



Outline

- Offshore environment – facts and personal findings;
- Relevant offshore legislation;
- Offshore medics – myths and realities;
- Medical Fitness for Offshore Work Guidelines, Issue 8.1a, February 2026
- OEUK certification
- Lessons learnt









Important Terminology

- Normally manned installations - POB;
- Normally unmanned installations (NUIs)

- Duty Holder
- Operator
- Owner
- Vendor/ Contractor/ Service Company





Offshore Environment – Facts and Personal Findings – Life Offshore





Offshore Environment – Facts and Personal Findings – Life Offshore



Offshore Environment – Facts and Personal Findings





Offshore Environment – Facts and Personal Findings – Sick Bay





Offshore Environment – Facts and Personal Findings – Sick Bay



Offshore Environment – Facts and Personal Findings – Sick Bay





Offshore Environment – Facts and Personal Findings – Sick Bay





Relevant Offshore Legislation

- **The Health and Safety at Work etc Act 1974 (HSWA)**
- **Management of Health and Safety at Work Regulations 1999 (MHSWR)**
- **The Offshore Installations (Safety Case) Regulations 2005 (SCR05)**
- **The Offshore Installations (Prevention of Fire and Explosion, and Emergency Response) Regulations 1995 (PFEER)**
- **Offshore Installations and Pipeline Works (Management and Administration) Regulations 1995 (MAR)**
- **Offshore Installations (Safety Representatives and Safety Committees) Regulations 1989**

Relevant Offshore Legislation

- **Offshore Installations and Pipeline Works (First-Aid) Regulations 1989 (OFAR), last amended 2015**
 - **Health care and first aid on offshore installations and pipeline works Offshore Installations and Pipeline Works (First-Aid) Regulations 1989. Approved Code of Practice and guidance, 2016, L123**
- **Offshore first-aid training and qualifications for the purposes of the Offshore Installations and Pipeline Works (First-Aid) Regulations 1989, 2019, MS39**



Relevant Offshore Legislation

- Control of Substances Hazardous to Health (COSHH) Regulations 2002
- OEUK Guidelines for Environmental Health for Offshore Installations
- The Control of Noise at Work Regulations 2005
- The Control of Vibration at Work Regulations 2005
- Control of Asbestos Regulations 2012
- Control of Lead at Work Regulations 2002
- Ionising Radiation Regulations 2018
- Health and Safety (Display Screen Equipment) Regulations 1992

Relevant Offshore Legislation

- **The Offshore Installations and Pipeline Works (First-Aid) Regulations 1989 (OFAR) require duty holders to ensure adequate first-aid and basic health care provision for all personnel, including visitors, who are injured or become ill while on offshore installations or pipeline works.**

Offshore T

- OIM
- Catering personnel
- Technicians (instrument, electrical)
- Drillers
- Crane ops
- Scaffolders
- Marine personnel
- Helideck personnel
- Roustabouts / general assistants
- HSE advisers
- Control room operators
- Topside doctors
- Offshore medics



Offshore Medics – Myths and Realities

- Pre-requisite;
- Training;
- “The only one unregulated, unregistered medical professional”;
- Competency;
- CPD – skill degradation;
- Roles and Responsibilities

Offshore

- Shifts

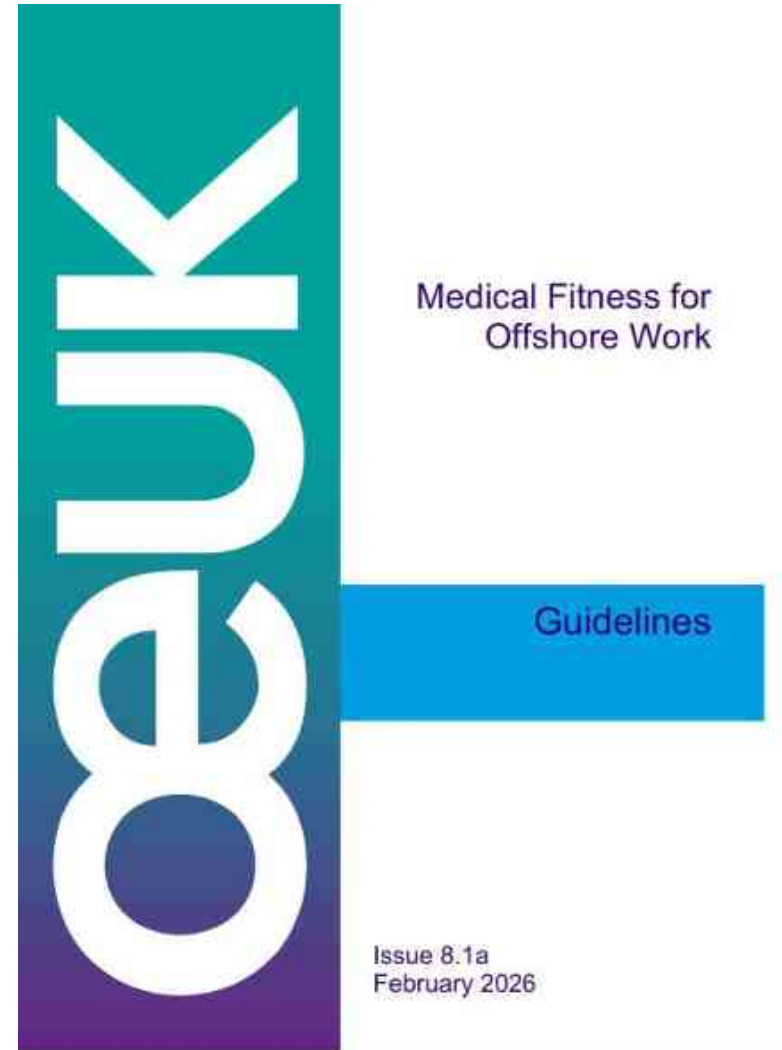
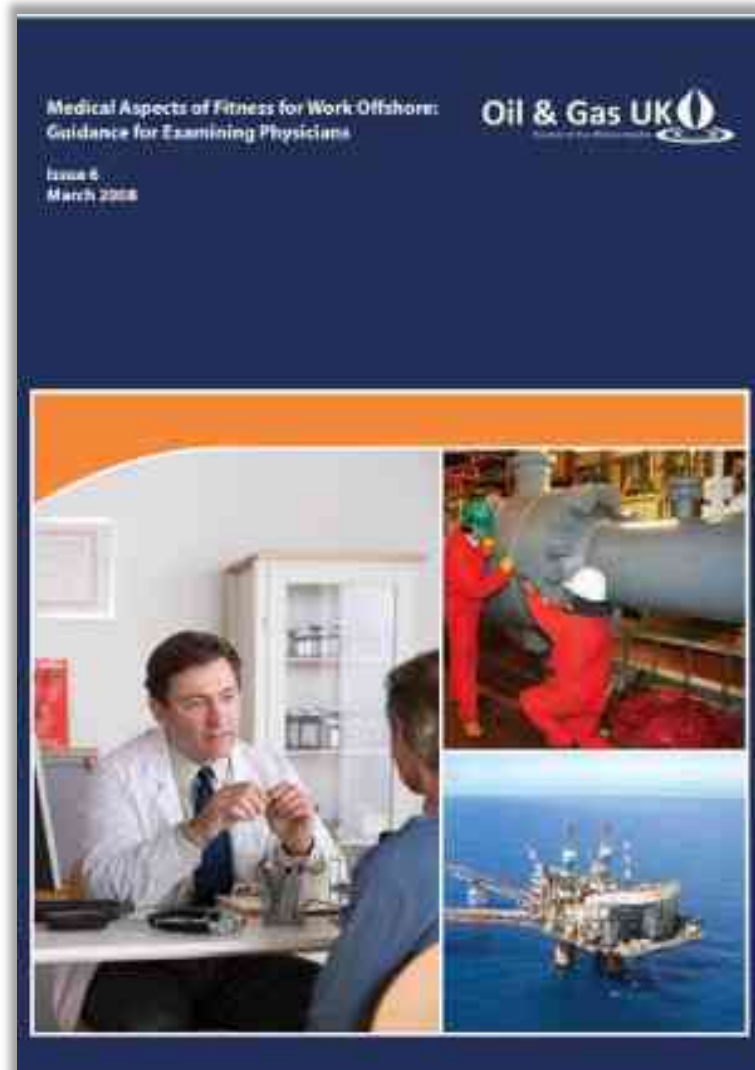


What are the OEUK Medical Guidelines?

- The industry standards framework to confirm fitness for work on offshore energy installations in the UK Sector North Sea.
- Medical examinations ensure that workers are medically fit for the demanding and remote conditions of offshore work.
- One cannot work on UK offshore energy installations without a valid OEUK medical certificate.
- OEUK offshore medical is not a statutory one.



Medical Fitness for Offshore Work Guidelines, issue 8.1a



Medical Fitness for Offshore Work Guidelines, issue 8.1a

What are the changes?

Main Significant Changes



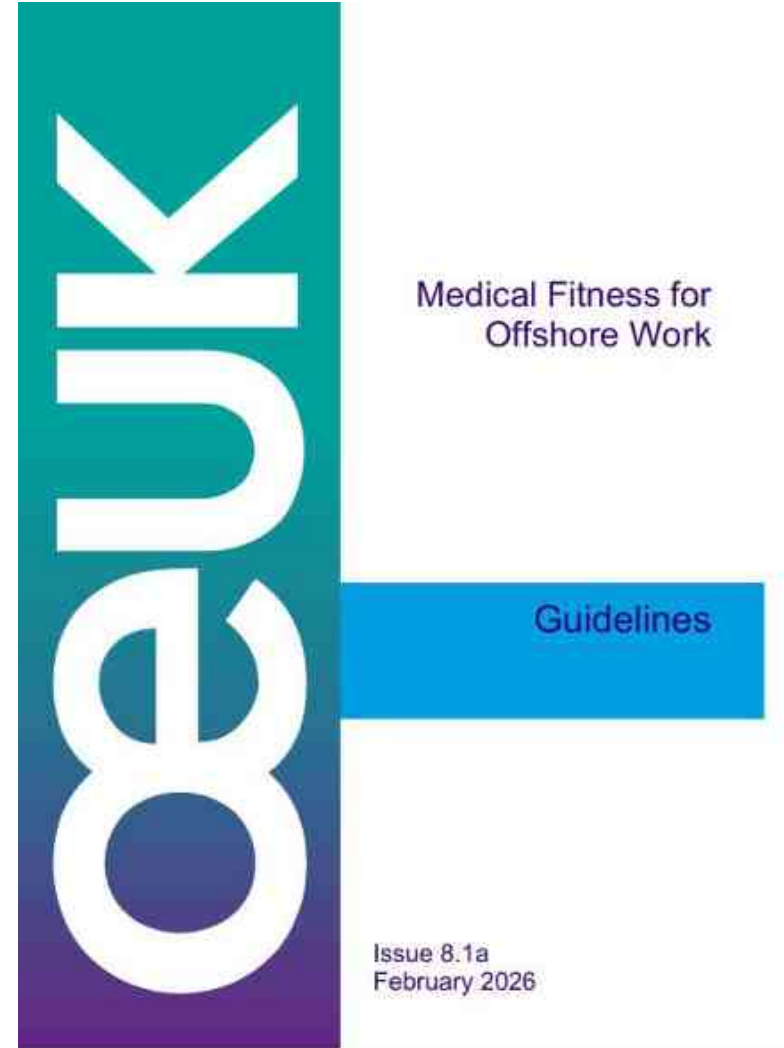
PROCESS



CERTIFICATES



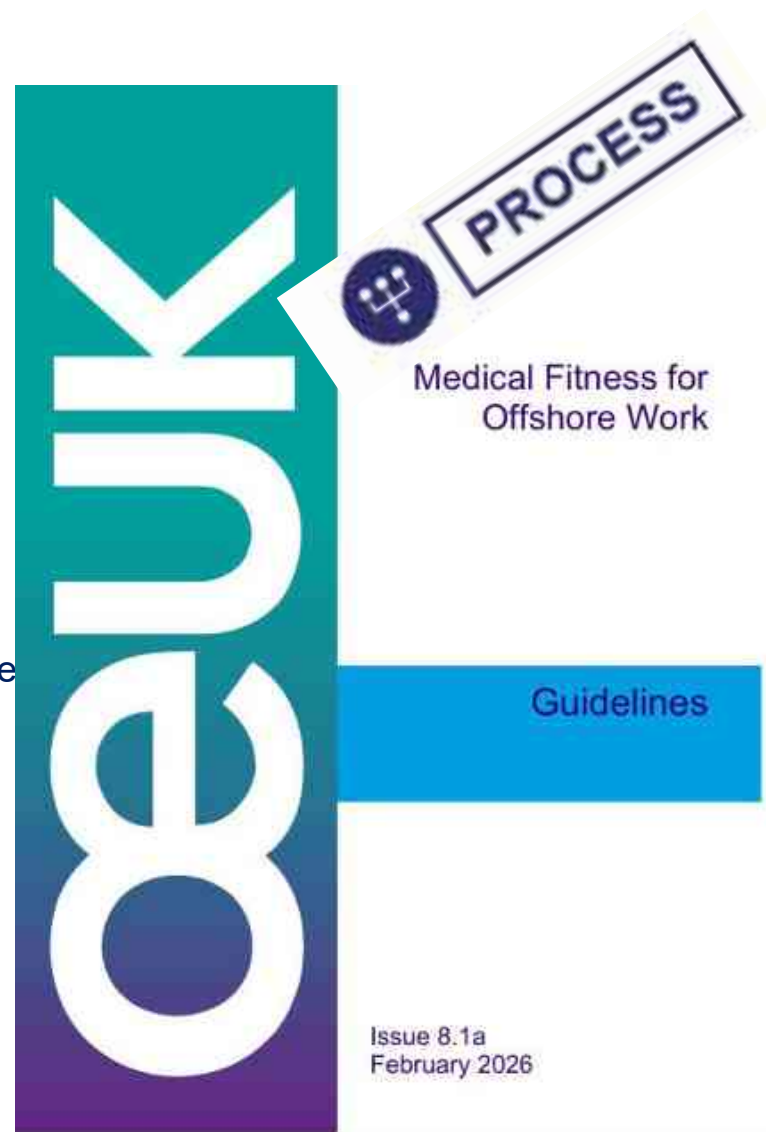
CLINICAL CONTENT



Main Significant Changes

- **Process**

- Delegated assistant
- Audiometry and urinalysis no longer 'routine' requirements of the OEUK medical
- No colour vision tests
- Measurement of height not required at every medical in certain circumstances.
- BP measurement
- Advanced planning for medicals
- A functional assessment of minimum mobility - 'the 6-minute walking test' may be required.
- Ongoing health monitoring - medical assessments are now part of continuous fitness review.
- Discussion with Operator Medical Advisor may be required in more clearly defined cases.
- Certificate durations
- Job categorisation and risk assessments
- Changes to Assessments of Specialist Roles



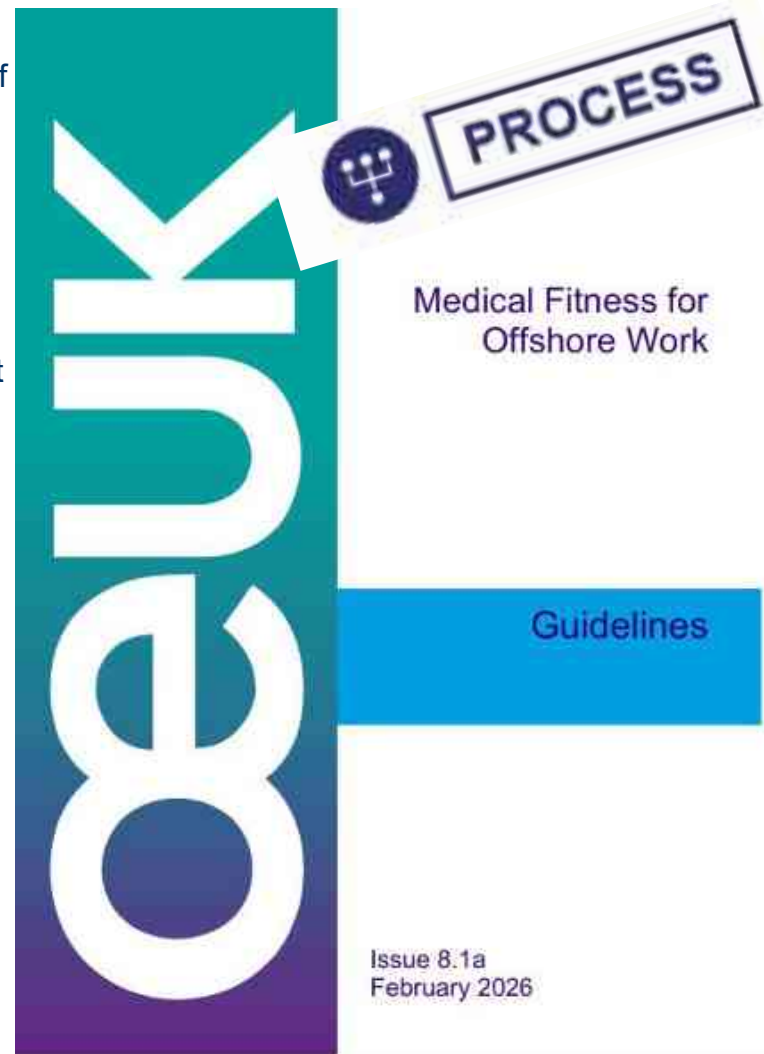
Main Significant Changes

Changes to Assessments of Specialist Roles

- Crane Operators - Must be flagged at the time of booking of medical + completed optician's form must be provided by the employee in advance of the assessment.
- Rope Access Workers - Must present a valid Rope Access Certificate before any OEUK certificate can be issued. If you haven't completed rope access work in the last 180 days, refresher training will be required before your OEUK can be issued.
- Emergency Response Team Medicals - 2-yearly ERT medical assessment (unless reduced duration due to clinical indication) + safety risk assessment will be completed by the OH provider.

4.1.8 Certificate template

Statement of Fitness to Participate in ERT Duties	
Name:	Date of Birth:
Occupation:	Employer:
Part 1 - Medical Suitability for ERT Duties	
The above-named has been assessed in accordance with section 4.1.1 of the OEUK Guidelines on Medical Fitness for Offshore Work Issue 8 2026 and in my opinion is both generally fit for work offshore and medically fit to undertake ERT duties.	
Date of Assessment:	Date of expiry:
Medical examiner:	#fit
Signature:	
Part 2 - Aerobic Capacity Assessment	
In accordance with OEUK guidelines (part 8, section 4.1.2), the above-named has undergone an assessment of aerobic capacity been found to have sufficient aerobic capacity to participate in ERT duties (A95 or C24Aggr or biological men) / (A20 or C24Aggr or biological women).	
Date of assessment:	Name of person assessing:
Date of expiry:	Signature:
Part 3 - Safety Risk Assessment	
The above-named has undergone a safety risk assessment in accordance with section 4.1.4 of the OEUK Guidelines on Medical Fitness for Offshore Work Issue 8, and is assessed as ERT Safety Risk Grading (circle appropriate value):	
A B C D	
Date of assessment:	Name of person assessing:
Date of expiry:	Designation:
Signature:	



Main Significant Changes

2.13.4 Standard Certificate of Medical Fitness to Work Offshore

DATE OF BIRTH:	
JOB TITLE:	
EMPLOYING COMPANY:	

The above-named has been examined in accordance with the OEUK Medical Guidelines on Fitness for Offshore Work, Issue 8 (2025) and is **MEDICALLY FIT FOR OFFSHORE WORK**

FIT / UNFIT / NOT ASSESSED to undertake in-water training with PSTASS emergency breathing equipment.

FIT / UNFIT / NOT ASSESSED to work on normally unmanned installations.

FIT / UNFIT / NOT ASSESSED for food handling duties.

FIT / UNFIT / NOT ASSESSED for crane operator work.

FIT / UNFIT / NOT ASSESSED for rope access work.

ANNOTATIONS:

Employer-specific assessment required for work requiring normal colour vision

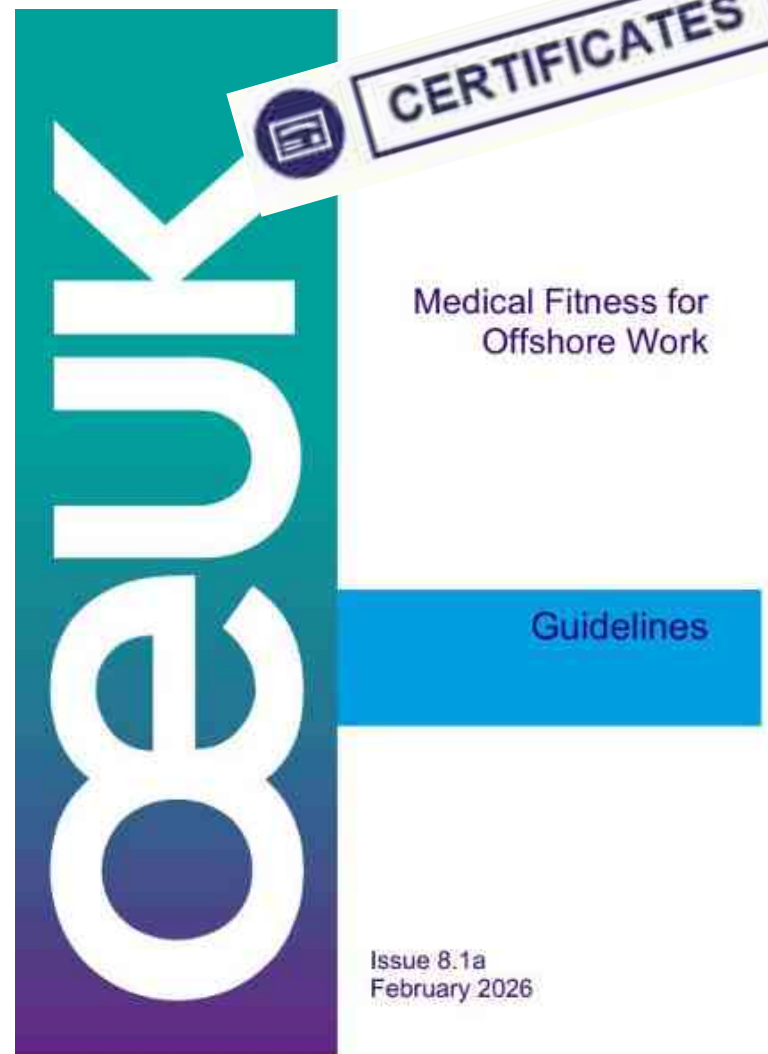
DATE OF EXAMINATION:

DATE OF EXPIRY:	
MEDICAL EXAMINER:	
I have questioned and physically examined the above-named in person YES/NO (delete as applicable)	
OEUK PIN NO:	
MEDICAL EXAMINER SIGNATURE:	

Note: this certificate may become invalid, before the expiry date, should any of the following occur:

- Deterioration of a pre-existing medical condition(s)
- Hospital admission(s).
- Referral for hospital investigation(s).
- New diagnosis of a health condition(s).
- A change to medications prescribed by your doctor

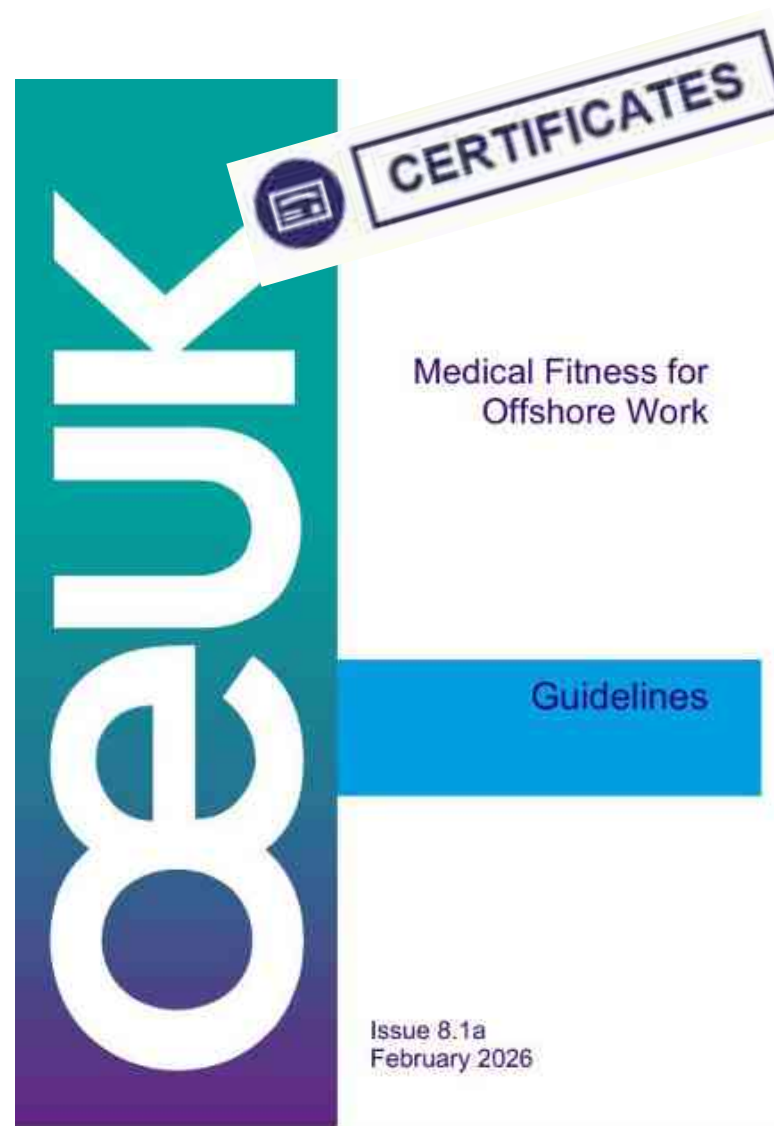
Consult with your employing company and/or an OEUK registered doctor for further guidance.



Main Significant Changes

Standard certificate permitted annotations:

- UNFIT for shallow-water CA-EBS exercises**
- UNFIT for work on normally-unmanned installations without direct operator approval**
- Fit for work in 'category 2' occupation of [insert job title] only**
- Must wear corrective glasses/lenses for crane operator work**
- Employer-specific assessment required for work requiring normal colour vision**
- Fit for UK sector North Sea only – NOT FIT for work in Norwegian and/or Dutch sector**
- UNFIT for Rope Access Duties**



Main Significant Changes

2.13.5 Conditional Certificate of Medical Fitness to Work Offshore

DATE OF BIRTH:	
JOB TITLE:	
EMPLOYING COMPANY:	

The above-named has been examined in accordance with the OEUK Medical Guidelines on Fitness for Offshore Work, Issue 8 (2025) and I have discussed his/her fitness with Dr *[insert OMA name]*, Medical Advisor to *[insert Operator name]*. He/she has been approved for mobilisation to the installations below, subject to the conditions specified.

APPROVED FOR MOBILISATION TO THESE INSTALLATIONS

SUBJECT TO THE FOLLOWING CONDITIONS:

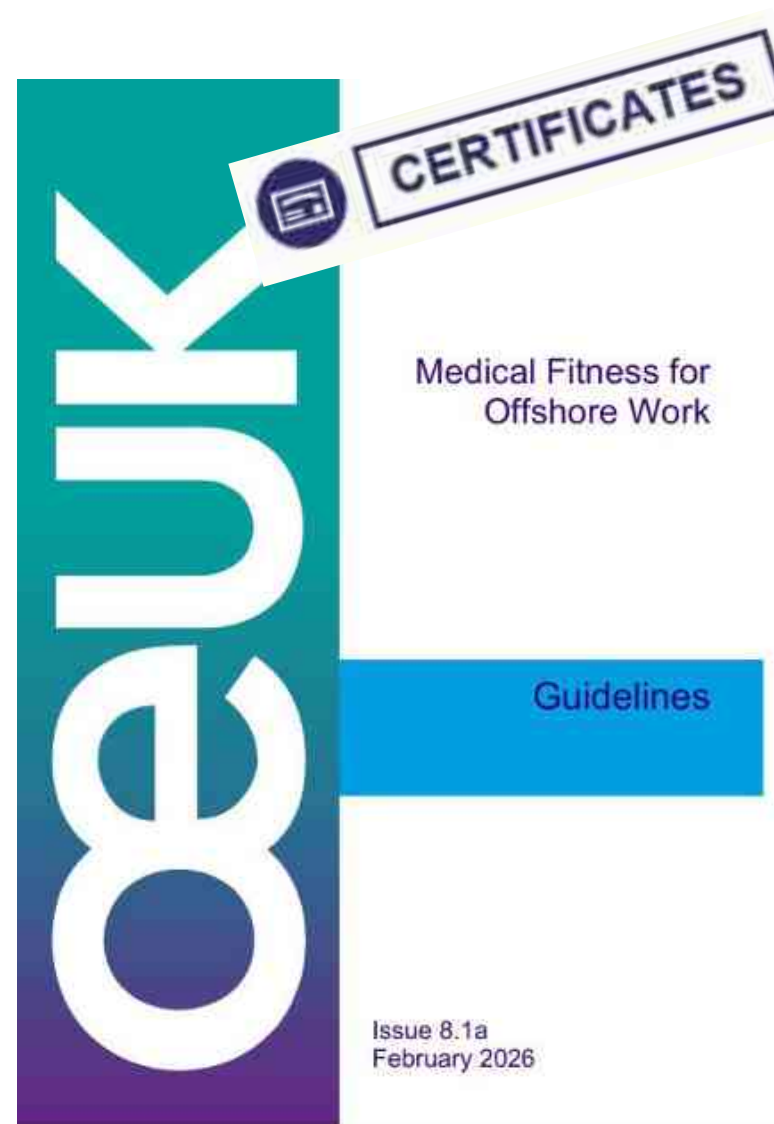
FIT / UNFIT / NOT ASSESSED to undertake in-water training with PSTASS emergency breathing equipment.

DATE OF EXAMINATION:	
DATE OF EXPIRY:	
MEDICAL EXAMINER:	
OEUK PIN NO:	
MEDICAL EXAMINER SIGNATURE:	

Note: this certificate may become invalid, before the expiry date, should any of the following occur:

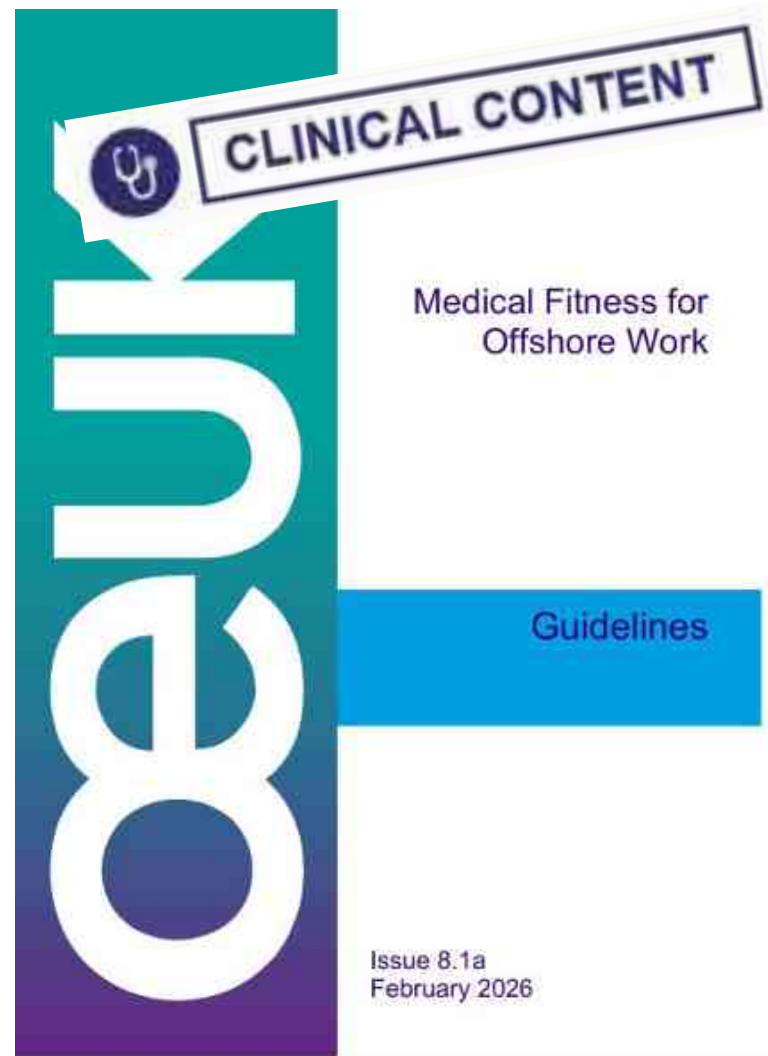
- Deterioration of a pre-existing medical condition(s)
- Hospital admission(s)
- Referral for hospital investigation(s)
- New diagnosis of a health condition(s)
- A change to medication(s) prescribed by your doctor.

Consult with your employing company and/or an OEUK registered doctor for further guidance.

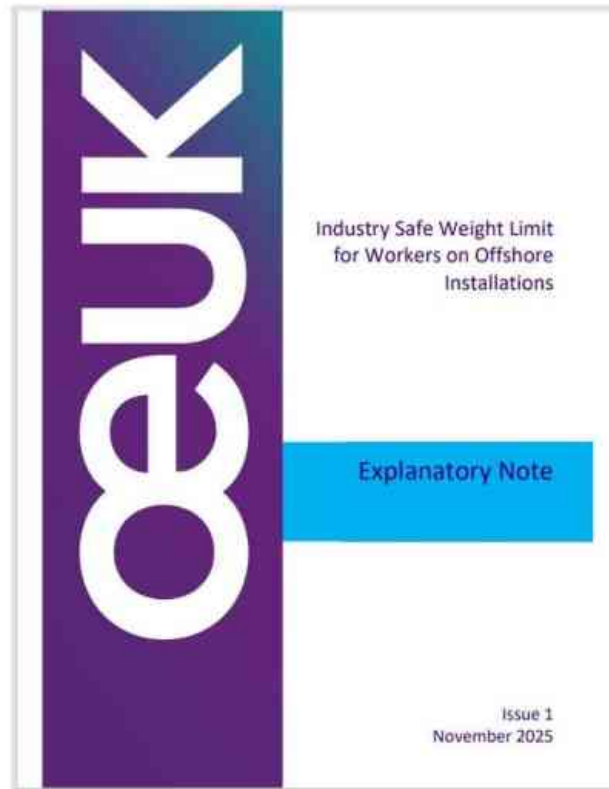
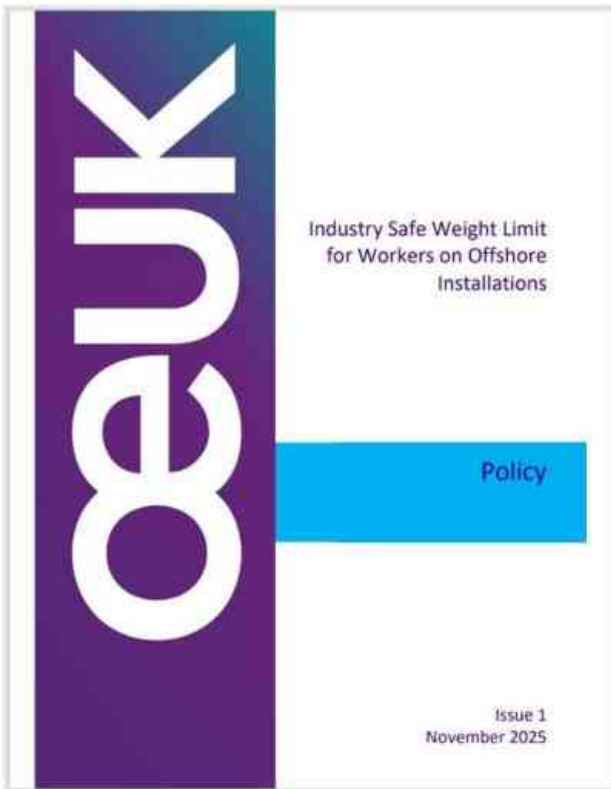


Main Significant Changes

- Process
- Certificates
- **Clinical content**
 - **Weight**
 - **The section on medications has significantly changed**
 - **More detail in the sections on hypertension, cardiac disease, and diabetes.**



Industry Safety Weight Limit



FAQs for Industry Safe Weight Limit	
Revision: 1.4	Date: 01/10/2025
	
Questions about the policy development	
Why is a safe weight limit policy required?	Workers weights have been increasing over the last 50 years. Over a third of offshore workers are now above 100kg. This presents multiple risks related to safe evacuation via lifeboat or helicopter and rescue from the sea or installation. Installation duty holders must ensure that all persons can be rescued.
What is the OCUK 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.
What is the most acute issue?	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. Anyone requiring rescue by search and rescue helicopter over 124.7kg cannot be guaranteed rescue.
Why not get a stronger winch or winch cable?	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. 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. It is not realistic that this issue can be resolved.
Is this problem specific to offshore oil and gas?	Yes and no. The weight increase is common across all of the UK population and aligns with HSE data. However, as oil and gas workers are 96% male and many are in the 45-50 age bracket means that the issue is amplified in our workforce.
Does the weight limit apply to all offshore installations?	Yes, it applies to installations with accepted Safety Cases under the Offshore Installations (Offshore Safety Directive) (Safety Case etc.) Regulations 2015.

Industry Safe Weight Limit Policy

- The Offshore Energies UK (OEUK) safe weight limit for offshore workers is 124kg (clothed weight).
- Implementation – 1 November 2026.
- Safety reasons - to ensure emergency rescue.
- Search and rescue helicopter winches have a limited capacity for a single patient.
- Individuals above this weight will not be issued a standard medical certificate and will be denied travel to offshore installations.



Industry Safe Weight Limit Policy



Safe Weight Limit for Offshore Installations



Marine
Rescue



Lifeboat
Loading



Stretcher
Rescue



Helicopter
Transport



Confined
Spaces

The offshore industry is collectively introducing a clothed weight limit...

Max of **124kg**
for all offshore workers

Industry Safe Weight Limit Policy

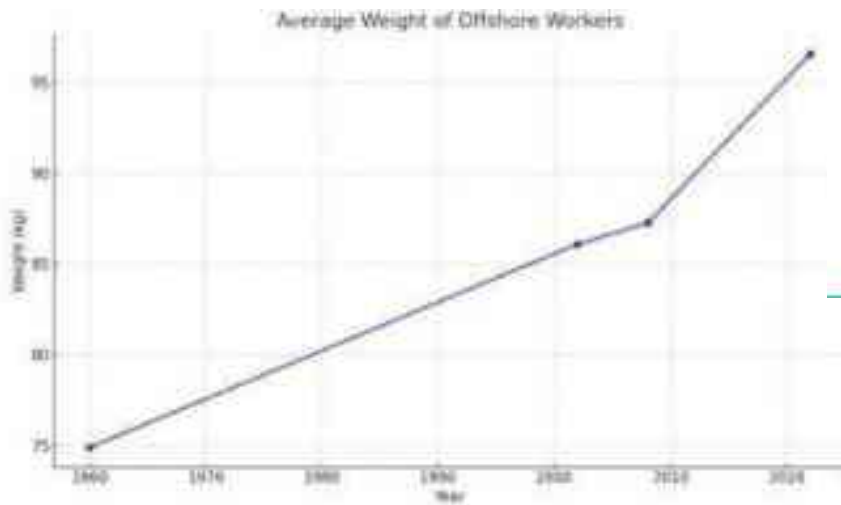
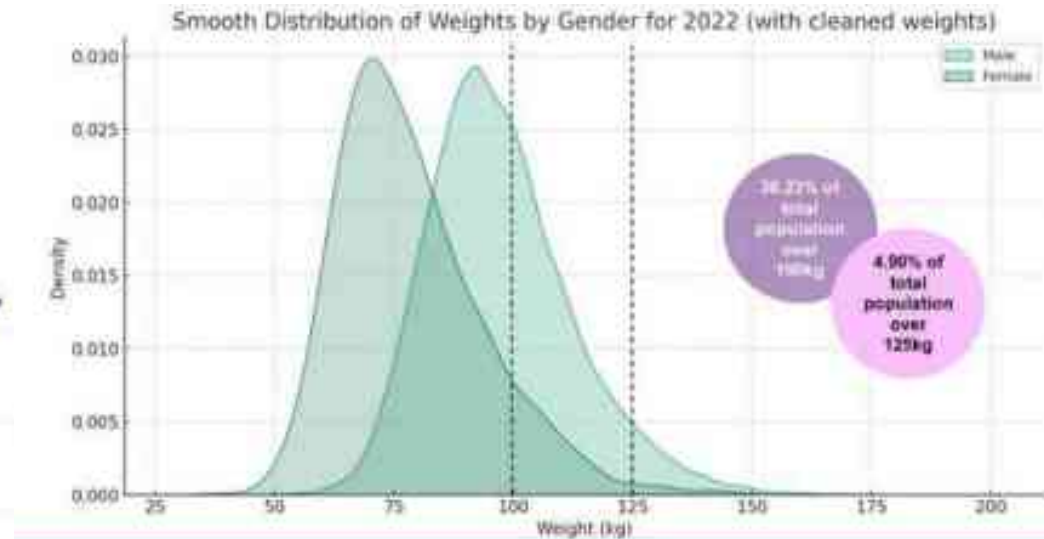


Chart 1: Average weights for offshore populations: 1960 – 2022



Main Significant Changes

Weight

3.8.5 Maximum weight compatible with certification

Industry has agreed a policy²⁶ that workers should not mobilise offshore in the UK sector if their clothed weight is greater than 124kg. Introduction of the policy will occur in three phases from 1st November 2025, as below:

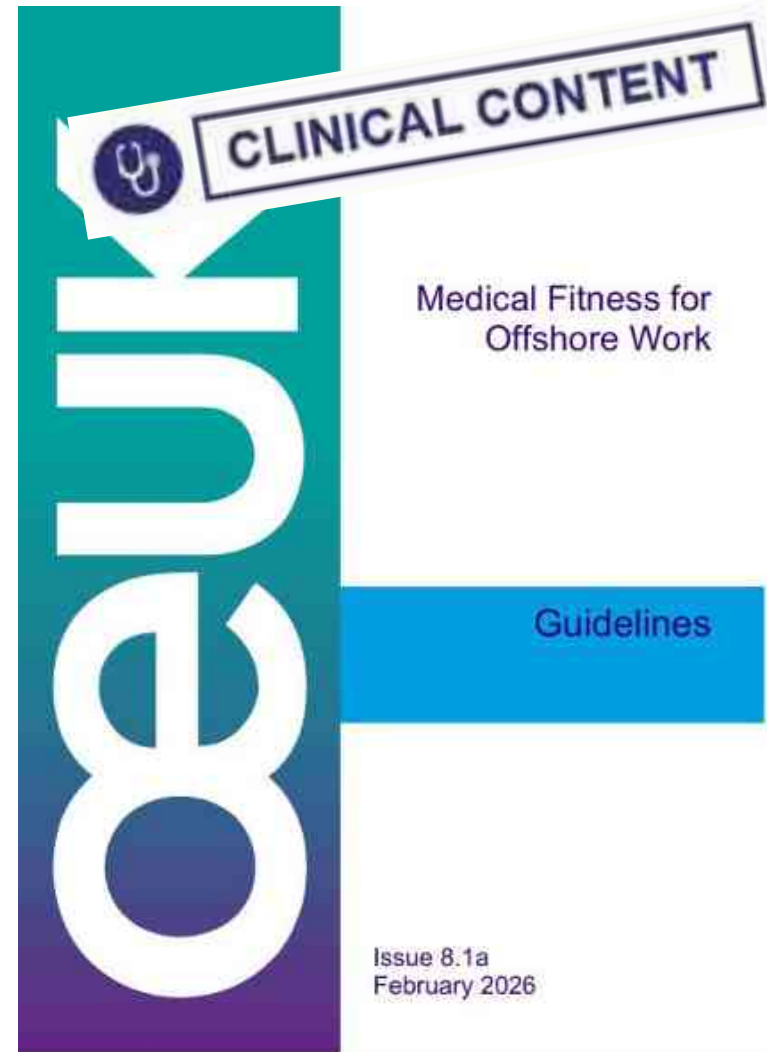
3.8.5.1 Introduction & Awareness phase, 1st November 2025 to 31st January 2026:

In this phase industry will provide information about the policy. **No changes to certification are required.** Medical examiners should advise workers above 110kg of the policy limit but should follow the guidance at Table 16 above.

3.8.5.2 Transition phase, 1st February 2026 to 31st October 2026:

Table 17: Certification considerations – body weight (transition phase)

				
Weight (clothed*)	110-114.9kg	115-120kg	120.1-124kg	>124kg
*industry standard clothing policy	Standard certificate of up to 2 years duration, consistent with other conditions. Advise policy limit	Advise policy limit. Standard certificate not beyond 30 th April 2027 (=mandatory implementation date + 6 months)	Advise policy limit. Standard certificate not beyond 31 st January 2027 (=mandatory implementation date + 3 months)	Advise policy limit. Standard certificate reduced duration not beyond 31 st October 2026



Main Significant Changes

Weight

Mandatory Implementation phase, 1st November 2026 and onwards:

Table 18: Certification considerations – body weight (mandatory implementation phase)

				
Weight (clothed*)	110-114.9kg	115-120kg	120.1-124kg	>124kg
*industry standard clothing policy	Standard certificate of up to 2 years duration, consistent with other conditions. Advise policy limit	Standard certificate maximum duration 6 months**. Advise policy limit	Standard certificate maximum duration 3 months**. Advise policy limit	No certificate



 **CLINICAL CONTENT**

Medical Fitness for Offshore Work

Guidelines

Issue 8.1a
February 2026

Main Significant Changes

Medications:

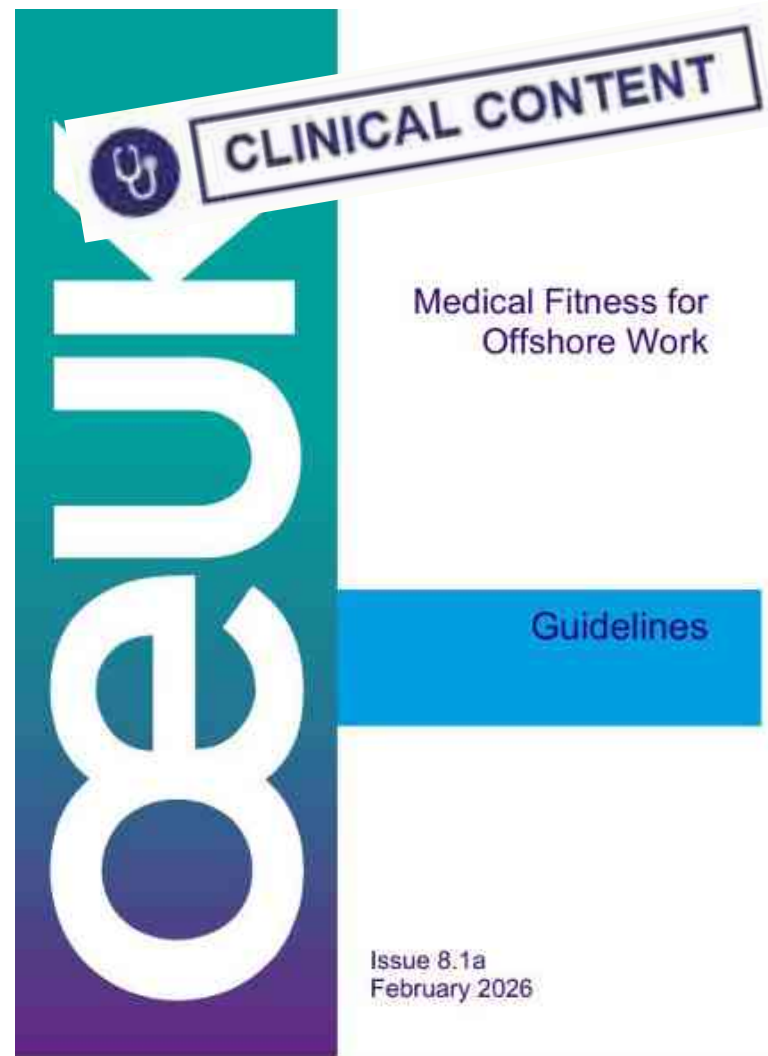
REMEMBER ABOUT EXCEPTIONS!

- CBD products
- Medical cannabis
- Tranquilisers, hypnotics, sedatives
- Anticoagulants
- Immunosuppressants
- GLP-1 receptor agonists (weight loss medications)
- Prescription medications with side-effects with the BNF 'cautionary labelling' and from 'skilled task warnings' stated within the BNF:

2 'This medicine may make you sleepy; if this happens, do not drive or use tools or machines. Do not drink alcohol.'

3 'This medicine may make you sleepy; if this happens, do not drive or use tools or machines'. (for MAOIs, which have a specific alcohol warning in the Patient Information Leaflet, or where alcohol is not an issue).

19 'This medicine makes you sleepy. If you still feel sleepy the next day, do not drive or use tools or machines. Do not drink alcohol'. (for hypnotics/sedatives taken at night).



Preparing for the OEUK Medical



For Employees



For Employers

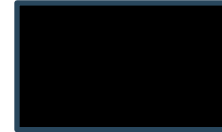
OEUK Certification

- Standard OEUK certificate:
 - Normal duration
 - Time-limited
- Conditional OEUK certificate:
 - Normal duration
 - Time-limited
- Meds of concern
- OMA clearance process
- FTR certificate

Offshore Energies UK Medical Certificate Temporarily Unfit	
Name:	[REDACTED]
Date of Birth:	[REDACTED]
Employer:	[REDACTED]
Occupation:	PIPEFITTER
This individual has been examined in accordance with Offshore Energies UK Medical Guidelines and is TEMPORARILY UNFIT	
Reason: <i>positive urine drug test. Admits to taking SOLPIDINE (with codeine) for pain. Formative testing will likely be negative for other opiates.</i>	
Examining Physician	[REDACTED]
Qualifications	MBChB, BSc, MRCP, FCFP
OEUK PIN No	[REDACTED]
Date of Examination	04 MARCH 2025
Signature	[REDACTED]

OEUK Certification

OEUK Medical Certificate of Fitness for Offshore Work



(Issued in accordance with Oil and Gas UK Guidelines)

Name:	[Redacted]
Date of Birth:	[Redacted]
Employing Company Name:	[Redacted]
Occupation:	Plater
This individual has been examined in accordance with Oil & Gas UK Guidelines and is Medically Fit for Unrestricted Offshore Work. Comments: [Redacted] has been off work for over 12 months due to Functional Neurological Disorder and will require a gradual reintroduction (i.e. phased return) back to work following his prolonged absence from work. Please ensure risk assessments at work are also updated.	
Examining Physician Name:	[Redacted]
OEUK PIN No:	[Redacted]
Date of Examination:	5 th JUNE 2025
Date of Expiry of Certificate:	5 th JUNE 2027
Signed:	[Redacted]

OEUK – Offshore Medical Certificate

Name:

Date of Birth:

Job Title:

Mechanical Technician

Employing Company:

The above-named has been examined in accordance with the OEUK Medical Guidelines on Fitness for Offshore Work, Issue 8 (2025) and is

MEDICALLY FIT FOR OFFSHORE WORK

~~FIT / UNFIT / NOT ASSESSED~~ to undertake in-water training with PSTASS emergency breathing equipment.

~~FIT / UNFIT / NOT ASSESSED~~ to work on normally unmanned installations.

~~FIT / UNFIT / NOT ASSESSED~~ for food handling duties.

~~FIT / UNFIT / NOT ASSESSED~~ for crane operator work.

~~FIT / UNFIT / NOT ASSESSED~~ for rope access work.

Annotations:

Employer-specific assessment required for work requiring normal colour vision

UNFIT for work on normally-unmanned installations without direct operator approval

DATE OF EXAMINATION:

03/02/2026

DATE OF EXPIRY:

03/02/2027

MEDICAL EXAMINER:

OEUK PIN NO:

MEDICAL EXAMINER SIGNATURE:

Note: this certificate may become invalid, before the expiry date, should any of the following occur:

- Deterioration of a pre-existing medical condition(s)
- Hospital admission(s).
- Referral for hospital investigation(s).
- New diagnosis of a health condition(s).
- A change in medications prescribed by your doctor

Consult with your employing company and/or an OEUK registered doctor for further guidance.



PR

MAX.
GROS
TARE

PAYLO
CU. CA



Q&A SESSION

Thank You!

We will now address your questions

