

**SALARY STRUCTURE FOR HES APPRENTICE PER 01.06.2024**

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
<b>C3</b>	Service Operator	797 366	53 551	1 060	455,12	750,94		
<b>E5</b>	Service Operator	744 687	51 594	860	425,05	701,33		
0-6	Apprentice	<b>239 210</b>	<b>16 065</b>	<b># 318</b>	<b>425,05</b>	<b>701,33</b>	<b>226,90</b>	<b>153,83</b>
6-12	Apprentice	<b>318 946</b>	<b>21 420</b>	<b># 424</b>	<b>425,05</b>	<b>701,33</b>	<b>226,90</b>	<b>153,83</b>
12-18	Apprentice	<b>398 683</b>	<b>26 775</b>	<b># 530</b>	<b>425,05</b>	<b>701,33</b>	<b>226,90</b>	<b>153,83</b>
18-24	Apprentice	<b>637 893</b>	<b>42 840</b>	<b># 848</b>	<b>425,05</b>	<b>701,33</b>	<b>226,90</b>	<b>153,83</b>

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