

**FOC ver.di - IMEC/IBF Wage Scale effective from 01.01.2024 - 31.12.2024**

RANK <sup>1,2)</sup>	Basic Wages	Monthly Fixed OT	Guaranteed Monthly OT. 103 h <sup>3)</sup>	Leave Pay 8 Days Monthly	Sub allow. 8 days at \$19	Monthly Total	OT p/h	SF <sup>7)</sup>	Gross Wages
Master	\$3.690	\$2.583		\$984	\$153	<b>\$7.410</b>		\$9	\$7.419
Ch.Engineer <sup>4)</sup>	\$3.350	\$2.345		\$893	\$153	<b>\$6.741</b>		\$9	\$6.750
Chief Nav. Officer/1st Eng. Officer	\$2.493	\$1.745		\$665	\$153	<b>\$5.056</b>		\$9	\$5.065
2nd Nav./2nd Eng. Off.	\$1.638	\$1.147		\$437	\$153	<b>\$3.375</b>		\$9	\$3.384
3rd.Nav/3rd Eng.Off.	\$1.425	\$998		\$380	\$153	<b>\$2.956</b>		\$9	\$2.965
Electr.Eng.Off.	\$1.649	\$1.154		\$440	\$153	<b>\$3.396</b>		\$9	\$3.405
Electrician	\$1.242		\$923	\$331	\$153	<b>\$2.649</b>	\$8,96	\$9	\$2.658
Boatswain/Pumpman/Fitter/Repairer/Chief Cook/Donkeyman/Carpenter/Storekeeper	\$926		\$688	\$247	\$153	<b>\$2.014</b>	\$6,68	\$9	\$2.023
Able Seaman/Motorman/Oiler/Greaser	\$803		\$597	\$214	\$153	<b>\$1.767</b>	\$5,80	\$9	\$1.776
Cook <sup>5)</sup>	\$708		\$526	\$189	\$153	<b>\$1.576</b>	\$5,11	\$9	\$1.585
Ord. Seaman, Wiper	\$613		\$455	\$163	\$153	<b>\$1.384</b>	\$4,42	\$9	\$1.393
Steward / Messman	\$601		\$447	\$160	\$153	<b>\$1.361</b>	\$4,34	\$9	\$1.370

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: 1<sup>st</sup> Eng. Officer wages apply and Chief Eng. Officer below 750kW: 2<sup>nd</sup> 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. Seafarers Fees have to be paid annually as specified in the special agreement.