

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

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	3.795	1.155	548	5.498
4. Skilled workers				
a. Ship mechanic				
Year 1 to year 2	3.189	970	461	4.620
Year 3 to year 4	3.476	1.058	502	5.036
From year 5	3.759	1.143	543	5.445
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	4.620
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	2.391	727	345	3.463
Year 3 to year 4	2.543	773	367	3.683
From year 5	2.697	821	390	3.908
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	1.684	512	243	2.439
7. Apprentices				
Ship mechanic apprentice				
in the first year of training	847	258	122	1.227
in the second year of training	1.056	322	153	1.531
in the third year of training	1.463	445	211	2.119
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	1.118	340	161	1.619
in year 2	1.636	498	236	2.370

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

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

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

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

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

** Only beyond the job chart for maintenance