



From Womb to Tomb - and sometimes beyond NATIONAL UNION OF SEAFARERS OF INDIA

Affiliated to International Transport Workers Federation (ITF), Hind Mazdoor Sabha (HMS)

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Circular no. 16 of 2024

22nd November, 2024

Dear Brothers & Sisters,

Sub: Successful upward revision in wages and terms/conditions on NUSI Norwegian agreements

National Union of Seafarers of India (NUSI) has successfully negotiated two years upward revision of the NUSI Norwegian agreements. There is an increase in wages and improved terms and conditions for all ratings and petty officers working on Norwegian flagships.

NUSI is now pleased to inform you that in the negotiations held on **19th November, 2024**, the NUSI Norwegian agreements have been revised upwards for two years effective from **1st January, 2025 to 31st December, 2026**.



Salient features of NUSI Norwegian agreement

- From **1st January, 2025** the Basic Wage for all ranks of seafarers have been increased by **3.75 percent**.
- From **1st January, 2026** the Basic Wage for all ranks of seafarers will be further increased by **2 percent**.
- This will increase all basic related items like leave, overtime etc.



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- Death compensation has been increased to **USD 111000/-** Additional Compensation for child has been increased to **USD 20400/-** for each child under the age of eighteen. (max **USD 61200/-** not exceeding 3 children)
- Disability compensation has been increased to **USD 108300/-**
- Tanker bonus has increased for all ranks of seafarers.
- Provident Fund amount has increased for all ranks of seafarers.
- Gratuity amount has increased for all ranks of seafarers.
- Additional Voluntary Contribution will continue to be deposited in the individual accounts of our seafarers.
- New provision regarding "Equality" is included as Pursuant to the principles of the ILO Convention on Violence and Harassment, 2019 (No.190)
- Additional benefits for "Maternity" seafarers shall be entitled to a basic wage to be paid for 100 days. In addition, the seafarer shall be entitled to the difference between basic wage and contractual pay for the agreed contract period.
- Employment to Ratings with **COC** as Officers has been taken up strongly and such ratings will be given priority by the company. NUSI will bear all costs of skill enhancement and other training of such ratings.
- The Shipowners recognized the need for skilled seafarers onboard and will encourage members to support the development of their seafarers skills and their training, NUSI encourages the companies to make use of the service provided and included in "**NUSI Saksham**" Skills Development Initiative nusisaksham@gmail.com
- "**NUSI Sahara**" 24/7 wellbeing helpline toll-free number **1800-102-5110** has been appreciated which will be encouraged and promoted by Norwegian Shipowners.
- The Shipowners will consult with the **P&I club** in Norway regarding rules and regulations for those exposed to gas/chemicals on board and how to secure a proper claim handling.

All this was possible because of your active and strong support and we will continue to improve upon these conditions in the near future. Your solidarity has empowered us to achieve these significant milestones. You are aware that your NUSI has always been fighting to get the best working conditions for our seafarers. Be a proud NUSI member and watch out for another great initiative from NUSI soon.

Yours sincerely,

(Milind Kandalgaonkar)

General Secretary -cum- Treasurer