

**Wage Scale for
German Maritime Shipping
(HTV-See)**

valid from 1 October 2024

Between

Verband Deutscher Reeder registered association, Hamburg

and

**ver.di - Vereinte Dienstleistungsgewerkschaft (ver.di)
- Federal board -, Berlin**

the following is agreed:

1. HTV-See 2024/25 will be effective from 12 December 2023. The salaries and payments in kind listed below shall come into force on 01 October 2024. Until this date, salaries and payments in kind listed in the HTV-See 2023 continue to apply.
2. This CBA can first be terminated from 31 December 2025 with a period of one month, cancellation at a later date requires a period of notice of three months for ending a calendar quarter.
3. The parties agree that the Verband Deutscher Reeder registered association confirm this agreement only for its collective community's members.
4. Agreement between the parties that this agreement applies only to employees who are members of ver.di - [The United Service Union; Vereinte Dienstleistungsgewerkschaft (ver.di)]
5. This agreement also applies to payment conditions of employees of a marine register entered in the international sea freight ships who have no permanent abode or residence in the country where such employees are members of the signatory union.
6. For the ruling on all civil disputes of the salary agreement, the Labour Court of Hamburg has the exclusive rights on all decisions concerning who is entitled to each salary in the tariffs contract.

The address of the court is:

Arbeitsgericht Hamburg, Osterbekstraße 96, 22083 Hamburg.

Hamburg/Berlin, 15 November 2023

Verband Deutscher Reeder e. V. ,
Hamburg

ver.di - Vereinte Dienstleistungsgewerkschaft (ver.di)
- Federal board -, Berlin

A. Salaries

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
1. Captains and ship officers on ships with more than 3500 BRZ				
Captain	6.169	1.895		8.064
I. Nautical Officer	4.509	1.372	651	6.532
Chief Engineer	5.090	1.549	735	7.374
II. Technical Officer	4.415	1.343	638	6.396
Nautical / Technical Watch Officer				
Year 1 to year 2	3.729	1.134	539	5.402
Year 3 to year 4	3.966	1.207	573	5.746
From year 5	4.204	1.279	607	6.090
Ship's Electrical Engineer				
Year 1 to year 2	3.729	1.134	539	5.402
Year 3 to year 4	3.966	1.207	573	5.746
From year 5	4.415	1.343	638	6.396
Electrician				
Year 1 to year 2	3.505	1.066	506	5.077
Year 3 to year 4	3.729	1.134	539	5.402
From year 5	3.966	1.207	573	5.746
2. Captains and ship officers on ships up to 3500 BRZ				
Captain	5.685	1.746		7.431
I. Nautical Officer	4.153	1.264	600	6.017
Chief Engineer	4.691	1.427	678	6.796
II. Technical Officer	4.071	1.239	588	5.898
Nautical / Technical Watch Officer				
Year 1 to year 2	3.433	1.045	496	4.974
Year 3 to year 4	3.654	1.112	528	5.294
From year 5	3.874	1.179	560	5.613
Ship's Electrical Engineer				
Year 1 to year 2	3.433	1.045	496	4.974
Year 3 to year 4	3.654	1.112	528	5.294
From year 5	4.071	1.239	588	5.898
Electrician				
Year 1 to year 2	3.229	982	466	4.677
Year 3 to year 4	3.433	1.045	496	4.974
From year 5	3.654	1.112	528	5.294

¹ Tax treatment of compensation payment according to § 15 MTV-See shall be based on the work which has in fact been conducted on Sundays, public holidays and at night. In the case of proof of actual hours worked on Sundays, public holidays and at night, tax exemption is possible accordingly within the framework of the applicable law. Claims to the basic compensation supplementary claim, according to § 16 MTV-See is taxable earned income. Claims to the basic compensation supplementary according to § 16 para. 3 MTV-See is limited to the sum that is paid as compensation payment according to § 15 para. 1, sent. 2 MTV-See.

Rank	Basic compensation €	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹ €	Flat-rate overtime compensation €	Sum €
3. Supervisors				
Deck: Bosun, Carpenter Machine: Mechanic, Storekeeper, Pump man Catering services: Sole Cook, Head Cook	3.584	1.090	518	5.192
4. Skilled workers				
a. Ship mechanic				
Year 1 to year 2	3.012	916	435	4.363
Year 3 to year 4	3.283	999	474	4.756
From year 5	3.550	1.080	513	5.143
b. Others				
Deck: Seaman with discharge book Engine: Engine man, Engine man with completed training in metal work and 6 month' running time in engine service. Catering services: Sole Cook on ships with less than 15 crew, Steward (trained) Cook's mate (trained) Sole steward (trained)	3.012	916	435	4.363
5. Specialised staff				
Deck: Seaman without discharge book Deck hand with a least 6 month' running time in deck service. Engine: Engine operator with completed training in metal work up to 6 month experience Engine operator with at least 6 month' running time in engine service Catering services: Cook's mate, mess steward, 2nd Steward				
Year 1 to year 2	2.258	687	326	3.271
Year 3 to year 4	2.401	731	347	3.479
From year 5	2.548	775	368	3.691
6. Assistants				
Deck: Deck hand, Deck assistant (under 18 years old) Engine: Engine operator Catering services: Steward (untrained), Cook's assistant (under 18 years old)				
Year 1	1.485	552	266	2.304
7. Apprentices				
Ship mechanic apprentice				
in the first year of training	800	243	116	1.159
in the second year of training	998	304	144	1.446
in the third year of training	1.381	420	200	2.001
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	1.056	321	152	1.529
in year 2	1.545	470	223	2.238

B. Payment in kind

1. Meal allowances	
The amount of meal allowances is shown in	
§ 17 para. 3 nos. 1 and 4 - 9 MTV-See	17,70
§ 17 para. 3 nos. 1 and 2 MTV-See	
for journeys up to 6 hours	16,00
for journeys up to 12 hours	32,10
for journeys up to 24 hours	47,80
§ 17 para. 3 no. 3 MTV-See	32,10
2. Replacement of effects	
Under § 21 MTV-see, goods will be replaced up to the value of	6.100,80
3. Daily allowance for patient care	
Daily allowance according to § 27 para. 2 MTV-See allows	
within European countries	12,30
outside of European countries	19,70
4. Job specific insurance	
The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of	26,30

8. Hapag-Lloyd AG

a. Crew with integrated training

Rank	Basic compensation €	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹ €	Flat-rate overtime compensation €	Sum €
Captain / Ship operating officer				
Year 1 to year 2	5.762	1.770		7.532
Year 3 to year 5	5.887	1.808		7.695
Year 6 to year 9	6.053	1.860		7.913
Year 10 to year 15	6.271	1.927		8.198
From year 16	6.489	1.994		8.483
Head of the engine plant / Ship operating officer				
Year 1 to year 2	4.531	1.378	655	6.564
Year 3 to year 5	4.669	1.420	674	6.763
Year 6 to year 9	4.864	1.480	703	7.047
Year 10 to year 15	5.034	1.531	727	7.292
From year 16	5.199	1.582	751	7.532
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	3.941	1.199	569	5.709
Year 3 to year 5	4.013	1.221	580	5.814
Year 6 to year 9	4.140	1.260	598	5.998
Year 10 to year 15	4.331	1.318	626	6.275
From year 16	4.531	1.378	655	6.564
II. Technical Officer / Ship operating officer				
Year 1 to year 2	3.941	1.199	569	5.709
Year 3 to year 5	4.013	1.221	580	5.814
Year 6 to year 9	4.140	1.260	598	5.998
Year 10 to year 15	4.331	1.318	626	6.275
From year 16	4.531	1.378	655	6.564
Ship operating officer				
Year 1 to year 2	3.941	1.199	569	5.709
From year 3	4.013	1.221	580	5.814
Ship operation master				
Year 1 to year 2	3.420	1.041	494	4.955
Year 3 to year 5	3.480	1.059	503	5.042
Year 6 to year 9	3.541	1.077	512	5.130
Year 10 to year 15	3.712	1.129	536	5.377
From year 16	3.880	1.180	561	5.621
Ship mechanic				
Year 1 to year 2	2.583	786	373	3.742
Year 3 to year 5	2.723	828	393	3.944
Year 6 to year 9	2.849	867	412	4.128
Year 10 to year 15	3.056	929	441	4.426
From year 16	3.246	988	469	4.703

Classification in the tariff levels

In principle, the working years are credited for classification in the tariff levels since regrouping in each grade group

I. Officer / Ship operating officer

Working years since regrouping for I. Nautical officer / Ship operating officer (Years working as a ship operating officer / II. Technical officer / Ship operating officer will be considered).

II. Technical Officer / Ship operating officer

Working years since the regrouping II. Technical Officer / Ship operating officer (Years as a ship operating officer will be considered).

Ship operating officer

Working years since gaining the double commissioning.

Ship operation master

Working years since grouping for ship operating master (Years of service as a supervisor will be considered).

Ship mechanic

Working years since grouping as a ship mechanic (Years of service as a skilled crew member will be considered).

b. Crew with conventional training

Rank	Basic compensation €	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹ €	Flat-rate overtime compensation €	Sum €
Captain				
Year 1 to year 2	5.463	1.678		7.141
Year 3 to year 5	5.577	1.713		7.290
Year 6 to year 9	5.736	1.762		7.498
Year 10 to year 15	5.945	1.826		7.771
From year 16	6.151	1.889		8.040
Head of the engine plant				
Year 1 to year 2	4.267	1.298	616	6.181
Year 3 to year 5	4.394	1.337	635	6.366
Year 6 to year 9	4.577	1.393	661	6.631
Year 10 to year 15	4.736	1.441	684	6.861
From year 16	4.893	1.488	707	7.088
I. Nautical Officer				
Year 1 to year 2	3.811	1.160	551	5.522
Year 3 to year 5	3.880	1.180	561	5.621
Year 6 to year 9	3.934	1.197	568	5.699
Year 10 to year 15	4.055	1.234	586	5.875
From year 16	4.259	1.295	615	6.169
II. Technical Officer				
Year 1 to year 2	3.811	1.160	551	5.522
Year 3 to year 5	3.880	1.180	561	5.621
Year 6 to year 9	3.934	1.197	568	5.699
Year 10 to year 15	4.055	1.234	586	5.875
From year 16	4.259	1.295	615	6.169
Nautical / Technical Watch Officer				
Year 1 to year 2	3.451	1.050	499	5.000
Year 3 to year 5	3.669	1.116	530	5.315
From year 6	3.884	1.182	561	5.627
Ship's Electrical Engineer				
Year 1 to year 2	3.811	1.160	551	5.522
Year 3 to year 5	3.880	1.180	561	5.621
Year 6 to year 9	3.934	1.197	568	5.699
Year 10 to year 15	4.055	1.234	586	5.875
From year 16	4.259	1.295	615	6.169
Electrician				
Year 1 to year 2	3.451	1.050	499	5.000
Cook				
Year 1 to year 2	3.220	979	465	4.664
Year 3 to year 5	3.298	1.003	476	4.777
Year 6 to year 9	3.420	1.041	494	4.955
Year 10 to year 15	3.537	1.076	511	5.124
From year 16	3.663	1.114	529	5.306
Steward				
Year 1 to year 2	2.423	737	350	3.510
Year 3 to year 5	2.550	776	368	3.694
Year 6 to year 9	2.716	826	392	3.934
Year 10 to year 15	2.780	845	401	4.026
From year 16	2.913	886	421	4.220

Classification in the tariff levels

In principle, the working years in each grade group since regrouping for classification in the tariff levels are applied (to preserve the acquired rights, the regrouping of the Nautical/Technical Officer of the watch to I. Nautical Officer or II. Technical Officer will consider the minimum working years in the classification).

Cook
Steward

Years working since being grouped as Sole cook / 1st Cook
Years working since being grouped as Sole steward / 1st Steward

9. TT-Line GmbH & Co. KG

Rank	Basic compensation €	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹ €	Flat-rate overtime compensation €	Sum €
Navigation / Engineering				
Captain	5.685	2.514	1.323 pilot compensation	9.522
Chief Engineer	4.816	1.793	860	7.469
I. Nautical Officer (Department leader)	4.430	1.649	791	6.870
I. Nautical Officer	4.221	1.571	753	6.545
II. Technical Officer	4.129	1.536	737	6.402
Ship's electrical technician	4.129	1.536	737	6.402
Nautical / Technical Watch Officer / Electrician	3.656	1.360	652	5.668
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	3.167	1.178	565	4.910
Year 3 to year 4	3.309	1.232	591	5.132
Year 5 to year 7	3.392	1.262	605	5.259
From year 8	3.567	1.327	637	5.531
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	3.034	1.129	541	4.704
Year 3 to year 4	3.056	1.138	546	4.740
From year 5	3.188	1.187	569	4.944
Ship mechanic for Overall Ship Operation ²				
Year 1 to year 2	2.814	1.047	502	4.363
Year 3 to year 4	3.067	1.141	548	4.756
From year 5	3.317	1.234	592	5.143
Seaman without discharge book				
Year 1 to year 2	2.124	791	379	3.294
Year 3 to year 4	2.242	834	400	3.476
From year 5	2.360	878	421	3.659
Deck crew *)				
Year 1 to year 2	1.707	636	305	2.648
Year 3 to year 4	1.942	723	347	3.012
From year 5	2.057	766	367	3.190
Catering				
Purser	3.768	1.403	673	5.844
1. Cook	3.317	1.234	592	5.143
Skilled cook				
Year 1 to year 4	2.691	1.001	480	4.172
From year 5	2.817	1.049	503	4.369
Cook, FK Catering	2.124	791	379	3.294
Catering aide	1.707	636	305	2.648
Hotel / Catering Assistant	1.485	552	266	2.304
Apprentice Catering and experts in system gastronomy				
1st year on board	604	225	108	937
2nd year on board	681	254	122	1.057
3rd year on board	790	294	141	1.225

* Only beyond the job chart for maintenance

10. Rostock Ferry Services GmbH & Co. KG

Rank	Basic compensation	Additional pay acc. to § 15 MTV-See or basic compensation suppl. claim acc. to § 16 MTV-See ¹	Flat-rate overtime compensation	Sum
	€	€	€	€
Captain	5.685	2.514	1.323 pilot compensation	9.522
Head of the engine plant	4.816	1.793	860	7.469
I. Nautical Officer (Department leader)	4.430	1.649	791	6.870
I. Nautical Officer	4.221	1.571	753	6.545
II. Technical Officer	4.129	1.536	737	6.402
Ship's electrical technical	4.129	1.536	737	6.402
Nautical / Technical Watch Officer / Electrician	3.656	1.360	652	5.668
Purser	3.768	1.403	673	5.844
1. Cook	3.317	1.234	592	5.143
Technician				
Ship mechanic				
Year 1 to year 4	3.056	1.138	546	4.740
From year 5	3.188	1.187	569	4.944
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.691	1.001	480	4.172
From year 5	2.817	1.049	503	4.369
Specialised staff				
Reception assistant, Purchasing assistant, Unskilled cook	2.124	791	379	3.294
Assistant				
Deck hand **, Catering assistant	1.707	636	305	2.648
Hotel / Catering Assistant	1.485	552	266	2.304
Apprentice Catering and experts in system gastronomy				
1st year on board	604	225	108	937
2nd year on board	681	254	122	1.057
3rd year on board	790	294	141	1.225

** Only beyond the job chart for maintenance