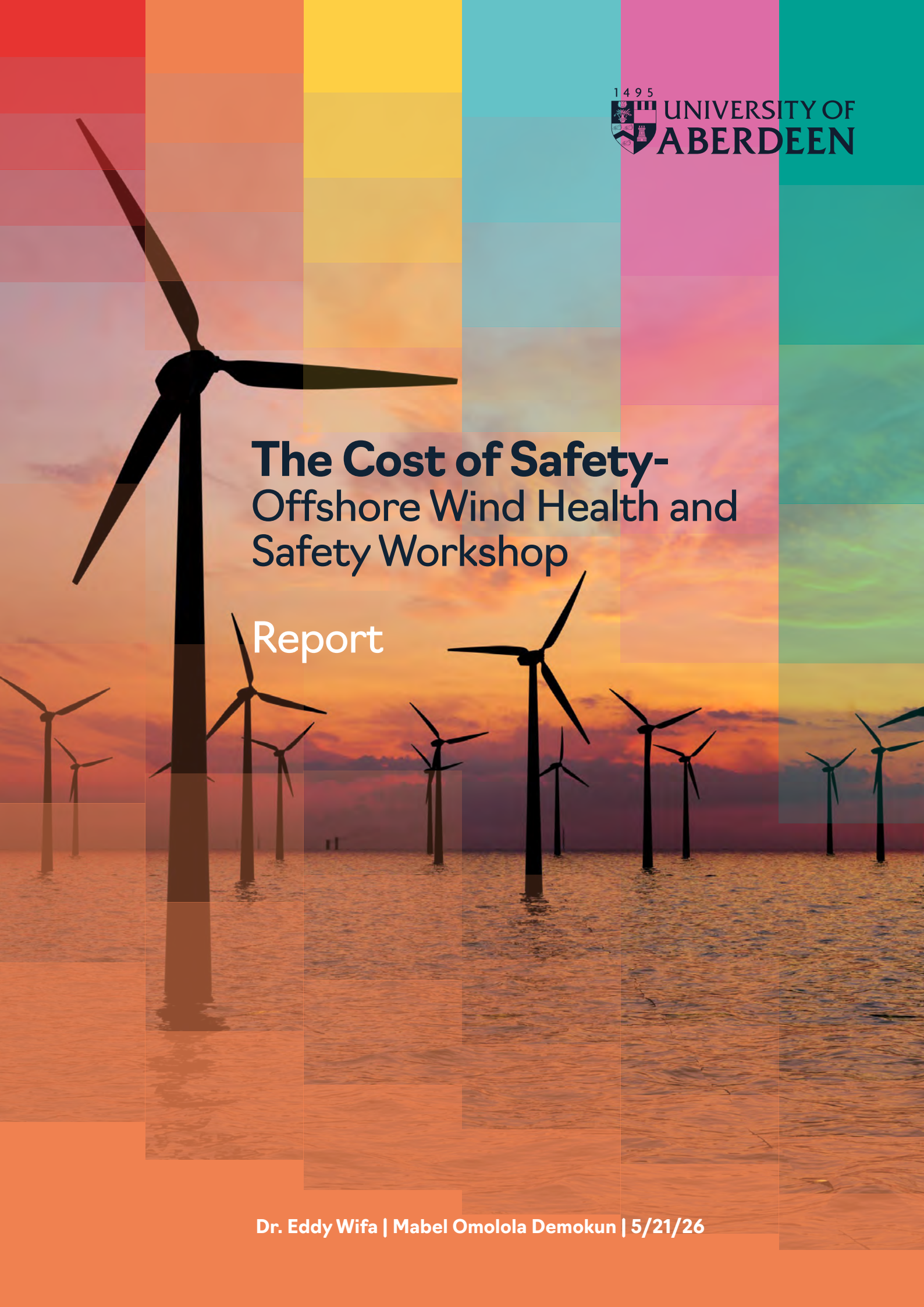

1495 UNIVERSITY OF ABERDEEN

The Cost of Safety-
Offshore Wind Health and Safety Workshop

Report

Dr. Eddy Wifa | Mabel Omolola Demokun | 5/21/26

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Title :	Offshore Wind Health and Safety Workshop
Funding:	National Decommissioning Centre and Aberdeen University Centre for Energy Law
Project Lead/Host:	Dr. Eddy Wifa
Date:	Thursday, 21 May 2026. Time: 9:00 – 14:30
Venue:	Meeting Room 1, 7th Floor, Sir Duncan Rice Library, University of Aberdeen, Kings College Campus. AB24 3FX
Attendance:	24 (19 in-person attendees and 5 virtual attendees)

Introductory Session:

The offshore wind energy industry has continued to grow exponentially around the world, and the UK is no different. The reality is that, with such growth comes a significant increase to its workforce, technological advancements and a move to deeper waters-all of which could exacerbate existing health and safety challenges and concerns. While efforts are being made to manage these challenges, many have suggested that more can be done. In this regard, with funding from the National Decommissioning Centre (NDC) and partnership with the Aberdeen University Centre for Energy Law (AUCEL), a workshop was held on the 26th of May 2026. The workshop was designed to explore three key issues. First was to determine the classification of the industry as low, medium or high-risk. Secondly, to determine the suitability of the current regulatory regime based on such classification. And finally, to explore the challenges of safety culture and the need for enhanced worker's participation and engagement. Led by Dr Eddy Wifa, the workshop titled 'The cost of Safety: Offshore Wind Health and Safety Workshop' saw a rigorous engagement of evidence-based research that underscored the need for proactive health and safety measures in the industry.

Following a round of introduction from a very diverse cohort of offshore wind energy industry experts, Eddy as the workshop host and moderator provided some background information and set the stage on the purpose of the workshop. Eddy also shared briefly on what would have been the opening speech, sent in by Jake Molloy; a veteran health and safety professional with experience spanning pre-Piper Alpha oil and gas industry to today's offshore wind era. Notable in his submission is the fact that there is the need for a change in regulation for the offshore wind industry. In his view, a regime like the Oil & Gas Safety Case, and the Offshore Installations (Safety Representatives and Safety Committees) Regulations, 1989[1] was a viable springboard for the change and would ensure that workers can make worthwhile contributions to the determination of their own safety without fear or intimidation. See appendix one for more.

Feargal Brennan, Professor of the School of Engineering from the University of Strathclyde, began the first round of presentations with a paper on "Offshore Wind Safety by Design". In seeking to lay the foundations for Offshore Wind Safety, Prof. Feargal anchored on the need to embrace research that could birth futuristic designs. He said it was an engineering possibility to from the outset, agree that we only send humans offshore as a last resort and rather design unmanned offshore energy installations. He believes that the opportunity that the government seeks in the protection of local content and jobs, lies in the upskilling of British engineers to design, repair and maintain these futuristic robotics. Feargal's submission brought the introductory segment to a close.

Following Feargal's introductory presentation, eleven speakers delivered papers that provided insights into the main workshop objectives of industry classification, regulatory design and safety culture and workers' participation. Each of the sessions were followed by engaging discussions:

Theme 1: Safety and the Offshore Wind Energy Industry

This section adopted a historic approach to render practitioner perspectives on the current state of play in the Offshore Wind Energy Industry, while updating the cohort with current and relevant data sources.

1.1 Paper 1 was delivered by David Rowel of DNV who provided a review and analysis of Offshore Wind Health & Safety, using empirical datasets. Therein, David argued that G+ and the Norwegian industry seem to be ahead in the way that they present their data to identify serious hazards and other hazard precursor events. He said the industry must start collecting data here to be able to track barrier elements to emergency response.

[1] The Regulations were enacted pursuant to the Mineral Workings (Offshore Installations) Act, 1971. The regulations provided occupational health and safety on onshore installations by formalizing the roles of safety representatives and safety committees) The regulations entered into force in 1989. <The Offshore Installations (Safety Representatives and Safety Committees) Regulations 1989> Accessed on 21 May 2026.

He highlighted how data could help the Offshore Wind Industry to move from reactive to proactive safety management; focusing on accident prevention; combining safety precursors with barrier indicators; enabling early detection of risk trends and by supporting industry-wide learning and benchmarking.

1.2 Paper 2 was delivered by Connor Watt of Platform Energy. Connor discussed Building a worker led transition: Learning from oil and gas to understand Wind. He gave a background about their work on the North Sea Just Transition and went on to accentuate the need for upskilling because some workers are likely to make errors while in operation. Also, Connor thinks that knowledge sharing between oil and gas industry workers in comparison to the extant experiences in offshore wind today could help a great deal. He believes that a lot of attention should be paid to the welfare and training of the workers, as several of them in the offshore wind industry have made inconvenient personal sacrifices for these trainings, yet they cannot contribute meaningfully to the regulation of their own safety.

1.3 Paper 3 titled: "10years of Global Offshore Wind Safety – Now and Then" was delivered by Mariana Carvalho of G+, who provided participants with data and information on a comparative assessment of injury rates across operational sites, construction and development sites. Her analysis also revealed that lifting operations, working on electrical systems and transit by vessel are the work processes with the highest potentials for injury, based on data collected between 2016 and 2025. Their data generally depicted other historical pressure points that are prone to accidents to include working at height, manual handling, ergonomics, emergency response and so on. She highlighted evidence to show what the drivers of the changing risk profile would be over the next five years, while also identifying the focus themes of G+ in that period to include Welfare, Occupational Health and Hygiene, Supply Chain Maturity, Co-location and Decommissioning, among others.

During the discussion, participants engaged with the question of whether OWE could be classified as an industry that's high risk, low risk, or even differing risk? The responses were initially unclear. While there were suggestions about the difference in risk profiles that attended various work processes and that whether an activity carries significant risks or otherwise must be context-specific to the assessment of the particular tasks being done and also that the maturity of the supply chain in that area could impact the results. Participants continued to share perspectives from their experiences as far as Norway, where the offshore wind industry is already classified as high-risk, with a potential for a major accident. From the discussions that followed, it appeared that there was a lack of consensus on the classification of the industry. Some participants shared the pessimism that a safety case regime for the Offshore wind Industry might not be needed. However, after the exchange of evidence-based arguments and deliberations, these professionals reached the agreements in the concluding parts of this report.

Theme 2: Safety, Commercial and Regulatory Considerations

This section responds to the second objective of exploring the suitability of the current regulatory regime. It provides an opportunity to reconsider the regulatory principles and design for high and potentially major risk industries. This is to enable participants understand the regulatory thinking behind regimes like the safety case that was adopted in the offshore oil and gas industry following the Piper Alpha disaster that led to the death of 167 persons. The section further considers the commercial imperatives for the adoption of reactive risk allocation models that have been a feature of the oil and gas industry. Furthermore, drawing lessons from the Grenfell Tower disaster, this section explores how the safety case now regulates high-rise buildings but same cannot be said for offshore wind farms.

2.1 Presentation 1: Renowned Professor of Energy Law, Professor John Paterson briefly discussed the evolution of laws. Paterson opined that there are arguably different approaches to the subject of regulation and one of them could be the idea of avoiding regulation, all together. Another approach could be to take a view that Contract Law, Tort Law or Delict could suffice to govern the relationship between the workers and their employers for the

discharge of health and safety duties. This flows from the fact that the contract of employment might indicate the acceptance of a particular level of risks at the workplace. Tort Law or Delict could then be a tool to cater to injuries occasioned due to the breach of duty and followed by the payment of appropriate compensation. However, in practice, relying purely on Contract Law, Tort Law or Delict have proven to be purely inadequate because contracts of employment are usually characterised by unequal bargaining power and the differential mindset for justice in torts or delict makes it difficult for some parties to ventilate their rights within these ambits of law.

Therefore, the third way to regulate and positively influence behaviour could be through Regulations. Regulatory interventions in this area date back to the 19th century from the Factory Acts of 1802 to 1961 and have continued to evolve from the need to better protect the right of humans in a work environment. Usually containing detailed regulation and efforts by the many oversight bodies to impose obligations on duty holders to ensure the safety of the workforce, a more recent reincarnation of the Factory Act is the Health and Safety at Work Act, 1974 which was a landmark legislation that massively reformed the sector. The HSW Act, 1974 imposed an obligation on duty holders to ensure the safety of their workers and of others as far as it is reasonably practicable. One can trace this genealogy of laws into the different regimes governing offshore oil and gas operations and especially, the safety case regime. Although the safety case regime has its origin from the nuclear power industry, it mandates the duty holder to demonstrate to the regulator that they can operate their business safely by identifying hazards, risks and mitigation methods for managing and reducing the risks to the barest minimum. Professor Paterson wrapped up his presentation with the poser on whether there are enough reasons to call for the implementation of the safety case regime in offshore renewable energy.

2.2 Presentation 2, delivered by Dr. Eddy Wifa addressed the topic; 'Regulatory Warnings and Lessons' where he identified the lessons that must be gleaned from the safety case regulations for Health and Safety in the oil and Gas industry. He equally harped on a call-to-action, for the industry players to rally round the goal of achieving a similar regulatory framework for OWE, thereby positioning the law as a proactive tool, instead of a reactionary one that is always playing catch-up. He maintained that are lots of lessons that could be drawn from examples like the Piper-Alpha, Makondo, Grenfell Tower and Fu Jing 001 Disasters.

Dr. Wifa captured the regulatory limitations of the current OWE regime, suggesting that it was perhaps erroneous to hastily transplant onshore regulations and make them apply offshore, under the Application Outside Great Britain Order 2003 and 2013 respectively, especially when the risk is much higher. He further suggested that the current regime principally governed by the CDM Regulation 2015[2] was limited in its requirement for a comprehensive risk assessment and measures of regulatory scrutiny that fosters compliance.

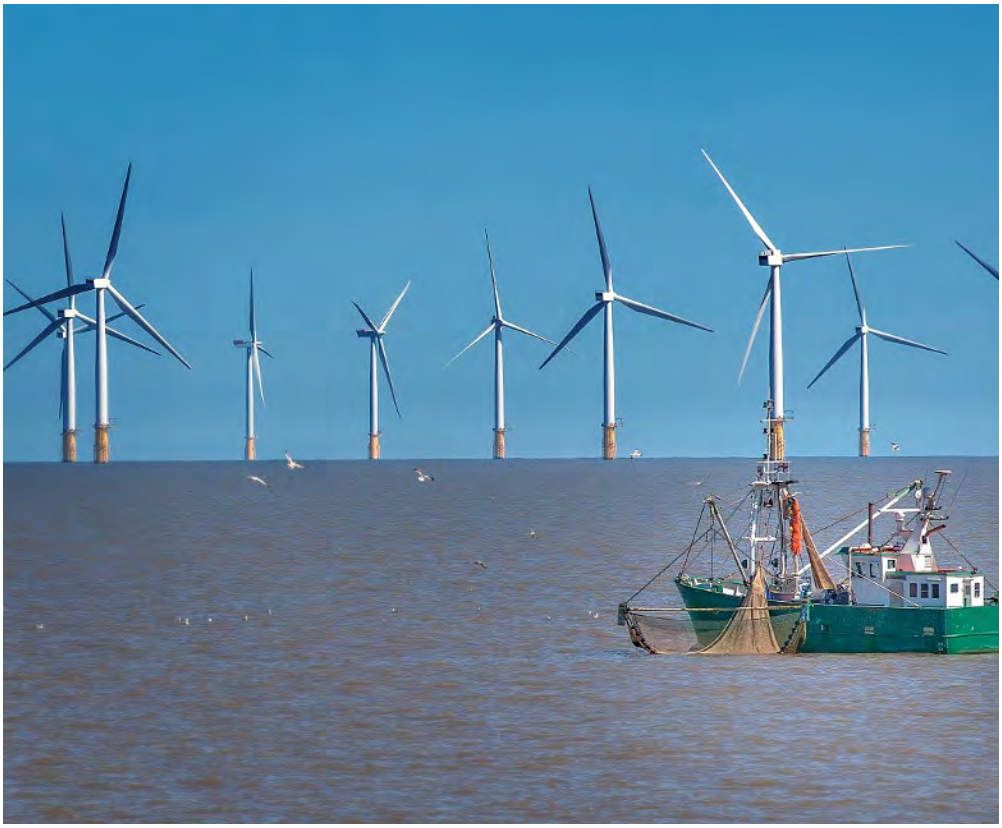
Dr. Eddy summed up his call to action by proffering a measured safety case approach (comprising a series of risk-based, robust gateways to strengthen transparent regulatory oversight with clearly defined roles, responsibilities and sanctions) as the comprehensive tool for regulating health and safety in the Offshore Wind Energy Industry. He thinks this anticipated robust regime can only be achieved through the meticulous collaboration of multi-disciplinary, multi-skilled professionals and stakeholders. He also mentioned that the OWE industry must embrace continuous horizon-scanning and multi-disciplinary studies to determine the state of Health & Safety the industry, in comparison with best practices from analogous industries. He warned that the OWE industry needs both the regulator and the regulations to be created and activated promptly, for it to avoid the mistakes and safety misfortunes of the oil and gas industry and to plug regulatory gaps such as the absence of a permitting regime and an increased workers' participation. Finally, he added that it must be stated that the safety case is a matter of principle that could be applied to any high and potentially major risk industry.

[2] The Construction (Design and Management) Regulations, 2015

2.3 Presentation 3 on 'Risk Allocation, Commercial Liability and Offshore Safety' was delivered by Professor Greg Gordon, who is well-versed in the engineering of commercial arrangements in the energy sector for several decades. He shared some findings from his recent academic study, which addressed the possibility of contracting out of health and safety liabilities. Of particular concern is the recent propensity for 'Knock for Knock' indemnities to be imported into the Law, and into standard contract forms. As the concept is being embraced in the specific context of OWE, Professor Gordons questions whether these sort of contracts do not in themselves increase the risk profiles of the concerned projects.

Professor Gordon took participants through a comparative assessment of risk profiles and hazards in oil and gas as against what obtains in offshore renewables and the risks to both industries were pretty much identical except for the risk of hydrocarbons blowouts.

On integrating regulatory law and contractual practices, Prof Greg. presents the moral hazard problem. He posited that the oil and gas industry's adherence to knock-for-knock risk allocation is peculiar as parties are free to contract, as a general rule. However, from the standpoint of theory, the only way to deter parties from contracting out of responsibility is the creation of an alternative and credible system that could compel compliance with safety standards. This theory grounds his support for the urgent call for a robust regulatory framework for the OWE industry. He further highlighted he consequences of the failure to critically evaluate all aspects of the legal and regulatory frameworks, leading to an underdeveloped regulation which has the potential to leave both the moral hazard problem unaddressed and, a lot of human lives at the risk of harm.



Theme 3: Psychology and Culture in Offshore Wind

3.1 This session examines how the discipline of psychology influences safety and performance in the offshore energy environment. The goal is to have the necessary grounding in multi-disciplinary scholarship that provides the needed understanding of the human factors and its overall impact on safety. The section engages with proven research on how safety culture can be improved in the offshore energy industry.

3.2 Dr. Nejc Sedlar of the School of Psychology, University of Aberdeen introduced the ground-breaking 5year-long research project being conducted in conjunction with academics from the Robert Gordon University led by Ruby Roberts, PhD and Prof. Rhona Flin. The research focuses on Human factors in Offshore Wind Energy. While delivering her paper titled: 'Safety on the Horizon: Human factors in offshore wind', Dr. Ruby traced the human factors research origins from the end of World War II to the currency of safety management approaches in organizational safety and socio-technical systems. She established how human and individual characteristics, environment, job, technology and organisational culture could be factors that influence behaviour which can affect safe, efficient and cost-effective performance. Their research has isolated four broad themes for human factors in the offshore wind industry to include individual factors, crew/ team factors, task & Environmental factors and organizational factors which particular components comprise accountable leadership on one hand and training on the other hand.

Dr. Ruby further shared details of the Human Factors Worker Survey that was conducted as part of their research. Under the individual factors theme of their research, 50% of respondents reported making the errors because they were not aware or did not notice something. For organizational factors, 48% of respondents reported worrying about the consequences of an incident and that the leadership in some companies may prioritise productivity over health and safety.

In all, Dr. Ruby observed a marked increase in incident records in the UK. She said worker safety should be a priority and not a nice add-on. The wind technicians for example, do complicated, repetitive work. So, safety standards must be top-notch to cure the human factors element. She closed their presentation by acknowledging that there are gaps between formal safety expectations and the realities of field operations. She submitted that key Human Factors in wind energy context are valuable and should be considered when formulating a new regulatory framework, for supporting safety and performance.

Theme 4: Offshore Wind Health and Safety: The Norwegian Experience

This penultimate session reviewed the regulation of the Norwegian Offshore Industry from two perspectives. First, from the point of view of a research institution and secondly, from the point of view of a Regulator. The objective is to find what works and what exemplary attribute from the Norwegian Offshore Wind governance regime, might be most instructive for our proposed design.

4.1 Paper 1 titled 'Health and Safety in the Norwegian offshore wind Industry: Knowledge Gaps and Research Needs' by Tone Njólstad Slotsvik of NORCE[3] sets the stage for comparative regulatory analysis by assessing the gaps in the laws governing offshore wind in the Norwegian Continental Shelf. She deems the industry as one which is still in its emergence however, it is riddled with uncertainties regarding the prospect for government funding and for profitability of wind energy investments in the long run, especially from floating wind installations which still bear prohibitive costs.

Tone also agrees that addressing health and safety requirements should be incorporated from the design phase onwards. She theorized that the debate around the administrative regulation for safety and work environment for renewables revolves around the opacity of instruments and organs for the implementation and enforcement of regulations, while balancing safety requirements with innovation and cost efficiency.

[3] NORCE Norwegian Research Centre

In the final analysis of two sets of data gotten from surveys administered to members of the NOW HSE[4] Working Group, it became apparent that the need for administrative regulation is the first step to governance in this area before an attempt to set standards. Other issues of insufficient understanding of roles and responsibilities; lack of a shared language like in the conventional oil industry; duplicity of national rather than unified international regulatory frameworks and perhaps, insufficient knowledge sharing could possibly constitute clogs in the wheels of progress. Therefore, she suggested that a pathway for research could explore comparative international best practices; collection of relevant data of incident reports and their critical assessment against the backdrop of clarified roles and responsibilities. She closed her presentation by examining how those hierarchical structures could shape regulatory outcomes.

4.2 Paper 2 was delivered by Hilda Kjeldstad, Director of Advisory and Regulatory Affairs, Norwegian Ocean Industry Authority and it was titled; Offshore Wind Health and Safety in Norway: A Regulator's Perspective. Hilda shared that Norway is a global leader in the energy industry and it has a history of playing a role in shaping international regulatory frameworks for the energy industry while equally making national Laws that are in line with international best practice and regulation. It is also the goal of Norway's Parliament that the National Petroleum Industry will become a world leader for Health, Safety and the Environment. On the classification of the OWE industry, Hilda provided a comprehensive definition of what may constitute a high and major risk industry and concluded that from the perspective of the Norwegian regime, OWE is viewed as a high- and potentially major risk industry. A high point of the presentation was her attempt to define OWE as a high-risk with the potential for major casualties.

First among the guiding principles highlighted for the design of a regulatory framework includes using the tripartite collaborative legislation rule, as used in Norway. Second is to have a set of risk and activity-based, functional requirements, stating the participants' responsibilities for systematic safety work. The third principle stressed the need to align the regulation with recognized international standards for the OWE industry including IEC-ISO-and- EN standards, DN Rule, best practices from G+, and training standards from the Global Wind Organization. Lastly, Hilda submitted that mirroring the risk levels of the OWE industry and not the major accident potential of the petroleum industry, could help to carve out reliable data for the emerging OWE industry.

[4] Norwegian Offshore Wind Health Safety Environment Working Group

Quick Re-cap

5.1 Following robust discussions among participants, valuable contributions have been made from the fields of engineering, law, psychology; and from the experiences of trade unions, offshore workers and more. David Dimelow of DNV; an experienced health and safety professional in both oil and gas and OWE industries, ties it all together by advocating a new and tailored health and safety regulatory framework. In his paper titled 'Offshore Renewables Risk Management: A Pragmatic Safety Case', he premised his argument on the fact that having assessed several hazards and risks toward the generation of safety case for projects in the oil industry and now working in renewables, he reckons that the risks are similar. He adds that it does not matter how these risks are profiled, what is more important is that we have adequate regimes to deter the risks from maturing into accidents or disasters. Large transformers, cables, working from heights, vessels etc are all similar hazards that properly characterizes OWE as high-risk just like oil and gas and the responsible thing to do is to design safeguards before we have another Piper Alpha on our hands.

Conclusion, Key Take Aways and Resolution

In closing, the Workshop proved to be a necessary conversation starter to map the trajectory for the active call to rethink the regulation and governance of Health and Safety in the Offshore Wind Energy Industry, especially as many jurisdictions look to the UK for lessons in this respect.

Overall, the workshop did reveal that in many respects, the OWE Industry does satisfy the metrics for its classification as a high-risk industry, thus justifying the need for a Safety Case Regime, tailored to the OWE due to its potential for major accidents. Although, a more detailed study could lay this argument to rest.

Furthermore, while some agreed that the current regulatory framework was inadequate, some argued that it will be a gradual growth to see the industry support a regulatory shift to the safety case regime. The discussions threw up several opportunities for further research, including the need to investigate and understand the justification for this reluctance on the part of the industry.

Finally, the workshop revealed the need for an in-depth collaborative, multidisciplinary and transdisciplinary research, to resolve these uncertainties. The workshop leaves us with more questions on the cost of safety in the offshore wind energy industry.

The conference ended with a vote of thanks from Professor Greg Gordon, who expressed immense gratitude to all the attendees for their time and for sharing their research and or years of experience in the oil & gas or offshore wind industry, respectively. He thanked all who travelled far and wide to contribute to such an important discussion. He maintained that the conversation had only just begun and that he looked forward to the next dialogue on topical issues, in the light of developments arising from this stakeholder focus group.

Abbreviations

CDM 2015:	Construction (Design and Management) Regulations, 2015,
O&G:	Oil & Gas
OWE:	Offshore Wind Energy

Compiled by Dr. Eddy Wifa & Mabel Omolola Demokun

For Aberdeen University Centre for Energy Law & National Decommissioning Centre

Version 2 – 26.05.2026.

APPENDIX

Appendix (1 of 3).

Text of Submission by Jake Maolloy for RMT

Aberdeen University

Offshore Wind Safety

May 21st, 2026

Apologies to all for my absence, I was looking forward to a good debate around my opening remarks. Can more be done to drive improvement in health and safety (H&S) performance in the offshore wind sector. In my opinion, the answer is yes!

For those who don't know me, a quick brief of my background; I worked in offshore oil and gas (O&G) between 1980 and 1997. In 1997 I was elected as General Secretary of the offshore energy workers Trade Union, OILC (Offshore Industry Liaison Committee) which was established in the wake of the Piper disaster to drive H&S improvements and protections for workers. In 2008, the OILC merged with the RMT, and I became the Lead officer for the union nationally for offshore energy workers. I stood down from this post in May 2023, but I remain active in the offshore energy branch of RMT. Additionally, for the last 4-years, I have been a commissioner on the Scottish Government's "Just Transition Commission" tasked with providing advice and recommendations to government, to enable a resilient, low carbon economy, that is fair for all.

My time offshore bridged the Piper Alpha disaster of 1988, the event which changed the H&S regime of the sector. I want to reflect on my experience of the H&S regime and 'culture' during this period, as the changes from pre-Piper Alpha to post-Piper Alpha were stark, in so many ways.

Pre-Piper Alpha, H&S was primarily based on a prescriptive, maritime legislative structure, although the reality was that 'safety regulation' and procedures were never really discussed with contractor staff. At some sites the senior manager, nearly always the OIM, would hold occasional H&S meetings, but these were very much designed for managers to dictate expectations. In short, you did what you were told, as H&S was being 'managed'. Additionally, as contractors, we worked in a precarious employment regime, contracts were literally fixed term for the periods spent offshore. This employment relationship served as a considerable deterrent to raising H&S matters or challenging instructions. In short, the employment model was inextricably linked to the prevailing H&S culture.

Post-Piper; in 1990, I became one of many offshore elected health and safety representatives, with the introduction of new regulatory provisions. Then as the Safety Case regulations came into effect, workers became actively involved in the objectives of the new 'goal setting' regulatory regime, driving continuous improvement. With fellow workers elected as 'Safety representatives', the establishment of safety constituencies and installation safety committees, along with the staging of regular safety meetings, the 'culture' changed. Safety Case development dictated that workers had to be consulted about the measures the 'Duty Holder' would take to ensure the safety of the workforce. This raised awareness of the regulatory regime and the standards that were to be expected, for all workers across the sector.

This new H&S regime was accompanied with a new employment model, which brought security of employment with full-time contracts of employment. The supply chain structure shifted from a fractured, multi-layered model of contractor, sub-contractor, agency and crewing agent model. A new Teir 1 & 2 type contractor base provided Duty Holders with a maintenance and construction management model. There is no question, the post-Piper changes significantly improved H&S performance.

More recently, in my Trade Union role, I have experience representing workers in our offshore wind energy sector. What I hear from workers and what I see in their respective contracts is, in my opinion, a throw-back to the old pre-Piper days offshore. For many contractors, and especially during installation and commissioning, H&S is secondary to employment. The employment model reflects the old fractured, multi-layered model of contractor, sub-contractor, agency and crewing agent model. And with the UK rules around so-called self-employment, we have contracts which specifically state; – "for the avoidance of doubt you are NOT an employee."

This model of employment, like the pre-Piper days, acts as a significant deterrent to raising H&S matters or challenging decisions which impact H&S. The reason is; where the attitude of managers, and especially 'client managers' suggests intolerance to challenge, the worker/contractor will almost always defer to the commercial imperative of sustaining earnings and income. Avoiding anything which might put income at risk becomes critical, and challenging client managers is considered a significant risk.

In the old pre-Piper days, the reluctance to challenge was drawn from a fear of the NRB, (Not Required Back) by the client. Today, because of the employment model, the fear is like the old NRB but is more commercially driven.

Just last week, Tuesday 12 May, I was talking to a worker engaged on one of the largest offshore wind farm projects currently being developed. He had many concerns about his employment, but I was more interested in the prevailing H&S culture. He and his colleagues didn't attend safety meetings, 'someone else did that'. There are no H&S workforce reps, but there is a H&S manager. He wasn't familiar with the regulatory regime that applied on the project, and he had no experience of any H&S initiatives. This is reflective of what we hear across the offshore wind sector from the multi-layered contractor staff who regularly report that when they do challenge H&S practice the widely used response they get is; - you're not working in O&G now, if you're not happy, go back to O&G

In my opinion we need change in regulation, something like the O&G safety case regime. Most importantly, we need workforce involvement and engagement, and the Offshore Installations, Safety Representatives and Safety Committees Regulations 1989, is a tried and tested model. We also need a significant change to the employment structures.

I'll leave the final word to Lord Cullen who produced the Piper Alpha Inquiry Report which served as the means for bringing change to O&G. In Volume 2 of the report where he sets out his observations and recommendations, he states at Paragraph 21.47;

"The representation of the workforce in regard to safety matters is important not merely for what it achieves on installations but also for the effect which it has on the morale of the workforce – in showing that their views are taken into account and that they are making a worthwhile contribution to their own safety."

Thank you, I hope you have a good debate.

Jake Molloy

Deputy Chair

RMT Offshore Energy Branch

Appendix 2 of 3:

Workshop agenda and list of attendees

Offshore Wind Health and Safety Workshop

National Decommissioning Centre and Aberdeen University Centre for Energy Law

Thursday 21st May 2026, 9:00 – 14:00 (registration/coffee from 09:00)

Address: Meeting Room 1, 7th Floor Sir Duncan Rice Library,

University of Aberdeen, Kings College Campus, AB24 3FX

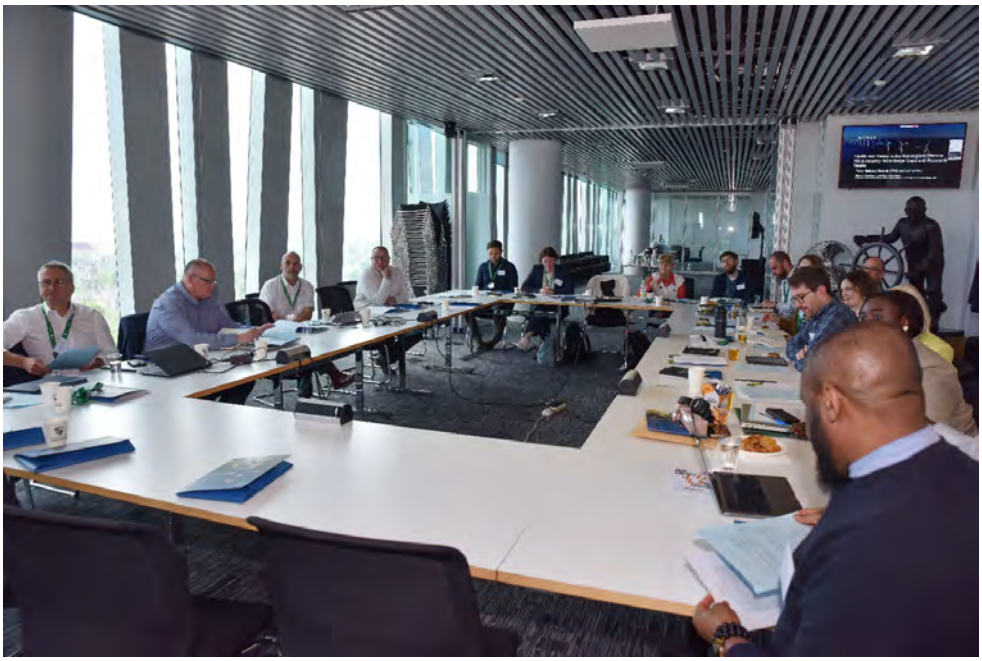
Time	Host: Eddy Wifa
09:00-9:30	Coffee and registrations
09:30-9:40	Welcome and Introductions – Project Lead, Eddy Wifa **Offshore Wind Safety by Design** Feargal Brennan (Strathclyde University)
09:40-10:30	**Session 1: Safety and the Offshore Wind Energy Industry** 1) Title: **Offshore Wind H&S: A Review and Analysis** David Rowel (DNV) 2) Title: **Building Worker-led Transition: Learning from O&G to Understand Wind.** Connor Watt (Platform Energy) 3) Title: **G+ Offshore Wind Safety: 10 years of data and collaborative approaches.** Mariana Carvalho (G+) **Discussions**
10:30-10:40	Break
10:40-11:30	**Session 2: Safety, Commercial and Regulatory Consideration** **1) Evolution of Occupational Health and Safety Regulation (Recorded)** John Paterson (School of Law) **2) Risk Allocation, Commercial Liability and Offshore Safety** Greg Gordon (School of Law) **3) Regulatory Warnings and Lessons** Eddy Wifa (School of Law) **Discussions**

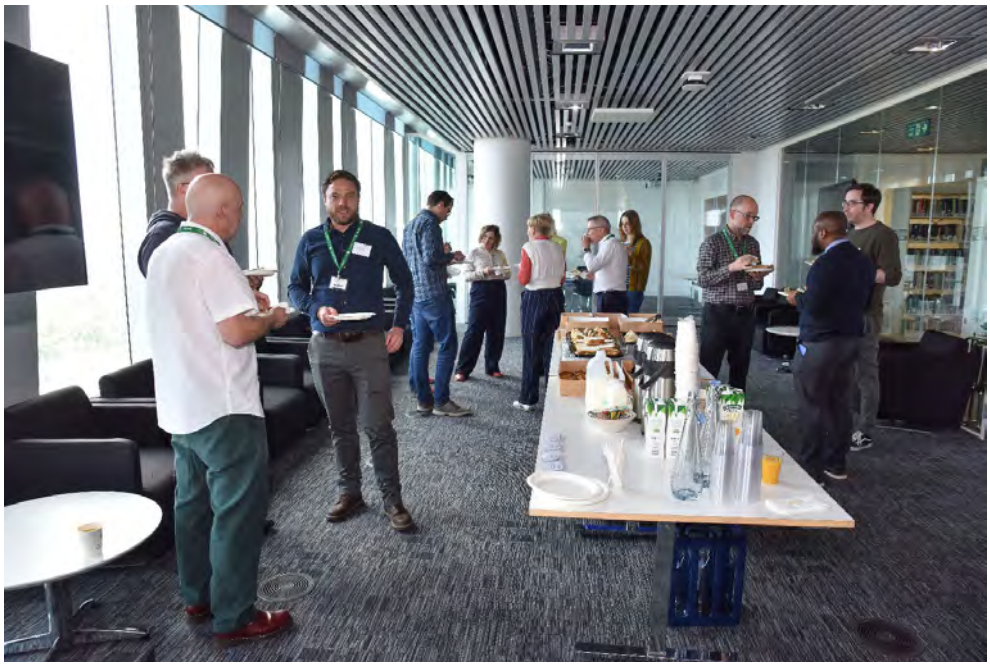
Time	Host: Eddy Wifa
11:30-11:40	Break
11:40-12:30	**Session 3: Psychology and Culture in Offshore Wind** 1) Title- **An Introduction** Nejc Sedlar (School of Psychology) 2) Title: **Safety on the horizon: Human factors in offshore wind** Ruby Roberts (Robert Gordon University) **Discussions**
12:30-13:00	Lunch
13:00-13:40	Break
10:40-11:30	**Session 4: Offshore Wind Health and Safety; The Norwegian Experience** 1) Title: **Health and Safety in the Norwegian Offshore Wind Industry: Knowledge Gaps and Research Needs.** Tone Njølstad Slotsvik (NORCE) 2) Title: **Offshore Wind Health and safety in Norway: A Regulator's Perspective** Hilda Kjeldstad (Norwegian Ocean Industry Authority) **Discussions**
13:40 -14:00	**Summary- Offshore Renewables Risk Management: A Pragmatic Safety Case** David Dimelow (DNV)

List of Workshop Participants

1. John Paterson- (University of Aberdeen)
2. Greg Gordon (University of Aberdeen)
3. Eddy Wifa (University of Aberdeen)
4. David Rowell DNV)
5. Linda Engles (University of Aberdeen)
6. Nejc Sedlar – (University of Aberdeen)
7. David Cowie (SGN)
8. Ruby Roberts (Robert Gordon University)
9. Feargal Brennan (University of Strathclyde)
10. Carlene Smith (DEKRA)
11. Peter Bendixen (SABIK Offshore)
12. Mei Peidong (University of Aberdeen)
13. Tone Njølstad Slotsvik – (NORCE)
14. Rhona Flin (Robert Gordon University)
15. Bob Egan (Health and Safety Executive)
16. Connor Watt (Platform)
17. Patrick Achor (University of Aberdeen)
18. Ian Brightmore (National Decommissioning Centre)
19. Caroline Dennett (CLOUT)
20. Hilda Kjeldsad (Norwegian Ocean Industry Authority)
21. Mariana Carvalho (G+)
22. Thomas Brown (Nadara)
23. Mabel Omolola (AUCEL)
24. David Dimelow (DNV)

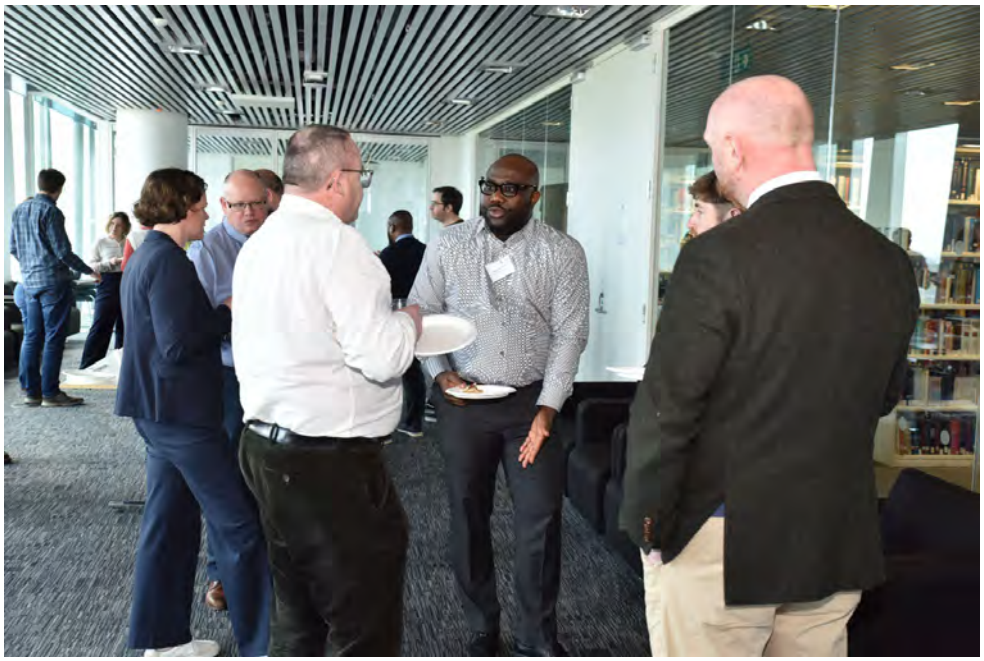
Appendix 3 of 3:






Health and Safety in the Norwegian Offshore
Wind Industry: Knowledge Gaps and
Needs
Centre for

Appendix 3 of 3:



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Report

DESIGN: WLS0826