

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

RANK ^{1,2)}	Wages							Contributions ⁷⁾		
	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	GMPC	Gross Wages
Master	\$3.585	\$3.212		\$956	\$153	\$7.906		\$9	\$25	\$7.940
Ch.Engineer ⁴⁾	\$3.150	\$2.822		\$840	\$153	\$6.965		\$9	\$25	\$6.999
Chief Nav. Officer/1st Eng. Officer	\$2.391	\$2.142		\$638	\$153	\$5.324		\$9	\$25	\$5.358
2nd Nav./2nd Eng. Off.	\$1.595	\$1.429		\$425	\$153	\$3.602		\$9	\$25	\$3.636
3rd.Nav./3rd Eng.Off.	\$1.365	\$1.223		\$364	\$153	\$3.105		\$9	\$25	\$3.139
Electr.Eng.Off.	\$1.646	\$1.475		\$439	\$153	\$3.713		\$9	\$25	\$3.747
Electrician	\$1.173		\$872	\$313	\$153	\$2.511	\$8,47	\$9	\$25	\$2.545
Boatswain/Pumpman/Repairer/Donkeyman/Carpenter/Storekeeper	\$856		\$637	\$228	\$153	\$1.874	\$6,18	\$9	\$25	\$1.908
Fitter/Chief Cook	\$870		\$647	\$232	\$153	\$1.902	\$6,28	\$9	\$25	\$1.936
Able Seaman/Motorman/Oiler/Greaser	\$743		\$552	\$198	\$153	\$1.646	\$5,36	\$9	\$25	\$1.680
Cook ⁵⁾	\$649		\$482	\$173	\$153	\$1.457	\$4,68	\$9	\$25	\$1.491
Ord. Seaman, Wiper, Steward / Messman	\$573		\$426	\$153	\$153	\$1.305	\$4,14	\$9	\$25	\$1.339

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.

7. SF: Seafarers Fees in accordance to §31.2 of the CBA; GMPC: German Maritime Partnership Contribution in accordance to §34.2 of the CBA. The contributions have to be paid annually as specified in the special agreement.

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Master	\$3.666	\$3.285		\$978	\$153	\$8.082		\$9	\$25	\$8.116	
Ch.Engineer ⁴⁾	\$3.218	\$2.883		\$858	\$153	\$7.112		\$9	\$25	\$7.146	
Chief Nav. Officer/1st Eng. Officer	\$2.436	\$2.183		\$850	\$153	\$5.422		\$9	\$25	\$5.456	
2nd Nav./2nd Eng. Off.	\$1.613	\$1.445		\$430	\$153	\$3.641		\$9	\$25	\$3.675	
3rd.Nav./3rd Eng.Off.	\$1.379	\$1.236		\$368	\$153	\$3.136		\$9	\$25	\$3.170	
Electr.Eng.Off.	\$1.681	\$1.506		\$448	\$153	\$3.788		\$9	\$25	\$3.822	
Electrician	\$1.187			\$883	\$317	\$153	\$2.540	\$8,57	\$9	\$25	\$2.574
Boatswain/Pumpman/Repairer/Donkeyman/Carpenter/Storekeeper	\$874			\$650	\$233	\$153	\$1.910	\$6,31	\$9	\$25	\$1.944
Fitter/Chief Cook	\$888			\$660	\$237	\$153	\$1.938	\$6,41	\$9	\$25	\$1.972
Able Seaman/Motorman/Oiler/Greaser	\$752			\$559	\$201	\$153	\$1.665	\$5,43	\$9	\$25	\$1.699
Cook ⁵⁾	\$657			\$488	\$175	\$153	\$1.473	\$4,74	\$9	\$25	\$1.507
Ord. Seaman, Wiper, Steward / Messman	\$580			\$432	\$155	\$153	\$1.320	\$4,19	\$9	\$25	\$1.354

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