

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

valid from 1 October 2022

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 October 2022. Until this date, salaries and payments in kind listed in the HTV-See 2021 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	5.570	1.711		7.281
I. Nautical Officer	4.071	1.239	588	5.898
Chief Engineer	4.595	1.398	664	6.657
II. Technical Officer	3.986	1.213	576	5.775
Nautical / Technical Watch Officer				
Year 1 to year 2	3.367	1.024	486	4.877
Year 3 to year 4	3.582	1.089	517	5.188
From year 5	3.796	1.155	548	5.499
Ship's Electrical Engineer				
Year 1 to year 2	3.367	1.024	486	4.877
Year 3 to year 4	3.582	1.089	517	5.188
From year 5	3.986	1.213	576	5.775
Electrician				
Year 1 to year 2	3.164	963	457	4.584
Year 3 to year 4	3.367	1.024	486	4.877
From year 5	3.582	1.089	517	5.188
2. Captains and ship officers on ships up to 3500 BRZ				
Captain	5.132	1.577		6.709
I. Nautical Officer	3.750	1.141	542	5.433
Chief Engineer	4.235	1.289	612	6.136
II. Technical Officer	3.676	1.118	531	5.325
Nautical / Technical Watch Officer				
Year 1 to year 2	3.100	943	448	4.491
Year 3 to year 4	3.299	1.004	476	4.779
From year 5	3.499	1.064	505	5.068
Ship's Electrical Engineer				
Year 1 to year 2	3.100	943	448	4.491
Year 3 to year 4	3.299	1.004	476	4.779
From year 5	3.676	1.118	531	5.325
Electrician				
Year 1 to year 2	2.915	887	421	4.223
Year 3 to year 4	3.100	943	448	4.491
From year 5	3.299	1.004	476	4.779

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	3.236	984	467	4.687
4. Skilled workers				
a. Ship mechanic				
Year 1 to year 2	2.719	827	393	3.939
Year 3 to year 4	2.964	902	428	4.294
From year 5	3.205	975	463	4.643
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)	2.719	827	393	3.939
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	2.039	620	294	2.953
Year 3 to year 4	2.168	660	313	3.141
From year 5	2.300	700	332	3.332
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	1.133	345	164	1.642
7. Apprentices				
Ship mechanic apprentice				
in the first year of training	722	220	104	1.046
in the second year of training	901	274	130	1.305
in the third year of training	1.248	379	180	1.807
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	952	290	138	1.380
in year 2	1.395	424	202	2.021

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	16,00
§ 17 para. 3 nos. 1 and 2 MTV-See	
for journeys up to 6 hours	14,50
for journeys up to 12 hours	29,00
for journeys up to 24 hours	43,20
§ 17 para. 3 no. 3 MTV-See	29,00
2. Replacement of effects	
Under § 21 MTV-see, goods will be replaced up to the value of	5.508,20
3. Daily allowance for patient care	
Daily allowance according to § 27 para. 2 MTV-See allows	
within European countries	11,10
outside of European countries	17,70
4. Job specific insurance	
The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of	23,80

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	5.202	1.598		6.800
Year 3 to year 5	5.314	1.633		6.947
Year 6 to year 9	5.466	1.679		7.145
Year 10 to year 15	5.663	1.739		7.402
From year 16	5.859	1.800		7.659
Head of the engine plant / Ship operating officer				
Year 1 to year 2	4.091	1.245	591	5.927
Year 3 to year 5	4.215	1.282	609	6.106
Year 6 to year 9	4.392	1.336	634	6.362
Year 10 to year 15	4.545	1.383	656	6.584
From year 16	4.694	1.428	678	6.800
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	3.558	1.082	514	5.154
Year 3 to year 5	3.624	1.102	523	5.249
Year 6 to year 9	3.738	1.137	540	5.415
Year 10 to year 15	3.911	1.190	565	5.666
From year 16	4.091	1.245	591	5.927
II. Technical Officer / Ship operating officer				
Year 1 to year 2	3.558	1.082	514	5.154
Year 3 to year 5	3.624	1.102	523	5.249
Year 6 to year 9	3.738	1.137	540	5.415
Year 10 to year 15	3.911	1.190	565	5.666
From year 16	4.091	1.245	591	5.927
Ship operating officer				
Year 1 to year 2	3.558	1.082	514	5.154
From year 3	3.624	1.102	523	5.249
Ship operation master				
Year 1 to year 2	3.088	939	446	4.473
Year 3 to year 5	3.142	956	454	4.552
Year 6 to year 9	3.197	973	462	4.632
Year 10 to year 15	3.351	1.019	484	4.854
From year 16	3.503	1.066	506	5.075
Ship mechanic				
Year 1 to year 2	2.332	709	337	3.378
Year 3 to year 5	2.458	748	355	3.561
Year 6 to year 9	2.572	783	372	3.727
Year 10 to year 15	2.759	839	398	3.996
From year 16	2.931	892	423	4.246

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	4.932	1.515		6.447
Year 3 to year 5	5.035	1.547		6.582
Year 6 to year 9	5.179	1.591		6.770
Year 10 to year 15	5.367	1.649		7.016
From year 16	5.553	1.706		7.259
Head of the engine plant				
Year 1 to year 2	3.852	1.172	556	5.580
Year 3 to year 5	3.967	1.207	573	5.747
Year 6 to year 9	4.133	1.257	597	5.987
Year 10 to year 15	4.275	1.301	618	6.194
From year 16	4.417	1.344	638	6.399
I. Nautical Officer				
Year 1 to year 2	3.442	1.047	497	4.986
Year 3 to year 5	3.503	1.066	506	5.075
Year 6 to year 9	3.552	1.081	513	5.146
Year 10 to year 15	3.661	1.114	529	5.304
From year 16	3.845	1.170	555	5.570
II. Technical Officer				
Year 1 to year 2	3.442	1.047	497	4.986
Year 3 to year 5	3.503	1.066	506	5.075
Year 6 to year 9	3.552	1.081	513	5.146
Year 10 to year 15	3.661	1.114	529	5.304
From year 16	3.845	1.170	555	5.570
Nautical / Technical Watch Officer				
Year 1 to year 2	3.117	948	450	4.515
Year 3 to year 5	3.313	1.008	478	4.799
From year 6	3.507	1.067	507	5.081
Ship's Electrical Engineer				
Year 1 to year 2	3.442	1.047	497	4.986
Year 3 to year 5	3.503	1.066	506	5.075
Year 6 to year 9	3.552	1.081	513	5.146
Year 10 to year 15	3.661	1.114	529	5.304
From year 16	3.845	1.170	555	5.570
Electrician				
Year 1 to year 2	3.117	948	450	4.515
Cook				
Year 1 to year 2	2.907	884	420	4.211
Year 3 to year 5	2.977	906	430	4.313
Year 6 to year 9	3.088	939	446	4.473
Year 10 to year 15	3.194	971	461	4.626
From year 16	3.307	1.006	478	4.791
Steward				
Year 1 to year 2	2.188	665	316	3.169
Year 3 to year 5	2.302	700	333	3.335
Year 6 to year 9	2.452	746	354	3.552
Year 10 to year 15	2.510	763	362	3.635
From year 16	2.630	800	380	3.810

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	5.066	2.270	1.261 pilot compensation	8.597
Chief Engineer	4.349	1.619	776	6.744
I. Nautical Officer (Department leader)	4.000	1.489	714	6.203
I. Nautical Officer	3.811	1.418	680	5.909
II. Technical Officer	3.728	1.387	665	5.780
Ship's electrical technician	3.728	1.387	665	5.780
Nautical / Technical Watch Officer / Electrician	3.300	1.228	589	5.117
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	2.859	1.064	510	4.433
Year 3 to year 4	2.989	1.112	533	4.634
Year 5 to year 7	3.062	1.140	546	4.748
From year 8	3.220	1.198	575	4.993
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	2.739	1.019	489	4.247
Year 3 to year 4	2.760	1.027	493	4.280
From year 5	2.879	1.071	514	4.464
Ship mechanic for Overall Ship Operation ²				
Year 1 to year 2	2.541	945	453	3.939
Year 3 to year 4	2.769	1.031	494	4.294
From year 5	2.995	1.114	534	4.643
Seaman without discharge book				
Year 1 to year 2	1.918	714	342	2.974
Year 3 to year 4	2.024	753	361	3.138
From year 5	2.130	793	380	3.303
Deck crew *)				
Year 1 to year 2	1.542	574	275	2.391
Year 3 to year 4	1.753	653	313	2.719
From year 5	1.857	691	332	2.880
Catering				
Purser	3.403	1.266	607	5.276
1. Cook	2.995	1.114	534	4.643
Skilled cook				
Year 1 to year 4	2.429	904	434	3.767
From year 5	2.544	947	454	3.945
Cook, FK Catering	1.918	714	342	2.974
Catering aide	1.542	574	275	2.391
Hotel / Catering Assistant	1.310	487	234	2.031
Apprentice Catering and experts in system gastronomy				
1st year on board	546	203	97	846
2nd year on board	615	229	110	954
3rd year on board	714	265	127	1.106

* 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	5.066	2.270	1.261 pilot compensation	8.597
Head of the engine plant	4.349	1.619	776	6.744
I. Nautical Officer (Department leader)	4.000	1.489	714	6.203
I. Nautical Officer	3.811	1.418	680	5.909
II. Technical Officer	3.728	1.387	665	5.780
Ship's electrical technical	3.728	1.387	665	5.780
Nautical / Technical Watch Officer / Electrician	3.300	1.228	589	5.117
Purser	3.403	1.266	607	5.276
1. Cook	2.995	1.114	534	4.643
Technician				
Ship mechanic				
Year 1 to year 4	2.760	1.027	493	4.280
From year 5	2.879	1.071	514	4.464
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.429	904	434	3.767
From year 5	2.544	947	454	3.945
Specialised staff				
Reception assistant, Purchasing assistant, Unskilled cook	1.918	714	342	2.974
Assistant				
Deck hand **, Catering assistant	1.542	574	275	2.391
Hotel / Catering Assistant	1.310	487	234	2.031
Apprentice Catering and experts in system gastronomy				
1st year on board	546	203	97	846
2nd year on board	615	229	110	954
3rd year on board	714	265	127	1.106

** 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	3.338	1.015	482	4.835
From year 3	3.643	1.108	526	5.277
Paymaster				
Year 1 to year 3	3.486	1.061	503	5.050
Year 4 to year 6	3.738	1.137	540	5.415
From year 7	4.079	1.241	589	5.909
Head steward assistant				
From year 7	2.953	898	426	4.277
Steward				
Year 1 to year 3	2.215	674	320	3.209
Year 4 to year 6	2.358	717	341	3.416
From year 7	2.428	739	351	3.518
1st Cook or lead cook on boats without head cook				
Year 1 to year 3	3.095	941	447	4.483
Year 4 to year 6	3.285	999	474	4.758
From year 7	3.514	1.069	508	5.091
2nd Cook /1st Team cook / 1st Ore assayer				
Year 1 to year 3	2.731	831	394	3.956
Year 4 to year 6	2.842	864	410	4.116
From year 7	2.967	903	429	4.299
Sole cook				
Year 1 to year 3	2.921	889	422	4.232
Year 4 to year 6	3.102	944	448	4.494
From year 7	3.292	1.002	476	4.770