



PETROLEUMSTILSYNET

**Equinor Energy AS**  
Postboks 8500 Forus

4035 Stavanger

v/Arne Sigve Nylund

Vår saksbehandler  
**Elisabeth Lootz**

Deres ref.

Vår ref. (bes oppgitt ved svar)  
Ptil 2020/2019/TGu/EL/MLu

Dato  
15.12.2020

Dear Sirs

### **Manning and competence in Equinor EPN**

The Petroleum Safety Authority Norway (PSA) has conducted a total of 68 supervisory activities with Equinor EPN in the 2019-20. In about two-thirds of these cases, we have identified deficiencies in the management of manning and/or competence.

Nonconformities related to manning and/or competence have been found in 17 supervisory activities involving Equinor-operated facilities since 2019. In addition, improvement points have been identified by a further 12 activities. Comments on challenges with manning and competence are included in the results section of 10 more audit reports (see attachment, in Norwegian only). These observations relate primarily to requirements in section 14 of the management regulations on manning and competence and sections 21 and 23 of the activities regulations on competence and on training and drills respectively.

We have also reviewed a selection of internal Equinor investigation reports on incidents in 2018-20. Lack of competence has been highlighted or appears to have been a contributory factor in a substantial proportion of these. Pressure of time and stress are also mentioned in individual incident reports.

The overall picture from our audits and Equinor's own investigations reveals deficiencies in Equinor EPN's management of manning and competence.

We would ask Equinor to explain

- how you have assessed these findings overall
- what possible measures have been initiated on the basis of your assessments
- your assessment of the effects of these measures

- how the workers have been involved in this work.

We would request a written reply to this letter by 18 December 2020. Based on your responses, we will decide on our further follow-up.

We would request that the information in this letter is made known to the elected officers for the workforce, including the safety delegates.

This letter will be published on [WWW.ptil.no](http://WWW.ptil.no) in week 51.

Yours faithfully

Kjell Marius Auflem, by authority  
*Head of supervision*

Roar Høydal  
*Discipline leader,  
occupational health & safety*

*This letter has been approved electronically in the PSA and accordingly bears no signatures*

Attachment: 1