



# WHAT A JUST TRANSITION PLAN LOOKS LIKE FOR OFFSHORE WORKERS

- Publicly fund the Offshore Training Passport and ban the 3-on 3-off roster.
- Extend the coverage of existing collective bargaining agreements, where necessary across developers and contractors in all offshore energy sectors.
- First refusal for oil and gas workers for equivalent jobs in offshore wind, carbon capture and storage, decommissioning and hydrogen.
- Apply the Employment Rights Bill to the offshore sector.
- Action to train more offshore and supply chain workers to prevent use of visas and work permits to meet skills gaps.
- Mandate the use of Scottish and UK ports and infrastructure in all offshore energy projects.
- 100% of jobs on ScotWind contracts to decarbonise North Sea oil and gas production to be offered to Scotland's offshore workers first.
- Mandatory trade union access to the offshore workplace and full implementation of the Offshore Installations (Safety Representatives and Safety Committees) Regulations 1989.
- Increase the number of inspectors in the HSE Energy Division.
- Oppose the return of Super Puma models, including through the Offshore Helicopter Safety Leadership Group.
- Set out a legally binding plan to guarantee to protect your job, skills, safety and livelihoods from any detriment.
- All offshore workers to protected by mandatory trade union collective bargaining.

# RMT – TIME FOR A PLAN TO SAVE NORTH SEA JOBS

Over 200,000 jobs have gone across the offshore oil and gas industry in the last decade. New green energy industries claim that 156,000 offshore workers will be employed by 2030\* but the much heralded 'just transition' is a mirage for offshore oil and gas workers, who can clearly see the timetable for decommissioning in the North Sea looming large and the oil and gas majors threatening to close down operations prematurely, despite raking in record profits and paying out billions in dividends.

We need certainty and a CLEAR PLAN for our offshore oil and gas members, funded by the UK taxpayer and that is what we are working hard to deliver. Your offshore union RMT is working with the Governments in Westminster and Holyrood to turn the page on 14 years of Tory failure. This includes directing the Office for Clean Energy Jobs to set out a legally binding plan to protect your job, skills, safety and livelihoods from any detriment.

Shell, Total, Equinor and BP are all moving into offshore wind, hydrogen and other sectors where workers and the taxpayer are taking the biggest risk. Contractors, including signatories to the Energy Services Agreement are following this work. So should our members' jobs, skills and livelihoods.

We need to take the pressure off your wages. Offshore workers cannot be expected to pay £7,000 in re-training costs for offshore oil and gas workers with no certainty over jobs and 3-year refresher training in the less hazardous wind sector, especially when the oil and gas levy is clawing back revenue from the multinationals.

Crown Estate Scotland raked in £235m for the development of floating offshore wind capacity like the Green Volt project to reduce emissions from North Sea oil and gas production. Cost free re-training and skills passporting for members in oil and gas can be provided out of these and other public funds.

RMT will get the digital offshore training passport out of this damaging rut, caused by training standards bodies with skin in the game, and rolled out free of charge across the industry.

\*Pg 8 PATHWAYS TO A 'JUST AND FAIR' TRANSITION, Robert Gordon University May 2024



National Union of Rail, Maritime & Transport Workers, 39 Chalton Street, London NW1 1JD  
[www.rmt.org.uk](http://www.rmt.org.uk)

JOIN TODAY

