

## PETROLEUM (LOCAL CONTENT) REGULATIONS, 2025

IN EXERCISE of the power conferred by Section 50(4) of the Petroleum Act, 2019, the Cabinet Secretary makes the following Regulations

<b>PART I- PRELIMINARY</b>	
Citation	1. These regulations may be cited as the Petroleum (Local Content) Regulations, 2024
Interpretation	<p>1. In these Regulations, unless the context otherwise requires –</p> <p>“Bid rigging” means the manipulation of a tendering process by dishonest means;</p> <p>“Cartelization” means a collection of businesses that act together as a single producer and agree to influence prices for certain goods, works and services by controlling supply through their production and marketing activities;</p> <p>“Foreigner” means a person who is not a citizen of Kenya;</p> <p>“Foreign Company” means a company incorporated outside Kenya;</p> <p>“Front” means to deceive or behave in a particular manner to conceal the fact that a Company is not a Local Entity ;</p> <p>“Local Entity” means an entity registered under any Kenyan Laws that has:</p> <ul style="list-style-type: none"><li>a) at least fifty-one percent of its equity owned by a citizen of Kenya;</li><li>b) Kenyan citizens holding at least eighty percent of executive and senior management positions; and</li><li>c) Kenyan citizens having eighty percent (80%) of the shareholding and ultimate beneficial ownership of the entity;</li></ul> <p>“Long-term local content plan” means a plan that covers a period of five years and above as specified in the First Schedule;</p>

	<p>“Petroleum Contract” means petroleum agreement, petroleum license or any other agreement between parties engaged in Petroleum Operations;</p> <p>“Petroleum Industry” means the sector where petroleum operations are carried out;</p> <p>“Petroleum Operations” means all or any of the operations related to the upstream, midstream and downstream petroleum sector;</p> <p>“Start” means the date of the petroleum agreement, the grant of license, permit or the commencement of mid or upstream petroleum operations as the case may be when the exploration or production sharing contract becomes effective or, in the case of midstream operations the contract relating to any aspect of petroleum storage, transportation and refining. The award of production license resets the period to the Start with regards to oil production operations;</p> <p>“Sub-Plan” means a detailed plan within a long term local content plan or an annual local content plan;</p> <p>“Sub-Contractor” means a person or firm contracted by the Contractor or a licensee or any other entity involved in the upstream, midstream or downstream operations to perform a specified component of the Contractor’s or licensee’s obligations under a license issued pursuant to the Act; and,</p> <p>“Technical Core Staff” includes but not limited to engineers, technicians, geo-scientists, environmentalists and occupational health and safety experts;</p>
<p>Purpose of these Regulations</p>	<p>2. The Purpose of these Regulations is to: –</p> <p>(1) Maximize value addition through Local Content development and local participation in the petroleum industry.</p>

	<p>(2) Promote participation of Kenyans and Local Entities in provision of goods, works and services in the petroleum industry value chain and related industries that will sustain economic development.</p> <p>(3) Promote creation of employment through the use of local expertise along the entire value chain of the petroleum industry and to retain the requisite skills within the country.</p> <p>(4) Develop local capacity along the entire value chain of the petroleum industry through education, skills and technology transfer, research and development.</p> <p>(5) Enhance local ownership and use of local assets, goods, works and services in the Petroleum Industry.</p> <p>(6) Achieve the minimum levels of local participation in employment and supply of goods, works and services.</p> <p>(7) Promote development of competitiveness of local businesses.</p> <p>(8) Provide for a robust, transparent monitoring, enforcing and reporting mechanisms for local content obligations.</p>
Application of the Regulations	3. These Regulations shall apply to the Petroleum Industry.
Contractor's, licensee's or permit holder's responsibilities	<p>4. (1) A contractor, licensee or permit holder engaged in Petroleum Operations shall comply with requirements of the Act, these Regulations and any other applicable law.</p> <p>(2) A contractor, licensee or permit holder engaged in Petroleum Operations shall ensure that all its subcontractors, agents and any other person acting for it complies with the Act, these Regulations, and any other applicable law. Such contractor, licensee or permit holder shall be liable for any non-compliance by its agents.</p>

	<p>(3) Any person who contravenes the provisions of these Regulation shall commit an offense and be liable to the penalties prescribed in the Act.</p>
<p>Record of local capabilities</p>	<p>5. The Authority in consultation with relevant agencies shall: -</p> <ul style="list-style-type: none"> <li>(a) Develop and keep under regular review, a comprehensive register of local expertise, goods, works and services categories required to meet the needs of the petroleum industry;</li> <li>(b) Assess the capacity of the local industry to supply the goods, works and services identified under sub-regulation (1);</li> <li>(c) Develop and maintain a database that shall contain details of Local Entities and individuals who meet the criteria as may be set out by the Authority from time to time; and,</li> <li>(d) Develop guidelines including targets, format and measures aimed at progressively enhancing the capabilities of local enterprises to compete effectively on quality, price, quantity and reliability in the supply of goods, works and services required in the petroleum industry.</li> </ul>
<p><b>PART II- LOCAL CONTENT OBLIGATIONS</b></p>	
<p>Establishment of Physical Office</p>	<p>6. (1) A contractor, licensee, or permit holder shall at all times establish and maintain a functional physical office in Kenya.</p> <p>(2) The contractor, licensee or permit holder shall ensure—</p> <ul style="list-style-type: none"> <li>(a) that its physical project office is kept open on each business day .; and,</li> <li>(b) that at least one authorized officer of the contractor, licensee or permit holder is present at all times when the office is open.</li> </ul> <p>(3) The contractor, licensee, or permit holder carrying out Petroleum Operations shall maintain records related to Local Content development and implementation in the</p>

	<p>physical office established in sub-regulation (1) in strict compliance with these Regulations.</p> <p>(4) The contractor, licensee, or permit holder shall, during working hours, for purposes of assessment and verification, allow the Authority or an authorised officer, access to their facilities, documentation or information required for the verification of local content compliance.</p>
<p>Participation of Kenyan citizens and Entities</p>	<p>7.</p> <p>(1) Subject to Sub-Regulation (2), a contractor, licensee, or permit holder shall:</p> <p>(a) Give priority for the employment and engagement of qualified and skilled Kenyans at all levels of the value chain; and,</p> <p>(b) give priority to services and works provided and goods assembled, produced and manufactured in Kenya where the goods meet the specifications of Kenya Standards or best petroleum industry practices as approved by the Authority; and,</p> <p>(c) give priority to services and works provided and goods assembled, produced and manufactured by Kenyan entities.</p> <p>(d)</p> <p>(2) A contractor, licensee, or permit and common user holder shall comply with the obligations in sub-regulation (1) above by satisfying the thresholds provided in the Schedule. The Cabinet Secretary shall, on the advice of the Authority, conduct a five (5) yearly review of the minimum local content levels specified in the Schedule.</p>
<p><b>PART III- LOCAL CONTENT PLANS</b></p>	
<p>Requirement for submission of local content plan</p>	<p>8. Whenever:</p> <p>(a) a prospective contractor, licensee, or permit holder submits a bid for the award of a petroleum agreement or makes an application for a license, permit or approval for the grant of a right to engage in petroleum operations; or,</p>

	(b) a contractor, licensee, or permit holder enters into a contract period, year or phase as may be defined in a petroleum agreement, license, permit or other approval; such contractor, licensee, or permit holder shall submit a local content plan to the Authority in accordance with these regulations.
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**UPSTREAM PETROLEUM**

Submission of long-term local content plans	<p>9.</p> <p>(1) The Cabinet Secretary or the Authority shall:</p> <ul style="list-style-type: none"> <li>(a) during bidding rounds;</li> <li>(b) during the application of a non-exclusive exploration permit; and,</li> <li>(c) during the submission of a field development plan;</li> </ul> <p>require the submission of a long-term local content plan from prospective bidders, applicants or contractors as the case may be.</p> <p>(2) Long-term local content plans shall be reviewed by the Cabinet Secretary in the case of sub-regulation (1)(a) and the Authority in the case of sub-regulations (1)(b) and (1)(c).</p> <p>(3) A long-term local content plan submitted under sub-regulation (1) shall correspond to and be reviewed together with the activities in the respective work programme and budget obligations.</p> <p>(4) A contractor or permit holder shall revise a long-term local content plan at least once in every five (5) years and shall submit such revised plan to the Authority together with the work programme and budget.</p>
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Submission of annual local content plans	<p>10. –</p> <p>(1) A contractor or permit holder shall submit an annual local content plan to the Authority which shall correspond to and be reviewed together with the activities in the respective work programme and budget obligations</p>
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**MIDSTREAM AND DOWNSTREAM PETROLEUM**

Submission of long-term local content plan	<p>11.</p> <p>(1) An applicant for a construction permit, business license, operating license or approval for common use shall submit a long-term local content plan to the Authority.</p>
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	<p>(2) The local content plan submitted in sub-regulation (1) shall correspond with and be reviewed together with the intended activities under an application for a construction permit, business license, operating license or common use approval.</p> <p>(3) A business licensee, operating licensee or common user shall revise a long-term local content plan at least once in every five (5) years and shall submit such revised plan to the Authority together with an application for renewal of a business license, operating license or common use approval.</p>
<p>Submission of short-term local content plans</p>	<p>12. A construction permit holder, business licensee, operating licensee or common user shall submit a short-term local content plan which shall correspond with and be reviewed together with the intended activities under an application for renewal of a construction permit, business license, operating license or common use approval.</p>
<p>Submission of Local Content Plan</p>	<p>13. (1) A contractor, licensee, or permit holder shall submit to the Authority:</p> <p>(a) Long-term Local Content Plan which corresponds with the obligations of the:</p> <ul style="list-style-type: none"> <li>i. Petroleum Contract sixty (60) days after the execution of the contract;</li> <li>ii. permit within sixty (60) days of the issue date of a non-exclusive exploration permit; and,</li> <li>iii. field development plan at the submission of the field development plan to the Authority.</li> </ul> <p>(b) Annual Local Content Plan which corresponds with the annual work program and is consistent with the Long-term Local Content Plan three (3) months before the beginning of the subsequent contract or license year.</p>
<p>Review of Local content plans</p>	<p>14. (1) The Authority shall review and make a determination on the submitted Long-term Local Content Plan within ninety (90) days.</p>

	<p>(2) The Authority shall, review and make a determination on a submitted annual Local content plan within thirty (30) days.</p> <p>(3) The Authority may require the contractor, licensee, or permit holder to amend the Long-term Local Content plan where necessary to ensure continued consistency with annual Local Content plans.</p>
<p>Minimum local content levels</p>	<p>15.(1)A contractor, licensee, or permit holder carrying out Petroleum Operations shall achieve the minimum local content levels specified in the First Schedule.</p> <p>(2) Without limiting sub-regulation (2), the Authority shall take into account the work programme specified in the respective petroleum contracts or non-exclusive exploration permit in determining the minimum content to be achieved.</p>
<p>Contents of the Local Content Plan</p>	<p>16. (1) A local content plan shall have the following sub-plans:</p> <ul style="list-style-type: none"> <li>(a) Employment and Training;</li> <li>(b) Succession Plan for positions not held by Kenyans;</li> <li>(c) Research and Development;</li> <li>(d) Technology Transfer;</li> <li>(e) Legal Services;</li> <li>(f) Financial Services;</li> <li>(g) Insurance services; and</li> <li>(h) Any other sub-plan the Authority may prescribe from time to time.</li> </ul>
<p>Employment and Training sub-Plan.</p>	<p>17.(1) The Employment and Training Sub-Plan submitted by a contractor, licensee, or permit holder carrying out Petroleum Operations to the Authority shall include;</p> <ul style="list-style-type: none"> <li>(a) Employment <ul style="list-style-type: none"> <li>i. an outline of the hiring needs with the required skills;</li> <li>ii. estimated expenditure that will be incurred; and</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>iii. a time frame within which the contractor, licensee, or permit holder will provide employment opportunities for the Kenyans.</li> </ul> <p>(b) Training</p> <ul style="list-style-type: none"> <li>i. an outline of the training needs with a breakdown of the skills needed;</li> <li>ii. list of available on the job training openings;</li> <li>iii. project specific training requirements;</li> <li>iv. anticipated expenditure that will be incurred; and</li> <li>v. efforts made and procedures adopted for the accelerated training of Kenyans.</li> </ul> <p>(2) The contractor, licensee, or permit holder shall provide to the Authority a bi-annual report on the employment and training activities undertaken not later than thirty (30) days after the last day of June and December including: -</p> <ul style="list-style-type: none"> <li>(a) number of persons recruited during that period;</li> <li>(b) status and terms of the employment;</li> <li>(c) nationality of the persons employed;</li> <li>(d) number of persons trained;</li> <li>(e) number of trainings undertaken by the participants and field of trainings;</li> <li>(f) skills shortages in the Kenyan workforce; and</li> <li>(g) any other information required by the Authority for the purpose of implementing these Regulations.</li> </ul>
Work permits for Foreigners	18.(1)The contractor, licensee, or permit holder shall, apply for recommendation from the Authority prior to making any application for work permits for Foreigners to the

	<p>Government ministry, department or agency responsible for immigration.</p> <p>(2) The application referred to under subregulation (1) shall include—</p> <ul style="list-style-type: none"> <li>(a) job titles;</li> <li>(b) certified or notarised academic transcripts and curriculum vitae accompanied by recommendations certifying the experience and job history referenced;</li> <li>(c) a description of responsibilities;</li> <li>(d) the duration of the proposed employment in Kenya;</li> <li>(e) evidence that Kenyan nationals are not qualified for the job;</li> <li>(f) a training plan for the replacement of the Foreigner with Kenyan citizens; and,</li> <li>(g) any other information required by the Authority for purposes of implementing the provisions of the Act and these Regulations.</li> </ul>
<p>Succession sub-Plan</p>	<p>19.(1) A contractor, licensee, or permit holder carrying out upstream and midstream petroleum operations shall submit to the Authority a Succession sub-Plan for any employment position that is held by a non-Kenyan to ensure that the minimum Local Content levels specified in the First Schedule are met.</p> <p>(2) The Succession sub-Plan shall make provision for and require Kenyans to understudy a position held by a Foreigner for a maximum period of four (4) years after which the position occupied by the Foreigner shall be assumed by the Kenyan.</p>
<p>Research and Development sub-Plan and Budget</p>	<p>20.(1) A contractor, licensee, or permit holder carrying out upstream and midstream petroleum operations shall submit research and development sub-Plan and budget to the Authority for the promotion of education, industrial attachments and training in the country in relation to its overall work programme and activities.</p>

	<p>(2) The Research and Development sub-plan and budget submitted under sub-regulation 1 shall: -</p> <ul style="list-style-type: none"> <li>(a) outline a revolving three to five (3-5) year programme in-line with the Long-term Local Content Plan for petroleum related research and development initiatives to be undertaken in the country;</li> <li>(b) provide details of the estimated expenditure that will be made in implementing the Research and Development sub-Plan;</li> <li>(c) provide for public calls for proposals for research and development initiatives associated with the operations and criteria for selecting proposals which qualify for support; and,</li> <li>(d) provide the manner in which they shall collaborate with the Kenyan learning institutions and Kenyan citizens.</li> </ul>
<p>Technology Transfer sub-Plan</p>	<p>21.(1) A contractor, licensee, or permit holder carrying out upstream and midstream petroleum operations shall submit a technology transfer plan to the Authority.</p> <p>(2) Subject to sub-regulation (1) the Technology Transfer Plan submitted shall include a programme of planned initiatives aimed at promoting the effective transfer of technologies from the contractor, licensee or permit holder carrying out upstream and midstream petroleum operations to a Local Entity, established centers of excellence and citizens.</p>
<p>Support technology transfer to Kenya Companies</p>	<p>22.(1)A contractor, licensee, or permit holder engaged in upstream and midstream petroleum operations shall:</p> <ul style="list-style-type: none"> <li>(a) support and facilitate technology transfer by the formation of joint ventures, partnering of licensing agreements between Local Entities or citizens and foreign companies or contractors and service companies or supply companies; and</li> </ul>

	<p>(b) Partner with already accredited centers of excellence for continuous skills and knowledge transfer.</p> <p>(2) A contractor, licensee, or permit holder carrying out upstream and midstream petroleum operations, upon request by the Authority or on its own initiative, with the approval of the Cabinet Secretary shall support the establishment or upgrading of any facility in Kenya for technical, vocational or commercial work and technology transfer.</p>
Technology Transfer Report	<p>23. A contractor, licensee, or permit holder carrying out upstream and midstream petroleum operations shall submit a Technology Transfer report to the Authority no later than sixty (60) days after the end of each year stating the technology transfer initiatives being pursued and the current results in relation to the Technology Transfer sub-Plan.</p>
Insurance Services sub-Plan	<p>24. (1) A contractor, licensee, or permit holder shall insure all insurable risks related to Petroleum Operations in compliance with the provisions of the Insurance Act, Cap 487.</p> <p>(2) The insurable risks shall be insured through a Local Entity engaged in insurance brokerage or where applicable, a reinsurance broker.</p> <p>(3) The contractor, licensee, or permit holder carrying out Petroleum Operations shall seek approval from the Authority before procuring offshore insurance services.</p> <p>(4) In granting an approval under sub-regulation (3), the Authority shall ensure that reasonable efforts have been made to engage a Local Entity.</p>
Legal Services sub-Plan	<p>25. (1) A contractor, licensee, or permit holder carrying out Petroleum Operations that requires legal services shall give preference to the maximum extent possible to the services of</p>

	<p>a local Kenyan legal practitioner or law firm whose principal office is located in the country.</p> <p>(2) A non-local legal practitioner will only be hired where it has been proved to the satisfaction of the Authority that there is no Kenyan legal practitioner with the capacity to offer the service.</p>
<p>Contents of a Legal Services sub-Plan</p>	<p>26. The Legal Services sub-Plan submitted to the Authority shall include: –</p> <p>(1) a comprehensive report on legal services utilized in the preceding twelve (12) months highlighting the nature of services, the firms involved and the amount paid; and</p> <p>(2) forecast of legal services required during the ensuing twelve (12) months where applicable, and the projected expenditure for the services.</p>
<p>Financial Services</p>	<p>27.(1) A contractor, licensee, or permit holder carrying out Petroleum Operations that requires financial services shall give preference to Kenyan financial institutions.</p> <p>(2) A non-local financial institution will only be engaged where it has been proved to the satisfaction of the Authority that there is no Kenyan financial institution with the capacity to offer the service.</p>
<p>Financial Services Sub-Plan</p>	<p>28. A contractor, licensee, or permit holder carrying out Petroleum Operations who has submitted a Financial Services sub-Plan shall specify the following:</p> <p>(1) the financial services utilized in the preceding twelve (12) months highlighting the nature of services, the firms involved and the amount paid; and</p> <p>(2) a forecast of financial services required in the ensuing twelve (12) months and the projected expenditure for the financial services.</p>

<p>Operation of bank account in Kenya</p>	<p>29. A Contractor, licensee, or permit holder carrying out Petroleum Operations shall maintain a bank account in Kenya with a Kenyan bank for purposes of financial transactions.</p>
<p><b>Part V. INFORMATION AND REPORTING</b></p>	
<p>Quarterly reporting</p>	<p>30.(1). A contractor, licensee, or permit holder carrying out upstream and midstream petroleum operations shall submit quarterly reports for the goods, works and services procured in each quarter of the year to the Authority.</p> <p>(3) The quarterly reports in sub-regulation (1) shall be submitted no later than thirty (30) days after the end of each quarter.</p> <p>(1) The reports submitted under sub-regulation (1) shall be in the form and manner prescribed by the Authority from time to time.</p>
<p>Local Content performance report submission</p>	<p>31.(1) A contractor, licensee, or permit holder engaged in Petroleum Operations shall no later than sixty days after the end of each year submit to the Authority an annual Local Content performance report covering all its projects and activities for the year under review.</p> <p>(2) The report shall be in a format to be prescribed by the Authority and shall: -</p> <ul style="list-style-type: none"> <li>(a) specify by category the expenditure of the Local Content on both current and cumulative cost basis;</li> <li>(b) indicate the employment achievement in respect to the number of Kenyans and foreigners, their terms of employment and rank;</li> <li>(c) indicate the number of employees who have ceased employment and the reason thereof;</li> <li>(d) indicate the training, industrial and technology transfer availed to the employees;</li> <li>(e) indicate the actual procurement of goods, works and services; and</li> <li>(f) any other information the Authority may require.</li> </ul>

<p>Review of the Local Content performance report</p>	<p>32. Upon submission of the Local Content performance report, the Authority shall review the performance report compliance with the annual Local Content plan, these Regulations and the Act.</p>
<p>Public Education and Sensitization</p>	<p>33. The Authority shall ensure that public education and sensitization activities are undertaken to educate the public and industry stakeholders about the Local content policies strategies to enhance their implementation.</p>
<p>Communication of Local content policies</p>	<p>34. (1) A contractor, licensee, or permit holder carrying out Petroleum Operations shall; –</p> <ul style="list-style-type: none"> <li>(a) communicate Local content policies, procedures and obligations set out in these Regulations to all its agents and sub-contractors; and</li> <li>(b) monitor and ensure compliance with local content policies, procedures and obligations set out in these Regulations.</li> </ul> <p>(2) Notwithstanding sub-regulation (1), a contractor, licensee, or permit holder carrying out Petroleum Operations shall make available the local content policies, procedures and obligations on their respective websites.</p>
<p>Review of guidelines and procedures by the Authority</p>	<p>35. (1) The Authority shall review guidelines and procedures for the effective implementation of these Regulations.</p> <p>(2) Without limiting sub-regulation (1), the Authority shall, in consultation with relevant institutions, review guidelines for compliance by a contractor, licensee, or permit holder carrying out Petroleum Operations in respect of the following: -</p> <ul style="list-style-type: none"> <li>(a) requirements and targets for the growth of research and development of the petroleum industry in Kenya;</li> </ul>

	<p>(b) minimum standards, facilities, personnel and technology for training in the petroleum industry in Kenya;</p> <p>(c) investment in or setting up a facility, factory, production unit or other operation in the country to carry out any production or manufacturing or to provide any petroleum related service otherwise imported into the country; and</p> <p>(d) any other guidelines as may be determined by the Authority from time to time, generally for the implementation of these Regulations.</p>
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**Part VI .MONITORING**

<p>Local content Monitoring</p>	<p>36. The Authority shall monitor, inspect and verify the activities of each Contractor, licensee, or permit holder to ensure compliance with these Regulations.</p>
<p>Investigations</p>	<p>37.(1) The Authority may for the purposes of enforcing these Regulations initiate an investigation into an activity of contractor, licensee, or permit holder carrying out Petroleum Operations.</p> <p>(2) Without limiting sub-regulation (1), the Authority may launch investigations to ensure that: -</p> <p>(a) the Local Entity principal is not diluted by the operation of a Front; or</p> <p>(b) Bid Rigging and Cartelization are avoided in the procurement process.</p>
<p>Offenses and Penalties</p>	<p>38. A person who contravenes provision of these Regulations shall be liable to the penalties provided for, under section 124 of the Act.</p> <p>39.(1) Subject to any other offence or penalty specifically prescribed under the Act , a person who-</p>

	<p>(a) fails to comply with any direction given under these Regulations;</p> <p>(b) fails to allow inspection authorised under these Regulations; or</p> <p>(c) fails to make a submission, notification or report required by these Regulations;</p> <p>commits an offence and is liable on conviction to a fine not exceeding Kenya shillings one (1) million or imprisonment of not more than six (6) months or both.</p>
<p>Grievance redress</p>	<p>40. (1) A contractor, licensee, or permit holder dissatisfied with a decision of the Authority in respect of any matter provided for under these regulations may make a complaint to the Authority in writing.</p> <p>(2) The Authority shall acknowledge the receipt of the complaint in writing within five (5) days and attend to the complaint within thirty (30) days.</p> <p>(3) Where a contractor, licensee, or permit holder is not satisfied with the Authority's response to the complaint, the contractor, licensee, or permit holder may appeal to the Tribunal within thirty (30) days of the receipt of the Authority's response to the complaint.</p>
<p>Transitional Provisions</p>	<p>41. A contractor, licensee, or permit holder engaged in Petroleum Operations shall comply with these Regulations three (3) months after publication in the Kenya gazette.</p>

**FIRST SCHEDULE**

**MINIMUM LOCAL CONTENT IN EMPLOYMENT, GOODS, WORKS AND SERVICES**

**Part 1- LOCAL CONTENT LEVELS TO BE ATTAINED FROM DATE OF EFFECTIVENESS OF LICENCE OR PETROLEUM AGREEMENT**

**Regulations 9, 12 and 16**

**UPSTREAM**

	Item	Start	5 Years	10 Years
1.	Goods, Works and Services	10%	As per Part 2	As per Part 2
2.	Employment & training			
	(a) Management staff	30%	75%	100%
	(b) Core Technical Staff	10%	40%	55%
	(c) Other staff	80%	100%	100%

**MIDSTREAM**

	Item	Start	5 Years	10 Years
2.	Employment & training			
	(d) Management staff	30%	75%	100%
	(e) Core Technical Staff	10%	40%	55%
	(f) Other staff	80%	100%	100%

**DOWNSTREAM**

	Item	Start	5 Years	10 Years
2.	Employment & training			
	(g) Management staff	90%	100%	100%
	(h) Core Technical Staff	90%	100%	100%
	(i) Other staff	100%	100%	100%

## Part 2- Specific Levels to Be Achieved for Goods, Works and Services (Onshore)

### 1. Front End Engineering Design (FEED), Detailed Engineering and Other Engineering Services

Description	Start	5 Years	10 Years	Measuring Unit
1FEED and detailed engineering on onshore facilities	15%	30%	50%	Man-Hour

### 2. Fabrication and Construction

Description	Start	5 Years	10 Years	Measuring Unit
2.1: Terminal or oil movement systems	0%	10%	20%	Number
2.2: Drilling modules or packages	30%	50%	70%	Number
2.3: Accommodation module	60%	70%	100%	Number
2.4: Pipeline Systems	10%	40%	80%	Linear Metres
2.5: Utilities module of packages	10%	40%	80%	Number

### 3. Materials

Description	Start	5 Years	10 Years	Measuring Unit
3.1: Steel plates, flat sheets, sections	40%	80%	100%	Tonnage
3.2: Steel pipes	40%	80%	100%	Tonnage
3.3: Low voltage cables	60%	80%	90%	Length
3.4: High voltage cables	60%	80%	90%	Length
3.5: Valves and pumps	15%	35%	55%	Number
3.6: Drilling mud-barite bentonite	30%	50%	80%	Tonnage

3.7: Cement	60%	80%	90%	Tonnage
3.8: Heat exchangers and other piping accessories	10%	20%	40%	Number
3.9: Steel ropes and other mooring accessories	30%	60%	80%	Tonnage
3.10: Protective paints	10%	50%	75%	Litres
3.11: Glass reinforced epoxy (GRE) pipes	10%	30%	60%	Tonnage

#### 4. Well Drilling Services

Description	Start	5 Years	10 Years	Measuring Unit
4.1: Reservoir services	10%	20%	40%	Spend
4.2: Well completion services (permanent gauges & intelligent wells)	10%	20%	40%	Spend
4.3: Wirelines services (electric open holes, electric closed hole, slickline)	10%	25%	50%	Man-Hour
4.4: Logging While Drilling (LWD) (direction and inclination or Gamma ray)	10%	25%	55%	Man-Hour
4.5: Production or drilling service	10%	30%	60%	Man-Hour
4.6: Seismic data acquisition services	10%	40%	70%	Length
4.7: Well overhauling or stimulation services	10%	30%	60%	Man-Hour
4.8: Wellhead services	10%	30%	60%	Man-Hour

4.9: Directional surveying services	10%	20%	50%	Man-Hour
4.10: Cutting disposal services	40%	60%	80%	Man-Hour
4.11: Recutting inspection services	20%	45%	70%	Man-Hour
4.12: Cased hole logging services (gyro, perforation, gauges, gyro PLT performance, PLT gauges)	20%	50%	80%	Man-Hour
4.13: Well watch services	10%	30%	50%	Man-Hour
4.14: Cement services	20%	50%	70%	Man-Hour
4.15: Coiled tubing services	20%	35%	70%	Man-Hour
4.16: Mud-Pumping services	10%	40%	70%	Man-Hour
4.17: Fluid or bottom hole sampling services	20%	50%	60%	Man-Hour
4.18: OCTS services (cleaning hard banding, recutting, rethreading, storage)	10%	40%	70%	Man-Hour
4.19: Well crisis management services	10%	15%	40%	Man-Hour
4.20: Petrophysical interpretation services	15%	40%	60%	Volume/ Man-Hour
4.21: Extended well test or early production services	10%	10%	20%	Man-Hour
4.22: Rental of drill-pipe	10%	50%	65%	Man-Hour

### 5. Research and Development Relating to In-Country Services

Description	Start	5 Years	10 Years	Measuring Unit
5.1: Engineering studies-reservoir, facilities, drilling etc.	10%	20%	40%	Spend
5.2: Geological and geophysical services	10%	25%	40%	Spend
5.3: Safety and environmental studies	20%	50%	70%	Spend
5.4: Local materials substitution studies	20%	40%	70%	Spend

### 6. Exploration, Subsurface, Petroleum Engineering & Seismic Services

Description	Start	5 Years	10 Years	Measuring Unit
6.1: Onshore seismic data acquisition services	10%	30%	40%	Spend
6.2: Seismic data processing services	30%	40%	50%	Spend
6.3: Geophysical interpretation services	10%	30%	70%	Spend
6.4: Geological evaluation services (organic geochemistry, petrology, diagenesis, Geostratigraphy, fluid characterization, PVT, core analysis, flooding) services	10%	30%	60%	Spend
6.5: Mud logging services	10%	20%	50%	Spend
6.6: Coring services	10%	20%	30%	Spend

6.7: Well testing services	10%	30%	60%	Spend
6.8: Drilling rigs (land)	10%	40%	50%	Man-Hour
6.9: Snubbing services	10%	30%	60%	Spend

## 7. Supply and Disposal Services

Description	Start	5 Years	10 Years	Measuring Unit
7.1: Disposal, distribution and waste transport services	80%	90%	100%	Spend
7.2: Rental of Cranes and Special Vehicles	30%	40%	50%	Spend
7.3: Freight forwarding, logistic management services	80%	90%	100%	Spend
7.4: Supply base, warehouse, storage services	80%	90%	100%	Spend
7.5: Truck, package product, transportation services	80%	90%	100%	Spend

## 8. Health, Safety and Environment Services

Description	Start	5 Years	10 Years	Measuring Unit
8.1: Site clean-up services	90%	100%	100%	Man Hour
8.2: Pollution control	20%	35%	50%	Spend
8.3: Waste water treatment and disposal services	40%	60%	90%	Man Hour
8.4: Fire and gas	40%	60%	80%	Man Hour

protection system services				
8.5: Ventilation, heating, sanitary services	50%	70%	85%	Man Hour
8.6: Waste disposal, drainage services	50%	80%	90%	Man Hour
8.7: Industrial cleaning services	50%	80%	90%	Man Hour
8.8: Safety, protection, security, fire-fighting systems services	30%	50%	100%	Man Hour
8.9: Preservation of mechanical and electrical components services	35%	55%	90%	Spend
8.10: Equipment brokerage services	30%	50%	100%	Man Hour
8.11: Temporary accommodation camp services	50%	60%	80%	Spend
8.12: Catering services	100%	100%	100%	Spend
8.13: Cleaning and laundry services	100%	100%	100%	Spend
8.14: Security services	100%	100%	100%	Spend
8.15: Medical services	40%	80%	100%	Spend
8.16: Information Technology services	30%	50%	80%	Spend
8.17: Other supporting services	50%	80%	90%	Spend

### Part 3 – Local Content Levels for Offshore Mid & Upstream Petroleum

	Item	Start	5 Years	10 Years
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1.	<b>Offshore Mid &amp; Upstream Petroleum: Goods, Works Services, Recruitment and Training</b>	<b>10%</b>	<b>15%</b>	<b>20%</b>
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