

**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 2014**

<b>2:4 SCHEDULE</b>		Regular	Adjusted
Group	Position	monthly wage	monthly wage
<b>0</b>	Platform manager	77 006	68 756
<b>0.1</b>	Toolpusher, Production Supervisor	74 832	66 814
<b>1</b>	Section Supervisors, Technical Supervisor, Deputy Platform Manager with Master Mariner Certification, Maritime Barge Supervisor, Stability Supervisor, Maintenance Supervisor, Deputy Toolpusher	68 307	60 988
<b>2</b>	Driller, Subsea Engineer; Catering manager Ass. Technical Supervisor, Chief Electrician	62 870	56 134

Valid from June 1, 2014

Schedule			Seniority						
			0	1	2	3	4	5	6
A1	2:4	Annual wages vacation excl.	529 604	545 217	560 831	577 002	593 486	609 969	626 491
		Annual wages vacation incl.	593 157	610 643	628 130	646 242	664 704	683 165	701 670
		Adjusted monthly wages (12+vacation)	44 134	45 435	46 736	48 084	49 457	50 831	52 208
		Ordinary monthly wages	49 430	50 887	52 344	53 854	55 392	56 930	58 473
		Monthly wages incl. seamens tax deduct.	45 130	46 587	48 044	49 554	51 092	52 630	54 173
		Hourly rate	338,56	348,54	358,52	368,86	379,40	389,93	400,50
		Hourly overtime rate	558,62	575,09	591,56	608,62	626,01	643,39	660,82
		Hourly overtime bonus	220,06	226,55	233,04	239,76	246,61	253,46	260,32
A	2:4	Annual wages vacation excl.	526 624	542 144	557 664	573 561	589 946	606 331	622 754
		Annual wages vacation incl.	589 819	607 201	624 584	642 388	660 739	679 091	697 485
		Adjusted monthly wages (12+vacation)	43 885	45 179	46 472	47 797	49 162	50 528	51 896
		Ordinary monthly wages	49 152	50 600	52 049	53 532	55 062	56 591	58 124
		Monthly wages incl. seamens tax deduct.	44 852	46 300	47 749	49 232	50 762	52 291	53 824
		Hourly rate	336,65	346,58	356,50	366,66	377,13	387,61	398,11
		Hourly overtime rate	555,48	571,85	588,22	604,99	622,27	639,55	656,88
		Hourly overtime bonus	218,83	225,27	231,72	238,33	245,14	251,95	258,77
B	2:4	Annual wages vacation excl.	503 655	518 035	532 416	546 797	561 178	576 068	591 644
		Annual wages vacation incl.	564 093	580 200	596 306	612 413	628 519	645 196	662 641
		Adjusted monthly wages (12+vacation)	41 971	43 170	44 368	45 566	46 765	48 006	49 304
		Ordinary monthly wages	47 008	48 350	49 692	51 034	52 377	53 766	55 220
		Monthly wages incl. seamens tax deduct.	42 708	44 050	45 392	46 734	48 077	49 466	50 920
		Hourly rate	321,97	331,16	340,36	349,55	358,74	368,26	378,22
		Hourly overtime rate	531,25	546,42	561,59	576,76	591,93	607,63	624,06
		Hourly overtime bonus	209,28	215,26	221,23	227,21	233,18	239,37	245,84
C	2:4	Annual wages vacation excl.	490 316	504 555	518 793	533 031	547 270	561 508	576 395
		Annual wages vacation incl.	549 154	565 101	581 048	596 995	612 942	628 889	645 562
		Adjusted monthly wages (12+vacation)	40 860	42 046	43 233	44 419	45 606	46 792	48 033
		Ordinary monthly wages	45 763	47 092	48 421	49 750	51 079	52 407	53 797
		Monthly wages incl. seamens tax deduct.	41 463	42 792	44 121	45 450	46 779	48 107	49 497
		Hourly rate	313,44	322,55	331,65	340,75	349,85	358,96	368,47
		Hourly overtime rate	517,18	532,20	547,22	562,24	577,26	592,28	607,98
		Hourly overtime bonus	203,74	209,66	215,57	221,49	227,40	233,32	239,51
D	2:4	Annual wages vacation excl.	463 711	475 703	487 695	500 541	513 498	526 455	539 834
		Annual wages vacation incl.	519 356	532 787	546 218	560 606	575 118	589 630	604 614
		Adjusted monthly wages (12+vacation)	38 643	39 642	40 641	41 712	42 792	43 871	44 986
		Ordinary monthly wages	43 280	44 399	45 518	46 717	47 927	49 136	50 385
		Monthly wages incl. seamens tax deduct.	38 980	40 099	41 218	42 417	43 627	44 836	46 085
		Hourly rate	296,44	304,10	311,77	319,98	328,26	336,55	345,10
		Hourly overtime rate	489,12	501,77	514,42	527,97	541,64	555,30	569,41
		Hourly overtime bonus	192,68	197,67	202,65	207,99	213,37	218,76	224,31
E	2:4	Annual wages vacation excl.	443 443	454 809	466 175	477 541	488 919	501 175	513 845
		Annual wages vacation incl.	496 656	509 386	522 116	534 846	547 590	561 316	575 507
		Adjusted monthly wages (12+vacation)	36 954	37 901	38 848	39 795	40 743	41 765	42 820
		Ordinary monthly wages	41 388	42 449	43 510	44 571	45 632	46 776	47 959
		Monthly wages incl. seamens tax deduct.	37 088	38 149	39 210	40 271	41 332	42 476	43 659
		Hourly rate	283,48	290,75	298,01	305,28	312,55	320,39	328,49
		Hourly overtime rate	467,74	479,73	491,72	503,71	515,71	528,64	542,00
		Hourly overtime bonus	184,26	188,98	193,71	198,43	203,16	208,25	213,52

## **OTHER RATES per June 1, 2014**

### **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 75,- per hour

**12 SUPPLEMENT FOR WORKING ON HOLIDAYS:** NOK 1,880.00 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 18.00 per month per employee

NOK 94.00 per month for employer, of these, NOK 49.00 goes in advance to DSO, while the rest is divided equally between DSO and NR.