

SALARY STRUCTURE FOR HES 01.06.2023 PAY SCALE TYPE: 06 IE HES

New OSA grade	SAP Classification	Pay band SAP	Annual Salary	12% feriep	Sokkel komp 132d	Monthly Salary *	Offsh.B onus fixed	Offsh.Bonus available	Hourly rate utov.12 timer	65% Overtime	Hourly rate Onshore	Økning annual salary
E5	Operator Assistant		708,687	75,931	106,524	49,239	807	807	404.50	667.43	303.01	
E6	Opplæringsstilling		713,687	76,466	106,524	49,655	807	807	407.36	672.14	305.57	5,000
E7			718,687	77,002	106,524	50,072	807	807	410.21	676.85	308.14	5,000
E8			723,687	77,538	106,524	50,489	807	807	413.06	681.55	310.70	5,000
E9			728,687	78,074	106,524	50,905	807	807	415.92	686.26	313.26	5,000
E10			733,687	78,609	106,524	51,322	807	807	418.77	690.97	315.83	5,000
C3	Service Operator	VPE	761,366	81,575	132,924	51,195	1,007	1,187	434.57	717.04	315.05	
C4	Brønntekniker		777,310	83,283	132,924	52,524	1,007	1,187	443.67	732.06	323.22	15,944
C5			781,114	83,691	132,924	52,841	1,007	1,187	445.84	735.64	325.18	3,804
C6			786,114	84,227	132,924	53,258	1,007	1,187	448.70	740.35	327.74	5,000
C7			791,114	84,762	132,924	53,674	1,007	1,187	451.55	745.06	330.30	5,000
C8			796,114	85,298	132,924	54,091	1,007	1,187	454.40	749.76	332.87	5,000
C9			801,114	85,834	132,924	54,508	1,007	1,187	457.26	754.47	335.43	5,000
C10			806,114	86,369	132,924	54,924	1,007	1,187	460.11	759.18	338.00	5,000
C11			811,114	86,905	132,924	55,341	1,007	1,187	462.96	763.89	340.56	5,000
C12			816,114	87,441	132,924	55,758	1,007	1,187	465.82	768.60	343.12	5,000
B5			799,881	85,702	132,924	54,405	1,007	1,192	456.55	753.31	334.80	
B6	Service Supervisor		804,881	86,237	132,924	54,822	1,007	1,192	459.41	758.02	337.36	5,000
B7	Senior Brønntekniker		809,881	86,773	132,924	55,238	1,007	1,192	462.26	762.73	339.93	5,000
B8			814,881	87,309	132,924	55,655	1,007	1,192	465.11	767.44	342.49	5,000
B9			819,881	87,844	132,924	56,072	1,007	1,192	467.97	772.15	345.06	5,000
B10			824,881	88,380	132,924	56,488	1,007	1,192	470.82	776.86	347.62	5,000
B11			829,881	88,916	132,924	56,905	1,007	1,192	473.68	781.57	350.18	5,000
B12			834,881	89,452	132,924	57,322	1,007	1,192	476.53	786.27	352.75	5,000
A5	Service Supervisor		827,698	88,682	139,524	56,723	1,057	1,242	472.43	779.51	349.06	
A6	Brønnspecialist		832,698	89,218	139,524	57,140	1,057	1,242	475.28	784.22	351.63	5,000
A7			837,698	89,753	139,524	57,556	1,057	1,242	478.14	788.93	354.19	5,000
A8			842,698	90,289	139,524	57,973	1,057	1,242	480.99	793.64	356.76	5,000
A9			847,698	90,825	139,524	58,390	1,057	1,242	483.85	798.35	359.32	5,000
A10			852,698	91,361	139,524	58,806	1,057	1,242	486.70	803.05	361.89	5,000
A11			857,698	91,896	139,524	59,223	1,057	1,242	489.55	807.76	364.45	5,000
A12			862,698	92,432	139,524	59,640	1,057	1,242	492.41	812.47	367.01	5,000
Ind	Service Leader Senior Brønnspecialist	VPE					1,042	1,042				