

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

Diver Competency/Pay Grading Matrix

Following the implementation of the Diver Competency/Pay Grading Matrix on the 1st November 2014 we received some concerns from the workforce, which we've listened to, discussed with the RMT and ratified at the Signatory Meeting last week. The Signatories and the RMT have agreed to push on with the implementation and deal with any cases as they present themselves on an individual basis.

The Diver Pay Grading workgroup was formed following a request by the RMT for the Signatories to address the issue of inexperienced Divers receiving Professional Diver pay. The Matrix was implemented on the 1st November 2014 for new divers and will not be implemented until the 1st November 2015 for all existing divers. This will allow all existing divers 1 year to complete all the required paperwork, in their company's competency scheme, have it checked by an ODIA Signatory Company and be issued with a Certificate of Professional Diver Pay Grading. Transient workers, without a specific company competency scheme can use the IMCA competency scheme, which is recognised by all the Signatory Companies.

Attached to this document is the 3 page Diver Competency/Pay Grading Matrix. It is also available on the ODIA website www.odia.org.uk . The IMCA competence frameworks for freelance workers can be found on the IMCA website www.imca-int.com IMCA home page click on competence and training. For specific information on the IMCA competency scheme see these links below:

<http://www.imca-int.com/media/70608/imcac003.pdf>

<http://www.imca-int.com/media/92490/imca-freelancecompetence.pdf>

<http://www.imca-int.com/competence-and-training/competence-and-training-videos/c015.aspx>

This link will take you to the document you need to download and print off and start getting filled in for the bell diver competency.

<http://www.imca-int.com/media/112125/imca-freelancecompetence-diving-d04.pdf>

This link will take you to the document you need to download and print off and start getting filled in for the air (surface supplied) diver competency.

<http://www.imca-int.com/media/112136/imca-freelancecompetence-diving-d05.pdf>

This link will show you how to fill in the IMCA competency document and get it signed off (note it is ROV based, but gives you an indication of what is required).

<http://www.imca-int.com/media/92500/imca-freelancecompetence-workedexample.pdf>

The links are all on the ODIA website under downloads where you can link directly from there.

Please note there is no automatic right to the professional diver rate and as per the agreement it depends on the job the diver is being hired for and what is needed to deliver the job. At all times the diver must be current and competent to the criteria set to remain on the professional diver pay rate and to receive an up to date certificate.

Company Contact (please put in the name, e-mail and telephone number of the focal point please)

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