

**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	803 866	54 092	1 060	458,83	757,07		
<b>E5</b>	Service Operator	751 187	52 136	860	428,76	707,45		
0-6	Apprentice	<b>241 160</b>	<b>16 228</b>	-	<b>318</b>	<b>428,76</b>	<b>707,45</b>	<b>226,90 153,83</b>
6-12	Apprentice	<b>321 546</b>	<b>21 637</b>	-	<b>424</b>	<b>428,76</b>	<b>707,45</b>	<b>226,90 153,83</b>
12-18	Apprentice	<b>401 933</b>	<b>27 046</b>	-	<b>530</b>	<b>428,76</b>	<b>707,45</b>	<b>226,90 153,83</b>
18-24	Apprentice	<b>643 093</b>	<b>43 274</b>	-	<b>848</b>	<b>428,76</b>	<b>707,45</b>	<b>226,90 153,83</b>

Kommentar: Se OSA 4.3.1

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