

COMMITTEE OF COMPANY SIGNATORIES TO THE OFFSHORE DIVING INDUSTRY AGREEMENT (ODIA) WORKFORCE UPDATE – OCTOBER 2014

There was another **Stakeholder Forum meeting on Wednesday 24 September 2014** Jake Molloy, Roger Ewan, Derek Moore, Ryan Noble, Jamie McNamee and Phil Kearns met with Hamish Petersen, Natalya Zhuravleva, Gillian Cowieson, Jeanette Rigby, Nigel Kenrick, Roddy James, Susan McBain, Nigel Wilmott and Susie Miller at Harkand Offices, Waterloo Quay. The purpose of the Stakeholder Forum Meeting is to discuss items brought to the table by either party, away from the more formal Pay Negotiations and where any difficulties, challenges or common working practices, which affect pay and conditions, can be discussed. It was a good meeting, with good discussion on the points raised. The next meeting will be held either late next year or early 2016 once the formal Pay Negotiation Meetings are complete. Company Union Reps and Vessel Reps can attend Stakeholder Meetings but only Company Reps can attend the Pay Negotiation Meetings.

UK Training Matrix - Divers' Additional Training Allowance (DATA)

The full list was agreed and is attached to this workforce update. It will also be available on the ODIA website and the ODIA facebook page.

Review of Job Roles, Technicians, Senior Technicians, LST, LSS and Rigging Supervisor

Jake confirmed that a group of Technicians are now sitting down talking about these issues and that a draft paper has been prepared. Jake confirmed that he would forward the paper to the ODIA as soon as possible. The employers suggested that a work group be formed to discuss the paper fully, the first meeting is planned for November 2014.

Diver Grading and General Measurement of Competency

The Diver Competency/Pay Grading workgroup was formed by the Signatories and a paper was presented to the Union. Following some changes the paper was agreed (the paper is attached to this workforce brief and will be available on the ODIA website and the ODIA facebook page). The criteria will be **implemented from the 1st November 2014 for new divers and 1st November 2015 for all existing divers**. That will allow all existing divers 1 year to complete all the competency paperwork, have it checked by an ODIA Signatory Company and be issued with a certificate of Professional Diver Pay/Competency Grading. For transient workers, without a specific company competency scheme document then they can link to the IMCA competency scheme.

Travel Allowance

During vessel visits, Susie highlighted that travel costs were brought up a lot. It was confirmed that under the agreement all grades who do not have travel and accommodation paid by the company are paid an allowance of £20.67 (now up to £21.15) per day, which over a 28 day trip amounts to £578.76 (now £592.20). This allowance is to pay the cost of travel and if it costs more than the amount then with receipts the company will pay the extra, so the guys are never out of pocket. It was noted that booking and cancelling is annoying but it is the nature of the work, client led and the employers often cannot do anything about it. Phil added that the guys complain that crew changes can fluctuate by +/- 48 hours and sometimes the over stay changes take too long. It was agreed that if this happens then the guys should speak to Jake, who in turn will speak to Susie who will raise it with the company.

Neil Evans, of IMCA joined the meeting and gave a slide presentation - IMCA Training Update.

For feedback, contact Susie Miller on info@odia.org.uk , 07760 755863, or company signatories' website www.odia.org.uk