

**2 : 4 SCHEDULE**

**WAGES AND OVERTIME RATES**

**FOR EMPLOYEES ON**

**MOBILE OFFSHORE FACILITIES**

**AS WELL AS**

**DRILLING FROM PERMANENTLY PLACED  
FACILITIES**

**ON THE NORWEGIAN CONTINENTAL SHELF**

<b>A1</b>	Ass. Section Supervisors, Electrician, Safety Supervisor, Nurse, DP-operator
<b>A</b>	Ass. Driller, Controlroom Operator, Engineroom Operator, Ballast Ctrl.room Operator
<b>B</b>	Operation Engineer, Electrician in Platform Drilling, Rig Mechanic in Platform Drilling, Laboratory Technician, Hydraulic Engineer, Process Operator, Electronics Engineer, Instrumentation Engineer, Crane operator/supervisor, Storekeeper, Derrickman
<b>C</b>	Radio Operator, Cook, Mechanic, Welder, Drilling and Maintenance Operator (DMO), Crane Operator, Deck Supervisor, Caretaker
<b>D</b>	Turret Operator, Derrickman Assistant, Drilling Deck Mechanic, Roughneck, Mud Strainer Oper., Receptionist (Dispatcher), Motorman
<b>E</b>	Operation and Maintenance Operator (OMO), Catering Operator

**MINIMUM WAGES, RATES PER MONTH**

**VALID FROM JUNE 1st 2016**

<b>2:4 SCHEDULE</b>		Regular monthly wage	Adjusted monthly wage
Group	Position		
<b>0</b>	Platform manager	77 464	69 165
<b>0.1</b>	Toolpusher, Production Supervisor	75 290	67 223
<b>1</b>	Section Supervisors, Technical Supervisor, Deputy Platform Manager with Master Mariner Certification, Maritime Barge Supervisor, Stability Supervisor, Maintenance Supervisor, Deputy Toolpusher	68 765	61 397
<b>2</b>	Driller, Subsea Engineer; Catering manager Ass. Technical Supervisor, Chief Electrician	63 328	56 543

Valid from June 1, 2016

Schedule			Seniority						
			0	1	2	3	4	5	6
<b>A1</b>	2:4	Annual wages vacation excl.	537 575	553 422	569 271	585 686	602 417	619 149	635 920
		Annual wages vacation incl.	602 084	619 833	637 584	655 968	674 708	693 447	712 231
		Adjusted monthly wages (12+vacation)	44 798	46 119	47 439	48 807	50 201	51 596	52 993
		Ordinary monthly wages	50 174	51 653	53 132	54 664	56 226	57 787	59 353
		Monthly wages incl. seamens tax deduct.	45 874	47 353	48 832	50 364	51 926	53 487	55 053
		Hourly rate	343,66	353,79	363,92	374,41	385,11	395,80	406,52
		Hourly overtime rate	567,03	583,75	600,46	617,78	635,43	653,07	670,77
		Hourly overtime bonus	223,38	229,96	236,55	243,37	250,32	257,27	264,24
<b>A</b>	2:4	Annual wages vacation excl.	534 550	550 303	566 057	582 193	598 825	615 456	632 127
		Annual wages vacation incl.	598 696	616 340	633 984	652 056	670 683	689 311	707 982
		Adjusted monthly wages (12+vacation)	44 546	45 859	47 171	48 516	49 902	51 288	52 677
		Ordinary monthly wages	49 891	51 362	52 832	54 338	55 890	57 443	58 999
		Monthly wages incl. seamens tax deduct.	45 591	47 062	48 532	50 038	51 590	53 143	54 699
		Hourly rate	341,72	351,79	361,86	372,18	382,81	393,44	404,10
		Hourly overtime rate	563,84	580,46	597,07	614,09	631,64	649,18	666,76
		Hourly overtime bonus	222,12	228,66	235,21	241,92	248,83	255,74	262,66
<b>B</b>	2:4	Annual wages vacation excl.	511 235	525 832	540 429	555 026	569 624	584 738	600 548
		Annual wages vacation incl.	572 583	588 932	605 281	621 630	637 979	654 906	672 614
		Adjusted monthly wages (12+vacation)	42 603	43 819	45 036	46 252	47 469	48 728	50 046
		Ordinary monthly wages	47 715	49 078	50 440	51 802	53 165	54 576	56 051
		Monthly wages incl. seamens tax deduct.	43 415	44 778	46 140	47 502	48 865	50 276	51 751
		Hourly rate	326,82	336,15	345,48	354,81	364,14	373,80	383,91
		Hourly overtime rate	539,25	554,64	570,04	585,44	600,84	616,78	633,46
		Hourly overtime bonus	212,43	218,50	224,56	230,63	236,69	242,97	249,54
<b>C</b>	2:4	Annual wages vacation excl.	497 703	512 148	526 601	541 054	555 506	569 959	585 070
		Annual wages vacation incl.	557 427	573 606	589 793	605 980	622 167	638 354	655 278
		Adjusted monthly wages (12+vacation)	41 475	42 679	43 883	45 088	46 292	47 497	48 756
		Ordinary monthly wages	46 452	47 800	49 149	50 498	51 847	53 196	54 607
		Monthly wages incl. seamens tax deduct.	42 152	43 500	44 849	46 198	47 547	48 896	50 307
		Hourly rate	318,17	327,40	336,64	345,88	355,12	364,36	374,02
		Hourly overtime rate	524,97	540,21	555,46	570,70	585,95	601,19	617,13
		Hourly overtime bonus	206,81	212,81	218,82	224,82	230,83	236,83	243,11
<b>D</b>	2:4	Annual wages vacation excl.	470 965	483 016	495 068	508 075	521 227	534 379	547 959
		Annual wages vacation incl.	527 480	540 978	554 477	569 043	583 774	598 504	613 714
		Adjusted monthly wages (12+vacation)	39 247	40 251	41 256	42 340	43 436	44 532	45 663
		Ordinary monthly wages	43 957	45 082	46 206	47 420	48 648	49 875	51 143
		Monthly wages incl. seamens tax deduct.	39 657	40 782	41 906	43 120	44 348	45 575	46 843
		Hourly rate	301,07	308,78	316,48	324,80	333,20	341,61	350,29
		Hourly overtime rate	496,77	509,48	522,20	535,91	549,79	563,66	577,98
		Hourly overtime bonus	195,70	200,71	205,71	211,12	216,58	222,05	227,69
<b>E</b>	2:4	Annual wages vacation excl.	450 595	462 018	473 441	484 864	496 299	508 717	521 579
		Annual wages vacation incl.	504 667	517 460	530 254	543 048	555 855	569 763	584 168
		Adjusted monthly wages (12+vacation)	37 550	38 502	39 453	40 405	41 358	42 393	43 465
		Ordinary monthly wages	42 056	43 122	44 188	45 254	46 321	47 480	48 681
		Monthly wages incl. seamens tax deduct.	37 756	38 822	39 888	40 954	42 021	43 180	44 381
		Hourly rate	288,05	295,35	302,66	309,96	317,27	325,21	333,43
		Hourly overtime rate	475,29	487,33	499,38	511,43	523,49	536,59	550,16
		Hourly overtime bonus	187,23	191,98	196,73	201,47	206,22	211,38	216,73

## **OTHER RATES per June 1, 2016**

### **3.4 Change of work plan, work rota or work place:**

NOK 550.00 per day, up to a limit of NOK 3,850.00

### **4.1 Special supplement for DVOs after minimum 1 year at top rate**

NOK 6000,- per year including vacation allowance

**4.2.4 Meals and meal allowances:** NOK 16.500.00 per year

**6.1 Ad hoc overnight accommodation:** at NOK 445.00 per night

**6.3 Mask allowance:** NOK 30.00 per hour

### **6.5 Oil-based drilling mud:**

a) NOK 104.00 for each 12-hour shift worked

b) NOK 127.00 for each 12-hour shift worked

c) NOK 23.00 per hour

d) NOK 123.00 per 12 hour shift worked

e) NOK 5.50 per hour

**6.6 Smoke divers:** NOK 450.00 per month

**6.10 Cleaning of infectious cabin:** NOK 500 per wash down

**6.11 Sewer supplement:** NOK 30,- per hour

**6.12 Sharing of cabin:** NOK 775,- per 24 hours

**7. NIGHT SUPPLEMENT:** NOK 76,- per hour

**12 SUPPLEMENT FOR WORKING ON HOLIDAYS:** NOK 1,900.00 per day

**13.1 Ordinary travel plan:** travel outlays exceeding NOK 500.00

### **13.2 Unusual circumstances relating to trip**

2 hours: Meal at NOK 125.00

4 hours: Meal at NOK 175.00

**13.5 Duty travel:** Travel allowance: NOK 25.00 per hour

**19.2 Employee's effects:** Up to NOK 24,000.00 per loss

**PENSION FUND:** NOK 110.00 per employee per month

**21 General agreements,** see appendix 1

## **EDUCATION AND DEVELOPMENT FUND**

NOK 19.00 per month per employee

NOK 95.00 per month for employer, of these, NOK 49.00 goes in advance to DSO, while the rest is divided equally between DSO and NR.

