



<b>FAQs for Industry Safe Weight Limit</b>		 
Revision: 2.1 Updates in blue	Date 20/04/2026	

<b>Questions about the policy development</b>	
Why is a safe weight limit policy required?	<p>Workers weights have been increasing over the last 60 years. Over a third of offshore workers are now above 100kg.</p> <p>This presents multiple risks related to safe evacuation via lifeboat or helicopter and rescue from the sea or installation.</p> <p>Installation duty holders must ensure that all persons can be rescued.</p>
What is the OEUK offshore safe weight limit?	The clothed weight limit for offshore workers is 124kg, including a 0.7kg safety margin. This is to ensure safe evacuation and rescue, particularly by search and rescue helicopter winch.
Why is the margin just 0.7kg, the flight suit and lifejacket weigh more than that.	<p>The risks relate to rescue from offshore installations not from water where usually a rescue strop not a stretcher is used. The strop gives a significant margin more during stretcher rescue.</p> <p>Data indicates that workers do not put on weight when offshore on average, some lose weight, so 0.7kg of a margin is reasonable.</p>
What is the most acute issue?	<p>The search and rescue helicopters in the UK, Norway, and Netherlands all have the same type of winch. When you consider the weight of the winchman paramedic, and the rescue kit it only leaves a remaining 124.7kg for a patient.</p> <p>Anyone requiring rescue by search and rescue helicopter over 124.7kg cannot be guaranteed rescue.</p>
Why not get a stronger winch or winch cable.	<p>The Winch has been certified for operating with human external cargo by the European Union Aviation Safety Agency which are followed by the UK Civil Aviation Authority. Changes in specifications and certification can take years.</p> <p>Even with a stronger winch the winchman will still have to manually get the stretcher into the helicopter which is obviously harder with heavier casualties.</p> <p>OEUK has commissioned a detailed technical report available here: <a href="#"><u>Microsoft Word - OEUK Technical Note SAR Heli Hoists Stretchers FINAL</u></a></p>
Why can't we get lighter stretchers?	The stretcher in use is the LSC 406 TiF which is already a lightweight titanium stretcher; but much of its weight comes from 2 additional areas, the vacuum mattress/blanket (for spinal immobilization and hypothermia), and the float system. The vac



	<p>mat and the blanket are clinical requirements that are overarching and cannot be removed.</p> <p>The float system is in place in response to many years of SAR lessons learned, where stretcher floats have proved pivotal in saving either the life of the winch paramedic or the person in the stretcher, if a stretcher ends up in water, patients and paramedic will not sink and shouldn't drown.</p> <p>Each rescues stretcher must be secured inside the helicopter and therefore it is not just a case of changing a stretcher but also refitting the helicopter.</p> <p>OEUK has commissioned a detailed technical report available here: <a href="#"><u>Microsoft Word - OEUK Technical Note SAR Heli Hoists Stretchers FINAL</u></a></p>
<p>Can we winch casualties without a winchman, using a tagline – like they might do in Norway</p>	<p>Unfortunately, Norway operates with a different crewing strategy with additional rescue nurses in each helicopter that then allows for successful and safe stretcher cabin entry in those circumstances. Without additional personnel in each helicopter the winchman must be winched with the patient to allow for successful and safe cabin entry for the casualty.</p>
<p>Could the weight of helicopter winchmen continue to increase, squeezing the remaining figure for the casualty.</p>	<p>The winchmen paramedics are already below the average weight of offshore workers, due to the highly physical nature of their job they are in good shape, and physically fit, it is not believed to be an issue.</p> <p>The physically demanding nature of the job is also why we can't just find smaller winchmen.</p>
<p>Is this problem specific to offshore oil and gas?</p>	<p>Yes and no. The weight increase is common across all of the UK population and aligns with NHS data.</p>
<p>Does the weight limit apply to all offshore installations?</p>	<p>Yes, it applies to installations with accepted Safety Cases under the Offshore Installations (Offshore Safety Directive) (Safety Case etc.) Regulations 2015</p>
<p>Do other countries have safety weight limits?</p>	<p>Norway has a weight restriction within its medical and the Netherlands are also considering limiting workers weight offshore.</p>
<p>My installation has a helideck can the helicopter not just land and pick up a casualty.</p>	<p>On many installations the helicopter can land most of the time, it is rare that the conditions would require a winch rescue, however the (Prevention of Fire and Explosion and Emergency Response) Regulations 1995 require that installation duty holders have means of evacuation, escape and rescue for all people.</p> <p>For some installations such as floating installations such as semi-subs or FPSOs the conditions that exclude helideck landings are more common.</p> <p>The large search and rescue helicopter are too heavy for the helideck on some older normally unmanned installations.</p>

<p>Why are marine vessels not included?</p>	<p>The marine industry has different safety regulations than offshore installations. The industry is governed by a mixture of international and national legislation. There are different regulatory expectations and duty of care.</p> <p>Nevertheless, it is likely that the risks to heavier workers will be addressed in the marine sector in due course too.</p>
<p>This would appear to be a big risk for fishermen, but they don't have a weight limit.</p>	<p>UK fishing operates under different prescriptive regimes, accepts higher inherent risk. Fatalities are 100 times more likely to occur in fishing than oil and gas.</p> <p>This reflects the high standards and goal setting regime of offshore oil and gas.</p>
<p>Is it unfair that this limit applies to oil and gas and not those involved in leisure pursuits such as hillwalking or boating?</p>	<p>It is appropriate that those who are required to be at greater risk through their employment have appropriate reliable means of rescue.</p> <p>SAR crews should not be expected to routinely break safe operating limits to rescue people at work.</p>
<p>How many workers may be impacted?</p>	<p>OEUK estimate less than 5,000 workers will be impacted to varying degrees with most able to achieve the weight limit through weight loss.</p>
<p>The 5,000 figure has been report is greater than the 4.7% figure previously reported.</p>	<p>Yes, 5,000 is all affected, including those below the weight limit who might get a reduced duration medical certificate.</p> <p>The 4.7% figure is based on 125kg in 2022.</p> <p>The exact data for 2024 is 2405 individuals on Vantage with weight records above 124kg. That is 6% which is in line with 2022 data.</p> <p>There is roughly a similar number between 115 and 124 who will be affected leading to the total 5,000 number of all individuals who might be impacted to a lesser or greater extent.</p> <p>There is a caveat to all of these numbers in that the Vantage data includes an unspecified amount of PPE for their helicopter travel between 3 - 7kg each helicopter operator uses different figures, so the figures are conservative. In practice some operators are reporting closer to 2.5% when reviewing their own workforce. that would be about 1000 records total on Vantage.</p>
<p>Does the policy exclude muscular people who are fit and healthy?</p>	<p>No, the issue related to weight regardless of fitness or muscle mass. That is because those individuals could also fall ill or be injured requiring rescue by SAR helicopter winch.</p>
<p>Have the unions been consulted?</p>	<p>We have kept Unions informed of the policy development and have listed to their concerns about workers losing their jobs. This has helped us form the policy including the phased supportive implementation plan.</p>
<p>How can I find out more information?</p>	<p>OEUK has a detailed comms plan and has all relevant documents available on our website: <a href="#">Safe weight limit policy   Offshore</a></p>

	<p><u>Energies UK (OEUK)</u>, that has all the information anyone needs plus a communications pack for employers.</p> <p>We'll also be keeping people up to date via social media.</p>
How frequent is the need for winching- is the policy disproportionate.	<p>The frequency of winching will depend on the installation type, with fixed installations requiring it less than NUIs in the SNS for example where S92 often cannot land under any conditions. The government SAR helicopter reports a small number – just 2 in three years. However, the industry SAR helicopters who are often deployed first report 15% or casualty evacuations are by winch.</p> <p>Although offshore helicopter winch evacuation is a major factor in determining the weight limit it is not the only risk that the weight limit mitigates including aspects related to lifeboats, stretcher rescue etc.</p> <p>The legal duties apply to all persons.</p>
<b>Questions about the policy</b>	
When does the policy come into effect?	<p>The policy was launched on 1<sup>st</sup> November 2025 , with full implementation on 1<sup>st</sup> November 2026. Restrictions related to the duration of medicals begin on 1<sup>st</sup> February 2026:</p> <ol style="list-style-type: none"> <li>1. Introduction &amp; Awareness - complete</li> <li>2. Transition – from 1<sup>st</sup> February 2026</li> <li>3. Mandatory Implementation Date – 1<sup>st</sup> November 2026</li> </ol>
What happened during the <b>Introduction and Awareness</b> Phase?	<p>The Introduction and Awareness Phase ran from 1<sup>st</sup> November 2025 to 31<sup>st</sup> January 2026.</p> <p>During this time, OEUK was communicating about the policy, and employers are likely to have engaged with their workforce to explain what the policy means for you and what support will be available for those affected.</p> <p>We hope many workers have made some real weight loss progress during this phase.</p>
What happens during the <b>Transition</b> Phase?	<p>The Transition phase runs from 1<sup>st</sup> February 2026 to 31<sup>st</sup> October 2026</p> <p>During this time people with a weight above 124kg will need to begin to lose weight. This 6-month period should be long enough for most workers to get below the 124kg weight limit.</p> <p>Medical examiners will begin to issue reduced duration certificates for workers over or close to the 124kg limit to ensure that workers are aware of the up-coming restrictions.</p> <p>OEUK will continue to communicate the changes, and you should engage with your employer to find out about the range of options available to support your weight loss.</p>

	<p>We want you to have the greatest success during this time.</p>
<p>Is the policy really going to be rolled out?</p>	<p>Some workers are convinced that the industry will not manage to implement the policy and therefore feel there is no need to lose weight.</p> <p>The policy is a safety measure that relates to a broad range of offshore activities where the risks cannot be mitigated by other means. Therefore, there is a strong requirement to implement it.</p> <p>Workers are advised not to ignore the transition period, as there is likely to be an impact on their ability to travel offshore, and therefore their employment in November 2026.</p> <p>Anyone who is worried should contact their employer as soon as possible.</p>
<p>I know people planning to do nothing and then raise an employment tribunal claim, what should I tell them?</p>	<p>The policy has had a legal review as part of its development. The policy has been signposted for 12 months giving time for individuals to sustainably lose weight in time for the implementation period.</p> <p>Workers who have not engaged with their employers and taken reasonable steps to align with the policy will not be in a strong position for a claim.</p> <p>Employers who have reached out and offered support, and considered appropriate changes and adjustments for employees are likely to have discharged their own legal duties.</p>
<p>What happens at the <b>Mandatory Implementation</b> date?</p>	<p>The Mandatory Implementation date is 1<sup>st</sup> November 2026.</p> <p>After this date no workers over 124kg will be allowed to travel offshore.</p> <p>You will not be given a medical certificate by an OEUK medical examiner.</p> <p>Prior to mobilisation you may be asked to check your weight before travelling to the heliport to ensure that your weight has not crept up over the 124kg in the time since your last medical. You should let your employer know if you think you are over the 124kg before mobilising.</p>
<p>Will there be support for workers needing to lose weight?</p>	<p>Yes, employers are encouraged to provide access to weight loss programmes and support services, with NHS and other resources signposted in the guidance.</p> <p>Step Change in Safety will be providing material on healthy living and weight loss throughout 2026.</p>

<p>What happens if I exceed the weight limit at my OEUK medical?</p>	<p>If you go for an OEUK medical during the Transition phase you will be issued a medical with a reduced duration to 31<sup>st</sup> October 2026. You will have to attend a medical assessment shortly before then to demonstrate your weight is below 124kg.</p> <p>After the mandatory compliance phase from 1<sup>st</sup> November 2026, you will not be issued a fitness to work certificate if you are over 124kg.</p>
<p>Will there be different arrangements for those using the OEUK medical abroad?</p>	<p>Yes. The OEUK medical is used by 200,000 workers around the world each year. Only 40% of workers are UK based therefore we have updated the medical guidelines (Issue 8.1 February 2026) to allow international workers to get a certificate without applying the UK Safe Weight Limit.</p>
<p>Can I still travel offshore if I have a valid medical certificate but weigh over 124kg at the heliport?</p>	<p>Yes, until the Mandatory Compliance date of 1<sup>st</sup> November 2026.</p> <p>After the mandatory compliance date, you will not be permitted to travel offshore if you weigh over 124kg at check-in, regardless of your certificate</p>
<p>What happens if I've measured myself at home on the bathroom scales and I was just below 124kg but I am slightly over it a few hours later at the heliport?</p>	<p>After 1<sup>st</sup> November 2026 you will not be allowed to travel.</p> <p>Heliports have calibrated scales required by aviation regulations and these are regarded as the most accurate and authoritative weight.</p> <p>We hope these occasions are rare and disruption is minimal.</p> <p>You should contact your employer and operator before leaving the heliport to check their arrangements for this eventuality.</p>
<p>What if my weight fluctuates during a trip offshore?</p>	<p>Our weight always fluctuates slightly hence there is a 0.7kg margin.</p> <p>There will not be a weight restriction on the homeward helicopter flight.</p>
<p>Does the weight limit apply to return (onshore) flights?</p>	<p>No, the restriction applies only to outbound (offshore) flights.</p> <p>There will not be a weight restriction on the homeward helicopter flight.</p>
<p>Why is the weight limit only for outbound flights?</p>	<p>The main risk we are managing is related to the weight of workers during their time on offshore installations, the risks relate to winching, lifeboat capacity, life rafts, stretcher and stretcher parties, working at height, and confined space entry to name a few. It is not in relation to the helicopter transport to and from the installation.</p> <p>Therefore, there is no requirement for an inbound flight restriction as the person is flying away from the location of the risk.</p> <p>Data shows that workers usually lose weight when offshore, therefore the likelihood of individuals weight increasing over</p>

	<p>the limit is less, and they should be aware of being close to the limit and should behave appropriately. However, if their weight did increase offshore then an inbound weight restriction would leave them stranded offshore where their risk is greatest.</p> <p>If a helicopter does have to make a controlled landing on water, it is most likely individuals will be rescued via the rescue strop rather than the stretcher giving a significant additional weight margin, and when people are in the water, for any reason, it is regarded as life threatening by SAR and they are more likely to exceed safe limits to rescue all persons.</p>
<p>Why is it my clothed weight that is measured and what does this mean?</p>	<p>Your clothed weight including shoes in line with the existing travel policy will be used as it is representative of how you will be dressed at work, is practical at the heliport and relates to an existing policy that is well understood.</p> <p>The weight limit does not include the workers offshore helicopter flight suit or life jacket, or any other PPE. This does not need to be considered for most rescue scenarios.</p> <p>You should attend an OEUK medical with clothing appropriate to the clothing policy at the time of the medical.</p> <p>The fully clothing policy can be found here:  <a href="https://www.stepchangeinsafety.net/resources/standard-clothing-policy/">https://www.stepchangeinsafety.net/resources/standard-clothing-policy/</a></p> <div data-bbox="646 1131 1320 1749" style="border: 1px dashed gray; padding: 10px;"> <div style="border-bottom: 1px dashed gray; padding-bottom: 10px;">  <p><b>SUMMER</b></p> <p><b>1st June to 30th September &gt; 10°C</b>  <b>2 layers</b> (inc one long sleeve top)</p> <p><b>Suggested combination; t-shirt, jumper &amp; trousers</b></p> </div> <div style="padding-top: 10px;">  <p><b>WINTER</b></p> <p><b>1st October to 31st May &lt; 10°C</b>  <b>3 layers</b> (inc one long sleeve top)</p> <p><b>Suggested combination; long sleeve top, short sleeve top, jumper &amp; trousers</b></p> </div> </div>
<p>What happens if somebody above 124kg is on a vessel in the 500m zone</p>	<p>Nothing. The marine industry has a different medical process and different regulations.</p>

	<p>The restrictions detailed here relate to offshore travel only and the OEUK medical and are not a blanket restriction.</p>
<p>Does this limit affect rescue from water?</p>	<p>No, for helicopter rescue water rescue is a lifesaving situation where the search and rescue teams will do everything possible to rescue people.</p> <p>They will usually use a rescue strop not a stretcher giving 29kg of additional margin, and the winchman can cut suits to release trapped water.</p> <p>The limit does improve the likelihood of rescue from the water into EERV vessels and Fast Rescue Craft which have limitations on their mechanical lifting devices.</p>
<p>What is the reasoning behind having limits set over 2 stone below the cut off &amp; why have these limits been set at these levels?</p>	<p>Starting weight checks at 115kg is seen as appropriate to support the management of individual weights as the policy is rolled out and has been developed by safety professionals and medical professionals. This considers medical evidence related to the challenges for individuals in maintaining weight loss after a focussed period of weight loss.</p> <p>We updated the OEUK medical guidelines (Issue 8.1 February 2026) to recognise that for many workers in this category only a regular weight check is required, this should be a quick and efficient process. We have allowed for the frequency of weight checks can be extended for those with good weight control.</p>
<p>Are there exceptions for critical workers?</p>	<p><a href="#">No there are no exceptions to the policy, it applies to everyone.</a></p>
<p>Does the limit apply to helicopter pilots or maintenance crew who might land on an installation or be weathered on overnight.</p>	<p>No, the limit applies to offshore workers assigned to roles on offshore installations who have an OEUK offshore medical.</p> <p>The frequency of pilots spending any significant on offshore installations is very limited, and the maintenance workers would fall under the exception above and are usually winched down to sort helicopters that have had technical issues on helidecks. They are not winched with a stretcher so there is plenty of margin.</p>
<p>What if somebody does not lose weight?</p>	<p>We hope all workers will chose to take the opportunity and support to lose weight but acknowledge that for some workers it may be very hard.</p> <p>Ultimately if a worker is over 124kg after the mandatory compliance date they will not be considered safe to be offshore and will not be able to work offshore.</p>
<p>What about fit and muscular people who are very fit but above 124kg</p>	<p>The weight limit is independent of fitness, health or muscle mass. If a person is above 124kg they cannot be guaranteed rescue and as such are covered by the limit. Therefore, it applies to all people.</p> <p>Research by medical experts indicates that the number of individuals in this category are likely to be smaller than first assumed but we do not have accurate data on this so OEUK will continue to monitor and consider the issue.</p>

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<p>If I lose weight do I need to repeat RPE face-fit testing?</p>	<p>Face-fit testing: <a href="#">HSE guidance</a> highlights that A fit test should be repeated whenever there is a change to the RPE type, size, model or material, or whenever there is a change to the circumstances of the wearer that could alter the fit of the RPE; for example:</p> <ol style="list-style-type: none"> <li>1. • <b>weight loss or gain;</b></li> <li>2. • substantial dental work;</li> <li>3. • any facial changes (scars, moles, effects of ageing etc) around the face seal area;</li> <li>4. • facial piercings;</li> <li>5. • introduction or change in other head-worn personal protective equipment (PPE).</li> </ol>
<p>Will the policy be reviewed or updated?</p>	<p>OEUK will continue to review the policy considering operational experience, legal developments, and stakeholder feedback. For example, updates to the OEUK offshore medical to clarify the weight check process.</p>
<p>If read through all of these FAQs and I am still confused about expectations, what should I do?</p>	<p>Firstly, you should contact your employer who will be able to talk with you and help you understand what it means for you and what support is available.</p> <p>You can also contact OEUK on <a href="mailto:info@oeuk.org.uk">info@oeuk.org.uk</a> and the Health and Safety Team will answer questions.</p>