



Gas Service Worker Regulations

NGS 15/2026

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**DRAFT REGULATIONS ANNEXED TO CONSULTATION ON URCA GAS SERVICE
WORKER REGULATIONS (NGS 15/2026)**

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Citation

These Regulations may be cited as the Gas Service Worker Regulations, 2026.

1 Introduction

1.1 Scope and Objectives

- 1) In the exercise of the powers conferred upon it by section 8(3)(c) and 123(e) of the Natural Gas Act, 2024, the Utilities Regulation and Competition Authority (“URCA”) hereby issues these Regulations relating to the licensing and regulation of Gas Service Workers.
- 2) The objectives of these Regulations are as follows:
 - a) to set out the qualifications for Gas Service Workers to be licensed as such, including the necessary qualifications, examinations and fees;
 - b) to set out the responsibilities of Gas Service Workers; and
 - c) to set out a supervision regime, including a regime for suspension of and any other aspect regarding the activities of Gas Service Workers.

1.2 Application

- 3) These Regulations shall apply to any person, including but not limited to individuals, companies, partnerships, contractors, and subcontractors, engaging in Gas Service Work or employing and/or contracting with anyone who engages in gas service work.

1.3 Entry into effect

- 4) These Regulations shall come into effect on the date of their publication in accordance with section 15(1)(a) of the Natural Gas Act, 2024.
- 5) Upon the entry into effect of these Regulations, sections 5 and 6, namely paragraphs 67 to 95, of the Natural Gas Supply Regulations (NGS 08/2024) are hereby repealed and shall cease to have effect, the subject matter thereof being provided for under these Regulations.

1.4 Definitions

- 6) In these Regulations, any word or expression to which a meaning has been assigned in the Natural Gas Act, 2024 has the meaning so assigned and unless the context otherwise requires, the following terms will have the following meanings:

“Act” means the Natural Gas Act, 2024

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“Authorised Officer” means any person authorised by URCA to assist it in the exercise of its functions and duties under the Act, either generally or in a particular case

“Consumer’s Internal Pipe” means the part of the Gas Installation between a Meter Installation and a gas appliance;

“Designated Representative” means a Professional Engineer or a gas service worker appointed by the developer or a Responsible Person for the premises;

“Flue” means a passage for conveying the products of combustion from a gas appliance to the external air and includes any part of the passage in a gas appliance ventilation duct which serves the purpose of a flue;

“The supply side of a gas system”, means the infrastructure and activities directly associated with delivering gas to final customers, excluding bulk transfers, regasification, transmission and distribution pipelines.

“Gas Installation” means any apparatus, equipment, appliance, pipeline, or system used for the supply, distribution, control, measurement, or utilisation of gas. This includes but is not limited to, internal pipes, valves, fittings, appliances, and any other ancillary equipment or structures, whether located on or within residential, commercial, industrial, or public premises, that are involved in the conveyance or consumption of gas

“Gas Meter Control Valve” means a valve at the inlet of any meter used for the purpose of turning on or off a supply of gas through such meter to any gas installation;

“Gas Service Work” means any work done in relation to a gas installation and includes without limitation the handling, processing or monitoring of natural gas operations or designing, installing, repair and maintenance of natural gas equipment in and around any valve, regulator, plant, pipe, equipment or apparatus used for, or for the purposes connected with, the production, processing, conveyance, storage or shipping of natural gas.

“Gas Service Worker” means any person engaged in Gas Service Work.

“Gas Service Worker Licence” means a license granted by URCA in accordance with the Natural Gas Act under these Regulations;

“Gas Supply Code” means the code of practice on gas supply issued by URCA;

“Leak Free”, in relation to any gas installation or gas fitting, means there is no (unintentional or inadvertent emission of gas) at any part of such gas installation or gas fitting and verified by such appropriate testing as may be specified in international other standards or codes of practice as URCA may require;

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“Meter Installation” means any Meter and its associated equipment and installation including associated pipework, filter, valve, pressure regulating equipment, seal, housing, mounting, telemetry equipment, gas chromatograph and flow computer;

“Person in Charge” or **“PIC”** means an individual designated as a person in charge of transfer operations for ships.

“Professional Engineer” means any person who is registered as a professional engineer per the requirements set forth in the Bahamas Professional Engineers Act 2004.

“Professional Engineering” means the act of designing, planning, directing or supervising, or managing any engineering works which requires the application of engineering principles and that concerns the safeguarding of life, health, property, economic interest, the public welfare or the environment.

“Purging” means a series of measures that is taken to purge air or gas in any pipe of a gas installation for the purpose of preventing the formation of an explosive mixture of gas and air in such pipe;

“Responsible Person”, in relation to any premises, means the consumer or occupier of the premises or, where there is no consumer or occupier or the occupier is away from such premises, the owner of the premises, the management corporation or any other person with the authority for the time being to take appropriate action in relation to any gas installation therein;

“Valve” means a device for the purpose of controlling or shutting off gas flow and includes a gas service isolation valve.

“System” means any components, equipment and processes necessary for the design, construction, operation and maintenance of natural gas activities, including but not limited to those used by the licensees for the storage, handling, transfer, regasification, transmission and distribution of LNG, together with associated infrastructure.”

1.5 Interpretation

- 7) In these Regulations, unless the contrary appears:
- a) headings are for convenience only and do not affect interpretation;
 - b) a reference to a statute or other law includes regulations and other instruments under it and consolidations, amendments, reenactments or replacements of any of them;
 - c) words in the singular include the plural and vice versa;
 - d) words importing persons include a body whether corporate, politic, or otherwise;

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- e) where a word or phrase is defined, its other grammatical forms have a corresponding meaning;
- f) mentioning anything after “include”, “includes” or “including” does not limit what else might be included;
- g) words and expressions which are not defined have the meanings given to them in the Natural Gas Act;
- h) reference to a person shall include firms or companies; and,
- i) cross references are marked with an open parenthesis. It is expressly stated that the use of an open parenthesis in these cross references bears no legal interpretation. The sole legally pertinent element is the reference number.

2 Requirement for a Gas Service Worker Licence

- 8) No person shall engage in any of the following activities unless holding a Gas Service Worker Licence issued by URCA:
- a) The installation, repair, maintenance, or replacement of any gas piping, appliance, equipment, or apparatus used in connection with or associated with the storage, supply, conveyance, transfer or use of natural gas;
 - b) The connection or disconnection of natural gas equipment to or from any valve, regulator, plant, pipe, or other infrastructure used for, or associated with, the production, processing, storage, transmission, or distribution of natural gas;
 - c) The commissioning or decommissioning of gas installations, systems, or components;
 - d) The handling, processing, or monitoring of natural gas operations, including the operation, testing, or adjustment of valves, regulators, pressure control systems, metering devices, and monitoring instruments;
 - e) The performance of inspections, diagnostics, leak detection, or safety checks on any natural gas installation or system;
 - f) The design, planning, or certification of gas systems, installations, or modifications thereto, where such work involves regulated gas infrastructure or operations;
 - g) The supervision of other individuals engaged in any of the above activities.
 - h) The design, construction, installation, commissioning, operation, maintenance, modification, decommissioning, handling, processing, storage, liquefaction, regasification, transfer, or monitoring of liquefied natural gas (LNG) at any LNG terminal, facility, or associated infrastructure; and
 - i) The design, construction, installation, commissioning, operation, maintenance, modification, decommissioning, or use of LNG pipelines, transfer systems, and associated infrastructure for the conveyance or transport of liquefied natural gas.
- 9) The Gas Service Worker Licence issued by URCA shall –
- a) be as in the Form as contained in the First Schedule of these regulations; and
 - b) contain the particulars specified therein, including a photograph of the person to whom it is issued which shall be digitally generated and securely embedded into the surface of the licence as a part of the licence’s permanent design, which design may incorporate such biometric data and

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features, machine-readable features or other security elements as may URCA decide to verify its authenticity and to protect against tampering or duplication.

- 10) There shall be a single class of licence, namely the 'Gas Service Worker Licence' (GSWL), however the scope of activities of which an individual holding a GSWL may undertake shall be determined by reference to that individual's qualifications, certifications, training and practical experience as prescribed in these Regulations, that is –
 - a) Table 1 of these Regulations sets out the categories of personnel, namely apprentices, technicians and professional engineers, together with the authorised activities each category may perform in the Natural Gas Sector including inter alia LNG facilities, natural gas pipelines and supply-side gas systems.
 - b) Table 2 sets out the corresponding educational qualifications, training requirements, certifications, and experience requirements applicable to each personnel category identified in Table 1 and determines the category into which an individual Gas Service Worker falls for the purposes of these Regulations.
- 11) A person licenced as a Gas Service Worker shall only perform activities authorised for the relevant personnel category for which that person satisfies the prescribed qualification, certification, training and experience requirement.
- 12) A person licensed as a Gas Service Worker shall ensure that all qualifications, certifications, and training required under these Regulations remain valid and current in accordance with Table 2. For the avoidance of doubt, where any certification, qualification, or training required for a particular category of authorised activity has expired, lapsed, or is otherwise no longer valid, the licensee shall not perform such activity and may only carry out those activities for which the licensee continues to meet the applicable qualification, certification, training, and experience requirements under these Regulations.
- 13) Any person who carries out Gas Service Work without a valid Gas Service Worker Licence, or who, while holding a valid Gas Service Worker Licence, performs work for which that person does not possess the qualifications, certifications, training, or level of experience required under these Regulations, commits an offence and shall be liable on summary conviction to a fine not exceeding \$10,000.00 or to imprisonment for a term not exceeding twelve (12) months, or to both.
- 14) Any person, firm, or company which engages, employs, contracts, or otherwise permits another person to perform Gas Service Work without first verifying that such person holds a valid Gas Service Worker Licence and possesses the qualifications, certifications, training, and level of experience required under these Regulations for the relevant work being performed commits an offence and shall be liable on summary conviction to a fine not exceeding \$50,000.00.
- 15) The prosecution of any person under these regulations shall be without prejudice to URCA taking any

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appropriate regulatory action including but not limited to levying a regulatory fine, revoking any licence issued or making any other appropriate determination in the circumstances of the case.

16) Notwithstanding the foregoing, any employee of URCA carrying out functions under the Natural Gas Act or any regulations issued by URCA shall not require a licence under these regulations and shall for the purposes of the Natural Gas Act be exempted from the requirement of a Gas Service Worker Licence.

3 Qualification Framework for Gas Service Work

17) The qualification requirements applicable to Gas Service Work are set out in Table 1 and Table 2, which shall be read together for the purposes of these Regulations.

- a) Table 1 specifies, for the purposes of section 11) of these regulations, the scope of authorised activities that can be performed by each category of personnel.
- b) Table 2 specifies the qualification requirements applicable to the performance of the authorised activities set out in Table 1.

18) For the purposes of this regulation, authorised activities are any activity:

- a) Across the natural gas supply chain, including but not limited to the design, planning, supervision, construction, commissioning, operation, maintenance, inspection, modification, and decommissioning of LNG facilities, pipelines, and associated infrastructure; and
- b) Affects the operation or integrity of the natural gas systems.

19) In identifying activities for the purposes of this section, Table 1 shall be used as a reference, subject to the following:

- a) the absence of an activity from Table 1 shall not preclude its classification as an authorised activity; and
- b) activities shall be distinguished by reference to the relevant system type and the level of personnel performing the activity;

Table 1: Activities Matrix for Gas Service Work

Personnel	LNG Facility (all types)	Natural gas pipeline	Supply side of gas systems
Apprentice (unqualified individual)	- Can only perform activities under the direct instruction and supervision of a qualified individual.		
Technician (qualified individual)	- Construction activities - Operation and maintenance activities,	- Construction activities - Operation and maintenance activities,	- The following activities may be carried out by a licensed Technician,

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	<p>including but not necessarily limited to:</p> <ul style="list-style-type: none"> • LNG transfer operations and equipment (including bunkering and bulk transfer, by ship or truck) • Assisting the Person In Charge (PIC) during critical operations • Reporting incidents to relevant authorities • Floating storage operations (handling LNG in storage conditions) • Inspection, testing, maintenance and monitoring of LNG facility equipment and systems, including pipelines, transfer systems, safety devices and storage systems, and execution of operating procedures (e.g. start-up, shutdown, purging), in accordance with applicable operating procedures and safety requirements. 	<p>including but not necessarily limited to:</p> <ul style="list-style-type: none"> • Corrosion control. • Pipeline operations. • Pipeline mechanicals. • Pipeline maintenance. • Pipeline electrical and instrumentation. 	<p>within the limits established in these Regulations and in accordance with the Gas Supply Regulation:</p> <ul style="list-style-type: none"> • Construction, installation, alteration, repair and renewal of gas pipes and fittings for installations operating at pressures not exceeding 30 mbars. • Installation, maintenance, repair and testing of gas appliances. • Installation and removal of gas meters, including turning on gas supply on behalf of a gas licensee. • Preparation and submission of plans for gas installations not requiring the endorsement of a Professional Engineer, in accordance with the Gas Supply Code. • Execution of gas service works forming part of operation and maintenance activities, including modifications and replacements of existing installations. • Participation in more complex gas service work, including gas booster systems and gas leakage detection systems interlocking with safety cut-off valves, only under the
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		supervision and direction of a Professional Engineer.
Professional Engineer in accordance with the Professional Engineers Act (2004).	<p>Activities such as design, planning, supervision, certification or technical responsibility of engineering works affecting safety, integrity or compliance shall be carried out by or under the direction of a Professional Engineer. In particular:</p> <ul style="list-style-type: none"> • Design of LNG facilities and pipelines, preparation of engineering plans, specifications and layouts, engineering calculations (pressure, flow, stress, safety margins). • Determination of operating limits (pressure, materials, safety factors), risk assessments and safety validation, and decisions affecting integrity of pipeline/facility. • Technical supervision of construction, installation, or major repairs; oversight of safety-critical works; direction of technicians performing engineering tasks. • Signing and sealing: designs drawings, test certificates, fitness / compliance reports, approval of final engineering documentation. • Technical responsibility for design adequacy, compliance with codes and standards, and safety of installation. • Complex modifications to pipelines/facilities, non-standard repairs or deviations from codes, engineering assessment where standard procedures do not apply. 	<p>The following activities shall be performed exclusively by, or under the direction of, a Professional Engineer:</p> <ul style="list-style-type: none"> • Submission of plans for gas service works above 30 mbars. Where gas service works are intended for operating pressures above 30 mbars, the preparation and submission of plans shall be carried out by a Professional Engineer. • Soundness testing of installations or fittings not accessible for inspection. Where any part of a gas installation or gas fitting is not accessible for inspection, the required soundness test shall be carried out by a Professional Engineer at the prescribed intervals. • Annual certification of fitness for installations operating above 30 mbars. For gas installations or fittings operating above 30 mbars, a Professional Engineer shall be appointed to certify annually the fitness of the installation or fitting for continued operation.

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		<ul style="list-style-type: none">• Direction of pneumatic testing above 1.4 bar. Where pneumatic testing is conducted at pressures above 1.4 bar, such testing shall be carried out under the direction of a Professional Engineer.• Signing of testing and commissioning records. Upon completion of testing and commissioning activities requiring engineering oversight, the relevant records shall be signed by a Professional Engineer.• Inspection and certification following suspected ground movement or subsidence. Where there is reason to believe that soil subsidence or ground movement may have affected the integrity of a gas installation or fitting, a Professional Engineer shall be engaged to inspect and certify that the installation or fitting is safe for continued use.
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20) A person shall not engage in Gas Service Work, or perform any activity forming part thereof, unless that person meets the qualification requirements specified in Table 2 for the relevant category of personnel corresponding to Table 1.

21) Such qualification shall be determined in accordance with the minimum education and any additional certifications or specialised courses as specified in the Qualification Matrix set out in Table 2.

22) Where the Qualification Matrix in Table 2 requires formal qualifications or third-party certification,

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such qualifications or certification shall be issued by an accredited university or recognised educational institution or internationally recognised industry certification bodies, such as the American Petroleum Institute (API), or other equivalent bodies approved by URCA.

23) Although responsibility to hold valid and current certification lies with the licensed Gas Service Worker, URCA can provide guidance on relevant courses to interested licensees.

Table 2: Qualification Matrix for Gas Service Work

Personnel	LNG Facility (all types)	Natural Gas Pipeline	Supply side of gas systems
Apprentice (unqualified individual)	<ul style="list-style-type: none"> • Basic education level, being the minimum level of formal education required under the laws of The Bahamas for compulsory schooling • Successfully completed the URCA ‘Entry-Level Qualification Framework’ exam • Emergency response plans training • Hazardous materials(HAZMAT) treatment course 		
Technician (qualified individual)	<p>To work as a technician, an individual needs to meet the following:</p> <ul style="list-style-type: none"> • Have successfully completed the ‘Entry-Level Qualification Framework’ exam • Have completed an emergency response plans training • Have completed a hazardous materials treatment course <p>In addition, such individuals need to meet one of the following:</p> <ul style="list-style-type: none"> • Hold a professional qualification in a relevant technical field and relevant task-specific certificates or training, for the covered tasks*; • Hold a current licence from another jurisdiction, which URCA deems equivalent, that allows the worker to perform the authorised activities, or • Not less than five (5) years of practical experience relevant to the assigned activities. 		<ul style="list-style-type: none"> • To work as a technician, an individual needs to meet the following: • Successfully completed the ‘Entry-Level Qualification Framework’ exam. • Hazardous materials (HAZMAT) / gas safety training • Emergency response plans training <p>In addition, individuals need to meet one of the following:</p> <ul style="list-style-type: none"> • Professional qualification in a relevant technical field (such as plumbing or equivalent) and specific training on: <ul style="list-style-type: none"> ○ Applicable technical codes and standards relevant to gas service works at the interface with customer installations (e.g. NFPA 54 or equivalent). ○ Gas measurement
	<p>*Relevant task-specific certificates or training for LNG facilities, such as:</p> <ul style="list-style-type: none"> • Safety procedures applicable to LNG operations and workplace practices; • Fire prevention, use of firefighting equipment, and response to fire incidents involving LNG; 	<p>*Relevant task-specific certificates or training for natural gas pipelines, such as:</p> <ul style="list-style-type: none"> • Introduction to the Pipeline Industry; • Safety operations and maintenance for gas and liquid pipelines • Pipeline corrosion 	

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	<ul style="list-style-type: none"> • Loading, unloading, and transport of LNG. • Control room operations • Marine and jetty operations • Mechanical and electrical maintenance • Instrumentation and control • Laboratory analysis • Boil-off gas processes 	<p>control courses, including damage and corrosion inspections, coating removal and application, installation of rectifiers and associated equipment, measurement of mechanical or corrosion damage.</p> <ul style="list-style-type: none"> • Pipeline electrical and instrumentation courses, including: electrical theory, understanding the national electrical code, use of meters and test equipment, grounding. • Management operations in the control centre course. 	<p>and metering (e.g. Gas Measurement Fundamentals certification – flow measurement, metering systems, sampling and custody transfer principles).</p> <ul style="list-style-type: none"> • A current licence which URCA deems equivalent from another jurisdiction country, as may be approved and published on URCA’s website from time to time; or • Has not less than five (5) years of practical experience relevant to the work to be performed by a gas service worker.
Professional Engineer in accordance with the Professional Engineers Act (2004).	<ul style="list-style-type: none"> • Successfully completed the ‘Entry-Level Qualification Framework’ exam • Registration and good standing as a Professional Engineer by the Board under the Professional Engineers Act (2004). • Emergency response plans training • Hazardous materials treatment course 		

24) For the purposes of recognising Technician qualifications set out in Table 2, URCA may recognise licences issued in other jurisdictions as equivalent and shall publish and maintain a list of recognised jurisdictions and certification bodies deemed equivalent. In determining equivalence, URCA shall consider, among others:

- a) The scope of the authorised activities;
- b) Applicable safety and technical standards; and
- c) Training and certification requirements.

25) Where a jurisdiction or certification body is not listed, applicants may request an individual assessment. URCA may grant recognition subject to conditions, including the completion of additional

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training or examinations.

- 26) For the purposes of assessing equivalence, URCA may require the applicant to provide such information and documentation as it considers necessary, including, without limitation, evidence of qualifications, licences issued in other jurisdictions, training records, and any supporting documentation demonstrating the applicant's competence and experience.
- 27) A person licensed by URCA as a Gas Service Worker shall undertake the appropriate continuous education and training and ensure compliance with the Continuing Education Requirements set out in section 70) of these Regulations, so that they possess the necessary knowledge and skills for the specific activities they perform.
- 28) A person licensed by URCA as a Gas Service Worker shall maintain records demonstrating compliance with these Regulations, including evidence of qualification, the scope of activities for which they are qualified and continuing training completed. Such records shall:
- a) Be retained for a minimum period of four (4) years;
 - b) Made available to URCA upon request; and,
 - c) Contain the following information:
 - i) Identification of the authorised activities the individual is qualified to perform;
 - ii) Title and date(s) of valid qualification and courses;
 - iii) Qualification method(s), including the relevant third-party certification;
 - iv) Duration of the courses; and
 - v) Proof of completion.
- 29) Failure to meet qualification requirements or continuing education requirements may result in:
- a) Refusal to renew licence; or
 - b) Suspension of licence; or
 - c) Revocation of licence.
- 30) A new application will be required from applicants who have had their licenses refused, suspended or revoked.
- 31) URCA may grant partial exemption where a:
- a) Worker is newly licensed during the renewal period; or

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- b) Worker demonstrates equivalent training; or
- c) Worker has been inactive with valid justification.

4 Requirements for licensed companies in the natural gas sector in relation to the Qualification Programme

- 32) Each company issued a licence by URCA (the “licensed company”) to operate in the natural gas sector shall develop, implement, and maintain a written Qualification Programme, in line with international standards. The Qualification Programme shall establish a list of authorised activities applicable to the licensed company and define the training and qualification requirements for personnel performing such activities, provided that such requirements are no less stringent than the requirements set out in these Regulations.
- 33) The Qualification Programme shall be submitted to URCA prior to implementation and shall be approved by URCA.
- 34) Except where otherwise provided or approved by URCA, the licensed company shall ensure that all personnel are duly qualified to perform the assigned activities.
- 35) Each licensed company shall ensure that any of their contractors and vendors carrying out any of the activities listed in the previous paragraph comply with the requirements of its Qualification Programme.
- 36) The Qualification Programme shall include provisions to:
 - a) Identify authorised activities;
 - b) Ensure that individuals performing such activities are qualified and hold valid third-party certification, in accordance with the requirements set out in these Regulations;
 - c) Permit individuals who are not qualified pursuant to this subpart to perform a covered task only when directed and observed by a qualified individual;
 - d) Communicate changes affecting assigned activities to individuals performing those such activities;
 - e) Provide continuous training, as appropriate, while ensuring compliance with the Continuing Education Requirements set out in section 70) of these Regulations, to ensure that individuals performing authorised activities possess the necessary knowledge and skills to adequately perform them; and
 - f) Notify URCA when the licensed company significantly modifies the Qualification Programme.
- 37) Licensed companies shall maintain records demonstrating compliance with these Regulations.

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- a) Such records shall include:
 - i) Identification of the qualified individual(s);
 - ii) Identification of the activities the individual is qualified to perform;
 - iii) Title and date(s) of valid qualifications and courses;
 - iv) Duration of the courses;
 - v) Qualification method(s), including the relevant third-party certification, and
 - vi) Proof of completion.
 - b) Records supporting an individual's valid qualification and courses shall be maintained for the duration of the individual's performance of the authorised activity. Records of prior qualifications, and of individuals no longer performing such activities, shall be retained for a period of four (4) years.
 - c) Records should be made available to URCA upon request.
- 38) URCA may permit a licensed constructor or operator to implement an alternative Qualification Programme as required under these Regulations, provided that:
- a) The licensed constructor or operator submits a written request describing the proposed alternative; and
 - b) The alternative provides a level of qualification requirements that is at least equivalent to that required under these Regulations.
 - c) URCA shall approve or reject any such request. Approval may be granted orally, subject to subsequent written confirmation.
- 39) A licensed company may, for the purposes of these Regulations, assess and qualify a person under its approved Qualification Programme; provided that such assessment and qualification shall not constitute or replace the requirement for a Gas Service Worker Licence issued by URCA, and for such purposes:
- a) following completion of the Qualification Programme, a licensed company may submit an application to URCA on behalf of a Gas Service Worker for the grant of a Gas Service Worker Licence, and may group such applications in accordance with section 19 of the Natural Gas Act, 2024, and any licence granted shall be issued in the name of the Gas Service Worker;
 - b) an application submitted by a licensed company shall be accompanied by a certification on oath by the compliance officer of the licensed company confirming the truth and accuracy of the

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application and that the applicant has completed the approved Qualification Programme;

- c) any person who makes a false declaration under subparagraph 39 b) commits an offence and shall be liable to such regulatory fines and criminal penalties as may be prescribed under these Regulations or the Act;
- d) URCA may, at any time, conduct audits of Gas Service Workers and licensed companies, including random testing and verification of qualifications, to ensure compliance with these Regulations; and
- e) the powers of URCA under subparagraph (d) shall be without prejudice to any enforcement action, including the imposition of regulatory fines or criminal penalties, in the event of non-compliance.

5 Licensing of Gas Service Workers

5.1 Application Process for Licensing of Gas Service Workers

40) An applicant for licensing as a Gas Service Worker shall:

- a) submit an application in writing:
 - i) upon the coming into force of these Regulations, electronically to **uelicensing@urcabahamas.bs**;
 - ii) upon notification by URCA of the operation of its licensing portal, electronically via URCA's licensing portal on its website, provided always that, where URCA's licensing portal is not functioning for technical reasons, the application shall be submitted in accordance with subparagraph (i);
- b) submit the application in the form set out in, or containing the information specified in, the Second Schedule.
- c) specify the activities the applicant intends to undertake;
- d) be accompanied by documents required on URCA's website and/or in accordance with Form 2 in the second schedule in addition to any other information or documentation as URCA may reasonably require;
- e) accompanied by the payment of an application fee as may be prescribed and set out in URCA's Fee Schedule;

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- f) be accompanied by evidence of having passed the URCA Entry-level Gas Work Qualification Framework examined by URCA under these Regulations.
 - g) be accompanied, where the applicant is employed by a company, by a written statement from the employer confirming that the applicant has the required skills and knowledge to perform the authorized activities in accordance with section 39) of the regulations.
- 41) URCA shall review an application for a licence under these regulations and shall within thirty (30) business days of the receipt of the application to accept or reject it.
- 42) Where URCA accepts the application, it will be evaluated within thirty (30) business days and be:
- a) Approved and the appropriate Gas Service Worker Licence be granted in accordance with Form 1 included in the first schedule of these regulations;
 - b) Rejected with reasons for the rejection; or
 - c) Placed on hold pending the submission of additional clarifying information necessary or desirable to evaluate the application.
 - d) URCA may also place the processing an application on hold where it is conducting an investigation of a suspected breach of the Act or these Regulations by an applicant, until such time as the investigation is complete.
- 43) Where URCA requests further information necessary or desirable to evaluate the application, URCA shall have a further period of fourteen (14) business days, following receipt of the requested information to evaluate the application.
- 44) A licence granted under these Regulations shall, upon initial grant, be valid for a period of five (5) years, provided that all Gas Service Worker Licences shall expire on 31 December of the relevant expiry year irrespective of the date of issuance. Upon expiry, such licence may be renewed by URCA in accordance with the renewal process prescribed under these Regulations.
- 45) An application for the renewal of a gas service worker licence shall be submitted to URCA not later than two (2) months prior to the date of expiry of the licence. A licensee shall remain liable for the payment of licence fees for any period during which the licence is not renewed, unless the licensee notifies URCA at least one month in advance of their intention to cancel the licence.
- 46) URCA may revoke a licence for non-compliance with any of the regulations. Licence holders may appeal revocations in accordance with URCA Act.
- 47) Where URCA is satisfied that any gas service worker licence granted by it under the Act has been lost, destroyed or defaced, URCA may, upon payment of the appropriate fee specified in the URCA Fee

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Schedule grant a replacement gas service worker licence.

5.2 Register of Licensed Gas Service Workers

48) The register of licensed gas service workers which URCA is required to maintain under the Act shall have the following particulars of every licensed gas service worker entered on the Register:

- a) their full name and address as set out in their application form for the grant of any gas service worker licence;
- b) the date of the grant and expiry of any gas service worker licence granted;
- c) a photograph of the licensee;
- d) any cancellation or suspension of or refusal to renew any gas service worker licence granted; and
- e) such other particulars as URCA thinks fit.

49) Any person applying for or holding a Gas Service Worker Licence shall, by virtue of such application or licence, be deemed to consent to the collection, use, processing, publication, disclosure, and retention of information by URCA in accordance with these Regulations and the Act

5.3 Suspension of Gas Service Workers

50) Every gas service worker licence granted under these Regulations shall be valid for the period stated in the gas service worker licence and may, on its expiry, be renewed for such further periods as URCA may decide.

51) In addition to any penalty which may be imposed under these Regulations or otherwise, URCA may, at its discretion, suspend or revoke a gas service worker licence where a person granted a gas service worker licence under these Regulations:

- a) has obtained the gas service worker licence by making or causing to be made any false or fraudulent declaration, certification or representation, either in writing or otherwise, has, in the opinion of URCA, contravened or failed to comply with any of the provisions of these Regulations or any of the conditions of the gas service worker licence granted to him;
- b) has been convicted of an offence under the Act, or of any other offence which is of such a nature that, in the opinion of URCA, it is undesirable that he should continue to hold the gas service worker licence;
- c) is, in the opinion of URCA, incapable of carrying out gas service work of the type for which the gas service worker licence was granted;
- d) having been given notice under section 61) to attend at a specified time and place to be so tested

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- for competence, has failed to attend to be tested or to pass any test or examination set or approved by URCA;
- e) having been given notice under section 62) to attend a course, has failed to attend or to successfully complete such course;
 - f) is, for some other reason, not fit to be or continue to be a licensed gas service worker; or
 - g) has failed to comply with the guidelines issued by URCA or any other public or statutory authority in the performance of any gas service work.
- 52) No compensation shall be paid by URCA to the person whose gas service worker licence is cancelled or suspended, and no fee or part of the fee shall be refunded by URCA to that person in respect of the unexpired period of such licence.
- 53) Every notification of a suspension of a gas service worker license shall be given by a letter signed by an Authorised Officer. The holder of the gas service worker license shall cease to be a licensed gas service worker from the date of the suspension as stated in the letter.
- 54) Upon the suspension or cancellation of a gas service worker licence, the person who has in his possession the gas service worker licence or a replacement gas service worker licence shall be endorsed on the register as cancelled, revoked or suspended.
- 55) URCA may, at any time, and for such reason as it thinks sufficient, reduce the period for which a gas service worker license has been suspended or on payment of the appropriate fee, specified in the URCA Fee Schedule, grant a gas service worker licence to a person whose previous licence has been cancelled, if such person makes an application and satisfies the requirements under these Regulations.

6 Responsibility of Gas Service Workers

- 56) A gas service worker shall not, in relation to any gas service work which he supervises or carries out or engages in, do or omit to do any act in contravention of the provisions of the Act and/or these Regulations.
- 57) All gas service workers shall:
- a) perform gas work safely, competently, and in accordance with the Gas Supply Code, Gas Metering Regulation, and any other applicable statutory or regulatory requirements;
 - b) take reasonable care to avoid injury to themselves, other persons, and property while performing gas work;

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- c) ensure that any tools, equipment, and materials used are safe, fit for purpose, and correctly maintained;
 - d) comply with all reasonable instructions given by the licensed company employing them (where applicable), provided that such instructions do not conflict with safety requirements or regulatory obligations;
 - e) maintain up-to-date knowledge of relevant codes, standards, and good industry practice;
 - f) cooperate with URCA, other regulatory authorities, and emergency services as required in the performance of their duties;
 - g) ensure that their conduct, both on and off the job site, does not bring the profession, URCA, or the licensing regime into disrepute;
 - h) keep accurate records of work performed as required by URCA or the employing licensee, including any testing, inspections, or maintenance carried out;
 - i) ensure that continuing training for gas service workers is carried out in accordance with sections 28) and 37)e) of these Regulations.
 - j) ensure that qualifications and training records be maintained for a period set out in sections 29) and 38) of these Regulations and made available to URCA upon request.
- 58) A licensed gas service worker shall give or cause to be given all notices and obtain or cause to be obtained all consents that may be required by any applicable law in respect of any gas service work carried out by him or in which he is engaged.
- 59) Every licensed gas service worker who changes his residential address or workplace address shall immediately, and no later than five (5) business days thereafter notify URCA in writing of his new address.
- 60) An employee of URCA or any authorized individual by URCA may require any person who is carrying out, or who appears to be carrying out, gas service work to do any of the following at the time and place specified by the Authorised Officer for the purpose of monitoring compliance with these Regulations:
- a) produce for the inspection of the Authorised Officer any gas service worker licence held by him under these Regulations;
 - b) inform the Authorised Officer whether he holds a gas service worker licence granted under these Regulations;
 - c) inform the Authorised Officer whether he has carried out or engaged in, or is carrying out or

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engaging in, gas service work; and

- d) attend at such office of URCA as the Authorised Officer may specify and, on so attending, give any information or evidence which URCA may require of him for any purpose of these Regulations or produce to URCA for inspection and verification any gas service worker licence which he has informed the Authorised Officer that he holds but which he did not produce to the Authorised Officer on a demand being made therefor.

61) For the purpose of ensuring that any licensed gas service worker is able to carry out gas service work competently, URCA may, by notice in writing, require him to attend at a time and place specified in the notice to take and successfully complete such tests or examinations as may be set or approved by URCA.

62) URCA may, from time to time, by notice in writing, require a gas service worker to attend such course, which, in the opinion of URCA, is necessary to enable him to carry out gas service work competently.

63) Any gas service worker who contravenes sections 56) to 62) of these Regulations, shall be guilty of an offence under section 111 6) of the Act and shall be liable for the fines prescribed therein.

7 Miscellaneous

7.1 Fees

64) Fees payable under these regulations shall be paid to URCA in the quantum as shall be set out in URCA's Fee Schedule as published annually and amended from time to time.

65) URCA shall levy fees and include the quantum of fees in its Fee Schedule for the performance of specific services or regulatory actions undertaken in accordance with these regulations including but not limited to:

- a) Acceptance and processing of application for licensing as a Gas Service Worker;
- b) Annual fee; and
- c) Replacement of a Gas Service Worker licence which has been defaced, lost or destroyed;

66) The methodology for determining fees under these regulations shall be a flat fee as set out in URCA's Fee Schedule which may be amended from time to time without notice.

67) Fees shall not be prorated, waived or refunded in whole or in part regardless of the duration of the service or the outcome of the application or any appropriate regulatory decision.

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68) Any fees imposed under these Regulations if remained unpaid shall constitute a debt which may be recovered in Court.

69) Any person who employs a Gas Service Worker licensed under these Regulations shall be jointly and severally liable with the Gas Service Worker for the payment of all applicable annual licence fees for the duration of such employment.

7.2 Continuing Education Requirements

70) All GSWL holders shall be required to complete Continuing Education Units (CEU) from an accredited or alternatively URCA approved institution as a condition of the licence.

71) The following minimum CEUs shall be completed annually during the term of the licence:

- a) Apprentice Gas Service Worker – 5 CEU
- b) Technician Gas Service Worker – 10 CEU
- c) Professional Engineer Gas Service Worker – 15 CEU

72) Continuing education may include courses in one or more of the following subject areas or any other area that URCA may approve:

- a) Core safety and technical subjects:
 - i) Natural gas safety practices
 - ii) Gas leak detection and response
 - iii) Gas appliance installation and servicing
 - iv) Pressure regulation and control systems
 - v) Emergency procedures and incident response
 - vi) Applicable codes and standards updates
 - vii) Hazardous area safety
 - viii) LNG and natural gas handling safety
 - ix) Pipeline and gas system safety
- b) Technical Courses:

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- i) Natural gas appliance installation and servicing
 - ii) LNG systems installation and maintenance
 - iii) Gas pipeline installation and maintenance
 - iv) Gas pressure regulator installation and servicing
 - v) Gas metering installation and maintenance
 - vi) Cathodic protection systems
 - vii) Gas leak detection technologies
 - viii) Welding of gas pipelines
 - ix) Pipe fitting and joining methods
 - x) Corrosion protection and prevention
- c) Safety Courses:
- i) Gas safety and hazard recognition
 - ii) Fire prevention and protection
 - iii) Emergency response training
 - iv) Hazardous materials handling
 - v) Occupational safety and health
 - vi) Confined space entry
 - vii) Working in hazardous areas
 - viii) Personal protective equipment
- d) Code and Standards Training
- i) NFPA 54 – National Fuel Gas Code
 - ii) NFPA 59A – LNG Code
 - iii) ASME B31.8 – Gas Transmission and Distribution Piping Systems
 - iv) 49 CFR 193

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- v) Natural Gas Act and accompanying regulations and codes
- e) Equipment-Specific Training
- i) Manufacturer training on gas appliances
 - ii) LNG equipment training
 - iii) Gas regulator training
 - iv) Meter installation training
 - v) Gas detection equipment training
- 73) Each GSWL holder shall maintain records and evidence of completion of all Continuing Education Units, certifications, courses, and training undertaken pursuant to these Regulations and shall provide such records to URCA upon request.
- 74) URCA may publish guidelines identifying approved institutions, recognised courses, acceptable Continuing Education Units, and any additional continuing education requirements applicable to specific categories of Gas Service Worker.
- 75) Failure to comply with the Continuing Education Requirements under this section may result in refusal to renew, suspension, restriction, or revocation of a Gas Service Worker Licence.

8 First Schedule - Gas Service Worker Licence

The format and arrangement of the information on this licence as set out below need not be strictly adhered to, provided that the particulars below are not omitted

Front

Utilities Regulation and Competition Authority
Gas Service Worker Licence

[Space for URCA logo]

[Space for photograph]

Name

Licence number

Date of birth

Issuance date

Expiration date

[URCA Chief Executive Officer Signature]

Back

The licence holder shall comply with all applicable provisions of the Gas Service Regulations as amended from time to time. I, the holder of this Gas Service Worker Licence declare that I have read, understood, and agree to comply with the terms and conditions of this licence and all applicable provisions of the Gas Service Worker Regulations.

[Signature of licensee]

[QR code/security feature]

Note: This licence is issued under the Gas Service Worker Regulations 2026 and remains the property of URCA. It must be displayed at the workplace when performing authorised gas service work and surrendered to URCA when no longer valid. If found, this licence should be handed in at a Police Station or the offices of the Utilities Regulation and Competition Authority.



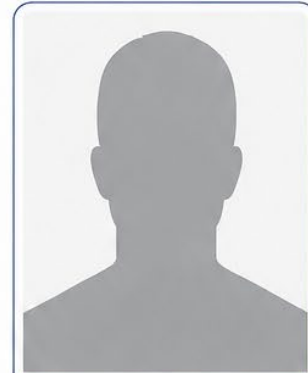
UTILITIES REGULATION AND COMPETITION AUTHORITY

GAS SERVICE WORKER LICENCE

Issued under the Gas Service Worker Regulations, 2026

1. LICENSEE PARTICULARS

Full Name: _____
Licence Number: _____
Date of Birth: _____
Sex: _____



PHOTOGRAPH OF LICENSEE

2. LICENCE DETAILS

Date of Issue: _____
Date of Expiry: _____

3. DECLARATION OF LICENSEE

The licence holder shall comply with all applicable provisions of the Gas Service Regulations as amended from time to time.

I, the holder of this Gas Service Worker Licence declare that I have read, understood, and agree to comply with the terms and conditions of this licence and all applicable provisions of the Gas Service Worker Regulations.

Signature of Licensee: _____

Date: _____



4. AUTHORISATION

Issued by the Utilities Regulation and Competition Authority pursuant to the Gas Service Worker Regulations, 2026.

Authorised Signature: _____

Date: _____

5. NOTES AND CONDITIONS

- This licence is issued under the Gas Service Worker Regulations, 2026 and remains the property of URCA.
- It must be displayed at the workplace when performing authorised gas service work.
- This licence must be surrendered to URCA when no longer valid.
- If found, this licence should be handed in at a Police Station or the offices of the Utilities Regulation and Competition Authority.
- Any alteration, duplication, or misuse of this licence is prohibited.

6. SECURITY FEATURES



DIGITALLY
EMBEDDED
SECURITY



HOLOGRAPHIC
SECURITY
FEATURE



ANTI-TAMPER
DESIGN



MACHINE
READABLE

9 Second Schedule – Application Form

**UTILITIES REGULATION AND COMPETITION AUTHORITY
GAS SERVICE WORKER LICENCE APPLICATION FORM**

SECTION A – ALL APPLICANTS – *Applicant Details*

1. **Full Name of Applicant:** _____
2. **Date of Birth (DD/MM/YYYY):** _____
3. **Residential Address:** _____
4. **Contact Information:**
 - Phone: _____
 - Alternate Telephone: _____
 - Email: _____

**SECTION B – APPLICATION SUBMITTED BY A NATURAL GAS SECTOR LICENSEE ON BEHALF OF AN
EMPLOYEE ONLY – *Employment Details and Certification***

6. **Name of Employer:** _____
7. **Address of Employer:** _____
8. **Employee job title:** _____

Employer Affidavit:

I _____ being the compliance officer for
_____ an URCA licensee in
accordance with the provisions of the Natural Gas Act (“the Company”) **DO MAKE OATH** and say that
_____ (“the Applicant”) is or will be an employee of the
Company and that the Applicant has completed the Company’s Qualification Program, is duly qualified for
the issuance of a Gas Service Worker Licence in accordance with the provisions of the Gas Service Worker
Regulations and that the information provided by the Company is correct and true.

SWORN to this
day of
A.D., 2026 at



BEFORE ME

NOTARY PUBLIC/JUSTICE OF THE PEACE

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SECTION C – Attachments and supporting documents

All Applicants

- a) Passport photograph (taken within the last 6 months)

Applicants submitted by individual applicants only

- b) Educational qualification proof
- c) Resume outlining work experience
- d) Technical reference
- e) Proof of passing URCA Entry Level Exam

SECTION E – ALL APPLICANTS – Applicant declaration

I, _____ declare that the information provided in this application is true and accurate to the best of my knowledge. I acknowledge that submission of false or misleading information may result in refusal or revocation of my licence. I also agree to comply with all applicable provisions of the Gas Service Worker Regulations and any conditions attached to the licence issued by URCA.

Signature of Applicant:

Date:
