

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

valid from 1 October 2023

Between

Verband Deutscher Reeder registered association, Hamburg

and

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

the following is agreed:

1. HTV-See 2023/24 will be effective from 12 December 2023. The salaries and payments in kind listed below shall come into force on 01 October 2023. Until this date, salaries and payments in kind listed in the HTV-See 2022 continue to apply.
2. This CBA can first be terminated from 31 December 2025 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, 15 November 2023

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	5.932	1.822		7.754
I. Nautical Officer	4.336	1.319	626	6.281
Chief Engineer	4.894	1.489	707	7.090
II. Technical Officer	4.245	1.292	613	6.150
Nautical / Technical Watch Officer				
Year 1 to year 2	3.585	1.091	518	5.194
Year 3 to year 4	3.814	1.160	551	5.525
From year 5	4.042	1.230	584	5.856
Ship's Electrical Engineer				
Year 1 to year 2	3.585	1.091	518	5.194
Year 3 to year 4	3.814	1.160	551	5.525
From year 5	4.245	1.292	613	6.150
Electrician				
Year 1 to year 2	3.370	1.025	487	4.882
Year 3 to year 4	3.585	1.091	518	5.194
From year 5	3.814	1.160	551	5.525
2. Captains and ship officers on ships up to 3500 BRZ				
Captain	5.466	1.679		7.145
I. Nautical Officer	3.994	1.215	577	5.786
Chief Engineer	4.511	1.372	652	6.535
II. Technical Officer	3.915	1.191	565	5.671
Nautical / Technical Watch Officer				
Year 1 to year 2	3.302	1.004	477	4.783
Year 3 to year 4	3.513	1.069	508	5.090
From year 5	3.726	1.133	538	5.397
Ship's Electrical Engineer				
Year 1 to year 2	3.302	1.004	477	4.783
Year 3 to year 4	3.513	1.069	508	5.090
From year 5	3.915	1.191	565	5.671
Electrician				
Year 1 to year 2	3.105	944	448	4.497
Year 3 to year 4	3.302	1.004	477	4.783
From year 5	3.513	1.069	508	5.090

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	3.446	1.048	498	4.992
4. Skilled workers				
a. Ship mechanic				
Year 1 to year 2	2.896	881	418	4.195
Year 3 to year 4	3.157	960	456	4.573
From year 5	3.414	1.038	493	4.945
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)	2.896	881	418	4.195
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	2.171	660	314	3.145
Year 3 to year 4	2.309	702	334	3.345
From year 5	2.450	745	354	3.549
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	1.428	531	256	2.215
7. Apprentices				
Ship mechanic apprentice				
in the first year of training	769	234	111	1.114
in the second year of training	959	292	139	1.390
in the third year of training	1.328	404	192	1.924
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	1.014	309	147	1.470
in year 2	1.485	452	215	2.152

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	17,00
§ 17 para. 3 nos. 1 and 2 MTV-See	
for journeys up to 6 hours	15,40
for journeys up to 12 hours	30,90
for journeys up to 24 hours	46,00
§ 17 para. 3 no. 3 MTV-See	30,90
2. Replacement of effects	
Under § 21 MTV-see, goods will be replaced up to the value of	5.866,20
3. Daily allowance for patient care	
Daily allowance according to § 27 para. 2 MTV-See allows	
within European countries	11,80
outside of European countries	18,90
4. Job specific insurance	
The employer will reimburse the employees for job-specific insurance (against documentation) up to a maximum per year of	25,30

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	5.540	1.702		7.242
Year 3 to year 5	5.660	1.739		7.399
Year 6 to year 9	5.821	1.788		7.609
Year 10 to year 15	6.030	1.853		7.883
From year 16	6.240	1.917		8.157
Head of the engine plant / Ship operating officer				
Year 1 to year 2	4.357	1.326	629	6.312
Year 3 to year 5	4.489	1.366	648	6.503
Year 6 to year 9	4.677	1.423	676	6.776
Year 10 to year 15	4.840	1.473	699	7.012
From year 16	4.999	1.521	722	7.242
I. Nautical Officer / Ship operating officer				
Year 1 to year 2	3.789	1.153	547	5.489
Year 3 to year 5	3.859	1.174	557	5.590
Year 6 to year 9	3.981	1.211	575	5.767
Year 10 to year 15	4.165	1.267	602	6.034
From year 16	4.357	1.326	629	6.312
II. Technical Officer / Ship operating officer				
Year 1 to year 2	3.789	1.153	547	5.489
Year 3 to year 5	3.859	1.174	557	5.590
Year 6 to year 9	3.981	1.211	575	5.767
Year 10 to year 15	4.165	1.267	602	6.034
From year 16	4.357	1.326	629	6.312
Ship operating officer				
Year 1 to year 2	3.789	1.153	547	5.489
From year 3	3.859	1.174	557	5.590
Ship operation master				
Year 1 to year 2	3.289	1.000	475	4.764
Year 3 to year 5	3.347	1.018	483	4.848
Year 6 to year 9	3.405	1.036	492	4.933
Year 10 to year 15	3.569	1.086	515	5.170
From year 16	3.731	1.135	539	5.405
Ship mechanic				
Year 1 to year 2	2.483	756	359	3.598
Year 3 to year 5	2.618	796	378	3.792
Year 6 to year 9	2.740	833	396	3.969
Year 10 to year 15	2.938	894	424	4.256
From year 16	3.121	950	451	4.522

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	5.252	1.614		6.866
Year 3 to year 5	5.363	1.647		7.010
Year 6 to year 9	5.516	1.694		7.210
Year 10 to year 15	5.716	1.756		7.472
From year 16	5.914	1.817		7.731
Head of the engine plant				
Year 1 to year 2	4.102	1.248	593	5.943
Year 3 to year 5	4.226	1.285	610	6.121
Year 6 to year 9	4.401	1.339	636	6.376
Year 10 to year 15	4.554	1.385	658	6.597
From year 16	4.704	1.431	680	6.815
I. Nautical Officer				
Year 1 to year 2	3.666	1.115	529	5.310
Year 3 to year 5	3.731	1.135	539	5.405
Year 6 to year 9	3.783	1.151	546	5.480
Year 10 to year 15	3.900	1.186	563	5.649
From year 16	4.095	1.246	591	5.932
II. Technical Officer				
Year 1 to year 2	3.666	1.115	529	5.310
Year 3 to year 5	3.731	1.135	539	5.405
Year 6 to year 9	3.783	1.151	546	5.480
Year 10 to year 15	3.900	1.186	563	5.649
From year 16	4.095	1.246	591	5.932
Nautical / Technical Watch Officer				
Year 1 to year 2	3.319	1.010	479	4.808
Year 3 to year 5	3.528	1.073	510	5.111
From year 6	3.735	1.136	540	5.411
Ship's Electrical Engineer				
Year 1 to year 2	3.666	1.115	529	5.310
Year 3 to year 5	3.731	1.135	539	5.405
Year 6 to year 9	3.783	1.151	546	5.480
Year 10 to year 15	3.900	1.186	563	5.649
From year 16	4.095	1.246	591	5.932
Electrician				
Year 1 to year 2	3.319	1.010	479	4.808
Cook				
Year 1 to year 2	3.096	942	447	4.485
Year 3 to year 5	3.170	965	458	4.593
Year 6 to year 9	3.289	1.000	475	4.764
Year 10 to year 15	3.401	1.035	491	4.927
From year 16	3.522	1.071	509	5.102
Steward				
Year 1 to year 2	2.330	709	336	3.375
Year 3 to year 5	2.452	746	354	3.552
Year 6 to year 9	2.612	794	377	3.783
Year 10 to year 15	2.672	813	386	3.871
From year 16	2.801	852	405	4.058

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	5.416	2.417	1.323 pilot compensation	9.156
Chief Engineer	4.631	1.724	827	7.182
I. Nautical Officer (Department leader)	4.261	1.585	760	6.606
I. Nautical Officer	4.059	1.510	724	6.293
II. Technical Officer	3.970	1.477	709	6.156
Ship's electrical technician	3.970	1.477	709	6.156
Nautical / Technical Watch Officer / Electrician	3.515	1.308	627	5.450
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	3.045	1.133	543	4.721
Year 3 to year 4	3.183	1.184	568	4.935
Year 5 to year 7	3.261	1.214	582	5.057
From year 8	3.430	1.276	612	5.318
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	2.916	1.086	521	4.523
Year 3 to year 4	2.939	1.094	525	4.558
From year 5	3.066	1.141	547	4.754
Ship mechanic for Overall Ship Operation ²				
Year 1 to year 2	2.705	1.007	483	4.195
Year 3 to year 4	2.949	1.098	526	4.573
From year 5	3.189	1.187	569	4.945
Seaman without discharge book				
Year 1 to year 2	2.042	760	365	3.167
Year 3 to year 4	2.155	802	385	3.342
From year 5	2.269	844	405	3.518
Deck crew *)				
Year 1 to year 2	1.642	611	293	2.546
Year 3 to year 4	1.868	695	333	2.896
From year 5	1.978	736	353	3.067
Catering				
Purser	3.623	1.349	647	5.619
1. Cook	3.189	1.187	569	4.945
Skilled cook				
Year 1 to year 4	2.587	963	462	4.012
From year 5	2.709	1.008	484	4.201
Cook, FK Catering	2.042	760	365	3.167
Catering aide	1.642	611	293	2.546
Hotel / Catering Assistant	1.428	531	256	2.215
Apprentice Catering and experts in system gastronomy				
1st year on board	581	216	104	901
2nd year on board	655	244	117	1.016
3rd year on board	759	283	136	1.178

* 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	5.416	2.417	1.323 pilot compensation	9.156
Head of the engine plant	4.631	1.724	827	7.182
I. Nautical Officer (Department leader)	4.261	1.585	760	6.606
I. Nautical Officer	4.059	1.510	724	6.293
II. Technical Officer	3.970	1.477	709	6.156
Ship's electrical technical	3.970	1.477	709	6.156
Nautical / Technical Watch Officer / Electrician	3.515	1.308	627	5.450
Purser	3.623	1.349	647	5.619
1. Cook	3.189	1.187	569	4.945
Technician				
Ship mechanic				
Year 1 to year 4	2.939	1.094	525	4.558
From year 5	3.066	1.141	547	4.754
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.587	963	462	4.012
From year 5	2.709	1.008	484	4.201
Specialised staff				
Reception assistant, Purchasing assistant, Unskilled cook	2.042	760	365	3.167
Assistant				
Deck hand **, Catering assistant	1.642	611	293	2.546
Hotel / Catering Assistant	1.428	531	256	2.215
Apprentice Catering and experts in system gastronomy				
1st year on board	581	216	104	901
2nd year on board	655	244	117	1.016
3rd year on board	759	283	136	1.178

** Only beyond the job chart for maintenance