

Supporting your mental health and well-being.

This charter has been created by the energy industry for the industry in response to the groundswell of support to improve awareness and support of the mental health and well-being of the people who work offshore and onshore. Instigated by the North Sea Chapter of the International Association of Drilling Contractors (IADC), it includes contributions from almost 200 representatives from operators, contractors, psychologists, and third sector organisations.

The purpose of the charter is to create a shared framework that organisations can adopt throughout the industry, forming a universal, joined up approach using key learnings and sharing them with our peers. This is not about competitive advantages. It's about coming together as human beings to allow us to do business better by creating improved working environments for our people.

A more detailed version of this charter is available at <https://www.iadc.org/chapters/north-sea>

The Mental Health and Well-being Charter

We believe the industry can and should:



1 Initiate a company and industry-wide cultural change. This will be driven by an industry-wide mental health and well-being task force made up of mental health experts and signatories at senior management level. Each company should have a mental health and well-being lead at board or senior leadership level with defined roles and responsibilities. Companies should produce, implement, and communicate a mental health and well-being at work plan that promotes the well-being of all employees and the support available to them. This should be embedded in employee inductions and handbooks.



2 Demonstrate transparency and accountability through internal and external reporting. Key performance benchmarks should include an audit of current mental health practices, absence rates, ongoing mental health and well-being specific training and a review of mental health and well-being check-in touch points. The task force will work with industry to develop a common framework for KPIs and reporting.



3 Build mental health and well-being awareness among employees. Companies must ensure all employees understand the basics of mental health and well-being, how to check in on someone, and how to recognise their own feelings. The task force will share information about organisations that provide recommended courses. Active monitoring and refresher training will support knowledge cascading.



4 Foster effective people management. Management should have regular one-to-one sessions with direct reports. As a first step, each company should audit and assess its mental health and well-being processes and practices and identify any gaps. The task force will share an audit template with companies. Every company should publish the charter on its website or equivalent public space.



5 Encourage open conversations about mental health and well-being and provide employees with good working conditions, including a safe psychological space. People must be able to openly express their vulnerability. The task force will provide guidelines for onshore and offshore senior management (including OIMs and CEOs) with clarity and definition of their responsibilities. Each company should create a multi-touch-point support system for employees. This might include signposting to a confidential 24/7 mental health hotline, a mental health app, mental health first aiders, and a specialist mental health partner that supports the signatory organisation (arranged independently of this charter).



6 Provide comprehensive training. It is recommended that training should be mandatory for all employees, including senior executives, mental health first aiders/champions, and everyone so they can recognise symptoms in themselves and others. Mental health and well-being first aiders must be chosen based on their aptitude. They must receive industry-recognised training and certification, reviewed annually, and receive mental health and well-being support.



7 Give mental health and well-being the same high priority as physical health. This includes advising employees of company-recommended mental health self-assessment tools. The task force will review how mental health and well-being assessments can be included in onshore and offshore inductions, medicals, and pre-flight checks. Mental health and well-being should be considered among the human factors in pre-job meetings.



8 Offer customised mental health support and guidance. Companies should assess all approaches to mental health and well-being, including new technology. Those that demonstrate employee benefits should be collated with existing tools and best practices. Employees should be regularly updated on the internal and external support services available to them.



9 Routinely monitor mental health and well-being. The mental health and well-being of all employees should be assessed regularly and measured. As part of its work scope, the task force will consider defining the assessment process and may suggest companies consider annually reviewing their progress against the charter's objectives.



10 Sharing best practices. Companies will be encouraged to share examples of their best mental health and well-being practices so they can be collated with existing, industry-wide, best practices and adopted more widely across the sector.

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