

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

**valid from 1 September 2018**

Between

**Verband Deutscher Reeder registered association, Hamburg**

and

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

the following is agreed:

1. HTV-See 2018/20 will be effective from 1 Sept. 2018. The salaries and payments in kind listed below shall come into force on 1 Sept. 2018. Until this date, salaries and payments in kind listed in the HTV 2017 continue to apply.
2. This CBA can first be terminated from 31. December 2020 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. The table in point 2 from the 1 July 2002 HTV-See shall continuously be brought closer to the table under point 1 of the respective CBA.
7. 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, 16th March 2018

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	5.353	1.644		<b>6.997</b>
I. Nautical Officer	3.913	1.190	565	<b>5.668</b>
Chief Engineer	4.416	1.344	638	<b>6.398</b>
II. Technical Officer	3.832	1.166	553	<b>5.551</b>
Nautical / Technical Watch Officer				
Year 1 to year 2	3.237	984	467	<b>4.688</b>
Year 3 to year 4	3.442	1.047	497	<b>4.986</b>
From year 5	3.648	1.110	527	<b>5.285</b>
Ship's Electrical Engineer				
Year 1 to year 2	3.237	984	467	<b>4.688</b>
Year 3 to year 4	3.442	1.047	497	<b>4.986</b>
From year 5	3.832	1.166	553	<b>5.551</b>
Electrician				
Year 1 to year 2	3.041	925	439	<b>4.405</b>
Year 3 to year 4	3.237	984	467	<b>4.688</b>
From year 5	3.442	1.047	497	<b>4.986</b>
<b>2. Captains and ship officers on ships up to 3500 BRZ</b>				
Captain	4.957	1.523		<b>6.480</b>
I. Nautical Officer	3.623	1.102	523	<b>5.248</b>
Chief Engineer	4.091	1.244	591	<b>5.926</b>
II. Technical Officer	3.549	1.080	513	<b>5.142</b>
Nautical / Technical Watch Officer				
Year 1 to year 2	2.994	911	433	<b>4.338</b>
Year 3 to year 4	3.187	969	460	<b>4.616</b>
From year 5	3.379	1.028	488	<b>4.895</b>
Ship's Electrical Engineer				
Year 1 to year 2	2.994	911	433	<b>4.338</b>
Year 3 to year 4	3.187	969	460	<b>4.616</b>
From year 5	3.549	1.080	513	<b>5.142</b>
Electrician				
Year 1 to year 2	2.815	857	407	<b>4.079</b>
Year 3 to year 4	2.994	911	433	<b>4.338</b>
From year 5	3.187	969	460	<b>4.616</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, Repairer Machine: Mechanic, Storekeeper, Pump man Catering services: Sole Cook, Head Cook	3.109	946	449	<b>4.504</b>
<b>4. Skilled workers</b>				
a. Ship mechanic				
Year 1 to year 2	2.613	795	377	<b>3.785</b>
Year 3 to year 4	2.849	867	411	<b>4.127</b>
From year 5	3.080	937	445	<b>4.462</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)	2.613	795	377	<b>3.785</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	1.959	596	283	<b>2.838</b>
Year 3 to year 4	2.084	634	301	<b>3.019</b>
From year 5	2.211	672	319	<b>3.202</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	1.090	331	157	<b>1.578</b>
<b>7. Apprentices</b>				
Ship mechanic apprentice				
in the first year of training	694	211	100	<b>1.005</b>
in the second year of training	866	263	125	<b>1.254</b>
in the third year of training	1.199	365	173	<b>1.737</b>
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	916	278	132	<b>1.326</b>
in year 2	1.340	408	194	<b>1.942</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 § 17 para. 3 nos. 1 and 2 MTV-See for journeys up to 6 hours for journeys up to 12 hours for journeys up to 24 hours § 17 para. 3 no. 3 MTV-See	<b>15,40</b> <b>13,90</b> <b>27,80</b> <b>41,60</b> <b>27,80</b>
<b>2. Replacement of effects</b> Under § 21 MTV-see, goods will be replaced up to the value of	<b>5.293,60</b>
<b>3. Daily allowance for patient care</b> Daily allowance according to § 27 para. 2 MTV-See allows within European countries outside of European countries	<b>10,70</b> <b>17,00</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>22,90</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
	€	€	€	€
<b>Captain / Ship operating officer</b>				
Year 1 to year 2	4.999	1.536		<b>6.535</b>
Year 3 to year 5	5.107	1.569		<b>6.676</b>
Year 6 to year 9	5.253	1.614		<b>6.867</b>
Year 10 to year 15	5.442	1.672		<b>7.114</b>
From year 16	5.631	1.730		<b>7.361</b>
<b>Head of the engine plant / Ship operating officer</b>				
Year 1 to year 2	3.933	1.196	568	<b>5.697</b>
Year 3 to year 5	4.052	1.232	585	<b>5.869</b>
Year 6 to year 9	4.220	1.284	609	<b>6.113</b>
Year 10 to year 15	4.368	1.329	631	<b>6.328</b>
From year 16	4.511	1.372	652	<b>6.535</b>
<b>I. Nautical Officer / Ship operating officer</b>				
Year 1 to year 2	3.419	1.040	494	<b>4.953</b>
Year 3 to year 5	3.482	1.059	503	<b>5.044</b>
Year 6 to year 9	3.592	1.093	519	<b>5.204</b>
Year 10 to year 15	3.759	1.143	543	<b>5.445</b>
From year 16	3.933	1.196	568	<b>5.697</b>
<b>II. Technical Officer / Ship operating officer</b>				
Year 1 to year 2	3.419	1.040	494	<b>4.953</b>
Year 3 to year 5	3.482	1.059	503	<b>5.044</b>
Year 6 to year 9	3.592	1.093	519	<b>5.204</b>
Year 10 to year 15	3.759	1.143	543	<b>5.445</b>
From year 16	3.933	1.196	568	<b>5.697</b>
<b>Ship operating officer</b>				
Year 1 to year 2	3.419	1.040	494	<b>4.953</b>
From year 3	3.482	1.059	503	<b>5.044</b>
<b>Ship operation master</b>				
Year 1 to year 2	2.967	903	429	<b>4.299</b>
Year 3 to year 5	3.019	919	436	<b>4.374</b>
Year 6 to year 9	3.073	935	444	<b>4.452</b>
Year 10 to year 15	3.220	980	465	<b>4.665</b>
From year 16	3.367	1.024	486	<b>4.877</b>
<b>Ship mechanic</b>				
Year 1 to year 2	2.240	682	324	<b>3.246</b>
Year 3 to year 5	2.363	719	341	<b>3.423</b>
Year 6 to year 9	2.473	752	357	<b>3.582</b>
Year 10 to year 15	2.651	806	383	<b>3.840</b>
From year 16	2.817	857	407	<b>4.081</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
	€	€	€	€
<b>Captain</b>				
Year 1 to year 2	4.739	1.456		<b>6.195</b>
Year 3 to year 5	4.839	1.487		<b>6.326</b>
Year 6 to year 9	4.976	1.529		<b>6.505</b>
Year 10 to year 15	5.158	1.584		<b>6.742</b>
From year 16	5.336	1.639		<b>6.975</b>
<b>Head of the engine plant</b>				
Year 1 to year 2	3.702	1.126	535	<b>5.363</b>
Year 3 to year 5	3.812	1.160	551	<b>5.523</b>
Year 6 to year 9	3.972	1.208	574	<b>5.754</b>
Year 10 to year 15	4.109	1.250	594	<b>5.953</b>
From year 16	4.245	1.292	613	<b>6.150</b>
<b>I. Nautical Officer</b>				
Year 1 to year 2	3.307	1.006	478	<b>4.791</b>
Year 3 to year 5	3.367	1.024	486	<b>4.877</b>
Year 6 to year 9	3.414	1.038	493	<b>4.945</b>
Year 10 to year 15	3.519	1.071	508	<b>5.098</b>
From year 16	3.695	1.124	534	<b>5.353</b>
<b>II. Technical Officer</b>				
Year 1 to year 2	3.307	1.006	478	<b>4.791</b>
Year 3 to year 5	3.367	1.024	486	<b>4.877</b>
Year 6 to year 9	3.414	1.038	493	<b>4.945</b>
Year 10 to year 15	3.519	1.071	508	<b>5.098</b>
From year 16	3.695	1.124	534	<b>5.353</b>
<b>Nautical / Technical Watch Officer</b>				
Year 1 to year 2	2.995	911	433	<b>4.339</b>
Year 3 to year 5	3.183	969	460	<b>4.612</b>
From year 6	3.371	1.025	487	<b>4.883</b>
<b>Ship's Electrical Engineer</b>				
Year 1 to year 2	3.307	1.006	478	<b>4.791</b>
Year 3 to year 5	3.367	1.024	486	<b>4.877</b>
Year 6 to year 9	3.414	1.038	493	<b>4.945</b>
Year 10 to year 15	3.519	1.071	508	<b>5.098</b>
From year 16	3.695	1.124	534	<b>5.353</b>
<b>Electrician</b>				
Year 1 to year 2	2.995	911	433	<b>4.339</b>
<b>Cook</b>				
Year 1 to year 2	2.793	850	404	<b>4.047</b>
Year 3 to year 5	2.862	870	413	<b>4.145</b>
Year 6 to year 9	2.967	903	429	<b>4.299</b>
Year 10 to year 15	3.069	934	443	<b>4.446</b>
From year 16	3.179	967	459	<b>4.605</b>
<b>Steward</b>				
Year 1 to year 2	2.102	639	304	<b>3.045</b>
Year 3 to year 5	2.212	673	320	<b>3.205</b>
Year 6 to year 9	2.357	717	340	<b>3.414</b>
Year 10 to year 15	2.412	734	348	<b>3.494</b>
From year 16	2.528	769	365	<b>3.662</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	4.839	2.181	1.242	<b>8.262</b>
Chief Engineer	4.180	1.556	746	<b>6.482</b>
I. Nautical Officer (Department leader)	3.844	1.431	686	<b>5.961</b>
I. Nautical Officer	3.662	1.363	654	<b>5.679</b>
II. Technical Officer	3.583	1.333	640	<b>5.556</b>
Ship's electrical technician	3.583	1.333	640	<b>5.556</b>
Nautical / Technical Watch Officer / Electrician	3.172	1.180	566	<b>4.918</b>
Bosun, repairer, mechanic, storekeeper				
Year 1 to year 2	2.748	1.022	490	<b>4.260</b>
Year 3 to year 4	2.871	1.069	513	<b>4.453</b>
Year 5 to year 7	2.943	1.095	525	<b>4.563</b>
From year 8	3.094	1.152	552	<b>4.798</b>
Seaman with discharge book, skilled engine men, ship's mechanic				
Year 1 to year 2	2.632	980	470	<b>4.082</b>
Year 3 to year 4	2.653	987	473	<b>4.113</b>
From year 5	2.767	1.030	494	<b>4.291</b>
Ship mechanic for Overall Ship Operation <sup>2</sup>				
Year 1 to year 2	1.843	686	329	<b>2.858</b>
Year 3 to year 4	1.945	724	347	<b>3.016</b>
From year 5	2.047	762	365	<b>3.174</b>
Deck crew *)				
Year 1 to year 2	1.482	552	264	<b>2.298</b>
Year 3 to year 4	1.685	627	301	<b>2.613</b>
From year 5	1.784	664	319	<b>2.767</b>
<b>Catering</b>				
Purser	3.270	1.217	584	<b>5.071</b>
1. Cook	2.877	1.071	514	<b>4.462</b>
Skilled cook				
Year 1 to year 4	2.334	869	417	<b>3.620</b>
From year 5	2.445	910	436	<b>3.791</b>
Cook, FK Catering	1.843	686	329	<b>2.858</b>
Catering aide	1.482	552	264	<b>2.298</b>
Hotel / Catering Assistant	1.259	468	225	<b>1.952</b>
Apprentice Catering and experts in system gastronomy				
1st year on board	525	195	94	<b>814</b>
2nd year on board	591	220	105	<b>916</b>
3rd year on board	686	255	122	<b>1.063</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	Sum
	€	€	€	€
Captain	4.839	2.181	1.242	<b>8.262</b>
Head of the engine plant	4.180	1.556	746	<b>6.482</b>
I. Nautical Officer (Department leader)	3.844	1.431	686	<b>5.961</b>
I. Nautical Officer	3.662	1.363	654	<b>5.679</b>
II. Technical Officer	3.583	1.333	640	<b>5.556</b>
Ship's electrical technical	3.583	1.333	640	<b>5.556</b>
Nautical / Technical Watch Officer / Electrician	3.172	1.180	566	<b>4.918</b>
Purser	3.270	1.217	584	<b>5.071</b>
1. Cook	2.877	1.071	514	<b>4.462</b>
<b>Technician</b>				
Ship mechanic				
Year 1 to year 4	2.653	987	473	<b>4.113</b>
From year 5	2.767	1.030	494	<b>4.291</b>
Seaman with discharge book, skilled engine men, skilled cook				
Year 1 to year 4	2.334	869	417	<b>3.620</b>
From year 5	2.445	910	436	<b>3.791</b>
<b>Specialised staff</b>				
Reception assistant, Purchasing assistant, Unskilled cook	1.843	686	329	<b>2.858</b>
<b>Assistant</b>				
Deck hand **, Catering assistant	1.482	552	264	<b>2.298</b>
Hotel / Catering Assistant	1.259	468	225	<b>1.952</b>
Apprentice Catering and experts in system gastronomy				
1st year on board	525	195	94	<b>814</b>
2nd year on board	591	220	105	<b>916</b>
3rd year on board	686	255	122	<b>1.063</b>

\*\* Only beyond the job chart for maintenance



### 11. Bugsier-, Reederei- und Bergungs-Gesellschaft mbH & Co KG

This table 11 only applies according to Agreement from 16th March 2018 (paragraph 2) to some older contracts.

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>Captain and officers on tug boats / with Bugsier</b>				
Captain	5.048	1.551		<b>6.600</b>
I. Nautical Officer (Department leader)	3.691	1.123	533	<b>5.346</b>
Head of the engine plant	4.167	1.267	602	<b>6.037</b>
II. Technical Officer	3.615	1.100	522	<b>5.237</b>
Nautical / Technical Watch Officer				
Year 1 and 2	3.052	928	441	<b>4.421</b>
Year 3 and 4	3.247	988	469	<b>4.704</b>
From year 5	3.442	1.100	498	<b>5.039</b>
Ship's Electrical Engineer				
Year 1 and 2	3.052	928	441	<b>4.421</b>
Year 3 and 4	3.247	988	469	<b>4.704</b>
From year 5	3.615	1.100	522	<b>5.237</b>
Electrician				
Year 1 and 2	2.868	873	415	<b>4.156</b>
Year 3 and 4	3.052	929	441	<b>4.421</b>
From year 5	3.247	988	469	<b>4.704</b>
<b>Supervisors</b>				
Deck: Bosun, Repairer				
Engine: Mechanic, Storekeeper, Pump man				
Catering services: Sole Cook, Head Cook				
	2.933	892	424	<b>4.248</b>
<b>Skilled Workers</b>				
a. Ship mechanic				
Year 1 and 2	2.465	750	356	<b>3.571</b>
Year 3 and 4	2.688	818	388	<b>3.894</b>
From year 5	2.906	883	420	<b>4.209</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)				
	2.465	750	356	<b>3.571</b>
<b>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	1.849	562	267	<b>2.678</b>
Year 3 to year 4	1.966	598	284	<b>2.848</b>
From year 5	2.085	634	301	<b>3.020</b>
<b>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	1.026	313	149	<b>1.488</b>
<b>Apprentices</b>				
Ship mechanic apprentice				
in the first year of training	655	199	94	<b>948</b>
in the second year of training	818	248	118	<b>1.184</b>
in the third year of training	1.132	344	163	<b>1.639</b>
Assistant officer according to §§ 10 and 15 ship's officer training regulations				
in year 1	863	263	125	<b>1.251</b>
in year 2	1.265	385	183	<b>1.833</b>

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 <sup>1</sup>	Flat-rate overtime compensation	Sum
	€	€	€	€
Ship operation master				
Year 1 to year 2	3.207	976	463	<b>4.646</b>
Form year 3	3.501	1.065	506	<b>5.072</b>
Year 1 to year 3	3.350	1.019	484	<b>4.853</b>
Year 4 to year 6	3.592	1.093	519	<b>5.204</b>
From year 7	3.920	1.193	566	<b>5.679</b>
Head steward assistant				
From year 7	2.837	863	410	<b>4.110</b>
Steward				
Year 1 to year 3	2.129	648	307	<b>3.084</b>
Year 4 to year 6	2.267	689	327	<b>3.283</b>
From year 7	2.334	710	337	<b>3.381</b>
1st Cook or lead cook on boats without head cook				
Year 1 to year 3	2.973	905	430	<b>4.308</b>
Year 4 to year 6	3.156	960	456	<b>4.572</b>
From year 7	3.377	1.028	488	<b>4.893</b>
2nd Cook /1st Team cook / 1st Ore assayer				
Year 1 to year 3	2.625	798	379	<b>3.802</b>
Year 4 to year 6	2.731	831	394	<b>3.956</b>
From year 7	2.852	868	412	<b>4.132</b>
Sole cook				
Year 1 to year 3	2.807	854	406	<b>4.067</b>
Year 4 to year 6	2.981	907	431	<b>4.319</b>
From year 7	3.164	963	457	<b>4.584</b>