

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

Diver Competency/Pay Grading Matrix

The Diver Competency/Pay Grading Matrix was implemented on the 1st November 2014 for new divers and was due to be implemented on the 1st November 2015 for all existing divers. This allowed all existing divers 1 year to complete 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 were to use the IMCA competency scheme, which is recognised by all the Signatory Companies.

It was agreed in September 2015 to extend the deadline to 1st May 2016 and as this date is fast approaching we ask all Divers to take action and complete the required paperwork, have it checked by the ODIA Signatory Company that they are working with and be issued with a Certificate of Professional Diver Pay Grading. This will become a prerequisite to being paid the Professional Diver rate of pay. If a Diver has not worked in the UK Sector of the North West European Continental Shelf (within the ODIA Agreement work area) for a period of time and if he/she is not linked to a company, then they need to use the IMCA competency scheme and the first Signatory Company to hire them would do the grading checks.

The Diver Competency/Pay Grading Matrix is 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 or 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>

Document you need to download, print off and fill in for the bell diver competency.

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

Document you need to download, print off and fill 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