

DSO

**Valid from June 1, 2013
To May 31, 2014**

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

A1	Ass. Section Supervisors, Electrician, Safety Supervisor, Nurse, DP-operator
A	Ass. Driller, Controlroom Operator, Engineroom Operator, Ballast Ctrl.room Operator
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
C	Radio Operator, Cook, Mechanic, Welder, Drilling and Maintenance Operator (DMO), Derrickman, Crane Operator, Deck Supervisor, Caretaker
D	Turret Operator, Derrickman Assistant, Drilling Deck Mechanic, Roughneck, Mud Strainer Oper., Receptionist (Dispatcher), Ass. Crane Operator, Motorman
E	Operation and Maintenance Operator (OMO), Catering Operator

MINIMUM WAGES, RATES PER MONTH

VALID FROM JUNE 1st 2013

2:4 SCHEDULE		Regular monthly Wage	Adjusted monthly wage
Group	Position		
0	Platform manager	74 764	66 753
0.1	Toolpusher, Production Supervisor	72 652	64 868
1	Section Supervisors, Technical Supervisor, Deputy Platform Manager with Master Mariner Certification, Maritime Barge Supervisor, Stability Supervisor, Maintenance Supervisor, Deputy Toolpusher	66 318	59 212
2	Driller, Subsea Engineer; Catering manager Ass. Technical Supervisor, Chief Electrician	61039	54 499

Valid from June 1, 2013

Schedule			Seniority						
			0	1	2	3	4	5	6
A1	2:4	Annual wages vacation excl.	513 087	528 699	544 313	560 196	576 200	592 203	608 244
		Annual wages vacation incl.	574 657	592 143	609 630	627 420	645 343	663 267	681 233
		Adjusted monthly wages (12+vacation)	42 757	44 058	45 359	46 683	48 017	49 350	50 687
		Ordinary monthly wages	47 888	49 345	50 803	52 285	53 779	55 272	56 769
		Monthly wages incl. seamens tax deduct.	43 588	45 045	46 503	47 985	49 479	50 972	52 469
		Hourly rate	328,00	337,98	347,96	358,12	368,35	378,58	388,83
		Hourly overtime rate	541,20	557,67	574,14	590,89	607,77	624,65	641,57
		Hourly overtime bonus	213,20	219,69	226,18	232,78	239,43	246,08	252,74
A	2:4	Annual wages vacation excl.	510 106	525 626	541 146	556 855	572 763	588 671	604 616
		Annual wages vacation incl.	571 319	588 701	606 084	623 678	641 495	659 311	677 170
		Adjusted monthly wages (12+vacation)	42 509	43 802	45 096	46 405	47 730	49 056	50 385
		Ordinary monthly wages	47 610	49 058	50 507	51 973	53 458	54 943	56 431
		Monthly wages incl. seamens tax deduct.	43 310	44 758	46 207	47 673	49 158	50 643	52 131
		Hourly rate	326,10	336,02	345,94	355,98	366,15	376,32	386,51
		Hourly overtime rate	538,06	554,43	570,80	587,37	604,15	620,93	637,75
		Hourly overtime bonus	211,96	218,41	224,86	231,39	238,00	244,61	251,23
B	2:4	Annual wages vacation excl.	487 137	501 518	515 898	530 279	544 660	559 289	574 412
		Annual wages vacation incl.	545 593	561 700	577 806	593 913	610 019	626 404	643 341
		Adjusted monthly wages (12+vacation)	40 595	41 793	42 992	44 190	45 388	46 607	47 868
		Ordinary monthly wages	45 466	46 808	48 151	49 493	50 835	52 200	53 612
		Monthly wages incl. seamens tax deduct.	41 166	42 508	43 851	45 193	46 535	47 900	49 312
		Hourly rate	311,41	320,60	329,80	338,99	348,18	357,54	367,20
		Hourly overtime rate	513,83	529,00	544,17	559,34	574,50	589,94	605,89
		Hourly overtime bonus	202,42	208,39	214,37	220,34	226,32	232,40	238,68
C	2:4	Annual wages vacation excl.	473 798	488 037	502 275	516 514	530 752	544 991	559 607
		Annual wages vacation incl.	530 654	546 601	562 548	578 495	594 442	610 389	626 760
		Adjusted monthly wages (12+vacation)	39 483	40 670	41 856	43 043	44 229	45 416	46 634
		Ordinary monthly wages	44 221	45 550	46 879	48 208	49 537	50 866	52 230
		Monthly wages incl. seamens tax deduct.	39 921	41 250	42 579	43 908	45 237	46 566	47 930
		Hourly rate	302,88	311,99	321,09	330,19	339,29	348,40	357,74
		Hourly overtime rate	499,76	514,78	529,80	544,82	559,83	574,85	590,27
		Hourly overtime bonus	196,88	202,79	208,71	214,62	220,54	226,46	232,53
D	2:4	Annual wages vacation excl.	447 193	459 185	471 177	484 024	496 981	509 938	523 316
		Annual wages vacation incl.	500 856	514 287	527 718	542 106	556 618	571 130	586 114
		Adjusted monthly wages (12+vacation)	37 266	38 265	39 265	40 335	41 415	42 495	43 610
		Ordinary monthly wages	41 738	42 857	43 977	45 176	46 385	47 594	48 843
		Monthly wages incl. seamens tax deduct.	37 438	38 557	39 677	40 876	42 085	43 294	44 543
		Hourly rate	285,88	293,54	301,21	309,42	317,70	325,99	334,54
		Hourly overtime rate	471,70	484,35	496,99	510,55	524,21	537,88	551,99
		Hourly overtime bonus	185,82	190,80	195,79	201,12	206,51	211,89	217,45
E	2:4	Annual wages vacation excl.	426 925	438 291	449 657	461 023	472 402	484 657	497 328
		Annual wages vacation incl.	478 156	490 886	503 616	516 346	529 090	542 816	557 007
		Adjusted monthly wages (12+vacation)	35 577	36 524	37 471	38 419	39 367	40 388	41 444
		Ordinary monthly wages	39 846	40 907	41 968	43 029	44 091	45 235	46 417
		Monthly wages incl. seamens tax deduct.	35 546	36 607	37 668	38 729	39 791	40 935	42 117
		Hourly rate	272,92	280,19	287,45	294,72	301,99	309,83	317,93
		Hourly overtime rate	450,32	462,31	474,30	486,28	498,29	511,21	524,58
		Hourly overtime bonus	177,40	182,12	186,84	191,57	196,29	201,39	206,65

OTHER RATES per June 1, 2013

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 101.00 for each 12-hour shift worked

b) NOK 123.00 for each 12-hour shift worked

c) NOK 22.00 per hour

d) NOK 123.00 per 12 hour shift worked

e) NOK 5.50 per hour

6.6 Smoke divers: NOK 400.00 per month

7. NIGHT SUPPLEMENT: NOK 72,25 per hour

12 SUPPLEMENT FOR WORKING ON HOLIDAYS: NOK 1,820.00 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 92.00 per month for employer, of these, NOK 48.00 goes in advance to DSO, while the rest is divided equally between DSO and NR.