

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

RANK ^{1,2)}	Wages							Contributions ⁷⁾		Gross Wages
	Basic Wages	Monthly Fixed OT	Guaranteed Monthly OT. 103 h ⁴⁾	Leave Pay 8 Days Monthly	Sub allow. 8 days at \$19	Monthly Total	OT p/h	SF	GMPC	
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 ⁶⁾	\$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

- 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.
- 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.
- 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.
- 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.
- 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.
- The costs of IMO Training shall be borne by the company.
- 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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	Basic Wages	Monthly Fixed OT	Guaranteed Monthly OT. 103 h ⁴⁾	Leave Pay 8 Days Monthly	Sub allow. 8 days at \$19	Monthly Total	OT p/h	SF	GMPC	
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		\$650	\$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 ⁶⁾	\$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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