

08<sup>th</sup> February 2017

Tommy Campbell  
Regional Organiser  
Unite The Union  
42/44 King Street  
ABERDEEN  
AB24 5TJ

Dear Tommy

**OCA Joint Trade Union Pay & Conditions Claim – 1<sup>st</sup> April 2016 to 31<sup>st</sup> March 2017**

I refer to our letter of the 30<sup>th</sup> January 2017 regarding your pay and conditions claim of the 04<sup>th</sup> May 2016 and negotiations meetings that we held and would confirm that the OCA offer is detailed below.

**Trade Union Pay Claim 2016/17**

The Trade Unions on behalf of their members tabled a pay claim for 2016/17 based on:

1. Substantial Wage Increase
2. Improved Sick Pay
3. Introduce Paid Travel Time to employers onshore base

In response to your pay claim the OCA on behalf of its members wish to propose the following offer:

**Base Rate D1 Category B Craftsman**

2016/17	£19.70 for the period 7 <sup>th</sup> January 2017 to 31 <sup>st</sup> March 2017 (which is substantially above the last published CPI figure of 1.6%).
2017/18	£19.70 from 07 <sup>th</sup> January 2017 to flow through the 2017/18 period to the 31 <sup>st</sup> March 2018.
2018/19	Minimum £20.09 - maximum £20.29 as linked to CPI % published January 2018 and to cover the period from the 01 April 2018 to 31 March 2019. Either party reserves the right to renegotiate should CPI be out with these parameters.

Therefore, the increase on base rate D1 will take a Category B Craftsman rate from its current level of £19.31 per hour to £19.70 per hour from the 07<sup>th</sup> January 2017 through to the 31<sup>st</sup> March 2018. This increase to be applied on a pro-rated basis to the other categories; A - Technicians, C - Semi Skilled, D - Unskilled and E1, E2, E3 trainee rates in the agreement. This increase to flow through to all other rates that are linked to D1.

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For the 2018/19 the CPI increase will be on the new base rate D1 of £19.70p per hour and will be based in the CPI published figure in January 2018. This rate to be applied on a pro-rated basis the all other categories A, C, D and E1, E2, E3 trainee rates in the agreement. This increase to flow through to all other rates that are linked to D1.

### **Sick pay**

Sick pay to increase from the 07<sup>th</sup> January 2017 to the 31<sup>st</sup> March 2018 to the following basis. The 2015/16 rates are indicated in the brackets:

Weeks 1 -13 the new rate per week to be £186.99 (2015/16- £183.32) plus SSP

Weeks 14 -28 the new rate per week to be £486.16 (2015/16- £476.63) plus SSP

Sick pay to also increase by the CPI figure published in January 2018 within the same parameters as detailed in above in relation to D1 in the agreement.

No introduction of paid time travel time to the employer's onshore base.

OCA member companies undertake to implement the new rates within a reasonable period on confirmation of acceptance by the Trade Unions. Within the six-week period from acceptance of this offer by the Trade Unions both parties agree to meet for meaningful discussions on the OCPA to ensure that it is fit for purpose going forward and jointly addresses the economic and cost imperatives that we face as an industry, which will ensure a successful outcome that sustains the agreement for the mutual benefit of your members and the OCA member companies.

### **The OCA mandate.**

Both the Unions and the OCA companies must remind their members that the OCPA is about the Basic Pay and Terms (Raising the floor). This offer will be applicable to all employees including weekly and monthly salaried employees who receive the OCA minimum rates of pay i.e. an increase from £19.31 to £19.70 per hour for a Category B craftsman will be applied to all weekly paid and monthly salaried employees as covered in the agreement:

A - Technicians,  
B – Craftsman  
C - Semi Skilled,  
D - Unskilled  
E1, E2, E3 trainee

The OCA mandate cannot take precedent over individual contracts of employment that member companies have with their employees, including where these terms are in excess of the OCPA.

We believe that we have made a fair proposal that can implemented expediently and which keeps employee's basic terms and conditions in line with inflation from this point forward in a multi-year deal. This, we believe, represents the best opportunity for creating a stable environment for investment in the North Sea and sustained employment.

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In presenting our proposals the OCA has taken on board the concerns and feedback expressed by our Trade Union partners for a no strings attached deal and this proposal reflects a substantial shift from the OCA's initial starting point. On this basis therefore we would be grateful if you could now consult with your Union members.

We look forward to confirmation by the Trade Unions of acceptance of this offer.

Please do not hesitate to contact me should you require any further clarification on the OCA offer.

For and on behalf of OCA



Paul Atkinson  
Chief Executive

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