

SALARY STRUCTURE FOR HES APPRENTICE PER 01.06.2023

Pay Scale Type: 12 HES Apprentice

New OSA Grade	SAP Classification	Annual Salary	Monthly Salary *	Offsh. Bonus	Hourly rate offshore	65% Overtime offshore	Hourly rate Onshore > 18 years	Hourly rate Onshore < 18 years
C3	Service Operator	761 366	51 195	1 007	434,57	717,04		
E5	Service Operator	708 687	49 239	807	404,50	667,43		
0-6	Apprentice	228 410	15 359	302	404,50	667,43	207,40	139,00
6-12	Apprentice	304 546	20 478	403	404,50	667,43	207,40	139,00
12-18	Apprentice	380 683	25 598	504	404,50	667,43	207,40	139,00
18-24	Apprentice	609 093	40 956	806	404,50	667,43	207,40	139,00

0-6 Months	30 %
7-12 Months	40 %
13-18 Months	50 %
19-24 Months	80 %