

09<sup>th</sup> August 2017

**Mr Tommy Campbell**  
Regional Organiser  
UNITE the Union  
42/44 King Street  
ABERDEEN  
AB24 5TJ

Dear Tommy,

**Offshore Contractors Partnership Agreement Pay Claim 2016/17**

Thank you for your letter dated 27<sup>th</sup> July 2017 and the positive and constructive way that you and your colleagues approached the OCPA pay and terms and conditions meeting on the 1<sup>st</sup> August 2017. I respond on behalf of the OCA and its member companies detailing our improved offer.

Lump Sum payment for the period 7<sup>th</sup> January 2017 to 31<sup>st</sup> March 2017

A lump sum payment of £450.00 for employees who were employed in the period specified. The lump sum to be calculated on the basis of £37.50 per week employed.

Percentage Increase 01<sup>st</sup> April 2017 – 31<sup>st</sup> March 2018

A 2% increase on the base hourly rate element D1 and all connected elements in the table of rates on page 27 of the current OCPA. This equates to an increase in base rate hourly for a Category B Craftsperson of £19.31 to £19.70.

Increased sick pay

Linked to the 2% percentage increase on the base hourly rate D1

	2015/16	2017/18
Weeks 1 -13	£183.32 per week	£187.66 per week
Weeks 14 – 28	£476.63 per week	£486.16 per week

Application of the Lump Sum and Percentage Increase

Both parties recognise that there might be certain issues around the lump sum and any percentage increase to the OCA base rate when applying to certain categories of employees whose Terms and Conditions of Employment that are currently above the base OCA terms. To address this potential issue, and where it is possible, we will endeavour to seek equivalent enhancements, which may also take into consideration enhancements that have already been implemented for 2017/18.

The application of this agreement will be the responsibility of each OCA member company. When the Trade Union membership accepts the OCA offer member companies will pay any arrears that are due as soon as is practicable.

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Offshore Contractors Partnership Review

Both parties recognise the urgency to complete a full review of the OCPA to make it fit for purpose and better aligned with the various ways of working offshore. The OCA, its member companies and Trade Unions commit to conduct this review of the agreement and its different facets by the end of 2017.

The dates agreed to carry out the review during 2017 are:

13<sup>th</sup> - 14<sup>th</sup> September

11<sup>th</sup> - 12<sup>th</sup> October

30<sup>th</sup> November – 1<sup>st</sup> December

The review will also incorporate the 2018 - 19 wage negotiations.

We believe that this review is imperative in resetting the OCPA, protecting the long-term interests of the UK Offshore Oil and Gas Industry, the workforce and the OCA member companies.

As you will appreciate from our constructive dialogue, the OCA member companies have moved considerably on our initial position in order to reach a settlement. We would be grateful if you could confirm your willingness to strongly recommend the offer to your members. Upon acceptance by union members, member companies will actively work to implement the agreement as quickly as possible.

The acceptance of the offer as outlined above will allow us to move forward and by addressing the basis of the OCPA to ensure a period of stable and productive Industrial Relations, which will benefit all signatures to the agreement, and the long-term future of our industry.

Yours sincerely,



Paul Atkinson  
Chief Executive Officer  
Offshore Contractors Association

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