

**COMMITTEE OF COMPANY SIGNATORIES TO THE OFFSHORE DIVING INDUSTRY
AGREEMENT (ODIA)
WORKFORCE UPDATE – FEBRUARY 2016**

Changes to Rates of Pay and Allowances following the recent Ballot Result

Following the recent pay negotiations and ballot result between the RMT and the ODIA Signatories we would like to confirm the following updates and changes to the Agreement, which will take effect from the 1st February 2016 (please note a signatory may implement the changes from the 1st March 2016 if there is insufficient time to process the changes before then):

Standard Minimum Rates of Pay (Day Rates)

Frozen from 1st November 2015 to 31st October 2016

Frozen from 1st November 2016 to 31st October 2017, unless either party want to review the rates with the other party, when negotiations can commence anytime leading up to the 31st October 2016

Allowance and Ancillary Payments

Clause 6.1 (a) Travel and Subsistence Compensation

The allowance for travel and subsistence is to be removed. The cost of all travel from home to point of mobilisation and return is at the employees own expense. Once reporting instructions have been confirmed in writing (email, text or letter) with an embarkation time and the employee has bought and paid for travel, if the reporting time and/or place is changed or cancelled after written (email, text or letter) notice then the employer will reimburse the travel cost incurred. Whenever possible travel costs must be a reasonable expense and will be equivalent to a low cost air fare or 2nd class rail fair/car hire

Clause 6.1 (b) Safety Boots

Change the allowance to £0.50 per day to cover safety boots.

In the event that safety boots are provided by the signatory then the allowance would not be paid.

Clause 6.1 (c) Divers Medical

For each day or part day working offshore an allowance of £1.20 per day will be paid by the employer for the reimbursement of divers obtaining and paying for their own approved HSE Diving Medical Certificate. The allowance reflects all costs, including third party costs of medicals, travel, accommodation and meals, as required. Where the employer pays for this medical no allowance will be paid.

Clause 6.1 (d) Divers Specific Training Allowance

For each day or part day working offshore an allowance will be paid by the employer for the reimbursement of divers obtaining and maintaining their own certification of specific training. The allowance will only be paid to divers who hold an acceptable "in date" qualification and certificate. The allowance reflects all costs, including third party costs of course fees, travel, accommodation and meals, as required. Where the employer pays for the training direct no allowance will be paid.

Specifically this Includes:-

- (1) First Aid at Work including Oxygen Administration £1.00 per day
- (2) Diving Medical Technician (IMCA or approved similar) £2.50 per day
- (3) OPITO Rigger Certificate (stage 1 or above) £3.10 per day
- (4) CSWIP (3.1 or 3.2u as per the requirement of the Employer) £2.57 per day

Clause 6.1 (f) Mobilisation

When an employee is required to mobilise to a worksite (i.e. a DSV, rig, barge, etc) that is moored inshore or alongside a harbour, or required to check-in for a scheduled helicopter flight to such a worksite offshore, he shall be paid at 100% of his normal rate of pay for that day. However, if he is required to report between midnight and 5 a.m. then he will also be paid at 100% of his normal rate of pay for the immediately preceding day. For all further days, the full day rate will apply, together with the allowances under 6(b), (c), and (d) as appropriate.

Clause 6.1 (i) Public Holidays

All employees covered by this Agreement will be paid an additional 100% of their relevant day rate and of the relevant saturation payment where applicable, if they work on January 1 and December 25.

For the avoidance of doubt these uplifts will apply

- on the stated days only and, if for any reason a public holiday falls on another day, then the additional payment will be made for work carried out on the stated day only, and
- to the relevant day and saturation rates set out in the agreement and will not apply to any other allowance or payment made under this agreement.

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