

The offshore wage settlement 2026

What did we actually get in this year's wage settlement, 2026?

First comes an abbreviated version, then comes all the text that includes the settlement in 2026 **with comments in red text.**

Shortened version, prepared with the assistance of AI

What Did We Achieve in the 2026 Collective Bargaining Settlement?

The 2026 settlement consists of two parts:

- Changes agreed in the 2025 negotiations, effective from **1 June 2026**.
- New improvements agreed in this year's settlement.

Changes Effective from 1 June 2026

Several positions have been upgraded within the salary matrix.

The following changes affect Noble employees:

- **Roughnecks (Floorhands)** holding a BVO certificate or a drilling technical qualification are promoted to **Salary Group C** while keeping their seniority level.
- **DVOs (Roustabouts)** holding a BVO certificate, Able Seaman certificate, Logistics certificate, or Crane & Lifting certificate are promoted to **Salary Group D** from 1 June 2026. Please note that employees previously receiving the E6 special allowance will no longer receive this payment.
- New **Safety Officers / 3C Coaches** with the required qualifications will normally be placed in **Salary Group A**.

The remaining position changes do not apply to Noble.

It is also important to note that the **job classification matrix has been frozen until the 2032 collective bargaining negotiations.**

2026 Wage Settlement

Salary

- A **5.2% general salary increase** applies to all employees in Salary Groups A–E.
- Individually paid employees will receive a minimum increase of **4.4%**, within an overall framework of **5.2%**.

- Minimum salary rates for all groups also increase by **5.2%**.
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Pension

The defined contribution pension will gradually increase:

- **5% from 1 January 2027**
- **6% from 1 January 2028**
- **7% from 1 January 2029**

This is the maximum contribution currently permitted in Norway (up to 7.1 G).

Employees residing outside Norway will continue under the current **15% pension arrangement** (approximately 13.1% in practice). NAF has asked Styrke to review this arrangement for possible future negotiations.

Improved Rates and Allowances

Several compensation rates have been increased, including:

- Deviation from work schedule
 - Acting in a higher position
 - Oil-based drilling mud allowance
 - Mud pit cleaning allowance
 - Night shift allowance
 - Public holiday allowance
 - Meal allowances
 - Business travel compensation (increased from NOK 25 to NOK 50)
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Other Important Changes

The agreement also includes several important improvements:

- Extended preferential re-employment rights up to the age of **62**.
 - Gender-specific work clothing is now included in the collective agreement.
 - Increased compensation for shared cabin arrangements.
 - Higher respiratory protection allowance.
 - Additional positions qualify for the higher drilling mud allowance.
 - New compensation for employees qualified as emergency smoke divers.
 - Improved provisions for pregnant employees.
 - Various technical updates and clarifications to the agreement.
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Welfare and Catering

A new joint declaration highlights the importance of:

- Good catering standards
 - Clean accommodation and common areas
 - Employee welfare onboard
 - Qualified catering personnel
 - Employee involvement before changes to welfare services are introduced
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New Competence Allowance

A new **Competence Allowance of NOK 1,000 per month** has been introduced.

The allowance applies to employees holding relevant additional qualifications, including:

- Scaffolding certificate
- Automation certificate
- Petroleum engineering qualification
- Hydraulics technical education
- Unlimited ETO certificate
- Marine engineering certificates
- DP D1/M1 certificates
- Advanced nursing qualifications
- Relevant Bachelor's degree for Materials Managers / Logistics Coordinators

The allowance becomes effective from **1 June 2026**.

No additional competence allowance claims can be submitted before the 2032 collective bargaining negotiations.

NAF expects that a significant number of Noble employees will qualify for this allowance. We are currently in dialogue with the company regarding how the scheme will be implemented in practice.

Summary

The 2026 settlement provides:

- **5.2% general salary increase**
- Gradual pension increase to **7%**
- Significant improvements to a range of allowances and compensation rates
- A new **NOK 1,000 monthly competence allowance**
- Promotion of several job categories within the salary matrix
- Stronger employee rights regarding re-employment, workwear and welfare

Here comes the full version.

In 2025, we agreed on the following sub-points, which were to be implemented on June 1, 2026.

But some of the sub-points were renegotiated this year, which means this for us who work at Noble (enter comments in each point, **in red**):

1. Drilling deck mechanic with a certificate in mechanics is raised from D to C.
We do not have anyone employed in this position in our company.
2. Derrickman Assistant, Drilling Deck Mechanic, Mud Strainer Operator, Roughneck with a BVO certificate are paid in group C and are promoted directly to the same seniority level as before the promotion.
Here we have one of the positions with us, Roughneck (floorhand).
Previously, one was not moved directly up, but placed in the salary level that is closest in krone to the rate in salary level D.
3. Derrickman Assistant, Drilling Deck Mechanic, Mud Strainer Operator, Roughneck with a drilling technical vocational school and 2 years of practice in the drilling department on a rig or platform are paid in group C. Similar to the BVO certificate.
Here we have one of the positions with us, Roughneck (floorhand).
4. DVO with a trade certificate such as BVO , a certificate of proficiency or a trade certificate such as “matros”(sailor), logistics trade certificate, or crane and lifting trade certificate will be moved to salary group D. The special supplement for those who have been in E6 for at least a year will be removed.
Here we have many in the position of DVO (Roustabout). All those who have the above will move directly to salary group D from June 1, 2026.
Please note that those who had the special supplement before June 1, 2026 will lose this. (We tried to change that the special supplement would be removed during the negotiations, but unfortunately we were unable to do so).
5. Electricians in platform drilling and mechanics in platform drilling are placed in salary group A.
We do not have any employees in platform drilling in our company.

6. Safety managers without relevant expertise are placed in salary group B. This applies to new positions.

Safety managers with relevant expertise are placed in salary group A. Relevant expertise is a vocational certificate, vocational school or higher education in safety and must be defined, cf. point 5. When hiring on preferential terms, previous salary is retained if the employee at the time of the last downsizing was in a position as a safety manager at the time of termination.

As it says, this applies to new positions. We have similar positions, 3C Coach and Safety officer . But the competence of those who will be employed by us in the future is probably far within the requirements to be placed in group A.

7. A Catering operator with a professional certificate as a cleaner is promoted directly to the same seniority level as before the promotion.

We do not have anyone in this position in our company.

Re. Points 1, 2 and 3: Derrickman Assistant, Drilling Deck Mechanic, Mud Strainer Operator, Roughneck with both a BVO certificate and a drilling technical vocational school are only rewarded for one of these, not both. Drill Deck Mechanic with a certificate in mechanics is not rewarded for a BVO certificate or drilling technical vocational school as a Drill Deck Mechanic with a certificate in mechanics will be placed in C. Similarly, a Drill Deck Mechanic with a BVO certificate or drilling technical vocational school is not rewarded for a certificate in mechanics.

As a result of this agreement, the matrix for job placements is frozen until the main collective bargaining agreement in 2032.

From this year's salary settlement

1. Salary

A general increase of 5.2 percent is given on line 2 of the salary matrix "annual salary with holiday pay" in the current salary table for salary groups A — E.

This means that everyone increases their salary by 5.2% regardless of position within salary groups A-E.

For the group of individually salaried employees in the individual company, a salary supplement is provided within a minimum framework of 5.2 percent, however, the supplement is distributed so that each individually salaried employee is secured a salary supplement of at least 4.4 percent.

Minimum wage rates for all groups will be increased by 5.2 percent.

We have mentioned this before. You take everyone who is individually paid and give them 5.2%, then we find a sum. This sum should be distributed in such a way that each individual minimum should have 4.4%. Some may get unexpected sums, but everyone is guaranteed at least 4.4%.

In addition, all minimum wage rates for all groups are adjusted by 5.2%.

2. Pension

Defined contribution pensions from 0-7.1 G will be increased from 4 to 5 percent with effect from 1 January 2027 with a further increase of one percentage point as of 1 January 2028 and 2029. The costs of this will be included in the framework for the settlements.

This means that the defined contribution pension will be increased from 4 to 5% from January 1, 2027. It will further increase by 1% every January 1 until 2029. At that time we have reached 7%, which is the highest level we are allowed to have in Norway up to 7.1G.

Those who are not residents of Norway still have the 15% (in reality 13.1%). There will be no change to this percentage for the time being. We at NAF have asked Styrke to make a calculation of pensions for those who do or do not live in Norway. This calculation, which is certainly complicated, may be the subject of negotiations at a later date. Only Noble uses the 15% for those who are not residents of Norway within the floating rig area.

3. Rate changes

Section 3.4, fifth paragraph, first sentence shall read:

In case of deviation from the work plan, compensation of NOK 950 per day is also provided, capped at NOK 6,650 –

This is an increased compensation, previously the amounts were NOK 850 and NOK 5,950.

Section 4.2.1, second paragraph, first sentence shall read:

An employee whose salary is determined in accordance with the salary table, and who temporarily works in a position that does not have a salary determined here (superior position), is given an allowance of NOK 750 - per day on board that the person in question works in the position.

This is an increased compensation, previously the sum was 550,-.

Section 6.5 The drilling mud surcharges are increased from NOK 109 and 133 to NOK 113 and 138.

This has been increased as you can see.

The surcharge for cleaning the mudpit is increased from NOK 25 to NOK 31.50 per hour.

Increased significantly.

Point 7 The night surcharge is increased by NOK 5 per hour from NOK 113.50 to NOK 118.50.

This is a slightly smaller increase than for fixed installation, but it is likely that the rates will be changed to the same for fixed installation and oil service next year.

Point 12 The public holiday allowance is increased by NOK 50 from NOK 2,350 to NOK 2,400.

Increased by the same amount as in the other offshore areas.

Section 13.2

The rate for meals after two hours is increased by NOK 40 from NOK 160 to NOK 200.

The rate for meals for the following four hours will be increased by NOK 90 from NOK 210 to NOK 300.

These are amounts that will be increased significantly, they have been stagnant for a few years.

Section 13.5 Compensation for business trips is increased by NOK 25 to NOK 50.

This is the largest increase of 100%. It should be noted that the rate has not been changed since 1992.

4. Changes in technical provisions:

Section 2.2 Termination and dismissal

The fifth paragraph shall read:

Preferential right to new employment pursuant to Section 514-2 of the Working Environment Act shall apply to employees on this agreement from the date of termination and for two years from the expiry of the notice period, however, such that the extended preferential right lapses upon reaching the age of 62.

Previously, the provision was 60 years, which was unheard of really. Now, at least, it has been changed.

Section 4.1 Salary group placement

Group 2 and Group B are changed as follows:

2: Driller, Underwater Engineer, Catering Manager/Catering Manager, Leading Electrician, Asst. Tech. Manager.

B: Operations technician, Electrician in platform drilling, Rig mechanic in platform drilling, Laboratory assistant, Hydraulic engineer, Electronics engineer, Instrument technician, Process operator, Crane operator/supervisor, Material manager/Offshore logistics coordinator , Derrick Man.

Changes resulting from the Ombudsman's meeting book for the 2025 settlement, section 4, which were to be implemented from the main tariff settlement in 2026, are incorporated into the agreement.

In addition, the following note is included:

Safety manager with accompanying competence is placed in salary group A:

1. HSE Engineer
2. Completed HSE vocational school (must be NOKUT approved)
3. Bachelor or Master in HSE or public safety

Here, there are just additions. They add the name offshore logistics coordinator without it meaning anything other than the name. Then they specify a little about what is meant by competence for the position of security manager, as we have mentioned earlier.

Section 6. Safety meetings

The misnumbering is changed to section 6.2 Safety meetings.

Self-explanatory.

Section 6.1 Improvised overnight accommodation and sharing of single cabins

The rate is increased by NOK 112,- from NOK 1035,- to NOK 1147,-.

New 3rd paragraph:

When the facility is not under contract, the owner covers the costs for its own employees.

Change in the rates for what we call "co-sleeping compensation".

Section 6.3 Mask addition

The first paragraph is amended to:

Use of a mask with fresh air supply or fan-assisted positive pressure mask is compensated with an hourly supplement of NOK 31.50 for the relevant hours worked. Open welding mask OI . without positive pressure does not qualify for a disadvantage supplement.

New third paragraph:

The addition is a compensation for disadvantages that may arise in ensuring adequate protection when using positive pressure masks.

The addition is increased and text is added.

Section 6.5 Oil-based drilling mud

The second paragraph shall read:

The supplement is NOK 138 for each 12-hour shift worked for the position categories assistant tower worker, tower worker, drill deck worker, mud screen operator , drill deck mechanic, assistant driller, mechanic, hydraulics technician, platform drilling mechanic and BVO. Here, the positions mechanic,

hydraulics , platform drilling mechanic are added at a high rate .

Section 6.6 Smoke divers

Should read:

Smoke divers on the emergency plan are paid NOK 1,000 per month. Other employees whose employer qualifies them to function as smoke divers on the emergency plan are paid NOK 500 per month.

Note that if Noble "makes someone ready" to function as a smoke diver on the emergency plan, they will be compensated with NOK 500 per month. We will probably have to talk to the company about what that provision means.

Section 16 Workwear and protective equipment

The first paragraph should read:

The employer shall provide the necessary gender-appropriate workwear (overalls, work shoes or equivalent, and as necessary, thermal overalls, winter overalls and rainwear to the extent commercially available). The employer shall also provide protective equipment, including personal protective equipment. The above shall, as far as possible, be available before the start of work.

This is now included in the collective agreement, not just in the legislation, gender-appropriate workwear. Also note that everything in the section above should be available before the start of work (as far as possible, employers should definitely include it).

Point 18 Pregnant workers

The second paragraph should be amended as follows:

If necessary accommodation or temporary transfer to other work has not taken place from the 24th week of pregnancy ~~or temporary transfer to other work has not taken place by the 28th week of pregnancy~~, full salary shall be paid. The same applies in the event of documented need before the 24th week as long as the employee has been granted maternity benefits under the National Insurance Act , which in both cases accrue to the employer.

The last sentence of the third paragraph should read:

The law assumes that the leave is taken continuously throughout the leave period or divided into entire work cycles , and does not apply where the leave is taken in its entirety during free periods.

Here are some tariff changes.

Appendix 1 Information and Development Fund

The premium shall be NOK 20 for the employee and NOK 100 for the employer, of which NOK 54 goes to the union (respectively Styrke, SAFE and DSO).

Change in rates.

Joint Declaration on Welfare and Service

Welfare and service are important in creating a good workplace for everyone on board.

Long working days make it important to have a good catering standard that meets employees' needs for recovery and well-being during working hours and free time on board. Services should strive to ensure that personnel on the rigs have to spend as little free time as possible on catering tasks.

Everyone is responsible for keeping their own cabin and workplace tidy, but cleaning of cabins/common areas/offices in the facility, washing clothes and other work that falls under normal catering services are naturally taken care of by the catering on board.

An important part of welfare on board is that breakfast, lunch, dinner, late-night lunch and break food are of a normal good standard and so that

the employee can choose healthy and preferably fresh alternatives, which are in accordance with the Norwegian authorities' dietary advice.

In this context, the parties also recognize the importance of professional competence in both food preparation and cleaning.

The parties also encourage employees' views and input to be heard and considered before the employer makes a final decision on how the welfare and service offerings should be on board.

This is a joint declaration and welfare and service.

Competence supplement

A competence supplement of NOK 1,000 per month is being introduced.

Competence allowances are granted in the following cases and according to the following rules:

1. All positions in salary groups A to E: Certificate as a scaffolder in accordance with Offshore Norway's guidelines. Must be willing to use the competence.
Here, everyone in job categories A to E can receive a competence supplement if they have a certificate as a scaffolder and are willing to use the competence. There may be some discussions about this requirement in various companies.
2. Electrician: Automation technician certificate
3. Assistant driller: Petroleum engineer or equivalent, cf. Offshore Norway 024
4. Electrician in platform drilling: Automation technician certificate
5. Rig mechanic in platform drilling: Technical education in hydraulics from a publicly approved vocational school
6. Hydraulics engineer: Technical education in hydraulics from a publicly approved vocational school
7. Electronics technician: unlimited ETO certificate from maritime authorities

8. Instrument Technician: Unlimited ETO certificate from maritime authorities
9. Mechanic: Technical education in hydraulics from a publicly approved vocational school
10. Motorman: Machine Certificates
11. DP operator, control room operator and engine room operator: Certificate D1 and M1
12. Nurse: Higher education than bachelor's degree; master's or further education in anesthesia, intensive care or emergency nursing
13. Materials Manager/Logistics Coordinator: Relevant bachelor's or higher education

Exceptions when substituting/acting in a higher position:

When working in a higher position, the employee will be assessed against the relevant competency supplements for the higher position — not the position in which the person is employed. This applies regardless of whether the higher position has a tariff-based salary or is individually remunerated.

For example, no competency supplement shall be given to an assistant driller with a petroleum engineering degree during the time he/she is working/substituting as a driller. At the same time, a drill deck worker with a petroleum engineering degree will be given the supplement during the time he/she is working as an assistant driller.

Exceptions for part-time or shared positions

The size of the competency supplement should reflect the percentage of the position. This means, for example, that employees in a 100% position receive a 100% competency supplement and that employees in a 50% position receive a 50% competency supplement.

No claims for a competency supplement can be made on other grounds during the freeze period until the main collective bargaining agreement in 2032.

We suspect there will be some discussions about many positions. Some will probably go quickly and some will take a while. We don't know yet how this will be practically solved at Noble, but the compensation of 1,000,- per month will apply from June 1, 2026. But we think it's pretty certain that there will be many who will receive this compensation.
