

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

valid from 1 July 2021

Between

Verband Deutscher Reeder registered association, Hamburg

and

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

the following is agreed:

1. HTV-See 2021/22 will be effective from 1 July 2021. The salaries and payments in kind listed below shall come into force on 01 July 2021. Until this date, salaries and payments in kind listed in the HTV-See 2020 continue to apply.
2. This CBA can first be terminated from 30. September 2023 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, 15th March 2021

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	5.501	1.690		7.191
I. Nautical Officer	4.021	1.223	581	5.825
Chief Engineer	4.538	1.381	656	6.575
II. Technical Officer	3.937	1.198	569	5.704
Nautical / Technical Watch Officer				
Year 1 to year 2	3.325	1.012	480	4.817
Year 3 to year 4	3.537	1.076	511	5.124
From year 5	3.749	1.141	541	5.431
Ship's Electrical Engineer				
Year 1 to year 2	3.325	1.012	480	4.817
Year 3 to year 4	3.537	1.076	511	5.124
From year 5	3.937	1.198	569	5.704
Electrician				
Year 1 to year 2	3.125	951	451	4.527
Year 3 to year 4	3.325	1.012	480	4.817
From year 5	3.537	1.076	511	5.124
2. Captains and ship officers on ships up to 3500 BRZ				
Captain	5.082	1.561		6.643
I. Nautical Officer	3.713	1.130	536	5.379
Chief Engineer	4.193	1.276	606	6.075
II. Technical Officer	3.639	1.107	526	5.272
Nautical / Technical Watch Officer				
Year 1 to year 2	3.070	934	443	4.447
Year 3 to year 4	3.266	994	472	4.732
From year 5	3.464	1.054	500	5.018
Ship's Electrical Engineer				
Year 1 to year 2	3.070	934	443	4.447
Year 3 to year 4	3.266	994	472	4.732
From year 5	3.639	1.107	526	5.272
Electrician				
Year 1 to year 2	2.886	878	417	4.181
Year 3 to year 4	3.070	934	443	4.447
From year 5	3.266	994	472	4.732

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	3.195	972	462	4.629
4. Skilled workers				
a. Ship mechanic				
Year 1 to year 2	2.685	817	388	3.890
Year 3 to year 4	2.927	891	423	4.241
From year 5	3.166	963	457	4.586
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)	2.685	817	388	3.890
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	2.013	613	291	2.917
Year 3 to year 4	2.142	651	309	3.102
From year 5	2.272	691	328	3.291
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	1.119	341	162	1.622
7. Apprentices				
Ship mechanic apprentice				
in the first year of training	713	217	103	1.033
in the second year of training	890	271	128	1.289
in the third year of training	1.232	375	178	1.785
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	941	286	136	1.363
in year 2	1.378	419	199	1.996

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	15,80
§ 17 para. 3 nos. 1 and 2 MTV-See	
for journeys up to 6 hours	14,30
for journeys up to 12 hours	28,60
for journeys up to 24 hours	42,70
§ 17 para. 3 no. 3 MTV-See	28,60
2. Replacement of effects	
Under § 21 MTV-see, goods will be replaced up to the value of	5.440,20
3. Daily allowance for patient care	
Daily allowance according to § 27 para. 2 MTV-See allows	
within European countries	11,00
outside of European countries	17,50
4. Job specific insurance	
The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of	23,50

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	5.138	1.578		6.716
Year 3 to year 5	5.249	1.612		6.861
Year 6 to year 9	5.399	1.658		7.057
Year 10 to year 15	5.593	1.718		7.311
From year 16	5.786	1.778		7.564
Head of the engine plant / Ship operating officer				
Year 1 to year 2	4.041	1.229	584	5.854
Year 3 to year 5	4.163	1.267	601	6.031
Year 6 to year 9	4.337	1.319	627	6.283
Year 10 to year 15	4.489	1.366	648	6.503
From year 16	4.636	1.410	670	6.716
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	3.513	1.069	508	5.090
Year 3 to year 5	3.578	1.089	517	5.184
Year 6 to year 9	3.692	1.123	533	5.348
Year 10 to year 15	3.863	1.175	558	5.596
From year 16	4.041	1.229	584	5.854
II. Technical Officer / Ship operating officer				
Year 1 to year 2	3.513	1.069	508	5.090
Year 3 to year 5	3.578	1.089	517	5.184
Year 6 to year 9	3.692	1.123	533	5.348
Year 10 to year 15	3.863	1.175	558	5.596
From year 16	4.041	1.229	584	5.854
Ship operating officer				
Year 1 to year 2	3.513	1.069	508	5.090
From year 3	3.578	1.089	517	5.184
Ship operation master				
Year 1 to year 2	3.050	928	440	4.418
Year 3 to year 5	3.104	944	448	4.496
Year 6 to year 9	3.158	961	456	4.575
Year 10 to year 15	3.309	1.007	478	4.794
From year 16	3.459	1.053	500	5.012
Ship mechanic				
Year 1 to year 2	2.302	701	333	3.336
Year 3 to year 5	2.427	739	351	3.517
Year 6 to year 9	2.541	773	367	3.681
Year 10 to year 15	2.724	829	394	3.947
From year 16	2.895	881	418	4.194

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	4.871	1.496		6.367
Year 3 to year 5	4.973	1.528		6.501
Year 6 to year 9	5.115	1.571		6.686
Year 10 to year 15	5.301	1.628		6.929
From year 16	5.484	1.685		7.169
Head of the engine plant				
Year 1 to year 2	3.804	1.157	550	5.511
Year 3 to year 5	3.918	1.192	566	5.676
Year 6 to year 9	4.081	1.242	590	5.913
Year 10 to year 15	4.223	1.285	610	6.118
From year 16	4.363	1.327	630	6.320
I. Nautical Officer				
Year 1 to year 2	3.399	1.034	491	4.924
Year 3 to year 5	3.459	1.053	500	5.012
Year 6 to year 9	3.508	1.067	507	5.082
Year 10 to year 15	3.617	1.100	522	5.239
From year 16	3.797	1.155	549	5.501
II. Technical Officer				
Year 1 to year 2	3.399	1.034	491	4.924
Year 3 to year 5	3.459	1.053	500	5.012
Year 6 to year 9	3.508	1.067	507	5.082
Year 10 to year 15	3.617	1.100	522	5.239
From year 16	3.797	1.155	549	5.501
Nautical / Technical Watch Officer				
Year 1 to year 2	3.078	936	445	4.459
Year 3 to year 5	3.272	995	473	4.740
From year 6	3.464	1.054	500	5.018
Ship's Electrical Engineer				
Year 1 to year 2	3.399	1.034	491	4.924
Year 3 to year 5	3.459	1.053	500	5.012
Year 6 to year 9	3.508	1.067	507	5.082
Year 10 to year 15	3.617	1.100	522	5.239
From year 16	3.797	1.155	549	5.501
Electrician				
Year 1 to year 2	3.078	936	445	4.459
Cook				
Year 1 to year 2	2.871	873	415	4.159
Year 3 to year 5	2.940	895	425	4.260
Year 6 to year 9	3.050	928	440	4.418
Year 10 to year 15	3.154	959	456	4.569
From year 16	3.266	994	472	4.732
Steward				
Year 1 to year 2	2.161	657	312	3.130
Year 3 to year 5	2.274	692	328	3.294
Year 6 to year 9	2.421	737	350	3.508
Year 10 to year 15	2.478	754	358	3.590
From year 16	2.598	790	375	3.763

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	4.988	2.242	1.261 pilot compensation	8.491
Chief Engineer	4.295	1.599	767	6.661
I. Nautical Officer (Department leader)	3.951	1.470	705	6.126
I. Nautical Officer	3.763	1.401	672	5.836
II. Technical Officer	3.682	1.370	657	5.709
Ship's electrical technician	3.682	1.370	657	5.709
Nautical / Technical Watch Officer / Electrician	3.259	1.213	582	5.054
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	2.823	1.051	504	4.378
Year 3 to year 4	2.952	1.098	527	4.577
Year 5 to year 7	3.024	1.125	540	4.689
From year 8	3.180	1.183	568	4.931
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	2.705	1.007	483	4.195
Year 3 to year 4	2.726	1.014	487	4.227
From year 5	2.843	1.058	508	4.409
Ship mechanic for Overall Ship Operation ²				
Year 1 to year 2	2.508	934	448	3.890
Year 3 to year 4	2.735	1.018	488	4.241
From year 5	2.957	1.101	528	4.586
Seaman without discharge book				
Year 1 to year 2	1.894	705	338	2.937
Year 3 to year 4	1.998	744	357	3.099
From year 5	2.104	783	375	3.262
Deck crew *)				
Year 1 to year 2	1.522	567	272	2.361
Year 3 to year 4	1.732	644	309	2.685
From year 5	1.834	683	327	2.844
Catering				
Purser	3.360	1.251	600	5.211
1. Cook	2.957	1.101	528	4.586
Skilled cook				
Year 1 to year 4	2.399	893	428	3.720
From year 5	2.513	935	448	3.896
Cook, FK Catering	1.894	705	338	2.937
Catering aide	1.522	567	272	2.361
Hotel / Catering Assistant	1.294	481	231	2.006
Apprentice Catering and experts in system gastronomy				
1st year on board	539	201	96	836
2nd year on board	608	226	108	942
3rd year on board	704	262	126	1.092

* 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	4.988	2.242	1.261 pilot compensation	8.491
Head of the engine plant	4.295	1.599	767	6.661
I. Nautical Officer (Department leader)	3.951	1.470	705	6.126
I. Nautical Officer	3.763	1.401	672	5.836
II. Technical Officer	3.682	1.370	657	5.709
Ship's electrical technical	3.682	1.370	657	5.709
Nautical / Technical Watch Officer / Electrician	3.259	1.213	582	5.054
Purser	3.360	1.251	600	5.211
1. Cook	2.957	1.101	528	4.586
Technician				
Ship mechanic				
Year 1 to year 4	2.726	1.014	487	4.227
From year 5	2.843	1.058	508	4.409
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.399	893	428	3.720
From year 5	2.513	935	448	3.896
Specialised staff				
Reception assistant, Purchasing assistant, Unskilled cook	1.894	705	338	2.937
Assistant				
Deck hand **, Catering assistant	1.522	567	272	2.361
Hotel / Catering Assistant	1.294	481	231	2.006
Apprentice Catering and experts in system gastronomy				
1st year on board	539	201	96	836
2nd year on board	608	226	108	942
3rd year on board	704	262	126	1.092

** Only beyond the job chart for maintenance

Protocol notice

Agreement on outbound grades of tariff bound shipping companies

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 €
Ship operation master				
Year 1 to year 2	3.296	1.003	476	4.775
From year 3	3.597	1.095	520	5.212
Paymaster				
Year 1 to year 3	3.444	1.047	497	4.988
Year 4 to year 6	3.692	1.123	533	5.348
From year 7	4.028	1.226	582	5.836
Head steward assistant				
From year 7	2.916	887	421	4.224
Steward				
Year 1 to year 3	2.188	665	316	3.169
Year 4 to year 6	2.329	709	336	3.374
From year 7	2.399	730	346	3.475
1st Cook or lead cook on boats without head cook				
Year 1 to year 3	3.057	930	441	4.428
Year 4 to year 6	3.243	987	469	4.699
From year 7	3.471	1.056	501	5.028
2nd Cook /1st Team cook / 1st Ore assayer				
Year 1 to year 3	2.697	820	390	3.907
Year 4 to year 6	2.806	854	405	4.065
From year 7	2.931	892	423	4.246
Sole cook				
Year 1 to year 3	2.885	878	417	4.180
Year 4 to year 6	3.064	932	443	4.439
From year 7	3.252	989	470	4.711