

1. OIR CEO message



The *Offshore Electricity Infrastructure Act 2021* established the Offshore Infrastructure Regulator (OIR), to oversee the operations of the offshore renewables sector.

The OIR is primarily responsible for overseeing work health and safety, infrastructure integrity and environmental management for offshore infrastructure activities in the Commonwealth offshore area. The functions of the OIR are administered by NOPSEMA leveraging existing technical internal capabilities and extensive experience in regulating large-scale infrastructure activities in the marine environment.

The role of the OIR formally commences once the Minister for Climate Change and Energy has granted licences. As we move toward operational regulation of the sector, I see the OIR playing an important role in providing independent advice and guidance to the offshore renewables sector on compliance with regulatory requirements, while enabling the safe and responsible development of offshore renewable energy projects.

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

*Sue McCarrey,
Chief Executive Officer*

2. Preparation of the plan

The NOPSEMA Corporate Plan 2024–29 is prepared under the *Offshore Petroleum and Greenhouse Gas Storage Act 2006* (OPGGs Act), and for paragraph 35 (1)(b) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act) in accordance with the Public Governance, Performance and Accountability Rules 2014 (PGPA Rules).

This part of the corporate plan is the primary planning document for the OIR and presents the direction of the function over the next five years, from 1 July 2024 to 30 June 2029. The plan covers the reporting period 2024–25 and is available on our website at oir.gov.au.

The OPGGS Act requires the corporate plan deal separately with the activities of NOPSEMA in its capacity as the OIR.

This part of the corporate plan satisfies that requirement. Some duplication in content occurs across the two parts of the plan where this is applicable to the delivery of the functions of the OIR, as this is noted where relevant.



3. Introduction

The role and functions of the OIR are outlined in the *Offshore Electricity Infrastructure Act 2021* (OEI Act) and are legislatively separate from the functions, duties, and cost recovery of NOPSEMA as the regulator of oil and gas and greenhouse gas injection and storage activities. The OIR provides regulatory oversight of the offshore renewables industry, with particular focus on the regulation of work health and safety, infrastructure integrity and environmental management.

3.1 Vision, purpose and values

OUR VISION	A protected offshore workforce and environment
OUR PURPOSE	To assure the protection of lives and the environment

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

3.2 Outcome and programs

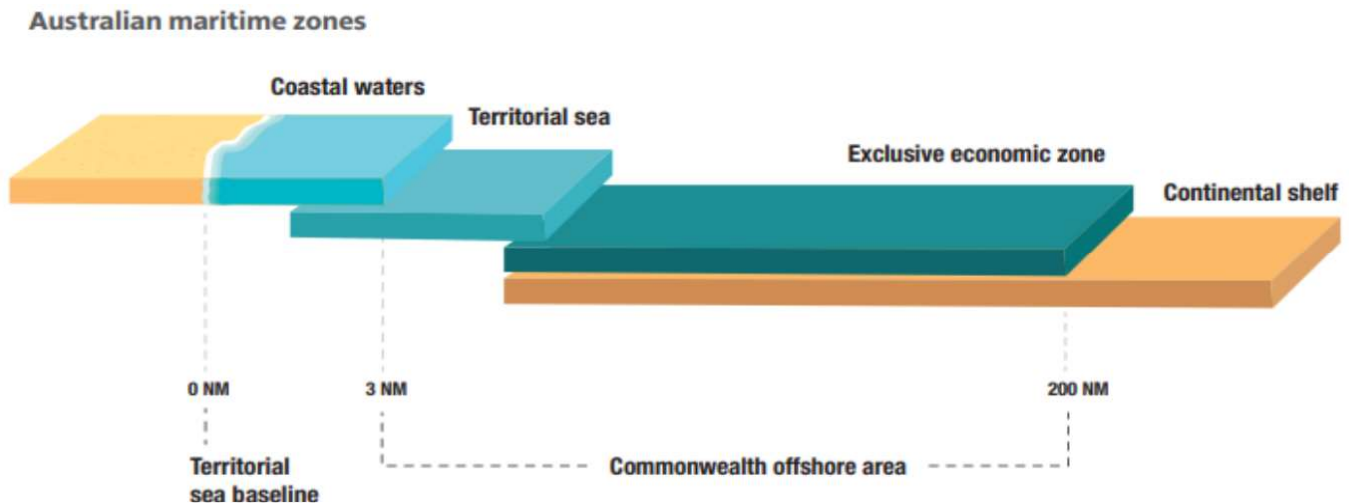
The OIR shares an outcome with NOPSEMA but administers a separate program (1.2) as noted below:

OUTCOME STATEMENT	PROGRAMS						
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.	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.						
FUNCTIONS	Promote	Monitor	Enforce	Report	Investigate	Advise	Co-operate
OPERATING ENVIRONMENT	Australian Government		Minister’s expectations		Risks		
	Offshore industry		Community expectations		Regulator Performance Guide		

4. Operating context

4.1 Jurisdiction

The OIR is responsible for regulating offshore infrastructure activities in the Commonwealth offshore area, which comprise those areas beyond the first three nautical miles (approximately 5.5 kilometres) of the territorial sea.



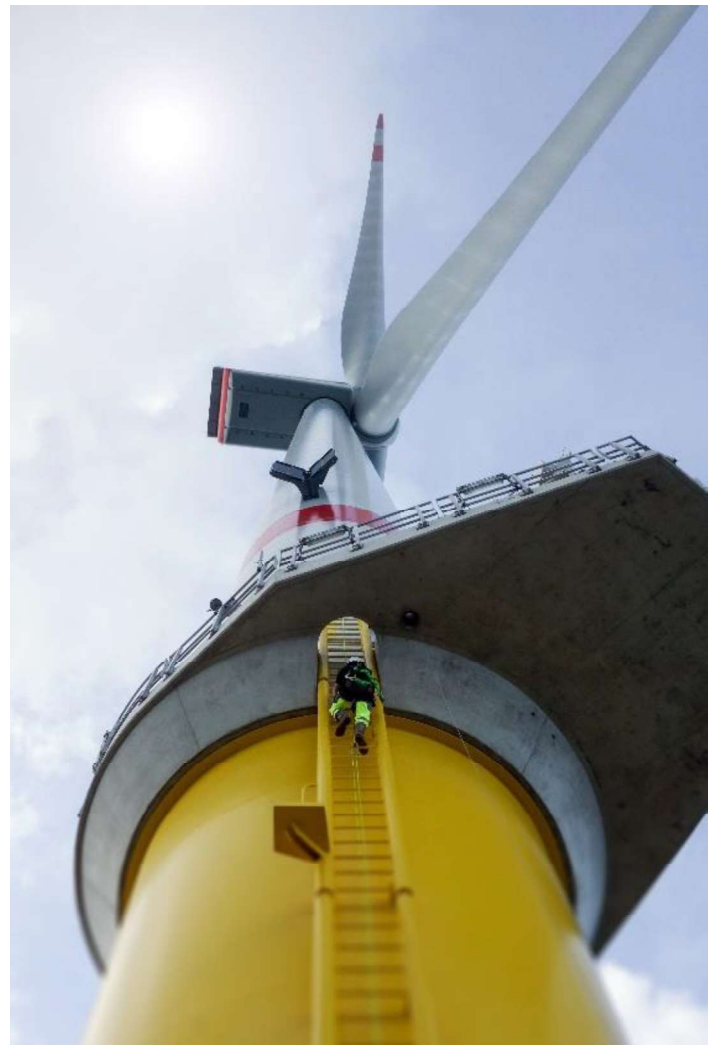
4.2 Australian Government

The functions of the OIR are set out under section 177 of the OEI Act and include regulation of work health and safety, infrastructure integrity and environmental management for offshore infrastructure activities.

The OIR also provides specialist technical advice to DCCEEW to support the assessment of offshore renewable energy proposals under the *Environment Protection and Biodiversity Conservation Act 1999*.

The functions of the OIR are administered, staffed, and resourced by NOPSEMA. The OIR operates on a fully cost recovered basis through a combination of fees and levies payable by entities regulated under the OEI Act.

Portfolio responsibility for the OEI Act rests with the Department of Climate Change, Energy, the Environment and Water (DCCEEW).



4.3 Offshore renewables industry

In a key milestone for the Australian offshore renewables sector, the Minister for Climate Change and Energy announced the granting of the first feasibility licences in the Gippsland declared area, offshore Victoria in May 2024. These licences allow developers to assess whether a proposed offshore infrastructure project would be feasible by carrying out a variety of detailed studies and investigations. Only once feasibility is proven will developers be able to apply for a commercial licence to progress their commercial project.

The granting of licences represents the formal commencement of the OIR's role to oversee the offshore renewables industry. A licence holder must have a management plan approved by the OIR before activities involving the construction, installation, commissioning, operation, maintenance or decommissioning of offshore renewable energy infrastructure or offshore electricity transmission infrastructure can proceed. For more information about the OEI Act framework visit oir.gov.au.

Regulations setting out operational requirements for offshore renewables projects are currently being finalised by DCCEEW. The OIR is providing advice and information to stakeholders on the current legislative framework and will increase this effort throughout 2024-25 in line with progress of licencing activities and finalisation of the regulations.

The long-term sustainability of the offshore renewables sector will be contingent on early projects being undertaken in a safe and responsible manner.

5. Stakeholder engagement

In establishing and implementing its functions, the OIR works with a wide and diverse range of stakeholders. Proactive and meaningful engagement with stakeholders will be important as the OEI Act framework is implemented and offshore renewables activities commence.



5.1 Stakeholder relationships, collaboration and co-operation

The following table details the OIR's key stakeholder relationships:

International	Nature of relationship	OIR role
Global Offshore Wind Regulators Forum	Global collaboration on offshore renewables consenting and environmental management regulation	Represent Australia on the Forum
International Regulators Forum Offshore Renewable Energy Subcommittee	Global collaboration on offshore renewables safety regulation	Represent Australia on the Forum Chair of the Subcommittee

Domestic	Nature of relationship	OIR role
Department of Climate Change, Energy the Environment and Water	Advice and regulatory services	Provide regulatory, technical and operational advice to support the development and implementation of the OEI Act framework
Offshore Infrastructure Registrar	Regulatory cooperation	Collaborate on matters relating to the administration and enforcement of the OEI Act and applied WHS provisions.
Other Commonwealth government departments	Regulatory cooperation	Cooperate with agencies and authorities who have functions that may interface with OEI Act regulated activities.
State and Northern Territory government departments	Regulatory cooperation	Cooperate with agencies and authorities who have functions that may interface with OEI Act regulated activities.
First Nations, community groups and marine users	Advice	To build understanding of the OEI Act framework
Offshore renewables industry	Advice and regulatory services	To promote and provide advice on matters relating to work health and safety, infrastructure integrity and environmental management and of offshore infrastructure activities.
Offshore workforce and workforce representative bodies		To develop and implement effective monitoring and enforcement strategies to secure compliance by persons with obligations under the OEI Act and applied work health and safety provisions.

6. Capabilities

6.1 People

As we implement the functions of the OIR, we are 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.

We aim to achieve this through leveraging our human resources and work health and safety strategies. 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. Our activities will focus on attracting and retaining a highly skilled team of people.

6.2 Systems

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 new regulatory process and technological changes.

7. Risk management

7.1 Analysis of offshore risk factors

While first licences have been granted there are currently no activities being regulated under the OEI Act framework. Regulations providing detailed requirements for risk identification, assessment and management by OEI Act licence holders and related entities are currently being finalised by DCCEEW. These regulations are based on core provisions outlined in the OEI Act and seek to implement a comprehensive suite of risk management obligations that OEI Act duty holders must comply with. Further analysis of risk factors for the offshore renewables sector will be undertaken progressively as the industry develops and the regulatory framework matures.

7.2 Enterprise risk management

Risk management is an integral part of ensuring the OIR's success in achieving our strategic objectives, priorities and key activities. We are committed to managing risk and are working to integrate risk management priorities into our strategic planning, decision making and business operations.

The OIR engages with risk in a positive and transparent way as part of our culture so that shared risks are understood and can be used to guide planning processes, decision-making and business operations. As we work towards implementation of the OEI Act framework, we will ensure our decisions are risk and evidence-based and contribute to fulfilling our vision of a protected offshore workforce and environment.

Please see the [risk management section in the NOPSEMA part of this corporate plan](#) for information regarding enterprise risk management which is also relevant to the OIR.



8. Key activities and performance measures

Below are the strategic goals outlining the OIR specific objectives, key activities and performance measures; including a summary of the rationale for these measures. Further detail on the measures is found in the Annual Performance Statements in our Annual Report.

Note: the numbering below is as used in the NOPSEMA part of the plan to maintain consistency, not all NOPSEMA KPIs are relevant for OIR.

STRATEGIC GOAL 1 – ENHANCE OUR REGULATORY APPROACH

OBJECTIVE

We will strive for excellence in regulatory management of the offshore energy sector by enabling new functions specifically the Offshore Infrastructure Regulator (OIR), continuously maturing our approach to regulation, and coordinating a strategic approach to managing emerging issues and risks, and proposals for legislative change.

The OIR is:

- building a core team of staff and developing systems and processes to effectively deliver the functions of the OIR from commencement of the regulatory framework.
- implementing a resourcing strategy to acquire and maintain the appropriate skills and expertise across work health and safety, infrastructure integrity, environmental management, stakeholder engagement, offshore wind development and offshore energy regulation.
- an active member of the Global Offshore Wind Regulators Forum (GOWRF) and is the current Chair of the International Regulators’ Forum Offshore Renewable Energy Subcommittee (IRFORES). These forums enable the OIR to share perspectives on leading practice offshore renewables regulation.

2024-25 PRIORITIES

1a Undertake regulatory preparation, development and implementation of new and expanded functions and activities

KEY ACTIVITIES PERFORMANCE MEASURES

Rationale and expected outcomes	Contributing KPIs (1)	Target	PBS ⁶ Link
1.3 We evolve and adapt to meet government key priorities, including reducing unnecessary burden on industry, maintaining effective future operations and meeting future challenges			
We collaborate with other regulators to adopt learnings and aim to continually improve and implement best practice regulation for better safety and environmental outcomes.	6	We collaborate with international regulators to improve our regulatory practices, share information and cultivate consistency.	Achieved PBS KPI 6

⁶ Select KPIs that also measure our Program Outcomes are also required to be published in the Portfolio Budget Statements (PBS). These will be included in the next PBS.

STRATEGIC GOAL 2 – BUILD OUR ORGANISATIONAL CAPABILITY

OBJECTIVE

We will continuously improve our capability (people, processes, and systems), achieve excellence, and enrich the workplace culture by reviewing our people strategy and developing our people, improving our critical processes and systems to address business risks and achieve digital transformation, and fostering a shared vision, common identity, trust, and collegiality to be an employer of choice.

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.
- implement systems and processes to allow us to adapt and maintain effective operations.

2024-25 PRIORITIES

- 2a Implement and embed our new organisational structure and ways of working.
- 2c Undertake strategic workforce planning to build capability to achieve organisational objectives.
- 2d Develop and implement an agency-wide people, culture and safety strategy, including a focus on leadership development
- 2e Commence implementation of our Digital Transformation Program.

KEY ACTIVITIES PERFORMANCE MEASURES

Rationale and expected outcomes	Contributing KPIs (4)	Target
<p>2.1 We ensure our people have professional and technical expertise and act with integrity to deliver effective regulatory outcomes</p> <p>The Australian Public Service (APS) Employee Census survey is conducted annually, and we use the results to develop an action plan each year. Employee engagement is more than simply job satisfaction or commitment to the agency. It is the extent to which our staff are motivated, inspired and enabled to improve the agency's outcomes in delivering best practice regulation.</p>	7	Our employee engagement score in the annual APS Employee Census survey is maintained at a high level. >75
<p>2.2 We review and improve our policies and processes to meet compliance requirements and model best practice regulatory and business standards</p> <p>The agency strives to innovate and proactively improve our policies and processes. We comply and embed new legislation and standards as required in a timely manner, and adopt best practice principles where relevant.</p>	9	We encourage the adoption of best practice standards and principles across the agency to drive continuous improvement. Achieved
<p>2.3 We invest in technology to ensure our systems are robust, adaptive, fit for purpose and provide an improved user-experience</p> <p>We leverage data and digital technology to support our duty holders to more easily comply with regulations, and for our staff to better effectively regulate, gain efficiencies and improve consistency. A comprehensive multi-year digitisation project commenced in 2023-24 (the DTP) that serves to enhance systems and capabilities for both NOPSEMA and OIR.</p>	10	The Digital Transformation Project (DTP) annual milestones are met on time. 90%

STRATEGIC GOAL 3 – STRENGTHEN OUR EXTERNAL RELATIONSHIPS

OBJECTIVE

We will cultivate productive, trusted relationships and enhance our reputation with all stakeholders by:

- engaging proactively to strengthen relationships and enhance transparency
- investing in professional relationships across all stakeholders and the wider community
- promoting and strengthening our reputation as an independent expert regulator through multiple communication tools and channels.

A key focus for the OIR is providing advice and guidance to stakeholders, with engagement continuing to increase as we move toward operational regulation of the offshore renewables sector. The OIR will seek to ensure that the impacts of offshore renewables activities on the workforce, other marine users, communities and other socioeconomic receptors are appropriately managed as the OEI Act framework is implemented.

2024-25 PRIORITIES

- 3a Review and develop Strategic Engagement Frameworks including engagement and communications plans for external stakeholders.
- 3c Establish and maintain OIR’s reputation as a leading practice, independent expert regulator.
- 3d Build and maintain relationships with other agencies, committees and regulators, including at strategic levels to influence policy and legislation reforms to deliver mutually beneficial outcomes.

KEY ACTIVITIES PERFORMANCE MEASURES

Rationale and expected outcomes	Contributing KPIs (2)	Target
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3.1 We engage and cultivate targeted, specific, productive and trusted relationships

OIR undertakes a regular stakeholder survey that includes relevant measures for how we influence industry and are perceived as a regulator, and to elicit feedback on our external relationships. The results are used for continuous improvement, identifying and implementing best practice standards, and refreshing our engagement and communication plans.

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The majority of stakeholders rate OIR highly for having effective engagement and consultation practices.

>75%

3.2 We promote the regulatory framework to influence continuous improvement in safety and environmental outcomes

OIR undertakes a regular stakeholder survey that includes relevant measures for how we influence industry, promote safety and environmental management, and provide regulatory information. The results are used for continuous improvement, identifying what information is required and in what formats, and maintaining the high value of the information we provide.

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The majority of stakeholders rate OIR highly for regularly providing the right information to provide clarity, in an accessible format.

>75%

9. Regulator Performance - Best Practice Principles

Regulators are required to report against 3 principles (noted below) of regulator best practice through their corporate plans and annual reports. We ensure our KPIs are also aligned to these principles to meet these reporting requirements. Further information is available at [Regulator Performance \(RMG 128\) | Department of Finance](#).

RPG Principle	Description	KPIs
Continuous improvement and building trust	Regulators adopt a whole-of-system perspective, continuously improving their performance, capability and culture to build trust and confidence in Australia's regulatory settings.	7-10
Risk-based and data-driven	Regulators manage risks proportionately and maintain essential safeguards while minimising regulatory burden, and leveraging data and digital technology to support those they regulate to comply and grow.	1-6
Collaboration and engagement	Regulators are transparent and responsive communicators, implementing regulations in a modern and collaborative way.	11,12

10. Compliance table

PGPA Act Requirements	Section
Introduction - preparation of the plan statement	2
Introduction - cover at least 4 reporting periods	2
Entity purpose	3
Key activities	8
Operating context – including environment, capabilities, risk, co-operation	4-7
Performance measures and targets	8