

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

**valid from 1 January 2027**

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 2027 Until this date, salaries and payments in kind listed in the HTV-See 2026 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 <sup>1</sup> €	Flat-rate overtime compensation €	Sum €
<b>1. Captains and ship officers on ships with more than 3500 BRZ</b>				
Captain	6.532	2.007		<b>8.539</b>
I. Nautical Officer	4.774	1.452	690	<b>6.916</b>
Chief Engineer	5.390	1.640	778	<b>7.808</b>
II. Technical Officer	4.675	1.422	675	<b>6.772</b>
Nautical / Technical Watch Officer				
Year 1 to year 2	3.949	1.201	570	<b>5.720</b>
Year 3 to year 4	4.199	1.278	607	<b>6.084</b>
From year 5	4.452	1.354	643	<b>6.449</b>
Ship's Electrical Engineer				
Year 1 to year 2	3.949	1.201	570	<b>5.720</b>
Year 3 to year 4	4.199	1.278	607	<b>6.084</b>
From year 5	4.675	1.422	675	<b>6.772</b>
Electrician				
Year 1 to year 2	3.710	1.129	536	<b>5.375</b>
Year 3 to year 4	3.949	1.201	570	<b>5.720</b>
From year 5	4.199	1.278	607	<b>6.084</b>
<b>2. Captains and ship officers on ships up to 3500 BRZ</b>				
Captain	6.019	1.849		<b>7.868</b>
I. Nautical Officer	4.399	1.338	635	<b>6.372</b>
Chief Engineer	4.967	1.511	718	<b>7.196</b>
II. Technical Officer	4.311	1.311	623	<b>6.245</b>
Nautical / Technical Watch Officer				
Year 1 to year 2	3.635	1.106	525	<b>5.266</b>
Year 3 to year 4	3.870	1.177	559	<b>5.606</b>
From year 5	4.102	1.248	593	<b>5.943</b>
Ship's Electrical Engineer				
Year 1 to year 2	3.635	1.106	525	<b>5.266</b>
Year 3 to year 4	3.870	1.177	559	<b>5.606</b>
From year 5	4.311	1.311	623	<b>6.245</b>
Electrician				
Year 1 to year 2	3.418	1.040	494	<b>4.952</b>
Year 3 to year 4	3.635	1.106	525	<b>5.266</b>
From year 5	3.870	1.177	559	<b>5.606</b>

<sup>1</sup> 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 <sup>1</sup> €	Flat-rate overtime compensation €	Sum €
<b>3. Supervisors</b>				
Deck: Bosun, Carpenter Machine: Mechanic, Storekeeper, Pump man Catering services: Sole Cook, Head Cook	3.795	1.155	548	<b>5.498</b>
<b>4. Skilled workers</b>				
a. Ship mechanic				
Year 1 to year 2	3.189	970	461	<b>4.620</b>
Year 3 to year 4	3.476	1.058	502	<b>5.036</b>
From year 5	3.759	1.143	543	<b>5.445</b>
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)	3.189	970	461	<b>4.620</b>
<b>5. Specialised staff</b>				
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	2.391	727	345	<b>3.463</b>
Year 3 to year 4	2.543	773	367	<b>3.683</b>
From year 5	2.697	821	390	<b>3.908</b>
<b>6. Assistants</b>				
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	1.684	512	243	<b>2.439</b>
<b>7. Apprentices</b>				
Ship mechanic apprentice				
in the first year of training	847	258	122	<b>1.227</b>
in the second year of training	1.056	322	153	<b>1.531</b>
in the third year of training	1.463	445	211	<b>2.119</b>
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	1.118	340	161	<b>1.619</b>
in year 2	1.636	498	236	<b>2.370</b>

**B. Payment in kind**

<b>1. Meal allowances</b>	
The amount of meal allowances is shown in	
§ 17 para. 3 nos. 1 and 4 - 9 MTV-See	<b>18,70</b>
§ 17 para. 3 nos. 1 and 2 MTV-See	
for journeys up to 6 hours	<b>17,00</b>
for journeys up to 12 hours	<b>34,00</b>
for journeys up to 24 hours	<b>50,60</b>
§ 17 para. 3 no. 3 MTV-See	<b>34,00</b>
<b>2. Replacement of effects</b>	
Under § 21 MTV-see, goods will be replaced up to the value of	<b>6.459,70</b>
<b>3. Daily allowance for patient care</b>	
Daily allowance according to § 27 para. 2 MTV-See allows	
within European countries	<b>13,10</b>
outside of European countries	<b>20,90</b>
<b>4. Job specific insurance</b>	
The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of	<b>27,90</b>

## 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 <sup>1</sup>	Flat-rate overtime compensation	Sum €
	€	€	€	
Captain / Ship operating officer				
Year 1 to year 2	6.101	1.874		<b>7.975</b>
Year 3 to year 5	6.233	1.915		<b>8.148</b>
Year 6 to year 9	6.409	1.969		<b>8.378</b>
Year 10 to year 15	6.640	2.040		<b>8.680</b>
From year 16	6.871	2.111		<b>8.982</b>
Head of the engine plant / Ship operating officer				
Year 1 to year 2	4.797	1.460	693	<b>6.950</b>
Year 3 to year 5	4.943	1.504	714	<b>7.161</b>
Year 6 to year 9	5.150	1.567	744	<b>7.461</b>
Year 10 to year 15	5.330	1.621	770	<b>7.721</b>
From year 16	5.505	1.675	795	<b>7.975</b>
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	4.173	1.269	603	<b>6.045</b>
Year 3 to year 5	4.249	1.293	614	<b>6.156</b>
Year 6 to year 9	4.384	1.334	633	<b>6.351</b>
Year 10 to year 15	4.587	1.395	662	<b>6.644</b>
From year 16	4.797	1.460	693	<b>6.950</b>
II. Technical Officer / Ship operating officer				
Year 1 to year 2	4.173	1.269	603	<b>6.045</b>
Year 3 to year 5	4.249	1.293	614	<b>6.156</b>
Year 6 to year 9	4.384	1.334	633	<b>6.351</b>
Year 10 to year 15	4.587	1.395	662	<b>6.644</b>
From year 16	4.797	1.460	693	<b>6.950</b>
Ship operating officer				
Year 1 to year 2	4.173	1.269	603	<b>6.045</b>
From year 3	4.249	1.293	614	<b>6.156</b>
Ship operation master				
Year 1 to year 2	3.622	1.102	523	<b>5.247</b>
Year 3 to year 5	3.685	1.121	532	<b>5.338</b>
Year 6 to year 9	3.749	1.141	542	<b>5.432</b>
Year 10 to year 15	3.929	1.196	568	<b>5.693</b>
From year 16	4.109	1.250	593	<b>5.952</b>
Ship mechanic				
Year 1 to year 2	2.735	832	395	<b>3.962</b>
Year 3 to year 5	2.883	877	416	<b>4.176</b>
Year 6 to year 9	3.017	918	436	<b>4.371</b>
Year 10 to year 15	3.236	984	467	<b>4.687</b>
From year 16	3.437	1.046	497	<b>4.980</b>

#### 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 <sup>1</sup>	Flat-rate overtime compensation	Sum
	€	€	€	€
Captain				
Year 1 to year 2	5.784	1.777		<b>7.561</b>
Year 3 to year 5	5.905	1.814		<b>7.719</b>
Year 6 to year 9	6.073	1.866		<b>7.939</b>
Year 10 to year 15	6.294	1.934		<b>8.228</b>
From year 16	6.512	2.001		<b>8.513</b>
Head of the engine plant				
Year 1 to year 2	4.517	1.374	653	<b>6.544</b>
Year 3 to year 5	4.653	1.416	672	<b>6.741</b>
Year 6 to year 9	4.847	1.474	700	<b>7.021</b>
Year 10 to year 15	5.015	1.526	724	<b>7.265</b>
From year 16	5.181	1.576	748	<b>7.505</b>
I. Nautical Officer				
Year 1 to year 2	4.036	1.228	583	<b>5.847</b>
Year 3 to year 5	4.109	1.250	593	<b>5.952</b>
Year 6 to year 9	4.165	1.267	602	<b>6.034</b>
Year 10 to year 15	4.294	1.306	620	<b>6.220</b>
From year 16	4.509	1.372	651	<b>6.532</b>
II. Technical Officer				
Year 1 to year 2	4.036	1.228	583	<b>5.847</b>
Year 3 to year 5	4.109	1.250	593	<b>5.952</b>
Year 6 to year 9	4.165	1.267	602	<b>6.034</b>
Year 10 to year 15	4.294	1.306	620	<b>6.220</b>
From year 16	4.509	1.372	651	<b>6.532</b>
Nautical / Technical Watch Officer				
Year 1 to year 2	3.654	1.112	528	<b>5.294</b>
Year 3 to year 5	3.884	1.182	561	<b>5.627</b>
From year 6	4.113	1.251	594	<b>5.958</b>
Ship's Electrical Engineer				
Year 1 to year 2	4.036	1.228	583	<b>5.847</b>
Year 3 to year 5	4.109	1.250	593	<b>5.952</b>
Year 6 to year 9	4.165	1.267	602	<b>6.034</b>
Year 10 to year 15	4.294	1.306	620	<b>6.220</b>
From year 16	4.509	1.372	651	<b>6.532</b>
Electrician				
Year 1 to year 2	3.654	1.112	528	<b>5.294</b>
Cook				
Year 1 to year 2	3.410	1.037	492	<b>4.939</b>
Year 3 to year 5	3.492	1.062	504	<b>5.058</b>
Year 6 to year 9	3.622	1.102	523	<b>5.247</b>
Year 10 to year 15	3.746	1.139	541	<b>5.426</b>
From year 16	3.878	1.180	560	<b>5.618</b>
Steward				
Year 1 to year 2	2.565	780	371	<b>3.716</b>
Year 3 to year 5	2.700	822	390	<b>3.912</b>
Year 6 to year 9	2.875	875	415	<b>4.165</b>
Year 10 to year 15	2.943	895	425	<b>4.263</b>
From year 16	3.085	938	446	<b>4.469</b>

**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 <sup>1</sup>	Flat-rate overtime compensation	Sum
	€	€	€	€
<b>Navigation / Engineering</b>				
Captain	6.144	2.662	1.277	<b>10.083</b>
Chief Engineer	5.100	1.898	910	<b>7.908</b>
I. Nautical Officer (Department leader)	4.691	1.746	837	<b>7.274</b>
I. Nautical Officer	4.469	1.663	798	<b>6.930</b>
II. Technical Officer	4.372	1.627	780	<b>6.779</b>
Ship's electrical technician	4.372	1.627	780	<b>6.779</b>
Nautical / Technical Watch Officer / Electrician	3.870	1.440	691	<b>6.001</b>
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	3.353	1.248	598	<b>5.199</b>
Year 3 to year 4	3.504	1.304	626	<b>5.434</b>
Year 5 to year 7	3.591	1.337	641	<b>5.569</b>
From year 8	3.777	1.406	674	<b>5.857</b>
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	3.213	1.195	573	<b>4.981</b>
Year 3 to year 4	3.236	1.205	578	<b>5.019</b>
From year 5	3.376	1.256	603	<b>5.235</b>
Ship mechanic for Overall Ship Operation <sup>2</sup>				
Year 1 to year 2	2.979	1.109	532	<b>4.620</b>
Year 3 to year 4	3.247	1.209	580	<b>5.036</b>
From year 5	3.511	1.307	627	<b>5.445</b>
Seaman without discharge book				
Year 1 to year 2	2.249	837	402	<b>3.488</b>
Year 3 to year 4	2.373	883	424	<b>3.680</b>
From year 5	2.499	930	446	<b>3.875</b>
Deck crew *)				
Year 1 to year 2	1.807	673	323	<b>2.803</b>
Year 3 to year 4	2.057	765	367	<b>3.189</b>
From year 5	2.178	811	389	<b>3.378</b>
<b>Catering</b>				
Purser	3.991	1.485	712	<b>6.188</b>
1. Cook	3.511	1.307	627	<b>5.445</b>
Skilled cook				
Year 1 to year 4	2.849	1.060	508	<b>4.417</b>
From year 5	2.983	1.110	533	<b>4.626</b>
Cook, FK Catering	2.249	837	402	<b>3.488</b>
Catering aide	1.807	673	323	<b>2.803</b>
Hotel / Catering Assistant	1.573	585	281	<b>2.439</b>
Apprentice Catering and experts in system gastronomy				
1st year on board	640	238	114	<b>992</b>
2nd year on board	721	269	129	<b>1.119</b>
3rd year on board	837	311	149	<b>1.297</b>

\* 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 <sup>1</sup>	Flat-rate overtime compensation	<b>Sum</b>
	€	€	€	
Captain	6.144	2.662	1.277	<b>10.083</b>
Head of the engine plant	5.100	1.898	910	<b>7.908</b>
I. Nautical Officer (Department leader)	4.691	1.746	837	<b>7.274</b>
I. Nautical Officer	4.469	1.663	798	<b>6.930</b>
II. Technical Officer	4.372	1.627	780	<b>6.779</b>
Ship's electrical technical	4.372	1.627	780	<b>6.779</b>
Nautical / Technical Watch Officer / Electrician	3.870	1.440	691	<b>6.001</b>
Purser	3.991	1.485	712	<b>6.188</b>
1. Cook	3.511	1.307	627	<b>5.445</b>
<b>Technician</b>				
Ship mechanic				
Year 1 to year 4	3.236	1.205	578	<b>5.019</b>
From year 5	3.376	1.256	603	<b>5.235</b>
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.849	1.060	508	<b>4.417</b>
From year 5	2.983	1.110	533	<b>4.626</b>
<b>Specialised staff</b>				
Reception assistant, Purchasing assistant, Unskilled cook				
	2.249	837	402	<b>3.488</b>
<b>Assistant</b>				
Deck hand **, Catering assistant	1.807	673	323	<b>2.803</b>
Hotel / Catering Assistant	1.573	585	281	<b>2.439</b>
Apprentice Catering and experts in system gastronomy				
1st year on board	640	238	114	<b>992</b>
2nd year on board	721	269	129	<b>1.119</b>
3rd year on board	837	311	149	<b>1.297</b>

\*\* Only beyond the job chart for maintenance