

FOC ver.di - IMEC/IBF Wage Scale effective from 01.01.2026 - 31.12.2026

RANK ^{1,2)}	Basic Wages	Monthly Fixed OT	Guaranteed Monthly OT. 103 h ³⁾	Leave Pay 8 Days Monthly	Sub allow. 8 days at \$19	Monthly Total	OT p/h	SF ⁷⁾	Gross Wages
Master	\$3.896	\$2.805		\$1.039	\$153	\$7.893		\$9	\$7.902
Ch.Engineer ⁴⁾	\$3.540	\$2.549		\$944	\$153	\$7.186		\$9	\$7.195
Chief Nav. Officer/1st Eng. Officer	\$2.633	\$1.896		\$702	\$153	\$5.384		\$9	\$5.393
2nd Nav./2nd Eng. Off.	\$1.705	\$1.228		\$455	\$153	\$3.541		\$9	\$3.550
3rd.Nav./3rd Eng.Off.	\$1.469	\$1.058		\$392	\$153	\$3.072		\$9	\$3.081
Electr.Eng.Off.	\$1.755	\$1.264		\$468	\$153	\$3.640		\$9	\$3.649
Electrician	\$1.296		\$963	\$346	\$153	\$2.758	\$9,35	\$9	\$2.767
Boatswain/Pumpman/Repairer/Donkeyman/Car penter/Storekeeper	\$989		\$735	\$264	\$153	\$2.141	\$7,14	\$9	\$2.150
Fitter, Chief Cook	\$1.005		\$747	\$268	\$153	\$2.173	\$7,25	\$9	\$2.182
Able Seaman/Motorman/Oiler/Greaser	\$838		\$623	\$223	\$153	\$1.837	\$6,05	\$9	\$1.846
Cook ⁵⁾	\$738		\$549	\$197	\$153	\$1.637	\$5,33	\$9	\$1.646
Ord. Seaman, Wiper, Steward / Messman	\$639		\$475	\$170	\$153	\$1.437	\$4,61	\$9	\$1.446

1. Any general purpose rating shall receive 10% higher basic wages and allowances compared to the highest rank of the positions hers/his job designation is supposed to cover.

2. A Seafarer who is over the age of 18 and who is not listed among the categories of ratings shall be paid at least the equivalent rate of an Ordinary Seaman.

3. In case no proper overtime records are kept, as required in the current Collective Bargaining Agreement (CBA), the Seafarer shall be paid a lump sum for overtime worked calculated at 140 hours at the hourly overtime rate.

4. Chief Eng. Officer below 3.000 kW: 1st Eng. Officer wages apply and Chief Eng. Officer below 750kW: 2nd Eng. Officer wages apply. In case the Chief Eng. is engaged in opening/closing the hatches or mooring/unmooring the vessel he is entitled to a bonus of US\$ 193,- per month.

5. For vessels manned with 10 or less crew the Cook shall be paid as Cook, for vessels with 11 or more crew Chief Cook wages apply.

6. The costs of IMO Training shall be borne by the company.

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RANK ^{1,2)}	Basic Wages	Monthly Fixed OT	Guaranteed Monthly OT. 103 h ³⁾	Leave Pay 8 Days Monthly	Sub allow. 8 days at \$19	Monthly Total	OT p/h	SF ⁷⁾	Gross Wages
Master	\$3.985	\$2.869		\$1.063	\$153	\$8.070		\$9	\$8.079
Ch.Engineer ⁴⁾	\$3.616	\$2.604		\$964	\$153	\$7.337		\$9	\$7.346
Chief Nav. Officer/1st Eng. Officer	\$2.683	\$1.932		\$715	\$153	\$5.483		\$9	\$5.492
2nd Nav./2nd Eng. Off.	\$1.724	\$1.241		\$460	\$153	\$3.578		\$9	\$3.587
3rd.Nav./3rd Eng.Off.	\$1.484	\$1.068		\$396	\$153	\$3.101		\$9	\$3.110
Electr.Eng.Off.	\$1.792	\$1.290		\$478	\$153	\$3.713		\$9	\$3.722
Electrician	\$1.312		\$975	\$350	\$153	\$2.790	\$9,47	\$9	\$2.799
Boatswain/Pumpman/Repairer/Donkeyman/Car penter/Storekeeper	\$1.010		\$751	\$269	\$153	\$2.183	\$7,29	\$9	\$2.192
Fitter, Chief Cook	\$1.026		\$762	\$274	\$153	\$2.215	\$7,40	\$9	\$2.224
Able Seaman/Motorman/Oiler/Greaser	\$848		\$630	\$226	\$153	\$1.857	\$6,12	\$9	\$1.866
Cook ⁵⁾	\$747		\$555	\$199	\$153	\$1.654	\$5,39	\$9	\$1.663
Ord. Seaman, Wiper, Steward / Messman	\$647		\$481	\$173	\$153	\$1.454	\$4,67	\$9	\$1.463

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3. In case no proper overtime records are kept, as required in the current Collective Bargaining Agreement (CBA), the Seafarer shall be paid a lump sum for overtime worked calculated at 140 hours at the hourly overtime rate.

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5. For vessels manned with 10 or less crew the Cook shall be paid as Cook, for vessels with 11 or more crew Chief Cook wages apply.

6. The costs of IMO Training shall be borne by the company.

7. SF: Seafarers Fees in accordance to §31.2 of the CBA. Seafarers Fees have to be paid annually as specified in the special agreement.