

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, Derrickman
C	Radio Operator, Cook, Mechanic, Welder, Drilling and Maintenance Operator (DMO), Crane Operator, Deck Supervisor, Caretaker
D	Turret Operator, Derrickman Assistant, Drilling Deck Mechanic, Roughneck, Mud Strainer Oper., Receptionist (Dispatcher), Motorman
E	Operation and Maintenance Operator (OMO), Catering Operator

MINIMUM WAGES, RATES PER MONTH

VALID FROM JUNE 1, 2021

2:4 SCHEDULE		Regular	Adjusted
Group	Position	monthly wage	monthly wage
0	Platform manager	85 476	76 318
0.1	Toolpusher, Production Supervisor	83 301	74 376
1	Section Supervisors, Technical Supervisor, Deputy Platform Manager with Master Mariner Certification, Maritime Barge Supervisor, Stability Supervisor, Maintenance Supervisor, Deputy Toolpusher	76 776	68 550
2	Driller, Subsea Engineer; Catering manager Ass. Technical Supervisor, Chief Electrician	71 339	63 695

Valid from June 1, 2021

Schedule		Seniority							
		0	1	2	3	4	5	6	
A1	2:4	Annual wages vacation excl.	620 488	636 336	652 184	668 622	685 956	703 289	720 664
		Annual wages vacation incl.	694 947	712 696	730 447	748 856	768 270	787 684	807 144
		Adjusted monthly wages (12+vacation)	51 707	53 028	54 349	55 718	57 163	58 607	60 055
		Ordinary monthly wages	57 912	59 391	60 871	62 405	64 023	65 640	67 262
		Monthly wages incl. seamens tax deduct.	53 612	55 091	56 571	58 105	59 723	61 340	62 962
		Hourly rate	396,66	406,79	416,92	427,43	438,51	449,59	460,70
		Hourly overtime rate	654,49	671,20	687,92	705,26	723,54	741,83	760,15
		Hourly overtime bonus	257,83	264,41	271,00	277,83	285,03	292,23	299,45
A	2:4	Annual wages vacation excl.	617 463	633 217	648 970	665 106	682 233	699 464	716 734
		Annual wages vacation incl.	691 559	709 203	726 847	744 919	764 101	783 399	802 743
		Adjusted monthly wages (12+vacation)	51 455	52 768	54 081	55 426	56 853	58 289	59 728
		Ordinary monthly wages	57 630	59 100	60 571	62 077	63 675	65 283	66 895
		Monthly wages incl. seamens tax deduct.	53 330	54 800	56 271	57 777	59 375	60 983	62 595
		Hourly rate	394,73	404,80	414,87	425,18	436,13	447,15	458,19
		Hourly overtime rate	651,30	667,91	684,53	701,55	719,62	737,79	756,01
		Hourly overtime bonus	256,57	263,12	269,66	276,37	283,48	290,64	297,82
B	2:4	Annual wages vacation excl.	594 148	608 746	623 343	637 940	652 537	667 651	684 019
		Annual wages vacation incl.	665 446	681 795	698 144	714 493	730 842	747 769	766 101
		Adjusted monthly wages (12+vacation)	49 512	50 729	51 945	53 162	54 378	55 638	57 002
		Ordinary monthly wages	55 454	56 816	58 179	59 541	60 903	62 314	63 842
		Monthly wages incl. seamens tax deduct.	51 154	52 516	53 879	55 241	56 603	58 014	59 542
		Hourly rate	379,82	389,15	398,48	407,82	417,15	426,81	437,27
		Hourly overtime rate	626,70	642,10	657,50	672,90	688,29	704,23	721,50
		Hourly overtime bonus	246,88	252,95	259,01	265,08	271,15	277,43	284,23
C	2:4	Annual wages vacation excl.	580 616	595 062	609 514	623 967	638 420	652 872	667 983
		Annual wages vacation incl.	650 290	666 469	682 656	698 843	715 030	731 217	748 141
		Adjusted monthly wages (12+vacation)	48 385	49 588	50 793	51 997	53 202	54 406	55 665
		Ordinary monthly wages	54 191	55 539	56 888	58 237	59 586	60 935	62 345
		Monthly wages incl. seamens tax deduct.	49 891	51 239	52 588	53 937	55 286	56 635	58 045
		Hourly rate	371,17	380,40	389,64	398,88	408,12	417,36	427,02
		Hourly overtime rate	612,43	627,67	642,91	658,16	673,40	688,65	704,58
		Hourly overtime bonus	241,26	247,26	253,27	259,27	265,28	271,28	277,56
D	2:4	Annual wages vacation excl.	553 878	565 930	577 982	590 988	604 140	617 292	630 872
		Annual wages vacation incl.	620 343	633 841	647 340	661 906	676 637	691 367	706 577
		Adjusted monthly wages (12+vacation)	46 156	47 161	48 165	49 249	50 345	51 441	52 573
		Ordinary monthly wages	51 695	52 820	53 945	55 159	56 386	57 614	58 881
		Monthly wages incl. seamens tax deduct.	47 395	48 520	49 645	50 859	52 086	53 314	54 581
		Hourly rate	354,08	361,78	369,49	377,80	386,21	394,62	403,30
		Hourly overtime rate	584,23	596,94	609,65	623,37	637,24	651,12	665,44
		Hourly overtime bonus	230,15	235,16	240,17	245,57	251,04	256,50	262,14
E	2:4	Annual wages vacation excl.	533 509	544 932	556 355	567 777	579 213	591 631	604 492
		Annual wages vacation incl.	597 530	610 323	623 117	635 911	648 718	662 626	677 031
		Adjusted monthly wages (12+vacation)	44 459	45 411	46 363	47 315	48 268	49 303	50 374
		Ordinary monthly wages	49 794	50 860	51 926	52 993	54 060	55 219	56 419
		Monthly wages incl. seamens tax deduct.	45 494	46 560	47 626	48 693	49 760	50 919	52 119
		Hourly rate	341,06	348,36	355,66	362,96	370,27	378,21	386,43
		Hourly overtime rate	562,74	574,79	586,84	598,89	610,95	624,05	637,61
		Hourly overtime bonus	221,69	226,43	231,18	235,93	240,68	245,84	251,18

OTHER RATES per January 1, 2021

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 500.00 per wash down

6.11 Sewer supplement: NOK 30,- per hour

6.12 Sharing of cabin: NOK 907,- per 24 hours

7. NIGHT SUPPLEMENT: NOK 90,00 per hour

12 SUPPLEMENT FOR WORKING ON HOLIDAYS: NOK 2110.00 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 IE, while the rest is divided equally between IE and NR.