- Q&A classroom sessions
- presenting at parents' evenings
- talking to school pupils, parents or teachers at other events in schools or elsewhere

Who can join?

- any apprentice, past or present, based in Scotland from all different sectors and disciplines
- people who are passionate about the benefits of work-based learning and would like to share their experience with others
- people committed to diversity and equality

What's in it for me?

As a Network member, you will:

- get the opportunity to influence school pupils as a positive role model; this may be younger siblings, pupils in your area, your former school or young people who want to find out how to get into your sector
- share stories and get involved in national campaigns including Scottish Apprenticeship Week and the annual Apprentice Convention
- gain access to key industry/skills information and leading senior figures in your industry
- enhance your CV with transferable skills and boost your career progression by being part of your future professional network
- access continuous professional development (CPD) opportunities – gain valuable, recognised business skills including presentation skills, leadership and more

So how do I join?

Visit the website and [sign up to the Network](#) – it only takes a few minutes. You will need someone to sponsor your application, usually your line manager, mentor or SAAB Member representative, but it can be anyone you work with.

You can also share the [sign-up link](#) with colleagues, family or friends who may be interested.

Further information

- Visit www.apprenticeships.scot/network

Take a look at [Scotland's Apprentice Network video](#)

Workforce Interviews

Vicky Welch – Stork Scaffolder



Industry demographics within the offshore oil and gas sector traditionally paint a picture of gender imbalance; particularly within disciplines such as scaffolding. One of Stork's newest scaffolding recruits, Vicky Welch, is proud to lead the way as the first female scaffolder in the North Sea for Stork and shared her thoughts and experience.

Vicky, aged 29, is one of six qualified female scaffolders in the UK and started her career in the onshore scaffolding industry in 2009 as an apprentice in the North East. The apprenticeship came about by chance after being offered a small job for a couple of days' work on a construction site but led to Vicky becoming qualified in tube and fittings within two years, where she worked closely with different types of system scaffolding. Although she enjoyed the work, after a few years on the tools she moved into roles that are more corporate and became office based, completing a BTEC Level 3 in Construction and a Built Environment qualification whilst undertaking a trainee Quality Services role. While Vicky enjoyed successes in these roles, she came to realise she needed to follow her preferred career path in a more 'hands on' role and returned to the tools, working with tube and fittings in London.

Never one to shy away from a challenge and with ten years' experience in the construction industry, fully qualified Part 2 scaffolder Vicky saw the demand for scaffolding skills in the offshore oil and gas industry and although she was working on prominent projects in London, she took her seven years of construction experience and set her sights offshore. As the working environment on an offshore installation poses different hazards from the construction sector, Vicky had to undertake her Basic Offshore Safety Induction and Emergency Training (BOSIET) and Minimum Industry Safety Training (MIST). Although Vicky was at first apprehensive about the helicopter escape and sea survival components of the training course, her mental resilience helped her conquer her fear of being submerged underwater.

Vicky commented: "Although I was fearful of the water elements of the training, I understood how important the training was and knew it would be worthwhile as it would keep me safe offshore. I actually enjoyed the course in the end and successfully passed all mandatory training in early 2019. I would encourage anyone whose only obstacle to going offshore is the training to just go for it. It's all about mind over matter."

With all the relevant certification and offshore training Stork was delighted to welcome Vicky as their first female scaffolder, setting a new precedent for other females to follow. Vicky has now successfully completed her first six months offshore on some of CNOOC International's assets.

Vicky explained her thoughts on her experiences so far: "The first six months have been great, and I have gained a lot of knowledge from more experienced personnel who are always happy to support. Everyone offshore goes out of his or her way to look after each other and the atmosphere is like nowhere else I have ever worked. I have genuinely felt at home on every asset I have worked on and in every job I have undertaken, safety has been the number one priority."

Safety is very important to Vicky and her goal going forward is to become a Safety Representative offshore and focus on mental health first aid. She wants to encourage an open-door policy for

counselling and create a platform for supporting her offshore colleagues with health issues, which are typically difficult to address. She hopes to break down barriers and address the stigma associated with mental health issues. Vicky is also passionate about obtaining and developing knowledge of the offshore assets that she visits and how each component works. As scaffolders often work so closely to all the main equipment offshore, she would like to learn more about the working environment so that she could easily identify hazards or issues that may occur.

She truly believes gender is irrelevant and it is about the right person for the job: "I would only recommend a male or female to join the offshore industry if they are the right type of person. You have to be used to working in a harsh environment where the weather can change quickly, and you can be working in confined and restricted spaces. The job is demanding but very rewarding and I would encourage anyone who is right for the job to choose a career in scaffolding offshore."

Fundraising: Banchory Beast

The Banchory Beast is an epic obstacle race over tough Scottish terrain. There are over 25 mega obstacles including giant water slides, icy loch water, thick mud and swamp crossings. This year, the OCA put a team together with Mairi Shaw of Aker Solutions, Alison Young of Wood, Aimee Clarke of the OCA and Richard Longmuir all taking part to raise money for a local charity – Kayleigh’s Wee Stars.

The Kayleigh’s Wee Stars charity was set up by Jonathan and Anna Cordiner who, after experiencing the loss of their child to a terminal illness wanted to support other families in similar situations. The charity provides financial support, which could be to help fund day trips, holidays or other special experiences. In most cases it allows parents to take important time off work to spend with their child without financial strain. You can read more about Kayleigh’s Wee Stars

The OCA team raised a fantastic £815.00 for the charity by taking part in this race. Get in touch with Aimee at aimee.clarke@ocainternet.com if you are interested in taking part in 2020.



L-R Aimee Clarke, Alison Young, Mairi Shaw and Richard Longmuir