

Oil and Gas and Energy Transition Strategic Leadership Group

Minute of Meeting

Thursday 02 April 2020 – 10:00 – 12:00

Attendees

- Paul Wheelhouse - Minister for Energy, Connectivity and the Islands
- Melfort Campbell – Imes Group

- Andrew Ritchie is attending on behalf of Steve Phimister – Shell
- Andy McDonald – SE
- Andy Samuel – OGA
- Ariel Flores – BP
- Arne Gurtner – Equinor
- Audrey MacIver – HIE
- Chris Brodie – SDS
- David Brooks - Ineos
- Deirdre Michie – OGUK
- Graeme smith – STUC
- Jake Molloy – RMT
- Jim Savege – Aberdeenshire Council
- John Boland – Unite
- John McDonald – OPITO
- Liz Rattray is attending for George Boyne – University of Aberdeen
- Maggie McGinlay is attending for Trevor Garlick – ONE
- Mike Smith – NECCUS
- Paul De Leeuw – RGU
- Peter Black – EnergySYS
- Phil Simon – Subsea 7
- Richard Knox – EC-OG
- Sian Lloyd-Rees – Aker Solutions
- Stephen Sheal is attending on behalf Colette Cohen - OGTC
- Terry Savage – Global

Apologies due to technical difficulties

- John McDonald - OPITO
- Murdo – Petersons

Facilitator

- Andrew McCallum – Aspect Reputation Management

Guest

- Gordon Stirling – OCA
- Steve Rae, Step Change in Safety

Observers

- Gavin MacKay - HIE
- Ivan Cupull – Scottish Government
- Jeff Asser – BEIS
- Jenny MacDonald – SDS
- Jill Glennie – OPITO
- Kate Chalmers-Deacon – Scottish Government
- Kevin Taylor – SE

Secretariat

- Linsey Wilson – Scottish Government

Agenda

10:00 – 10:05 Ministerial Address

10:00 – 10:10 Response from Scotland’s Enterprise and Skills

Agencies

Andy McDonald SE and Gordon McGuinness, SDS

10:10 – 10:15 Operational Update

Deirdre Michie, OGUK

10:15 – 10:20 Role of the Regulator

Andy Samuels, OGA

10:20 – 10:25 Supporting the workforce

STUC

10:30

Discussion

Facilitated by Andrew McCallum

Messaging and communication going forward

Facilitated by Andrew McCallum

Ministers closing remarks and AOB

Currently the next meeting of this group is scheduled to take place on Tuesday 2nd June 2020

At the start of the meeting Andrew McCallum outlined the meeting protocols to the group.

10:00 – 10:05 Ministerial Address

- Mr Wheelhouse highlighted the national endeavour that will be required to get us through this health crisis and will need an unprecedented economic response shared collectively, deliberately and with purpose by business, the public sector, unions, workers and the public.
- The oil and gas sector is also having to respond to the challenges faced by the oil price crash.
- Similarly to the UK Government, the Scottish Government has put in place business and social distancing guidance. The oil and gas sector clearly falls into the Energy Critical National Infrastructure sector, therefore the guidance states:

“we would advise all business premises, sites and attractions to close now unless: essential to the health and welfare of the country during this crisis” (as defined by those sectors classified as Critical National Infrastructure Sectors.

Even where businesses are in the CNI category and judge themselves to be exempt from closure of business premises, it is imperative that they keep open only those premises or parts of premises that are truly critical or essential to the national COVID effort.

- The Minister emphasised that the Scottish Government’s advice on a precautionary basis is for businesses not deemed essential to close.
- Mr Wheelhouse indicated that The Cabinet Secretary for the Economy and the STUC have outlined in a joint statement the shared commitment to fair work practices in Scotland, calling on employers, trades unions and workers to work together to ensure workers are treated fairly.

10:00 – 10:10 Response from Scotland's Enterprise and Skills

Agencies – Andy McDonald SE and Gordon McGuinness, SDS

Andy McDonald

- Across Scottish agencies, the focus is to identify what challenges will arise as a result the pandemic and the actions that could be taken to mitigate against these. Information services are currently getting set up. This includes setting up a new call centre and updating the website offering advice to business.
- This support access points have been established and will be frequently updated as UKGov and SG react to the current situation.
- Budgets across the three agencies are constantly being revaluated to ensure that support across essential services are reinforced. Staff are being moved internally to provide support where required and connectivity is being reinforced to ensure fluid communications while working remotely.
- Temporary changes to state aid rules are now being evaluated so that Scottish companies are able to make the best use of it during this time. The agencies are also working in reinforcing the supply chain and finding ways that various industries are able to provide support to the NHS (i.e. ventilators, masks, etc.).
- The agencies are also focused on trying to evaluate the implications to sectors, such as oil and gas that might face particular challenges.
- There is also a recognition that certain international markets will come afloat at different periods and SDI is working in evaluating the situation and how this might affect Scottish companies based abroad.

Gordon McGuinness

- The agencies have had to remodel their support to individuals and organisations that will now receive advice online to maintain social distancing.
- The following support options have been set up:
 - Support contact: <https://findbusinesssupport.gov.scot/coronavirus-advice> and 0300 303 0660.
 - Job Hub Site: <https://www.myworldofwork.co.uk/>
- Companies that have had to deal with redundancies are encouraged to take advantage of the support that the UKGov has made available once HMRC provides further details of the scheme.
- There will be support during the recovery phase of the COVID-19 which will include skills training as well as supporting the transition to other sectors for those unable to return.

10:10 – 10:15 Operational Update

Deirdre Michie, OGUK

- The industry is facing a triple whammy: low gas prices, Covid-19 and oil crash. OGUK are meeting as an industry every week to stay on top of the current situation and are having good engagement with both UK and Scottish Government as well as with the unions.
- OGUK has set up a website providing daily briefing and updates. Q&As have also been set up.
- Slide 2 of the pre-read indicates the areas where action has been taken so that there are protocols in place, helicopters remain available, etc. A challenge is the need for testing for essential workforces in what it is recognised to be an essential sector.

- The industry is keen to test workers themselves for COVID-19 and are willing to pay for these tests. For this, validation from government would be required on what tests to use, recognising that the sector does not want to compete with NHS needs for these tests.
- OGUK have set up a logistics group. This is to support workers getting on and off offshore as well as providing support on them going home in between shifts.
- A lot of work is being done in 'step-changing' and adapting to the new safety requirements and to retain essential key workers within the industry which also involves catering services.
- Numerous protocols are being put in place to deal with the current situation, the main challenge to these is on cleaning protocols offshore. Operators are being asked as they down man, that they keep key catering workers and ensure cleaning protocols are followed.
- OGUK highlighted the recent Sentiment and Workforce Survey that has been issued to a number of operators and contractors. This survey will give a sense of where the industry is at the moment. The survey will cover amongst others capex, opex, production, sentiment revenue. From an operator focus 2020 will be significantly worse than what was estimated at the beginning of the year, with industry seeing capex reductions between 10-30%, and opex looking to be reduced by 10-20%.
- In terms of contractors again all sentiment is significantly worse than at the start of the year, given the 2014 downturn with some companies facing significant financial challenges, with all expecting revenue reduction of between 10-30%, margins falling, with most companies furloughing staff. The results of the survey will be shared once finalised.
- Good progress has been made but we are still looking to move forward on key issues affecting the sector as we go forward.

10:15 – 10:20 Role of the Regulator

Andy Samuel, OGA

- The OGA is looking at the immediate issues and how they can support the sector but remain alive to the medium term and longer term implications. OGA believe that the industry should be pivoting quickly through the sector deal, CCS and other initiatives to stimulate activity at the other side of the pandemic. However, it is clear that the implications of the current pandemic will last for a very long time.
- OGA have reformed the low oil price contingency team, and are updating our operational and financial resilience models, and will have initial results from those in a couple of weeks. Ahead of those models the OGA have been engaging directly with banks and investors, and operators. Many operators but not all, there could be some significant impacts.
- The cross Government UK Government Group working with BEIS and HMT has been reformed **but** also looking at horizon scanning and some of these risks. There has been a raft of requests from operators highlighting that the OGA would be taking a flexible considerate evidence based approach. Have had different views from operators with regards to licensing rounds. Some operators request a halt to the rounds other see the need to take the rounds forward urgently. OGA are geared up to work with operators on a case by case basis and are developing stringent protocols to respond to these requests.
- This approach has been shared with the operators and highlighted to the operators the importance of adhering to prompt payment terms which has been discussed previously. This is something that we will keep working through that late payments, reductions in contract arrangements and other contractual issues do not begin to move through the supply chain. OGA will continue to look at issues on a case by case basis but ultimately the industry needs to work together for the longer term. If this group see specific behaviour from industry that is concerning these should be raised directly with the OGA.
- The team that are looking at the medium to longer term, are considering what activity could be helpful in this area. The drilling community globally is facing extraordinarily hard times, a

business case would need to be in place. However possible areas of support that the OGA are considering different packages of support or government loans to restart well p&a activity. Operators and others are welcomed to provide support solutions and feed them to the OGA for consideration.

10:20 – 10:25 Supporting the workforce

Grahame Smith, STUC

- Concerns of the STUC, offshore unions are primarily focused on health and safety and employment concerns of the workforce. There are a couple of areas of priority, where they believe a process of testing at installations and at point of travel, with testing at mobilisation and demobilisation centres in place, some companies have adopted this approach but this should be standardised and consistent across the industry.
- Welcomed the news of corona copters removing workers with symptoms as early as possible however still encounter situations where this is not happening and workers are being in placed in isolation on an installation or vessel as a precautionary measure. Any worker showing symptoms of being unwell should be immediately removed as a precautionary measure.
- Concerns about workers needing to undertake cleaning task without the necessary PPE. There is also clarity requires in what is essential work. There really needs to be definitive guidance on this.
- Overall a standardised approach could and should be adopted across the industry and applied universally. Recognise that OGUK can't mandate what their members can do, but strongly recommend adherence to standard practice that is agreed by the unions and the wider sector. a standardised approach would go away to addressing many of the concerns that the workforce have and we would like to see this as an action coming from today's discussions which would be that unions OGUK and the regulators come together as a matter of urgency to establish a standard approach based on fair work principles.
- Welcome the efforts made by OGUK and companies seeking to do the right thing but this has to be a shared endeavour. The workforce and the unions need to be fully involved. Note that OGUK are producing a number of protocols but these are being created without the views of the unions and therefore the workforce, we also believe that there is a need to do more to share best practice.
- The unions have worked with the OCA to establish an agreement that allows hundreds of workers to be able to access the Job Retention Scheme, this is a good practicable example where the employers and workers can come together to address a bad situation and could be utilised as a practicable model going forward.
- The final point relates to redundancies. The unions concerns are that premature steps taken in that regard may lead to premises closing that won't reopen and assets physical and human will be lost to the industry. Our view is that this is not necessary, the Job Retention Scheme can be utilised in the immediacy and then look to what other interventions there may well be from both governments in the medium to longer term. We need to do all we can to help keep people in the industry or help them to transition out into other sectors.
- Disappointed to hear about the approach taken by some clients and operators taking the blanket approach of 30% cuts in contracts. At the time of the last crisis we worked very hard collectively to try and ensure changed behaviours, one of the things we were trying to ensure was to change that blanket approach in contract price. Noted that it was disappointing that through the work of Energy Jobs Task Force and the various streams of work that came out of that, which looked at behavioural change, hasn't had any traction.

10:30 Discussion

Facilitated by Andrew McCallum with questions submitted through the chat function on skype.

Jill Glennie

- OPITO have three main updates:
 1. OPITO are providing certificate extensions - there is now a system in place where delegates and employing companies can get a 2 month extension where refresher training is due to be renewed to allow workers to keep going offshore and can be recorded through VANTAGE.
 2. In terms of training providers OPITO continue to work with them to offer digital and distance learning where possible, and are doubling payment terms from 30 to 60 days to support them.
 3. In terms of Apprentices, have support from most of the sponsor companies who support our intake for OGTAP. Many operators are taking a long term view and will still be taking apprentices. There has been some operators who have already made a decision not to take a longer term view and are ceasing to take apprentices.

Terry Savage

- There is a need for clarification as to what is classified as essential services, recognition that this is similar to the question raised by Shell through the instant message portal. GEG require clarity as the UK Government stated yesterday that the Energy sector is an essential part of that, but there is a need for clarification from the Scottish Government. As a construction business, the construction sector is important in the supply chain of the Oil and Gas industry and if this sector is not deemed essential, it will affect the Oil and Gas industry. Would welcome clarity from the Scottish Government in a form that supports their continued safe operations as at the moment it is seen as a grey area as to which companies can continue to work.

Paul Wheelhouse reply

- Acknowledged the helpful updates received at the start of the meeting. On the point around perception or reality of differences on approach taken from the Scottish and UK Government. I recognise the challenge that poses for businesses, before coming on to a potential solution I want to reiterate the First Minister's remarks the other day which is that we recognise the scale of the economic challenge not just to the sector but the wider economy but the key focus is on prioritising public health – it is as fundamental as that. Progress has been made in terms of construction, working with industry we are working to develop tailored guidance. This will include deprioritising things that are not considered 'essential', but there is a recognition that utilities, critical national infrastructure and telecoms are essential to maintaining basic needs.
- There is therefore an opportunity in terms of responding to the concerns that have been expressed by Deirdre, Andrew and Terry, amongst others, regarding business and social distancing and the approach that has been taken in Scotland is to work with SG. In this instance OGUK and the TUs should work together to perhaps identify the specific sector challenges that relate to oil and gas in terms of the challenges that the emergency measures place on you in terms of vulnerable operations, co-produce and perhaps agree your own working protocols that are balanced and sensible and reflect a view on the responsibility to the workforce. This could then be discussed and validated by HPS.
- As we are taking a precautionary approach, it's about identifying what activity absolutely has to happen in the context of COVID-19 response, reflecting on what should be considered essential and what parts of the supply chain are essential to maintain upstream activity. Appreciate that there are particular nuances therefore it is crucial that we identify those parts of the supply chain that are critical for maintaining safe operations in upstream.

Deirdre Michie

- OGUK have been briefing the Unions daily but recognised there is a need to increase engagement and would like to invite a union representative to join the Pandemic Steering Group which is made of representatives across industry including HSE. This is an obvious gap that we should look to rectify. Through that group we will be able to address the Minister's request of us all to develop these guidelines that can be shared with HPS that can then be validated and adapted. This approach would recognise Graham's comments from earlier about a more collaborative approach.

Action Agreed: The TUs accepted OGUK's offer to join the PSG and work on suggested guidance.

Graham Smith

- Very much welcome Deirdre's offer this is something that we would want to take up, there needs to be a move away from receiving briefings to actual active involvement in these guidance as this is when you will get the full buy in from the unions and the workforce.

Jake Molloy

- Jake welcomed the opportunity to be involved in the PSG. This is particularly important given the concerns that the unions are hearing directly from the across the workforce. The positive of this is that we are also hearing some good messages that should be more widely shared, an example being the new approach by BP, and the measures that are being taken by Technip including sourcing 6000 of the antibody tests and has hired a hotel to ensure that their workforce can be isolated prior to being deployed offshore. The unions would welcome the opportunity to share some of these examples with the Pandemic Steering Group.

Melfort Campbell

- Melfort commented that for the wider supply chain there are two challenges that should be recognised, firstly that how we engage them and get them to come forward on their thoughts and ideas, and go beyond the supply chain to thoughts and ideas from out with the sector. It is critical that we look to beyond responding to COVID-19, and how fit will the supply chain be at this point. How do we get people to get the wider supply chain engagement for a longer term future.
- OGUK website is helpful but consideration should be given to an initiative that goes out to wider industry on how to overcome some of these challenges and create a better future.

Deirdre Michie

- Agree with Melfort's point, but need to recognise that this is about timing and currently it is everything in the sector is focused on survival mode. As we look ahead we can consider when the time is right to push aspects on this, this is an area that OGUK are already looking at this, including continuing to work on the sector deal, remaining focused on Net Zero, and carrying out scenario planning on the on the oil price to understand what interventions would be helpful.

Gordon Stirling

- In terms of thriving in the longer term, for many of the smaller companies in the supply chain it is all about surviving and remaining able to operate, helping access to the job retention schemes as well as the loan schemes and helping to give these companies an understanding of the mechanics on what this means. A lot of people are trying to do the right thing but are afraid that they might be punished for this action in the longer term.
- At this time we need to recognise that not everybody's behaviours is what we would like them to be, perhaps we need to increase our level of tolerance. How do we come together, avoid duplication and to ensure that all efforts are maximised to support the supply chain. For the longer term the bigger piece is how we accelerate energy transition, which is where the supply chain adds value and can support the transition.

Phil Simons

- There are concerns around potential closures of airports as this would severely impact the offshore activity both in the UK and globally as workers from other countries (which are available) won't be able to come to the UK to provide the necessary support. The closing of airports will severely impact on the subsea sector of the industry.

Paul Wheelhouse reply

- This concern will be passed to Cabinet Secretary for Transport and solutions are being looked at to maintain basic operations that can help support the industry (especially in Aberdeen). There is also a need to have the local airports available for the transfer of patients from the islands to Inverness and Aberdeen so this will also be looked at for the Oil and Gas sector. The more certainty that we have about ongoing demand can be fed into the Airport operators going forward but we are working to maintain access to Aberdeen airport for the oil and gas sector in particular but also recognising the big impact on the aviation sector more generally. Will provide an update to the group on the latest position on Airport connectivity, including other hub areas of interest e.g. routes to Shetland, if helpful.

Action - Scottish Government to provide an updated note on the position of Aberdeen airport.

Stephen Sheal

- There is anecdotal evidence about a number of tech developer projects who are having difficulty accessing the schemes that the government has set up and perhaps the banks not being as collaborative as they could be during these times. OGTC are signposting to the various government offers of support. This is not something that OGTC can address but we do have concerns from a technology supply chain perspective where there are immediate cash flow concerns that are not being addressed.

Andy MacDonald

- We are aware that there needs to be continued dialogue with the banking sector, particularly around ensuring that some of the support is being delivered the way that it was intended. SE and Scottish Government are continuing to have ongoing discussions with the banking sector feeding back some early intelligence in what is working well but equally where some areas should be improved.

Paul Wheelhouse

- The UK Investment Bank is providing financial support through CBILs but this is limited and might not be applicable to companies with a revenue over £45 million. This might help some smaller suppliers, but the money will be lend on a commercial basis with the ability to demonstrate a visible pipeline of work. Having visibility of the medium to longer term for the supply chain will help in banking and loan decisions. The thinking on longer term support and activity for the supply chain, as highlighted by Melfort, Deirdre, Andy and others will be critical.
- There will be an element of acceleration of the decarbonisation agenda, the SG is looking at the recovery phase once the immediate challenge of COVID has passed. One area that we are looking at is a Green Growth Deal approach, which had already been underway prior to this, but how can the oil and gas sector and supply chain be part of this.

Maggie McGinlay

- Interested in the medium term and recovery – it's all about survival at the moment. The supply chain has made good progress in the energy transition and diversification. It would be helpful if anything could be done in the medium term to perhaps accelerate rounds of offshore wind, this was a real opportunity for diversification for the oil and gas supply chain, but also to consider interim targets for hydrogen and CCUS that can give a more security and confidence to investors as part of securing longer term opportunities.

Steve Rae

- Want to echo the comments on workforce involvement in essential tasks, becoming aware of the lack of clarity on what is essential and key positions is becoming divisive amongst the workforce. We need to make sure that as an industry we provide clarity on that so I would ask for some urgency for clarity on what key roles and functions are.
- The second point is that the PSG are doing an excellent job, and I listen with encouragement about including the unions as part of this group. I think we risk having too big a group of

people focused on too many issues, SCiS is the industry's tripartite arrangement for dealing with safety issues and if there is an opportunity where we can work in parallel on the safety and COVID-19 responses for industry with the PSG - this is a forum that already exists and is ready to go to work on strategic issues on safety related matters on behalf of the PSG.

Andrew McCallum commented:

- That is a very good offer from Steve, what is the arrangement around the PSG?

Deirdre Michie

- OGUK are already working closely with Steve but there is an opportunity to be thoughtful about the safety related issues so will take this offline and discuss further.

The discussion moved to a focus on the medium to longer term sector outlook, including consideration of the following:

- Net Zero
- Sector Deal and Global Underwater Hub
- Offshore Wind, CCUS and Hydrogen, etc.

Paul Wheelhouse Commented

- On the medium term issues, the list that has been posted is really helpful. Net Zero remains a high priority for the Scottish Government, however officials have been moved to support the Scottish Government response to COVID-19. I think it is highly likely that there will be a green element to the recovery plan but this is at early stages. There will be opportunities within this recovery deal so that the Oil and Gas sector can be supported where possible.
- In terms of offshore wind, the leasing rounds for have been extended until 8 April, so that feedback from our offshore wind policy statement, draft sectoral marine plan can be received. There is a need for this sector to take off in Scotland. The offshore wind sector has had its operations also affected although demand is still there. CCUS continues to remain a priority with the Scottish Government continuing to support the Acorn project, and our activity on CCUS going forward.
- In terms of the sector deal and GUH the Scottish Government recognises that these continue to remain important levers for the sector. The question remains as how the supply chain can be best supported and how the expertise of organisations such as the OGTC, including stakeholders in this group, can help preparing the sector for the medium to longer term.

Mike Smith

- The CCS Council meeting took place yesterday, the £800 million allocated in the UK Budget to support CCUS has not been affected by the COVID-19 crisis at this time. There will be a move during the summer to ensure that the service sector is engaged with the development of the different CCS industrial clusters in the UK. This is an exercise that we should look at building on perhaps through Deirdre and the service sector forum in OGUK. There are opportunities in the mid-long term and there will be efforts made during the summer to increase engagement with stakeholders.

Gordon Stirling

- We need to help organisations understand energy transition, particularly when they are looking at this as an opportunity for the medium to longer term. The furlough scheme runs for 3 months, that's now, there is a need to understand how the smaller companies will be able to bounce back after that period and to understand what support they will need after that. There is a need to understand what the 'new skills' are that will be required after this period. Not all companies will be able to survive so from a 'Darwinian' perspective, it is important that companies that are essential for the energy transition are still in operation, and receiving the required support for the medium to longer term.

Jenny MacDonald

- SDS are carrying out work on the assessment of skills required for the transition building on the work prepared for the climate skills action plan, this is still ongoing and can be utilised to support the sector after the crisis.

Stephen Sheal

- OGTC are working with the operator and technology developer community on our Net Zero programme which was launched last September, including looking at emission measurement reduction and eventual elimination technologies with the second area looking at hydrogen production transportation and storage and also CCUS technologies. We will have a number of projects kicking off soon including emission reduction, and H2 and CCUS programming.

Andy MacDonald

- We are continuing to support Mike and his colleagues on CCUS. There are great opportunities presented by international investors for the next wind leasing rounds which also will include hydrogen as an element. The Hydrogen Assessment Project continues to progress despite the crisis with timescales for delivery unchanged. SE are continuing to support the many opportunities created by energy transition, and are highlighting these to the supply chain.

Phil Simons

- When looking ahead, it's not just a slowdown of work in the oil and gas sector the same slowdown is taking place in renewables - this is impacting across all sector. Now any future activity has disappeared, so from a contractor and supply chain perspective this has all disappeared. What we read from the operators is a 40% reduction in the size of the business if not bigger.

Arne Gurtner

- There have been a lot of good points made already. I can give a short update from Equinor on how we see the current situation. We are in a global crisis with a rapid development and extreme uncertainty. There will be long lasting effects from this crisis which are currently being assessed. The response in the UK has been in general very encouraging and very collaborative.
- Equinor have revised our plans recently, and we have presented a £3 billion action plan which will imply a 20-30% CAPEX reduction this year. This is among the peer group average. As a result, a lot of uncontracted work will be pushed forward (not clear how long forward this will be). The current market shows that there is a lot of surplus of oil (10-20 million barrels a day of surplus) and this will require a balancing mechanism to support the market.
- It is unknown how long and how deep the crisis will be. However, companies are repositioning themselves for the short and the long term. This is an opportunity to transition skills, technologies, digitalisation, remote working, etc. that could help the industry come out of this in a stronger position than when we entered this crisis.

David Brooks

- All oil and gas companies are looking ahead and mindful of low oil and gas pricing, looking ahead at the staffing and declining of activities do have a knock on effect into the supply chain quite quickly.
- Companies focussing on gas have been used to deal with low prices for some time already. From Ineos perspective, FPS activity and other projects have been postponed in the short term and some projects might be superseded by projects in different places in the world that could be more affordable.
- Recognise that there is an opportunity for CCUS that needs to be taken, there is no other sector better positioned to support the transition than the oil and gas sector, however support from the government will be required otherwise the transition will be more difficult.

Messaging and communication going forward

Facilitated by Andrew McCallum

Deirdre Michie

- OGUK would ask all members on the call to look at the website to see what is available, and support our work with SCiS and the FAQs and to highlight where there is gaps, ultimately ensuring consistency of messaging. Do raise any concerns directly with OGUK, we will look to respond and reinforce consistency where we can.
- Recognise the points that John has made that we need to do everything we can to reassure the workforce. We are working with SCiS, putting out videos with the unions, putting together Qs and As. The messaging is moving rapidly, we are talking about safe operations and the health and wellbeing of our people offshore. Steve you will want to comment on this, but we are making progress but we need the unions to help support that too.

Steven Rae

- We are working on this collectively and have a bank of questions that we are looking to respond to the workforce on through various different channels, and are exploring different channels that may be more conducive to the workforce such as using WhatsApp and Messenger, etc. to communicate their concerns. I appreciate all of the help that we are getting.

Stephen Sheal

- Messaging is very important, it's dynamic and fast changing, I would encourage everyone to look at the messaging from other industries where companies have had to backtrack on some of the decisions that they have taken (such as Virgin). Therefore there is a need to ensure that this opportunity is taken to support the communities, the workforce, and the supply chain etc. and that the message is consistent and solid across the sector.

Ministers closing remarks and AOB

- Thanks Andrew, and to you all for your time
- There are some key takeaways including the ongoing clarity on business and social distancing and how this affects various sectors. I have suggested a possible route to develop sector specific guidance and create a common understanding on what is business critical operations, and to adapt practices to ensure that is done as safely as possible. There are particular challenges for oil and gas operations which everyone is aware and recognises.
- Important comments from Arne about the glut in supply which may delay the recovery of this sector, if there is an oversupply in this sector. Interested to look at what areas we can accelerate certain activities as part of any government package that we develop.
- There are specific issues from upstream down to the distribution of final product. If there is a value in these meetings then could revisit again at a helpful point in the future.
- This group has a unique selling point and it is the ability to bring this group of stakeholders together, and I am grateful that we have your expertise at this meeting today.
- We do intend to share key points from this meeting to be submitted to the First Minister's economy meetings, we do recognise the sectors calls for clarity and the ongoing immediate challenges.
- Thank you all for your attendance today.

Close