

Making a
difference...



OIL SEARCH LIMITED

ABOUT THIS BOOK

This report covers the performance of Oil Search Limited (Oil Search or the Company) and the activities over which Oil Search had operational control during the year ended 31st December, 2011. This is the first sustainability Data Book published by Oil Search. The report data covers our active drilling and production activities in Papua New Guinea (PNG). Our operations in the Kurdistan region of Iraq, Yemen and Tunisia are included where noted. The report does not include the PNG LNG project as operational control rests with Esso Highlands Limited – www.pnglng.com. However the report does include our associated gas activities related to the project.

Where required, the following annual conversion rates have been used:

2009 PGK 1.0 = US\$ 0.3806 2009 AUD 1.0 = US\$ 0.7915

2010 PGK 1.0 = US\$ 0.3833 2010 AUD 1.0 = US\$ 0.9187

2011 PGK 1.0 = US\$ 0.4248 2011 AUD 1.0 = US\$ 1.0318

All financial figures in this Book are quoted in USD.

DETERMINING REPORT CONTENT

The process for determining the indicators contained in this Book aimed to achieve comparability both year on year and externally with peers and industry benchmarks, ensure the reliability of the data reported, and meet internal and external stakeholder expectations. Consideration was also given to other reporting requirements and frameworks, such as the Global Reporting Initiative's G3.1 Sustainability Reporting Guidelines (GRI Guidelines), the UN's Millennium Development Goals and our internal and external reporting requirements to ensure the Data Book complemented or addressed other reporting needs. We intend to report on a similar set of indicators going forward, with adjustments made as required to reflect changes in our business and practices.

ASSURANCE

Deloitte has provided independent limited assurance over our GRI self-declaration our self-declaration of having applied the GRI Guidelines at application level C+ using the Australian Standard on Assurance Engagements (ASAE) 3000. The GRI content index self-declaration and the Assurance Statement from Deloitte are accessible at www.oilsearch.com/sustainability/sustainability-reporting.html.

CHANGES MADE TO PRIOR REPORTING PERIODS

Considerable focus was placed this year on ensuring the accuracy and completeness of our sustainability data. This has led to the restatement of our 2010 greenhouse gas inventory, and minor changes to community development investment amounts, workforce breakdowns and turnover as previously reported in our 2010 Report. An error was noted in the safety figures reported in the 2010 Sustainability Report, which have also been rectified in this Book. Further detail on the reason for these restatements and their effect can be found in the relevant sections of the 2011 Sustainability Data Book.

CONTACT INFORMATION

For additional information, or to provide feedback on any of the reports, please contact our Corporate Sustainability team at sustainability@oilsearch.com.

OUR 2011 SUSTAINABILITY REPORTING SUITE

The purpose of this Data Book is to supplement our other sustainability reporting with a more detailed and comprehensive view of our sustainability performance year on year. It is primarily directed towards investors, analysts and other stakeholders interested in comparing and analysing our performance across multiple years.



Oil Search 2011 Annual Report

PUBLISHED & ONLINE



Oil Search 2011 Sustainability Report

ONLINE



Oil Search 2011 PNG Summary Sustainability Report (Tok Pisin)

PUBLISHED & ONLINE



Oil Search 2011 Case Study Book 'Connections'

PUBLISHED & ONLINE



Oil Search 2011 Sustainability Data Book

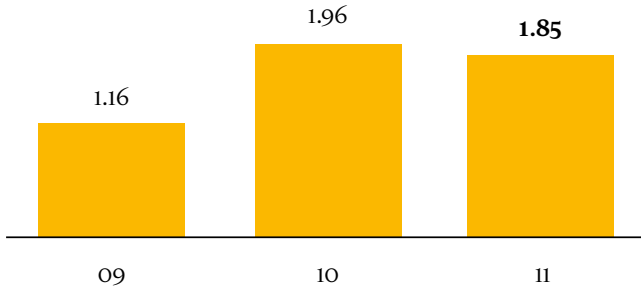
ONLINE



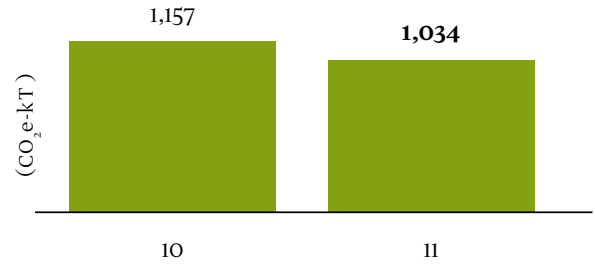
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KEY PERFORMANCE SUMMARY

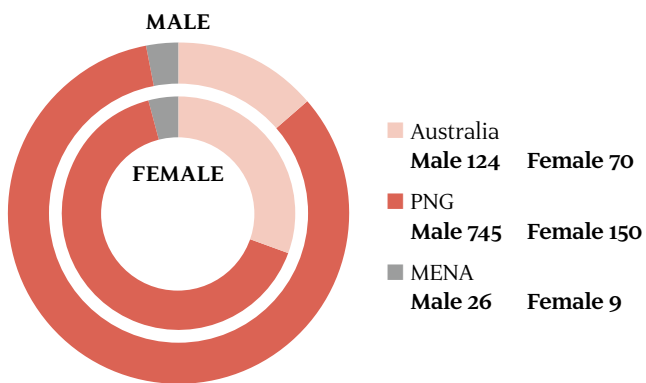
TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR)



GREENHOUSE GAS EMISSIONS AT SIGNIFICANT AREAS OF OPERATION



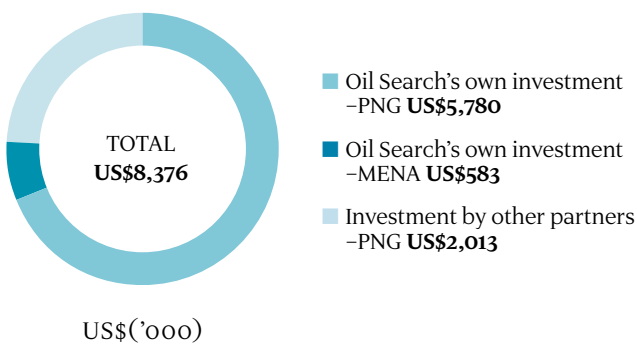
TOTAL WORKFORCE BY LOCATION



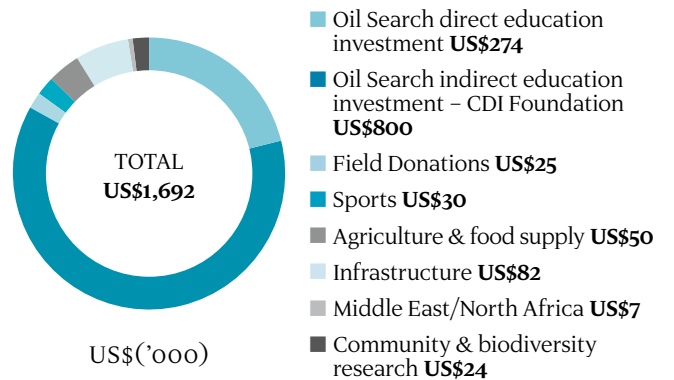
DIVERSITY IN SENIOR MANAGEMENT



TOTAL INVESTMENT IN OIL SEARCH COMMUNITY HEALTH PROGRAMMES



TOTAL COMMUNITY DEVELOPMENT INVESTMENT



		2009	2010	2011
Wealth Distribution	Benefit Payments to PNG Department of Petroleum and Energy (US\$ '000)	11,194	13,600	16,403
Community Health	Total investment in Oil Search community health programmes (US\$ '000)	2,710	3,470	8,376
	OSL contribution to community health investment (US\$ '000)	1,687	1,948	6,363
	Number of people who received an HIV test in the last 12 months and who know their results	2,463	4,335	5,129
	Annual malaria parasite incidence (per 1,000 population)	218	315	120
	Number of births attended by skilled health workers	n/a	317	661
Community Development	Total (US\$ '000) community investment	1,429	1,262	1,692
	Total (US\$ '000) paid to local PNG Landowner Companies (Lancos)	41,905	54,303	64,114
People	Total number of employees at all areas of operation	970	1,042	1,124
Diversity	% women in Senior Management	5%	6%	10%
	% PNG citizens in Senior Management	25%	23%	22%
Safety	Total recordable safety injuries	10	20	21
	Total recordable injury frequency rate (TRIFR)	1.16	1.96	1.85
Environment	Total CO ₂ e – kT emissions	n/a	1,157	1,034
	Emissions intensity (CO ₂ e – kT/mmboe)	n/a	8.2%	8.6%
	Number of liquid spills greater than 100 litres	14	11	11

n/a indicates this information is not available for this period.

LOCAL
WEALTH
DISTRIBUTION



LOCAL WEALTH DISTRIBUTION

One of our key strategic objectives for 2011 was to increase the transparency of our key government and contractor payments. These tables below summarise three key payment streams:

1. Benefits (i.e. royalties and levies);
2. Taxes; and
3. Amounts paid to local PNG contractors (Land owner companies (Lancos)).

As benefits are paid as a percentage of revenue earned, they were lower in 2009 due to a drop in the global oil price caused by the global economic downturn. Benefits paid slowly increased over the three years due to increases in the global oil price which more than offset gradually declining production levels.

In 2011, petroleum tax paid increased 43% due predominantly to increases in oil price. Taxes paid in 2009 were low due to a low oil price and the application of tax refunds for prior year tax differences.

All Kurdistan region of Iraq payments in 2011 relate to the Taza licence which was converted into a full production sharing contract (PSC) during the year. These payments include a US\$40 million capacity building bonus and payments to three funds, as required under the PSC: the Training, Environment and Personnel funds.

Additional disclosures on payments made can be found in the Oil Search PNG Benefits Payment Report and the aggregate PNG extractives industry payments report. Both will be available on our website and are due to be published in mid-2012.

For further information on our wealth distribution and transparency programmes please see pages 20–25 of our 2011 Sustainability Report available at www.oilsearch.com/sustainability/sustainability-reporting.html.

BENEFIT PAYMENTS TO PNG DEPARTMENT OF PETROLEUM AND ENERGY (DPE)

US\$ ('000)	2009	2010	2011
Royalties	8,365	9,957	11,961
Development levies	2,829	3,643	4,442
Total	11,194	13,600	16,403

TAXES PAID TO PNG INTERNAL REVENUE COMMISSION (IRC)

US\$ ('000)	2009	2010	2011
Petroleum tax	71,467	116,552	166,852

LOCAL WEALTH DISTRIBUTION

PAYMENTS TO PNG LANDOWNER COMPANIES (LANCOS)

US\$ ('000)	2009	2010	2011
Total (US\$ '000) paid to Lancos	41,905	54,303	64,114
Moran Development Corporation	3,144	-	-
Maka Investment Corporation	4,031	5,245	6,654
Kutubu Security Services	3,019	2,224	2,486
Kawaso Limited	3,400	3,290	3,732
Yasuku Oil & Gas Investment	127	114	107
Trans Wonder Land Limited	6,067	19,244	22,620
Kutubu Catering	7,242	7,826	11,516
MUJV	n/a	1,820	988
Fofari Limited	901	-	-
Gobe Field Engineering	3,862	2,154	2,779
Gobe Freight Services	3,217	3,707	4,627
Civpac Limited	165	-	-
Gobe Catering	1,224	1,564	1,878
Gigira Development Corporation	1,732	2,429	1,490
Eurest Gigira Camp	907	1,218	1,214
Kikori Oil Investments	2,869	3,467	3,839
Moran Ina Naga Limited	n/a	n/a	184

n/a indicates no contract was in place.

BENEFIT PAYMENTS AND TAXES PAID - MENA

Yemen

PAYMENTS TO MINISTRY OF OIL AND MINERALS US\$ ('000)	2009	2010	2011
Training Bonus	89	89	89
Institutional Bonus	79	79	79
Social Development Bonus	79	79	79
Research and Development Contribution	59	59	59
Databank Development Contribution	38	38	38
Total	344	344	344

TAX PAID US\$ ('000)	2009	2010	2011
Fixed tax	407	609	156

Kurdistan Region of Iraq

PAYMENTS TO KURDISTAN MINISTRY OF NATURAL RESOURCES US\$ ('000)	2009	2010	2011
Capacity Building Bonus	10,000	-	40,000
Training Bonus	27	-	113
Environment Fund	-	-	113
Personnel Fund	-	-	188
Total	10,027	-	40,414

Tunisia

PAYMENTS TO ETAP (STATE OIL COMPANY) US\$ ('000)	2009	2010	2011
Training Bonus	100	100	100

LOCAL WEALTH DISTRIBUTION

NOTES

All payments relate to material amounts paid directly by Oil Search Limited for Oil Search Limited or on behalf of Joint Venture Partners where we are the operator.

'Royalties'

- Payer** Royalties are paid in PGK by the Petroleum Operator, Oil Search, on behalf of licence area joint venture partners.
- Payee** Royalties are paid to the PNG National Government through the Department of Petroleum and Energy. Royalties are redistributed, to impacted provincial & local level governments, and landowners (of which 40% are direct cash payments to landowners, 30% payments to the Future Generations Trust, and 30% to the Community Infrastructure Trust).
- Basis** Calculated at a rate of 2% of the well head value of oil or gas produced. The figures indicated relate to Oil Search Limited's own portion.

'Development levies'

- Payer** Development Levies are paid in PGK by the Petroleum Operator, Oil Search on behalf of licence area joint venture partners.
- Payee** Development Levies are paid to the National Government through a trust account administered by the Department of Petroleum and Energy. These are redistributed to affected Provincial Governments and Local Level Governments for community infrastructure projects.
- Basis** Under the Oil & Gas Act (1998), operators of petroleum projects which commenced after 1998 are required to pay this benefit. It is calculated at 2% of the well head value of the petroleum produced.

'Petroleum tax'*

- Payer** Petroleum or Income tax is paid in USD by each JV partner on each License.
- Payee** PNG Government through the Internal Revenue Commission into consolidated state revenue.
- Basis** Calculated as a percentage levy on net profit by joint venture. The figure indicated relates to Oil Search Limited's own portion aggregated from the various producing licenses under which we operate.

* This data excludes the portion of petroleum tax (0.75% ceiling) made available to fund infrastructure projects under the Tax Credit Scheme. Further information on the Tax Credit scheme can be found on page 40 of the 2011 Sustainability Report.

'PNG Landowner Payments'

- Payer** Payments in PGK to Landowner Companies for goods and services.
- Payee** Landowner companies with contracts and agreements with OSL as operator as part of Local Business Development plans.
- Basis** Based on agreed contract scopes and schedule of rates. The figures indicated include both amounts relating to Oil Search Limited and amounts paid by Oil Search on behalf of joint venture partners.

'Stamp duties, Import taxes' have not been reported as this information was unable to be obtained from logistic and freight partners.

'Salary and wages tax' have not been reported this year however we look to report this in the future.

MENA Payments: Yemen payments are for two licences, Block 3 and Block 7 in the Shabwa basin - all bonuses are fixed in the production sharing contract. Kurdistan Region of Iraq payments are for the Shakal PSC (Oil Search 15%) and the Taza PSC (Oil Search 75%), which originated as the Block K42 Option. Tunisia payments shown are for the Tajerouine permit. All figures are as paid based on the requirements of the various PSCs and Licence agreements in place.

COMMUNITY
HEALTH



COMMUNITY HEALTH

Investment into our community health programmes more than doubled from 2010 to 2011, reflecting the increase in activity driven by the commencement of the Oil Search Health Foundation. The value of Oil Search contributions in PNG increased from US\$1.6 to US\$5.8 million, consisting largely of our first donation to the Oil Search Health Foundation of US\$3.7 million.

HIV

Of those tested for HIV, 0.9% tested positive, a slight increase from 0.7% in 2011. This result emphasises the importance of scaling up HIV testing in the community. There was an increase in the proportion of HIV+ pregnant women receiving treatments to prevent mother to child transmission (PMTCT) of HIV from 33% in 2010 to 100% in 2011, and consequently no infants who were part of the PMTCT programme were diagnosed as HIV+ in either 2010 or 2011. Although there has been an improvement in the proportion of adults and children with advanced HIV infection receiving anti-retroviral therapy (ART), there is room for improving this as the programme matures, in particular in the Southern Highlands. Similarly, retention of patients commenced on ART is a significant issue in the Southern Highlands. The development of interventions to improve adherence on treatment is a priority objective for 2012.

MALARIA

The annual malaria indicators in the project area improved from 2010 to 2011, positively responding to strategic and financial investments. Overall incidence decreased over the period from 315 in 2010 to 120 per 1,000 people in 2011. This amounts to more than a 50% decrease in the number of people testing positive to malaria from all in and out patient services across all health facilities in the project area. Laboratory results reflect this trend, with total slides indicating a decrease from a positive malaria rate of 42.8% (2010) to 21.8% in 2011. The management handover of the project to a local partner to improve the potential for sustainability, with Oil Search improving project delivery and better management systems, will continue to strengthen the community malaria programme.

MATERNAL AND CHILD HEALTH

Maternal and child health outcomes improved in 2011 throughout the project area at Kikori and Kutubu across all indicators. There was an increase in the number of women accessing health facilities for maternal healthcare, from 384 in 2010 to 1300 in 2011. This trend displays the engagement of the community and the strengthening of health workers' capacity and the health system. The focus training, improvements in vaccine supply and logistics, outreach activities, quality assurance measures and monitoring resulted in immunisation coverage increasing by 25% in 12 months.

MIDDLE EASTERN NORTH AFRICA (MENA)

Health efforts in MENA focused on supporting basic medical facilities and mobile clinics, providing immunisation, and women's health services. Our focus in Yemen was in the remote Shabwa Basin, while in the Kurdistan Region of Iraq we provided assistance to refurbish a number of health clinics in the Taza region of our project area.

More detail on the basis of preparation for these indicators can be found in **Appendix A – Community Health**.

For further information on our community health programmes please see pages 29–35 of our 2011 Sustainability Report available at www.oilsearch.com/sustainability/sustainability-reporting.html.

COMMUNITY HEALTH INVESTMENT

US\$ '000	2009	2010	2011
Total investment in Oil Search community health programmes	2,710	3,470	8,376
OSL community health investment (US\$'000)			
OSL contribution to PNG health investment	1,043	1,583	5,780
OSL contribution to MENA health investment	644	365	583
Total OSL community health investment	1,687	1,948	6,363
Donor investment in Oil Search Health Programmes (US\$'000)			
Asian Development Bank	418	27	–
Others	605	1,495	2,013
Total donor investment in Oil Search community health programmes	1,023	1,522	2,013

COMMUNITY HEALTH

PNG HIV PROGRAMME PERFORMANCE

	2009	2010	2011
Number of condoms distributed	38,229	76,666	96,011
Number of people who received an HIV test in the last 12 months and who know their results	2,463	4,335	5,129 ¹
Number of pregnant women who were tested for HIV and who know their results	755	1,081	1,451 ¹
Percentage of HIV-infected pregnant women who received anti-retrovirals to reduce the risk of mother-to-child transmission	50	33	100
Number of health facilities with post-exposure prophylaxis available	6	6	6
Number of cases of sexually transmitted infections (STIs) treated	n/a ²	1,003	1,373
Percentage of adults and children with advanced HIV infection receiving anti-retroviral therapy	46	78	79
Number of health facilities that offer HIV anti-retroviral therapy	5	13	25
Percentage of women and men who are HIV infected	1.6	0.7	0.9
Percentage of infants born to HIV-infected mothers who are infected	17	-	-
Percentage of adults and children with HIV known to be on treatment 12 months after initiation of anti-retroviral therapy	n/a	72	69

PNG MALARIA PROGRAMME PERFORMANCE

	2009 ³	2010 ³	2011 ³
Number of people with access to anti-malarial treatment (at MSK or health facility)	8,000	8,000	8,000
Annual malaria parasite incidence (per 1,000 population)	218	315	120
Proportion of deaths attributed to malaria within target area among children younger than 5 years of age	0.14	0.10	0.0
Percentage of slides or rapid diagnostic tests found positive among all slides and rapid diagnostic tests	42.40	42.80	21.80
Number of people with fever receiving antimalarial treatment through home based management	1,365	2,250	1,189

PNG MATERNAL AND CHILD HEALTH PROGRAMME PERFORMANCE

	2009	2010	2011
Number of Antenatal Care first attendances	n/a	384	1300
Number of healthcare workers trained in Basic Emergency Management of Obstetric Care	n/a	20	36
Percentage of women at least two tetanus toxoid vaccinations in their last pregnancy	n/a	n/a	63%
Number of births attended by skilled health workers	n/a	317	661
Percentage of children <5 completely immunised	n/a	52%	77%

COMMUNITY HEALTH

NOTES

1. Due to difficulty obtaining all records back from remote Oil Search medical centres by the reporting date, the data for 2011 is slightly understated and will be restated in 2012 to reflect actuals for the year.
2. n/a indicates the indicator is new and data not available for this year.
3. Final consolidation of hard copy data into electronic data in early 2012 may alter these figures slightly when reported in future periods.

'HIV programmes' operate in the Kutubu, Kikori and Hides areas.

'Number of health facilities that offer HIV anti-retroviral therapy' refers to 17 GoPNG community clinics which Oil Search supports and 8 Oil Search clinics.

'Malaria programmes' operate in the Kutubu area.

'Maternal and child health programmes' operate in the Kutubu, Kikori and Hides areas, with the exception of 'percentage of children < 5 years old completely immunised' and 'percentage of women with at least two Tetanus Toxiod vaccinations in their last pregnancy; as coverage for these is limited to the Kutubu area only.

'Number of health care workers trained in Basic Emergency Management of Obstetric Care' relates in 2010, to training in the Kutubu area and in 2011, to training in the Tari and Milne Bay areas.

COMMUNITY DEVELOPMENT



COMMUNITY DEVELOPMENT

For the last three years Oil Search's community development focus has been on education and training, agriculture, health and sports development. These annual focus areas are communicated to non-governmental organisation partners so they can align their annual activities to support these focus areas. Funding for community development activities is linked to oil production and thus as this declines so do funds available to support these activities. Periodic assessments of the effectiveness of the various programmes and initiatives assist to direct our efforts to where they are most effective. This has led to the end of the Sports programme funding in 2011, with funding in 2012 to be directed towards our agricultural and education programmes.

The Department of Education Primary and In-service training programme commenced in 2011 after a change in PNG teaching qualification legislation created this training need. The number of tertiary sponsorship graduates has reduced due to: reduced number of participants each year in line with decreasing sponsorship budgets; varying course length; and increasing course fees.

The majority of our Middle East/North Africa (MENA) community development focus related to education initiatives in Tunisia and the Kurdistan Region of Iraq including the provision of university sponsorships.

Movement year on year in the number of contacts recorded, field visits held and community meetings held is driven by changes in the focus of operations each year, as some operational activities drive greater engagement.

For further information on our activity in our communities please see pages 26–41 of our 2011 Sustainability Report available at www.oilsearch.com/sustainability/sustainability-reporting.html.

Changes made to prior reporting periods:

Increased rigour around the accuracy of the data, has meant a number of the community development spend amounts reported in the 2010 Sustainability Report have been restated. Changes have been made in the following areas: Field Donations restated from US\$50,000 to US\$29,422; Agriculture & food supply restated from US\$70,000 to US\$67,917; Tertiary Sponsorships restated from US\$189,000 to US\$175,278; and Sports restated from US\$60,000 to US\$42,680.

COMMUNITY DEVELOPMENT INVESTMENT

US\$ ('000)	2009	2010	2011
Total Oil Search community development investment	1,429	1,262	1,692
Direct PNG community development investment by type US\$ ('000)			
Department of Education Primary and In-service (DEPI) training	–	–	29
Landowner Business Development (LBD) training	–	35	82
Oil Search Tertiary Sponsorships	170	175	163
Field Donations	33	29	25
Sports	48	43	30
Agriculture & food supply	66	68	50
Infrastructure	113	101	82
Total direct PNG community investment	429	452	461
Indirect PNG community development investment US\$ ('000)			
OSL Community and Biodiversity Research*	n/a	n/a	424
OSL investment in community based non-governmental organisations CDI Foundation	1,000	800	800
Total indirect PNG community development investment	1,000	800	1,224
Total MENA community development investment	–	10	7

* n/a indicates this information is not available for this period.

Totals may not add up due to rounding.

COMMUNITY DEVELOPMENT

TERTIARY SPONSORSHIP GRADUATES

	2009	2010	2011
Tertiary sponsorship graduates	41	29	14

COMMUNITY INTERFACE

Community interactions in project areas (PNG)

Number of community meetings held	701	473	504
Number of field visits	1582	1386	950
Contacts recorded	2580	2301	1992

NOTES

The information above relates to our activities in Oil Search project impact areas: Hides, Kutubu, Moran, Gobe and Kikori Pipeline region.

'Community and Biodiversity Research' includes the funds used to conduct Phase II of our on-going research into the Lake Kutubu area. The exact investment amount for Phase I of this work, conducted in 2010, was unavailable.

'Community interface' data has been sourced directly from our Community Affairs Interaction Management System (CAIMS).

'Field Donations' were provided to local school and health facilities to improve their effectiveness and include the provision of: school stationery, desks, and sports equipment, sewing machines and wheelbarrows.

'Infrastructure' payments are those driven by our Community Area Planning (CAP) Programme which are projects jointly implemented by Oil Search and the recipient communities. We contribute materials that cannot easily be accessed locally by community members, such as cement, building materials, and skilled trade techniques, while the communities provide labour and land.



OIL SEARCH
PEOPLE

OIL SEARCH PEOPLE

Our global workforce has grown 8% from 1,024 in 2010 to 1,124 in 2011, due mostly to new hires relating to the commencement of the Associated Gas Related Project (AGRP) and PL2 Life Extension (PL2 LE) Project. A number of these new hires were expatriate or Australian based employees on fixed term contracts, hired to provide particular technical skills to a specific stage of the project schedule. These employees impact a number of our employee breakdowns, including the percentage of PNG national employees in our total workforce, which decreased in 2011 to 66% from 68% in 2010, as well as turnover rates. If new hires relating to the AGRP and PL2 LE projects are removed from the overall headcount, the percentage of PNG national employees in the workforce in 2011 would be considerably higher.

DIVERSITY

The number of PNG nationals in senior management positions remained at 15; however the overall growth of the workforce meant the percentage of PNG nationals in senior management decreased from 23% to 22%. Within PNG, the representation of PNG nationals both in the general PNG workforce and PNG senior management is much higher. The percentage of PNG nationals in the PNG senior management team increased in 2011 to 58% from 56% and PNG nationals represented 83% of the total PNG workforce. The low numbers of female expatriate employees in PNG are caused by the remoteness of operational sites, the low attractiveness of rotational work for women in family-rearing life stages and general shortage worldwide of female technical specialists in the resource sector. The number of expatriate women increased from 3 in 2010 to 8 in 2011, and the overall percentage of women in the PNG workforce increased from 16% in 2010 to 17% in 2011. Further increases in our diversity performance will be driven by our Diversity policy and corresponding strategies and objectives.

Overall there is no significant difference in pay between our male and female employees in Australia, the male to female ratio is 1 to 0.97. In PNG however females are paid 10% more than male employees. This is a reflection of the important role many women in PNG play in providing the family income. The small number of employees in the Employee, Senior Management and Technical Manager Categories in Australia, and the Senior Manager or Technical Expert categories in PNG has the potential to skew the interpretation of these categories year on year. This is because a change in one employee's remuneration or employment status has the potential to greatly impact the overall ratio.

TURNOVER

Lower turnover rates provide an indication of the success of the PNG national retention strategy, implemented during the construction phase of the PNG LNG Project. Due to the comparative size of our PNG based workforce, this downward trend in turnover has influenced the overall downward trend for the company. Differences are apparent however in the expatriate PNG workforce, for which male turnover increased in 2011 to 12% from 9% in 2010 (female expatriate turnover was 0% for both years). High demand for skilled employees in the resource sector worldwide impacts our performance in this regard, however the > 50 age group, which represents 52.3% of the expatriate population, is the group with the lowest turnover rate in 2011, of 10%.

For further information on our people and human resource programmes please see pages 42–49 of our 2011 Sustainability Report available at www.oilsearch.com/sustainability/sustainability-reporting.html.

Changes from prior periods:

Increased rigour around ensuring the accuracy of the data, has meant a number of the Oil Search People data reported in the 2010 Sustainability Report has been restated. Minor changes have been made in the following areas: PNG workforce breakdown, and male expatriate annual turnover. In addition, the definition of Senior Management has been changed in 2011 to better reflect our management structure, and both prior years' data has been restated to reflect this new definition.

OIL SEARCH PEOPLE

WORKFORCE

TOTAL WORKFORCE	2009	2010	2011
Total Oil Search workforce	970	1,042	1,124

TOTAL WORKFORCE BY LOCATION	2009		2010		2011	
	M	F	M	F	M	F
Australia	118	61	123	64	124	70
PNG	643	115	690	127	745	150
MENA	26	7	28	10	26	9
Total	787	183	841	201	895	229

AUSTRALIA AND PNG WORKFORCE BY EMPLOYMENT TYPE

Permanent full-time	703	159	725	167	757	193
Permanent part-time	1	6	1	5	1	6
Fixed term contract	56	8	77	17	108	17
Casual	1	3	10	2	3	4
No. of flexible work arrangements	0	0	0	0	0	0
Total	761	176	813	191	869	220

PNG NATIONAL WORKFORCE BY GENDER AND WORK CATEGORY

Graduates and Apprentices	46	9	68	10	45	6
Employees	257	48	242	52	258	65
Supervisors/Professional or Technical	160	34	189	40	213	49
Managers or Technical Specialists	61	19	70	19	73	19
Senior Managers or Technical Experts	11	2	11	3	11	3
Executive	1	0	1	0	1	0
Total	536	112	581	122	601	142

PNG EXPATRIATE WORKFORCE BY GENDER AND WORK CATEGORY

Graduates and Apprentices	0	0	0	0	0	0
Employees	0	0	0	0	0	0
Supervisors/Professional or Technical	51	2	55	3	86	2
Managers or Technical Specialists	46	1	42	0	48	5
Senior Managers or Technical Experts	9	0	11	0	9	1
Executive	1	0	1	0	1	0
Total	107	3	109	3	144	8

OIL SEARCH PEOPLE

DIVERSITY

DIVERSITY IN THE WORKFORCE	2009	2010	2011
Total number of female employees	183	201	229
% women in workforce	19%	19%	20%
Total number of PNG nationals	648	705	743
% PNG nationals in workforce	67%	68%	66%

DIVERSITY IN THE PNG WORKFORCE			
Total number of female employees	115	127	150
% women in PNG workforce	15%	16%	17%
Total number of PNG national employees	648	705	743
% PNG nationals in PNG workforce	85%	86%	83%

DIVERSITY IN SENIOR MANAGEMENT	2009	2010	2011
Number of female Senior Manager or Technical Experts	3	4	7
Number of PNG national Senior Manager or Technical Experts	13	14	14
Total number Senior Manager and technical experts	48	55	60
Number of female executives	0	0	0
Number of PNG national executives	1	1	1
Total number of executives	9	10	9
Number of females in Senior Management Team	3	4	7
Number of PNG nationals in Senior Management Team	14	15	15
Total Senior Management Team	57	65	69
% women in Senior Management team	5%	6%	10%
% PNG nationals in Senior Management team	25%	23%	22%

DIVERSITY IN PNG SENIOR MANAGEMENT			
% women in Senior Management team in PNG	8%	11%	12%
% PNG nationals in Senior Management team in PNG	58%	56%	58%

DIVERSITY ON THE BOARD			
% women on the Oil Search Board	0%	0%	0%
% PNG nationals on the Oil Search Board	22%	22%	22%

REMUNERATION AND DEVELOPMENT

RATIO OF BASIC SALARY BY GENDER AND EMPLOYEE CATEGORY – AUSTRALIA	2009		2010		2011	
	M	F	M	F	M	F
Graduates and Apprentices	n/a	n/a	n/a	n/a	n/a	n/a
Employees	1	1.14	1	1.12	1	0.88
Supervisors/Professional or Technical	1	1.04	1	0.96	1	0.98
Managers or Technical Specialists	1	0.93	1	1	1	0.99
Senior Managers or Technical Experts	1	0.98	1	0.93	1	0.92
Total	1	0.95	1	1.02	1	0.97

RATIO OF BASIC SALARY BY GENDER AND EMPLOYEE CATEGORY – PNG	2009		2010		2011	
	M	F	M	F	M	F
Graduates and Apprentices	1	0.99	1	0.97	1	1.10
Employees	1	1.10	1	1.10	1	1.08
Supervisors/Professional or Technical	1	1.03	1	1.02	1	1.03
Managers or Technical Specialists	1	1.16	1	1.19	1	1.15
Senior Managers or Technical Experts	1	0.88	1	0.90	1	0.91
Total	1	1.15	1	1.15	1	1.10

	2009	2010	2011
% of Australian and PNG workforce who received a performance review	95	98.8	98

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RECRUITMENT & RETENTION

NUMBER OF NEW HIRES IN AUSTRALIA AND PNG	2009	2010	2011
PNG citizens	23	82	92
Expatriates (PNG based)	12	9	39
Australia	18	37	49
Total	53	128	180

12 MONTH TURNOVER RATES FOR AUSTRALIA AND PNG BY GENDER AND AGE	2009		2010		2011	
	M	F	M	F	M	F
<30	10%	4%	6%	12%	11%	9%
30 to 39	7%	12%	9%	9%	6%	3%
40 to 49	9%	14%	7%	5%	9%	6%
50>	15%	12%	10%	9%	9%	0
Total	10%	11%	6%	9%	8%	5%

PNG NATIONAL 12 MONTH TURNOVER RATES BY GENDER AND AGE

<30	7%	4%	2%	5%	9%	3%
30 to 39	5%	11%	7%	5%	4%	0
40 to 49	8%	14%	6%	5%	7%	5%
50>	11%	17%	3%	0	8%	0
Total	7%	11%	5%	5%	6%	2%

PNG EXPATRIATE 12 MONTH TURNOVER RATES BY GENDER AND AGE

<30	50%	0	0	0	0	0
30 to 39	24%	50%	7%	0	14%	0
40 to 49	17%	0	11%	0	14%	0
50>	20%	0	9%	0	10%	0
Total	20%	25%	9%	0	12%	0

WORK ENVIRONMENT AND CULTURE

TOTAL LEAVE DAYS TAKEN	2009	2010	2011
Annual leave	3,883	3,842	4,144
Paid parental leave	1,394	540	325
Personal leave*	2,210	2,988	3,052
Compassionate and carer leave	225	221	200
Leave without pay	1,119	1,272	1,566

TOTAL REPORTED INCIDENTS OF DISCRIMINATION

Resolved by year end	0	0	0
Outstanding at year end	0	0	1

* Personal leave includes paid and unpaid sick leave.

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NOTES

With the exception of the total workforce and the total workforce diversity indicators, data from our operations in Tunisia, Kurdistan Region of Iraq and Yemen have been excluded as the level of detail of data required to include these operations in our other breakdowns is not currently available.

‘Total workforce’ includes all employees on our payroll and paid as part of the regular payroll cycle. Exclusions: contractors, defined as those individuals who are employed via a third party agreement or labour-hire company and whose services are paid via an invoice, have been excluded from this data. The total headcount figure above differs by 1 from that reported in the 2011 financial statements due to the timing of data collation and the ensuing representation of movement around the cut-off period.

‘Fixed term’ includes those employees who are employed on a fixed term contract and are not permanent employees.

The following definitions for employee categories have been used:

- **Graduates and Apprentices** – employees who are part of a graduate or apprentice programme.
- **Employees** – fixed term, permanent and casual employees who do not fall into any other category.
- **Supervisor/Professional/Technical** – employees who provide technical and functional support services within their area of expertise.
- **Manager or Technical Specialists** – employees who provide strategic, functional or technical advice and services to internal and external clients, in their area of specialisation.
- **Senior Managers or Technical Experts** – employees who develop medium to long range plans and are accountable for the delivery of operational and/or strategic results.
- **Executive** – key management personnel

‘Senior management’ includes all senior managers, technical experts and executives (key management personnel).

‘Total number of new hires’ includes all individuals paid via payroll, whether permanent employees or those on fixed term contracts.

‘Turnover’ includes all forms of termination, such as resignation, retirement or termination with cause.

‘Citizen’/‘National’ employees are those who have citizenship of the country in which we have areas of operation. PNG citizen employees who have Australian permanent residency and have been hired on Australian workplace terms and conditions have not been included in the PNG citizen data break down reported.

‘Ratio of basic salary by gender and employee category’ has been calculated against market data for Australian employees only. As role specific salary information is unavailable in the PNG, a simple ratio was calculated from the total \$ value of salary by gender divided by the number of employees of each gender.

‘Reported incidents of discrimination’ refers to all incidents of discrimination reported to the Australian Anti-Discrimination Board.

‘Remuneration and Development’ salary analysis only includes permanent employees, as remuneration for employees on fixed term contracts is highly variable in compensation for the temporary nature of their employment contract and the need for specialists skills which would adversely impact the presentation of overall figures for the majority of the employee population.

We are currently unable to provide accurate training data. We are presently implementing a new Learning Management System which will allow us to report on training more accurately in 2013.



SAFETY

SAFETY

The number of hours worked during 2011 increased by 11% from 2010, reflecting the impact of the commencement of the Associated Gas Related Project (AGRP) and PL2 Life Extension (PL2 LE) Project, and an improved “contractor hours worked” collation system for PNG Assets. The increase of 17% in hours worked from 8,652,452 to 10,187,482 from 2009 to 2010 reflects the commencement of a number of new exploration and construction projects after overall activity decreased in 2009 due to the global downturn.

The two main factors driving our overall safety performance include an increase in non-skilled and semi-skilled workers who were exposed for the first time to a formal work environment, and a changing workplace risk profile associated with increased levels of project construction activity occurring in and around operational facilities. The increase in the number of total recordable injuries in 2010 from 2009 from 10 to 20 reflects the impact these context-specific issues have. The success of measures implemented during 2010 to reduce the number of injuries, such as the Safety Contractor Forum, creation of the Lanco Safety Advisory role, and establishment of a Safety Training Facility has led to a reduction in TRIFR for 2011 to 1.85 from 1.96 in 2010.

For further information on our safety systems and performance please see pages 50–51 of our 2011 Sustainability Report available at www.oilsearch.com/sustainability/sustainability-reporting.html.

Changes made to prior reporting periods:

An error was noted in our 2010 Sustainability Report regarding our TRIFR performance for both the years 2009 and 2010. The 2009 TRIFR was incorrectly stated as 1.05 when it should have been 1.16 and the 2010 TRIFR was stated as 2.03 when it should have been 1.96. These amounts were correctly reported in our 2010 Annual Report and have been re-stated here for clarity.

INJURIES

	2009		2010		2011	
	M	F	M	F	M	F
TOTAL INJURIES BY GENDER						
Fatalities	0	0	0	0	0	0
Lost time injuries	1	0	6	0	4	1
Medical Treatment/Restricted Work Injuries	9	0	13	1	16	0
Total Recordable Injuries	10	0	19	1	20	1

	2009	2010	2011
TOTAL RECORDABLE INJURIES BY REGION			
PNG	8	17	21
MENA	2	3	0
Australia	0	0	0
Total	10	20	21

HOURS WORKED AND INJURY RATES

	2009	2010	2011
HOURS WORKED			
Oil Search Employees	2,162,604	2,374,109	2,233,694
Contractors	6,489,848	7,813,373	9,108,295
Total	8,652,452	10,187,482	11,341,989

	2009	2010	2011
FREQUENCY RATES			
Total recordable injury frequency rate (TRIFR)	1.16	1.96	1.85
Lost time injury frequency rate (LTIFR)	0.12	0.59	0.44

SAFETY

NOTES

'Recordable Injuries' Lost Time Injuries + Medical Treatment Injuries + Restricted Work Injuries.

'Lost Time Injury' An injury or occupational illness that results in a fatality, permanent disability, or time lost of one complete shift or calendar day or more from the commencement of the next shift.

'Medical Treatment Injury' Any work-related loss of consciousness, injury or disease requiring more than minor first aid treatment by a medical practitioner or registered medical personnel but not resulting in lost time of alternative/restricted duties. **NOTE:** The definition of medical treatment injuries was amended for 2011, with the removal of the application of a steri-strip. Injuries which require the application of a steri-strip only are now classified as a First Aid Treatment and are therefore not a reportable injury.

'Restricted Work Injury' An injury or occupational illness that results in the injured person being assigned to a work assignment after the day the accident occurred, where this assignment does not include all the other normal duties of the person's regular job.

'TRIFR' Total Recordable Injury Frequency Rate = Total Recordable Injuries per million man hours.

'LTIFR' Lost Time Injury Frequency Rate = Total Lost Time Injuries per million man hours.

'Hours Worked'

- Field base and offshore man hours calculated using a 12 hour work day.
- Office based man hours calculated using an 8 hour work day.
- Contractor hours are received monthly directly from contractors.

Treatment of contractors: The hours worked and work-related incidents relating to contractors and sub-contractors while conducting work for Oil Search are *included* in this data.

Exclusions: Hours worked and incidents relating to the PNG LNG Project have not been included in this data, and have been reported separately. Safety performance statistics and other project information are available at www.pnglng.com.

Occupational illness: We have guidance available for our health team to identify and ensure appropriate patient care for employees with occupational illness; however data on these occurrences is not currently being recorded. We hope to be able to report on this indicator with the implementation of our new incident/event management system due to occur in 2012.

ENVIRONMENT



ENVIRONMENT

GREENHOUSE GAS (GHG)

In line with a decline in production volumes, greenhouse gas emissions for 2011 decreased 11% from 1,157 in 2010 to 1,034. During the year a review was conducted of the greenhouse gas inventory collation process, which led to a number of changes in the way in which our inventory was collated. This brings our collation approach to one more in alignment with recognised practice within the international oil and gas industry. This approach was applied to our 2010 data (leading to a restatement of our emissions for 2010 – See Change Made to Prior Reporting Periods below). No data has been reported for 2009 as this inventory was not compiled utilising the same approach. Further work was also underway (due to continue in 2012) to fine-tune the inventory data collection process, which involves determining the suitability of existing metering and subsequent emission type allocations.

Methane currently represents approximately 20% of our overall GHG inventory; however it represents less than 1% of our overall gas release. Although we are restricted by the bounds of our operational capacity, we acknowledge the significant impact this particular component of our GHG inventory has on the environment and are looking at ways to reduce its release.

SPILLS

The number of liquid spills > 100 litres remained steady at 11 this year. All these incidents were deemed to have a minor impact on the environment. The largest two hydrocarbon spills related to our production operations in Gobe; one occurred due to a small hole in the flowline at SEG 4 and the other occurred during venting at SEG 8.

BIODIVERSITY INVESTMENT

No funding was provided to the World Wildlife Fund (WWF) this year because of their management decision not to accept funding support from petroleum companies from 2011 onwards. We are currently in discussion with another partner with whom we hope to recommence our biodiversity efforts.

For further information on our environmental systems and programmes please see pages 52–59 of our 2011 Sustainability Report available at www.oilsearch.com/sustainability/sustainability-reporting.html.

Changes made to prior reporting periods:

Total greenhouse gas emissions CO₂e-kT in 2010 has been restated from 844 CO₂e-kT to 1,157 CO₂e-kT. This restatement has occurred to more accurately reflect the emissions for 2010, as the original 2010 inventory incorrectly excluded some venting and fugitive emission sources and utilised out-of-date emission factors. For further detail on how the 2010 and 2011 inventories were calculated, please see the Greenhouse gas inventory boundary conditions and procedures in the notes section below.

CO₂e EMISSIONS

GREENHOUSE GAS EMISSIONS (CO₂e-kT) AT SIGNIFICANT AREAS OF OPERATION

	2009*	2010	2011
Gobe	n/a	230	205
Kutubu Refinery	n/a	70	49
Central Processing Facility (CPF)	n/a	415	403
Agogo Processing Facility (APF)	n/a	267	249
Hides	n/a	73	75
Kumul	n/a	7	7
Kopi and Moro	n/a	96	45
Total	n/a	1,157	1,034

CO₂e-kT EMISSIONS BY TYPE

	2009	2010	2011
Combustion	n/a	599	535
Flaring	n/a	115	145
Liquid Fuels	n/a	202	190
Venting	n/a	170	100
Fugitives	n/a	71	64
Electricity	n/a	0.004	0.009
Total	n/a	1,157	1,034

CO₂e-kT EMISSIONS BY SCOPE

	2009	2010	2011
Scope 1	n/a	1,157	1,034
Scope 2	n/a	0.004	0.009
Total	n/a	1,157	1,034

ENVIRONMENT

CO₂e EMISSION INTENSITY

CO₂e-kt EMISSIONS INTENSITY	2009	2010	2011
Total BOE gross annual production (mmboe)	15.06	14.04	12.04
Emissions intensity (CO ₂ e – kt/mmboe)	n/a	8.2%	8.6%

METHANE

Methane CH ₄ – kt	n/a	14	13
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* n/a – no greenhouse gas inventory data for 2009 has been presented in this table as the data was compiled using a different methodology than that used to compile both the 2010 and 2011 inventories and therefore is not directly comparable.

MANAGEMENT AND COMPLIANCE

Number of liquid spills > 100 litres	14	11	11
Number of spills reportable to PNG Dept. of Petroleum & Energy (DPE)	0	0	0

COMPLIANCE WITH ENVIRONMENTAL LEGISLATION, PERMITS AND LICENCES

Number of fines received for non-compliance	0	0	0
Value of fines paid	0	0	0

WORKING WITH NON-GOVERNMENTAL ORGANISATIONS

OSL INVESTMENT IN ENVIRONMENTAL NON-GOVERNMENTAL ORGANISATIONS

World Wildlife Fund (WWF)	500	500	0
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NOTES

‘Number of spills > 100 litres’ includes all liquid hydrocarbon and chemical spills greater than 100 litres.

‘Spills reportable to the DPE’ refers to those spill incidents required to be reported to the Department of Petroleum and Energy (DPE) as they are defined as ‘significant’ by the oil and gas regulations (Refer PNG Oil and Gas Regulation NO. 10 2001: Sec 8) and refer to hydrocarbon spills which exceed 10bbbls (1,600 litres).

ENVIRONMENT

GREENHOUSE GAS INVENTORY BOUNDARY CONDITIONS AND PROCEDURES

Sites covered

Site covered by this greenhouse gas inventory are:

- Gobe field (wellheads, facilities and support)
- SE Mananda/Moran/Agogo fields (wellheads, facilities and support)
- Kutubu Refinery
- Kutubu/Other fields
- Hides field (wellheads, facilities and support)
- Moro (airfield)
- Kopi (camp)
- Kumul (terminal)

Scope 1 sources included in the inventory

Sources covered by this greenhouse gas inventory are:

- Non combustion gas uses
 - Including re-injection, gas lift, gas – chemical injection pumps, blanket gas, purge gas, instrument gas
- Stationary combustion
 - Flaring – HP / LP flares
 - Power generation including gas turbine, gas engine, diesel, jet A1 and solar
 - Process drivers – gas – compressors – turbine and engine
 - Heat/mechanical
 - Gas – TEG units & boilers/other heat
 - Gas – oil export/transfer pumps
 - Diesel – oil export/transfer pumps
 - Liquids Fired Heaters
 - Waste incineration
- Process and vented emissions
 - Gas treatment processes including glycol dehydrator emissions and glycol pumps
 - Refinery processes vents including catalytic cracking regenerator and refinery hydrogen plant
 - Cold process vents
 - Storage tank emissions
 - Loading, ballasting, and transit loss emissions
 - Other venting sources
 - Non-routine activities
 - Fire suppressant emissions
- Fugitive emissions
 - Equipment leaks
 - Other fugitive emissions
 - Wastewater treatment
 - SF6 emissions from pipeline operations
- Transport/loading including land, air (aviation fuel only) and waterborne

Scope 2 sources covered by the inventory

- Purchased electricity (Scope 2) at Hides area of operations

Exclusions from the greenhouse gas inventory

Exclusions from the greenhouse gas inventory are:

- Corporate offices (Sydney, Port Moresby, Dubai and Brisbane)

Inventory development

- The inventory was developed according to the 2009 American Petroleum Institute (API) Compendium: Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry.
- The inventory was populated by raw data received through the data collection process.

APPENDIX A –
COMMUNITY
HEALTH



APPENDIX A – COMMUNITY HEALTH

HIV

INDICATOR	DATA REQUIRED	DETAIL	SOURCE	ASSUMPTIONS
Number of condoms distributed.	Number of male and female condoms available for distribution in the last 12 months.	This indicator measures the number of condoms available for use by those in the most sexually active age group.	Data is collected continuously at the facility level and aggregated monthly (SURV1 form) and annually.	Health facility staff report number correctly and consistently.
Number of people who received an HIV test in the last 12 months and who know their results.	The number of clinic attendees who had an HIV test in the last 12 months and who know their results.	This indicator measures progress in implementing HIV testing and counselling services among sexually active young people.	Data is collected continuously at the facility level and aggregated monthly and annually.	Data is reported on the number of tests performed and it is assumed that all individuals receive their results.
Number of pregnant women who were tested for HIV and who know their results.	The number of women attending antenatal care, labour & delivery, and postpartum services who were tested for HIV and who know their results.	This indicator measures the percentage of pregnant women who were tested for HIV in the last 12 months and who received their HIV test results.	Data is collected continuously at the facility level and aggregated monthly and annually.	Data is reported on the number of tests performed and it is assumed that all individuals receive their results.
Percentage of HIV-infected pregnant women who received anti-retrovirals to reduce the risk of mother-to-child transmission.	Numerator: Number of HIV-infected pregnant women who received anti-retroviral medicines to reduce the risk of mother-to-child transmission in the last 12 months. Denominator: Estimated number of HIV-infected pregnant women in the last 12 months.	This indicator assesses progress in preventing mother-to-child transmission of HIV in OSL supported health facilities.	Data is collected continuously at the facility level and aggregated monthly and annually. For the numerator: HIV patient database. For the denominator: HIV patient database and case managers reports.	No disaggregation per ART regimen will be performed for this indicator. Estimates for denominator will be based on actual known HIV+ women accessing care in the OSL supported health facilities.
Number of health facilities with post-exposure prophylaxis available.	Number of health facilities with PEP available for those who are at risk of HIV infection through occupational and/or non-occupational exposure to HIV.	This indicator measures the availability of post-exposure prophylaxis (PEP) in health facilities supported by OSL.	Health facility survey.	Not all clinics supported by OSL hold the medication required for PEP but care pathways are being developed so that individuals can access PEP within 72 hours.

APPENDIX A – COMMUNITY HEALTH

INDICATOR	DATA REQUIRED	DETAIL	SOURCE	ASSUMPTIONS
Number of cases of sexually transmitted infections (STIs) treated.	Numerator: Total number of cases of STIs diagnosed and treated.	This indicator measures the number of cases of STIs treated.	Data is collected continuously at the facility level and aggregated periodically. NHIS and OSL occupational disease collation reports.	STIs are mostly diagnosed based on clinical syndromes rather than using an aetiological model. Syndromic management models lack sensitivity and can over-diagnose STIs.
Percentage of adults and children with advanced HIV infection receiving anti-retroviral therapy.	Numerator: Number of adults and children with advanced HIV infection (CD4 <350 or WHO stage 3 or 4) who are currently receiving anti-retroviral combination therapy in accordance with the PNG NDoH approved treatment protocol at the end of the reporting period. Denominator: Number of adults and children with advanced HIV infection recorded on the HIV Patient Database.	The numerator can be generated by counting the number of adults and children who received anti-retroviral combination therapy at the end of the reporting period. The numerator should equal the number of adults and children with advanced HIV infection who started anti-retroviral treatment minus those patients who are not currently on treatment prior to the end of the reporting period. Patients not currently on treatment at the end of the reporting period, in other words, those who are excluded from the numerator, are patients who died, stopped treatment or are lost to follow-up. Some patients pick up several months of anti-retroviral drugs at one visit, which could include anti-retroviral drugs received for the last months of the reporting period, but not be recorded as visits for the last months in the patient register. Efforts should be made to account for these patients, as they need to be included in the numerator. The denominator is generated by reporting the known number of people with advanced HIV infection (CD4 <350) requiring (in need of/eligible for) anti-retroviral therapy.	Data is collected continuously at the facility level. Data is aggregated periodically, preferably monthly or quarterly. The most recent monthly or quarterly data is used for annual reporting from the HIV Patient Database.	The HIV Patient Database is the main source of information for this indicator. This relies on high quality data entry. An assumption of complete and consistent data entry is made.
Number of health facilities that offer HIV anti-retroviral therapy.	Numerator: Number of health facilities that prescribe and supply ART onsite.		Health facility survey.	This indicator only measures sites supported by OSL.

APPENDIX A – COMMUNITY HEALTH

INDICATOR	DATA REQUIRED	DETAIL	SOURCE	ASSUMPTIONS
Percentage of women and men who are HIV infected.	<p>Numerator: Number of antenatal clinic attendees tested whose HIV test results are positive.</p> <p>Denominator: Number of antenatal clinic attendees tested for their HIV infection status.</p>	This indicator is calculated using data from pregnant women attending antenatal clinics in OSL supported sites.	HIV testing log book with data entered at health facility level.	This indicator (using data from antenatal clinics) assumes that the local epidemic is heterosexually driven.
Percentage of infants born to HIV-infected mothers who are infected.	<p>Numerator: Total number of babies who are HIV-infected at 18 months.</p> <p>Denominator: Total number of babies who are born to known HIV-infected women in OSL supported sites.</p>	This indicator focuses on prevention of mother-to-child transmission of HIV through increased provision of anti-retroviral medicines.	HIV Patient Database.	This indicator would normally be measured at national level using Spectrum. At local level, this indicator will use data from actual patient data. This may not be truly representative of the real burden of infants born to HIV-infected mothers.
Percentage of adults and children with HIV known to be on treatment 12/24/36/48 months after initiation of anti-retroviral therapy.	<p>Numerator: Number of adults and children who are still alive and on anti-retroviral therapy at 12/24/36/48 months after initiating treatment.</p> <p>Denominator: Total number of adults and children who initiated anti-retroviral therapy who were expected to achieve 12-month outcomes within the reporting period, including those who have died since starting therapy, those who have stopped therapy, and those recorded as lost to follow-up at month 12/24/36/48.</p> <p>Disaggregation: Sex (male, female). Age (0-14, 15 and above). Month (12,24,36,48).</p>	As patients start anti-retroviral therapy, monthly cohort data should be collected continuously for these patients. Data for monthly cohorts that have completed at least 12 months of treatment should then be aggregated.	HIV patient database in OSL supported sites.	Using this denominator may underestimate true “survival”, since a proportion of those lost to follow-up are alive.

APPENDIX A – COMMUNITY HEALTH

MALARIA

INDICATOR	DATA REQUIRED	DETAIL	SOURCE	ASSUMPTIONS
Number of people with access to antimalarial treatment at Medicine Store Keeper (MSK) or Health facility).	Total number of people in catchment population.	Baseline indicator: Social.	Household census data collected by OSLF bi-annually over first 3 years of MSK programme.	
Annual malaria parasite incidence.	Numerator: Number of confirmed positive. Denominator: Local population one thousand.	Impact indicator: Morbidity.	Case detection data collected ongoing by partners, forwarded to OSLF for database entry where monthly and annual summaries totalled.	
Proportion of deaths attributed to malaria within target area among children younger than 5 years of age.	Numerator: Number of deaths among children younger than five years attributed to confirmed malaria. Denominator: Total deaths among children younger than five years reported.	Impact indicator: Mortality.	Health facility records (NHIS) and reported every 3-5 years.	
Percentage of slides or rapid diagnostic tests found positive among all slides and rapid diagnostic tests.	Numerator: Number of slides or tests positive for malaria. Denominator: Total number of slides or tests.	Impact indicator: Diagnostics.	Case detection data collected ongoing by partners, forwarded to OSLF for database entry where monthly and annual summaries totalled. OSLF case detection forms, NHIS and OSLF laboratory reports.	
Number of people with fever receiving antimalarial treatment through home based management.	Numerator: Number of lab confirmed malaria cases treated at an MSK outlet. Denominator: Total number of lab confirmed malaria cases in all facilities in catchment area providing malaria treatment.	Output indicator: Diagnostics and treatment.	OSLF case detection forms, NHIS and OSLF laboratory reports.	

APPENDIX A – COMMUNITY HEALTH

MATERNAL CHILD AND HEALTH

INDICATOR	DATA REQUIRED	DETAIL	SOURCE	ASSUMPTIONS
Number of Antenatal Care (ANC) first attendances.	Numerator: Number of women attending a health facility for ANC for the first time during their current pregnancy for health services in Kutubu, Kikori and Hides.	This indicator measures how many women in the Kutubu, Kikori and Hides catchment attended a skilled health care professional, at least once during their pregnancy, for reasons related to their pregnancy.	Data should be collected continuously at the facility level and aggregated in the monthly National Health Information System (NHIS) report.	Data entered into NHIS records reasonably accurate– Data previous to 2011 was very poorly reported
Number of healthcare workers trained in Basic Emergency Management of Obstetric Care (BEMOC).	Numerator: Number of healthcare workers trained in Basic Emergency management of Obstetric Care	This indicator determines the progress of the BEMOC training scale-up.	Training records and monthly programme reports.	
Percentage of women with at least two tetanus toxoid vaccinations in their last pregnancy.	Numerator: Number of women who have received at least two tetanus toxoid vaccinations at time of delivery of their last delivery Denominator: Total number of eligible women surveyed	This indicator assesses the effectiveness of ANC services provided by clinics in the Kutubu project areas by measuring the proportion of women who received at least two tetanus toxoid vaccinations in their last pregnancy.	Annual Kutubu Survey of women using verbal reports and documentation confirmed in mother's health books.	Relies on verbal reports (recall bias) and availability of hand-held patient records. 73% of women had documentation at time of survey to confirm verbal report (2011)
Number of births attended by skilled health personnel.	Numerator: Number of births attended by a skilled health worker in Kikori, Kutubu and Hides project areas.	This indicator measures the number of women aged 15-49 with a live birth who were attended to by skilled healthcare worker (doctors, nurses or midwives)	National Health information system reports.	
Percentage of children 12-29 months completely immunized.	Numerator: Number of children aged 12-23 months old who received all immunizations according to the national child immunization schedule. Denominator: Number of children aged 12-23 months who are surveyed.	This indicator assesses child immunisation coverage in the project areas according to the national child immunization schedule. only	Children 12-23 months are surveyed for their vaccination status. Methodology of survey follows the national and WHO recommendations. Survey results for 2011 are for Kutubu project area.	National indicator is children <5 years. For operational reasons, a sample 12-23 months is used to assess programme effectiveness. If results were extrapolated to <5 children, then the results would be an underestimate of vaccination coverage for this group.



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