

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

A	Ass. Section Supervisors, Electrician, Safety Supervisor, Nurse, DP-operator 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, Cleaning Operator w/certificate of apprenticeship
E	Operation and Maintenance Operator (OMO), Catering Operator

MINIMUM WAGES, RATES PER MONTH

VALID FROM JUNE 1, 2025

2:4 SCHEDULE		Regular minimum monthly wage	Adjusted minimum monthly wage
Group	Position		
0	Platform manager	103 234	92 173
0.1	Toolpusher, Production Supervisor	100 792	89 992
1	Section Supervisors, Technical Supervisor, Deputy Platform Manager with Master Mariner Certification, Maritime Barge Supervisor, Stability Supervisor, Maintenance Supervisor, Deputy Toolpusher	93 464	83 450
2	Driller, Subsea Engineer; Catering manager Ass. Technical Supervisor, Chief Electrician	87 358	77 998

Schedule			Seniority						
			0	1	2	3	4	5	6
A	2:4	Annual wages vacation excl.	792 100	807 406	823 018	838 943	855 186	871 754	888 654
		Annual wages vacation incl.	887 152	904 295	921 781	939 616	957 808	976 365	995 292
		Adjusted monthly wages (12+vacation)	66 008	67 284	68 585	69 912	71 266	72 646	74 054
		Ordinary monthly wages	73 929	75 358	76 815	78 301	79 817	81 364	82 941
		Monthly wages incl. seamens tax deduct.	69 629	71 058	72 515	74 001	75 517	77 064	78 641
		Hourly rate	506,37	516,15	526,13	536,31	546,69	557,29	568,09
		Hourly overtime rate	835,50	851,65	868,12	884,91	902,05	919,52	937,35
		Hourly overtime bonus	329,14	335,50	341,98	348,60	355,35	362,24	369,26
B	2:4	Annual wages vacation excl.	759 144	773 791	788 731	803 970	819 513	835 368	851 540
		Annual wages vacation incl.	850 241	866 646	883 379	900 446	917 855	935 612	953 724
		Adjusted monthly wages (12+vacation)	63 262	64 483	65 728	66 997	68 293	69 614	70 962
		Ordinary monthly wages	70 853	72 220	73 615	75 037	76 488	77 968	79 477
		Monthly wages incl. seamens tax deduct.	66 553	67 920	69 315	70 737	72 188	73 668	75 177
		Hourly rate	485,30	494,66	504,21	513,95	523,89	534,03	544,36
		Hourly overtime rate	800,74	816,19	831,95	848,02	864,42	881,14	898,20
		Hourly overtime bonus	315,44	321,53	327,74	334,07	340,53	347,12	353,84
C	2:4	Annual wages vacation excl.	727 607	741 623	755 920	770 502	785 377	800 549	816 024
		Annual wages vacation incl.	814 919	830 618	846 630	862 963	879 622	896 614	913 947
		Adjusted monthly wages (12+vacation)	60 634	61 802	62 993	64 209	65 448	66 712	68 002
		Ordinary monthly wages	67 910	69 218	70 553	71 914	73 302	74 718	76 162
		Monthly wages incl. seamens tax deduct.	63 610	64 918	66 253	67 614	69 002	70 418	71 862
		Hourly rate	465,14	474,10	483,24	492,56	502,07	511,77	521,66
		Hourly overtime rate	767,48	782,26	797,34	812,72	828,41	844,41	860,74
		Hourly overtime bonus	302,34	308,16	314,10	320,16	326,34	332,65	339,08
D	2:4	Annual wages vacation excl.	697 428	710 841	724 522	738 476	752 710	767 229	782 038
		Annual wages vacation incl.	781 119	796 141	811 464	827 094	843 035	859 296	875 882
		Adjusted monthly wages (12+vacation)	58 119	59 237	60 377	61 540	62 726	63 936	65 170
		Ordinary monthly wages	65 093	66 345	67 622	68 924	70 253	71 608	72 990
		Monthly wages incl. seamens tax deduct.	60 793	62 045	63 322	64 624	65 953	67 308	68 690
		Hourly rate	445,84	454,42	463,16	472,09	481,18	490,47	499,93
		Hourly overtime rate	735,64	749,79	764,22	778,94	793,95	809,27	824,89
		Hourly overtime bonus	289,80	295,37	301,06	306,86	312,77	318,80	324,96
E	2:4	Annual wages vacation excl.	668 548	681 384	694 476	707 829	721 450	735 344	749 515
		Annual wages vacation incl.	748 774	763 150	777 813	792 769	808 024	823 585	839 457
		Adjusted monthly wages (12+vacation)	55 712	56 782	57 873	58 986	60 121	61 279	62 460
		Ordinary monthly wages	62 398	63 596	64 818	66 064	67 335	68 632	69 955
		Monthly wages incl. seamens tax deduct.	58 098	59 296	60 518	61 764	63 035	64 332	65 655
		Hourly rate	427,38	435,59	443,96	452,49	461,20	470,08	479,14
		Hourly overtime rate	705,18	718,72	732,53	746,61	760,98	775,64	790,58
		Hourly overtime bonus	277,80	283,13	288,57	294,12	299,78	305,55	311,44

OTHER RATES per June 1, 2025

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

NOK 850.00 per day, up to a limit of NOK 5,950.00

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 1035.00 per night

6.3 Mask allowance: NOK 31.50 per hour

6.5 Oil-based drilling mud:

a) NOK 109.00 for each 12-hour shift worked

b) NOK 133.00 for each 12-hour shift worked

c) NOK 25.00 per hour

d) NOK 133.00 per 12 hour shift worked

e) NOK 6.00 per hour

6.6 Smoke divers: NOK 1000.00 per month

6.10 Cleaning of infectious cabin: NOK 550.00 per wash down

6.11 Sewer supplement: NOK 575,- per shift worked

7. NIGHT SUPPLEMENT: NOK 113,50 per hour

12 SUPPLEMENT FOR WORKING ON HOLIDAYS: NOK 2350.00 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 160.00

4 hours: Meal at NOK 210.00

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 19.50 per month per employee

NOK 96.00 per month for employer, of these, NOK 50.00 goes in advance to Stykke, while the rest is divided equally between LO and NR.