

THE 2026 - Issue 1 REGULATOR



RMA Regulations remade

Strengthening Australia's
offshore resource
framework



NOPSEMA
Australia's offshore energy regulator

About NOPSEMA

The National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) is Australia's independent expert regulator for health and safety, environmental management, structural and well integrity for offshore petroleum and greenhouse gas storage activities in Commonwealth waters.

Under the *Offshore Petroleum and Greenhouse Gas Storage Act 2006*, offshore petroleum and greenhouse storage activities cannot begin before NOPSEMA has assessed and accepted the required permissioning documents demonstrating how the activity will be managed to ensure the associated risks to the health and safety of the workforce are as low as reasonably practicable (ALARP) and risks and impacts to the environment are ALARP and are acceptable.

The Offshore Infrastructure Regulator (OIR) was established under the *Offshore Electricity Infrastructure Act 2021* to regulate work health and safety, infrastructure integrity and environmental management for offshore infrastructure activities.

For more information, visit our website at nopsema.gov.au.

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Message from the
Chief Executive
Sue McCarrey

NOPSEMA's role as a regulator is to help ensure a safe, responsible and environmentally sound offshore energy industry. As the sector evolves, so too must the regulatory framework, our guidance and the way we engage with industry and the broader community. In this edition of *The Regulator*, we highlight several initiatives that demonstrate how NOPSEMA is continuing to strengthen regulatory practice while supporting industry to meet its obligations.

A key milestone is the remake of the Offshore Petroleum and Greenhouse Gas Storage (Resource Management and Administration) Regulations, which commenced on 31 March 2026. These updated regulations modernise important aspects of the framework governing offshore petroleum and greenhouse gas storage activities, including strengthened reporting obligations, improved data management and enhanced oversight of well integrity. The changes help ensure the regime remains contemporary, transparent and aligned with Australia's energy and emissions objectives.

We have also released updated guidance on *Securing compliance – Inspection Conclusions and Advice*, providing clearer expectations for duty holders when responding to inspection findings. Effective regulatory outcomes depend on timely, evidence-based responses that address root causes and demonstrate how risks are being reduced to as low as reasonably practicable.

This edition also outlines the Offshore Infrastructure Regulator's regulatory approach as Australia's offshore wind industry continues to move from concept to delivery. By focusing on influence, oversight and enforcement, the OIR is working to ensure regulatory expectations are clear and that offshore renewable energy projects are developed safely and responsibly.

Supporting safe workplaces remains a central priority. You will read about new guidance on preventing sexual harassment in offshore settings, which recognises that psychological health and workplace culture are critical elements of safety and must be actively managed alongside traditional operational risks.

We are also continuing to support strong environmental management. This edition includes practical guidance on developing effective Environmental Performance Outcomes, providing industry with clearer advice on how to write measurable, outcome-based commitments within Environment Plans.

Engagement with stakeholders is another important focus. NOPSEMA is currently seeking new members for the Community and Environment Reference Group, which provides a valuable forum for community perspectives to inform the administration of offshore environmental regulations.

At our most recent Better Practice Forum on leadership, regulators, industry leaders and experts explored how leadership behaviours influence safety and environmental outcomes. Events like these reinforce the importance of open dialogue and shared learning across the sector and confirm our commitment to our five National Priorities, one of which is Leadership and Management.

Finally, strengthening regulatory capability within our own organisation is equally important. Last year, we welcomed Professor Malcolm Sparrow from Harvard University's Kennedy School of Government to Perth for a series of workshops on risk-based regulation. His insights provided valuable opportunities for our staff to deepen their understanding of strategic regulatory practice and strengthen how we respond to complex risks in the offshore energy sector.

Across all these initiatives, our focus remains consistent: protecting workers, safeguarding the environment and ensuring Australia's offshore energy industry operates responsibly and sustainably.

I thank industry, workforce representatives, community stakeholders and our own staff for their continued engagement and contribution to this important work.

Sue McCarrey
Chief Executive Officer

RMA Regulations remade: Strengthening Australia's offshore resource framework

Australia's offshore petroleum and greenhouse gas (GHG) storage regulatory framework is entering a new phase.

The Offshore Petroleum and Greenhouse Gas Storage (Resource Management and Administration) Regulations 2025 (RMA Regulations) have been remade and came into effect on 31 March 2026. The updated regulations replace the existing 2011 RMA Regulations, which sunset on 1 April 2026.

The remake ensures the RMA Regulations continue to operate effectively as a core component of the legislative regime established under the *Offshore Petroleum and Greenhouse Gas Storage Act 2006*.

The updated framework provides clearer, modernised and more robust regulatory settings for:

- resource management
- well integrity
- data reporting
- administrative processes associated with offshore petroleum and GHG storage activities.

The remade RMA Regulations introduce a suite of updates designed to strengthen accountability, streamline processes and enhance transparency. These changes reflect feedback from industry, government and regulators, and respond to the evolving landscape of Australia's offshore energy and emissions reduction priorities.

Key updates include:

- **Expanded reporting obligations** across annual title assessments, field development plans and Well Operations Management Plans (WOMPs), providing deeper insight into exploration, development and production activities.

- **Updated GHG injection and accounting reports**, supporting improved environmental accountability and future-focused emissions management.
- **Streamlined data management requirements**, promoting better information flow, transparency and regulatory efficiency.
- **Proportionate compliance mechanisms and a graduated enforcement regime**, ensuring regulatory responses appropriately match the nature and seriousness of non-compliance.
- **Modernised structure and simplified regulatory language**, removing duplication and making the framework easier to navigate for titleholders and regulators alike.

These improvements maintain the integrity of Australia's offshore resources sector while ensuring the regulatory framework remains contemporary and fit for purpose.

For operators, the implications are particularly significant in the area of well integrity. The revised Part 5 well integrity provisions introduce several important reforms that formalise and strengthen oversight of well operations.

Key changes include:

- **Modernised Well Operations Management Plan (WOMP) requirements**, ensuring plans are comprehensive, risk-informed and aligned with current industry practice.
- **Annual well integrity reporting**, providing regulators with more regular visibility of well performance and emerging issues.
- **Expanded incident reporting**, including requirements to report degraded performance standards and well integrity failures.

These reforms provide a clearer and more consistent framework for monitoring wells throughout their life cycle, while improving early detection of issues and enabling better regulatory intervention where needed.

NOPSEMA CEO Sue McCarrey said the remake ensures that the RMA Regulations remain aligned to Australia's broader energy and climate objectives.

"The RMA remake reinforces a regulatory system that remains effective, fit for purpose, future-focused and aligned with Australia's energy and emissions goals," she said.

The updated regulations also support Australia's transition to new technologies and emerging energy industries, including offshore carbon capture and storage, by embedding stronger data, reporting and compliance mechanisms.

Throughout the remake process, NOPSEMA has taken a proactive approach to stakeholder engagement, ensuring operators and titleholders have a clear understanding of what is changing, why it matters and how to prepare.

To support this, NOPSEMA has:

- published a dedicated RMA remake information webpage at Offshore Petroleum and Greenhouse Gas Storage (Resource Management and Administration) Regulations | NOPSEMA.
- held three online interactive information sessions
- released a comprehensive set of Frequently Asked Questions
- updated existing guidance materials
- invited stakeholder feedback on upcoming guidance to ensure support tools meet the needs of those operating under the framework.

This collaborative approach ensures the sector can transition smoothly and with confidence.

"Feedback has allowed us to shape guidance that is clear, practical and better aligned to those operating under the remade regulations," Ms McCarrey said.

NOPSEMA also communicated the transitional arrangements that applied in the lead up to the regulations commencing on 31 March.

These arrangements provided certainty for operators and allowed adequate time to adjust systems, reporting and regulatory submissions to the updated requirements.

Further information on transition arrangements, guidance updates and reporting obligations can be found on NOPSEMA's dedicated RMA webpage.

RMA Regulations: A message from NOPTA

The new Offshore Petroleum and Greenhouse Gas Storage (Resource Management and Administration) Regulations 2025 commenced on 31 March 2026.

The National Offshore Petroleum Titles Administrator (NOPTA) has published new and updated guidance, templates and fact sheets to help industry with the change.

New and updated documents include:

- new data management guideline and fact sheets
- new greenhouse gas reporting fact sheet and templates
- new field development plan fact sheets
- new and updated petroleum and greenhouse gas forms and forms guidance
- new instruments approved by the Titles Administrator.

New templates and fact sheets to be published in May 2026 include:

- annual titles assessment report (ATAR) templates updated to reflect their new status as mandatory 'approved forms'
- an updated ATARs fact sheet.

NOPTA has also published a fact sheet, *RMA Regulations 2025 – Transitional arrangements FAQs* and a news item, *RMA Regulations commence today*.

Access these resources and view information on the new regulatory changes at: www.nopta.gov.au

Making offshore workplaces safer: New guidance on psychosocial hazards

Managing psychosocial hazards - especially issues like sexual harassment - is still a relatively new regulatory frontier for the offshore oil and gas industry compared to other health and safety factors.

To help duty holders understand what's required and how to respond effectively, NOPSEMA has released new guidance material designed to support compliance with safety case obligations.

Developed in close consultation with external stakeholders, the new guidance note: *Preventing Sexual Harassment in Offshore Settings* explains the legislative requirements and sets out practical steps duty holders can take to manage sexual harassment risks.

Since new legislation came into effect in June last year, operators must notify NOPSEMA of reported incidents of sexual harassment, bullying and harassment on offshore facilities.

In that time, NOPSEMA has started receiving notifications which provide a clearer view of the issues workers are experiencing. Many operators are already using insights from these reports to improve their systems and reduce the likelihood of further incidents.

However, NOPSEMA has also observed an over-reliance on disciplinary actions which focus on individual behaviour rather than the wider conditions that allow harmful conduct to occur.

To help shift this balance, the new guidance includes information on identifying the organisational, environmental and cultural factors that contribute to sexual harassment risk - encouraging a more prevention-focused, systemic approach.

The regulatory changes introduced last June also clarified that duty holders must outline the measures they will use to manage the risk of sexual harassment.

In practice, this means the familiar risk management process - identifying hazards, assessing risks, implementing controls and checking that those controls work - applies to sexual harassment just as it does to any other hazard offshore.

The guidance includes proactive methods for identifying hazards, along with offshore-specific examples of what good controls can look like.

These resources support NOPSEMA's broader national priority to strengthen industry capability in managing psychosocial risks and protecting workers' mental health.

More guidance under review

Work Health and Safety regulators across Australia have, in recent years, introduced new regulations specifically targeting psychosocial hazards.

Several supporting codes of practice have followed, including *Safe Work Australia's Model Code of Practice: Managing Psychosocial Hazards at Work*.

In line with these national changes - and building on amendments made in 2025 to the *Offshore Petroleum and Greenhouse Gas Storage Act 2006* and the *Offshore Petroleum and Greenhouse Gas Storage (Safety) Regulations* - NOPSEMA is now reviewing its 2021 guidance note on the management of psychosocial hazards in offshore environments.

This update aims to ensure the guidance keeps pace with new legislation, new scientific understanding and the unique psychological risks associated with offshore workplaces.

NOPSEMA will continue to work closely with stakeholders to make sure the revised guidance is practical, fit for purpose and aligned with industry needs.



Benchmarking psychosocial risks offshore

Psychosocial health is a key focus area in NOPSEMA's 2025-26 National Priorities and strengthening regulatory oversight in this space is a major part of that commitment.

A key initiative highlighted in the launch of NOPSEMA's National Priorities is a benchmarking survey designed to deepen understanding of psychosocial hazards and how these hazards are being managed across offshore facilities.

More information on the benchmarking survey will be available in the next edition of *The Regulator*.

To find out more about NOPSEMA's National Priority - Psychosocial Health, visit nopsema.gov.au



Malcolm Sparrow brings global regulatory expertise to Perth

In November 2025, NOPSEMA and NOPTA had the privilege of hosting Malcolm Sparrow, one of the world's leading authorities on risk-based regulatory practice, for a week of intensive workshops in Perth.

As a Professor of the Practice of Public Management at Harvard University's Kennedy School of Government, Malcolm Sparrow is internationally recognised for his pioneering work on regulatory strategy, risk management and performance measurement. His visit marked a significant milestone in NOPSEMA's ongoing commitment to strengthening regulatory capability and fostering innovation in the offshore energy sector.

It had been six years since Professor Sparrow last worked with NOPSEMA, making this engagement a rare and valuable opportunity for staff to learn directly from a global thought leader. The program was designed to deepen understanding of risk-based regulation and enhance the agencies' ability to respond effectively to complex challenges in the offshore energy sector.

The week commenced with a two-day foundational course exploring the principles of modern regulatory practice, and the importance of strategic, risk-informed decision-making.

Sparrow's approach encourages regulators to move beyond compliance checklists and adopt a more nuanced mindset, one that prioritises the identification and mitigation of the most significant risks.

Following these core sessions, smaller targeted workshops were held for staff involved in regulatory operations, compliance and environmental management. These sessions provided an interactive forum for discussing real-world scenarios, fostering practical insights and encouraging collaborative problem-solving.

CEO Sue McCarrey emphasised the significance of Professor Sparrow's visit, noting that continuous learning was essential to maintaining NOPSEMA's position as a modern risk-based regulator.

"This was a valuable opportunity to deepen our understanding and strengthen our collective capability," she said.

Feedback from the sessions was uniformly positive, with many attendees noting the relevance of Professor Sparrow's insights to their day-to-day work.

By continuing to build on the foundations laid during this visit, NOPSEMA and NOPTA aim to enhance their effectiveness and deliver even greater value to industry and the community.





Securing Compliance – Inspection Conclusions and Advice

NOPSEMA has released an updated guidance note, *Securing Compliance – Inspection Conclusions and Advice*, which provides clearer direction to duty holders on what is expected when responding to inspection findings.

The document aims to strengthen consistency, reinforce expectations and support inspectors, particularly in situations where responses have historically lacked sufficient detail or timeliness.

For industry, the guidance represents a sharpened focus on accountability, traceability of actions and evidence. It also highlights the need for more robust, actionable responses to NOPSEMA's conclusions and recommendations, and outlines common pitfalls that continue to hinder effective compliance close out.

As part of its legislated mandate under the *Offshore Petroleum and Greenhouse Gas Storage Act 2006*, NOPSEMA undertakes inspections to assess compliance with environmental management, well integrity and occupational health and safety (OHS) laws.

An inspection may identify compliance, non-compliance, or emerging risks that could lead to non-compliance. Where elevated risks, compliance gaps or pathways to non-compliance are identified, NOPSEMA may issue advice ranging from direct actions to remedial action plans (RAPs) within its inspection reports.

Duty holders must then provide a formal response outlining the actions they will take, and NOPSEMA will monitor these until compliance is achieved. This guidance clarifies exactly what those responses must contain and how they will be assessed.

NOPSEMA uses five types of recommendations depending on the seriousness, complexity and immediacy of the compliance issue identified.

1. Remedial Action Plan (RAP) recommendations

RAPs apply where risks are complex, systemic, or poorly understood and require multiple actions or investigation. Duty holders are expected to provide staged responses, beginning with temporary risk controls and investigation plans, followed by detailed root cause analysis and a full corrective action plan with monitoring arrangements. If insufficient detail is provided, NOPSEMA may escalate to enforcement.

2. Direct action recommendations

These are issued when a clear, straightforward action is needed to return to compliance. Duty holders must specify the action, timeline, responsible personnel and tracking method. Alternative proposals are welcomed, however these are assessed to ensure that compliance is still achieved in an acceptable timeframe.

3. Outcome based recommendations

These are used where NOPSEMA can define the required compliance outcome but does not prescribe the method. Duty holders must outline the actions they will take, by when, and who is accountable.

4. Take caution recommendations

These apply when compliance has been demonstrated but there is a clear pathway to future non-compliance or elevated risk. Duty holders must identify preventative actions and reasonable timeframes.

5. Better practice recommendations

These are issued when duty holders are compliant but have opportunities to further reduce risk in line with as low as reasonably practicable (ALARP) principles or align with industry good practice.

Responses must demonstrate that an ALARP analysis has been undertaken.

A key purpose of the guidance is to address recurring issues that impede progress toward compliance. Section 5 outlines the most common problems that inspectors encounter:

- failure to respond at all to conclusions or recommendations
- failure to fully consider findings when developing corrective actions
- responses that lack sufficient detail, depth or justification
- timeframes that are not credible or proportionate to the issue
- failing to request extensions before a due date lapses.

NOPSEMA emphasises that if duty holders cannot meet an agreed due date, they must contact the Lead Inspector before the deadline with reasons and a proposed new date.

The regulator will check progress and confirm that actions are in place and working to reduce risks to ALARP before closing any recommendations. Inspectors may seek clarification, request further information or require meetings if responses are inadequate.

In summary

For operators, titleholders and facility teams, the expectations are clear:

- understand the compliance gap
- address root causes – not symptoms
- provide detailed, trackable action plans engage early if delays arise
- demonstrate that risks are being effectively reduced to ALARP.

By clarifying both expectations and common shortcomings, NOPSEMA is helping strengthen regulatory transparency - and signalling that consistent, high quality responses are a fundamental part of Australia's offshore regulatory framework.



Better Practice Forum: Leadership that drives safety and performance

Late last year, NOPSEMA staged a Better Practice Forum exploring how leadership at all levels can shape safer, more resilient offshore operations. Held at the Parmelia Hilton in Perth, the event brought together regulators, industry leaders and academic experts to discuss what strong and practical leadership in action looks like.

The day opened with a warm welcome from NOPSEMA CEO Sue McCarrey, who set the tone by reaffirming the regulator’s commitment to collaborative improvement.

“If you have good, strong safety leadership you usually also have sound environmental leadership,” Ms McCarrey said.

“If you have a major safety incident offshore, chances are it’s also going to have an environmental impact. Good safety leadership must come from the top, but it doesn’t stop there. What we say, and what we actually do, must be aligned.

“Leadership at the most senior level is important, but you also need to have the structures in place

and the governance to set that up. It’s not just about decision-making; it’s about creating the conditions for safety to thrive.”

Renowned sociologist Emeritus Professor Andrew Hopkins, from the Australian National University (ANU), followed with a keynote presentation that focused on the importance of senior leadership in safety and environmental management.

Drawing on decades of research, Professor Hopkins explored how senior leadership decisions and behaviours strongly influence the prevention of major accidents.

His presentation focused on two practical actions leaders can take to make their organisations safer: establishing an effective system for reporting warning signs (“bad news”) and improving the quality and purpose of senior management walk-arounds.

Professor Hopkins identified common “bad news” indicators such as alarms, deferred maintenance, corrosion, inadequate procedures and understaffing, arguing that leaders need mechanisms to surface these early.

Some of these mechanisms include:

- easy, unstructured reporting, with no requirement for risk assessment
- direct routing of reports to named individuals who can act
- no numerical targets, as quality matters more than quantity
- encouragement of courageous reporting, including contractors
- a no-blame approach to ensure people feel safe to speak up
- senior leaders owning the system, particularly the CEO or CRO.

He added that a well-functioning reporting culture helps organisations identify hazards before they escalate, build ownership and deepen risk conversations.

Further, Professor Hopkins argued that walk-arounds often fail because they focus on personal safety rather than major accident risk. He proposed using a bow-tie model to guide leader questions on walk-arounds, drawing on two case studies (Buncefield, 2005, and Matanzas, 2022) to show how leaders could question the integrity of critical controls.

An interactive session with Professor Hopkins allowed attendees to dig deeper into the nuances of leadership influence, sparking thoughtful discussion on accountability, visibility and the power of leading by example.

Wouter Pattynama, NOPSEMA’s Executive Director for Production, then offered a regulator’s perspective on strategic leadership in a complex, high-stakes environment.

Mr Pattynama outlined some of the consequences of poor leadership (e.g. ignoring warning signs, making decisions under cost and schedule pressure, weak safety culture and unclear roles) which can lead to incidents, legal exposure, reputational harm and operational disruptions.

He highlighted the importance of clarity, consistency and trust in regulatory relationships, noting that “good leadership is about more than compliance; it’s about stewardship.”

The afternoon also featured a compelling presentation from Dan Haslam (pictured opposite), Transocean’s Vice President of HSE, Operational Integrity and Assurance.

Mr Haslam shared Transocean’s journey since 2010, detailing how the company has embedded process safety, transformed its fleet and cultivated a culture of learning.

He began by exploring the Deepwater Horizon disaster in April 2010, describing how the event catalysed a long-term organisational shift.

The company pursued an integrated, multi-year program that focused on operationalising process safety; understanding major accident hazards, threats and barriers across well control, station keeping, hoisting, flooding and fire; and strengthening consequence reporting, with marked improvements from 2010 onwards.

A major component of the Transocean journey involved reshaping leadership expectations and behaviours across all levels. Mr Haslam discussed the importance of recognising human factors such as normalisation of deviance, confirmation bias and “groupthink”.

Between 2014 and 2024, Transocean’s fleet changed significantly, reducing the average rig age from 21 years to 11 years and moving to a more modern harsh-environment and ultra-deepwater profile. This reflected an investment in safer, more reliable equipment aligned with operational integrity controls.

The forum closed with reflections from Graham Blair, NOPSEMA’s Deputy CEO for Regulatory Operations, who praised the day’s open dialogue and practical insights.

“I’m hugely proud of this industry and its performance record when it comes to safety,” he said.

“It’s very good by any measure, and I recognise that current performance is benefitting from the richness of the leadership discussions we’ve had here today.

“But we must acknowledge that we’re sitting on the shoulders of the thousands of workers who are currently delivering our safe operations, and the tens of thousands of workers – many of whom have learned the hard way through accident, injury, or worse – how to safely do that work.”



From aspect to outcome: Writing effective Environmental Performance Outcomes

During recent Environment Plan assessments, NOPSEMA observed varied approaches to how titleholders develop Environmental Performance Outcomes (EPO), prompting us to offer clear guidance to industry.

The Environment Plan is a risk management tool, with the EPO being the checkpoint. Every EPO begins with an environmental aspect of the activity (i.e. the source of impact) and an environmental value or sensitivity that should be protected.

Within the broader impact and risk process, the EP uses an EPO logic chain that links key components:

Aspect ⇒ Value and Sensitivities ⇒ Control Measures ⇒ Acceptable Level ⇒ EPO ⇒ Environmental Performance Standard (EPS) ⇒ Measurement Criteria

Alongside this, an implementation chain then ensures delivery:

Implementation ⇒ Monitoring ⇒ Performance ⇒ Reporting

Effective EPOs work when linked to an aspect and value (or multiple of these) that can be clearly verified.

They should use specific, outcome-based language that, when read in conjunction with the EPS, establishes measurable levels of performance for management of the environmental aspects.

This benefits the titleholder who is managing and reporting against compliance, and the regulator verifying environmental performance and compliance. EPOs that contain vague language dilute the level of environmental performance and are difficult to determine compliance with.

As a reminder, the definition of EPO in the OPGGS (Environment) Regulations 2023 is “a measurable level of performance required for the management of environmental aspects of the activity to ensure that environmental impacts and risks of the activity will be of an acceptable level.”

EPO work-through and checklist

Let's step through an example with the EPO logic chain.

Aspect: Flaring

Value and Sensitivity: Marine turtles in ‘habitat critical to the survival of marine turtles.’

Control measure: Use of flare shields and scheduling flaring outside nesting season except for emergency shutdowns.

Acceptable Level: Turtle behaviour is not adversely affected (as per *National Light Pollution Guidelines for Wildlife*).

EPO (the what): No displacement of marine turtles from ‘habitat critical to the survival of marine turtles’ due to flaring.

EPS (the how): Light emissions from flaring will not exceed X lux at Y meters during nesting season, unless required for emergency well control.

Measurement criteria: Light propagation modelling and flare management plan, log of flaring events and any in-field light measurements that may have been undertaken for verification of modelling.

Some positive characteristics to consider when writing an EPO are:

- Quantified thresholds (e.g. ‘<10m3 per well discharged’)
- Binary outcomes (e.g. ‘No unplanned discharges’)
- Regulatory references (e.g. ‘Compliant with Marine Order 97’)
- Auditable metric (e.g. ‘Will not exceed’)

What phrases to avoid, and why, when writing an EPO

- | | |
|-------------------------------|--|
| 1 Reduce | Too vague. By how much? Over what timeframe? |
| 2 Minimise | Subjective: What is the benchmark for ‘minimised’? |
| 3 Where practicable | Introduces ambiguity: Who decides what’s practicable? |
| 4 Avoid | Implies intent, not outcome; doesn’t define success or failure. |
| 5 Limit | Needs a specific value or standard to be meaningful. |
| 6 Manage | Describes a process not a measurable outcome. |
| 7 Minimise risk | Risk is a probability: this needs quantification. |
| 8 Based on risk rating | Risk ratings describe likelihood and consequence not an environmental condition. |
| 9 As far as possible | Unmeasurable: lacks a clear compliance threshold. |

The following questions can also help when writing an EPO:

1. What aspect and value is being managed by this EPO?
2. Can performance be tracked?
3. Are EPOs linked to acceptable levels?
4. What is the threshold, limit or outcome that defines success?
5. Can compliance be verified?
6. Can the outcome be controlled?
7. Are all the identified environmental aspects and values addressed with an EPO?

It is important to understand that an EPO does not stand alone within the Environment Plan. It must be linked and complementary with environmental performance standards and measurement criteria to show a coherent management strategy. Below are some recent examples of effective EPOs.

- No unplanned release of hydrocarbons to the marine environment from subsea equipment during the activity.
- Produced water discharge will not exceed ANZG (2018) 99% Species Protection water quality guideline values, and ANZG (2018) default sediment quality values beyond the PW Mixing Zone and will meet the level of dilution required for 99% Species Protection (based on ecotoxicity testing) within the PW Mixing Zone.
- Scope 1 greenhouse gas emissions will not exceed 79,000t CO₂-e annually.
- No introduction of IMS to the operational area as a result of the activity.
- No displacement of cetaceans from foraging, aggregation, calving/breeding or migration BIAs from underwater sound emissions.

EPOs that are measurable, linked to values and acceptability provide a clear, auditable path that can demonstrate titleholder performance. NOPSEMA welcomes the opportunity to engage with duty holders on aspects of our guidance. Discussions with the regulator early in the project assessment lifecycle can assist with better understanding and improved submissions.

**Please note that EPO requirements for OPPs differ in some respects; for advice on these please contact NOPSEMA.*

Project CORE: NOPSEMA's next round of focus groups



NOPSEMA is progressing Project CORE, a major digital transformation initiative that will modernise how the regulator and industry interact.

The new streamlined digital portal will replace a range of existing submission and document management processes, making it easier for titleholders to submit regulatory information, track interactions with NOPSEMA and manage key documents.

Developed in close collaboration with industry, CORE aims to improve efficiency, transparency and data quality across the offshore energy regulatory framework.

NOPSEMA will convene the second round of industry focus groups for the CORE digital platform from mid-April to mid-May.

These sessions will again bring together titleholders and subject matter experts from Series 1, continuing to shape the platform at its most critical stage: functional design.

This round will give participants a project progress update, confirm what was heard in Series 1, and show how that feedback has directly informed the emerging solution.

Many of the improvements now visible in CORE's design - streamlined workflows, clearer document management, mobile usability, improved PDF and export options - were developed in direct response to industry input.

The project team will also demonstrate how the platform is being built to reduce administrative overhead, improve communication and give titleholders clearer visibility of their regulatory interactions.

Focus group participants will walk through proposed portal wireframes, test the structure and layout of key forms, and help shape CORE's approach to structured data - an essential foundation for future efficiency, automation and compliance improvements.

The sessions will also explore options for security and access management, including how CORE will integrate with the existing NOPTA identity system.

Feedback from this round of industry engagement will continue to directly influence the portal's design, with changes reflected back to participants as the project progresses.

Project CORE remains a collaborative effort between NOPSEMA and industry, with ongoing engagement helping ensure the platform is practical, efficient and fit for purpose.

As development progresses, further opportunities for consultation will continue to play an important role in shaping a system that support both effective regulation and streamlined interactions with titleholders.

NOPSEMA Community and Environment Reference Group seeks new members

NOPSEMA is inviting expressions of interest to join its Community and Environment Reference Group (CEREG).

The CEREG facilitates direct engagement between NOPSEMA and community stakeholders to improve understanding of the varying community perspectives on offshore petroleum environmental management and administration of environment regulations.

NOPSEMA is seeking to appoint members to the CEREG who have experience in the following:

- Cultural heritage
- First Nations communities
- Commercial and / or recreational fishing
- Marine science and research
- Conservation and environmental protection
- Public policy and government functioning
- Marine tourism and recreation
- Emergency management and disaster preparedness
- Regional / local perspective from the northern, north-west and south-east regions of Australia
- Youth and future generation insights

Members participate in a personal capacity. While individuals may bring multiple perspectives, they may not participate as a representative of their employer, or as an affiliate or representative of any particular organisation or group.

Members will initially be appointed for a period of up to three years and will be required to meet with NOPSEMA at least twice per year.

Physical attendance at the meetings is not necessary as phone or video conferencing will be made available to CEREG members.

Your voice matters - bring your experience and perspectives to the conversation on the role of the regulator and the impact of the industry.

More information about the CEREG, including terms of reference, is available on our website.

If you are interested in applying, please complete the expression of interest form (to be found at the link above) and submit with your resume to cerg@nopsema.gov.au by 5pm AWST on Friday, 1 May 2026.





Offshore Infrastructure Regulator: Our regulatory approach

With increasing project activity, Australia's offshore wind industry is moving from concept to reality.

The Offshore Infrastructure Regulator (OIR) role is to ensure regulatory requirements are well understood, the law is upheld, and offshore renewable energy projects are delivered safely and responsibly.

The OIR regulates high-hazard activities in remote and challenging environments where the consequences of failure can be severe for people, the environment and public confidence.

Our regulatory approach is built around three key pillars: influence, oversee and enforce. We seek to balance firm oversight with constructive engagement, underpinned by independence, technical competence and transparency.

Key pillars

Influence

Through early, proactive engagement, provision of advice through guidance materials and regular interaction with developers and stakeholders, we work to build shared understanding of the regulatory regime and our expectations.

Oversee

This pillar reflects our responsibility to monitor compliance. We monitor compliance with an approved management plan to provide assurance that a licence holder continues to meet their duties and obligations, ensuring activities are being carried out in a safe and responsible manner while promoting continuous improvement in safety, infrastructure integrity and environmental outcomes.

Enforce

While our preference is always to achieve voluntary compliance through guidance and advice, we will take enforcement action where risks are not being adequately managed, or obligations and requirements of the law are not being upheld. We will ensure our regulatory response to any non-compliance is proportionate, targeted and fair.

Building long-term capability

Australia's offshore wind industry is still in its early stages, and both industry capability and regulatory processes will continue to evolve.

Our regulatory framework will mature alongside the offshore renewables sector, informed by early project experience, international collaboration and ongoing engagement with stakeholders.

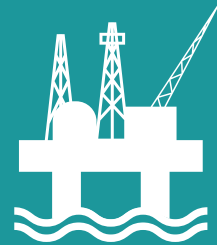
As we continue to implement our regulatory functions throughout 2026 and beyond, we will maintain our focus on the provision of clear and comprehensive advice to the industry.

By setting expectations early and maintaining strong regulatory oversight, we will support the safe, sustainable and responsible development of offshore renewable energy in Australia.

Offshore activity Q4 2025

3.25M

TOTAL HOURS WORKED
OFFSHORE



WELL
INTEGRITY
INCIDENTS

14

43

ASSESSMENTS

Includes:

- 16 health and safety
- 8 environmental management
- 18 well integrity
- 1 other



46
INSPECTIONS



1

ENFORCEMENT
ACTIONS

& non-statutory compliance actions



7 INVESTIGATIONS



2

ENVIRONMENTAL
MANAGEMENT
INCIDENTS

11

INCIDENTS



128

DANGEROUS
OCCURRENCES



4

COMPLAINTS
regarding duty
holder performance



0

FATALITIES



1

SERIOUS
INJURIES

23

INJURIES



Includes:

- 1 major injury
- 9 lost time \geq 3 days, alternative duties and medical treatment injuries
- 5 medical treatment injuries



NOPSEMA

Australia's offshore energy regulator

nopsema.gov.au

**National Offshore Petroleum Safety and
Environmental Management Authority (NOPSEMA)**

ABN 22 385 178 289