

ENERGY SERVICES AGREEMENT

Workforce Engagement Forum

On 25th August 2021, we held our second ESA workforce engagement forum, during the 2-hour session we covered a range of subjects and received encouraging feedback on what has been achieved so far in 2021. This newsletter provides you with a summary of what was covered and links to where you can find out more.

Thank you to the following workforce representatives who attend the session –

David Dunsmore, Wood on the Solan
Harjinder Singh, Wood on the Brae
Peter Welsh, Wood on the Shearwater

Don McKendrick, Altera on the Hummingbird
Johnnie Carr, Wood on the Nelson
Simon Van Dijk, Wood on the

If you are a trade union or employee representative and would like to take part in the next forum, please get in touch via esa@oguk.org.uk with your details for an invite to be issued. The next meeting is **17th November 2021 from 1pm till 3pm**. This is planned as an on-line event at this time; however, we are hoping to meet face to face in the near future.

Implementation of the ESA



All 14 ESA signatory companies have now implemented the new terms and conditions as outlined in the [Energy Services Agreement](#).

If you have any questions or feedback on the implementation of the ESA, please get in touch – ESA@oguk.org.uk

2022 Rate Increase

The overall increase to the minimum base paid rate, effective 1 January 2022, is **2.32%** and how this has been calculated is set out below.

The average inflationary percentage (CPI%) from August 2020 through to July 2021 has calculated a CPI% increase of **1.02%**, which will be applied to define the **new minimum base rate**.

For the same period the average oil and gas price has resulted in an additional **1.30%**. This is added to the minimum base rate to define the **new minimum paid rate**.

Reminder - the % adjustment is only applicable to the minimum base rate. Your employer will provide you with details of how this is applied if you receive payment over and above the minimum base rate.

More details on how the increase is calculated can be found in [Appendix 4 Rate Adjustment Mechanism](#).

Codes of Practice – now published

Two of the five Codes of Practice have now been published click on either of the following to open.



The remaining three CoP's will be available by the end of 2021 and an update will be provided in the next issue of this newsletter.

Connected Competence

The Connected Competence delivery group have been working on the material required to roll out Connected Competence to the Transient Workforce.



Eight employers have signed up to Connected Competence and will be communicating with you to provide an overview.

The objective of Connected Competence is “to ensure everyone is demonstrating base technical competence so it gives the **individual** and the **team** assurance that everyone is working safely. Connected Competence employers are all working to the same standard, so your competence verifications are recognised and transferrable.” This involves workers signing up to the scheme and requires short technical tests that are refreshed every 3-4 years and are recognised and accepted by the majority of the leading companies in the industry. This short [video](#) explains more.

Upon successful completion, certificates and [digital badges](#) are issued, thus providing the individual with ownership of their own competence records, which allows them to demonstrate and verify their base technical competence.

More details on Connected Competence can be found the dedicated [website](#).

Diversity and Inclusion

The UK oil and gas industry has a rich and diverse heritage, employing people from across the world and from every part of society. However, as with comparable industries, the sector has historically struggled to proportionately reflect the diversity of the workforce as a whole. We know that the industry needs to do more to attract those who reflect the richness of talent in our society, to empower 100% of the capacity within our collective businesses, and to truly unlock the potential that everyone has to offer.

The [OGUK Diversity & Inclusion Task Group \(D&ITG\)](#) was created to drive the agenda on diversity and inclusion in the sector, catalyse action and share good practice. Last year it launched the 2020 Diversity and Inclusion (D&I) survey to engage directly with the workforce and gain a more complete understanding of the current position of diversity and inclusion in the sector, in order to focus its drive for change and ensure continuous improvement. The report, produced alongside RGU, titled '[Building a Baseline](#)' not only gave industry a much needed snapshot into its current D&I performance, but also highlighted areas of focus to create an equal and inclusive industry.

From an offshore perspective the respondents felt **managerial oversight** and **flexibility** were the key areas for improvement.

Careers & Opportunities	My manager helps me in planning and achieving my goals	5.5
	I feel promotion processes are done in a fair way	5.9
Organisation	My organisation has clearly communicated its D&I targets and goals	6.2
	My organisation actively sponsors or participates in D&I communities/events	5.9
Leadership	My manager sets clear standards for the team on creating an inclusive environment	6.4
	My manager is a good role model when it comes to creating an inclusive working environment	6.4
Flexibility	My organisation has clearly communicated its flexible working arrangements	5.4
	My organisation promotes and supports flexible working	5.4
	My organisation provides quality technology and IT infrastructure support to enable flexible working	5.7
	I feel that flexible working is no barrier to my progression	6

The task now is to create an action plan for how we improve these results ahead of the next survey, therefore we would appreciate any feedback you are willing to provide on the subject please get in "touch" with your suggestions.



North Sea Transition Deal (NSTD)

The UK oil and gas industry has struck a Deal with the UK Government that puts the sector at the heart of the country's climate change strategy.

The Deal looks to support employment, the economy and create a new generation of greener energy jobs and enable workers to move easily between different energy sectors.



We are interested to find out what more you want to know about the NSTD. Click "ear" to let us know.