

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

valid from 1 January 2026

Between

Verband Deutscher Reeder registered association, Hamburg

and

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

the following is agreed:

1. HTV-See 2026/27 will be effective from 19 December 2025. The salaries and payments in kind listed below shall come into force on 01 January 2026 Until this date, salaries and payments in kind listed in the HTV-See 2024 continue to apply.
2. This CBA can first be terminated from 30 June 2028 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, 4 December 2025

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	6.354	1.952		8.306
I. Nautical Officer	4.644	1.413	671	6.728
Chief Engineer	5.243	1.595	757	7.595
II. Technical Officer	4.548	1.383	657	6.588
Nautical / Technical Watch Officer				
Year 1 to year 2	3.841	1.168	555	5.564
Year 3 to year 4	4.085	1.243	590	5.918
From year 5	4.330	1.317	626	6.273
Ship's Electrical Engineer				
Year 1 to year 2	3.841	1.168	555	5.564
Year 3 to year 4	4.085	1.243	590	5.918
From year 5	4.548	1.383	657	6.588
Electrician				
Year 1 to year 2	3.610	1.098	521	5.229
Year 3 to year 4	3.841	1.168	555	5.564
From year 5	4.085	1.243	590	5.918
2. Captains and ship officers on ships up to 3500 BRZ				
Captain	5.855	1.799		7.654
I. Nautical Officer	4.278	1.302	618	6.198
Chief Engineer	4.832	1.470	698	7.000
II. Technical Officer	4.193	1.276	606	6.075
Nautical / Technical Watch Officer				
Year 1 to year 2	3.536	1.076	511	5.123
Year 3 to year 4	3.764	1.145	544	5.453
From year 5	3.991	1.214	576	5.781
Ship's Electrical Engineer				
Year 1 to year 2	3.536	1.076	511	5.123
Year 3 to year 4	3.764	1.145	544	5.453
From year 5	4.193	1.276	606	6.075
Electrician				
Year 1 to year 2	3.325	1.012	480	4.817
Year 3 to year 4	3.536	1.076	511	5.123
From year 5	3.764	1.145	544	5.453

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	3.692	1.123	533	5.348
4. Skilled workers				
a. Ship mechanic				
Year 1 to year 2	3.102	944	448	4.494
Year 3 to year 4	3.382	1.029	488	4.899
From year 5	3.657	1.112	528	5.297
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)	3.102	944	448	4.494
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	2.326	707	336	3.369
Year 3 to year 4	2.474	752	357	3.583
From year 5	2.625	798	379	3.802
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	1.638	498	237	2.373
7. Apprentices				
Ship mechanic apprentice				
in the first year of training	824	251	119	1.194
in the second year of training	1.028	313	148	1.489
in the third year of training	1.423	433	205	2.061
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	1.087	331	157	1.575
in year 2	1.591	484	230	2.305

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	18,20
§ 17 para. 3 nos. 1 and 2 MTV-See	
for journeys up to 6 hours	16,50
for journeys up to 12 hours	33,10
for journeys up to 24 hours	49,20
§ 17 para. 3 no. 3 MTV-See	33,10
2. Replacement of effects	
Under § 21 MTV-see, goods will be replaced up to the value of	6.283,80
3. Daily allowance for patient care	
Daily allowance according to § 27 para. 2 MTV-See allows	
within European countries	12,70
outside of European countries	20,30
4. Job specific insurance	
The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of	27,10

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	5.935	1.823		7.758
Year 3 to year 5	6.063	1.863		7.926
Year 6 to year 9	6.235	1.915		8.150
Year 10 to year 15	6.460	1.984		8.444
From year 16	6.684	2.053		8.737
Head of the engine plant / Ship operating officer				
Year 1 to year 2	4.667	1.420	674	6.761
Year 3 to year 5	4.808	1.463	695	6.966
Year 6 to year 9	5.010	1.524	724	7.258
Year 10 to year 15	5.185	1.577	749	7.511
From year 16	5.355	1.629	774	7.758
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	4.059	1.235	586	5.880
Year 3 to year 5	4.134	1.257	597	5.988
Year 6 to year 9	4.265	1.297	616	6.178
Year 10 to year 15	4.462	1.357	644	6.463
From year 16	4.667	1.420	674	6.761
II. Technical Officer / Ship operating officer				
Year 1 to year 2	4.059	1.235	586	5.880
Year 3 to year 5	4.134	1.257	597	5.988
Year 6 to year 9	4.265	1.297	616	6.178
Year 10 to year 15	4.462	1.357	644	6.463
From year 16	4.667	1.420	674	6.761
Ship operating officer				
Year 1 to year 2	4.059	1.235	586	5.880
From year 3	4.134	1.257	597	5.988
Ship operation master				
Year 1 to year 2	3.523	1.072	509	5.104
Year 3 to year 5	3.584	1.091	518	5.193
Year 6 to year 9	3.647	1.110	527	5.284
Year 10 to year 15	3.823	1.163	552	5.538
From year 16	3.997	1.216	577	5.790
Ship mechanic				
Year 1 to year 2	2.661	809	384	3.854
Year 3 to year 5	2.804	853	405	4.062
Year 6 to year 9	2.935	893	424	4.252
Year 10 to year 15	3.147	957	455	4.559
From year 16	3.344	1.017	483	4.844

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	5.627	1.728		7.355
Year 3 to year 5	5.744	1.765		7.509
Year 6 to year 9	5.908	1.815		7.723
Year 10 to year 15	6.123	1.881		8.004
From year 16	6.335	1.946		8.281
Head of the engine plant				
Year 1 to year 2	4.394	1.337	635	6.366
Year 3 to year 5	4.526	1.377	654	6.557
Year 6 to year 9	4.715	1.434	681	6.830
Year 10 to year 15	4.878	1.484	705	7.067
From year 16	5.040	1.533	728	7.301
I. Nautical Officer				
Year 1 to year 2	3.927	1.194	567	5.688
Year 3 to year 5	3.997	1.216	577	5.790
Year 6 to year 9	4.052	1.233	585	5.870
Year 10 to year 15	4.177	1.271	603	6.051
From year 16	4.386	1.334	634	6.354
II. Technical Officer				
Year 1 to year 2	3.927	1.194	567	5.688
Year 3 to year 5	3.997	1.216	577	5.790
Year 6 to year 9	4.052	1.233	585	5.870
Year 10 to year 15	4.177	1.271	603	6.051
From year 16	4.386	1.334	634	6.354
Nautical / Technical Watch Officer				
Year 1 to year 2	3.555	1.082	513	5.150
Year 3 to year 5	3.778	1.150	546	5.474
From year 6	4.001	1.217	578	5.796
Ship's Electrical Engineer				
Year 1 to year 2	3.927	1.194	567	5.688
Year 3 to year 5	3.997	1.216	577	5.790
Year 6 to year 9	4.052	1.233	585	5.870
Year 10 to year 15	4.177	1.271	603	6.051
From year 16	4.386	1.334	634	6.354
Electrician				
Year 1 to year 2	3.555	1.082	513	5.150
Cook				
Year 1 to year 2	3.316	1.009	479	4.804
Year 3 to year 5	3.396	1.033	491	4.920
Year 6 to year 9	3.523	1.072	509	5.104
Year 10 to year 15	3.644	1.108	526	5.278
From year 16	3.772	1.148	545	5.465
Steward				
Year 1 to year 2	2.496	759	360	3.615
Year 3 to year 5	2.627	799	379	3.805
Year 6 to year 9	2.797	851	404	4.052
Year 10 to year 15	2.863	871	413	4.147
From year 16	3.001	913	433	4.347

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	5.940	2.589	1.279 pilot compensation	9.808
Chief Engineer	4.961	1.846	886	7.693
I. Nautical Officer (Department leader)	4.563	1.698	815	7.076
I. Nautical Officer	4.347	1.618	776	6.741
II. Technical Officer	4.252	1.583	759	6.594
Ship's electrical technician	4.252	1.583	759	6.594
Nautical / Technical Watch Officer / Electrician	3.765	1.401	672	5.838
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	3.261	1.214	582	5.057
Year 3 to year 4	3.409	1.269	608	5.286
Year 5 to year 7	3.493	1.300	624	5.417
From year 8	3.674	1.367	656	5.697
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	3.124	1.163	558	4.845
Year 3 to year 4	3.148	1.172	562	4.882
From year 5	3.284	1.222	586	5.092
Ship mechanic for Overall Ship Operation ²				
Year 1 to year 2	2.898	1.079	517	4.494
Year 3 to year 4	3.159	1.176	564	4.899
From year 5	3.416	1.271	610	5.297
Seaman without discharge book				
Year 1 to year 2	2.188	814	391	3.393
Year 3 to year 4	2.309	859	412	3.580
From year 5	2.430	905	434	3.769
Deck crew *)				
Year 1 to year 2	1.759	654	314	2.727
Year 3 to year 4	2.001	744	357	3.102
From year 5	2.119	789	378	3.286
Catering				
Purser	3.881	1.445	693	6.019
1. Cook	3.416	1.271	610	5.297
Skilled cook				
Year 1 to year 4	2.771	1.031	495	4.297
From year 5	2.902	1.080	518	4.500
Cook, FK Catering	2.188	814	391	3.393
Catering aide	1.759	654	314	2.727
Hotel / Catering Assistant	1.530	570	273	2.373
Apprentice Catering and experts in system gastronomy				
1st year on board	622	232	111	965
2nd year on board	703	261	125	1.089
3rd year on board	814	303	145	1.262

* 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	5.940	2.589	1.279	9.808
Head of the engine plant	4.961	1.846	886	7.693
I. Nautical Officer (Department leader)	4.563	1.698	815	7.076
I. Nautical Officer	4.347	1.618	776	6.741
II. Technical Officer	4.252	1.583	759	6.594
Ship's electrical technical	4.252	1.583	759	6.594
Nautical / Technical Watch Officer / Electrician	3.765	1.401	672	5.838
Purser	3.881	1.445	693	6.019
1. Cook	3.416	1.271	610	5.297
Technician				
Ship mechanic				
Year 1 to year 4	3.148	1.172	562	4.882
From year 5	3.284	1.222	586	5.092
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.771	1.031	495	4.297
From year 5	2.902	1.080	518	4.500
Specialised staff				
Reception assistant, Purchasing assistant, Unskilled cook	2.188	814	391	3.393
Assistant				
Deck hand **, Catering assistant	1.759	654	314	2.727
Hotel / Catering Assistant	1.530	570	273	2.373
Apprentice Catering and experts in system gastronomy				
1st year on board	622	232	111	965
2nd year on board	703	261	125	1.089
3rd year on board	814	303	145	1.262

** Only beyond the job chart for maintenance