

COMMITTEE OF COMPANY SIGNATORIES TO THE OFFSHORE DIVING INDUSTRY AGREEMENT (ODIA)

WORKFORCE UPDATE – JUNE 2011

UK Training Matrix - Divers' Additional Training Allowance (DATA)

After considering feedback received on our earlier draft, the contents of a final draft UK Training Matrix, to be used for the 5 disciplines entitled to the DATA, have been approved by the ODIA companies (see page 3).

The principle of the DATA is that it covers training which is generic to the industry in the UK sector. The aim of this Matrix is to improve consistency between companies on the kind of certification and training they expect divers to hold. A proportion of the Allowance has historically been ring-fenced as reimbursement of initial diver training costs, but the Matrix focuses on the element which funds training beyond that.

The DATA does not cover the cost of obtaining of medical and offshore survival training certificates – a separate allowance is provided for this.

There are 3 categories of generic training in the new UK Training Matrix:

1. 'Industry Essential' courses are the highest priority certifications / qualifications identified by the ODIA contractors. These would be an expectation of workers in receipt of the allowance
2. 'Industry Useful' courses are those which the ODIA contractors would value beyond other additional training, and also expected of personnel receiving the allowance
3. 'Additional' training is optional but will make the worker more marketable in terms of contractors' skills' needs.

Workers in receipt of the DATA are expected to use it to invest in their own learning and skills development. At the moment, the ODIA Agreement states that it is to pay for 'all training' but does not guide personnel towards what training they should complete – under the new arrangements, the intention is that diving personnel should complete, as a minimum, the 'Essential' and 'Useful' training. The training in these 2 categories can be done within budget (ie: with no increase in cost for either the worker or the companies), and also will leave a balance from which the worker can choose to do other training of their choice. For example, there is sufficient budget for a diver to complete the 'Essential' and 'Useful' categories, but also to retain the CSWIP 3.1u if they wish.

The RMT had submitted detailed comments, most of which have been incorporated into the final document, but below we set out some of the reasoning on the main points:

- CSWIP – the RMT wished this to be in 'Industry Useful' category, but the signatories have a greater need for *across-the-board* certification in Rigging and Lifting and DMT. The fact that diving personnel will have a sufficient balance of funds to retain 3.1u, if they wish, means that workers who have invested in getting the qualification will not lose out, and we will not lose these skills.
- Rigging and Lifting – the majority of safety incidents relate to R&L and an accredited topsides' certificate was considered critical. This is generally accepted by the industry, and IMCA's DDMC has recently established a Working Group to look at rigging and lifting competence

criteria. Experienced divers confident of passing the skills' test will be able to opt straight for the 1-day assessment and would not have to go through the entire 3-day course. This would result in a 'profit' (the allowance is costed for the full 3-day course) which could be spent elsewhere. It was further agreed that there should be a 'subsea add-on' element covering factors particular to working underwater although this did not have to be a skills-assessed course. Further discussions with RMT and workforce on how this would work are needed.

- 'New Starts' – the RMT felt that the Matrix should incorporate training which would be beneficial to new personnel entering diving roles. Further discussion is proposed on this.
- 'IT Skills' and 'People Management Skills' training for Supervisors and Superintendents – there was agreement that these are the kinds of supervisory and management skills we wish personnel to develop, but we realised that we can't prescribe the same course for everyone. Each person will have different interests, levels of experience and preferred methods of learning, so we wanted to keep this flexible within the Training Matrix. However, the RMT felt that we could provide some guidance on the types of training which might be considered, and the kinds of options which are available.

There is still much work to do on this, and we are still keen to hear your views. We also want to discuss our intentions in due course with training establishments – you will perhaps have noticed that we are already beginning to see some reductions in course fees.

Your thoughts and feedback on the content of this Training Matrix (or any related matter) would be most welcome. Please email Val Lockhart at info@odia.org.uk

Other current issues..

The Coordinator has continued to discuss ongoing issues with the RMT, including the likely (non) impact of the Pensions Act (within the next 3-4 years, anyway), the Agency Workers' Regulations, receiverships and new companies entering the UK market and so on.

A joint visit by Jake Molloy, Val Lockhart and the RMT's new Asst National Secretary (Mark Carden) took place to Subsea 7's Discovery in Aberdeen in early May, meeting up with some ODIA workers who took the opportunity of expressing their views.

At the time of writing, a meeting of the Stakeholder Forum (the joint meeting of contractors, labour suppliers and reps) is being planned for 14 June. If it does not go ahead, we hope that we can reschedule for late summer.

A meeting between the ODIA Coordinator and Opito took place in early May. They were interested in our 'Transfer of Competence' agenda, and particularly in how we intend to support inclusion of 'very transients'. Opito is working on a similar project, albeit they are focusing on common 'knowledge standards' first, as a step towards competence assessment for this group of workers. OSPRAG (the industry body reviewing the what if? Macondo scenario for the UK sector) is showing a keen interest in this through the Work Group they have looking at competence and human factors. We don't think that the ODIA would have a direct interest in their outputs but it is interesting to see that we're looking at similar 'priority' areas.

Further information, comments, complaints or questions on this Update?

Please contact Val Lockhart on info@odia.org.uk , 01224 718450, or your company RMT rep, Derek Moore DIVEATDEREK@aol.com ; the RMT office 01224 210118, or visit the company signatories' website www.odia.org.uk

ODIA – UK TRAINING AND QUALIFICATIONS MATRIX

Final Draft version – May 2011

	SURFFACE SUPPLIED DIVER	MIXED GAS DIVER	SURFACE SUPPLIED SUPERVISOR	MIXED GAS SUPERVISOR	SUPERINTENDENT
INDUSTRY ESSENTIAL	HSE First Aid at Work (kept valid)* Opito-accredited Lifting and Rigging certificate, plus approved subsea add-on	HSE First Aid at Work (kept valid)* Opito-accredited Lifting and Rigging certificate, plus approved subsea add-on	NPD NOROK Leadership course, or approved equivalent People Management skills training #	NPD NOROK Leadership course, or approved equivalent People Management skills training #	NPD NOROK Leadership course, or approved equivalent People Management skills training #
INDUSTRY USEFUL	IMCA Diver Medic (DMT) , or approved equivalent – kept valid	IMCA Diver Medic (DMT) , or approved equivalent – kept valid	HSE First Aid at Work (kept valid)* Opito-accredited Lifting and Rigging certificate, plus approved subsea add-on Competence Assessor / 'Learning to be a competence assessor' training # 2-day 'Introduction to DP' training	HSE First Aid at Work (kept valid)* Opito-accredited Lifting and Rigging certificate, plus approved subsea add-on Competence Assessor / 'Learning to be a competence assessor' training # 2-day 'Introduction to DP' training	IOSH Managing Safely, or approved equivalent Essential business awareness / management training – commercial, contractual, financial # Competence Assessor / 'Learning to be a competence assessor' training #
ADDITIONAL	CSWIP 3.1u or CSWIP 3.2u	CSWIP 3.1u or CSWIP 3.2u	IOSH Managing Safely, or approved equivalent IT skills training #	IOSH Managing Safely, or approved equivalent IT skills training #	HSE First Aid at Work (kept valid)* Opito-accredited Lifting and Rigging certificate, plus approved subsea add-on