



In an unprecedented year we have had thus far in 2020 we have taken a different approach to the COTA negotiations for 2020/2021 in the spirit of collaboration and good working relationships and have agreed that any negotiations for the 2020/2021 COTA year will commence April/May 2021 with a view to implementation of any changes being effective from 1st April 2021.

We are pleased that we have continued to move forward with the COTA workstreams which were set up to amend the wording of some of the clauses of the COTA Agreement to ensure legal compliance and clarity of understanding and therefore with effect from 1st September 2020 you shall see changes to Clauses 3, 7, 29 and 31, with Appendix 1 being updated to reflect the changes in Clauses 3 and 7.

Clause 3 – Salaries & Clause 7 – Annual Leave

- Appendix 1 now shows the salary payment for rotations of:
 - up to 161 days offshore
 - up to 168 days offshore
 - up to 182 days offshore
- Holiday pay will no longer be included in the salary and has been extracted to be paid separately
- Salary and holiday pay combined equates to no change in salary

Clause 29 - Ill Health Capability

- The all-encompassing payment includes for notice pay which is subject to statutory deductions

Clause 29 – Ill Health Capability & Clause 31 - Redundancy Payments and Job Severance Scheme

- For employees not contracted to work 161 offshore days their payment entitlement has been reduced to the statutory redundancy provisions with effect from 1st September 2020

The COTA companies shall be implementing changes to the breakdown of your pay to reflect the changes to Clause 3 and Clause 7 above, these changes will be effective from 1st September 2020. As each company's pay system is different, there will therefore be separate communications issued explaining how this will work for you from your employing Company.

Release Date: 17th September 2020