OEUK OFFSHORE ENERGIES UK

HEALTH & SAFETY INSIGHT 2025

A comprehensive overview of health and safety performance across the UK's offshore energy sector

Acknowledgments

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1 Introduction

The health and safety of all personnel remain the foremost priority for the offshore energy industry. This commitment is reflected in the ongoing dedication of OEUK members, who actively participate in work groups and initiatives to share lessons learned and promote good practice. This report is a marker of performance and forms an important part of this work.

Notably, this year's report marks the second inclusion of wind aviation data, acknowledging the increasingly integrated nature of the offshore energy sector. Although wind operations accounted for just 1.5% of total flying hours, their inclusion indicates the operational reality of the energy transition. The OEUK HSE team are increasingly embedded in cross sector health and safety initiatives, transitioning oil and gas good practice into developing sectors.

While 2022 was celebrated as the safest year on record for the offshore workforce, 2023 brought sobering reminders of the sector's risks, including an overboard incident in which a member of our workforce lost their life. A further fatality in 2025 coupled with other safety performance trends highlights the challenge for member companies into 2026 and reminds us all why we must remain focused on safety.

Through 2023 into 2024 we have seen increasing adoption of technologies that leverage big data to generate new safety insights. These innovations are helping organisations identify risks and improve safety outcomes across operations. In 2025 OEUK launched the Hydrocarbon Release Database AI Assistant that continues to unlock insights from otherwise unstructured data.

In our 2024 data we highlight several persistent and emerging safety challenges that require ongoing attention:

Hydrocarbon releases (HCR) remain stubbornly high: Despite the decommissioning of some installations, HCR numbers have plateaued at a high level. While no major releases were reported, a notable proportion of incidents are linked to aging assets, emphasising the ongoing need for robust asset integrity management.

Personal injuries are on the rise: There has been an increase in personal injuries, with slips, trips, and falls, followed by lifting and handling remaining the most common causes. This trend underscores the importance of continuous vigilance and targeted interventions in personal safety practices.

Maintenance backlog and process safety: Although the maintenance backlog has improved significantly, 60% of process hydrocarbon releases can be attributed to maintenance and integrity practices. Effective backlog management remains a critical process safety indicator, directly impacting the risk of incidents.

Aging infrastructure: Many safety incidents are associated with older assets, highlighting the challenge of maintaining integrity and safety standards as infrastructure ages.

Occupational health and mental wellbeing: The workforce continues to face health challenges, including high blood pressure, diabetes, and increasing mental health

concerns. The frequency of mental health-related medevacs, while variable, remains a significant issue.

Aviation safety and reduced activity: Offshore helicopter flight hours have increased while total offshore working-hours have fallen by 5.5%. While this may reduce some exposure, it also brings new challenges in maintaining aviation safety standards and compliance amid changing operational patterns.

Adoption of innovative technologies: The industry is rapidly adopting technologies that leverage big data for safety insights. While these innovations offer promise, they also require careful integration and management to ensure they deliver on safety objectives.

These challenges underscore the need for continued industry collaboration, investment in asset integrity, and a proactive approach to both personal and process safety. Addressing these issues is essential to safeguarding the workforce and maintaining the sector's strong safety record.

We hope this report provides valuable insights and supports ongoing efforts to safeguard everyone working in the offshore energy sector. For further information or queries, please contact the OEUK HSE team at hseandoperations@oeuk.org.uk.

2 Overview

Major Hazards

Hydrocarbon releases: **No major hydrocarbon releases** again in 2024, the 5th year in a row. This may indicate a reduction in risk across all installations; overall numerical performance has plateaued.

180 reportable dangerous occurrences showing **a third increase in a row**.

Maintenance backlog reduction work continues with a **68% reduction in hours** since the post covid-19 peak.

Personal Safety

In 2024 personal injuries increased along with the rise in serious injuries recorded by the **lost time injury rate which was at 0.93 per million working hours**.

Occupational Health findings attract **10% of all HSE enforcement notices**

Workforce Health

Almost **200,000 OEUK medicals carried out in 2024**. Failure rates increased from 0.97% to 1.12%

Injuries became the leading cause of medical evacuation, with younger workers showing a concerning spike.

2024 saw a lower proportion of poor mental health situations requiring medical evacuation but workforce resilience remains a concern

Aviation Safety

In 2024 the fleet of aircraft continued to decline to just **60 aircraft** although flying hours increased from reported 2023 levels, closer to average. Offshore helicopters in **the UK maintained their world beating safety record**.

3 Safety

In 2024, the industry faced persistent and emerging safety challenges. Hydrocarbon releases plateaued at a high level, with no **major** releases reported, but a significant number of incidents were linked to aging assets, highlighting the importance of robust asset integrity management.

Personal injuries increased, with slips, trips, and falls—followed by lifting and handling—remaining the most common causes. The lost time injury rate for the UK rose to 0.93 per million working hours, higher than in recent years and above some European peers. While the maintenance backlog improved significantly, further progress is needed to reduce risk.

OEUK remain the collaborative forum to share good practice, lessons learned and respond to emerging issues with a focus on prevention of incidents. Examples of collaborative working in 2025 include sharing lessons learned and good practice in competence for the safe isolation and reinstatement of plant (SIRP). OEUK members also shared their approaches to operational discipline and integrity – doing the job right first time. Whilst every effort is made to prevent incidents offshore installations remain well-equipped to manage health and safety incidents, with trained medics and modern sickbays when incidents do occur.

Transport to and from installations, whether for routine work or emergencies, is predominantly by helicopter. In 2024, helicopter flight hours increased to 53,365 hours in oil and gas. Managing thousands of helideck landings and take-offs remains integral to safe operations, requiring a multidisciplinary approach and high levels of competence across operator and contractor teams. OEUK is central to convening helicopter operators and offshore installation duty holders in the aviation safety technical group.

The following sections outline the key performance indicators that provide an overview of safety performance across the sector in 2024, including trends in hydrocarbon releases, personal injuries, maintenance backlog, medical assessments, mental health, and aviation safety.

3.1 Process Safety

Figure 1: Principles of Process Safety Leadership

3.1.1 Hydrocarbon Releases

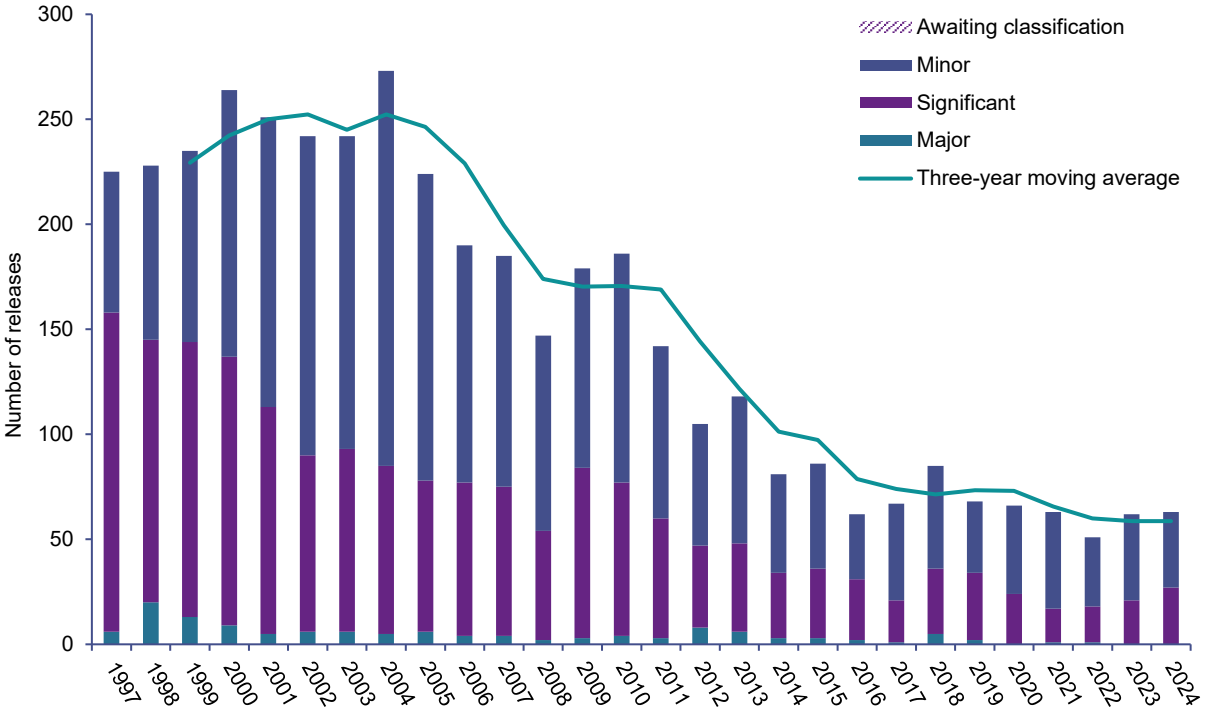
Hydrocarbon releases remain a persistent and high-priority safety challenge for the UK offshore energy sector. According to Health & Safety Executive (HSE) figures for 2024, HCR numbers have plateaued at a stubbornly elevated level in recent years, despite the decommissioning of several installations. This suggests that while decommissioning of active assets may be contributing to a reduction in incidents, the underlying risk of releases has not diminished proportionally.

Key Data and Trends:

- **Major Releases:** No major hydrocarbon releases—the highest risk category—were reported in 2024, which is a positive outcome for the sector.
- **Significant and Minor Releases:** There remains a notable number of significant and minor HCRs, with many incidents linked to aging assets. This highlights the ongoing challenge of maintaining asset integrity as infrastructure matures.
- **Process Safety Implications:** The plateau in HCR numbers, despite improvements in maintenance backlog, indicates that further progress is needed. Deferred maintenance and the complexity of managing older installations continue to contribute to the risk of hydrocarbon releases.

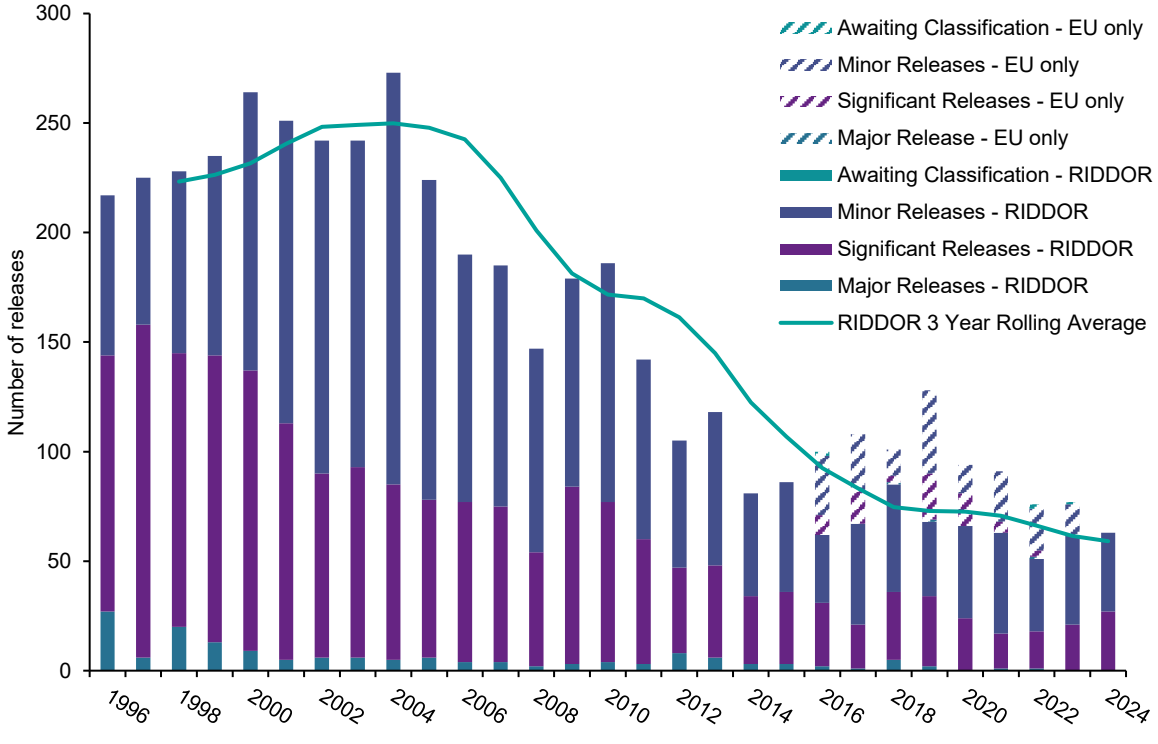
While the sector has avoided major hydrocarbon release incidents in 2024, the stubbornly high number of significant and minor releases remains a concern. Addressing these incidents requires sustained focus on asset integrity, with a focus on proactive preventative maintenance and timely corrective maintenance. Continued industry collaboration and leadership are essential to drive further reductions in HCRs and to maintain the sector's strong safety record.

Figure 2: RIDDOR only HCRs (EU not included)



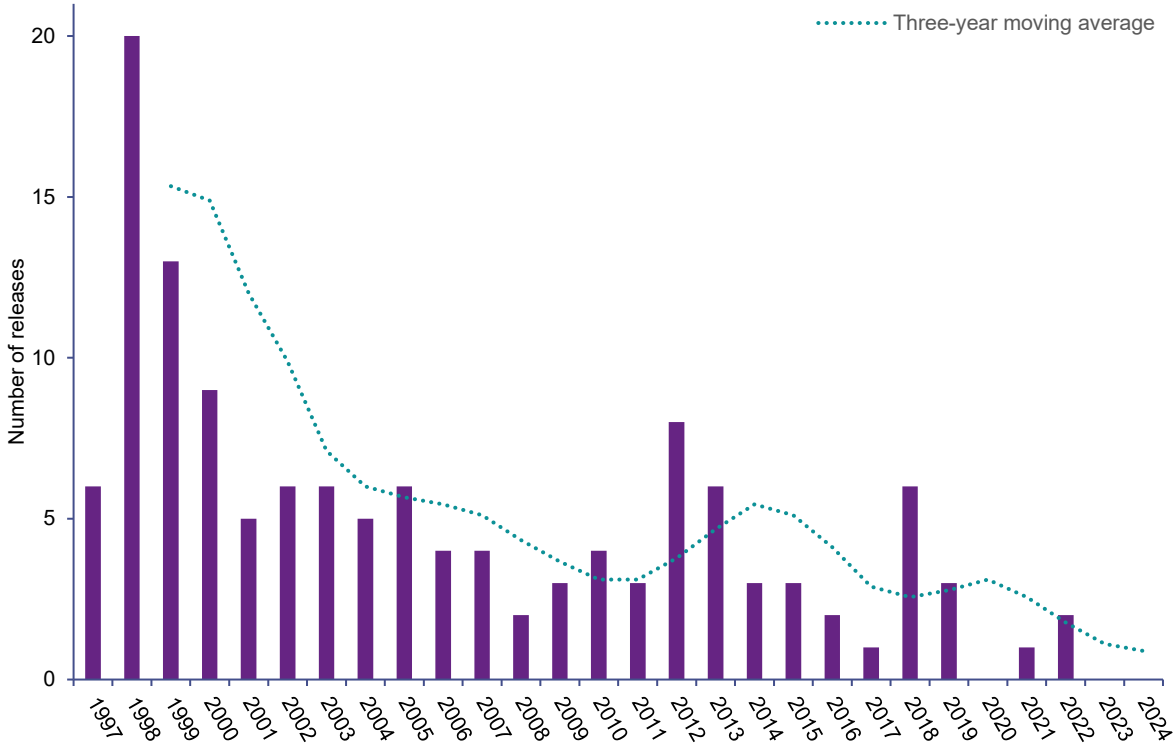
Source: Health and Safety Executive, 2025

Figure 3: All HCRs (RIDDOR & EU)



Source: Health and Safety Executive, 2025

Figure 4: Major HCRs



Source: Health & Safety Executive, 2025

3.1.2 Other Reportable Process Safety Incident

In addition to hydrocarbon releases, OEUK tracks a range of other reportable process safety incidents that provide further insight into the sector's risk profile and operational challenges.

Dangerous Occurrences:
In 2024, there were 180 dangerous occurrences reported across the UK offshore sector. These incidents, as defined under RIDDOR 2013, include events such as dropped objects, fires, explosions, and other specified hazardous events. While the overall number of dangerous occurrences has declined significantly over the past decade, the 2024 figure represents a slight increase compared to the previous year, a trend that aligns with personal injury performance.

Other Notable Incidents:
Incident data emphasises that the majority of reportable events in 2024 were linked to equipment failures, loss of containment, and failures in safety systems. These incidents reinforce the importance of robust process safety leadership, effective risk assessment, and the timely completion of maintenance and inspection activities.

Figure 5: Total number of Dangerous Occurrences

*Period of reporting changed from fiscal to calendar year

Source: Health & Safety Executive, 2025

3.1.3 Maintenance backlog as a Process Safety Indicator

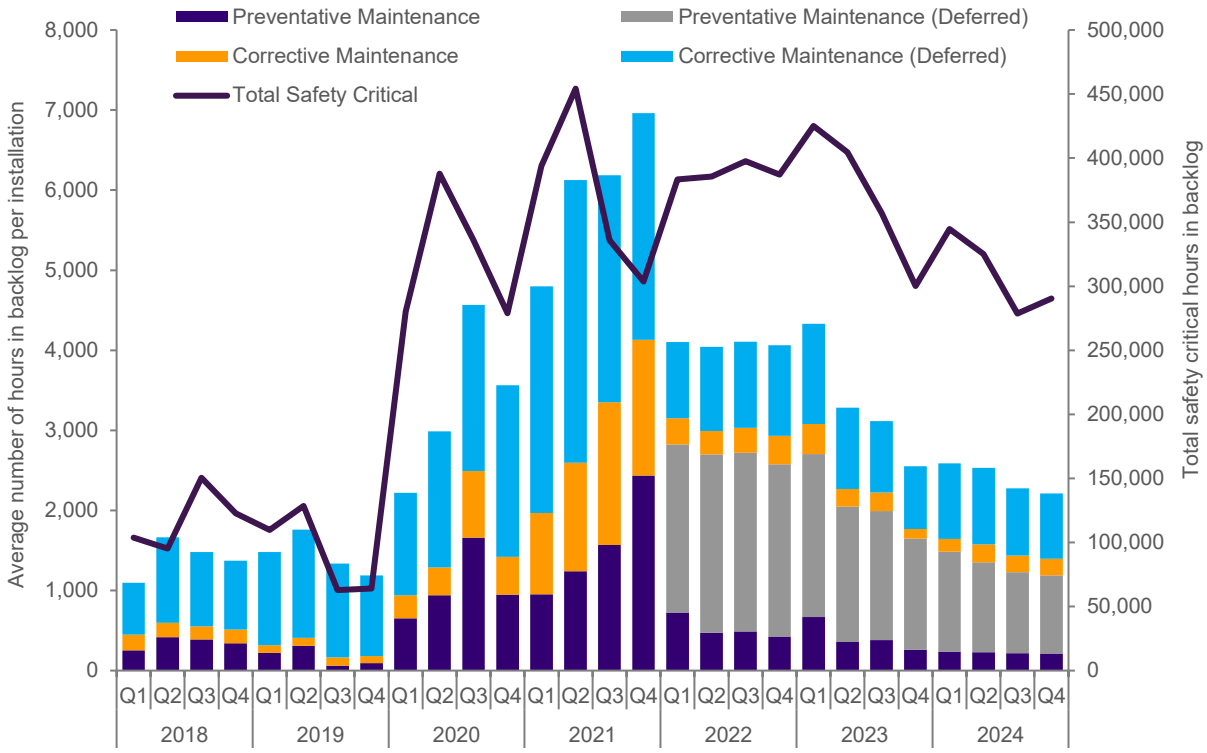
Maintenance backlog is a critical process safety indicator for the offshore energy sector. Backlog includes both preventative and corrective mechanical repairs, along with well work, subsea maintenance, and asset integrity activities including inspection and repair.

The sector made considerable progress in reducing the average number of hours maintenance backlog per installation since its peak in Q4 2021 with a total of 6,962 to a total of 2,212 at Q4 2024, a 68% reduction in hours. Deferred corrective maintenance, corrective maintenance and preventative maintenance hours having been reduced by 71%, 88% and 91% respectively. The total safety critical hours in backlog have been reduced from its height at 335,840 in 2021 to 290,409 by the end of 2024, a 13.5% improvement. This positive trend demonstrates that industry can come together powerfully to deliver significant risk reduction with initiatives led by OEUK.

Despite these improvements, further progress is needed. HCR data for 2024 indicate that backlog remains a contributing factor to process safety incidents, particularly on aging installations. Failure to achieve maintenance or inspection activities to schedule will increase the likelihood of equipment failure, loss of containment, and other hazardous events, underscoring the importance of timely completion of safety-critical tasks.

3.1.4 Total SECE backlog / installation plus total SECE backlog

Figure 6: Safety-critical backlog



Source: OEUK, 2025

3.2 Personal Safety

This report highlights a concerning rise in personal safety incidents across the UK offshore energy sector. The data shows that:

- **Personal injuries increased in 2024**, reversing the positive trend seen in previous years. The most common causes of these injuries remain consistent: slips, trips, and falls, followed by lifting and handling incidents. This pattern underscores the persistent risks associated with routine offshore activities and the need for continuous vigilance and targeted safety interventions.
- **Lost Time Injury Rate (LTIR):** The UK's LTIR rose to 0.93 per million working hours in 2024, which is higher than in recent years but comparable with some European peers (Norway: 0.99, Netherlands: 0.89),[1] 2024 data. This increase signals a need for renewed focus on personal safety management and learning from incidents to drive improvement.
- **Injury Types and Causes:** The report's breakdown of injury types and causes confirms that slips, trips, and falls remain the leading contributors, with lifting and handling also significant. These are typically preventable incidents, suggesting that further efforts in hazard identification, workplace housekeeping, and manual handling training could yield safety gains.

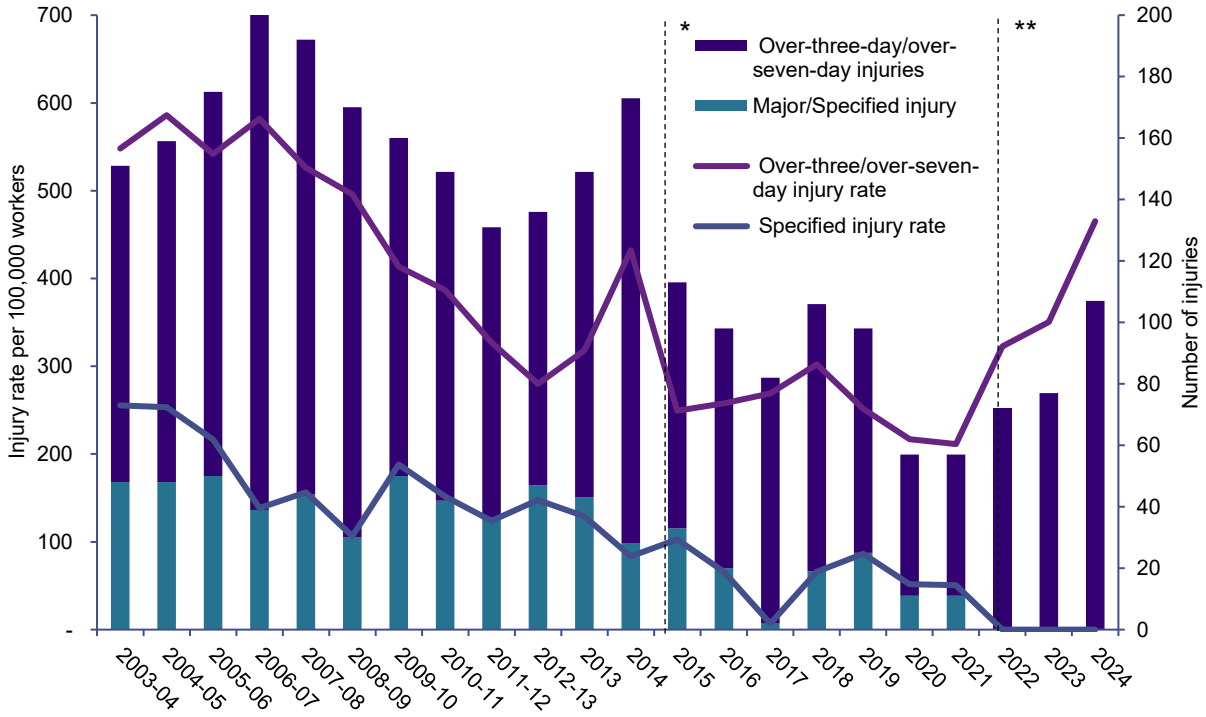
[1] International Association of Oil & Gas Producers (IOGP), Safety Performance Indicators

- **Occupational Health:** The report also notes that occupational health remains a regulatory focus, more that 10% of all enforcement notices in the last 5 years have been related to occupational health. The OEUK Occupational Health and Hygiene Technical Group continues to highlight good practice to protect the workforce. High blood pressure, diabetes, and mental health challenges are prevalent, and the frequency of mental health-related medevacs, while variable, remains a significant issue.

The increase in personal injuries in 2024 is a reminder that, despite strong industry safety culture and systems, complacency must be avoided. The recurrence of similar incident types year after year points to the need for sustained attention to basic safety fundamentals—such as slip and trip prevention, safe lifting techniques, and robust reporting and learning from near misses.

3.2.1 Reportable injuries and injury rate

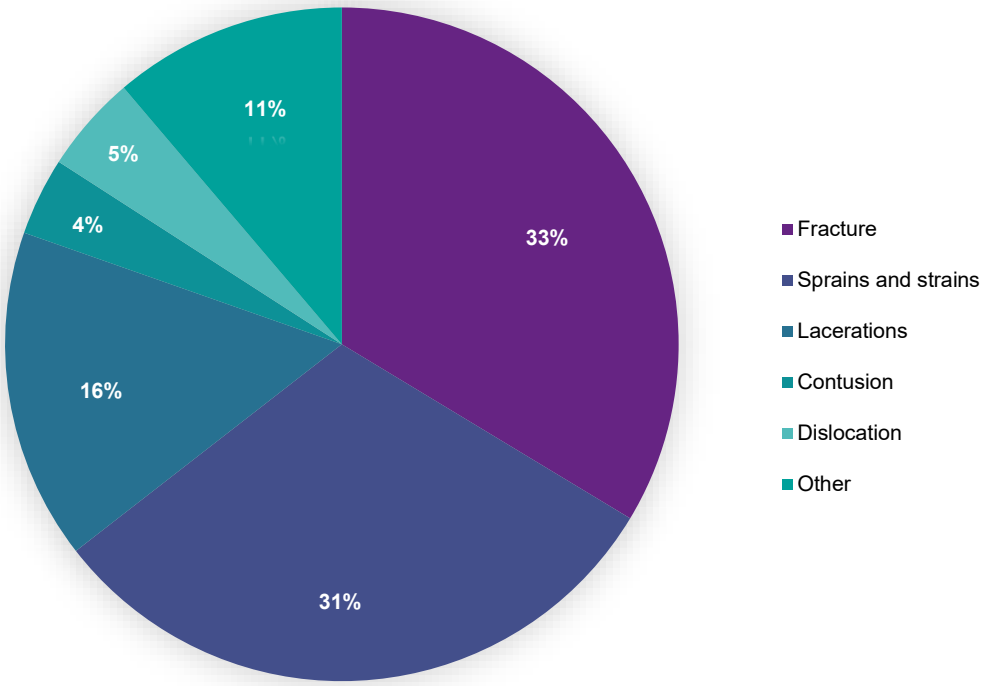
Figure 7: Injury numbers and rates by classification



*Period of reporting changed from fiscal to calendar year
**HSE grouping of major/specified and over-seven day injuries

Source: Health and Safety Executive, 2025

Figure 8: Reportable injuries by type



Source: Health and Safety Executive, 2025

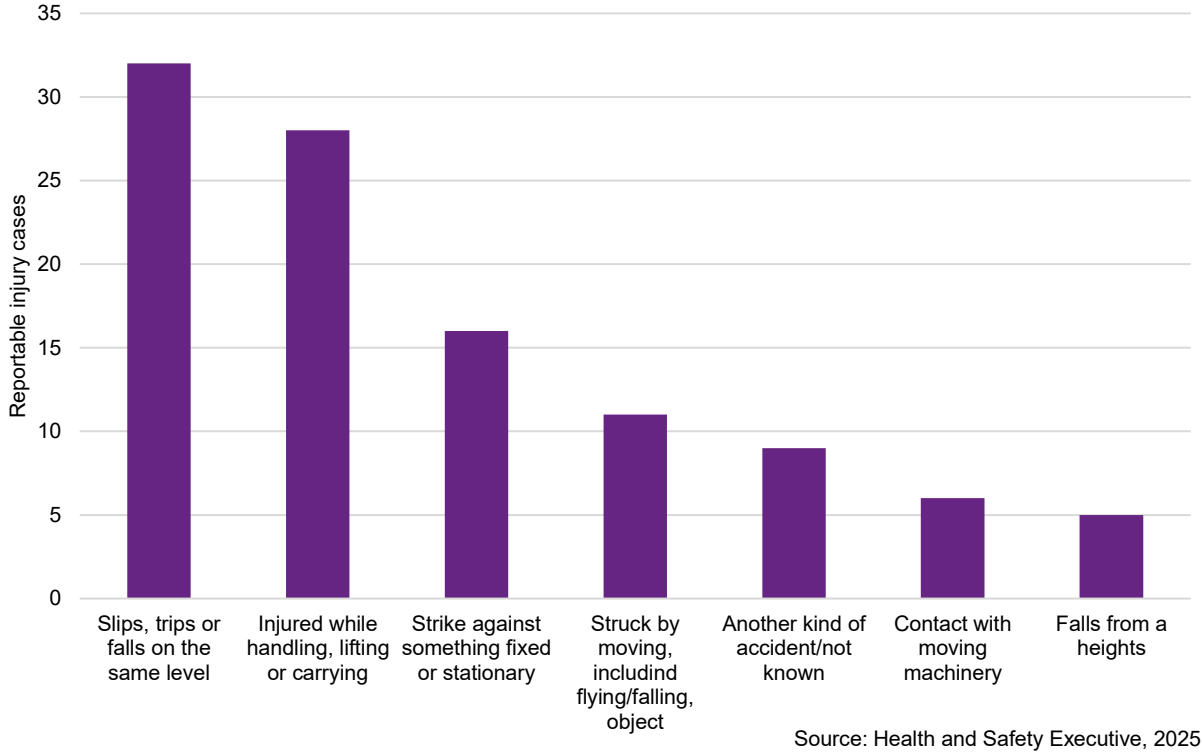
Injury Trends by Type

- **Increase in Personal Injuries:** The report notes a rise in personal injuries in 2024, reversing the positive trend seen in previous years.
- **Leading Causes:** The most common causes of injuries remain:
  - Slips, trips, and falls
  - Lifting and handling incidents
- **Nature of Incidents:** These incidents are typically preventable, suggesting that improvements in hazard identification, workplace housekeeping, and manual handling training could yield safety gains.

Personal injuries in the UK offshore sector increased in 2024, with slips, trips, and falls, along with lifting and handling, remaining the most common causes. The lost time injury rate also rose, signalling a need for renewed focus on personal safety management. While the report

does not break down injuries by specific offshore location, it underscores that these trends are sector-wide and require ongoing vigilance and targeted safety measures.

Figure 9: Reportable injury causes



Source: Health and Safety Executive, 2025

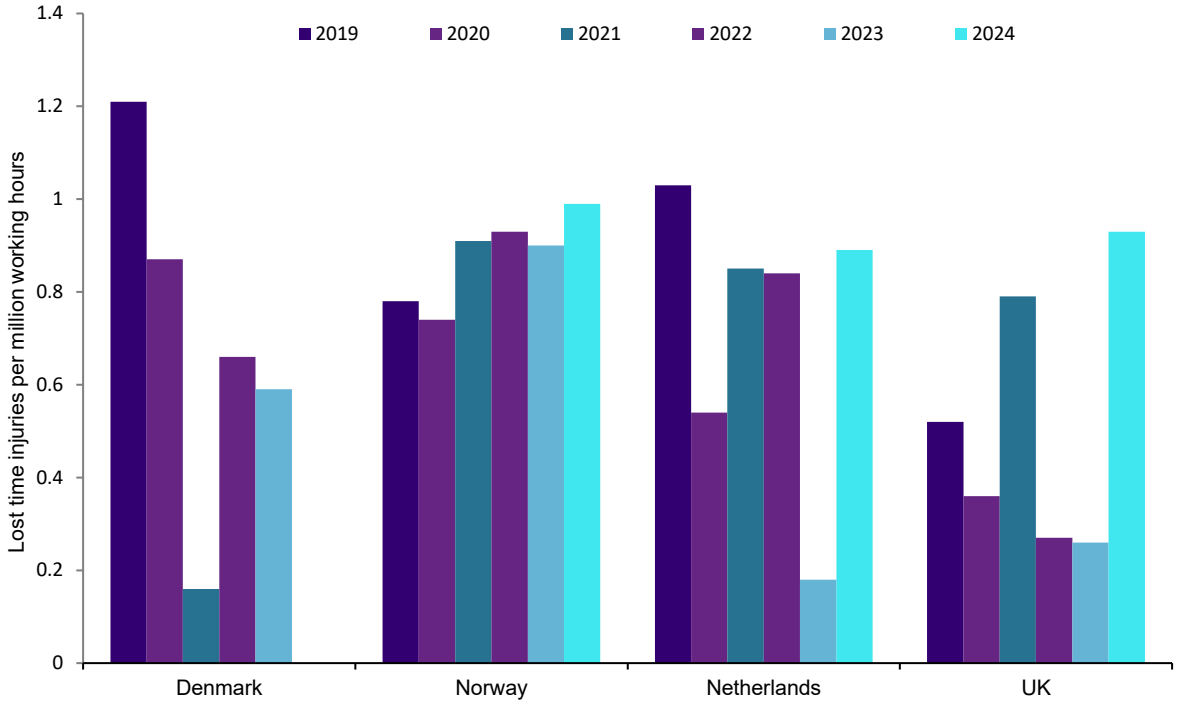
3.2.2 Lost Time Injury frequency comparison

The UK's LTIR rose to 0.93 per million working hours in comparison with European Peers (2024)

- **LTIR by Country (2024):** The UK's LTIR in 2024 is slightly below Norway (0.99), slightly above the Netherlands (0.89)

In previous years, the UK often reported a lower LTIR than Norway and the Netherlands, but the 2024 increase has brought the UK closer to Norway's rate and above the Netherlands and Denmark. The increase in the UK's LTIR and personal injuries in 2024 signals a need for renewed focus on personal safety management, learning from incidents, and targeted interventions.

Figure 10: Lost time injury rate UK versus European peers



Source: International Association of Oil and Gas Producers, 2025

4 Health

The report highlights both progress and persistent issues in occupational health, medical assessments, and workforce wellbeing. The OEUK medical remains an international benchmark for offshore workers. In 2024, 198,050 medicals were conducted or overseen by OEUK-registered doctors. The failure rate for these assessments was 1.12% a slight increase on previous years.

The offshore workforce continues to face health challenges typical of the broader population demographic, including obesity and associated high rates of blood pressure and diabetes. These underlying health conditions can contribute to increased risk for medical emergencies offshore. The most frequent reasons for emergency medical evacuations in 2024 included injuries (22%), cardiac events (19%), and “other” medical conditions (21%). Other notable causes were acute abdomen, allergic reactions, cerebrovascular accidents, gastrointestinal issues, infectious diseases, musculoskeletal problems, renal and respiratory conditions, and seizures. This distribution underscores the broad range of health risks faced by offshore personnel.

4.1 Offshore Energies UK medical examinations

Table 1: Medical assessments

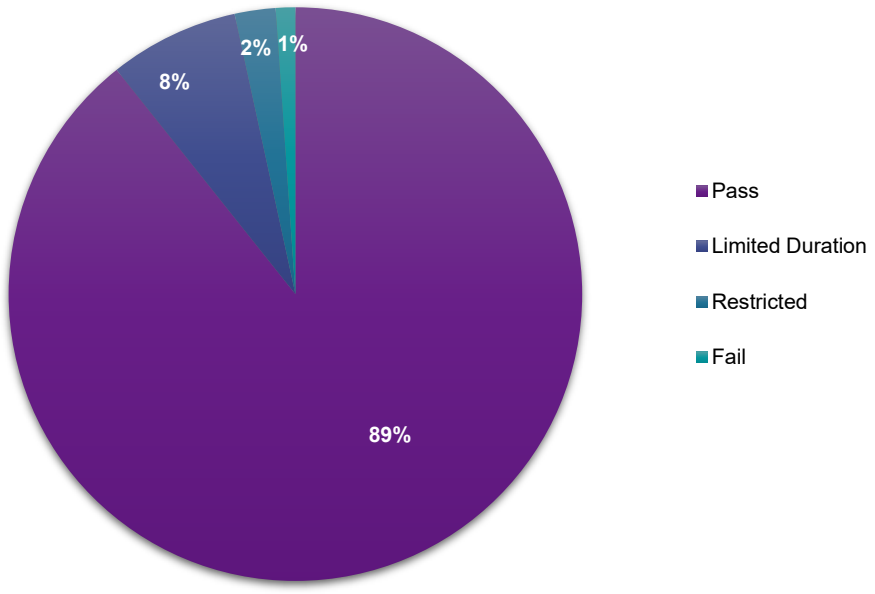
Year	Total number of medicals conducted	Number of medicals failed	Percentage medicals failed
2013	113,006	1,333	1.18%
2014	118,597	1,285	1.08%
2015	111,651	1,125	1.01%
2016	99,104	1,125	1.14%
2017	110,688	1,339	1.21%
2018	127,474	1,298	1.02%
2019	146,479	1,463	1.00%
2020	111,647	1,082	0.97%
2021	111,612	1,074	0.96%
2022	150,550	1,308	0.87%
2023	164,203	1,593	0.97%
2024	198,050	2,232	1.12%

The total number of OEUK medicals conducted globally in the most recent year was just under 200,000—an increase of about 35,000 compared to the previous year. The number of doctors submitting figures also rose, reaching 1,494 (up from approximately 1,285), with the UK still accounting for the largest share at 350 doctors. However, the UK now represents only 23% of the total medical examiner list. There was a modest increase in UK medicals, from around 33,000 to 39,000.

OEUK continues to work to improve the quality of the OEUK medical with governance, including a new Code of Conduct for examining doctors and quality seminars, both introduced in 2025. There remains stubborn poor practice in relation to 'remote' or socially distanced medicals, which were briefly allowed as a mitigation against infections during the global pandemic. Medical examiners from 23 countries reported a combined total of 3,118 assessments or 1.5% of the total. The majority were conducted in the UK. It is important that employers utilise OEUK processes to check and verify medical certification when onboarding personnel.

4.1.1 Outcomes of medical assessments

Figure 11: Global OEUK medical outcomes (Nov 2023 – Oct 2024)



Source: OEUK, 2025

4.2 Medevacs

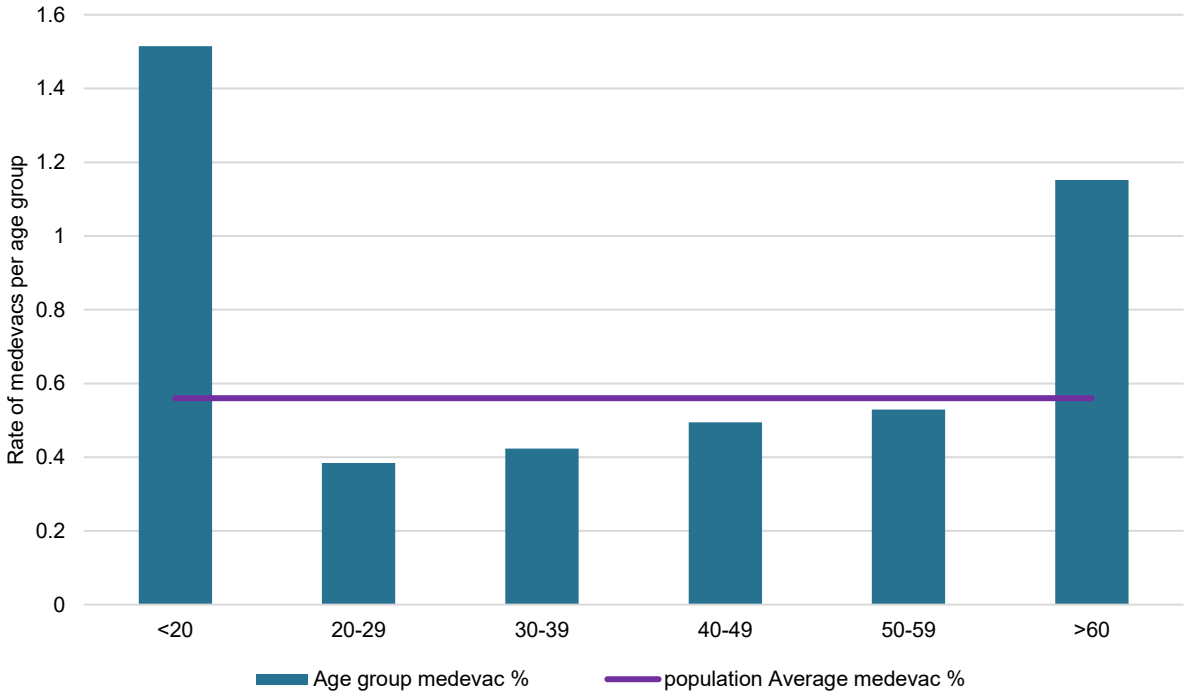
Medevacs remain a critical aspect of offshore health and safety management, providing emergency medical support for personnel working in remote and challenging environments.

- **Health-Related Medevac:**
  The frequency of medevacs due to mental health issues, while variable year-on-year, remains a significant concern. In 2024, mental health-related medevacs accounted for approximately 1.1% of total medevacs, a decrease from the previous year (3.95% in

2023), but still indicative of ongoing mental health challenges within the offshore workforce.

- **Common Causes of Medevac:**
  The most frequent reasons for emergency medical evacuations in 2024 included injuries (22%), cardiac events (19%), and “other” medical conditions (21%). Additional significant causes included acute abdominal conditions, allergic reactions, cerebrovascular events, gastrointestinal disorders, infectious diseases, musculoskeletal impairments, renal and respiratory illnesses, and seizures. The diversity of these medical issues highlights the extensive array of health risks to which offshore personnel are exposed.

Figure 12: Comparison of medevac rate per population age group



Source: MCA, 2025

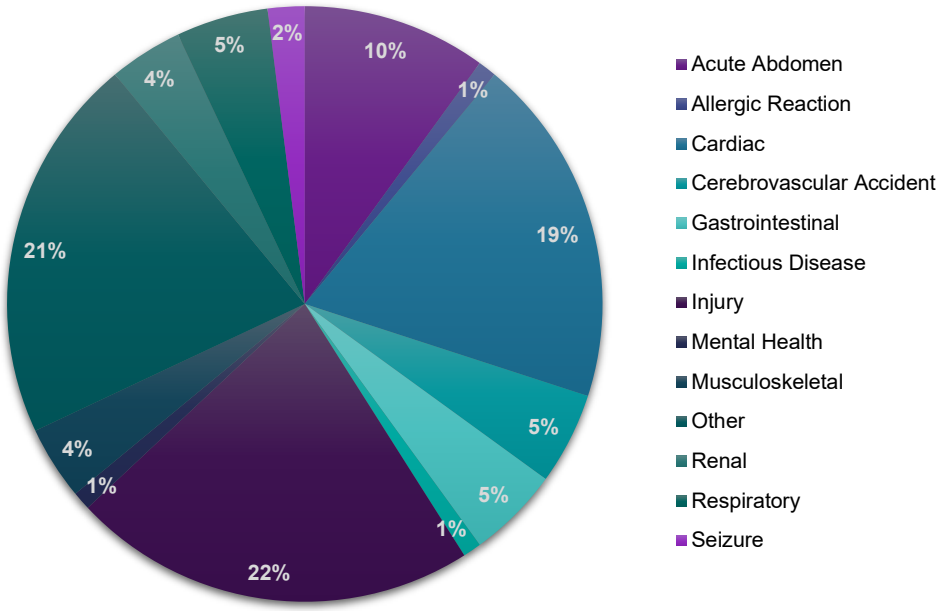
Figure 12 presents a comparative view of the age distribution between the offshore workforce who required medical evacuation (medevac) and the general offshore population. It is important to note that although there is a general trend for increasing medevacs in each age group there is a disproportionately high peak with under 20s. A 2025 scoping review in *International Maritime Health* [2] found that, among offshore workers, younger personnel (including those in their 20s) are more frequently medevac’d for injuries, while older workers are more often evacuated for chronic health conditions. This suggests that inexperience, risk-taking, or physical job roles may contribute to higher injury rates among younger staff.

- **Trauma and physical injuries are leading causes:** Trauma such as falls, accidents, or musculoskeletal injuries, are a primary reason for medevacs among younger offshore workers. These roles often involve manual labour, which carries higher risk for acute injuries.

[2] Fenn, A. *Int Marit Health*. Medical evacuations from offshore oil and gas installations — an exploratory scoping review, 2025.

- **Physical demands and inexperience:** Younger workers may be assigned more physically demanding or hazardous roles and may have less experience recognising and mitigating risks.
- **Risk-taking behaviour:** There is evidence from occupational health literature that younger adults are more likely to engage in risk-taking behaviours, which can increase the likelihood of accidents and injuries.
- **Mental health and adjustment:** While not the primary driver, mental health challenges and the stress of adapting to offshore life can also contribute to medevac rates in younger age groups.

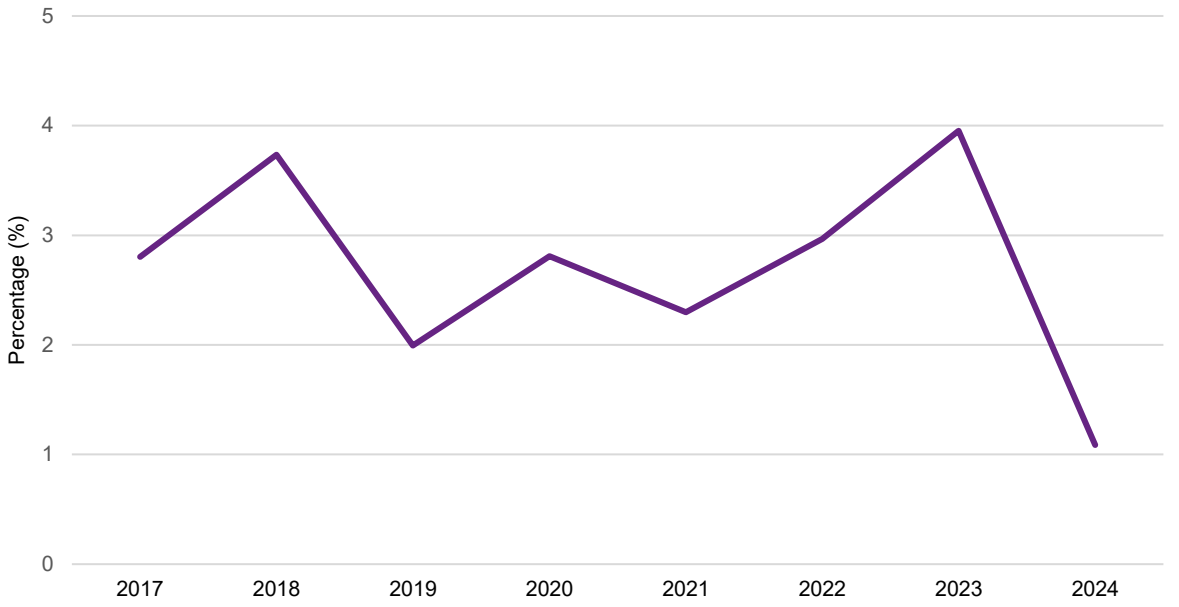
Figure 13: Reasons for emergency medical evacuations



Source: MCA, 2025

4.2.1 Annual altered mental state evacuations

Figure 14: Poor mental health category as a percentage of total medevacs 2017 – 2024



Source: MCA, 2025

4.2.2 Mental health

It has been acknowledged that workplace factors can contribute to common mental health conditions and exacerbate pre-existing conditions. Workplace stress is a contributor to poor workplace mental health, as are shift work and periods away from home and the work environment offshore. The population is now better informed and more aware of mental health issues, and recent campaigns to encourage people to speak up and identify concerns have been effective with stigma being reduced.

Although there was a decrease of mental health-related medevacs carried out by the coastguard in 2024. Industry arranged compassionate flights and compassionate removal of personnel via scheduled flights are not reflected in the figures and therefore the total number is likely to be higher.

OEUK continues to share good practice in mental health and workplace stress management leading on these issues to ensure that our member companies are legally compliant.

5 Aviation – Offshore Energy

Offshore helicopter flights remain critical to delivering offshore energy operations, supporting the safe and efficient movement of personnel and equipment to and from installations. In 2024, offshore helicopter flight hours increased to 53,365 hours for oil and gas, closer to the rolling average. This uptick reflects changes in offshore activity and operational patterns, including the integration of wind operations, which now account for 1.5% of total flying hours.

The UK offshore sector maintained an exemplary safety record in aviation, with zero fatal and zero reportable helicopter accidents in 2024. This continues a multi-year trend of outstanding safety performance. The increase in returned-to-base events—from 78 in 2023 to 87 in 2024 is below the proportionate increase in flight hours.

The sector's proactive approach—rigorous compliance, regular training, and investment in modern fleets—has been crucial in sustaining and improving safety outcomes despite the total number of helicopters in fleet decreasing by 3 (5%) since 2023.

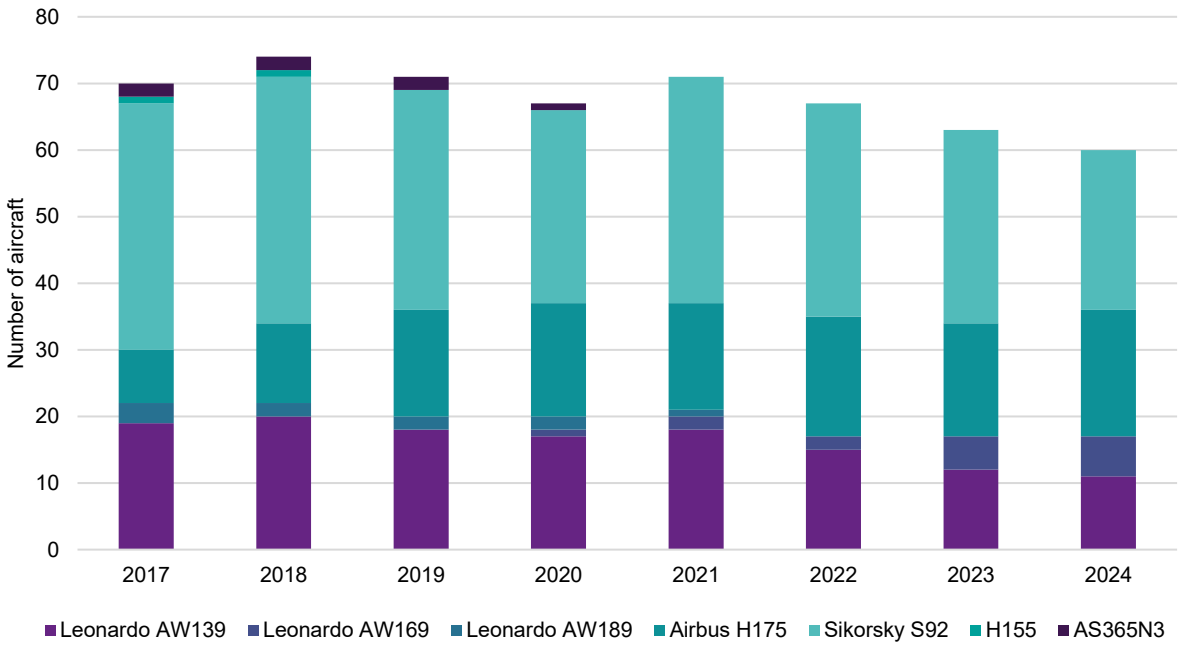
5.1 Helicopter types & utilisation

Table 2: Offshore Energy Fleet

Type	Weight Class	Introduced	In Fleet 2024
Leonardo AW139	Medium	2005	11
Leonardo AW169	Medium	2020	6
Airbus H175	Medium	2016	19
Sikorsky S92	Heavy	2005	24

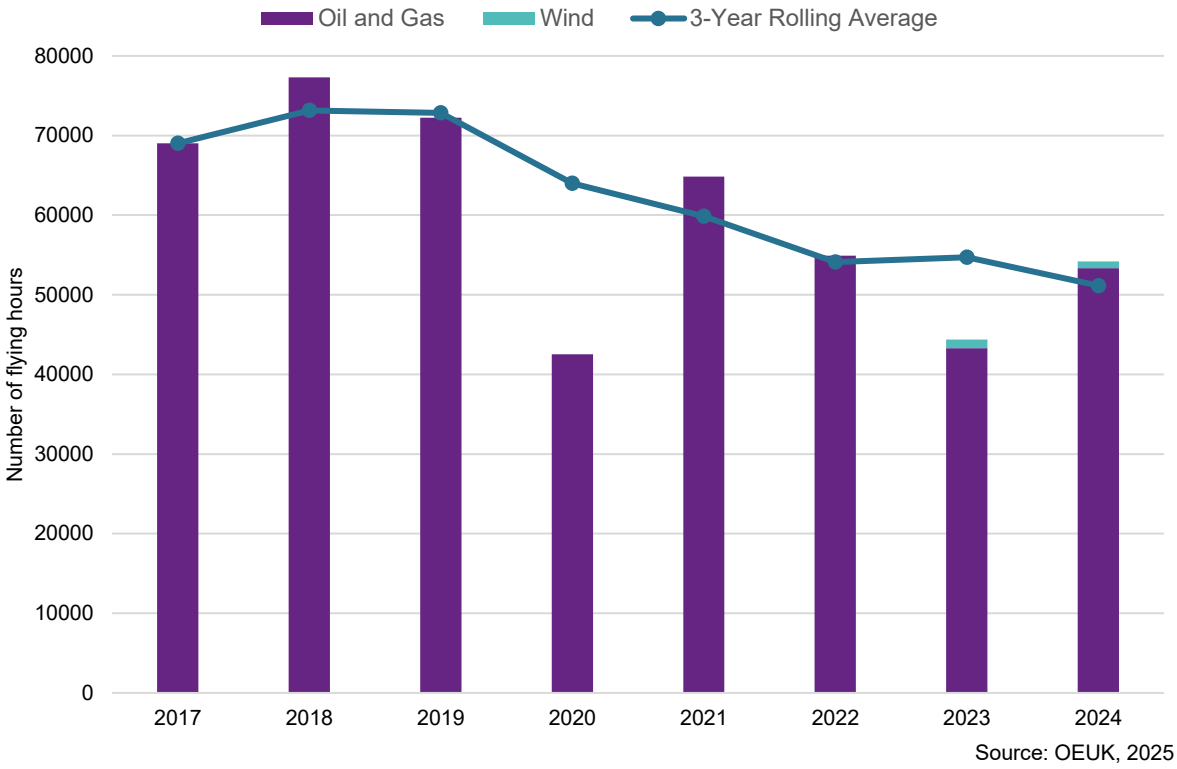
Source: OEUK, 2025

Figure 15: Number of aircraft by airframe type in joint North Sea fleet



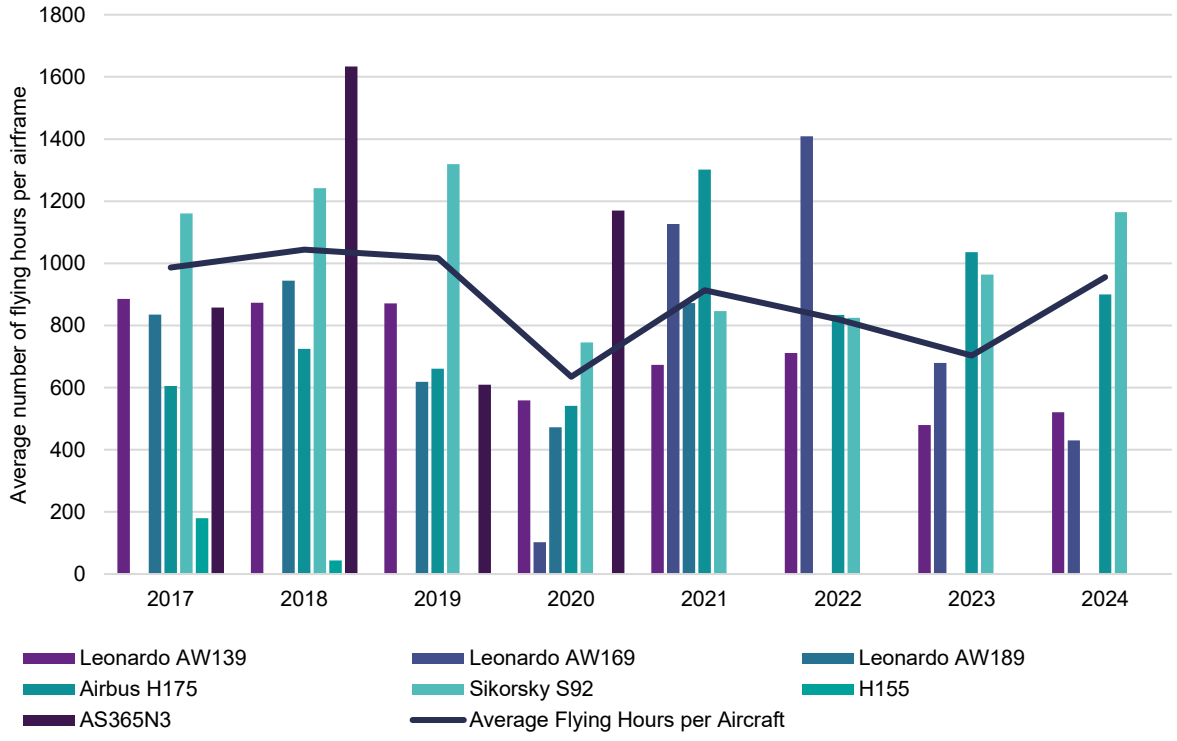
Source: OEUK, 2025

Figure 16: Total UK flying hours across fleet



Source: OEUK, 2025

Figure 17: Average flying hours per airframe across all helicopter operators



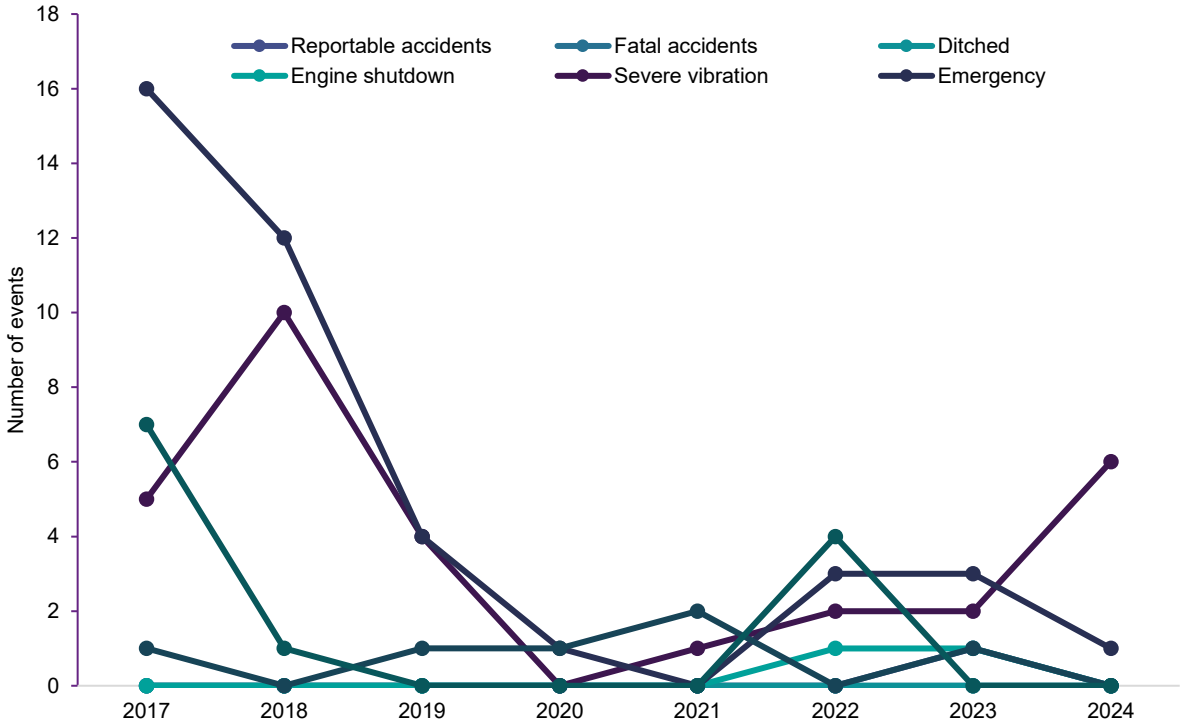
Source: OEUK, 2025

5.2 Helicopter performance indicator trends

The safety of offshore helicopters remains good despite global incident data indicating continued safety challenges. Aviation as a sector has a greater focus on leading indicators and near-misses. An overview of helicopter performance indicators, reflecting both operational activity and safety outcomes in the UK offshore sector.

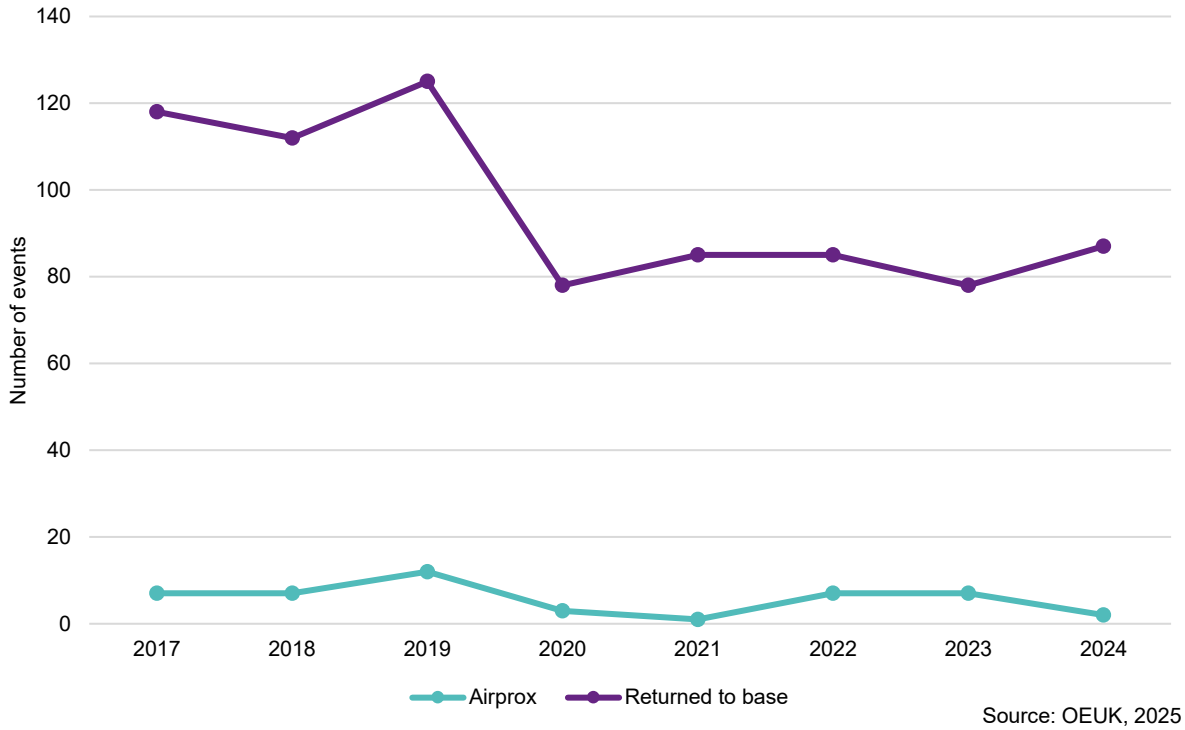
- **Returned to Base:** There were 87 returned-to-base events in 2024, up from 78 in 2023. This reflects the increase in flying hours recorded for the period.
- **Airprox (Aircraft Proximity Incidents):** Only 2 airprox events were recorded in 2024, a significant decrease from 7 in 2023, suggesting improved situational awareness and airspace management.
- **Engine Shutdowns, Lightning Strikes, Component Failures:** All of these indicators were at or near zero in 2024, continuing the low level or reported leading indicators.
- **Vibration:** Although there was an increase in instances of severe vibration this reflects the comprehensive monitoring systems adopted in helicopters to measure critical parameters and identify component failure. Health and Utilisation Monitoring Systems (HUMS) were first introduced by industry in the North Sea in the 1990s.

Figure 18a: Aviation performance indicator trends (all fleets)



Source: OEUK, 2025

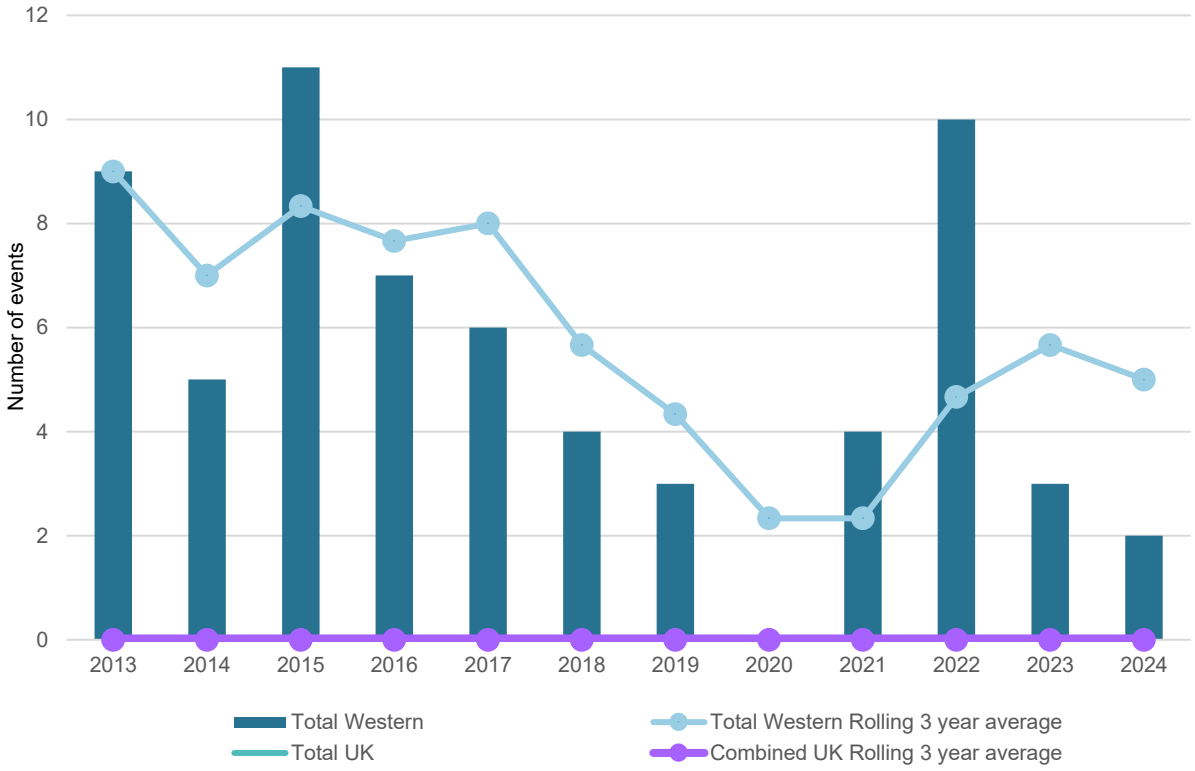
Figure 18b: Aviation performance indicator trends



Source: OEUK, 2025

5.3 Incidents in the UK compared with overseas

Figure 19: Fatal and non-fatal incidents in the UK versus Western Regions



Source: HeliOffshore, 2025

5.4 Aviation summary

The UK offshore sector reported zero fatal and zero reportable helicopter accidents in 2024, maintaining a multi-year trend of exemplary safety performance. Offshore helicopter flight hours bounced back to 53,365 hours.

Aircraft Proximity Incidents fell sharply from 7 in 2023 to just 2 in 2024, reflecting enhanced situational awareness and airspace management. With Engine Shutdowns and Lightning Strikes all at or near zero in 2024, highlighting the effectiveness of maintenance and operational controls.

In summary, 2024 saw continued improvements in offshore aviation safety, with no fatal or reportable accidents, fewer operational disruptions, and a strong focus on modern fleets and compliance. These achievements reflect the sector's commitment to continuous improvement and proactive safety management.

6 Conclusion and look ahead

The 2025 OEUK Health & Safety Insight Report underscores the offshore energy industry's unwavering commitment to the safety and wellbeing of all personnel. While the sector continues to set global benchmarks for safety performance, 2024 data reveal both progress and persistent challenges that demand ongoing vigilance and proactive management.

7 Glossary

A&E	Accident & Emergency
BEIS	Department for Business, Energy & Industrial Strategy (now DESNZ and Department for Business & Trade)
CAA	Civil Aviation Authority
Dangerous occurrences	Certain specified events as defined in RIDDOR 2013, including dropped objects, HCR, fires, or explosions
Duty holder	In relation to a production installation, this means the operator,and in relation to a non-production installation, the owner
HCR	Hydrocarbon release(s)
HSE	Health and Safety Executive
IOGP	International Association of Oil & Gas Producers
KPI	Key Performance Indicator
Lagging indicator	Output oriented measurement of past performance
Leading indicator	Input oriented prediction of future performance
NSTA, NSTD	North Sea Transition Authority, North Sea Transition Deal
OMAR	Offshore Major Hazard Regulator
OSD	Offshore Safety Directive
Over-seven-day injuries	Accidents that cause an employee to be away from work or unable toperform their normal work activities for more than seven consecutive days
Personal safety	Protecting an individual from harm
Process safety	Managing major hazards that could lead to multiple casualties, such as fires, explosions, or structural collapse
Production efficiency	The total annual production divided by the maximum production potential of all fields on the UKCS
Release	An unintentional discharge of oil or chemicals
UKCS	UK Continental Shelf

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