

# 23-24 ANNUAL REPORT

2023



2024



**NOPSEMA**  
Australia's offshore energy regulator



**Offshore  
Infrastructure  
Regulator**

# Acknowledgement of Country

## PERTH

NOPSEMA respectfully acknowledges the Traditional Custodians of the land on which we have our Perth office, the Whadjuk people of the Noongar Nation, and pays respect to their Elders past, present and emerging.

## MELBOURNE

NOPSEMA respectfully acknowledges the Traditional Custodians of the land on which we have our Melbourne office, the Bunurong Boon Wurrung and Wurundjeri Woi Wurrung people, and pays respect to their Elders past, present and emerging.



The NOPSEMA artwork was created for the Perth office by YirraKurl, a family-owned business operated by Deborah Newenham-Coertse.

Deborah was born in Fremantle WA. Her Aboriginal ancestry is from her mother's side, known as the "Woods" family from Gnowangerup WA. The Woods are Noongars from the South West of WA and originated from the Bibbulman people.

Her daughter Kristy was born in Queensland and began to paint in 1998. She found her niche as an artist, working with her mother and learning the process of storytelling through their art.

# About this report

This report outlines the operations and performance of the National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA), including in its capacity as the Offshore Infrastructure Regulator (OIR), for the financial year ending 30 June 2024.

NOPSEMA is an independent statutory authority established under the *Offshore Petroleum and Greenhouse Gas Storage Act 2006* (OPGGS Act).

The OIR oversees the offshore renewables industry in accordance with functions and powers under the *Offshore Electricity Infrastructure Act 2021* (OEI Act). The functions of the OIR are administered by NOPSEMA.

This report has been prepared in accordance with section 46 of the *Public Governance Performance and Accountability Act 2013* (PGPA Act), the *Public Governance, Performance and Accountability Rule 2014* (PGPA Rule) and the Department of Finance Resource Management Guide Number 136.

The list of requirements in this report states the information required by the PGPA Act and PGPA Rule and the corresponding page within this report where specific information can be found.

This annual report can be found on the NOPSEMA's website at [nopsema.gov.au/annualreport](https://nopsema.gov.au/annualreport)

© Commonwealth of Australia 2024

# Contents

Letter of Transmittal	3
<b>PART 1:</b> Year in review	4
<b>PART 2:</b> NOPSEMA overview	10
<b>PART 3:</b> Management & accountability	20
<b>PART 4:</b> Annual performance statements	34
<b>PART 5:</b> Financial statements	102
<b>PART 6:</b> Appendices	136
<b>PART 7:</b> Reference material	145





# Letter of Transmittal

The Hon Madeleine King MP  
Minister for Resources  
Parliament House  
Canberra ACT 2600

Dear Minister,

I am pleased to present the Annual Report of the National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) for the year ending 30 June 2024. The Annual Report comprises sections related to the activities of NOPSEMA, as well as sections relating to activities in its capacity as the Offshore Infrastructure Regulator (OIR).

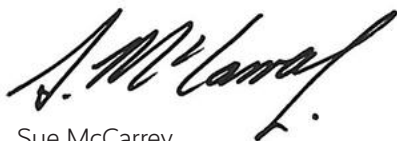
This report has been prepared in accordance with section 46 of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) and section 690 of the *Offshore Petroleum and Greenhouse Gas Storage Act 2006*, which requires that I provide an Annual Report to you for presentation to Parliament.

The Annual Performance Statements in Part 4 of this report have been prepared in accordance with section 39(1) of the PGPA Act and accurately present NOPSEMA's performance for the 2023-24 financial year in accordance with subsection 39(2) of the PGPA Act.

The report includes NOPSEMA's audited financial statements prepared in accordance with the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*.

I certify that I am satisfied that NOPSEMA has in place appropriate fraud control mechanisms that meet our needs and comply with the PGPA Act, PGPA Rule and associated framework applying in 2023–24.

Yours sincerely,



Sue McCarrey  
Chief Executive Officer  
16 September 2024

# PART 1

YEAR IN REVIEW

# Chief Executive Officer Review

I am pleased to present the 2023–24 Annual Report for the National Offshore Petroleum, Safety and Environment Management Authority (NOPSEMA) – my first full reporting period since joining in February 2023.

The focus of this reporting period was to strengthen safety and well management across the industry, while ensuring effective environmental management. We must never forget the safety of the people who work on the offshore facilities every day and night.

With this safety-first principle, NOPSEMA took one of its strongest enforcement actions during the reporting period. In September 2023, we were called in to investigate an incident where a crane wire failure on an Offshore Support Vessel based off the northwest coast of Western Australia resulted in a dangerous near miss.

Following a thorough investigation, NOPSEMA found that the operator of the ship failed to take all reasonably practicable steps to keep their facility, and all people involved, safe. The operator was given notice of our intention to withdraw acceptance of their safety case as a result. This strong enforcement action has served as a serious reminder to everyone in the industry of the importance of inspection, maintenance, and proper use of equipment. June 2024 marked one year since the death of a worker on the North Rankin Complex, the first death at an offshore facility in 10 years. The investigation into the incident is ongoing and remains a priority. We have a dedicated team of investigators that conduct high level, complex investigations, however, complex investigations can take up to two years to complete.

This incident led me to implement changes at NOPSEMA during the reporting period. We've increased our focus on investigations with a new, experienced investigations team. Bringing together investigators and inspectors on joint matters has maximised the skill and expertise across the organisation in response to major incidents or incidents that could have been more serious. I believe this approach will provide much greater insight into incidents across the industry and provide input to education activities and regulatory action where required, but also into the longer-term inspection and compliance programs.

Like safety, consultation as part of environmental management continued to be a core focus throughout the reporting period. NOPSEMA has engaged on how industry can better cooperate and share learnings from and with First Nations communities on responsible resource management of Sea Country. While impacts caused by delays to environment plan approvals flowing on from recent court cases continued to be felt, there has been an increase in the number of approvals and submissions since December. I welcome the Government's review into the regulations, as it will provide greater clarity on how consultation is undertaken and with whom, which will help provide clarity for everybody.

The additional information has required NOPSEMA to bring on additional specialised expertise in the fields of cultural heritage and stakeholder engagement. As an organisation, we have tried to ensure open, honest and consistent communication to all stakeholders. We have never shied away from difficult conversations, and this is something I am particularly proud of.

From my conversations with many of the duty holders, they have strengthened their relationships with First Nations people, and it does provide a richer source of information into management of the environment that perhaps wasn't there in that level of detail before. We are seeing better submissions from industry as they develop their processes and consultation approaches.

Outside of our regulatory work, NOPSEMA's new organisational structure was finalised during the reporting period and took effect in February 2024. Our integrated regulatory operations structure enables NOPSEMA to focus on the evolution of regulation and investment in appropriate resources to regulate industry through compliance activities and into the future with strategic regulation and improvement. The Regulatory Operations Division places all the expertise for safety, environment and well integrity into one area which administers the regulatory functions that ensures a protected offshore workforce and environment. These functions are provided across the entire industry lifecycle, from exploration through development, production and eventual decommissioning. The Strategic Regulation and Improvement Division leads NOPSEMA's analysis, longer-term regulatory planning and strategy development across its regulatory functions, ensuring we remain a regulator that is fit to oversee a rapidly evolving and changing industry.

The final months of the reporting period were eventful for the offshore renewables space. The first feasibility licences were awarded off Victoria, with the Bunbury region in Western Australia announced as the sixth proposed offshore wind area. The Exposure Draft of the Offshore Electricity Infrastructure (OEI) Amendment Regulations 2024 was also released for public consultation, and the Offshore Infrastructure Regulator (OIR) released a suite of preliminary information to build understanding of the OEI Act framework.

Providing advice to stakeholders and educating industry on how to comply with the OEI regulatory framework will be a key focus for the OIR over the next two years. This will be a learning process for everyone involved, including ourselves, along the way. From the work we have already done in this space, I am confident we will make significant progress in this time.

I am thankful for the hard work, expertise and professionalism of NOPSEMA's staff, the support of our Ministers and the guidance of the NOPSEMA Advisory Board. I am confident we are well placed to respond to future challenges in the industries we regulate.





# Financial performance

In FY 2023–24 NOPSEMA's financial result was a surplus of \$8.7 million. This result includes a \$6.1 million surplus attributed to NOPSEMA's net appropriations, primarily from delays in the implementation of the Digital Transformation Program. NOPSEMA's regulatory functions achieved a surplus of \$2.6 million.

NOPSEMA's total revenue for the year was \$55.6 million, comprising \$43.7 million in revenue from levies and fees, \$9.2 million in appropriations from the Australian Government and \$2.7 million in interest and other revenue.

The appropriations received from the Australian Government were to support the establishment of regulatory functions for offshore electricity infrastructure (\$4.2 million), independent from NOPSEMA's existing cost-recovered functions, and the Digital Transformation Program (\$4.5 million). The appropriation received for the offshore electricity infrastructure was to support legislative and regulatory development processes, building capability, developing guidance materials and supporting stakeholder engagement activities conducted by OIR.

The Federal Budget released in May 2024 confirmed the agency will receive an additional \$1.9 million over the next three years for its functions as the OIR. The additional funding seeks to advance the roll out of offshore wind projects in Australia through the acceleration of government implementation activities under the OEI Act.

NOPSEMA's total expenses for the year were \$47.0 million with 81 per cent of total expenses related to employees including associated recruitment and training. The major expense categories were employee benefits (\$38.3 million), suppliers (\$6.1 million) and depreciation and amortisation (\$2.2 million).

NOPSEMA continues to carefully manage staffing levels to ensure it can effectively perform its regulatory functions. NOPSEMA remains financially viable with sufficient cash balances to meet future commitments.

NOPSEMA is forecasting a budget deficit of \$2.6 million for 2024–25. This is primarily due to the expected reduction in environmental plan levy submissions and assessments. NOPSEMA's cash reserves will be utilised to manage this deficit in line with NOPSEMA's cost recovery arrangements.

# Strategic compliance focus areas

## **PREVENTING MAJOR ACCIDENT EVENTS**

Programs targeting this focus area included:

- identification and management of the human factors influencing the workforce, such as mental health, fatigue and workplaces free from harassment, including sexual harassment
- key safety management systems, the use of management of change, operational risk assessment, performance standards and other tools
- management of structural integrity across the whole of the upstream lifecycle, from the first day of a project until the last day of decommissioning, which also includes the management of lifting appliances.

## **PREVENTING LOSS OF WELL CONTROL**

Programs targeting this focus area included:

- Titleholder and Drilling Contractor interfaces, including management system interfaces, competency verification systems and management of change
- renewed focus on titleholder compliance with lifecycle management of their well stock, and consistent with NOPSEMA's published Decommissioning Strategy, a requirement to maintain all facilities in good condition and state of repair, or remove them when no longer in use
- acceptability of final abandonment schemes to meet the broader obligations under the OPGGS Act and ensuring a pathway to title surrender.

## **RESPONSIBLE ASSET STEWARDSHIP**

Programs targeting this focus area included:

- ensuring duty holders have appropriate plans for decommissioning and are executing those plans in a timely, safe and environmentally responsible manner
- providing certainty to industry regarding decommissioning obligations, including issuing policy and guidance in relation to relevant legislative provisions and implementing a decommissioning compliance strategy and plan
- supporting capacity building for decommissioning in industry, including supporting research, collaboration and stakeholder engagement to improve decommissioning outcomes.



# Regulatory activities

NOPSEMA's compliance programs are operated under the NOPSEMA Compliance Strategy and include work streams across:

- advice and promotion of good practice and compliance
- assessments
- compliance monitoring, including inspections
- investigations
- enforcements.

During FY 2023–24, NOPSEMA:

- received 179 key permissioning documents to assess
- provided notice on 164 key permissioning documents, of which 99 per cent were within legislated time frames. The one per cent of notices which did not meet the legislated timeframe were due to varying extenuating circumstances, which would have been discussed with the duty holder at the time of submission
- assessed 216 other regulatory submissions
- undertook 138 inspections, from which 426 recommendations were issued
- investigated 685 reports of notifiable incidents, 28 complaints and 56 instances of non-reportable incidents and information
- issued eight Improvement Notices, three directions, one request for a revised permissioning document and one intent to withdraw a permissioning document
- participated in 915 stakeholder engagement activities.

# PART 2

NOPSEMA  
OVERVIEW

# Enabling legislation and principal functions

## **NOPSEMA**

NOPSEMA is the independent expert regulator of occupational health and safety (OHS), structural integrity of facilities, wells and well-related equipment and environmental management for petroleum and greenhouse gas storage operations and activities in Commonwealth waters.

NOPSEMA's legislated functions are set out in Section 646 of the OPGGS Act and are summarised as follows:

- To promote the OHS of persons engaged in offshore petroleum and greenhouse gas storage operations.
- To develop and implement effective monitoring and enforcement strategies to secure compliance by persons with their obligations under the OPGGS Act and regulations, structural integrity law and environmental management law.
- To investigate accidents, occurrences and circumstances that affect, or have the potential to affect, OHS, and involve, or may involve, deficiencies in structural integrity or deficiencies in environmental management.
- To report on investigations, as appropriate, to the responsible Commonwealth Minister, and to State and Northern Territory petroleum Ministers.
- To advise persons, either on its own initiative or on request, on matters relating to OHS, structural integrity, and environmental management.
- To make reports, including recommendations, to the responsible Commonwealth Minister, and to State and Northern Territory petroleum Ministers on issues relating to OHS, structural integrity, and environmental management.
- To provide information, assessments, analysis, reports, advice, and recommendations when requested by the responsible Commonwealth Minister in relation to the Minister performing functions or exercising powers in relation to offshore greenhouse gas storage operations.
- To cooperate with the Titles Administrator in relation to the administration and enforcement of the OPGGS Act and regulations and with other Commonwealth, State and Northern Territory agencies and authorities with functions relating to regulated operations.

## **OIR**

The OEI Act established the OIR to oversee the operations of the offshore renewables sector. The functions of the OIR are set out under section 177 of the OEI Act and includes the regulation of work health and safety, infrastructure integrity and environmental management for offshore infrastructure activities. The functions of the OIR are administered by NOPSEMA.

# Jurisdiction

NOPSEMA regulates all petroleum and greenhouse gas storage activities in Commonwealth waters as defined under the OPGGS Act. Commonwealth waters start three nautical miles off the coast and extend to the boundary of Australia's exclusive economic zone.

In accordance with the OEI Act, the OIR is responsible for regulating offshore infrastructure activities in the Commonwealth offshore area.

NOPSEMA also regulates the health and safety and structural integrity of petroleum and greenhouse gas storage activities in the coastal waters of Victoria following conferral of state powers and functions to NOPSEMA.

Discussions regarding the conferral of powers and functions continues with other jurisdictions.

## Vision, purpose, approach and values

### OUR VISION

A protected offshore workforce and environment.

### OUR PURPOSE

To assure the protection of lives and the environment.

### OUR APPROACH

Influence | Oversee | Enforce

### OUR VALUES

- Professionalism - we will be accountable, consistent, reasonable and act in accordance with the law.
- Ethics - we will demonstrate respect and integrity in all we do.
- Independence - we will make our decisions impartially on the merits of the circumstances, and without undue influence.
- Leadership - we will be proactive, inclusive and decisive in our conduct as a pre-eminent regulator.
- Collegiality - we will make and act on informed decisions through open and respectful dialogue.





# Our outcome

## **OUTCOME 1**

A protected offshore workforce and environment through regulatory oversight of Australia's offshore energy industries, as well as through engaging, advising, and educating the regulated community. Our Corporate Plan 2024–28 articulates how we seek to achieve this outcome and how achievement and success is measured.

### **PROGRAM 1.1: NATIONAL OFFSHORE PETROLEUM SAFETY AND ENVIRONMENTAL MANAGEMENT AUTHORITY**

Promote and enforce the effective management of risks to the workforce, the environment, and the structural integrity of facilities, wells and well-related equipment through regulation of the Australian offshore petroleum and greenhouse gas storage industries.

### **PROGRAM 1.2: OFFSHORE INFRASTRUCTURE REGULATOR**

Promote and enforce the effective management of risks to the workforce, the environment, and the integrity of infrastructure through regulation of the Australian offshore renewable energy and electricity transmission infrastructure industries.

# Our Ministers

As of 30 June 2024, NOPSEMA's Ministers were:

- The Hon. Madeleine King MP, Minister for Resources and Minister for Northern Australia
- The Hon. Chris Bowen MP, Minister for Climate Change and Energy
- The Hon. Tanya Plibersek MP, Minister for the Environment and Water
- The Hon. Lily D'Ambrosio MP, Minister for Energy and Resources, Victoria

# Executive

## **SUE MCCARREY**

### **Chief Executive Officer**

Sue joined NOPSEMA as the Chief Executive Officer in February 2023 following eight years as the Chief Executive and National Rail Safety Regulator at the Office of the National Rail Safety Regulator.

With a career of more than 40 years in Government, Sue has held a range of roles across Education, including time as a school principal, the Public Transport Authority and as Deputy Director General of Policy, Planning and Investment at the WA Department of Transport.

In these roles, Sue developed experience and expertise in government policy and regulatory frameworks and risk management in safety and environmental management, which she applies in her current role.

Sue holds a Bachelor of Law from Murdoch University, a Master of Education from Edith Cowan University, and is a graduate of the Australian Institute of Company Directors.

Sue is a member of the National Association of Women in Operations, National Women in Transport, and is a Fellow of the Institute of Public Administration.

## **NICHOLAS PAGE**

### **Executive Director, Strategic Communications & Engagement**

Nicholas Page leads the Strategic Communications & Engagement Directorate, overseeing NOPSEMA's communications, legislative, policy, and ministerial functions. Nicholas is principal advisor to NOPSEMA's CEO and Executive Leadership Team on parliamentary and stakeholder engagement matters.

With 20 years' experience in the public sector, Nicholas has a strong record in government and parliamentary relations, including representing the Australian Government overseas. Nicholas has previously held roles with the Department of Defence, the Australian Federal Police, and the CrimTrac Agency (now the Australian Criminal Intelligence Commission).

Nicholas holds Chartered Manager and Certified Practising Marketer accreditations and is a Fellow of the Australian Marketing Institute. Nicholas' qualifications include a Bachelor of Communication from Griffith University, a Master of Business from the Queensland University of Technology and he is a graduate of the Chartered Institute of Marketing.



## **GRAHAM BLAIR**

### **Deputy CEO, Regulatory Operations**

Graham leads NOPSEMA's workforce of subject matter specialists spanning Environment, Safety and Well Integrity disciplines. His Regulatory Operations teams ensure NOPSEMA's legislated functions are fulfilled by undertaking structured assessment, inspection, enforcement, promotion and advisory activities across all duty holders. Graham's teams administer the regulatory functions that ensure a protected offshore workforce and environment. These functions are provided across the entire industry lifecycle, from exploration through development, production and eventual decommissioning.

Graham joined NOPSEMA in late 2023, having previously worked for more than 20 years with energy company Shell, both internationally and in Australia. He brings with him extensive leadership experience at an executive level in the oil and gas industry where roles have included driving regulatory compliance of new offshore ventures and high-level stakeholder management. He has a technical background across subsurface and engineering, plus broad understanding and experience of managing risk.

Graham holds a Bachelor of Science (Hons, Geology) from the University of Glasgow (UK) and a Master of Science (Petroleum Geoscience) from the University of Aberdeen (UK).

## **CAMERON GREBE**

### **Deputy CEO, Strategic Regulation and Improvement**

Cameron Grebe heads NOPSEMA's Strategic Regulation and Improvement Division, leading analysis, longer-term planning and strategy development across the agency's regulatory functions.

This includes strategic inspection programs and satisfying national priorities for improvement in industry performance, while also providing strategic advice to internal and external decision-makers regarding early-stage approval decisions, such as new offshore petroleum projects, and carbon capture and storage licencing. The Strategic Regulation and Improvement Division also has oversight of NOPSEMA's investigation framework and major investigations, supporting the agency's technical skills needs through development and maintenance of expertise across key subject matter disciplines.

Cameron has extensive industry experience with more than 16 years as an environmental engineer, adviser, and general manager at BHP, Woodside Energy and Shell Global Solutions International. He was first appointed as NOPSEMA's inaugural Head of Environment in August 2011 and then in May 2021 the division was expanded to include decommissioning as part of the Australian Government's agenda to increase focus on ageing offshore infrastructure. Since 2021, Cameron has also been responsible for leading NOPSEMA's support to the government's establishment of the framework for the offshore renewables sector, culminating in the commencement of the Offshore Infrastructure Regulator in June 2022.

Cameron is Australia's representative and current Chair of the International Offshore Petroleum Environment Regulators forum (IOPER) and a member of the National Committee for the Australasian Environmental Law Enforcement Network (AELERT).

Cameron holds a Bachelor of Engineering (Environmental Engineering) from Royal Melbourne Institute of Technology (RMIT) University and a Postgraduate Diploma in Energy Studies from Murdoch University and is a Member of the Australian Institute of Company Directors.

## **OWEN WILSON**

### **Executive Director, Offshore Renewables**

Owen Wilson was appointed Executive Director Offshore Renewables Regulation in 2023 after 13 years in a variety of senior positions within the agency. Leading the directorate, Owen oversees the operations of the OIR including regulatory implementation activities, governance arrangements, and stakeholder engagement.

Owen has more than 18 years experience in onshore and offshore energy and resources regulation, including leading development and implementation of risk management frameworks for high hazard industries.

Owen holds a Diploma in offshore wind, a Bachelor of Science and has significant experience in the Australian public service at the Commonwealth and State levels. Owen represents Australia in several of international regulatory forums on offshore renewables regulation.

## **SUZANNE HILLIER**

### **General Counsel and Director of Legal and Risk (March 2010 – July 2024)**

Suzanne Hillier was NOPSEMA's General Counsel from March 2010 to July 2024.

Suzanne joined NOPSEMA following seven years at the Western Australian Department of Health where she was the Director of Legal and Legislative Services.

This included managing the legislative program for the Minister for Health, providing specialist advice on matters within the state's health system and providing extensive legal support for the coronial inquiry process.

Suzanne was responsible for managing NOPSEMA's legal and governance function. This included providing legal advice on contract and commercial issues, statutory interpretation, administrative and employment law, litigation and investigation and prosecution proceedings. Suzanne has regularly presented on best practice legal management at forums for government and in-house company lawyers.

Suzanne is a graduate of the Australian Institute of Company Directors and a Non-Executive Director in the not-for-profit sector. She holds a Bachelor of Science and Bachelor of Law from the University of Tasmania and a Master of Environmental Law from the University of Sydney.



## **CHARMAIN FITZGERALD**

### **Executive General Manager, Corporate and Business Transformation**

Charmain Fitzgerald was appointed as Executive General Manager Corporate and Business Transformation in August 2023, following eight years at RAC WA where she held various roles including General Manager Strategy and Planning.

Charmain brings to NOPSEMA significant experience across a number of organisations and industries, including Bankwest (banking and finance), Ernst & Young (consulting to public and private sector organisations), and Downer EDI (transport and infrastructure, utilities, social infrastructure and citizen services, rail and transit systems and industrial and energy services).

Before joining NOPSEMA, Charmain held senior leadership roles across various areas including corporate services, strategic and business planning, portfolio, program, project and change management, organisational and digital transformation, financial management, business performance and process improvement, culture and capability building, risk management, governance, assurance and compliance.

As the Executive General Manager, Charmain is responsible for overseeing NOPSEMA's corporate functions, including human resources and safety, finance and procurement, information management and technology, planning and business services, risk and internal audit, and transformation programs. She is the Chair of NOPSEMA's Corporate Management Committee and an Advisor on NOPSEMA's Audit and Risk Committee.

Charmain holds a Bachelor of Science (Honours) from the Cranfield University in the UK and is a certified PRINCE2 Project Management Practitioner. She is also a Non-Executive Director (Board Deputy Chair) and Council Member at Disability Assembly WA, driving improved and sustainable outcomes for people with disabilities, their families and carers.

## **JULIE KORDIC**

### **Chief Financial Officer (from April 2024)**

### **Director Organisational Reform (August 2023 – April 2024)**

### **A/ Head of Corporate Services and Business Transformation (January 2022 – August 2023)**

Julie Kordic is currently NOPSEMA's Chief Financial Officer, following nine months in the role of Director Organisational Reform and prior to that A/Head of Corporate Services and Business Transformation.

Julie brings to NOPSEMA extensive experience as a chief financial officer and director in the resources industry, with significant experience in strategic leadership across multiple corporate services functions, business financial management and corporate governance.

Prior to joining NOPSEMA Julie held the role of Director Corporate Services at the Chamber of Minerals & Energy, and before that held the title of Chief Financial Officer and Company Secretary at several resource companies.

Julie is a Chartered Accountant and Fellow of the Governance Institute of Australia and holds a Bachelor of Commerce from the University of Western Australia and a Graduate Diploma of Applied Corporate Governance.

## **FINIAN KOONG**

### **Chief Financial Officer (October 2022 – April 2024)**

Finian Koong was NOPSEMA's CFO for 18 months after joining NOPSEMA with more than 30 years' experience across a range of industries including oil and gas, mining, services, technology, banking and finance. Before NOPSEMA, Finian was the Chief Financial Officer and Company Secretary of a cybersecurity technology company where he led the organisation in the areas of finance, commercial, enterprise risk, governance, legal and compliance.

Finian has more than 10 years' experience in the oil and gas industry in senior finance roles including leading Finance Planning and Analysis, Business Unit Finance and Group Reporting teams.

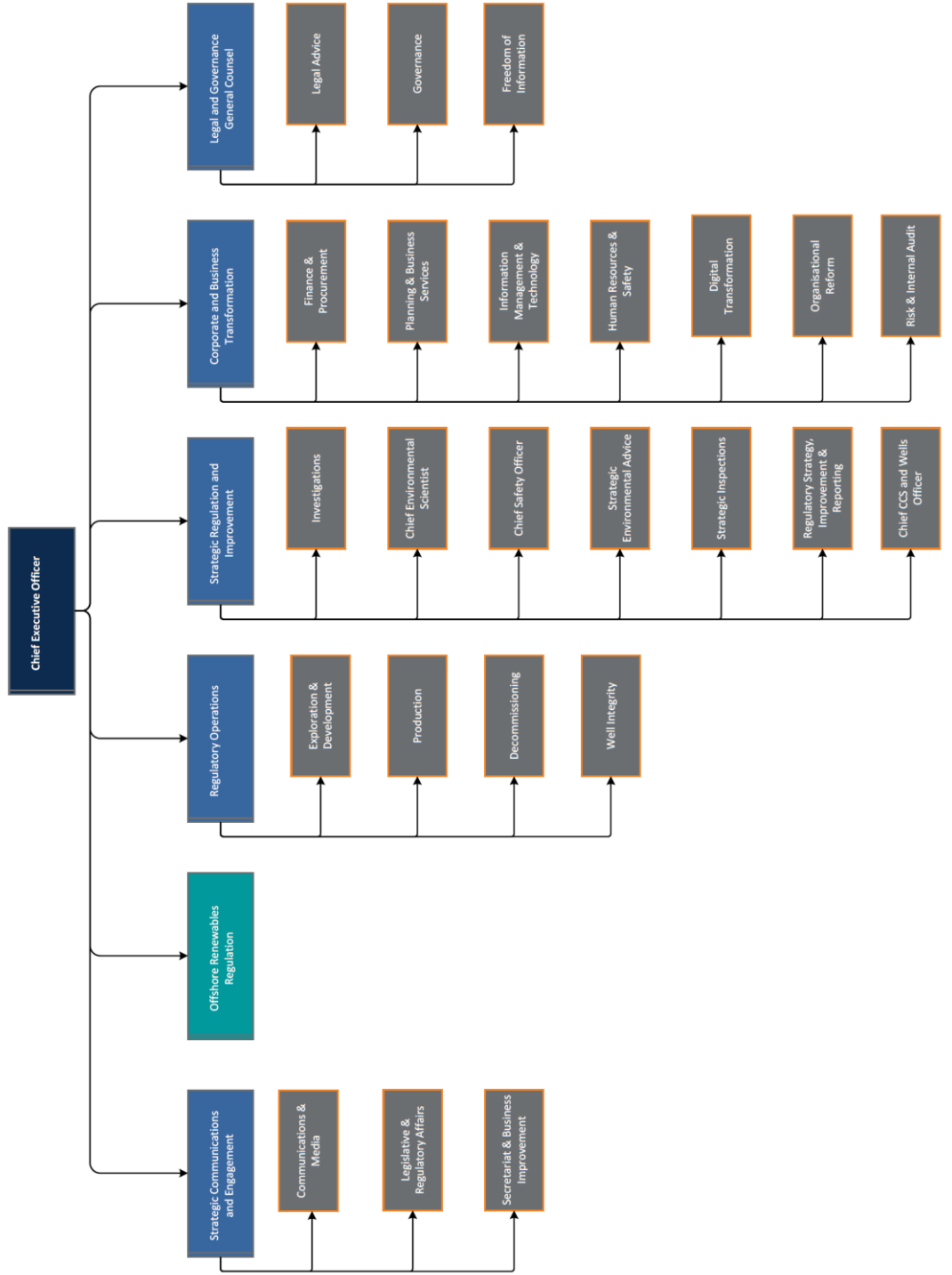
Finian's experience ranges from start-ups through to large multinational organisations (ASX/NYSE) listed companies both in corporate and operational capacities. During this time, he has also gained experience in merger and acquisitions, product pricing, research and development, capital raising and strategy and planning.

Finian is a Chartered Accountant and holds a Bachelor of Commerce from University of Western Australia.





# Organisational Structure



# PART 3

MANAGEMENT  
AND  
ACCOUNTABILITY

# Accountable authority

The Chief Executive Officer (CEO) is the accountable authority of NOPSEMA.

Time spent as the accountable authority during the reporting period.			
Name	Position/title	Date of commencement	Date of cessation
Sue McCarrey	CEO	01/07/2023	12/04/2024
		06/05/2024	30/06/2024
Cameron Grebe	Acting CEO	13/04/2024	05/05/2024

## Corporate governance

Overall responsibility for the management of NOPSEMA vests with the CEO under the OPGGS Act and as the accountable authority under the PGPA Act. The CEO may delegate her functions and most powers, including to senior NOPSEMA staff members.

NOPSEMA prepares reports and documents in respect of its functions or the exercise of its powers, as is required by the Commonwealth Minister under the OPGGS Act. NOPSEMA also reports on investigations when appropriate. In addition, NOPSEMA reports to the Minister for the Environment and Water on its performance under the streamlined environmental authorisation arrangements, an endorsed program under the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act).

The responsible Commonwealth Minister may give NOPSEMA written policy principles about the performance of its functions, but if it relates to NOPSEMA operations in designated coastal waters, only when agreed to by any State or Northern Territory Petroleum Minister concerned.

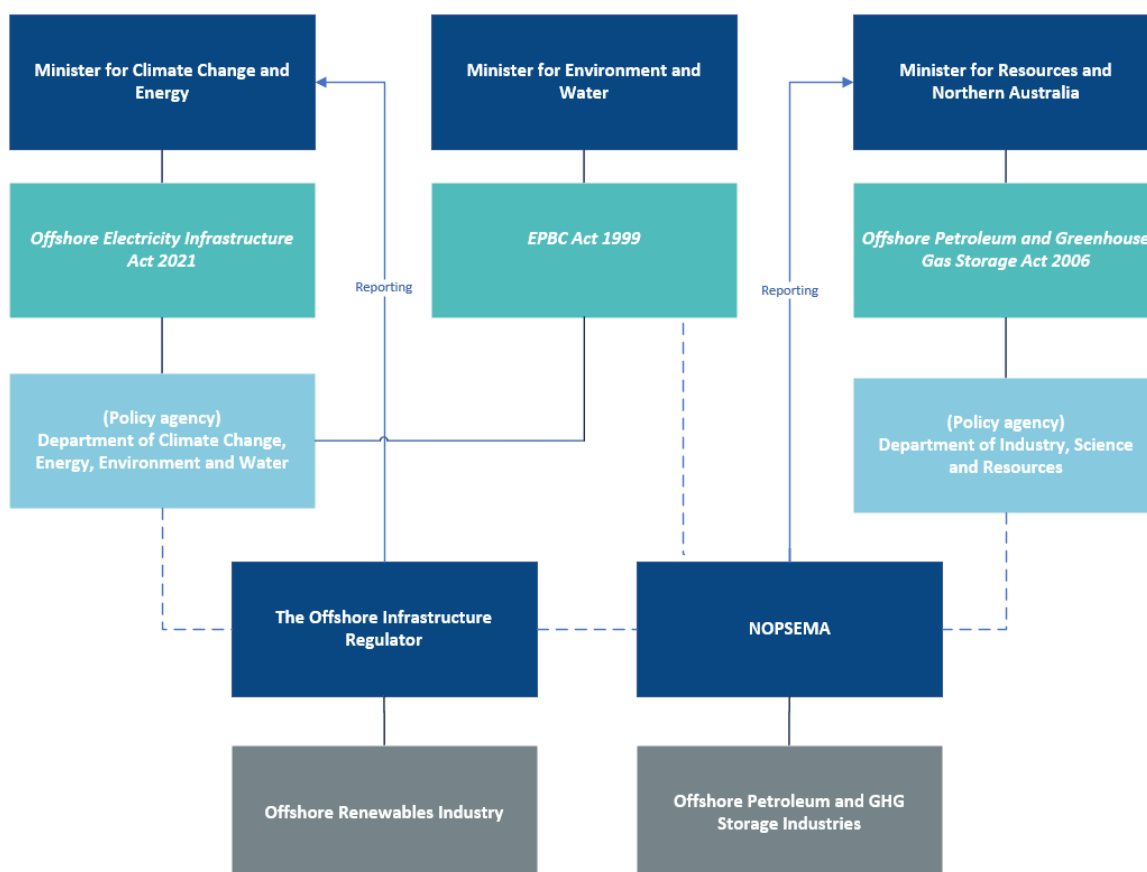
As a Corporate Commonwealth Entity and statutory authority, NOPSEMA has obligations under the PGPA Act and the *Public Service Act 1999*. NOPSEMA ensures compliance with these obligations through its corporate governance arrangements.

### OIR

The CEO of NOPSEMA is also the CEO of the OIR. The CEO has responsibility for exercising the powers and functions of the OIR under the OEI Act and for the day-to-day management of the OIR.

In discharging its functions under the OEI Act, the OIR advises the Minister for Climate Change and Energy and may provide reports and recommendations to the Minister on matters relating to work health and safety, infrastructure integrity and environmental management for activities regulated under the OEI Act.

No activities were regulated by the OIR during the reporting period.



## RISK, FRAUD AND CORRUPTION CONTROL

NOPSEMA is strongly committed to governance that involves effective and robust internal controls and a highly ethical culture. It is a key responsibility of all NOPSEMA officials to safeguard NOPSEMA’s property against loss through fraud, corruption or negligence and to support fraud and corruption control efforts.

NOPSEMA’s enterprise risk management framework conforms to AS/NZS ISO 31000:2018 Risk Management - Guidelines and aligns with the Commonwealth Risk Management Policy. The framework facilitates the management and control of all reasonably foreseeable organisational risks relevant to NOPSEMA. NOPSEMA’s risk culture empowers its workforce to champion risk management across all areas of NOPSEMA business.

NOPSEMA has implemented risk appetite statements that communicate NOPSEMA’s expectations of how much risk the organisation is willing to accept to achieve its strategic priorities. The statements and tolerances represent NOPSEMA’s risk posture and will support and guide decision-making and strengthen leadership alignment and consensus in the oversight of NOPSEMA’s business risks.

NOPSEMA has also implemented a Fraud and Corruption Control plan that seeks to protect public money, information and property and the integrity and good reputation of NOPSEMA.

## AUDIT AND RISK COMMITTEE MEMBERS

The Audit and Risk Committee is established by the accountable authority in compliance with section 45 of the PGPA Act and section 17 of the Public, Governance, Performance and Accountability Rule. The Committee Charter, published on the NOPSEMA website, outlines the purpose, membership, key functions and responsibilities of the committee, as part of the overall financial governance structure of NOPSEMA.

During 2023-24, the committee met in September 2023 and January, March and June 2024.

MEMBER NAME	QUALIFICATIONS, KNOWLEDGE, SKILLS OR EXPERIENCE (INCLUDE FORMAL AND INFORMAL AS RELEVANT)	NUMBER OF MEETINGS ATTENDED	TOTAL ANNUAL REMUNERATION (GST INC.)	ADDITIONAL INFORMATION
<b>Ann Hughes</b> (Chair)	Ann's most recent engagement was GM Governance, Risk & Compliance at DRA Global and previously had significant career experience in the resource and oil and gas industries. Ann's key areas of expertise are governance, strategy, performance, risk, internal control and compliance. Ann has held previous roles on Audit and Risk Committees.	4/4	NIL	N/A
<b>Paul Tiernan</b>	Paul holds a Bachelor of Economics (Hons), Fellow CPA, Master of Economics, Graduate Diploma Applied Finance & Investment and Executive MBA. Paul has held a wide range of senior and executive roles during his 30-year career in the oil and gas industry.	4/4	NIL	N/A
<b>Jason Beeley</b> (retired March 2024)	Jason holds a BA Hons (Oxon), Dip Strategic Studies. Jason joined the WA Office of the Auditor General in 2006, following five years as a commercial and general manager in the defence and technology sectors. Jason previously worked with the UK National Audit Office conducting and managing value for money studies, mainly of the Ministry of Defence. He was appointed Assistant Auditor General in 2009.	2/4	NIL	N/A

# People management

In 2023–24 NOPSEMA continued to:

- build a high performing and values-based culture
- attract, recruit and retain a highly skilled workforce
- proactively plan for future workforce needs
- provide high quality and timely learning and development opportunities to employees.

NOPSEMA implemented its new organisational structure during the reporting period. The restructure focused on taking a more integrated approach to regulation across the industry lifecycle, enhancing technical support for regulatory activities and making some minor adjustments to our enabling functions.

Dedicated change management support and education was provided to leaders to ensure a smooth transition to the new structure with no adverse impact to people, or to business-as-usual activities.

Ongoing engagement with leaders and their teams and regular health checks are being conducted on these activities to monitor the progress and the achievement of desired outcomes and to identify opportunities for continuous improvement.

NOPSEMA progressed strategic workforce planning, with the completion of the workforce analytics project. This project identified current and future critical skills and capabilities, including areas of strength, any current or future gaps and potential next steps.

NOPSEMA updated its suite of human resource management policies and procedures and contract for employment to align with the Australian Public Service Common Conditions and changes to the *Fair Work Act 2009* (Cth). Major changes were also made to integrity policies and procedures in response to amendments to the *Public Interest Disclosure Act 2013* (Cth). The agency also continued to embrace opportunities for improvement, such as enacting major changes to our framework for managing conflicts of interest.

NOPSEMA continued to focus on strengthening leadership, management and employee engagement in the agency during the reporting period. The Executive Leadership Team commenced a leadership development program, including multidirectional feedback, to enhance their performance as an executive management team. NOPSEMA's Senior Leadership Group met on a regular basis to consider a range of issues, including employee engagement and capability building across the agency.

NOPSEMA also continued to build awareness and understanding of conduct and integrity. New employees continued to undertake a combination of Australian Public Service (APS) and NOPSEMA-specific conduct and integrity training courses.

In addition, NOPSEMA's 2024 Annual Workplace Behaviour program involved all managers and employees participating in face-to-face training sessions focusing on key conduct and integrity issues, including managing conflicts of interest and use of resources.





## **EMPLOYEE BENEFITS**

NOPSEMA offers staff highly competitive remuneration packages and exceptional working conditions. These include:

- competitive employer superannuation contributions at 15.4 per cent
- 25 days of annual leave and 18 days of personal leave per annum
- ability to purchase additional leave subject to operational requirements
- learning and development opportunities
- flexible working arrangements
- employee assistance program for staff and immediate family members
- annual flu vaccinations
- \$300 subsidy for employees requiring prescription glasses to perform their duties
- \$750 per calendar year for appropriate professional memberships/subscriptions.

## **DIVERSITY AND INCLUSION**

NOPSEMA is committed to a fair, flexible, safe and rewarding workplace which allows for diversity among its employees. Our human resource management policies and practices seek to ensure a workplace free from discrimination and harassment.

We actively promote a work environment that recognises and values individual differences of employees and fosters contributions of people from different backgrounds, experience and perspectives. Work progressed through the year to develop a new policy to express NOPSEMA's ongoing commitment to diversity and inclusion, including the development of action plans going forward.

NOPSEMA's leadership team is taking a proactive approach to improving gender equity and reducing our gender pay gap. We participated in the Workplace Gender Equality Agency Survey to identify and reference our performance against other APS agencies and inform our activities going forward. We continued to support leadership development, for example employees participating in a Women in Leadership development program.

## **AUSTRALIAN PUBLIC SERVICE (APS) EMPLOYEE CENSUS**

NOPSEMA participates in the annual APS Employee Census which collects information on the attitudes and opinions of employees on a voluntary basis.

The survey results are shared with NOPSEMA's Executive Leadership Team to help identify areas for action and shape corporate strategies and initiatives. They are also presented to employees, who are given the opportunity to reflect on the results and make suggestions for improvement activities. NOPSEMA also produces an annual action plan in response to the results which is published on our agency website.

The 2024 Australian Public Service Census Report and Action Plan are available on the NOPSEMA website [www.nopsema.gov.au](http://www.nopsema.gov.au)

## STANDARDS OF BEHAVIOUR

### Code of conduct

In 2023–24, NOPSEMA continued to actively support and uphold the APS Values and Code of Conduct. NOPSEMA informs and educates employees on the APS Values and Code of Conduct through a combination of online and face-to-face training for new and experienced employees, as well as ongoing access to APS policy and guidance materials. NOPSEMA also considers and, where appropriate, investigates any potential breaches of the APS Values and Code of Conduct.

### Conflicts of interest

To fulfil our mission as an independent and professional regulator of the offshore energy sector, NOPSEMA has a policy to manage any real and perceived conflicts of interest. All employees must take reasonable steps to avoid any conflict of interest or other threats to the integrity of NOPSEMA and declare any conflicts of interest prior to commencing with the agency. In addition, NOPSEMA's key management personnel must declare in writing their own financial and other interests and those of their family members that could involve a real or apparent conflict of interest.

### Performance management

NOPSEMA has a strong focus on managing the performance of all its employees to ensure effective contribution to the achievement of NOPSEMA goals. All employees participate in an annual performance management and planning process which includes quarterly check-ins that monitor and measure employee progress against agreed objectives and goals, as well as learning and development plans.

# Work, health and safety

NOPSEMA recognises that good work health and safety (WHS) performance contributes to the overall success of an organisation and is committed to providing a safe workplace for all workers.

In 2023–24 NOPSEMA continued to implement its WHS management system and monitor and report on the organisation's WHS performance.

This included the completion of a full risk review of NOPSEMA's WHS management system during the reporting period and improvements to incident management, fatigue management and personal protective equipment frameworks.

NOPSEMA is committed to being recognised as a leader in WHS performance. We strive to achieve a culture that empowers our people to be accountable for their WHS. Our objective is to achieve or exceed the standard of WHS performance we expect from the industry we regulate.

NOPSEMA has the required resources in place to comply with the *Work Health and Safety Act 2011* (Cth) (WHS Act). This includes a strong commitment to an organisation-wide consultative process on WHS matters, the ongoing development and implementation of policies and procedures, the management of hazards and incident reports and provision of information, education and training to all workers.



## PROGRAMMES AND INITIATIVES

NOPSEMA has delivered a range of WHS programs and initiatives which are summarised below.

---

All employees and their immediate family members are provided with access to up to six free counselling sessions through an Employee Assistance Program. Employees are also provided with access to an additional six counselling sessions for any work-related matters. Agency-wide support has been put in place during periods of increased stress.

---

Mental health and wellbeing information, education and training is provided to all workers, including conducting an annual wellbeing program and delivering training on the prevention and management of psychosocial risks to all workers in early 2024.

---

Trauma and vicarious trauma awareness training continues to be provided to workers with training provided to duty phone holders in early 2024.

---

Training on officer responsibilities under WHS Act is provided to all of NOPSEMA's Executive Leadership Team and other employees with these responsibilities.

---

Regular workplace hazard inspections are undertaken in the Perth and Melbourne offices.

---

Ergonomic assessments are provided for all new employees, or where existing employees report any discomfort or injuries.

---

All regulatory employees at the EL1 or EL2 level undergo a pre-employment medical assessment and continue to undergo regular medical assessments in order to perform work offshore.

---

Employees are reimbursed for influenza vaccinations.

---

## **HEALTH, SAFETY AND ENVIRONMENT COMMITTEE**

The Health, Safety and Environment Committee (HSEC) provides an avenue for effective communication between senior management and employees on workplace health, safety and environmental management matters.

The HSEC has five members, and a biennial review of its membership was completed during the reporting period. The HSEC met three times in the 2023–24 period with meeting minutes published on NOPSEMA's internal website.

## **GOVERNANCE**

Comcare is the national regulator of WHS. It conducts a program of management system audits (on all federal employers) to assess policies and practices to ensure employers are meeting and maintaining their responsibilities under the WHS Act. Comcare conducted an engagement visit of NOPSEMA during the reporting period.

## **INCIDENTS, INVESTIGATIONS AND OTHER MATTERS**

Under the WHS Act, NOPSEMA is required to notify Comcare of any notifiable or dangerous incidents arising from the organisation's conduct of business or undertakings. In 2023-24, there were no notifiable or dangerous incidents.

Under the WHS Act, NOPSEMA is required to report any WHS investigations conducted during the year relating to businesses or undertakings conducted. This includes details of all notices given to the entity during the year under Part 10 of the WHS Act.

In 2023–2024, there were no investigations conducted and no notices issued to NOPSEMA.



# Environmental performance

Section 516A of the EPBC Act requires NOPSEMA to report annually on how its activities accord with and contribute to the principles of Ecologically Sustainable Development (ESD) and the environmental performance of its internal operations.

The principles of ESD (as defined by section 3A of the EPBC Act), are enshrined in the environment regulations administered by NOPSEMA. NOPSEMA seeks to ensure offshore petroleum and greenhouse gas activities are carried out in a manner consistent with the principles of ESD through its regulatory activities (assessment, compliance monitoring, enforcement, promotion and advice).

As an Australian Government agency responsible for implementing federal environment policy, NOPSEMA also supports the work of the Federal Government to meet Australia's global greenhouse gas and climate change commitments and associated legal frameworks. This includes legislative and other requirements in place to implement Australia's commitment to the 1997 Kyoto Protocol and the 2016 Paris Agreement to reduce greenhouse gas emissions by 43 per cent below 2005 levels by 2030.

Reducing the environmental impact of our own operations is an important part of NOPSEMA's corporate responsibility. NOPSEMA's day-to-day operations are largely office-based and as such our environmental footprint is limited to our offices in Perth and Melbourne and associated activities such as travel. NOPSEMA has an internal Environment and Sustainability Policy which drives measures to reduce the environmental impact of our operations.

These measures include:

- travel policies that promote the use of phone and video conferencing in preference to air travel
- selecting office locations in close proximity to industry stakeholders to minimise travel requirements
- encouraging staff to walk, cycle or use public transport to and from work by providing suitable end-of-journey facilities such as showers, lockers, and secure cycle storage
- discouraging car use by excluding car parking facilities in our office leasing agreements
- our Perth office has a 6 Star NABERS Energy Rating (National Australian Built Environment Rating System), including GreenPower
- our Melbourne office has a 4.5 Star NABERS Energy Rating
- encouraging the reduction of office energy and resource consumption through less printing, procurement waste, and energy use
- daylight harvesting (adjustable sensor) lighting in the Perth office
- energy efficient appliances throughout both offices
- maintaining waste segregation facilities and recycling contracts for disposable coffee cups, organic waste, paper, cardboard, plastics, batteries and toner ink cartridges
- where possible during all our procurement activities, we choose products that are environmentally friendly and/or sustainable.

# APS Net Zero 2030

APS Net Zero 2030 is the Government's policy for the Australian Public Service (APS) to reduce its greenhouse gas emissions to net zero by 2030, and transparently report on its emissions. As part of the Net Zero in Government Operations Strategy, corporate Commonwealth entities are required to report on their operational greenhouse gas emissions.

The Greenhouse Gas Emissions Inventory presents greenhouse gas emissions over the 2023–24 period. Results are presented based on Carbon Dioxide Equivalent (CO<sub>2</sub>-e) emissions. Greenhouse gas emissions have been calculated in line with the APS Net Zero Emissions Reporting Framework, consistent with the Whole-of-Australian Government approach as part of the APS Net Zero 2030 policy. **Note:** Waste data was unavailable at the time of the report and amendments to data may be required in future reports.

Our data is presented below:

## 2023-24 GREENHOUSE GAS EMISSIONS INVENTORY- LOCATION-BASED METHOD

EMISSION SOURCE	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
	t CO <sub>2</sub> -e	t CO <sub>2</sub> -e	t CO <sub>2</sub> -e	t CO <sub>2</sub> -e
<b>Electricity (Location-based approach)</b>	N/A	124.898	9.757	134.655
<b>Natural gas</b>	0.000	N/A	0.000	0.000
<b>Solid waste*</b>	N/A	N/A	0.000	0.000
<b>Refrigerants**</b>	0.000	N/A	N/A	0.000
<b>Fleet and other vehicles</b>	0.000	N/A	0.000	0.000
<b>Domestic commercial flights</b>	N/A	N/A	202.381	202.381
<b>Domestic hire car*</b>	N/A	N/A	0.613	0.613
<b>Domestic travel accommodation*</b>	N/A	N/A	34.304	34.304
<b>Other energy</b>	0.000	N/A	0.000	0.000
<b>TOTAL t CO<sub>2</sub>-e</b>	0.000	124.898	247.055	371.953

Note: the table above presents emissions related to electricity usage using the location-based accounting method. CO<sub>2</sub>-e = Carbon Dioxide Equivalent.

\* Indicates emission sources collected for the first time in 2023–24. The quality of data is expected to improve over time as emissions reporting matures.

† Indicates optional emission source for 2023–24 emissions reporting.



## 2023-24 ELECTRICITY GREENHOUSE GAS EMISSIONS

EMISSION SOURCE	SCOPE 2	SCOPE 3	TOTAL	% OF ELECTRICITY USE
	t CO <sub>2</sub> -e	t CO <sub>2</sub> -e	t CO <sub>2</sub> -e	
<b>Electricity (Location-based approach)</b>	124.898	9.757	134.655	100.00%
<b>Market-based electricity emissions</b>	131.126	16.188	147.315	81.28%
<b>Total renewable electricity</b>	-	-	-	18.72%
<b>Mandatory renewables<sup>1</sup></b>	-	-	-	18.72%
<b>Voluntary renewables<sup>2</sup></b>	-	-	-	0.00%

Note: the table above presents emissions related to electricity usage using both the location-based and the market-based accounting methods. CO<sub>2</sub>-e = Carbon Dioxide Equivalent.

<sup>1</sup> Mandatory renewables are the portion of electricity consumed from the grid that is generated by renewable sources. This includes the renewable power percentage.

<sup>2</sup> Voluntary renewables reflect the eligible carbon credit units surrendered by the entity. This may include purchased large-scale generation certificates, power purchasing agreements, GreenPower and the jurisdictional renewable power percentage (ACT only).

# External scrutiny

## INQUIRIES AND REVIEWS

NOPSEMA was not subject to any inquiries or reviews during FY 2023–24.

## SENATE ESTIMATES

Estimates of government expenditure are referred to Senate committees as part of the annual budget cycle. This opportunity to examine the operations of government plays a key role in the parliamentary scrutiny of the executive.

NOPSEMA attended three Supplementary Budget Estimates and Additional Budget Estimates hearings held by the Economic Legislation Committee during the reporting period, held on 10 November 2023, 16 February 2024 and 1 June 2024.

## **FREEDOM OF INFORMATION**

NOPSEMA is subject to the *Freedom of Information Act 1982* (FOI Act). NOPSEMA promotes the objectives of the FOI Act through proactive disclosure and transparency of its regulatory decisions, as well as promoting public participation and scrutiny of its operations. NOPSEMA publishes information on its website as required under the FOI Act's Information Publication Scheme.

# Offshore Infrastructure Regulator (OIR)

## **REGULATORY DEVELOPMENT AND IMPLEMENTATION**

On 2 June 2022, the OEI Act came into effect. The legislation provides a framework for the licensing and regulation of offshore renewable energy and offshore electricity infrastructure projects providing clarity and certainty to market participants. The framework applies to offshore locations from three nautical miles off the coast to the boundary of Australia's exclusive economic zone, with coastal waters remaining the responsibility of State and Territory Governments.

Recognising the importance of regulatory oversight, the OEI Act established the OIR to oversee the offshore renewables sector. The functions of the OIR are administered by NOPSEMA and include the regulation of work health and safety, infrastructure integrity and environmental management for offshore infrastructure activities.

In November 2022, the first tranche of OEI Regulations covering arrangements for licensing, spatial referencing and cost recovery came into effect, enabling licences to be applied for in Australia's first offshore renewables declared area in the Bass Strait off Gippsland, Victoria.

In April 2024, first licences were awarded in the Gippsland declared area. These licences provide developers the right to assess whether a proposed offshore infrastructure project, such as a commercial offshore wind farm, would be feasible. As part of the assessment process, licence holders are required to carry out a variety of studies and investigations to ensure any uncertainties or risks are identified and ascertain whether it is viable to progress to a full-scale commercial project.

During the reporting period the OIR continued to support the Department of Climate Change, Energy the Environment and Water (DCCEEW) with development of further regulations necessary to fully operationalise the OEI regulatory regime.

An Exposure Draft of the second tranche of OEI Regulations was released for consultation by DCCEEW in April 2024. The draft regulations set out proposed requirements for management plans, consultation, a design notification scheme, financial securities, safety and protection zones, work health and safety, record keeping and





fees. Following the consultation process, the OIR released a suite of preliminary information materials to build stakeholders' understanding of the Exposure Draft of the Offshore Electricity Infrastructure (OEI) Amendment Regulations 2024.

In June 2024, the OIR hosted a workshop for feasibility licence holders to outline preliminary regulatory expectations for preparation of management plans for early-stage activities under an OEI Act feasibility licence.

During the reporting period, the OIR continued to build a team of qualified and experienced regulatory personnel. The dedicated team has expertise in work health and safety, infrastructure integrity, environmental management, stakeholder engagement, offshore wind development, project management and offshore energy regulation.

Specialist technical advice was also provided to DCCEEW under contract to support the assessment of offshore renewable energy proposals under the EPBC Act.

## **ENGAGEMENT AND ORGANISATIONAL DESIGN**

During the reporting period 234 meetings were conducted with industry, government, First Nations groups, workforce representative bodies, non-government and international stakeholders. Engagement with stakeholders was largely focused on building understanding of the role and remit of the OIR and understanding of the OEI Act framework.

A key focus for the OIR as we move toward operational regulation of the offshore renewables sector will be providing advice and guidance to build understanding of regulatory requirements, and to assure that projects are managed in a safe, sustainable and environmentally responsible way.

Australia is in a fortunate position with respect to information sharing through established international collaborative forums. The OIR represents Australia on the Global Offshore Wind Regulators Forum. This forum brings together regulators from both experienced and emerging markets to discuss current regulatory and policy challenges in relation to offshore wind planning, licensing, and environmental oversight. The forum seeks to strengthen international cooperation on offshore wind through sharing best practice and lessons learned.

The OIR represents Australia as the current chair of the International Regulators' Forum Offshore Renewable Energy Subcommittee (IRFORES). The subcommittee held its first mid-year meeting in April 2024, bringing together representatives from Canada, Denmark, the Netherlands, Norway, the United Kingdom and the United States of America. The forum provides an opportunity for offshore renewables safety regulators to come together to discuss emerging industry health and safety risks and regulatory challenges and matters of common interest. Australia will continue to benefit from strong international engagement into the future and shares many of the challenges faced by established and emerging offshore renewables jurisdictions.

Preparatory work to effectively deliver the functions of the OIR including establishing processes, systems and governance arrangements was also undertaken during the reporting period.

As we further develop the functions of the OIR and implement the new framework we will continue to work closely with industry, government, workforce, community stakeholders and First Nations groups. Financial statements relevant to the activities of NOPSEMA in its capacity as the OIR are provided in a consolidated form in Part 5 of this report.

# PART 4

ANNUAL  
PERFORMANCE  
STATEMENTS

# Introduction

The overarching objective of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) is to provide a framework of governance and accountability for the performance and use of public resources by government agencies.

The agency must report on actual results achieved against the performance measures published in the corporate plan and portfolio budget statements. This must be presented as Annual Performance Statements in accordance with PGPA Act and Public Governance, Performance and Accountability Rule 2014 (PGPA Rule). These annual performance statements incorporate performance results for KPIs published in the NOPSEMA and OIR corporate plan, which aligns with the Regulator Performance - Best Practice Principles reporting requirements.

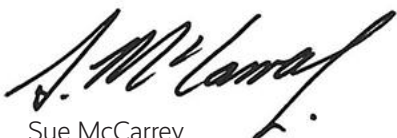
These KPIs and the results are drafted in accordance with Resource Management Guide No. 134 Annual performance statements for Commonwealth entities, as published by the Department of Finance, to streamline reporting processes and requirements.

The appropriateness of the agency's performance reporting is reviewed each year by its Audit and Risk Committee as per section 17(2)(b) of the PGPA Rule.

## Introductory statement

I, Ms Sue McCarrey, CEO, as the accountable authority of the National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA), present NOPSEMA's annual performance statements for 2023–24, as required under paragraph 39(1)(a) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), the *Offshore Petroleum and Greenhouse Gas Storage Act 2006* (OPGGs Act), and the Regulator Performance - Best Practice Principles.

In my opinion, these annual performance statements are based on properly maintained records, accurately reflect the performance of the entity, and comply with subsection 39(2) of the PGPA Act.



Sue McCarrey  
16 September 2024

# Portfolio Budget Statements (PBS) performance

## STRATEGIC DIRECTION STATEMENT

The National Offshore Petroleum Safety and Environmental Management Authority (NOPSEMA) was established as an independent statutory authority under the OPGGS Act and as a Corporate Commonwealth Entity under the PGPA Act. It operates on a cost recovery basis through levies and fees.

NOPSEMA regulates occupational health and safety (OHS), structural and well integrity and environmental management for all offshore petroleum and greenhouse gas storage activities in Commonwealth waters. Commonwealth waters comprise those areas beyond three nautical miles from the territorial sea baseline. NOPSEMA also regulates petroleum and greenhouse gas storage activities in coastal waters where a state or the Northern Territory has conferred regulatory powers and functions.

NOPSEMA's legislated functions are detailed in section 646 of the OPGGS Act. NOPSEMA fulfils its legislated functions through delivery of regulatory activities, including promotion and advice, assessment, compliance monitoring, investigation, and enforcement.

In its role as the OIR under the OEI Act, NOPSEMA also regulates the work health and safety, infrastructure integrity and environmental management, for offshore infrastructure activities in the Commonwealth offshore area. The OIR's functions are detailed in section 177 of the OEI Act.

NOPSEMA continues to focus on fulfilling its legislated functions to bring about improvements in industry performance and to secure compliance.

The Portfolio Budget Statements inform parliament of the resource allocation to government outcomes and programs and are linked to an entity's planning and performance. The agency has a single outcome and two programs; one program (1.2) relates to our role as the OIR, and the other program (1.1) is as listed below:

## OUTCOME 1

A protected offshore workforce and environment through regulatory oversight of Australia's offshore energy industries, as well as through engaging, advising, and educating the regulated community.

## PROGRAM 1.1

Promote and enforce the effective management of risks to the workforce, the environment, and the structural integrity of facilities, wells and well-related equipment through regulation of the Australian offshore petroleum and greenhouse gas storage industries.

NOPSEMA selects the regulatory focused KPIs (KPIs 1 – 5) for inclusion in the PBS, to indicate our performance results for 2024–25 for our programs.



# Data quality

The agency has made every endeavour to ensure the data included in the annual performance statements is accurate at the time of publication. However, data may subsequently vary as further information becomes available over time. Any significant amendments and variations from the published data last year are noted accordingly within this report.

## Glossary of acronyms and abbreviations

AELERT	Australian Environmental Law Enforcement and Regulators Network
AEP	Australian Energy Producers (previously APPEA)
AGCC	Australian Government Crisis Committee
(the) Agency	NOPSEMA
AGM	Annual general meeting
AGNPC	Australian Government National Plan Committee
AMP	Australian Marine Park
AMSA	Australian Maritime Safety Authority
ANAO	Australian National Audit Office
APPEA	Australian Petroleum Production and Exploration Association
APSC	Australian Public Service Commission
(the) Authority	NOPSEMA
CAiGO	Climate Action in Government Operations
CCC	Crisis Coordination Centre
CDPP	Commonwealth Director of Public Prosecutions
CEO	Chief Executive Officer
CERG	Community Environment Reference Group
COVID-19	Coronavirus disease 2019
DAWE	Department of Agriculture, Water and the Environment
DCCEEW	Department of Climate Change, Energy, the Environment and Water
DISER	Department of Industry, Science, Energy and Resources

DISR	Department of Industry, Science and Resources
DNP	Director of national parks
DSMS	Diving safety management system
EAD	Environmental approvals division
EM	Environmental management
EMM	Enforcement management model
ENGO	Environment non-government organisation
EP	Environment plan
EPBC Act	<i>Environment Protection and Biodiversity Conservation Act 1999</i>
FA	Financial assurance
FLNG	Floating liquefied natural gas
FOI	Freedom of information
FPSO	Floating production, storage and offloading
FTE	Full time equivalent
GBRMPA	Great Barrier Reef Marine Park Authority
GBRMP Act	<i>Great Barrier Reef Marine Park Act 1975</i>
GGFR	Global Gas Flaring Reduction partnership
GL / GN	Guideline / Guidance note
GOWRF	Global Offshore Wind Regulators Forum
HSR	Health and safety representative
IFAP	Industrial Foundation for Accident Prevention
IOGP	International Association of Oil & Gas Producers
IOPER	International Offshore Petroleum Environmental Regulators
IPIECA	International Petroleum Industry Environmental Conservation Association
IRF	International Regulators' Forum
IUCN zones	International Union for Conservation of Nature zones
IUF	International Upstream Forum
JA	Joint Authority
KPI	Key performance indicator
Levies Act	<i>Offshore Petroleum and Greenhouse Gas Storage (Regulatory Levies) Act 2003</i>
Levies Regs	Offshore Petroleum and Greenhouse Gas Storage (Regulatory Levies) Regulations 2004
MNES	Matters of national environmental significance
MONMER	Management of Ocean Noise by Multinational Energy Regulators
MPPR	Marine Pollution Preparedness and Response Technical Groups
NGER Act	<i>National Greenhouse Energy and Reporting Act 2007</i>



NOPSEMA	National Offshore Petroleum Safety and Environmental Management Authority
NOPTA	National Offshore Petroleum Titles Administrator
NPMEM	National Plan for Maritime Environmental Emergencies
NPSC	National Plan Strategic Coordination Committee
NRCoP	National Regulator's Community of Practice
OEI Act	<i>Offshore Electricity Infrastructure Act 2021</i>
OEI Levies Act	<i>Offshore Electricity Infrastructure (Regulatory Levies) Act 2021</i>
OHS	Occupational health and safety
OIR (Regulator)	Offshore Infrastructure Regulator
OIR (Registrar)	Offshore Infrastructure Registrar
OPC	Office of Parliamentary Counsel
OPP	Offshore project proposal
OR	Offshore renewables
OPGGS Act	<i>Offshore Petroleum and Greenhouse Gas Storage Act 2006</i>
OPGGS(E)	Offshore Petroleum and Greenhouse Gas Storage (Environment) Regulations
OPGGS (Levies)	Offshore Petroleum Greenhouse Gas Storage (Regulatory Levies) Regulations 2009
OPGGS (RMA)	Offshore Petroleum and Greenhouse Gas Storage (Resource Management and Administration) Regulations
PBS	Portfolio Budget Statements
PGPA Act	<i>Public Governance, Performance and Accountability Act 2013</i>
PL	Policy
PSZ	Petroleum safety zone
QMS	Quality management system
RPG	Regulator Performance Guide
SC	Safety case
SoE	(Minister's) Statement of Expectations
Sol	(NOPSEMA's) Statement of Intent
SOP	Standard operating procedure
SPE	Society of Petroleum Engineers
Spillcon	International Oil Spill Conference
SWA	Stop Work Authority process
UCH Act	<i>Underwater Cultural Heritage Act 2018</i>
UPR	Upstream petroleum resources
WHS	Work health and safety
WOMP	Well operations management plan

# Legislation

Established under the *Offshore Petroleum and Greenhouse Gas Storage Act 2006* (OPGGs Act), NOPSEMA is a statutory authority which operates in accordance with or regulates Australian Government legislation and regulations including, but not limited to:

- *Offshore Electricity Infrastructure Act 2021*
- *Offshore Petroleum and Greenhouse Gas Storage (Regulatory Levies) Act 2003*
- *Offshore Petroleum and Greenhouse Gas Storage Act 2006*
- *Public Governance, Performance and Accountability Act 2013*
- *Environment Protection and Biodiversity Conservation Act 1999*
- *Offshore Petroleum and Greenhouse Gas Storage (Resource Management & Administration) Regulations 2011*
- *Offshore Petroleum and Greenhouse Gas (Environment) Regulations 2009*
- *Offshore Petroleum and Greenhouse Gas (Safety) Regulations 2009*
- *Offshore Petroleum and Greenhouse Gas (Regulatory Levies) Regulations 2022.*



# NOPSEMA KPI methodology, results and discussion

## DEVELOPMENT OF PERFORMANCE MEASURES

NOPSEMA's performance measures are aligned with the agency's purpose, functions, strategic goals and key activities; and this suite of KPIs were also developed in response to the Minister's Statement of Expectations (SoE) and NOPSEMA's responding Statement of Intent (Sol).

Note: NOPSEMA undertook a KPI review in early 2024 to improve our measures, as such, this is the last report that this particular suite of KPIs will be published. Going forward, as per our Corporate Plan 2024–28, we have streamlined our reporting framework, reduced duplication, and created measures that are more relevant to our strategic goals and key activities.

## STATEMENT OF EXPECTATIONS AND STATEMENT OF INTENT

The Minister may issue a Statement of Expectations (SoE), to which NOPSEMA responds with a Statement of Intent (Sol). The current SoE was issued by the Hon, Minister King MP, Minister for Resources and Minister for Northern Australia on 29 June 2022. NOPSEMA responded with a Statement of Intent on 2 September 2022. These are the foundation for NOPSEMA's delivery strategies and key performance measures as reflected in the Corporate Plan 2024–28.

The SoE outlines the Minister's expectations, key priorities and reflects the broader context of the Australian Government's recognition of the resources sector as a driver of the Australian economy and long-term prosperity. The Minister's key priorities in the SoE include a range of areas for focus. This includes ensuring that Australia's offshore safety regime remains world leading, a focus on decommissioning and noting of the Government's emission targets policies. The SoE also sets expectations on issues related to engagement of stakeholders, other government agencies and NOPSEMA's Advisory Board. Expectations of NOPSEMA's organisational business, performance, culture, transparency and accountability are also canvassed.

The Sol is issued by NOPSEMA in response to the SoE and outlines how the agency will deliver on the Minister's expectations. It provides information and perspective on the agency's purpose, strategic direction and the delivery of statutory objectives, as well as our engagement with regulated entities, policy departments and the Minister.

## KEY PERFORMANCE INDICATORS (KPI) DETAILS

The corporate plan KPI results are primarily extracted from the regulatory management system (RMS) database and the electronic document records management system (EDRMS). These contain a range of data, information, document types and sources, e.g. emails, minutes, reports, worksheets.

Transformation, data processing and data analyses may occur on the data to provide appropriate results; the specific methods for analysing and measuring each KPI are described in the tables on the following page (methodology) along with a discussion of the current year's results. Results for previous years are also included as per legislated requirements and for comparative purposes where available.

## TYPES OF PERFORMANCE MEASURES

KPIs are also identified by types (in line with the Department of Finance - Measures of outputs, efficiency and effectiveness). These are briefly described below and provide the agency with assurance that we are using a range of measures to assess our performance:

---

<b>Outputs</b>	Output measures assess the quantity and quality of the goods and services produced by an activity (including their volume or quantity).
<b>Efficiency</b>	These are about obtaining the most benefit from available resources - minimising inputs used to deliver the policy or other outputs in terms of quality, quantity, and timing.
<b>Effectiveness</b>	These assess how well an entity has delivered on its purposes, i.e. whether the activities of the entity have had the intended impact, policy objective or contribution.

---

## KPI LINKS TO STRATEGIC GOALS

KPIs all link back to strategic goals in accordance with the Corporate Plan 2024-28 as follows:

---

<b>Strategic goals</b>	<b>KPIs</b>
1 Maintain our role as an expert risk-based regulator	1 - 5
2 Apply focus areas to target effort	6 - 8
3 Pursue best practice regulation	9
4 Maintain social license	10
5 Ensure engagement is targeted and specific	11 - 12
6 Engage and work transparently with key stakeholders	13 - 16
7 Meet future challenges	17 - 19
8 Be an employer of choice	20
9 Evolve and adapt to maintain effective future operations	21 - 24

---



**LINKS TO REGULATOR PERFORMANCE – BEST PRACTICE PRINCIPLES**

Our KPIs also serve to meet the reporting requirements for regulator best practice in line with the three principles outlined below. The KPI tables in the KPI Results section are annotated with either RPG1, RPG2 or RPG3 to signify this alignment.

**Regulator Performance Guide (RPG) Principle**

---

**RPG 1**            Continuous improvement and building trust

---

**RPG 2**            Risk-based and data driven

---

**RPG 3**            Collaboration and engagement

---



# Results summary and snapshot – NOPSEMA

## KPI RESULTS

Percentage scores are rounded to whole numbers. The '+/-' indicators denote the level of success in meeting the performance measure targets – as per the key below. These results largely support the fulfilment of NOPSEMA's purpose to assure the protection of lives and the environment.

NOPSEMA PERFORMANCE MEASURES 2023-24		RESULT
1	Merit-based regulatory decisions	++
2	Risk-based graduated enforcements	+++
3	Compliance strategy	+++
4	Regulatory information management	++
5	GHG emissions and climate change	+++
6	Compliance with SCFAs	+++
7	Senior executive oversight	+
8	Decommissioning obligations	+
9	Modern and collaborative regulation	+++
10	Management of psychosocial hazards	+++
11	Reporting to Ministers	+++
12	Liaison across government	+++
13	Promotion	+++
14	Cooperation with NOPTA	+++
15	Engagement with the Advisory Board	+++
16	Stakeholder engagement	+++
17	Environment scan	+++
18	Government key priorities	+++
19	Inform policy development	+++
20	Operate in line with APS	+++
21	Continuous improvement	+++
22	Risk-based approach	+++
23	Reviews	+++
24	Cost effectiveness	+++

## KEY

All targets met	+++	Some targets met	+
Targets substantially met	++	Targets not met	-



# Strategic goal 1: Maintain role as an expert risk-based regulator

## KPIs 1-5

KPI 1	Merit-based regulatory decisions	KPI type	Effectiveness/efficiency	Links	PBS1, RPG2
Independently administer the regulatory framework in line with government policy and guidance and make merit-based decisions on the evidence and facts presented.					
Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	98%	100%	99%	98%	98%

### Methodology

NOPSEMA exercises its legislative powers under the OPGGS Act and makes merit-based decisions on the material evidence and facts with which it is presented.

The significant regulatory decisions that NOPSEMA makes include acceptance, acceptance with conditions or rejection of a duty holder’s (or proponent’s) primary permissioning documents following assessment.

In accordance with the legislation, decisions are subject to time limits, and we aim to meet these assessment timeframes 100 per cent of the time. Duty holders are notified in writing of a decision and a statement of reasons may be produced. These merit-based assessment decisions contribute to the measurement of KPI 1. The ‘key document’ types are specified in the results section on the following page.

NOPSEMA has a regulatory obligation to assess a range of documents submitted by duty holders and consider whether the duty holder has taken into consideration all practicable risk reduction measures in their submission. NOPSEMA’s assessors adhere to published assessment policies to ensure that decisions are sound, overseen by managers and senior lead regulatory specialists, all of which supports the decision-maker to make merit-based decisions. Processes include these elements:

- assessments are fair, proportionate to risk and scopes are approved by managers
- assessors are technically competent and assessments are managed by a lead assessor
- specified procedures are followed for consistency and subject to quality assurance/quality control
- findings are reviewed by managers and teams share knowledge
- assessment documents are shared with duty holders to ensure transparency
- guidelines are published to inform duty holders e.g. EP decision-making guideline
- reasons for decisions are provided, especially where assessments result in a rejection
- complex decisions are referred to the Compliance Committee for consideration and oversight.

**Results** The target has been fully or substantially met for the last five years. **++**

The measures for this KPI are for key documents and comprise the average of two parts: a. all assessments have risk-based scopes approved by managers, and b. assessments are notified within legislated timeframes.

Key document type <sup>1</sup> submissions	2019-20	2020-21	2021-22	2022-23	2023-24
Environment plan (EP)	45	27	52	29	38
Offshore project proposal (OPP)	5	2	2	0	4
Safety case (SC)	69	77	81	102	95
Well operations management plan (WOMP)	30	35	62	34	41
Diving safety management system (DSMS)	5	2	1	2	1
<b>Total key documents</b>	<b>154</b>	<b>143</b>	<b>198</b>	<b>167</b>	<b>179</b>
<b>Total other<sup>2</sup> assessment submissions</b>	<b>225</b>	<b>199</b>	<b>220</b>	<b>220</b>	<b>216</b>
<b>Grand total</b>	<b>379</b>	<b>342</b>	<b>418</b>	<b>387</b>	<b>395</b>
% of briefs approved (key documents)	100%	100%	100%	100%	99%
No. of assessments notified (key documents)	151	143	191	164	174
% notified in time (key documents)	97%	99%	98%	95%	98%

Overdue notifications - one safety case revision and two WOMP assessments, all were less than three days late.

Rejected assessment types	2019-20	2020-21	2021-22	2022-23	2023-24
Safety case (SC)	21	6	17	20	9
Well operations management plan (WOMP)	1	3	0	1	2
Diving safety management system (DSMS)	0	0	0	0	1
<b>Total rejected assessments</b>	<b>22</b>	<b>9</b>	<b>17</b>	<b>21</b>	<b>12</b>

<sup>1</sup> Assessment briefs are not required for the assessment of WOMPs, DSMSs and PSZs as these are assessed in their entirety

<sup>2</sup> Includes diving start-up notices and project plans, scopes of validation, well activity applications and final abandonment reports, end of EP notices and EP summaries, safety zone access applications and title-related assessments.

---

<b>KPI 2</b>	<b>Risk-based graduated enforcements</b>	<b>KPI type</b>	<b>Effectiveness/output</b>	<b>Links</b>	<b>PBS2, RPG2</b>
--------------	--	-----------------	-----------------------------	--------------	-------------------

---

Apply a risk-based graduated enforcement regime aimed at changing industry behaviours for longer-term performance improvements.

<b>Target</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
100%	100%	100%	100%	100%	100%

---

### **Methodology**

---

When warranted, NOPSEMA takes enforcement action to address breaches of the relevant legislation or accepted permissioning documents and to eliminate or reduce threats to health and safety, structural and well integrity, or the environment. Enforcement actions align with the following principles: they will be outcomes focused, proportionate, responsive, informed, transparent, consistent, targeted and procedurally fair.

NOPSEMA's Enforcement Policy is published on the website, and inspectors are guided by this when choosing appropriate enforcement action(s) to obtain a responsible party's compliance with the legislation. Consistency is achieved using a standardised process for compliance and enforcement that includes tools that facilitate objectivity and are based on information/data, evidence and risk. Enforcement briefs are an intrinsic element of the decision-making process. All proposed actions are reviewed by the Compliance Committee, and the evidence upon which the enforcement action is taken is shared with the responsible party(s) at an appropriate time.

NOPSEMA has the capacity to initiate criminal and civil prosecutions, which are intended to have a specific deterrent effect on the non-complying party, while also serving to provide a general deterrent in respect to the impacts of non-compliance more broadly resulting in greater levels of compliant behaviour from duty holders. To help gauge industry improvement and as a proxy measure for behavioural changes, NOPSEMA considers an overall decreasing trend in the rate of serious incidents<sup>3</sup> reported generally as one positive indicator. Please see KPI 3. Effective enforcement activity outcomes are intended to contribute to general industry improvements.

---

<b>Results</b> The target has been met for the last five years.	<b>+++</b>
---	------------

---

During 2023–24, NOPSEMA and its inspectors applied the relevant powers under the legislation guided by the enforcement policy and process tools to undertake appropriate enforcement action. The process also includes a review and where appropriate endorsement by lead inspectors, directors, the Compliance Committee, and/or the CEO. The Board also viewed NOPSEMA's enforcement actions during the year and considered them proportionate and commensurate with identified risks.

---

<sup>3</sup> Serious incidents in this instance are considered to be all incidents where a Level 2, 3 or 4 investigation was commenced.

The results of all reviews of proposed enforcement actions were saved in the EDRMS and enforcements (issued) entered into the RMS database, as follows:

<b>Enforcement actions<sup>4</sup></b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
Improvement and Prohibition Notices	17	6	9	6	8
Intent to withdraw/request for revised documents <sup>5</sup>	2	0	10	2	2
Directions	3	15	7	6	3
Prosecution briefs (submitted to CDPP)	0	1	0	0	0
Written advice/warnings	8	6	7	6	0
<b>Total number reviewed and agreed</b>	<b>30</b>	<b>28</b>	<b>33</b>	<b>20</b>	<b>13</b>
% reviewed and agreed	100%	100%	100%	100%	100%

The 13 enforcement actions were issued to 11 different duty holders for a range of issues including, but not limited to: structural integrity, unsafe work practices, exposure to hazardous substances, lack of adequate controls, lack of certification, lack of testing, safety-critical equipment not as per the safety case, equipment failure, management system deficits and the loss of a dynamic positioning system. Note: written advice/warnings were no longer issued from 2023.

<b>KPI 3</b>	<b>Compliance strategy</b>	<b>KPI type</b>	<b>Output/effectiveness</b>	<b>Links</b>	<b>PBS3, RPG2</b>
--------------	----------------------------	-----------------	-----------------------------	--------------	-------------------

Implement the compliance strategy using a range of appropriate tools to ensure offshore energy activities are undertaken in a safe and environmentally responsible manner by encouraging, monitoring and enforcing compliance with the law.

<b>Target</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
100%	100%	100%	100%	100%	100%

### **Methodology**

The NOPSEMA Compliance Strategy 2023 explains how NOPSEMA intends to foster a culture of voluntary compliance and how it will treat and deter non-compliance across the offshore energy industry in Commonwealth waters. NOPSEMA proactively employs appropriate regulatory tools to ensure duty holder compliance and risk mitigation in relation to offshore energy activities.

<sup>4</sup> Excludes verbal warnings/advice and investigation notices. Includes non-statutory compliance actions – written advice/warnings

<sup>5</sup> SCs, EPs and WOMPs - For WOMPS this is a notice requiring variation to a well operations management plan.





The eight elements of the compliance strategy are as summarised as follows:

- 
- |   |   |
|---|---|
| 1. Explain the law and educate stakeholders | 5. Encourage intentional compliance           |
| 2. Assess permissioning documents           | 6. Deter and address non-compliance           |
| 3. Monitor offshore activities              | 7. Provide regulatory expertise and advice    |
| 4. Use compliance data                      | 8. Continuously improve regulatory capability |
- 

NOPSEMA's regulatory approach and compliance activities are designed to ensure a safe offshore workforce, structural and well integrity and the effective management of the environment. While addressing risk gaps is the focus of our approach to compliance monitoring, the compliance history of regulated entities is a factor that may be considered. NOPSEMA will actively engage and educate the community to clarify the law and provide tools and information to encourage and support voluntary compliance. As part of its regulatory functions under the OPGGS Act and to increase transparency, NOPSEMA publishes Prohibition Notices and Improvement Notices. Where provided for under the OPGGS Act, or by policy, NOPSEMA publishes regulatory enforcement actions generally within 7 days, but no later than from 21 days of issue. In addition, it is NOPSEMA policy to publish directions. The agency is focused on driving continuous improvement to a point of consistent, intentional compliance, as well as a safe and environmentally conscious regulated community.

---

**Results** The target has been met for the last five years. +++

---

NOPSEMA supported a safe and environmentally responsible offshore energy industry by undertaking the activities described below. In addition, we have provided feedback to Ministers and government agencies on how the regulatory regime could be improved to ensure it is fit-for-purpose and meeting the policy objectives of the government. Please see the NOPSEMA Policies page on the website for further details.

NOPSEMA actively engaged and educated the regulated community to make compliance easy to understand. We made obligations clear by developing guides, and explained and encouraged compliance with the law through liaison and promotion activities, such as industry workshops, seminars, conferences, publishing guidance, etc. See KPI 13 – Promotion.

We established legislative parameters for offshore energy activities by assessing permissioning documents that defined duty holders' risk profiles and demonstrated how they minimise and mitigate risks. We assessed if the permissioning documents were suitable for the proposed activities and compliant with regulatory requirements.

NOPSEMA monitored compliance with the law primarily through its assessment, inspection and investigation activities, we:

- validated compliance through routine and targeted inspection programs and information gathering
- reviewed reported breaches in compliance or reportable incidents and the suitability of the correctional actions taken
- investigated breaches of compliance as required and informed by the compliance history matrix

Please also see KPI 1 – Merit-based regulatory decisions.



Regulatory activity	2019-20	2020-21	2021-22	2022-23	2023-24
Inspections	216 <sup>6</sup>	113	113	123	138
Incident notifications (all types <sup>7</sup> )	554	581	991	673	741
Investigations – Level 1	NA	585	945 <sup>8</sup>	691	771
Investigations – Levels 2, 3 and 4	NA	72	51	66	71

NOPSEMA deterred, addressed and enforced non-compliance proportionate to the risks posed and behaviour of the industry to maintain community and government trust in our regulation:

- To encourage intentional compliance, we recognised and promoted exemplars of intentional compliance and reduced regulatory burden where appropriate, guided by the compliance history matrix.
- To deter and address non-compliance we increased regulatory oversight and direction and used our regulatory powers to stop non-compliance and return an activity to compliance, as detailed in KPI 2 – Risk-based graduated enforcements.
- In addition, we also publicised 13 enforcement actions (directions, prohibition and Improvement Notices) on our website.

To help us identify trends and inform and direct our compliance activities we used data, and we tailored duty holder compliance plans to monitor against some of these identified trends and issues.

KPI 4	Regulatory information management	KPI type	Effectiveness/efficiency	Links	PBS4, RPG2
-------	-----------------------------------	----------	--------------------------	-------	------------

Capture and securely store regulatory decisions and the rationale and supporting evidence for those decisions in digital information systems.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	Not previously a corporate plan KPI			90%	82%

<sup>6</sup> Includes 60 special topic COVID-19 inspections

<sup>7</sup> Includes OHS, WI, and EM reportable and not-reportable incidents, information provided and other notifications

<sup>8</sup> Includes over 270 positive notifications for COVID-19

---

## Methodology

---

NOPSEMA collects and receives information from a variety of sources, and this information is used to inform our regulatory decisions. Our processes describe the steps undertaken to make, record and store our regulatory decisions. This information is saved in an electronic records management system (EDRMS – Objective ECM). Staff are required to understand the importance of good records management practices. They are supported with specific training and remain upskilled as technology advances and systems evolve. EDRMS securely stores all the documents that relate to our activities and regulatory decisions, including submissions, emails, transcripts, statements, photographs, videos, notes and documentary evidence.

EDRMS is complemented by the RMS, an online bespoke software application that serves to capture, create, manage, process, store and report data and information, and assist staff to undertake regulatory activity processes. The data in RMS includes extracts, subsets or analyses and interpretations of the information submitted to the agency and stored in EDRMS. It is supplemented by decisions made by inspectors and records produced by the agency. RMS supports and captures the decision-making processes that require rationale and evidence to be provided for regulatory decisions. It also records the management oversight and approvals for these regulatory decisions.

There are six regulatory processes in the RMS database (Registrations, Assessments, Inspections, Notifications, Investigations and Enforcements) where regulatory decisions and rationale are stored. These contribute a component score of up to 15 per cent each to this measure, based on a sampling approach, with the remaining 10 per cent contribution from audit results.

These systems are securely managed on recently upgraded “on premise” server and database infrastructure. The data centre is world-class, rated to hold information at higher classification than the data held in NOPSEMA systems. All IT services at NOPSEMA are protected through the voluntary application of the Protective Security Policy Framework, including the Essential Eight protective measures for information security.

---

**Results** The target has been substantially met for the last two years.

---

++

Note that although this was not a documented KPI in previous corporate plans, and therefore not formally measured as it has been for the last two years, NOPSEMA still had these processes and systems in place and maintained them at a high level.

Regulatory decisions were made with supporting evidence and rationale captured and stored in RMS and/or EDRMS. Specifically, decisions were made regarding operator/facility registrations, assessment and inspection conclusions, incident notifications, investigation and enforcement activity decisions.

QMS internal audits were also undertaken on various activities and processes relevant to these functions as per the annual scheduled audit program. The QMS audits included compliance with records and information management relevant to the audit topic. The results of the findings (sampling approach) were:

Component measure	RMS data	Audits <sup>9</sup>	Total
Operator/facility registration	+++		
Assessments	++	++	
Inspections	+++	+++	
Incident notifications	+		
Investigations (Exhibit Mgmt)	+++	++	
Enforcement actions	++	++	
<b>TOTAL</b>	<b>74%</b>	<b>8.5%</b>	<b>82.5%</b>

In 2023–24 NOPSEMA continued to undertake ongoing research and data analysis in these functional areas to inform regulatory decisions and promote improved industry performance, and these records are also captured in our digital systems.

Overall, the agency is confident that information is being captured for regulatory activities and processes in our EDRMS, including the rationale for decisions, although improvements can be made in some areas, e.g. data entry into RMS from documents received, and the location for filing documents in EDRMS.

The process improvements that started last year as a result of findings from an investigations audit continue. As the new Digital Transformation Program commences, some of the identified issues across all functions will be resolved as processes are reviewed and systems are enhanced and automated.

KPI 5	GHG emissions & climate change	KPI type	Effectiveness/output	Links	PBS5, RPG2
Ensure regulatory decisions are made in accordance with legislative requirements, government policies and relevant guidance relating to greenhouse gas (GHG) emissions, climate change and carbon capture and store (CCS).					
<b>Target</b>		<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b> <b>2023-24</b>
100%		Not previously a corporate plan KPI		100%	100%

<sup>9</sup> Where an audit occurred relevant to this function



---

## Methodology

---

NOPSEMA undertakes its functions in line with legislative requirements, government policies and relevant guidance relating to GHG emissions and climate change. This includes considering the health and safety, well integrity and environmental risks and impacts of offshore petroleum and GHG activities, supporting the implementation of the regulatory framework for offshore renewable technologies in its capacity as the OIR, and promoting organisational and individual responsibility. In addition, GHG storage (carbon capture and storage) will be an important part of a suite of management solutions with the potential to mitigate GHG emissions and help address the impacts of climate change.

### GHG emissions management:

NOPSEMA has a role to ensure that industry management of this risk is consistent with government targets, policies and expectations, including the government's targets to reduce GHG emissions by 43 per cent by 2035 and net zero by 2050.

The OPGGS(E) Regulations seek to ensure that every offshore petroleum activity in Commonwealth waters is carried out in a manner consistent with the principles of ecologically sustainable development, such that the environmental impacts and risks of the activity will be acceptable and reduced to as low as reasonably practicable (ALARP). NOPSEMA's regulatory decisions are made in accordance with the OPGGS(E) Regs and are guided by other Commonwealth legislation, such as the EPBC Act and the *National Greenhouse Energy and Reporting Act 2007* (NGER Act). Environment plans are required to provide estimates of GHG emissions from activities and demonstrate the continuous management of GHG emissions to ALARP and acceptable levels over the life of the activity.

NOPSEMA's regulatory decisions in relation to GHG emissions and climate change involve considerations relating to relevant international arrangements, the domestic and policy legislative framework and proponent / titleholder actions relevant to GHG emissions reduction, monitoring and adaptive management. In making its decisions under the Environment Regulations, NOPSEMA has regard to relevant policies under the EPBC Act, including Policy Statement 'Indirect Consequences' of an action: Section 527E of the EPBC Act, as well as reputable published literature e.g. peer-reviewed scientific publications, reports and documents published by the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC).

### Climate change risks to offshore facilities:

NOPSEMA's regulatory decisions consider the measures needed to manage potential risks to offshore facilities, activities and personnel arising from global climate change where relevant. In 2019, the Australian Government agreed to a National Disaster Risk Reduction Framework outlining foundational actions to be taken across all sectors to address existing disaster risk and minimise the creation of new risk. The framework recognises global climate change as an underlying driver of disaster risk; and details that Australian Commonwealth agencies will consider climate change risks where it relates to their area of responsibility. As such, NOPSEMA's regulatory decisions (e.g. safety case assessments) will consider the disaster risk to offshore facilities and activities arising from climate change, such as increasing cyclone frequency and intensity and rising sea levels.

---

**Results** The target has been met for the last two years.

---

+++

NOPSEMA is committed to ensuring a safe and environmentally responsible offshore petroleum industry by maintaining a high standard of engagement with stakeholders. We continue to investigate opportunities to contribute to collaborative networks where applicable.

NOPSEMA assessed submitted OPPs and relevant EPs for potential environmental impacts and risks arising from GHG emissions and climate change:

- three stage 1 OPPs were assessed and published for public comment
- one Stage 2 OPP was submitted in June 2024 and remains under assessment
- no OPPs were completed (accepted or rejected) during 2023-24
- all submitted EPs were assessed with consideration of GHG and climate change impacts to the Australian environment where this was relevant to the activity (38 EPs submitted in total).

Where there were issues relevant to GHG emissions and climate change, NOPSEMA required information to be included in the EP that addressed emissions estimates, potential impacts and risks, control measures, and systems to achieve improvement through the life of the activity. Where relevant, consideration of the potential risks to facilities and activities generated by climate change has also been undertaken in safety case assessments through consideration of facility design.

NOPSEMA continued to encourage innovation and responsiveness in implementing solutions to reduce emissions from new and existing activities; including providing significant advice to titleholders through assessments and inspections as follows:

- included a GHG emissions focus area in inspections of four operating facilities
- commenced analysis of completed baseline inspections (12) to enable communication of focus areas for improvement
- continued to use a consistent framework to enable analysis of outcomes and communication of lessons/ observations
- issued inspection recommendations to titleholders to facilitate improvement in GHG management and reduction systems, as well as to improve future EP submissions for those titleholders
- provided extensive advice to titleholders to facilitate improvement in industry practice and emissions reduction.

NOPSEMA also continued cooperation and exchange of advice with the Clean Energy Regulator, DCCEE and DISR to ensure respective regulatory operations are complementary in implementing government policy and legislation related to GHG emissions.



# Strategic goal 2: Apply focus areas to target effort

## KPIs 6-8

KPI 6	Compliance with SCFAs	KPI type	Effectiveness/efficiency	Links	RPG3	
Ensure duty holders are fully aware of, and comply with their regulatory obligations, particularly in the key strategic compliance focus areas (SCFAs).						
Target		2019-20	2020-21	2021-22	2022-23	2023-24
100%		Not previously a corporate plan KPI		100%	100%	
Methodology						
NOPSEMA has legislative requirements to keep duty holders informed of regulatory matters on a regular basis. The agency undertakes this through various methods as outlined below: <ul style="list-style-type: none"> <li>• core regulatory policies, procedures, guidelines etc. are published on our website</li> <li>• liaison during regulatory activities, typically during early design phase engagements, permissioning document assessment stages, and prior to, and during inspections</li> <li>• The Regulator magazine, promotions at seminars/conferences, regulatory news announcements that are sent directly to subscribers (this includes duty holders).</li> </ul>						
NOPSEMA identified SCFAs to guide the agency’s activities to mitigate the highest perceived risk factors that were affecting industry. Initially four SCFAs were recognised in late 2017, and three of these (A, B and D) were included in our annual operating plans as priorities over the last year (SCFA C – Oil spill management - was reviewed and transferred to normal ongoing regulatory business where oversight and improvement activities continue).						
SCFA A	SCFA B	SCFA D				
Preventing major accident events	Preventing loss of well control	Responsible asset stewardship				
The SCFAs are reviewed annually and teams develop specific plans for implementation that may include a range of regulatory activities e.g. included as inspection and assessment focus areas and/or in promotion activities and spill exercises. Note: from 2024–25 onwards the SCFAs will be referred to as ‘National Priorities’.						
Results	The target has been met for the last two years.			+++		

NOPSEMA undertook various regulatory activities (e.g. assessments, inspections and promotional activities) that focused on driving improvements in the following areas:

<p><b>SCFA A</b> Preventing major accident events</p>	<ul style="list-style-type: none"> <li>• Management of human factors e.g. mental health, that may contribute to MAEs.</li> <li>• Key safety management systems e.g. management of change, operational risk assessments, performance standards and other tools.</li> <li>• Management of maintenance with focus on ageing assets, ensuring that facilities are maintained appropriately until the point at which they are decommissioned.</li> </ul>
<p><b>SCFA B</b> Preventing loss of well control</p>	<ul style="list-style-type: none"> <li>• Titleholder and drilling contractor interfaces, including management system interfaces and management of change.</li> <li>• Standardisation of well-barrier diagrams, well failure models and terminology to promote a common language for communicating well integrity risks and controls.</li> <li>• Standardisation of methods to calculate pore pressure and fracture gradients to improve industry's ability to predict failure pathways and conditions.</li> </ul>
<p><b>SCFA D</b> Responsible asset stewardship</p>	<ul style="list-style-type: none"> <li>• Ensuring duty holders have appropriate plans for decommissioning and are executing those plans in a timely manner.</li> <li>• Certainty to industry regarding decommissioning obligations, including developing policies in relation to relevant legislative provisions and supporting regulations.</li> <li>• Supporting industry capacity building for decommissioning, including research, collaboration, resource-sharing and establishing a property register.</li> </ul>

NOPSEMA undertook various regulatory activities (e.g. assessments, inspections and promotional activities) that focused on driving improvements. Over the last three years, the number of inspections completed with SCFA scopes has increased:

Strategic Compliance Focus Area (SCFA)	2021-22	2022-23	2023-24
SCFA-A Preventing major accident events (MAEs)	18	50	54
SCFA-B Preventing loss of well control	15	15	34
SCFA-D Responsible asset management	7	18	20
<b>Total</b>	<b>40</b>	<b>83</b>	<b>108</b>





KPI 7	Senior executive oversight	KPI type	Effectiveness/efficiency	Links	RPG2
-------	----------------------------	----------	--------------------------	-------	------

Collect and review information from duty holders regarding senior executive and board oversight and accountability for the control of major accident hazards.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
--------	---------	---------	---------	---------	---------

100%	Not previously a corporate plan KPI			100%	50%
------	-------------------------------------	--	--	------	-----

### Methodology

NOPSEMA expects senior executives and/or their boards to have oversight of the safety and environmental risks related or relevant to their facilities and activities, to be capable of understanding the risks and to be accountable for ensuring controls are in place to effectively manage the risks. Most importantly, NOPSEMA expects senior executives to manage the long-term low likelihood, but high consequence risks to their facilities, in addition to other operating or financial risks that may be relevant.

In 2022–23 NOPSEMA implemented a program to collect and review information relating to the degree to which senior executives and boards of duty holders have sufficient oversight of, and accountability for, the control of safety, environment and well integrity performance.

NOPSEMA plans to review corporate scorecards and target setting for key personnel, transparency and visibility to senior management of relevant performance indicators, and the status of internal governance and oversight of operations responsible for safety and environmental management.

Results will be shared with company Chief Executives or equivalents and responses sought.

<b>Results</b> Some targets have been met over the last year	+
--	---

NOPSEMA identified a range of issues within industry that likely had roots at the executive level and were potential symptoms of organisational structures and incentive systems that prioritise the mitigation of financial risk over safety and environmental risk. We are continuing to monitor developments and will implement measures and actions accordingly.

The development of an inspection methodology to specifically gather and assess data regarding executive oversight and provide feedback to senior leadership of operators as envisaged in the 2022–23 Annual Report did not progress due to the reprioritisation of resources to more immediate and serious regulatory compliance issues. However, some work progressed in the inspection and promotion areas, including:

- Three inspections were planned to include ‘Policy leadership and commitments’ scopes; two were completed (one vessel left the jurisdiction). The following conclusions were made:
  - One duty holder had only partially implemented the requirements of the integrity management system to provide sufficient staff for offshore operations. Partially implemented controls, such as incomplete orientation of operators, do not provide assurance the operational risk at the facility is as low as reasonably practicable.
  - One duty holder failed to effectively fulfill the commitments of the safety case to provide the resources for successful operations and failed to conduct its business in a manner that protects the safety of employees and others involved in its operations. Members of the workforce have reported mental and physical fatigue issues affecting their work and homelife. An Improvement Notice was issued.
- NOPSEMA promoted executive oversight as a focus area at the following:
  - IRF Conference session topic – October 2023
  - Safer Together Industry Safety Forum presentation – October 2023
  - AEP Conference CEO Safety Forum – May 2024

---

<b>KPI 8</b>	<b>Decommissioning obligations</b>	<b>KPI type</b>	<b>Effectiveness/efficiency</b>	<b>Links</b>	<b>RPG2</b>
--------------	------------------------------------	-----------------	---------------------------------	--------------	-------------

---

Ensure duty holders continue to comply with decommissioning obligations in a timely, safe and environmentally responsible manner.

---

<b>Target</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
100%	Not previously a corporate plan KPI			100%	70%

---

**Methodology**

---

As the regulator for Australia’s offshore energy industry, NOPSEMA is responsible for approving decommissioning activities. NOPSEMA ensures this by promoting a heightened focus on the planning and execution of decommissioning during the assessment of permissioning documents and also by monitoring and enforcing Titleholders’ compliance to ensure they meet their decommissioning obligations. NOPSEMA ensures that duty holders are fully aware of, and complying with, their decommissioning obligations, with the OPGGS Act providing full removal as the default position.

Decommissioning involves timely, safe, and environmentally responsible removal of, or otherwise satisfactorily dealing with, infrastructure from the offshore area previously used to support oil and gas operations.



There are numerous ways of addressing the challenges and opportunities of decommissioning offshore oil and gas infrastructure when it is no longer required. However, regardless of the process, the Australian Government and NOPSEMA are fully committed to ensuring decommissioning is carried out in a timely, safe, and environmentally responsible way.

The key principles of the decommissioning framework can be found in the offshore petroleum and greenhouse gas storage guidelines (nopta.gov.au).

---

**Results** The target has been partially met during the last year +

---

While industry has made progress in relation to improving and completing some decommissioning activities, NOPSEMA has identified that there is still room for improvement. It is clear from recent cases, that poor decommissioning planning and lack of sufficient maintenance strategies has contributed to some challenges for titleholders undertaking activities. Facility repurposing and life extension strategies (without supporting plans) can negatively impact decommissioning outcomes.

Over the last year, NOPSEMA has continued to collaborate and engage with stakeholders, other government departments and agencies, interest and industry groups to improve decommissioning outcomes and suggest enhancements to the regulatory framework for decommissioning.

NOPSEMA continued to give heightened focus to the planning and execution of decommissioning and has published a revised five-year NOPSEMA Decommissioning Compliance Strategy 2024–2029 with targets. The strategy outlines the actions NOPSEMA will take to achieve its vision for decommissioning all petroleum wells, structures, equipment and property in Commonwealth waters. NOPSEMA published its strategy in the interests of transparency and in response to the Australian Government’s Decommissioning Guideline and the Ministerial Statement of Expectations issued to NOPSEMA in 2022.



The results of the following targets published in the strategy were:

<b>Assets or production systems no longer producing</b>	<b>Result</b>	<b>Comment</b>
Floating infrastructure is removed as soon as practicable and within 12 months of permanently ceasing production.	+++	No new ceased production
All wells are plugged and abandoned within three years of the production system <sup>10</sup> ceasing production.	+	There is a significant backlog of wells in this situation. General Directions have been issued to a number of duty holders.
All structures, equipment and property (including pipelines, platforms and all other subsea infrastructure) that forms part of a production system is decommissioned to approved end-state as soon as reasonably practicable and no later than five years from that production system permanently ceasing production.	++	Some assets are still being removed beyond five years. General Directions have been issued to the relevant duty holders.
<b>Redundant (non-producing) wells and infrastructure within a producing asset or production system</b>		
Redundant <sup>11</sup> wells are suspended with downhole barriers within 12 months of loss of real-time monitoring wherever practicable. Any wells that cannot be monitored in real-time and are not suspended are monitored at least annually until downhole barriers can be installed.	+	More information is being obtained on the status of wells.
Regardless of other work being done each well must be plugged and abandoned as soon as practicable: <ul style="list-style-type: none"> <li>• If a rig is contracted to undertake infill drilling or workovers within a field, it is NOPSEMA's expectation that suspended wells within the field are abandoned.</li> <li>• Wells that have been suspended within a larger active production system, must be abandoned no later than 10 years from when it was suspended.</li> </ul>	+	The expectation has been explained to titleholders. Information is being gathered on well status to advise on how to proceed with this, given that there is a large stock of wells that are shut in or suspended.
Subsea structures, equipment and property to be decommissioned progressively as it ceases to be used, over the project operating life, to approved end-state as soon as practicable or otherwise as agreed by NOPSEMA.	+++	Progressing well

<sup>10</sup> A production system is defined by common infrastructure such as flow lines & processing facilities that can be isolated and made hydrocarbon free once no longer in production.

<sup>11</sup> A redundant well is defined as a well with no future production use, aligned with commitments in the field development plan and annual field review process administered by the National Offshore Petroleum Titles Administrator (NOPTA).



The following number of inspections over the last five years included decommissioning activities:

<b>Inspection scope</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
Decommissioning	5	8	5	9	8

The website was continually reviewed and updated with regard to decommissioning information – policies and guidance were published so industry continues to be well placed to meet its decommissioning obligations into the future, e.g. an information paper, Planning for Proactive Decommissioning, was published on the NOPSEMA website.

# Strategic goal 3: Pursue best practice regulation

## KPI 9

KPI 9	Modern and collaborative regulation	KPI type	Effectiveness/efficiency	Links	RPG1
-------	-------------------------------------	----------	--------------------------	-------	------

Regulate in a modern and collaborative manner – engage bilaterally with international peers to build professionalism and promote and encourage leading practice on the management of hazards, impacts and risks in the offshore energy sector.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	100%	100%	100%	100%	100%

### Methodology

NOPSEMA maintains focus on process safety and the prevention of major accidents and events, and protection of the marine environment by ensuring risks are managed to be as low as reasonably practicable (ALARP) and acceptable.

NOPSEMA administers an objectives-based, risk focused, regulatory regime. In practice, this places the responsibility for identifying, mitigating and reducing risk with those wishing to undertake the offshore energy activities - the ones who are creating the risks.

This means that while NOPSEMA does not prescribe how risks must be managed, we regulate to ensure a consistently high threshold must be met. NOPSEMA undertakes regulatory functions in a modern and collaborative manner that serves to increase accountability, promote and share leading practice, build professionalism and support cultural change.

NOPSEMA's regulatory approach	Influence	Oversee	Enforce
-------------------------------	-----------	---------	---------

The agency collaborates internationally to share knowledge and drive improvements across the whole industry. NOPSEMA is a member of International Regulators' Forum (IRF), International Offshore Petroleum Environmental Regulators (IOPER), International Regulators Forum Offshore Renewable Energy Sub-committee (IRFORES):

- Health, safety and environment (HSE) regulators of the offshore energy industry from various parts of the world drive improvements in global offshore safety and environmental performance
- IRF was established in 1994, membership has grown to 11 countries, and includes some of the world's pre-eminent offshore oil and gas regulators
- IOPER was established in 2013 and has 16 member countries.

The IRF and IOPER have a global perspective with privileged access to information, and the legal powers to enact change and influence at many levels.

<b>Results</b> The target has been met for the last five years.	+++
---	-----



NOPSEMA attends the IRF and IOPER annual general meetings and plenary meetings, informal mid-year meetings, and a conference with industry every two to three years. IIRF and IOPER also held their AGMs during IRF Conference week in October 2023, ensuring that the Western Australian capital was a regulatory hotspot for that fortnight.

Group	2019-20	2020-21	2021-22	2022-23	2023-24
IRF engagements	3	7	6	2	7
IOPER engagements	4	1	2	2	8

Membership of these groups has delivered many benefits to NOPSEMA and the industry in Australia. NOPSEMA’s approach to decommissioning and oil spill response readiness, are two topical examples where the experience of international colleagues was drawn on to guide the agency’s actions during the year.

Australia’s leadership in the progress of IRF and IOPER is reflected in:

- our CEO being Chair of the IRF Management Committee
- our Deputy CEO Strategic Regulation and Improvement being elected as Chair for IOPER
- NOPSEMA as Secretariat for IRF and IOPER.

NOPSEMA was also a founding member of the forum established to share information and collaborate on issues related to ocean noise. MONMER (Management of Ocean Noise by Multinational Energy Regulators) held its inaugural annual meeting in June 2024.

NOPSEMA is also a member of the following national groups:

- Australian Environmental Law Enforcement and Regulators Network (AELERT) and National Regulator’s Community of Practice (NRCoP) - to access the collective wisdom of the regulators and provide staff with opportunities for professional development targeted at regulators. The Deputy CEO - Strategic Regulation and Improvement is also a member of the governing National Council of AELERT
- Major Hazard Facilities Forum - a group to share industry best practice with the aim of improving safety outcomes and reducing risk at major hazard facilities
- Industry OHS Forum - a tripartite committee of industry, unions and government.

# Strategic goal 4: Maintain social license

## KPI 10

KPI 10	Psychosocial hazards	KPI type	Output/effectiveness proxy	Links	RPG2
--------	----------------------	----------	----------------------------	-------	------

Consider duty holders' frameworks for effective management of psychosocial hazards and risk factors to ensure the wellbeing and safety of their workforce through ongoing compliance monitoring.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	Not previously a corporate plan KPI			100%	100%

### Methodology

Psychosocial health, including bullying and all forms of harassment, is a focus area for NOPSEMA. A guidance note Psychosocial Risk Management ([nopsema.gov.au](http://nopsema.gov.au)) is available on our website to provide duty holders with information on how to manage these risks in the workplace, thereby facilitating compliance to their legislative obligations.

Psychosocial hazards can adversely impact performance of critical human tasks and, as such, may contribute to the risk of incidents including a Major Accident Event (MAE). In 2011, the International Association of Oil and Gas Producers defined critical human tasks as the activities (or supporting activities) that people are expected to perform that act as barriers against incidents occurring or to prevent any escalation should an incident occur. In addition, the appropriate management of risks to psychosocial health and safety for members of the offshore workforce to a level that is as low as reasonably practicable is a focus for NOPSEMA.

NOPSEMA ensures that the regulated entities have adequate management systems to prevent and manage incidents of bullying and harassment of any kind in the workplace. Both proactive (planned) and reactive (in response to incidents, complaints or other non-compliances) inspections are undertaken to monitor these risks. Where necessary NOPSEMA will take enforcement action.

NOPSEMA continues to develop a compliance process to monitor how operators are appropriately managing risks related to all types of harassment. Improved guidance will provide the industry with a clear understanding of its duties, the legislative requirements, and our expectations as the regulator.

**Results** The target has been met for the last two years.

+++

An inspection campaign focused on sexual harassment was conducted with duty holders during 2022–23, with the report summary published in 2023–24 in The Regulator magazine (December 2023 Issue 2: Understanding offshore sexual harassment).



These benchmarking inspections were conducted to ensure duty holders were meeting their duties and were doing everything that is reasonably practicable to protect the workforce from sexual harassment. This inspection campaign established an understanding of the standard of management systems in major Australian operators/employers of the offshore workforce.

The final report was issued to the nine entities (seven production operators and two service providers) that were inspected and the outcomes were also shared at the following:

- Tripartite Health and Safety Representatives Forum – March 2024
- AEP Conference CEO Safety Forum – May 2024.

Meetings were also held with 31 offshore Health and Safety Representatives (HSRs) as well as members of the offshore workforce. The goal was to get a baseline of current industry performance in relation to workplace sexual harassment. Key findings included:

- the culture offshore was largely reported to be supportive and respectful, with very few instances of sexual harassment recalled
- risk assessment and transparency were highlighted as key elements of the inspection process
- industry appears to generally understand the need to do more work to transition from a position of managing sexual harassment as a purely industrial relations or human resources matter between individuals, to managing sexual harassment as a work health and safety risk
- only a few organisations had well developed mechanisms in place to inform leaders about sexual harassment risk factors and associated management strategies.

NOPSEMA continues to engage with relevant state regulators on sexual harassment and broader psychosocial health and safety matters.

There were five complaints made regarding psychosocial hazards (including bullying and harassment) during 2023–24, and these were all investigated.

In addition, a specific inspection that included a scope for psychological hazards management was also undertaken in July 2023 in response to issues that were reported via the incident notification process.

# Strategic goal 5: Ensure engagement is targeted and specific

## KPIs 11-12

KPI 11	Reporting to Ministers	KPI type	Output/efficiency	Links	RPG3	
Ministers are informed of any significant announcements, actions, events, incidents, and issues, and intentions to participate in government processes e.g. govt inquiries, in a timely manner.						
Target		2019-20	2020-21	2021-22	2022-23	2023-24
100%		100%	100%	100%	100%	100%
Methodology						
<p>NOPSEMA keeps ministerial offices and policy agencies informed of significant announcements, actions, events, incidents, issues and intentions to participate in government processes to ensure whole-of-government consistency. NOPSEMA keeps relevant Ministers, the NOPSEMA Advisory Board (the Board) and relevant stakeholders informed of industry and/or agency matters on a regular basis. The Minister receives regular briefs on operational and regulatory matters from NOPSEMA, in addition to National Quarterly Reports.</p> <p>There are a set of standard reports produced monthly, quarterly and/or annually. These reports generally have set deadlines and their accompanying transmittal records are saved in EDRMS, with team annual operating plans (AOPs) and the task management systems recording the completion of these tasks.</p> <p>NOPSEMA reports, as appropriate, to the responsible Commonwealth, State and Northern Territory resources Ministers on major investigations and annually to the Commonwealth Minister for Environment on its environmental management performance under the endorsed EPBC Act arrangements.</p> <p>NOPSEMA submits quarterly operational and data reports to the Board comprising information on agency activities, data and trends related to industry and NOPSEMA performance. The Board may also request additional ad hoc data and information prior to, or during, any of its quarterly meetings.</p> <p>Several reporting channels and ministerial reporting requirements are managed and overseen by various teams within NOPSEMA. Managerial oversight of these reporting tasks and relevant performance indicator results occurs regularly.</p>						
Results	The target has been met for the last five years.				+++	



### **National and State quarterly reports**

These reports regarding industry health and safety, structural and well integrity and environmental management performance, and NOPSEMA's regulatory activity and performance were transmitted to relevant Commonwealth, State and Territory Ministers, and copies were provided to the NOPSEMA Advisory Board.

<b>Quarter</b>	<b>Data</b>	<b>Date sent</b>
Q1 2023–24	Jul-Sep	Dec 2023
Q2 2023–24	Oct-Dec	Feb 2024
Q3 2023–24	Jan-Mar	May 2024
Q4 2023–24	Apr-Jun	Aug 2024

### **Other regular reports**

NOPSEMA also submitted a range of reports to relevant Ministers and departments, and the Advisory Board, as per legislated or administrative requirements and deadlines, including these examples:

- Quarterly operational reports
- APSC reports (HR)
- Finance and budget reports
- Legal expenditure reports
- IT security reports
- Contracts and tenders reports
- EPBC annual streamlining report

### **FOI requests and releases of information**

NOPSEMA is subject to the *Freedom of Information Act 1982* (FOI Act); we promote the objectives of the FOI Act through proactive disclosure and transparency of regulatory decisions and by promoting public participation and scrutiny of operations. NOPSEMA publishes information on its website as required under the FOI Act's Information Publication Scheme. NOPSEMA published documents on its Disclosure Log in relation to 17 FOI requests in 2023–24.

### **Senate estimates hearings**

Estimates of government expenditure are referred to Senate committees as part of the annual budget cycle. This opportunity to examine the operations of government plays a key role in the parliamentary scrutiny of the executive.

NOPSEMA attended three Supplementary Budget Estimates and Additional Budget Estimates hearings held by the Economic Legislation Committee held in October 2023, February 2024, May/June 2024.

Please also see:

KPI 12 – liaison across government

KPI 12	Liaison across government	KPI type	Effectiveness/output	Links	RPG3
--------	---------------------------	----------	----------------------	-------	------

Undertake regular liaison with other departments and agencies to encourage and consistently develop amendments and improvements to legislation, policies and advice.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	100%	100%	100%	100%	100%

### Methodology

NOPSEMA works collaboratively with portfolio departments and relevant agencies so that government briefings, advice and policies canvas all relevant issues and encompass a whole-of-government perspective. The relevant agencies include (but are not limited to) the following:

- AMSA - Australian Maritime Safety Authority
- CER - Clean Energy Regulator
- DAWE - Department of Agriculture, Water and the Environment
- DCCEEW - Department of Climate Change, Energy, the Environment and Water
- DISR - Department of Industry, Science and Resources
- NOPTA - National Offshore Petroleum Titles Administrator
- OIR (Registrar) - Offshore Infrastructure Registrar
- DFAT – the Department of Foreign Affairs and Trade.

NOPSEMA undertakes regular (at least quarterly) liaison with DISR in relation to ongoing legislative change matters, and portfolio chief operating officer meetings. The agency will continue to investigate opportunities to contribute to collaborative networks where applicable to its interests (e.g. GHG and Climate Change).

**Results** The target has been met for the last five years. +++

NOPSEMA has established cooperative mechanisms in place with multiple entities, examples include:

- Australian Antarctic Division (AAD) - contract of service agreement
- AMSA - meetings, joint activities e.g. oil spill sampling training
- ASIC - Australian Securities and Investments Commission - MoU
- Crisis Coordination Centre (CCC) - meetings
- DCCEEW - Sea Dumping Unit coordination - quarterly senior executive oversight meetings
- DCCEEW - NOPSEMA Program (EPBC Act Strategic Assessment Program) Administrative Arrangements - monthly coordination and progress meetings
- DISR - Quarterly heads of agency meetings
- Parks Australia - co-regulation coordination meetings and quarterly senior executive liaison
- State regulatory agencies - regular meetings



Over the course of the year NOPSEMA continued to contribute significantly to legislative change processes led by DISR. In particular, NOPSEMA contributed to:

- Identifying regulatory enhancements to improve decommissioning planning and outcomes
- Regulatory amendments and remakes
- Policy reviews
- Preparation for implementation / commencement of Regulations amendments.

Please also see:

KPI 14 – Cooperation with NOPTA

KPI 19 – Inform policy development



# Strategic goal 6: Engage & work transparently with stakeholders

## KPIs 13-16

KPI 13	Promotion	KPI type	Effectiveness/efficiency	Links	RPG3		
Undertake productive engagement and ongoing dialogue with the offshore energy sector and all other stakeholders to promote the modern regulatory framework and encourage continuous improvement.							
<b>Target</b>			<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
100%			100%	100%	100%	100%	100%
<b>Methodology</b>							
<p>NOPSEMA has a core role to help drive industry performance improvements and an essential part of this is through promoting and advising on best practice regarding offshore health and safety, structural and well integrity, and environmental management matters. NOPSEMA ensures that through collaboration and provision of advice to industry, a modern regulatory framework is promoted to encourage safe, respectful, inclusive workplaces and continuous improvement. The agency provides clear and concise guidance to industry via various formats, e.g. website, workshops, forums, industry events, one-on-one liaison with duty holders, newsletters, LinkedIn etc. and also continues to implement plans to improve community trust and confidence in the offshore petroleum regime and regulation through:</p> <ul style="list-style-type: none"> <li>• the transparent disclosure of relevant and appropriate information</li> <li>• focused regulatory effort on areas of poor consultation practice</li> <li>• increased frequency of community input to better understand their views e.g. via CERG<sup>14</sup></li> <li>• increased transparency of NOPSEMA's decision-making processes.</li> </ul> <p>NOPSEMA seeks feedback from stakeholders and reviews the adequacy of its guidance and communication mechanisms to ensure stakeholders maintain an understanding of regulatory functions, practices and processes, particularly with respect to risk assessment.</p> <p>NOPSEMA's promotion activities provide opportunities for stakeholders to engage and/or provide feedback.</p>							
<b>Results</b> The target has been met for the last five years.					<b>+++</b>		

NOPSEMA undertook various promotion and consultation activities, including publishing new or updated documents, and provided information and/or sought consultation<sup>15</sup> or feedback - details as follows:

<sup>14</sup> Community Environment Reference Group

<sup>15</sup> All EPs and OPPs must undergo a public comment period prior to formal submission to NOPSEMA for assessment; these are not included in this KPI.

---

## **Publication of guidelines, guidance or information papers – new or revised**

---

### Guidelines and guidance notes

- Notification of accidents and dangerous occurrences
- Deaths and Injuries - Monthly Reporting
- Safety case content and level of detail
- Hazard identification
- Financial assurance for petroleum titles
- Environment Plan decision-making
- End of operation of environment plan – Reg 46
- Notification and reporting of environmental incidents
- Offshore project proposal decision-making
- Inspector OHS Enforcement Decision Appeals
- Making submissions to NOPSEMA
- When to submit a proposed revision of an EP
- Consultation in the course of preparing an EP
- Safety case lifecycle management

### Information papers

- MODU mooring in cyclonic conditions
- Managing gender-restricted information
- Making public comment on OPPs
- Planning for proactive decommissioning
- Reducing marine pest biosecurity risks through good practice biofouling management
- Source control planning and procedures
- Operational and Scientific Monitoring Programs
- Australian dispersant acceptance process
- Acoustic impact evaluation and management
- Considerations for five-year EP revisions

---

## **Publication of datasets, safety alerts and bulletins**

---

Quarterly and annual datasets of both industry and NOPSEMA published on NOPSEMA's website with references and summaries included in The Regulator magazines.

Pipeline loss of containment, Pre-flight checks for life jackets and compressed air emergency breathing system, Helideck structural integrity

---

## **Publication of quarterly magazine – The Regulator**

---

Jul 23: Looking to the horizon

Sep 23: IRF comes to Perth

Dec 23: Looking back on the year and what lies ahead

Mar 24: What to expect from an investigation

---

## **Promotion, presentation or attendance at conferences, seminars, workshops**

---

IWCF Australasian branch meeting, Better Practice Forum, Spillcon, IRF conference, DCCEEW's First Nations clean energy strategy roundtable, HSR Forum (with AEP and ACTU).

KPI 14 Cooperation with NOPTA	KPI type	Effectiveness/efficiency	Links	RPG3
-------------------------------	----------	--------------------------	-------	------

Work cooperatively and share information with the National Offshore Petroleum Titles Administrator (NOPTA) in contributing to the implementation of improvements to regulatory regimes.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	100%	100%	100%	100%	100%

### Methodology

NOPSEMA has established cooperative mechanisms in place to interact with the National Offshore Petroleum Titles Administrator (NOPTA) to maintain a seamless operating environment for the sector to reduce cost without compromising regulatory integrity and outcomes.

Ongoing regular (at least quarterly) interagency meetings are held with various NOPSEMA and NOPTA teams and management. NOPSEMA continues to foster a collaborative and ongoing relationship with NOPTA, primarily through a flow of regulatory information and advice exchanges, for example:

- when undertaking title surrender application assessments, NOPTA seeks advice from NOPSEMA with respect to titleholder compliance with section 270. NOPSEMA provides advice relevant to its scope under section 270 provisions to NOPTA who will in turn advise the Joint Authority to inform their decision-making
- to discuss any other advice provided or requested
- to request daily drilling report information for specific compliance inspections and to maintain current situational awareness.

**Results** The target has been met for the last five years. +++

The table below shows the number of regulatory engagements that were recorded over the last 5 years. During 2023–24 NOPSEMA and NOPTA had regular quarterly meetings and CEO meetings, and we recorded approximately one regulatory interaction per month with NOPTA.

Examples of the types of interactions included:

- Duty holder transactions
- Digital needs – regulatory
- WOMPs
- Greenhouse Gases (GHGs)
- Decommissioning
- Carbon Capture and Storage (CCS) regulatory information sharing and arrangements.

Regulatory interactions	2019-20	2020-21	2021-22	2022-23	2023-24
With NOPTA	9	13	24	21	13





**Corporate interactions**

In addition to the regulatory interactions, NOPSEMA’s corporate and executive teams also regularly collaborate and cooperate with NOPTA where appropriate, e.g.:

- Co-located office space and facilities with NOPTA in both of our offices - Melbourne and Perth
- Work together on aspects of our Digital Transformation Program - to redesign, enhance, share and align our digital systems where relevant, possible and appropriate. This aims to improve customer and staff processes, and reduce regulatory burden
- Collaborated with planning the IRF/IOPER/IUF conference and meetings in Perth, October 2023.

KPI 15	Engagement with Advisory board	KPI type	Effectiveness/efficiency	Links	RPG
--------	--------------------------------	----------	--------------------------	-------	-----

Undertake regular engagement with the Advisory Board to seek advice and provide information, and act on agreed recommendations in a timely manner.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	100%	100%	100%	100%	100%

**Methodology**

NOPSEMA regularly engages with, and seeks the advice and support of, the NOPSEMA Advisory Board (the Board) on a range of strategic matters relating to the performance of functions, and recommendations on operational policies and strategies.

As an example, the corporate plan and these Annual Performance Statements are reviewed by the Board. NOPSEMA meets with the Board regularly and provides operational reports that discuss in detail the regulatory and corporate activities undertaken, with input from all teams across the agency.

In addition, copies of The National Quarterly Report and State Snapshot Reports are forwarded to the Board each quarter; these contain industry performance and NOPSEMA performance data.

The Board continues to monitor and provide advice on improving the regulatory approvals process, stakeholder engagement, outcomes and recommendations from reviews, alignment with other government agencies and departments, industry performance and NOPSEMA’s responsibilities.

Note: The NOPSEMA Advisory Board has no advisory role with respect to the OIR and offshore electricity infrastructure.

<b>Results</b>	The target has been met for the last five years.	+++
----------------	--	-----

NOPSEMA's CEO attended four Board meetings during the financial year 2023–24.

The Board discussed and provided information to NOPSEMA regarding multiple topics e.g. emerging decommissioning activities and costs over the next decade, industry safety performance, duty holders' risk assessment processes, First Nations consultation and expansion of the agency's scope (offshore renewables, financial assurance, project assessments under the EPBC Act). The Board also provides written reports to the Minister following each meeting.

Throughout the year the Board was also requested to review and provide input on the following:

- new Corporate Plan 2024–28 format that amalgamates our strategic plan
- revised and improved KPIs.

The Board was provided copies of NOPSEMA's quarterly divisional and team operational reports, quarterly data reports (National and State Snapshots) and various presentations, information, updates, and special reports on topical and emerging issues; these included:

- Government and regulatory affairs - progress of legislative changes
- current enforcement actions updates.

Recommendations from the Board were implemented where agreed, and included:

- a review of our corporate plan KPIs.

KPI 16 Stakeholder engagement	KPI type	Effectiveness/output			Links	RPG3
Engage and liaise with other government departments and agencies, industry, and other relevant stakeholders						
Target		2019-20	2020-21	2021-22	2022-23	2023-24
100%		100%	100%	100%	100%	100%

### Methodology

NOPSEMA is committed to ensuring a safe and environmentally responsible offshore petroleum industry by maintaining a high standard of engagement with stakeholders. The agency continues to engage in a two-way dialogue and build collaborative relationships and trust with a range of stakeholders including the following:

- **Government** – departments, agencies, representatives (international, federal, state, local), regulators, Advisory Board
- **Industry** - duty holders, CEOs, proponents, contractors, consultants, service providers, workforce, HSRs, industry peak bodies
- **Other** – academia, unions, non-government organisations and the community.



NOPSEMA has established cooperative mechanisms to interact with relevant stakeholders and records of these interactions are saved in a register, including information about the engagement, advice and promotional activities with stakeholders.

Our engagement interactions vary in nature and include:

In-person	Working groups	Forums	Emails	Subscriptions
Virtual	Committees	Seminars	Phone calls	Information sessions
Written	Meetings	Webinars	Web updates	Online enquiries
Electronic	Task forces	Portals	Reports	Consultation hub

The agency engages regularly with duty holders at liaison meetings and uses the various tools to provide information and offer opportunities for stakeholders to engage and provide feedback. NOPSEMA also regularly meets with various stakeholder groups, including: the NOPSEMA Advisory Board, industry duty holders, CEOs and industry associations e.g. Australian Energy Producers (AEP, previously APPEA), Health and Safety Representatives (HSRs) on offshore facilities during an inspection or special-interest groups such as unions, ENGOs and fishing peak bodies.

---

**Results** The target has been met for the last five years. +++

---

Some examples of our stakeholder engagement activities include:

- The tripartite HSR forum in Perth in March 2024, hosted by NOPSEMA, AEP and ACTU. The one-day seminar included a range of topics such as training, updates on legislation and regulation, psychosocial work hazards and workplace support
- The International Regulators’ Forum’s (IRF) Safety Conference hosted by NOPSEMA in Perth in October 2023. The conference brought together 11 offshore petroleum regulators from around the world to discuss mutual challenges and opportunities and drive continuous improvement in safety outcomes.

NOPSEMA reports stakeholder engagement information in quarterly reports to Ministers and the Board, NOPSEMA’s own ‘The Regulator’ magazine, and on the NOPSEMA website. There were 915 stakeholder engagement activities in 2023–24, which is a decrease overall, however more industry engagement occurred than in the previous three years, as noted below:

Entity	2019-20	2020-21	2021-22	2022-23	2023-24
Government departments/ agencies	203	262	210	223	164
Industry	834	644	672	711	721
Other stakeholders	56	94	40	22	30
<b>Total</b>	<b>1093</b>	<b>1000</b>	<b>922</b>	<b>956</b>	<b>915</b>

Recurring engagements are undertaken with selected stakeholders, including DISR, DAWE, DCCEEW, NOPTA (at quarterly meetings or more often as required), state agencies, AEP, and a suite of other collaborative networks, e.g. ACTU, AMSA, CERG and more. NOPSEMA and AMSA undertook joint oil sampling training in June 2024.

NOPSEMA also undertook the following regulatory consultations via our hub NOPSEMA - Citizen Space:

- One offshore project proposal
- One guidelines revision
- Five drilling EPs
- Five seismic survey Eps.

In addition, consultation on a revision to a NOPSEMA Guideline was also facilitated through the hub.

NOPSEMA participated in the 2023 Timor Leste and Australian LNG Fellowship Program by providing a mentor. The aim of this program was to facilitate knowledge sharing and strengthening bilateral trade links. The program was run by the Department of Industry, Science and Resources (DISR) and Timor-Leste National Petroleum and Minerals Authority (ANPM), recently renamed the Autoridade Nacional do Petróleo (ANP).

NOPSEMA provided expertise and experience in support of a fellow research project relating to the offshore petroleum regulatory framework in Timor-Leste.



# Strategic goal 7: Meet future challenges

## KPIs 17-19

KPI 17	Environment scan	KPI type	Output/effectiveness proxy			Links	RPG1
Undertake environment scan to evaluate emerging industry technological advancements, issues and risks to inform planning processes and accommodate relevant changes in advance.							
Target			2019-20	2020-21	2021-22	2022-23	2023-24
100%			100%	100%	100%	100%	100%
Methodology							
NOPSEMA stays informed and considers the evolving social, economic, technological and commercial context of the offshore energy sector by undertaking an annual environment scan. The scan is the first step in NOPSEMA's annual strategic planning and risk review processes and includes the identification of external factors using a PESTLE <sup>16</sup> tool and methodology, and an analysis of our internal strength and weaknesses by undertaking a SWOT <sup>17</sup> factor analysis.							
The environment scan assists NOPSEMA to identify new and emerging issues that should be considered during its annual risk review process. Subsequently, this may result in a change to how NOPSEMA assesses and controls an identified risk.							
The environment scan and risk review results are then used to inform NOPSEMA's strategic and corporate planning and the annual operating planning processes, and to assist in identifying the agency's priorities and focus areas.							
Results	The target has been met for the last five years.					+++	

<sup>16</sup> PESTLE: political, economic, social, technological, legal and environmental

<sup>17</sup> SWOT: strengths, weakness, opportunities and threats

The 2023–24 environment scan was completed in March 2024 and reviewed by the Senior Leadership Group in a strategic planning workshop. The scan highlighted numerous external factors that have been considered in NOPSEMA’s strategic, corporate and operating planning to mitigate risks and leverage opportunities, for example:

<b>Political</b>	First Nations consultation – continued evolution and embedding of organisational capability to support positive outcomes.
<b>Economical</b>	Reduction in Environmental Plan submissions and approvals impacting forecast revenue and uncertainty regarding future volumes – development of financial sustainability strategy considering short, medium and longer-term actions to mitigate risk.
<b>Sociocultural</b>	Changing community expectations - increased stakeholder engagement to consult, educate, and drive awareness regarding NOPSEMA’s obligations and activities.
<b>Technological</b>	Need to continue to evolve technology to drive efficiencies, improve stakeholder experience, and better utilise data and insights for future planning – Digital Transformation Program commenced, and Organisational Reform Program implemented.
<b>Legislative</b>	Environmental legislation challenges and complexities – reviewed existing processes, resourcing and capability requirements and implemented changes to meet current and future needs.
<b>Environmental</b>	Offshore renewables – continued growth of OIR team, capabilities, stakeholder engagement and education, and policies



The SWOT factor analysis also highlighted some internal factors that the agency sought to address, for example:

**SWOT factor examples 2023–24:**

**Actions undertaken in response to these factors:**

**Strengths**

- Strong reputation among regulators, industry and other stakeholders.
- Effective regulatory approach.

- Sustained collaboration and relationships across all stakeholder groups, including participation in and presentation at conferences and events, and running engagement, education and awareness activities.
- Strategic and risk-based approach to regulation; focus on establishing National Priorities and identifying and implementing improvement opportunities across all regulatory functions, supported by the organisational restructure.

**Weaknesses**

- Capability and capacity to optimise data analysis and use.
- Resourcing – including role vacancies resulting from restructure (newly created roles and internal promotions).

- Review and restructure of Data & Analytics team, including roles, responsibilities, resourcing and priorities; Digital Transformation Program progressing.
- Strong focus on recruitment including building capacity and capabilities within the Human Resources and Safety team to support additional requirements.

**Opportunities**

- Better leveraging workforce skills and capabilities across functions
- Improved succession planning and development opportunities

- Organisational restructure provided an opportunity to review roles, responsibilities, capabilities and ways of working, implementation is ongoing
- Workforce analysis completed as a foundation for improved workforce planning; review and refresh of employee performance management (performance and development objective setting and review) framework and process

**Threats**

- Regulatory uncertainty
- Ensuring required capabilities are in place now and into the future

- Increased engagement with policy departments and other key stakeholders; increased capability and capacity in relevant functions
- Increased focus on analysis of skills and capabilities required now and into the future, people development, succession planning and workforce planning



KPI 18 Government key priorities	KPI type	Output/effectiveness proxy	Links	RPG1	
Action and implement relevant government and portfolio key priorities according to agreed schedules					
Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	Not previously a corporate plan KPI		100%	100%	

### Methodology

NOPSEMA supports the government and portfolio departments to progress and implement key priorities by maintaining open dialogue, communication and collaboration with relevant departments and agencies. Specific details are outlined below:

### The Minister's key priorities<sup>18</sup>

### How NOPSEMA supports the priorities

Ensuring Australia's offshore safety regime remains world leading in protecting the safety of the workforce at all times.

Maintaining a high level of compliance monitoring and investigation. Engagement with stakeholders. Support reforms to legislation or process.

Ensuring the resources sector supports the Government's plan to reduce Australia's emissions by 43 per cent by 2030, to support net zero by 2050.

Deliver good environmental outcomes for offshore activities through the streamlined approvals process. Examine the impacts of GHG emissions through EP assessments in support of reduction targets.

The management, and decommissioning and remediation, of the Laminaria and Corallina oil fields and the associated infrastructure.

Apply a whole-of-government approach to ensure the management, decommissioning and remediation of the Laminaria and Corallina oil fields and the associated infrastructure.

Ensuring Australia's offshore oil and gas decommissioning and remediation framework is robust with all necessary safeguards in place.

Collaborate with DISR to apply best practice decommissioning activity management and identify opportunities for regulatory reform. Maintain a focus on titleholder compliance with decommissioning and remediation.

The development of the Government response to the 2020 review of the operation of NOPSEMA and subsequent implementation of any accepted recommendations.

Provide advice and work collaboratively with DISR on any government response to the 2020 review.

A review of Australia's offshore petroleum oil spill response and preparedness framework.

Support DISR and work collaboratively with agencies to progress the review, ensuring the framework is fit-for-purpose and industry is meeting their obligations.

<sup>18</sup> From the Minister's Statement of Expectations June 2022





---

**Results** The target has been met for the last two years

---

+++

NOPSEMA undertook the following actions to support the implementation of the key priorities as identified in the 2022 Minister’s Statement of Expectations.

---

World leading safety regime	NOPSEMA continued to drive improvements identified in the Offshore oil and gas safety review, including: <ul style="list-style-type: none"><li>• increased HSR engagements via workshops, advice, meetings</li><li>• focus on psychosocial hazards</li><li>• increased investigations</li><li>• continued to implement a strategic approach to compliance.</li></ul>
Net Zero	All OPPs and EPs were assessed against legislative requirements, including consideration of broader government emissions policies within the requirements of the relevant regulatory provisions.
Oil field management	NOPSEMA continued to work collaboratively and support DISR with resources and advice as requested for the management of the review of oil spill response and preparedness framework.
Decommissioning framework	NOPSEMA published its revised five-year Decommissioning Compliance Strategy 2024 – 2029, consistent with our vision that decommissioning of offshore petroleum wells, structures and property is completed in a timely, safe, and environmentally responsible manner.
2020 review	The Australian Government response is still pending.
Oil spill preparedness	NOPSEMA continues to support DISR, collaborate with other agencies and participate in oil spill framework review forums.

---



KPI 19 Inform policy development	KPI type	Output	Links	RPG3
----------------------------------	----------	--------	-------	------

Inform policy development and maintain alignment with broader government priorities and policies by providing strategic advice to portfolio departments on regulatory impact and operational matters.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	100%	100%	100%	100%	100%

### Methodology

NOPSEMA collaborates with government to inform policy development, support implementation and maintain alignment between agency and government priorities and policies. NOPSEMA has a process to identify and propose key priorities and contributes to legislative change, collaborating frequently with DISR.

NOPSEMA has established cooperative mechanisms in place to interact with relevant government agencies, including our portfolio department, DISR. These cooperative mechanisms include in-person and written exchanges of information such as working groups and forums, attendance at both regularly scheduled (quarterly) and ad hoc meetings, the provision of written reports and updates, and other email and telephone exchanges.

Records of all relevant interactions are saved into the electronic document records management system.

**Results** The target has been met for the last five years. +++

Please also see KPI 12

NOPSEMA has contributed to a series of policy reviews and legislative changes including the environmental management and carbon, capture, and storage policy reviews; policy reforms for financial assurance; and various occupational health and safety regulatory amendments. Liaison activities with DISR included the following:

Financial Assurance Policy Reforms.	Reforms to decommissioning and financial assurance arrangements.
Disapplication of the Navigation Act 2012 via s640 OPGGS Act	Amendments to the OPGGS Act have created new provisions on how the Navigation Act interacts with the OPGGS Act.
Offshore Petroleum and Greenhouse Gas Storage Environmental Management Review.	Review of the environmental management regime for offshore petroleum and greenhouse gas storage activities, with a particular focus on the consultation, including with First Nations Australians.
Review of the Offshore Carbon Capture and Storage Regime.	Examine opportunities for regulatory and administrative certainty and efficiency for carbon capture and storage projects.
Other miscellaneous amendments	NOPSEMA continues to provide advice and feedback to DISR where relevant.



# Strategic goal 8: Be an employer of choice

## KPI 20

KPI 20 Operate in line with APS	KPI type	Effectiveness/output	Links	RPG1
---------------------------------	----------	----------------------	-------	------

Operate in line with the government’s agenda and seek to implement the improvements identified in the agency’s APS employee census results for workplace conditions.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
--------	---------	---------	---------	---------	---------

100%	Not previously a corporate plan KPI			100%	100%
------	-------------------------------------	--	--	------	------

### Methodology

The *Secure Jobs Better Pay Act 2022* is a set of legislative amendments to improve Australia’s workplace relations system. It changed workplace relations laws relating to bargaining, job security, gender equality, compliance and enforcement, workplace conditions and protections and workplace relations institutions.

NOPSEMA provides a workplace with opportunities and a culture of professionalism and continuous improvement, whereby our personnel, practices, thinking and policies evolve with industry, to attract and retain talent, and align with the government’s ‘secure Australian jobs’ policy.

The agency uses the APS Census data results to identify areas to celebrate, monitor and improve. The APS Census collects information on employees’ views and experiences of working in the agency and the broader APS. The APS Census data is used to inform activities, programs and projects, monitor trends over time and allow comparisons with other agencies and the APS more generally.

<b>Results</b> The target has been met for the last two years.	<b>+++</b>
--	------------

NOPSEMA responded proactively to the *Secure Jobs Better Pay Act* by promptly enacting all the legislative amendments that came into effect during the reporting period. Furthermore, NOPSEMA also enacted changes to policies and procedures to address a series of legislative amendments and policy updates specifically affecting APS employment, such as the *Fairwork Legislation Amendment Act (Closing the Loopholes) Act 2023* and the APS Common Conditions.

The 2022–23 APS Census results were presented to executive, senior managers and employees in late 2023 with the opportunity to provide feedback on the results and suggestions for actions. The information was used to shape organisational activities, projects and programs, and develop an action plan Statement - NOPSEMA 2023 APS Census Survey Results Action Plan. The outcomes and status of the actions are outlined below:

TARGET AREA	ACTIONS	RESULT
Senior leadership	Participation in a formal development programme, implementation of new senior leadership group (SLG).	Achieved
Change management	Incorporation of updated change management processes into the organisational reform activities.	Achieved
Internal communications	Using the SLG meetings to communicate more effectively and regularly with senior leaders and to provide guidance for cascading key messages to teams.	Achieved
Workplace conduct	Ensuring a focus on the wellbeing and safety of our workforce, including effective management of psychosocial hazards and risk factors.	Achieved

NOPSEMA's response rate for 2023–24 APS Census was 89 per cent, signalling a return to our typical previous levels of response (a decrease had been recorded in our response rate in 2022–23 of 78 per cent). NOPSEMA's rate is considerably higher than the whole APS response rate of 81 per cent.

The engagement index score has remained relatively stable across the five years, ranging from 73–78 per cent. This indicates job satisfaction, commitment to the agency, emotional connection, how motivated and inspired employees feel, and whether they feel enabled to improve the agency's outcomes. NOPSEMA publishes the APS census agency-level reports and our action plan each year on our website as per government requirements.

APS Annual Census	2019-20	2020-21	2021-22	2022-23	2023-24
All APS response rate	78%	77%	83%	80%	81%
NOPSEMA staff response rate	90%	86%	92%	78%	89%
NOPSEMA engagement index score	78%	76%	73%	75%	75%

The agency's Human Resources and Safety team provided regular reports to the NOPSEMA Advisory Board and the Australian Public Service Commission that included information about the agency's workforce profile, attraction and retention activities and organisational development initiatives.



# Strategic goal 9: Evolve and adapt to maintain effective operations

## KPIs 21-24

KPI 21	Continuous improvement	KPI type	Effectiveness / efficiency	Links	RPG1
--------	------------------------	----------	----------------------------	-------	------

Identify and implement ways to improve efficiency, reduce regulatory burden, streamline processes and lift productivity via our management system and continuous improvement framework.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	100%	100%	100%	100%	100%

### Methodology

NOPSEMA continues to improve efficiency in regulation by looking for opportunities to reduce duplication, regulatory burden and associated costs, and streamline processes. In addition, we strive to enhance our governance, capabilities, culture and staff engagement, and maintain the highest standards of workplace health and safety. The agency undertakes internal audits on the quality management system (QMS) and reviews, primarily for compliance, but also with a view to identify areas for improvement to ensure our resources continue to be used effectively and efficiently, and to support us to innovate and remain flexible and responsive to changing circumstances. A biennial audit and improvement plan is prepared with reference to the risk register, audit history, and strategic input from the executive – please also see KPI 23. Improvement projects of varying complexities are undertaken as opportunities are identified.

Some of the improvements identified result from audits and reviews, and others may be continuous improvements proposed via feedback from staff/staff surveys, external reviews, APS Census results, external stakeholder feedback and complaints, etc.

NOPSEMA’s regulatory services charter is published on the website, and a dedicated mailbox is provided for feedback. A register is maintained that includes references to relevant documents and completion/finalisation dates to ensure the agency acknowledges all feedback, requests for review, and complaints received, and responds to the feedback and complaints in a timely manner.

<b>Results</b> The target has been met for the last five years.	+++
---	-----

During 2023–24, NOPSEMA undertook an average of two audits per quarter and made improvements to several QMS series containing our policies and processes. The numbers of audits and reviews undertaken each year vary depending on the scale and complexity of the activity undertaken. For example, undertaking a larger number of focused audits typically requires less resources than those required to undertake a complex and very extensive function/process review.

Scopes for the next planned management reviews for assessments and enforcements remain under development.

Some of the improvement projects for 2023–24 included:

- Strengthening leadership capabilities program
- Focus on strategic planning
- Developing a robust EP forecasting model
- Digital Transformation Program
- Review of stakeholder engagement framework.

NOPSEMA used the following tools and mechanisms to collect and manage feedback and complaints:

- Requested workshop participants to fill out feedback forms
- Used interactive online tools at NOPSEMA workshops/forums
- Provided stakeholders with opportunities for feedback during meetings and briefings
- Provided clear information on our website for contact methods, submitting feedback or complaints, and requesting a review.

In 2023–24, NOPSEMA received a total of 20 complaints, feedback suggestions or requests for review of a decision. These can all serve to help the agency to identify areas of improvement – and all submissions were processed, reviewed, analysed and actioned according to our charter. In summary, the submissions were very varied in nature and included the following:

- complaints regarding:
  - lack of information publicised regarding incidents
  - oversight of offshore environmental management.
- feedback to improve the website
  - including accessibility and a portal not working.

KPI 22 Risk-based regulation	KPI type	Effectiveness/efficiency	Links	RPG1
------------------------------	----------	--------------------------	-------	------

Assure regulatory actions are risk-based supported by internal policies and procedures that are applied consistently and enable clear and concise decision-making.

Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	100%	100%	100%	100%	100%

### Methodology

NOPSEMA administers an objectives-based, risk focused, regulatory regime where the responsibility for identifying, mitigating and minimising risk sits with those wishing to undertake offshore energy activities - as these are the entities who are creating the risks. NOPSEMA does not prescribe how risks must be managed, but we regulate to ensure a consistently high threshold is met.



When proposing their activities, the regulated community is responsible for defining what their risks are and demonstrating how they will mitigate and minimise their impact to achieve compliance with the regulatory regime. Where these proposals, collectively referred to as permissioning documents, are assessed and accepted by NOPSEMA, they form the parameters for that activity which will then be monitored and enforced to ensure compliance.

NOPSEMA regulates an activity's risk to as low as reasonably practicable (ALARP) and decides whether it is acceptable and in accordance with the applicable legislation. In applying this approach NOPSEMA considers the following:

- the impacts and risks of the activities being proposed
- what is being done to reduce those impacts and risks
- whether more could be done to reduce the impacts and risks
- why any reasonable additional actions are not being done.

---

**Results** The target has been met for the last five years.

---

+++

NOPSEMA adopted a consistent and whole of organisation, risk-based approach to administering regulation, that it continues to maintain and improve on each year. Our approach:

- was adaptable, flexible and scalable to the particular circumstances of individual activities, as well as the environments in which they take place
- provided the opportunity to adopt advances in technology and apply control measures that were best suited to the individual circumstances of the activity
- encouraged the adoption of best practice management systems and continuous improvement in all aspects of performance
- is recognised internationally by regulatory authorities, risk management professionals and academics as being the most appropriate regulatory framework for high hazard industries.

Specifically, we:

- continued implementing our compliance programme
- defined ways of working
- made improvements to compliance monitoring - more data analytics, dashboards
- supported defining our National Priorities
- revised and updated our policies and procedures where relevant.

### Policies published – new or revised in 2023–24

Compliance strategy  
 Cost recovery policy  
 Safety case levies policy  
 Environment plan levies and cost recovery policy  
 Well and well activity levies policy  
 Financial assurance for petroleum titles policy  
 Regulatory compliance monitoring, enforcement and intervention for offshore oil pollution incidents policy  
 Enforcement policy  
 Assessment policy  
 Liaison policy  
 Offshore project proposal assessment policy  
 Environment plan assessment policy  
 Investigation policy  
 Advice and promotion policy  
 Public interest disclosure policy  
 Public interest disclosure standard operating procedure

KPI 23	Reviews	KPI type	Effectiveness	Links	RPG1		
Undertake regular reviews to identify areas for improvement and allocation of resources in consultation with the Advisory Board.							
Target			2019-20	2020-21	2021-22	2022-23	2023-24
100%			100%	100%	100%	100%	100%

### Methodology

NOPSEMA conducts regular reviews and seeks the Advisory Board input where relevant to adopt a consistent, whole of organisation, risk-based approach to administering regulation, evolve with industry, and allocate resources appropriately. Please also see KPI 15 for details about engagement with the NOPSEMA Advisory Board.





NOPSEMA conducts regular reviews and seeks the Advisory Board input where relevant to adopt a consistent, whole of organisation, risk-based approach to administering regulation, evolve with industry, and allocate resources appropriately. Please also see KPI 15 for details about engagement with the NOPSEMA Advisory Board.

NOPSEMA also undertakes internal quality management system audits and reviews to identify areas for improvement and to assist in resource allocation. These audits and reviews may arise from a range of sources as opportunities are identified, for example:

- improvements proposed via feedback or survey responses from staff
- continuous improvements identified by process owners
- improvements in response to internal audit recommendations
- improvement recommendations arising from external audits and reviews
- improvements proposed via feedback from external stakeholders
- improvements proposed by the Advisory Board
- improvement opportunities agreed by NOPSEMA management.

The reviews and the resulting improvement projects may comprise varying complexities and timescales, and the scope may be determined with consideration of advice from the Advisory Board.

Please also see KPI 21 for details regarding continuous improvement processes.

The CEO of NOPSEMA is responsible for managing NOPSEMA's operations and, in particular, the allocation of NOPSEMA's resources, subject to the provisions of the OPGGS Act and the regulations, the Minister's Statement of Expectations, and NOPSEMA's Statement of Intent. The agency has a published policy for Allocation of NOPSEMA Regulatory Resources.

Note: externally initiated reviews and inquiries e.g. ANAO audits or legislated operational reviews are not included in this KPI.

---

**Results** The target has been met for the last five years.

---

+++

An audit plan is developed each year, and the following audits/reviews were conducted in 2023-24:

- Conflict of interest framework
- Cyber security management processes
- Exhibit Registrar function
- Enforcement administration and issuing notices
- Risk-based approach to inspections
- Assessment processes of key permissioning documents
- Quality of inspection reports
- Management of third-party correspondence.

Briefs/reports were provided to senior management on the outcomes of these audits/reviews, and the progress on any corrective and improvement actions arising from these are monitored by the Risk and Internal Audit Team.

The Advisory Board and the Minister receive regular reports and briefs on operational and regulatory matters from NOPSEMA and the Minister's Office is verbally briefed on a regular basis on various matters.

Please also see the following related KPIs:

KPI 11 – Reporting to Ministers

KPI 15 – Engagement with the Advisory Board

KPI 21 – Continuous improvement.

NOPSEMA's allocation of resources was undertaken with the objective of fulfilling our functions and consistent with this, the day-to-day activities of NOPSEMA were focused on compliance and enforcement functions relating to occupational health and safety, well and structural integrity and environmental management.

KPI 24 Cost effectiveness	KPI type	Effectiveness	Links	RPG1	
Undertake regular cost recovery implementation and cost effectiveness reviews, and publish reports on our website.					
Target	2019-20	2020-21	2021-22	2022-23	2023-24
100%	100%	100%	100%	100%	100%

### Methodology

The explanatory memorandum of the Offshore Petroleum and Greenhouse Gas Storage Amendment (National Regulator) Bill 2011 outlines the Government's intent for NOPSEMA was for it to be fully funded by cost recovery levies and fees raised from the offshore petroleum and greenhouse gas storage industries, imposed by the *Offshore Petroleum and Greenhouse Gas Storage (Regulatory Levies) Act 2003* (Regulatory Levies Act) and managed by means of a Special Account.

Full cost recovery ensures the Australian community does not bear the cost of regulating the activities of the offshore petroleum and greenhouse gas storage industries and supports NOPSEMA in achieving its policy outcome, as outlined in the Portfolio Budget Statements 2023–24 for the Department of Industry, Science and Resources, to:

- Promote and enforce the effective management of risks to the workforce, the environment and the structural integrity of facilities, wells and well-related equipment of the Australian offshore petroleum and greenhouse gas storage industries through regulatory oversight.
- In accordance with the Australian Government Charging Framework and Section 61 of the Offshore Petroleum and Greenhouse Gas Storage (Regulatory Levies) Regulations 2022 (Regulatory Levies Regulations), NOPSEMA annually reviews its cost recovery arrangements by maintaining an up-to-date and publicly available Cost Recovery Implementation Statement (CRIS).



- A systematic and consistent approach for NOPSEMA to allocate regulatory resources is outlined in the Allocation of NOPSEMA Regulatory Resources Policy document.
- The Australian National Audit Office (ANAO) also undertake an audit of NOPSEMA's financial statements to verify financial systems, records, and results for NOPSEMA CER and Annual Report. The audit outcome (independent auditor's report) is included in NOPSEMA's annual report.

---

**Results** The target has been met for the last five years. +++

---

NOPSEMA's 2024–26 CRIS was presented to industry stakeholders in March 2024 and published in June 2024. NOPSEMA's 2021–22 Cost Effectiveness Report was published in July 2024.

There were no increases in levies during 2023-24.

For the period, NOPSEMA reported:

---

2021–22	Total expenditure of \$39.6 million \$5.4 million operating surplus
2022–23	Total expenditure of \$42.4 million \$8.0 million operating surplus
2023–24	Total expenditure of \$47.0 million \$8.7 million operating surplus

---

The 2023–24 operating surplus is primarily due to the receipt of appropriations to undertake digital transformation activities for which the timing of expenditure has been deferred to 2024–25 and 2025–26 to ensure the project deliverables fulfil NOPSEMA requirements.

In September 2023, the previous year's audit report (2022–23) was completed and stated that the financial statements of NOPSEMA:

- comply with Australian Accounting Standards – Reduced Disclosure Requirements and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*
- present fairly the financial position of the Entity as at 30 June 2023 and its financial performance and cash flows for the year then ended.



# Analysis of performance against entity purpose – NOPSEMA

Measuring our effectiveness or full impact on the offshore energy industry can be challenging as NOPSEMA cannot always directly connect all our regulatory work to a tangible impact on industry e.g. the agency's promotion and advice activities.

NOPSEMA can however extrapolate this to conclude that our engagement activities have a positive effect on the management of offshore occupational health and safety, structural and well integrity, and management of the environment.

Note: As previously mentioned in the introduction to the performance measures section (Development of performance measures) a suite of new KPIs will be reported against from 2024–25 (as per our current Corporate Plan 2024–28) and these aim to better measure our effectiveness and impact in future years.

Changes to:

(a)	Purpose	No significant changes to NOPSEMA's purpose that impacted performance.
	Activities	<p>Regulatory activity has increased in line with increased industry activity (more hours worked offshore), and more notifications and submissions to NOPSEMA.</p> <p>NOPSEMA compliance activities – assessments, inspections and investigations - all increased. There was a decrease in the number enforcements actions issued.</p>
	Organisational capabilities	<p>There was a three per cent increase in the total number of staff:            2022–23 - 158 (12 part time)            2023–24 - 163 (13 part time)</p>
(b)	Operating environment	<p>The changes in industry activity over the last two years, from 2022–23 to 2023–24 include:</p> <ul style="list-style-type: none"> <li>• total hours worked offshore = 26 per cent increase</li> <li>• reportable incidents notified = 7 per cent increase</li> <li>• complaints reported = 12 per cent increase (25 to 28)</li> <li>• injuries reported = 31 per cent increase (62 to 81)</li> <li>• total assessments submitted = 2 per cent increase (387 to 395).</li> </ul> <p>The changes in NOPSEMA activity over the last two years, from 2022–23 to 2023–24 include:</p> <ul style="list-style-type: none"> <li>• total plan assessments completed = 12 per cent increase</li> <li>• planned inspections = 12 per cent increase</li> <li>• incident investigations (levels 2-4) = 8 per cent increase</li> <li>• enforcement actions = 35 per cent decrease (20 to 13)</li> </ul>



# Regulator Performance - Best Practice Principles - Results summary

NOPSEMA has fully met the regulator performance best practice principles one and three and substantially met RPG Principal 2 for 2023–24. For more details on these performance measures see section KPI RESULTS

## RPG 1 - Continuous improvement and building trust

9	Modern and collaborative regulation	+++
17	Environment scan	+++
18	Government key priorities	+++
20	Operate in line with APS	+++
21	Continuous improvement	+++
22	Risk-based approach	+++
23	Reviews	+++
24	Cost effectiveness	+++

## RPG 2 - Risk-based and data driven

1	Merit-based regulatory decisions	++
2	Risk-based graduated enforcements	+++
3	Compliance strategy	+++
4	Regulatory information management	++
5	GHG emissions and climate change	+++
7	Senior executive oversight	+
8	Decommissioning obligations	+
10	Managing psychosocial hazards	+++

## RPG 3 - Collaboration and engagement

6	Compliance with SCFAs	+++
11	Reporting to Ministers	+++
12	Liaison across government	+++
13	Promotion	+++
14	Cooperation with NOPTA	+++
15	Engaging with the Advisory Board	+++
16	Stakeholder engagement	+++
19	Inform policy development	+++

# KPI Results – OIR

## STRATEGIC PILLAR 1 - REGULATORY APPROACH AND OUTCOMES

---

<b>Strategic goal 1</b>	<b>Maintain role as an expert risk-based regulator</b>	<b>+++</b>
-------------------------	--	------------

---

### Delivery strategy

---

The OIR is currently providing regulatory and operational advice to DCCEEW to assist in developing a regulatory framework for the offshore renewables sector. Once fully developed this framework will provide further parameters to guide the OIR in the delivery of its functions and in the establishment of strategic priorities. Under strategic goal 1 the OIR will implement a resourcing strategy that will allow us to acquire and maintain the appropriate skills and expertise to deliver on this strategic goal.

### Performance results

---

Over the course of the year the OIR continued to provide specialist technical and regulatory advice to DCCEEW to support finalisation of regulations necessary to fully operationalise the offshore renewables regulatory framework. Preparatory work was undertaken to develop the OIR's training and competency framework in line with the OIR's resourcing strategy. The OIR is seeking to establish a high-performance and values-based culture, with a workforce that is engaged, safe, diverse and capable, with high levels of technical expertise.

---

<b>Strategic goal 2</b>	<b>Apply focus areas to target effort</b>	<b>+++</b>
-------------------------	---	------------

---

### Delivery strategy

---

The OIR is currently focusing effort on establishing and implementing its functions under the developing regulatory framework for the offshore renewables industry.

### Performance results

---

Over the year preparatory work was undertaken to develop systems and processes to further establish and implement the functions of the OIR.

In line with the OIR's functions to promote and provide advice to stakeholders, the OIR released a suite of preliminary information materials to build understanding of the Exposure Draft Offshore Electricity Infrastructure (OEI) Amendment Regulations 2024 released by DCCEEW.

Additionally, the OIR hosted an industry workshop in June 2024 to inform OEI licence holders of the OIR's preliminary expectations for preparation of management plans for feasibility activities.



---

**Strategic goal 3****Pursue best practice regulation****+++**

---

---

**Delivery strategy**

---

The OIR works closely with policy agencies by providing operational, technical and regulatory advice to support the development of legislative frameworks and implementation activities.

The OIR’s national and international collaborations help develop regulatory excellence by sharing expertise, information, and leading practice. The OIR seeks to reinforce its international standing and access to leading practice through active involvement in various international forums and working groups.

---

**Performance results**

---

The OIR continued to work closely with DCCEW as the responsible policy agency to support the finalisation of regulations necessary to fully operationalise the offshore renewables regulatory framework. This framework is being developed on the basis of extensive stakeholder engagement at a domestic and international level.

The OIR represents Australia on the Global Offshore Wind Regulators Forum (GOWRF). The forum seeks to strengthen international cooperation on offshore wind through sharing best practices and lessons learned.

The OIR is the current Chair of the International Regulators’ Forum Offshore Renewable Energy Subcommittee (IRFORES). The forum held its first annual general meeting in April 2024 bringing together representatives from Canada, Denmark, the Netherlands, Norway, the United Kingdom and the United States of America. The forum provides an opportunity for offshore renewables safety regulators to come together to discuss emerging industry health and safety risks and regulatory challenges and matters of common interest.

The OIR was also a founding member of Management of Ocean Noise by Multinational Energy Regulators (MONMER).

Australia will continue to benefit from strong international engagement into the future and shares many of the challenges faced by established and emerging offshore renewables jurisdictions.



## STRATEGIC PILLAR 2 - RELATIONSHIPS AND REPUTATION

### Strategic goal 4

### Maintain social licence

+++

#### Delivery strategy

Once the regulatory framework for the offshore renewables sector is fully established the OIR will seek to implement this in consultation with stakeholders and ensure that the impacts of offshore renewables activities on the workforce, other marine users, communities and other socioeconomic receptors are appropriately managed.

#### Performance results

The OIR developed and implemented its stakeholder engagement framework in line with responsibilities under the *Offshore Electricity Infrastructure Act 2021* to promote work health and safety, infrastructure integrity and environmental management in support of strong safety and environmental performance of the Australian offshore renewables industry.

The OIR works to provide accurate information about the offshore renewables industry, and promotes leading work health and safety, infrastructure integrity and environmental management practice. The OIR published a series of frequently asked questions, guidance materials, newsletter articles, fact sheets and brochures throughout 2023-24:

Nov 2023	Geophysical investigations for offshore renewables fact sheet
Dec 2023	Offshore wind energy brochure
Feb 2024	Geotechnical investigations for offshore renewables fact sheet
Mar 2024	Introducing the Offshore Infrastructure Regulator brochure
Mar 2024	Offshore renewables and interactions with fisheries brochure
May 2024	Financial security for offshore renewables brochure
May 2024	Safety and protection zones for offshore renewables brochure
May 2024	Preparing a management plan preliminary information
May 2024	Work health and safety under the OEI Act framework preliminary information
May 2024	Design notification scheme preliminary information
May 2024	Environmental management regulation for offshore renewables preliminary information





---

**Strategic goal 5**                      **Ensure engagement is targeted and specific**                      **+++**

---

**Delivery strategy**

---

Once the regulatory framework for the offshore renewables sector is fully established the OIR will seek to implement this in consultation with stakeholders and ensure that the impacts of offshore renewables activities on the workforce, other marine users, communities and other socioeconomic receptors are appropriately managed.

**Performance results**

---

The OIR engages with a wide and diverse range of stakeholders including industry, service providers, government representatives at all levels (international, federal, state, and local), academia, marine users, unions and workforce representatives, environmental and non-government organisations, First Nations peoples and the community.

The OIR maintains a register of engagement, advice and promotional activities with external stakeholders. Engagement interactions vary in nature and include in-person and online meetings and briefings, forums, workshops, presentations, conferences and meetings and participation in working groups. The OIR conducted 234 engagements during the reporting period, with engagement largely focused on building understanding of the role and remit of the OIR and understanding of the OEI Act framework.

---

<b>Entity</b>	<b>Jan-Jun 2021</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
Government departments and agencies	27	92	127	141
Industry	9	74	94	63
Non-government organisations, unions, academia, First Nations and other stakeholders	5	28	11	30
<b>Total</b>	<b>41</b>	<b>194</b>	<b>232</b>	<b>234</b>

---

The OIR participated and/or presented at the following key events:

- Jul 2023 - Australian Clean Energy Summit
- Aug 2023 - APAC Offshore Wind and Green Hydrogen Summit
- Sep 2023 - Gippsland New Energy Conference
- Sept 2023 - National Environmental Law Association Conference
- Mar 2024 - AOG Energy Conference and Exhibition.



---

<b>Strategic goal 6</b>	<b>Engage and work transparently with key stakeholders</b>	<b>+++</b>
-------------------------	--	------------

---

---

### **Delivery strategy**

---

Once the regulatory framework for the offshore renewables sector is fully established the OIR will seek to implement this in consultation with stakeholders and ensure that the impacts of offshore renewables activities on the workforce, other marine users, communities and other socioeconomic receptors are appropriately managed.

---

### **Performance results**

---

The OIR keeps stakeholders informed on a regular basis through various methods including:

- guidance materials, brochures, fact sheets, frequently asked questions and news articles are published on our website
- OIR hosted workshops, information sessions and briefings
- presentations at conferences, forums and events
- news announcements that are sent directly to subscribers.

The OIR liaises across government and cooperates with policy agencies and authorities who have functions that may interface with activities regulated under the OEI Act framework. Key agencies the OIR collaborates with include (but are not limited to) the following:

- Australian Maritime Safety Authority
- Department of Climate Change, Energy, the Environment and Water
- Department of Infrastructure, Transport, Regional Development, Communications and the Arts
- The Offshore Infrastructure Registrar
- Victoria, New South Wales and Western Australian government representatives.

In March 2024, the OIR joined DCCEEW at a series of community drop-in sessions in relation to the proposed declaration of an area adjacent to Bunbury, Western Australia. The purpose of the OIR's participation was to build understanding of the OIR's roles and responsibilities under the OEI Act framework and share information about offshore renewables regulation.

As we further develop the functions of the OIR and implement the OEI framework we will continue to work closely with industry, government, workforce, community stakeholders and First Nations groups.



**STRATEGIC PILLAR 3 - CAPABILITY AND CULTURE**

---

<b>Strategic goal 7</b>	<b>Meet future challenges</b>	<b>+++</b>
-------------------------	-------------------------------	------------

---

**Delivery strategy**

---

The OIR will seek to identify and address future challenges in line with this goal once the regulatory framework and the function are fully established.

**Performance results**

---

The OIR stays informed and considers the evolving social, economic, technological and commercial context of the offshore renewables sector by undertaking an annual environmental scan. The environmental scan informs our strategic and annual operating planning processes, assists in identifying OIR priorities and enables the OIR to respond to future challenges.

As we develop systems and processes to administer our regulatory functions, we will seek to optimise the availability and reliability of information, communications and technology (ICT) systems, while innovating and responding to future challenges.

---

<b>Strategic goal 8</b>	<b>Be an employer of choice</b>	<b>+++</b>
-------------------------	---------------------------------	------------

---

**Delivery strategy**

---

As the OIR function is established we will seek to build and nurture a workplace environment that attracts and retains talented and skilled employees in line with government policy.

**Performance results**

---

The OIR provides a workplace with opportunities and a culture of professionalism and continuous improvement, whereby our personnel, practices, thinking and policies evolve with industry, to attract and retain talent, and align with the government’s ‘secure Australian jobs’ policy.

During the 2023–24 period, the OIR continued to build a team of qualified and experienced regulatory personnel. The dedicated team has expertise in work health and safety, infrastructure integrity, environmental management, stakeholder engagement, offshore wind development, project management and offshore energy regulation.

Our work conditions and arrangements reflect current and best practice and comply with relevant employment, industrial and work health and safety legislation, policies and guidance. Please also refer to NOPSEMA KPI 20.



---

**Strategic goal 9****Evolve and adapt to maintain effective future operations****+++**

---

---

**Delivery strategy**

---

As the OIR function is developed and implemented we will seek to implement systems and processes to allow us to adapt and maintain effective operations.

---

**Performance results**

---

The OIR seeks to establish efficient and effective regulatory processes and build stakeholder trust and confidence. In addition, we strive to enhance our governance, capabilities, culture, staff engagement and maintain the highest standards of workplace health and safety.

Some of the improvements identified result from agency audits and reviews, and others may be continuous improvements proposed from feedback from staff/staff surveys, external reviews, APS Census results, external stakeholder feedback and complaints etc.



# Analysis of performance – OIR

As the OIR was not regulating any activities during the reporting period, measuring our effectiveness or impact over 2023–24 is challenging.

A key focus for the OIR continues to be proactively engaging with relevant stakeholders and promoting safe and responsible development of offshore renewable energy projects.

Changes to:

---

(a)	Purpose	The OIR supported DCCEEW with development of further regulations necessary to fully operationalise the OEI regulatory regime.
	Activities	OIR continued to increase activities related to stakeholder engagement, promotion and advice.
	Organisational capabilities	The OIR increased resources and capability during the 2023–24 period. The number of staff increased from 5 FTE to 9 FTE.
(b)	Operating environment	<p>The changes in industry activity from 2022–23 to 2023–24 include:</p> <ul style="list-style-type: none"><li>• Increased interest in developing offshore renewables projects in Australia due to Government moving swiftly to develop a legislative framework and identifying priority areas for future offshore renewables projects</li><li>• Grant of first feasibility licences in the Gippsland declared area and declaration of further areas for future offshore renewables development.</li></ul> <p>The changes in OIR activity from 2022–23 to 2023–24 include:</p> <ul style="list-style-type: none"><li>• Significant increase in stakeholder engagement activity to build understanding of the OIR’s role and remit and the OEI Act framework.</li></ul>

---



# PART 5

## FINANCIAL STATEMENTS

# Independent Auditor's report



## To the Minister for Resources

### Opinion

In my opinion, the financial statements of the National Offshore Petroleum Safety and Environmental Management Authority (the Entity) for the year ended 30 June 2024:

- (a) comply with *Australian Accounting Standards – Simplified Disclosures* and the *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015*; and
- (b) present fairly the financial position of the Entity as at 30 June 2024 and its financial performance and cash flows for the year then ended.

The financial statements of the Entity, which I have audited, comprise the following as at 30 June 2024 and for the year then ended:

- Statement by the Chief Executive Officer and Chief Financial Officer;
- Statement of Comprehensive Income;
- Statement of Financial Position;
- Statement of Changes in Equity;
- Cash Flow Statement; and
- Notes to the financial statements, comprising material accounting policy information and other explanatory information.

### Basis for opinion

I conducted my audit in accordance with the Australian National Audit Office Auditing Standards, which incorporate the Australian Auditing Standards. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Entity in accordance with the relevant ethical requirements for financial statement audits conducted by the Auditor-General and their delegates. These include the relevant independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) to the extent that they are not in conflict with the Auditor-General Act 1997. I have also fulfilled my other responsibilities in accordance with the Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### **Other information**

The Accountable Authority is responsible for the other information. The other information comprises the information included in the annual report for the year ended 30 June 2024, but does not include the financial report and my auditor's report thereon.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

### **Accountable Authority's responsibility for the financial statements**

As the Accountable Authority of the Entity, the Chief Executive Officer is responsible under the *Public Governance, Performance and Accountability Act 2013* (the Act) for the preparation and fair presentation of annual financial statements that comply with Australian Accounting Standards – Simplified Disclosures and the rules made under the Act. The Chief Executive Officer is also responsible for such internal control as the Chief Executive Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Chief Executive Officer is responsible for assessing the ability of the Entity to continue as a going concern, taking into account whether the Entity's operations will cease as a result of an administrative restructure or for any other reason. The Chief Executive Officer is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the assessment indicates that it is not appropriate.

### **Auditor's responsibilities for the audit of the financial statements**

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian National Audit Office Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.





As part of an audit in accordance with the Australian National Audit Office Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control;
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Accountable Authority;
- conclude on the appropriateness of the Accountable Authority's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern; and
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the Accountable Authority regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

Australian National Audit Office



Bradley Medina  
Senior Executive Director  
Delegate of the Auditor-General

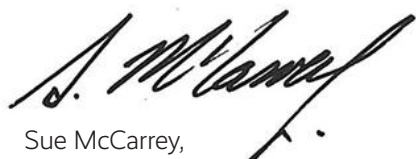
Canberra  
16 September 2024

GPO Box 707, Canberra ACT 2601  
38 Sydney Avenue, Forrest ACT 2603  
Phone (02) 6203 7300

# Statement by Chief Executive Officer and Chief Financial Officer

In our opinion, the attached financial statements for the year ended 30 June 2024 comply with subsection 42(2) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act), and are based on properly maintained financial records as per subsection 41(2) of the PGPA Act.

In our opinion, at the date of this statement, there are reasonable grounds to believe that the corporate Commonwealth entity will be able to pay its debts as and when they fall due.



Sue McCarrey,  
Chief Executive Officer

16 September 2024



Julie Kordic,  
Chief Financial Officer

16 September 2024



# Contents

---

## **Primary financial statement**

---

Statement of comprehensive income

---

Statement of financial position

---

Statement of changes in equity

---

Cash flow statement

---

## **Overview**

---

## **Notes to the financial statements:**

---

1. Financial performance

---

1.1 Expenses

---

1.2 Own-source revenue

---

2. Financial position

---

2.1 Financial assets

---

2.2 Non-financial assets

---

2.3 Payables

---

2.4 Interest bearing liabilities

---

2.5 Other provisions

---

3. People and relationships

---

3.1 Employee provisions

---

3.2 Key management personnel remuneration

---

3.3 Related party disclosures

---

4. Managing uncertainties

---

4.1 Financial instruments

---

5. Other information

---

5.1 Current/non-current distinction for assets and liabilities

---



# Statement of comprehensive income

For the period ended 30 June 2024		2024	2023	2024 Budget
	Notes	\$'000	\$'000	\$'000
<b>NET COST OF SERVICES</b>				
<b>Expenses</b>				
Employee benefits	1.1A	<b>38,268</b>	33,680	45,149
Suppliers	1.1B	<b>6,118</b>	6,856	12,999
Depreciation and amortisation	2.2A	<b>2,169</b>	1,574	2,266
Finance costs		<b>411</b>	338	139
Other expenses		-	-	-
<b>Total expenses</b>		<b>46,966</b>	42,448	60,553
<b>Own-source revenue</b>				
Levies and fees	1.2A	<b>43,701</b>	39,696	51,453
Interest		<b>1,921</b>	941	70
Other revenue	1.2B	<b>804</b>	746	600
<b>Total own-source revenue</b>		<b>46,426</b>	41,383	52,123
<b>Gains</b>				
Other gains		-	-	-
<b>Total gains</b>		-	-	-
<b>Net contribution by services</b>		<b>(540)</b>	(1,065)	(8,430)
Revenue from Government	1.2C	<b>9,229</b>	9,112	8,721
<b>Surplus on continuing operations</b>		<b>8,689</b>	8,047	291
<b>Total Comprehensive income</b>		<b>8,689</b>	8,047	291

The above statement should be read in conjunction with the accompanying notes.

## **BUDGET VARIANCES COMMENTARY**

In 2024, NOPSEMA saw a reduced level of levy revenue due to delayed Environmental Plan submissions.

As a response to the reduced revenue, NOPSEMA implemented a strategic pause on non-regulatory recruitment processes, corporate travel, and the execution of budgeted initiatives. This prudent decision led to a significant reduction in expenditures, particularly in employee-related costs and associated supplier expenses.

Revenue from Government exceeded budgeted expectations, following the initiation of the Financial Assurance policy review within the 2024 financial year.

Interest revenue was higher than budgeted, attributable to a combination of higher interest rates and cash reserves exceeding the expected budgetary provisions due to deferred expenditures.

The delay in commencement of the Digital Capabilities Project contributed to additional underspend relative to the allocated budget.

# Statement of financial position

For the period ended 30 June 2024		2024	2023	2024 Budget
	Notes	\$'000	\$'000	\$'000
<b>ASSETS</b>				
<b>Financial assets</b>				
Cash and cash equivalents	2.1A	<b>41,243</b>	36,212	26,968
Trade and other receivables	2.1B	<b>15,991</b>	11,158	10,029
Other financial assets	2.1C	<b>3,109</b>	2,495	2,162
<b>Total financial assets</b>		<b>60,343</b>	49,865	39,159
<b>Non-financial assets</b>				
Land and buildings <sup>1</sup>	2.2A	<b>8,397</b>	9,486	16,742
Plant and equipment	2.2A	<b>285</b>	391	308
Intangibles	2.2A	<b>175</b>	442	-
Other non-financial assets		<b>804</b>	552	338
<b>Total non-financial assets</b>		<b>9,661</b>	10,871	17,388
<b>Total assets</b>		<b>70,004</b>	60,736	56,547
<b>LIABILITIES</b>				
<b>Payables</b>				
Suppliers	2.3A	<b>468</b>	732	1,083
Other payables	2.3B	<b>7,488</b>	7,119	2,052
<b>Total payables</b>		<b>7,956</b>	7,851	3,135
<b>Interest bearing liabilities</b>				
Leases	2.4A	<b>11,014</b>	11,392	13,154
<b>Total interest bearing liabilities</b>		<b>11,014</b>	11,392	13,154
<b>Provisions</b>				
Employee provisions	3.1A	<b>7,568</b>	7,086	6,627
Other provisions	2.5A	<b>468</b>	98	98
<b>Total provisions</b>		<b>8,036</b>	7,184	6,725

<b>Total liabilities</b>	<b>27,006</b>	26,427	23,014
<b>Net Assets</b>	<b>42,998</b>	34,309	33,533
<b>EQUITY</b>			
Contributed equity	<b>2,361</b>	2,361	2,361
Retained surplus	<b>40,637</b>	31,948	31,172
<b>Total equity</b>	<b>42,998</b>	34,309	33,533

The above statement should be read in conjunction with the accompanying notes.

<sup>1</sup> Right-of-use assets are included in this line item

#### **BUDGET VARIANCES COMMENTARY**

Cash reserves ended the year higher than budget, primarily due to reduced expenditures in the second half and postponements in the Digital Capabilities Project's timeline.

The assessment of Environmental Plans encountered further delays, leading to an accumulation of unearned revenue, increasing Other Payables.

Trade and other receivables exceeded budget expectations due to the deferred timing of fee and levy invoicing, and cash receipts.

Land and buildings asset values are significantly lower than budgeted due to finalisation of fit out incentive negotiations having a more favourable outcome than was originally budgeted.

# Statement of changes in equity

For the period ended 30 June 2024	2024	2023	2024 Budget
Notes	\$'000	\$'000	\$'000
<b>CONTRIBUTED EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	2,361	2,361	2,361
<b>Adjusted opening balance</b>	<b>2,361</b>	2,361	2,361
<b>Transactions with owners</b>			
<b>Contributions by owners</b>			
Equity injection - Appropriations	-	-	-
<b>Total transactions with owners</b>	<b>-</b>	-	-
<b>Closing balance as at 30 June</b>	<b>2,361</b>	2,361	2,361
<b>RETAINED EARNINGS</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	31,948	23,901	30,881
<b>Adjusted opening balance</b>	<b>31,948</b>	23,901	30,881
<b>Comprehensive income</b>			
Surplus / (Deficit) for the period	8,689	8,047	291
<b>Total comprehensive income</b>	<b>8,689</b>	8,047	291
<b>Closing balance as at 30 June</b>	<b>40,637</b>	31,948	31,172





<b>For the period ended 30 June 2024</b>	<b>2024</b>	2023	2024 Budget
<b>Notes</b>	<b>\$'000</b>	\$'000	\$'000
<b>TOTAL EQUITY</b>			
<b>Opening balance</b>			
Balance carried forward from previous period	<b>34,309</b>	26,262	33,242
<b>Adjusted opening balance</b>	<b>34,309</b>	26,262	33,242
<b>Comprehensive income</b>			
Surplus / (Deficit) for the period	<b>8,689</b>	8,047	291
<b>Total comprehensive income</b>	<b>8,689</b>	8,047	291
<b>Transactions with owners</b>			
<b>Contributions by owners</b>			
Equity injection - Appropriations	-	-	-
<b>Total transactions with owners</b>	-	-	-
<b>Closing balance as at 30 June</b>	<b>42,998</b>	34,309	33,533

The above statement should be read in conjunction with the accompanying notes.

## **BUDGET VARIANCES COMMENTARY**

Increase in retained earnings compared to budget primarily relates to the significant reduction in expenditures due to uncertainties in environment levies, and commencement delays in the Digital Capabilities Project and the resultant underspend for 2023–24.

# Cash flow statement

For the period ended 30 June 2024	2024	2023	2024 Budget
Notes	\$'000	\$'000	\$'000
<b>OPERATING ACTIVITIES</b>			
<b>Cash received</b>			
Receipts from levies and fees	<b>42,552</b>	39,546	51,453
Sale of goods and rendering of services	-	-	(1,575)
Interest <sup>1</sup>	<b>1,881</b>	849	42
GST received	<b>759</b>	985	-
Other	<b>525</b>	698	627
Appropriations	<b>6,666</b>	11,674	8,721
<b>Total cash received</b>	<b>52,383</b>	53,752	59,268
<b>Cash used</b>			
Employees	<b>(37,660)</b>	(33,007)	(45,149)
Suppliers	<b>(6,655)</b>	(7,706)	(12,448)
Interest payments on lease liabilities	<b>(411)</b>	(338)	(139)
GST paid	<b>(886)</b>	(929)	-
<b>Total cash used</b>	<b>(45,612)</b>	(41,980)	(57,736)
<b>Net cash from operating activities</b>	<b>6,771</b>	11,772	1,532
<b>INVESTING ACTIVITIES</b>			
<b>Cash used</b>			
Purchase of property, plant and equipment	<b>(238)</b>	(5,762)	-
<b>Total cash used</b>	<b>(238)</b>	(5,762)	-
<b>Net cash used by investing activities</b>	<b>(238)</b>	(5,762)	-

<b>For the period ended 30 June 2024</b>	<b>2024</b>	2023	2024 Budget
<b>Notes</b>	<b>\$'000</b>	\$'000	\$'000
<b>FINANCING ACTIVITIES</b>			
<b>Cash received</b>			
Contributed equity	-	-	-
Lease incentive	-	5,060	-
Receipts from investment in sublease	<b>585</b>	492	-
<b>Total cash received</b>	<b>585</b>	5,552	-
<b>Cash used</b>			
Principal payments of lease liabilities	<b>(2,087)</b>	(1,724)	(2,529)
<b>Total cash used</b>	<b>(2,087)</b>	(1,724)	(2,529)
<b>Net cash (used by)/received from financing activities</b>	<b>(1,502)</b>	3,828	(2,529)
<b>Net increase in cash held</b>	<b>5,031</b>	9,838	(997)
Cash and cash equivalents at the beginning of the reporting period	<b>36,212</b>	26,374	27,965
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>41,243</b>	36,212	26,968
	2.1A		

The above statement should be read in conjunction with the accompanying notes.

<sup>1</sup> Interest receipts on investment in sublease is included in this line item

## BUDGET VARIANCES COMMENTARY

Cash reserves ended the year higher than budget, primarily due to significant reduction in expenditures due to uncertainties in environment levies, and commencement delays in the Digital Capabilities Project and the resultant underspend for 2023–24.

# Overview

## **OBJECTIVES OF THE NATIONAL OFFSHORE PETROLEUM SAFETY AND ENVIRONMENTAL MANAGEMENT AUTHORITY (NOPSEMA)**

NOPSEMA's primary role is promoting and securing compliance and improvement by duty holders through monitoring, enforcement and proactive engagement with stakeholders to reduce risks to the workforce, the environment and the structural integrity of facilities, wells and well-related equipment of the Australian offshore petroleum and greenhouse gas storage industries under the *Offshore Petroleum and Greenhouse Gas Storage Act 2006* (OPGGSA).

In addition to regulating offshore petroleum activities, following passage of the *Offshore Electricity Infrastructure Act 2021* (OEI Act), NOPSEMA has been given the role and functions of the Offshore Infrastructure Regulator (OIR) (the Regulator). The Regulator has primary responsibility for work health and safety, environmental management, infrastructure integrity and financial security for offshore infrastructure activities.

The Regulator will also provide specialist technical advice to the Department of Climate Change, Energy, Environment and Water to support the assessment of offshore renewable energy proposals under the *Environment Protection and Biodiversity Conservation Act 1999*. The Regulator will provide guidance and advice on how to comply with legislative requirements.

## **THE BASIS OF PREPARATION**

The financial statements are general purpose financial statements and are required by section 42 of the *Public Governance, Performance and Accountability Act 2013*.

The financial statements have been prepared in accordance with:

- a) *Public Governance, Performance and Accountability (Financial Reporting) Rule 2015* (FRR); and
- b) Australian Accounting Standards and Interpretations - including simplified disclosures for Tier 2 Entities under AASB 1060 issued by the Australian Accounting Standards Board (AASB) that apply for the reporting period.

The financial statements have been prepared on an accrual basis and in accordance with the historical cost convention, except for certain assets and liabilities at fair value. Except where stated, no allowance is made for the effect of changing prices on the results or the financial position.

The financial statements are presented in Australian dollars.

### **New Accounting Standards**

All new standards that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on NOPSEMA's financial statements.



## **TAXATION**

NOPSEMA is exempt from all forms of taxation except Fringe Benefits Tax (FBT) and the Goods and Services Tax (GST).

## **EVENTS AFTER THE REPORTING PERIOD**

At the time of completion of these financial statements, NOPSEMA was not aware of any significant events occurring after the reporting date.

## **BUDGETARY REPORTING OF MAJOR VARIANCES (AASB1055)**

Budget variances commentary provides a comparison between the original budget reported in the Portfolio Budget Statements 2023–24, and the outcome of the 2023–24 financial statements. The original budget provided is not audited, however, major changes in budget have been explained as part of the variance analysis where relevant.

Variances are considered 'major' where:

- a) the variance between budget and actual is greater than +/- 10 per cent of the budget for the line items
- b) the variance between budget and actual is greater than +/- 2 per cent of total expenses or total own-source revenue.

# 1. Financial performance

This section analyses the financial performance of NOPSEMA for the year ended 2024.

## 1.1 Expenses

	2024	2023
	\$'000	\$'000
<b>1.1A: Employee benefits</b>		
Wages and salaries	<b>28,036</b>	23,879
Superannuation:		
Defined benefit plans	<b>274</b>	527
Defined contribution plans	<b>4,551</b>	4,020
Leave and other entitlements	<b>5,091</b>	5,068
Other employee benefits	<b>316</b>	186
<b>Total employee benefits</b>	<b>38,268</b>	33,680

## ACCOUNTING POLICY

Accounting policies for employee-related expenses is contained in the People and relationships section.

## 1.1B: Suppliers

### Goods and services supplied or rendered

Consultants	<b>1,267</b>	1,333
Contractors	<b>199</b>	199
Communication	<b>94</b>	105
Consumables	<b>315</b>	262
Travel and accommodation	<b>779</b>	840
IT services	<b>869</b>	1,055
Insurance	<b>86</b>	66
Utility	<b>138</b>	126
Temporary staff	<b>278</b>	615
Training and conferences	<b>421</b>	524
Registration and licenses	<b>911</b>	853
Other	<b>175</b>	149
<b>Total goods and services supplied or rendered</b>	<b>5,532</b>	6,127



	<b>2024</b>	2023
	<b>\$'000</b>	\$'000
Goods supplied	<b>315</b>	262
Services rendered	<b>5,217</b>	5,865
<b>Total goods and services supplied or rendered</b>	<b>5,532</b>	6,127

#### **Other suppliers**

Property expenses	<b>526</b>	675
Workers' compensation expenses	<b>60</b>	54
<b>Total other suppliers</b>	<b>586</b>	729
<b>Total suppliers</b>	<b>6,118</b>	6,856

#### **1.2 Own-source revenue**

	<b>2024</b>	2023
	<b>\$'000</b>	\$'000
<b>1.2A: Revenue from levies and fees</b>		
Wells	<b>5,903</b>	6,166
Safety	<b>21,564</b>	20,012
Environment	<b>15,951</b>	13,518
Offshore Infrastructure Regulator	<b>283</b>	-
<b>Total revenue from levies and fees</b>	<b>43,701</b>	39,696

#### **ACCOUNTING POLICY**

Revenue from fees and levies is recognised in accordance with AASB15 Revenue from Contracts with Customers. Receivables for goods and services, which have 30-day terms, are recognised at the nominal amounts due less any impairment allowance account. Collectability of debts is reviewed at end of the reporting period. Allowances are made when collectability of the debt is no longer probable.

	2024	2023
	\$'000	\$'000
<b>1.2B: Other revenue</b>		
Resources received free of charge		
Remuneration of auditors - ANAO	48	48
Other revenue	756	698
<b>Total other revenue</b>	<b>804</b>	746

## ACCOUNTING POLICY

Resources received free of charge are recognised as revenue when, and only when, a fair value can be reliably determined, and the services would have been purchased if they had not been donated. Use of those resources is recognised as an expense. Resources received free of charge are recorded as either revenue or gains depending on their nature.

	2024	2023
	\$'000	\$'000
<b>1.2C: Revenue from government</b>		
Department of Industry, Science and Resources		
Corporate Commonwealth entity payment item	9,229	9,112
<b>Total revenue from Government</b>	<b>9,229</b>	9,112

## ACCOUNTING POLICY

Funding received or receivable from non-corporate Commonwealth entities (appropriated to the non-corporate Commonwealth entity as a corporate Commonwealth entity payment item for payment to this entity) is recognised as Revenue from Government by the corporate Commonwealth entity unless the funding is in the nature of an equity injection or a loan.





## 2. Financial position

This section analyses NOPSEMA's assets used to conduct its operations and the operating liabilities incurred as a result. Employee-related information is disclosed in the People and Relationships section.

### 2.1: Financial Assets

	2024	2023
	\$'000	\$'000
<b>2.1A: Cash and cash equivalents</b>		
Cash at bank	41,243	36,212
<b>Total cash and cash equivalents</b>	<b>41,243</b>	<b>36,212</b>

### ACCOUNTING POLICY

Cash is recognised at its nominal amount. Cash and cash equivalents includes:

- cash on-hand
- demand deposits in bank accounts with an original maturity of three months or less that are readily convertible to known amounts of cash and subject to insignificant risk of changes in value
- cash in special accounts.

### 2.1B: Trade and other receivables

	2024	2023
	\$'000	\$'000
<b>Goods and services receivables</b>		
Goods and services	9,327	7,757
<b>Total goods and services receivables</b>	<b>9,327</b>	<b>7,757</b>



	2024	2023
	\$'000	\$'000
<b>Other receivables</b>		
Levy receipts to be appropriated by the Department of Industry, Science, Energy and Resources	2,216	198
Interest	149	109
Accrued revenue	3,820	3,067
Travel advances	2	2
GST receivable from the Australian Taxation Office	113	-
Other	364	25
<b>Total other receivables</b>	<b>6,664</b>	<b>3,401</b>
<b>Total trade and other receivables</b>	<b>15,991</b>	<b>11,158</b>

Credit terms for goods and services were within 30 days (2023: 30 days).

## ACCOUNTING POLICY

Trade receivables, loans and other receivables that are held for the purpose of collecting the contractual cash flows where the cash flows are solely payments of principal and interest, that are not provided at below-market interest rates, are subsequently measured at amortised cost using the effective interest method adjusted for any loss allowance.

### 2.1C: Other financial assets

	2024	2023
	\$'000	\$'000
Investment in sublease asset	3,109	2,495
<b>Total other financial assets</b>	<b>3,109</b>	<b>2,495</b>



## 2.2: Non-Financial Assets

### 2.2A: Reconciliation of the Opening and Closing Balances of Land, Buildings, Plant and Equipment and Intangibles

	<b>Land and buildings</b>	<b>Plant and equipment</b>	<b>Intangibles<sup>1</sup></b>	<b>Total</b>
	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>	<b>\$'000</b>
Gross book value	11,580	1,404	9,025	<b>22,009</b>
Accumulated depreciation, amortisation and impairment	(2,094)	(1,013)	(8,583)	<b>(11,690)</b>
<b>Total as at 1 July 2023</b>	<b>9,486</b>	<b>391</b>	<b>442</b>	<b>10,319</b>
Additions				
Purchase	677	83	-	<b>760</b>
Over accrual	(53)	-	-	<b>(53)</b>
Depreciation and amortisation	(926)	(189)	(267)	<b>(1,382)</b>
Depreciation on right-of-use assets	(787)	-	-	<b>(787)</b>
Disposals	-	-	-	<b>-</b>
<b>Total as at 30 June 2024</b>	<b>8,397</b>	<b>285</b>	<b>175</b>	<b>8,857</b>
<b>Total as at 30 June 2024 represented by</b>				
Gross book value	12,204	1,487	9,025	<b>22,716</b>
Accumulated depreciation, amortisation and impairment	(3,807)	(1,202)	(8,850)	<b>(13,859)</b>
<b>Total as at 30 June 2024</b>	<b>8,397</b>	<b>285</b>	<b>175</b>	<b>8,857</b>
Carrying amount of right-of-use assets	3,695	-	-	<b>3,695</b>

<sup>1</sup> Intangibles consisted of internally generated software

No indicators of impairment were found for land, buildings, plant and equipment and intangibles.

No land, buildings, plant and equipment and intangibles are expected to be sold or disposed of within the next 12 months.

## ACCOUNTING POLICY

Assets are recorded at cost on acquisition except as stated below. The cost of acquisition includes the fair value of assets transferred in exchange and liabilities undertaken. Financial assets are initially measured at their fair value plus transaction costs where appropriate.

Assets acquired at no cost, or for nominal consideration, are initially recognised as assets and income at their fair value at the date of acquisition, unless acquired as a consequence of restructuring of administrative arrangements. In the latter case, assets are initially recognised as contributions by owners at the amounts at which they were recognised in the transferor's accounts immediately prior to the restructuring.

### Asset Recognition Threshold

Purchases of property, plant and equipment are recognised initially at cost in the statement of financial position, except for purchases costing less than \$2,000, which are expensed in the year of acquisition (other than where they form part of a group of similar items which are significant in total).

The initial cost of an asset includes an estimate of the cost of dismantling and removing the item and restoring the site on which it is located. This is particularly relevant to 'make good' provisions in property leases taken up by the entity where there exists an obligation to restore the property to its original condition. These costs are included in the value of the entity's leasehold improvements with a corresponding provision for the 'make good' recognised.

### Lease Right of Use (ROU) Assets

Leased ROU assets are capitalised at the commencement date of the lease and comprise of the initial lease liability amount, initial direct costs incurred when entering into the lease less any lease incentives received. These assets are accounted for by Commonwealth lessees as separate asset classes to corresponding assets owned outright, but included in the same column as where the corresponding underlying assets would be presented if they were owned.

On initial adoption of AASB 16, NOPSEMA adjusted the ROU assets at the date of initial application by the amount of any provision for onerous leases recognised immediately before the date of initial application. Following initial application, an impairment review is undertaken for any right of use lease asset that shows indicators of impairment and an impairment loss is recognised against any right of use lease asset that is impaired. Lease ROU assets continue to be measured at cost after initial recognition.



### Revaluations

Following initial recognition at cost, property, plant and equipment (excluding ROU assets) are carried at fair value. Valuations are conducted with sufficient frequency to ensure that the carrying amounts of assets did not differ materially from the assets' fair values as at the reporting date. The regularity of independent valuations depended upon the volatility of movements in market values for the relevant assets.

Revaluation adjustments are made on a class basis. Any revaluation increment is credited to equity under the heading of asset revaluation reserve except to the extent that it reversed a previous revaluation decrement of the same asset class that was previously recognised in the surplus/deficit. Revaluation decrements for a class of assets are recognised directly in the surplus/deficit except to the extent that they reversed a previous revaluation increment for that class. Any accumulated depreciation as at the revaluation date is eliminated against the gross carrying amount of the asset and the asset restated to the revalued amount.

### Depreciation

Depreciable property, plant and equipment assets are written-off to their estimated residual values over their estimated useful lives to the entity using, in all cases, the straight-line method of depreciation.

Depreciation rates (useful lives), residual values and methods are reviewed at each reporting date and necessary adjustments are recognised in the current, or current and future reporting periods, as appropriate.

Depreciation rates applying to each class of depreciable asset are based on the following useful lives:

	<b>2024</b>	2023
Leasehold improvements	<b>Lease term</b>	Lease term
Plant and equipment	<b>3 to 5 years</b>	3 to 5 years

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

### Impairment

All assets were assessed for impairment on 30 June 2024. Where indications of impairment exist, the asset's recoverable amount is estimated, and an impairment adjustment made if the asset's recoverable amount is less than the carrying amount. The recoverable amount of an asset is the higher of its fair value less costs of disposal and its value in use.

Value in use is the present value of the future cash flows expected to be derived from the asset. Where the future economic benefit of an asset is not primarily dependent on the asset's ability to generate future cash flows, and the asset would be replaced if the entity were deprived of the asset, its value in use is taken to be its depreciated replacement cost.

### Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal.

### Intangibles

The entity's intangibles comprise internally developed software for internal use. These assets are carried at cost less accumulated amortisation and accumulated impairment losses. Software is amortised on a straight-line basis over its anticipated useful life. The useful lives of the entity's software is five years (2023: 5 years). All software assets were assessed for indications of impairment as at 30 June 2024.

## **2.3: Payables**

	<b>2024</b>	2023
	<b>\$'000</b>	\$'000

### **2.3A: Suppliers**

Trade creditors and accruals	<b>468</b>	732
<b>Total suppliers</b>	<b>468</b>	732

Settlement is usually made within 30 days.

### **2.3B: Other payables**

Salaries and wages	<b>1,023</b>	901
Unearned income	<b>6,424</b>	3,639
GST Payable	-	13
Other Payables	<b>41</b>	2,566
<b>Total other payables</b>	<b>7,488</b>	7,119

## **2.4: Interest bearing liabilities**

### **2.4A: Leases**

Lease Liabilities	<b>11,014</b>	11,392
<b>Total leases</b>	<b>11,014</b>	11,392

### **Maturity analysis - contractual undiscounted cash flows**

Within 1 year	<b>2,634</b>	2,300
Between 1 to 5 years	<b>9,688</b>	9,716
More than 5 years	<b>599</b>	716
<b>Total leases</b>	<b>12,921</b>	12,732



## ACCOUNTING POLICY

For all new contracts entered into, NOPSEMA considers whether the contract is, or contains a lease. A lease is defined as 'a contract' or part of a contract, that conveys the right to use an asset for a period of time in exchange for consideration. Once it has been determined that a contract is, or contains a lease, the lease liability is initially measured at the present value of the lease payments unpaid at the commencement date, discounted using the interest rate implicit in the lease, if that rate is readily determinable, or the department's incremental borrowing rate.

Subsequent to initial measurement, the liability will be reduced for payments made and increased for interest. It is remeasured to reflect any reassessment of modification to the lease. When the lease liability is remeasured, the corresponding adjustment is reflected in the right-of-use asset or profit and loss depending on the nature of the reassessment or modification.

### 2.5: Other provisions

	2024	2023
	\$'000	\$'000
<b>2.5A: Other provisions</b>		
Provision for restoration	98	98
Provision for credit notes	370	-
<b>Total other provisions</b>	<b>468</b>	98

## ACCOUNTING JUDGEMENTS AND ESTIMATES

NOPSEMA has two agreements for the leasing of premises in Perth and Melbourne.

The makegood for the Perth lease has been waived by the landlord, whilst the provision to restore the Melbourne premises to its original condition remains in place. NOPSEMA maintains a provision for the Melbourne lease which reflects the present value of this obligation.

# 3. People and relationships

This section describes a range of employment and post-employment benefits provided to our people and our relationships with other key people.

## 3.1: Employee provisions

	2024	2023
	\$'000	\$'000
<b>3.1A: Employee provisions</b>		
Annual Leave	2,752	2,614
Long Service Leave	4,816	4,472
<b>Total employee provisions</b>	<b>7,568</b>	<b>7,086</b>

## ACCOUNTING POLICY

Liabilities for short-term employee benefits and termination benefits expected within 12 months of the end of reporting period are measured at their nominal amounts.

Other long-term employee benefits are measured as net total of the present value of the defined benefit obligation at the end of the reporting period minus the fair value at the end of the reporting period of plan assets (if any) out of which the obligations are to be settled directly.

### Leave

The liability for employee benefits includes provision for annual leave and long service leave.

The leave liabilities are calculated on the basis of employees' remuneration at the estimated salary rates that will be applied at the time the leave is taken, including the entity's employer superannuation contribution rates to the extent that the leave is likely to be taken during service rather than paid out on termination.

The liability for long service leave has been determined by reference to the work of an actuary as at 30 June 2024. The estimate of the present value of the liability takes into account attrition rates and pay increases through promotion and inflation.

### Separation and Redundancy

Provision is made for separation and redundancy benefit payments. The entity recognises a provision for termination when it has developed a detailed formal plan for the terminations and has informed those employees affected that it will carry out the terminations.





### Superannuation

The entity's staff are members of the Commonwealth Superannuation Scheme (CSS), the Public Sector Superannuation Scheme (PSS), or the PSS accumulation plan (PSSap), or other superannuation funds held outside the Australian Government.

The CSS and PSS are defined benefit schemes for the Australian Government. The PSSap is a defined contribution scheme.

The liability for defined benefits is recognised in the financial statements of the Australian Government and is settled by the Australian Government in due course. This liability is reported in the Department of Finance's administered schedules and notes.

The entity makes employer contributions to the employees' defined benefit superannuation scheme at rates determined by an actuary to be sufficient to meet the current cost to the Government. The entity accounts for the contributions as if they were contributions to defined contribution plans.

The liability for superannuation recognised as at 30 June represents outstanding contributions.

### **3.2: Key management personnel remuneration**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly. The entity has determined the key management personnel to be the Chief Executive Officer, two Deputy CEO's, one Executive General Manager, two Executive Director's, the Executive Director Legal and Governance/General Counsel.

Key management personnel remuneration is reported in the table below:

#### **3.2A: Key management personnel remuneration**

	<b>2024</b>	2023
	<b>\$'000</b>	\$'000
Short-term employee benefits	<b>2,231</b>	1,922
Post-employment benefits	<b>339</b>	288
Other long-term employee benefits	<b>40</b>	34
Termination benefits	<b>284</b>	-
<b>Total key management personnel remuneration<sup>1</sup></b>	<b>2,894</b>	2,244

<sup>1</sup> The above key management personnel remuneration excludes the remuneration and other benefits of the Portfolio Minister. The Portfolio Minister's remuneration and other benefits are set by the Remuneration Tribunal and are not paid by the entity. The total number of key management personnel that are included in the above table are eight [2023: 6].

### 3.3: Related party disclosures

#### Related party relationships:

NOPSEMA is an independent statutory authority established under the *Offshore Petroleum Greenhouse Gas Storage Act 2006*. Related parties to NOPSEMA are Key Management Personnel and the portfolio Minister.

#### Transactions with related parties:

Significant transactions with related parties can include:

- the payments of grants or loans
- purchases of goods and services
- asset purchases, sales transfers or leases
- debts forgiven
- guarantees.

Giving consideration to relationships with related entities, and transactions entered into during the reporting period by the entity, it has been determined that there are no related party transactions to be separately disclosed.



# 4. Managing uncertainties

This section analyses how NOPSEMA manages financial risks within its operating environment.

## 4.1: Financial instruments

	2024	2023
	\$'000	\$'000

### 4.1A: Categories of financial instruments

#### Financial Assets

##### Financial assets at amortised cost

Cash and cash equivalents	41,243	36,212
Trade and other receivables	15,991	11,158
Other financial assets	3,109	2,495
<b>Total financial assets at amortised cost</b>	<b>60,343</b>	49,865
<b>Total financial assets</b>	<b>60,343</b>	49,865

#### Financial Liabilities

	2024	2023
	\$'000	\$'000

##### Financial liabilities measured at amortised cost

Trade creditors	468	732
Other payables	7,488	7,119
<b>Total financial liabilities measured at amortised cost</b>	<b>7,956</b>	7,851
<b>Total financial liabilities</b>	<b>7,956</b>	7,851

## ACCOUNTING POLICY

### Financial assets

With the implementation of AASB 9 Financial Instruments for the first time in 2019, the entity classifies its financial assets in the following categories:

- a. financial assets at fair value through profit or loss
- b. financial assets at fair value through other comprehensive income
- c. financial assets measured at amortised cost.

The classification depends on both the entity's business model for managing the financial assets and contractual cash flow characteristics at the time of initial recognition.

Financial assets are recognised when the entity becomes a party to the contract and, consequently, has a legal right to receive or a legal obligation to pay cash and derecognised when the contractual rights to the cash flows from the financial asset expire or are transferred upon trade date. Comparatives have not been restated on initial application.

#### 4.1B: Net gains or losses on financial assets

	2024	2023
	\$'000	\$'000
<b>Financial assets at amortised cost</b>		
Interest revenue	1,921	941
<b>Net gains/(losses) on financial assets at amortised cost</b>	<b>1,921</b>	<b>941</b>

#### Financial assets at amortised cost

Financial assets included in this category need to meet two criteria:

1. the financial asset is held to collect the contractual cash flows
2. the cash flows are solely payments of principal and interest (SPPI) on the principal outstanding amount.

Amortised cost is determined using the effective interest method.

#### Effective interest method

Income is recognised on an effective interest rate basis for financial assets that are recognised at amortised cost.

#### Impairment of financial assets

Financial assets are assessed for impairment at the end of each reporting period based on Expected Credit Losses, using the general approach which measures the loss allowance based on an amount equal to lifetime expected credit losses where risk has significantly increased, or an amount equal to 12-month expected credit losses if risk has not increased.

The simplified approach for trade, contract and lease receivables is used. This approach always measures the loss allowance as the amount equal to the lifetime expected credit losses. A write-off constitutes a derecognition event where the write-off directly reduces the gross carrying amount of the financial asset.



### Financial Liabilities

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities. Financial liabilities are recognised and derecognised upon 'trade date'.

### Financial liabilities at amortised cost

Financial liabilities, including borrowings, are initially measured at fair value, net of transaction costs. These liabilities are subsequently measured at amortised cost using the effective interest method, with interest expense recognised on an effective interest basis.

Supplier and other payables are recognised at amortised cost. Liabilities are recognised to the extent that the goods or services have been received (and irrespective of having been invoiced).



# 5. Other information

## 5.1: Current/non-current distinction for assets and liabilities

### 5.1A: Current/non-current distinction for assets and liabilities

Assets expected to be recovered in:	2024	2023
	\$'000	\$'000
<b>No more than 12 months</b>		
Cash and cash equivalents	<b>41,243</b>	36,212
Trade and other receivables	<b>15,991</b>	11,158
Other financial assets	<b>309</b>	559
Other non-financial assets	<b>804</b>	552
<b>Total no more than 12 months</b>	<b>58,347</b>	48,481
<b>More than 12 months</b>		
Land and buildings	<b>8,397</b>	9,486
Plant and equipment	<b>285</b>	391
Intangibles	<b>175</b>	442
Other financial assets	<b>2,800</b>	1,936
Other non-financial assets	<b>-</b>	-
<b>Total more than 12 months</b>	<b>11,657</b>	12,255
<b>Total assets</b>	<b>70,004</b>	60,736



	2024	2023
	\$'000	\$'000
<b>Liabilities expected to be settled in:</b>		
<b>No more than 12 months</b>		
Suppliers	468	732
Leases	1,714	2,050
Employee provisions	1,023	902
Other payables	6,465	6,217
Other provisions	370	-
<b>Total no more than 12 months</b>	<b>10,040</b>	<b>9,901</b>
<b>More than 12 months</b>		
Leases	9,300	9,342
Employee provisions	7,568	7,086
Other provisions	98	98
<b>Total more than 12 months</b>	<b>16,966</b>	<b>16,526</b>
<b>Total liabilities</b>	<b>27,006</b>	<b>26,427</b>

# PART 6

APPENDICES



# Appendix 1: EPBC Streamlining performance report 2023–24

On 28 February 2014, the National Offshore Petroleum Safety and Environmental Management Authority's (NOPSEMA's) environmental management authorisation process was endorsed by the then Minister for the Environment as a Program that meets requirements of Part 10 of the *Environment Protection and Biodiversity Conservation Act 1999* (EPBC Act). This ministerial endorsement streamlined environmental approvals and made NOPSEMA the sole regulator for the environmental management of petroleum activities in Commonwealth waters. Further information is available at [nopsema.gov.au](http://nopsema.gov.au).

This report provides a summary of NOPSEMA's performance under the endorsed Program for the period 1 July 2023 to 30 June 2024.

Regulatory activity	1 July 2023 to 30 June 2024	
Submission type	Category	Number
<b>Offshore project proposal</b> <sup>1</sup>	Accepted for public comment <sup>2</sup>	1
	Accepted <sup>3</sup>	0
	Assessments in progress – for public comment <sup>4</sup>	2
	Assessments in progress – for acceptance <sup>4</sup>	1
<b>Environment plan</b>	Accepted <sup>3</sup>	40
	Assessments in progress <sup>4</sup>	22
	Decisions - refuse to accept <sup>3</sup>	0
	Assessments stopped/cancelled <sup>3</sup>	7
	Acceptances that pose unacceptable impacts to matters protected under Part 3 of the EPBC Act	0

<sup>1</sup> The offshore project proposal process streamlines decision-making on the overall environmental acceptability of offshore projects in Commonwealth waters and is designed to deliver equivalent environmental outcomes to the environmental impact assessment process under the EPBC Act.

<sup>2</sup> Based on the year of acceptance for public comment.

<sup>3</sup> Based on the year of completion.

<sup>4</sup> Based on the year of submission.

During the reporting period, NOPSEMA continued to implement administrative arrangements for the endorsed Program that are in place between NOPSEMA and the Department of Climate Change, Energy, the Environment and Water (DCCEEW). This includes sharing information with DCCEEW about NOPSEMA's regulatory activities such as environment plan assessments, inspections, investigations and enforcement actions.

NOPSEMA regularly engages with DCCEEW on a range of matters, including to ensure clarity and consistency of approaches to application of EPBC Act policies and instruments. Notable examples of engagement during the reporting period are that:

- NOPSEMA has engaged with DCCEEW in relation to legislative reform and policy initiatives including the Nature Positive reforms, preparation of a draft Sustainable Oceans Plan, development of draft national anthropogenic underwater noise guidelines and review of the 2008 EPBC Policy Statement 2.1 ('Interaction between offshore seismic exploration and whales: Industry guidelines').
- NOPSEMA has continued working with the National Offshore Petroleum Titles Administrator, DCCEEW and the Department of Industry, Science and Resources as part of a Commonwealth Government coordinating group to ensure clear and coordinated approvals pathways/sequencings for carbon capture and storage regulation in Commonwealth waters.
- NOPSEMA has continued engaging with Parks Australia on petroleum activities that are within proximity to marine parks.

Key areas of focus for NOPSEMA in environmental assessments and compliance monitoring over the reporting period have been decommissioning of offshore petroleum infrastructure, marine seismic surveys, oil pollution risk management, management of greenhouse gas emissions, and compliance with statutory instruments for the protection and conservation of listed threatened marine species.



# Appendix 2:

## Advisory Board Report

### **NOPSEMA BOARD FUNCTIONS**

The NOPSEMA Board is established under Part 6.9, Division 3 of the *Offshore Petroleum and Greenhouse Gas Storage Act 2006* (OPGGs Act) and is established as a separate entity to NOPSEMA.

It does not have a role in decision-making matters, nor may it direct the operations or individual decisions of NOPSEMA. Section 654 of the OPGGS Act sets out the functions of the Board in full. The Board may provide advice and recommendations to the CEO of NOPSEMA about operational policies and strategies to which the CEO must have regard.

The Board scheduled five meetings during the reporting period and provided regular written reports to the responsible Commonwealth Minister following each meeting. The key themes of note to the Minister by the Board included:

- Commending the progress and NOPSEMA's leadership in continuing to facilitate industry and First Nations groups relationship building opportunities. This work followed on from the National Summit on Consultation on Offshore Petroleum Activities with First Nations peoples that was held at the end of the previous reporting period.
- Noting the continued challenges faced by industry, community and NOPSEMA in relation to appropriate and meaningful consultation with relevant persons, together with the ongoing implications of legal challenges in this area and the ambiguities inherent in definitions in the current legislation.
- Increased focus on structural integrity issues through NOPSEMA's structural integrity assurance program and guidance to ensure titleholders manage structural integrity for the lifecycle of the development. The key importance of Executive oversight by the titleholders was also emphasised.
- NOPSEMA's increased capacity in investigations, arising from the organisational restructure to allow for a more strategic approach to regulating the offshore energy industry.
- The increased engagement between the Board and the Senior Executive of NOPSEMA and greater involvement by the Board in NOPSEMA's strategic planning, including by attendance at NOPSEMA's Senior Leadership Group workshop.

The Board continues to emphasise the importance of ongoing focus on the impacts of decommissioning activities into the future and of working closely with industry to increase understanding of the significance of the issues involved. This increased activity by NOPSEMA, together with the additional responsibilities associated with the OEI Act will continue to have resource implications for the Authority.

## BOARD MEMBERSHIP AND ATTENDANCE

The term of Chair and A/Chair Mr Ken Fitzpatrick ended during the reporting period (23 January 2024). The Board members and NOPSEMA CEO thanked Mr Fitzpatrick for his service and contribution to the Board since 2016.

The term of Professor Andrew Hopkins' ended during the reporting period (29 March 2024). The Board is operating with three members with Ms Anthea Tinney volunteering as interim Chair until a new Chair is appointed.

Attendance for the five meetings during the reporting period is indicated below. Meeting 50 was held via video conference. Meeting 53 was cancelled due to the lack of available members.

Name	02/08/2023 Meeting 50	22/11/2023 Meeting 51	06/03/2024 Meeting 52	22/04/2024 Meeting 53 Cancelled	27/06/2024 Meeting 54
<b>Mr Ken Fitzpatrick</b>	Yes	Yes	N/A	N/A	N/A
<b>Ms Anthea Tinney</b>	Yes	Yes	Yes		Yes
<b>Mr Christopher Blackmore</b>	Yes	Yes	Yes		Yes
<b>Prof Andrew Hopkins</b>	Yes	Yes	Yes	N/A	N/A
<b>Ms Victoria Jackson</b>	Yes	Yes	Yes		Yes

The NOPSEMA CEO Ms Sue McCarrey attended all meetings of the Board during the reporting period. From the March 2024 meeting, the NOPSEMA Deputy CEO Regulatory Operations Division and Deputy CEO Strategic Regulation and Improvement attended all meetings of the Board.

A senior representative of the portfolio Department is invited at each quarterly meeting to provide an update on policy matters and to ensure effective communications between the Board and portfolio department are maintained.



## BOARD FINANCIAL STATEMENT

Remuneration of Board members is set by the Remuneration Tribunal. NOPSEMA funds the remuneration of the Board and its members and the cost of travel to meetings. NOPSEMA also provides secretariat support for board meetings. The Board does not employ staff and does not own or lease physical assets.

Board expenditure in 2023–24 in comparison to NOPSEMA's 2022–23 budget allocation and expenditure is set out in the table below.

Expenditure Items	Annual Budget	Actuals	Variance	Last Year's
	2023-24	2023-24	Favourable/ (Unfavourable)	Actuals 2022-23
	\$'000	\$'000	\$'000	\$'000
Members Remuneration	320	189	131	292
Travel and Accommodation	35	25	10	41
Other Expenses	1	1	-	1
<b>TOTAL</b>	<b>356</b>	<b>215</b>	<b>141</b>	<b>334</b>

# Appendix 3: Executive remuneration

## REMUNERATION FOR KEY PERSONNEL

Name	Position Title	Short-term benefits				Post-employment benefits			Other long-term benefits			Termination Benefits	Total Remuneration
		Base Salary	Bonuses and other benefits and allowances	Super-annuation Contributions	Long Service Leave	Other Long-term benefits	(\$)	(\$)	(\$)	(\$)	(\$)		
<b>Sue McCarrey</b>	Chief Executive Officer	419,113	Nil	62,654	6,651	Nil	Nil	Nil	Nil	Nil	Nil	488,418	
<b>Graham Blair</b>	Deputy Chief Executive Officer, Regulatory Operations	249,051	Nil	34,117	3,135	Nil	Nil	Nil	Nil	Nil	Nil	286,303	
<b>Cameron Grebe</b>	Deputy Chief Executive Officer - Strategic Regulation and Improvement	306,227	Nil	50,458	8,296	Nil	Nil	Nil	Nil	Nil	Nil	364,981	
<b>Charmain FitzGerald</b>	Executive General Manager - Corporate and Business Transformation	312,616	Nil	43,697	4,100	Nil	Nil	Nil	Nil	Nil	Nil	360,413	
<b>Suzanne Hillier</b>	Executive Director - Legal and Governance	225,033	43,580	39,906	5,597	Nil	Nil	Nil	Nil	Nil	Nil	314,116	
<b>Nicholas Page</b>	Executive Director - Strategic Communications and Engagement	231,508	43,580	48,608	5,597	Nil	Nil	Nil	Nil	Nil	Nil	329,293	
<b>Owen Wilson</b>	Executive Director - Offshore Renewables Regulation	265,431	1,000	36,374	6,252	Nil	Nil	Nil	Nil	Nil	Nil	309,057	
<b>Derrick O'Keefe</b>	Head of Division - Safety and Integrity	103,745	Nil	17,850	Nil	Nil	Nil	Nil	283,999	Nil	Nil	405,593	
<b>Julie Kordic</b>	A/Head of Division - Enabling Services & Business Transformation	29,723	40	5,670	407	Nil	Nil	Nil	Nil	Nil	Nil	35,840	
<b>Total</b>		<b>2,142,446</b>	<b>88,201</b>	<b>339,333</b>	<b>40,034</b>	<b>-</b>	<b>283,999</b>	<b>2,894,013</b>					

In addition to the remuneration Tribunal Determination for the Chief Executive Officer, accrued annual leave and accrued long service leave are included in accordance with the reporting guide.

All Senior Executive staff are included in the key management personnel table above and are therefore not disclosed separately. The remuneration of the Chief Executive Officer reflects service over the financial year.



**REMUNERATION FOR HIGHLY PAID STAFF**

Remuneration Band	Number of Other Highly Paid Staff	Short-term benefits			Post-employment benefits		Other long-term benefits			Termination Benefits	Total Remuneration
		Average Base Salary	Average Bonuses and Other benefits and allowances	Average Superannuation contributions	Average Service Leave	Average Long-term benefits	Average Termination benefits	Average total remuneration			
		(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)	(\$)
\$250,001 - \$270,000	13	220,969	1,936	34,769	5,080	Nil	-	-	-	262,754	
\$270,001 - \$295,000	19	234,361	794	36,605	7,403	Nil	-	-	-	279,162	
\$295,001 - \$320,000	15	257,246	420	38,878	6,212	Nil	-	-	-	302,756	
\$320,001 - \$345,000	5	215,251	18,845	35,435	4,855	Nil	54,443	-	-	328,828	
\$345,001 - \$370,000	9	307,359	481	45,971	7,048	Nil	-	-	-	360,860	
\$370,001 - \$395,000	3	324,222	375	47,755	6,835	Nil	-	-	-	379,188	
\$395,001 - \$420,000	5	345,013	309	50,287	6,519	Nil	-	-	-	402,128	

# Employee profile

## NOPSEMA STAFFING AND REMUNERATION 2023–2024

NOPSEMA classification	APS3	APS4	APS5	APS6	APS6 Well Integrity	EL1 Regulatory	EL1 Well Integrity
<b>Full-time salary range (\$)</b>	72,140 - 78,946	80,305 - 93,917	95,278 - 108,889	110,250 - 123,861	129,431 - 145,408	149,722 - 185,658	221,527 - 304,598
<b>Staff total</b>	2	16	8	18	5	23	12
<b>Perth</b>	2	16	8	18	5	22	11
<b>Melbourne</b>	0	0	0	0	0	1	1
<b>Part-time</b>	0	2	0	2	0	1	2
<b>Full-time</b>	2	14	8	16	5	22	10
<b>Male</b>	0	3	2	4	2	10	10
<b>Female</b>	2	13	6	14	3	13	2
<b>Indigenous</b>	0	0	0	0	0	0	0

NOPSEMA classification	EL2	EL2 Lead	EL2 Director	EL2 Executive Director	EL2 Well Integrity Lead	EL2 Well Integrity Director	SES 1	SES 2
<b>Full-time salary range (\$)</b>	190,556 - 224,582	251,987 - 275,521	276,908 - 304,598	311,847 - 326,867	327,676 - 329,981	332,288 - 353,058	332,916	374,400
<b>Staff total</b>	6	1	16	2	0	1	2	1
<b>Perth</b>	6	1	15	2	0	1	2	1
<b>Melbourne</b>	0	0	1	0	0	0	0	0
<b>Part-time</b>	0	0	0	0	0	0	0	0
<b>Full-time</b>	6	1	16	2	0	1	2	1
<b>Male</b>	4	1	13	2	0	1	1	1
<b>Female</b>	2	0	3	0	0	0	1	0
<b>Indigenous</b>	0	0	0	0	0	0	0	0

**NOTE:** All staff are employed on common law contracts.





# PART 7

REFERENCE  
MATERIAL

# List of requirements

PGPA Rule Reference	Part of Report	Description	Requirement
<b>17BE</b>	<b>Contents of annual report</b>		
17BE(a)	Enabling legislation and principal functions	Details of the legislation establishing the body	Mandatory
17BE(b)(i)	Enabling legislation and principal functions	A summary of the objects and functions of the entity as set out in legislation	Mandatory
17BE(b)(ii)	Entity vision and purpose	The purposes of the entity as included in the entity's corporate plan for the reporting period	Mandatory
17BE(c)	Our Ministers	The names of the persons holding the position of responsible Minister or responsible Ministers during the reporting period, and the titles of those responsible Ministers	Mandatory
17BE(d)	N/A	Directions given to the entity by the Minister under an Act or instrument during the reporting period	If applicable, mandatory
17BE(e)	N/A	Any government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(f)	N/A	Particulars of non-compliance with: (a) a direction given to the entity by the Minister under an Act or instrument during the reporting period; or (b) a government policy order that applied in relation to the entity during the reporting period under section 22 of the Act	If applicable, mandatory
17BE(g)	Part 4: Annual performance statements	Annual performance statements in accordance with paragraph 39(1)(b) of the Act and section 16F of the rule	Mandatory
17BE(h), 17BE(i)	N/A	A statement of significant issues reported to the Minister under paragraph 19(1)(e) of the Act that relates to non-compliance with finance law and action taken to remedy non-compliance	If applicable, mandatory



<b>PGPA Rule Reference</b>	<b>Part of Report</b>	<b>Description</b>	<b>Requirement</b>
17BE(j)	Accountable authority	Information on the accountable authority, or each member of the accountable authority, of the entity during the reporting period	Mandatory
17BE(k)	Organisational chart	Outline of the organisational structure of the entity (including any subsidiaries of the entity)	Mandatory
17BE(ka)	Employee profile	Statistics on the entity's employees on an ongoing and non-ongoing basis, including the following: (a) statistics on full-time employees; (b) statistics on part-time employees; (c) statistics on gender; (d) statistics on staff location	Mandatory
17BE(l)	Contacts	Outline of the location (whether or not in Australia) of major activities or facilities of the entity	Mandatory
17BE(m)	Corporate governance	Information relating to the main corporate governance practices used by the entity during the reporting period	Mandatory
17BE(n), 17BE(o)	N/A	For transactions with a related Commonwealth entity or related company where the value of the transaction, or if there is more than one transaction, the aggregate of those transactions, is more than \$10,000 (inclusive of GST): (a) the decision-making process undertaken by the accountable authority to approve the entity paying for a good or service from, or providing a grant to, the related Commonwealth entity or related company; and (b) the value of the transaction, or if there is more than one transaction, the number of transactions and the aggregate of value of the transactions	If applicable, mandatory
17BE(p)	N/A	Any significant activities and changes that affected the operation or structure of the entity during the reporting period	If applicable, mandatory

<b>PGPA Rule Reference</b>	<b>Part of Report</b>	<b>Description</b>	<b>Requirement</b>
17BE(q)	N/A	Particulars of judicial decisions or decisions of administrative tribunals that may have a significant effect on the operations of the entity	If applicable, mandatory
17BE(r)	N/A	Particulars of any reports on the entity given by: (a) the Auditor-General (other than a report under section 43 of the Act); or (b) a Parliamentary Committee; or (c) the Commonwealth Ombudsman; or (d) the Office of the Australian Information Commissioner	If applicable, mandatory
17BE(s)	N/A	An explanation of information not obtained from a subsidiary of the entity and the effect of not having the information on the annual report	If applicable, mandatory
17BE(t)	N/A	Details of any indemnity that applied during the reporting period to the accountable authority, any member of the accountable authority or officer of the entity against a liability (including premiums paid, or agreed to be paid, for insurance against the authority, member or officer's liability for legal costs)	If applicable, mandatory
17BE(taa)	Corporate governance	The following information about the audit committee for the entity: (a) a direct electronic address of the charter determining the functions of the audit committee; (b) the name of each member of the audit committee; (c) the qualifications, knowledge, skills or experience of each member of the audit committee; (d) information about each member's attendance at meetings of the audit committee; (e) the remuneration of each member of the audit committee	Mandatory
17BE(ta)	Appendix 3: Executive remuneration	Information about executive remuneration	Mandatory



<b>PGPA Rule Reference</b>	<b>Part of Report</b>	<b>Description</b>	<b>Requirement</b>
<b>17BF</b>		<b>Disclosure requirements for government business enterprises</b>	
17BF(1)(a)(i)	N/A	An assessment of significant changes in the entity's overall financial structure and financial conditions	If applicable, mandatory
17BF(1)(a)(ii)	N/A	An assessment of any events or risks that could cause financial information that is reported not to be indicative of future operations or financial conditions	If applicable, mandatory
17BF(1)(b)	N/A	Information on dividends paid or recommended	If applicable, mandatory
17BF(1)(c)	N/A	Details of any community service obligations the government business enterprise has including: (a) an outline of actions taken to fulfil those obligations; and (b) an assessment of the cost of fulfilling those obligations	If applicable, mandatory
17BF(2)	N/A	A statement regarding the exclusion of information on the grounds that the information is commercially sensitive and would be likely to result in unreasonable commercial prejudice to the government business enterprise	If applicable, mandatory

# Contacts

## NOPSEMA OFFICE LOCATIONS

### Head office:

Level 10, 58 Mounts Bay Road  
PERTH WA 6000

### Melbourne office:

Level 25, 140 William Street  
MELBOURNE VIC 3000

## GENERAL ENQUIRIES

**Website:** [nopsema.gov.au](http://nopsema.gov.au)

**Email:** [communications@nopsema.gov.au](mailto:communications@nopsema.gov.au)

**Telephone:** +61 (0) 8 6188 8700

**Telephone:** +61 8 6188 8700 (International)

## POST

### Head office:

GPO Box 2568  
PERTH WA 6001

### Melbourne office:

PO Box 552  
Collins Street West VIC 8007







**NOPSEMA**  
Australia's offshore energy regulator



**Offshore  
Infrastructure  
Regulator**