

DRY CARGO

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	TOTAL WAGE					Overtime per h.	Soc.sec bonus ³⁾	Seni- ority
						0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months			
Master	4 965	1 655		160		6 780	6 860	6 940	7 020	7 100		200	80
Chief Officer	3 438	1 146		160		4 744	4 824	4 904	4 984	5 064		200	80
2nd. Officer	2 569	856		160		3 585	3 655	3 725	3 795	3 865		200	70
3rd Officer	2 351	784		160		3 295	3 365	3 435	3 505	3 575		200	70
Chief Stew.	2 569	856		160		3 585	3 655	3 725	3 795	3 865		200	70
Chief Engineer	4 775	1 592		160		6 526	6 606	6 686	6 766	6 846		200	80
Chief Engineer, 2nd class	4 107	1 369		160		5 636	5 716	5 796	5 876	5 956		200	80
2nd Engineer	3 438	1 146		160		4 744	4 814	4 884	4 954	5 024		200	70
3rd Engineer	2 658	886		160		3 705	3 775	3 845	3 915	3 985		200	70
4th Engineer	2 351	784		160		3 295	3 365	3 435	3 505	3 575		200	70
Junior deck/engine off.	2 062	687		160		2 909						200	
Cadet	314	105		160		579						200	
Refrigerating Engineer	3 047	1 016		160		4 223	4 293	4 363	4 433	4 503		200	
Electrician (ETO)	2 768	923		160		3 851	3 921	3 991	4 061	4 131		200	70
Bosun	981	327	602	160	40	2 110		2 160		2 210	7,09	200	50
Pumpman	981	327	602	160	40	2 110		2 160		2 210	7,09	200	50
Fitter	981	327	602	160	40	2 110		2 160		2 210	7,09	200	50
Cook	981	327	602	160	40	2 110		2 160		2 210	7,09	200	50
A/B	828	276	509	160	40	1 813		1 863		1 913	5,98	200	50
Motorman	828	276	509	160	40	1 813		1 863		1 913	5,98	200	50
1st Steward	828	276	509	160	40	1 813		1 863		1 913	5,98	200	50
O/S	640	213	393	160	40	1 447		1 497		1 547	4,63	200	50
Oiler	640	213	393	160	40	1 447		1 497		1 547	4,63	200	50
2nd Cook	640	213	393	160	40	1 447		1 497		1 547	4,63	200	50
2nd Steward	640	213	393	160	40	1 447		1 497		1 547	4,63	200	50
Messboy	483	161	296	160	40	1 140		1 197		1 254	3,49	200	50
Apprentice	404	135	248	160	40	987					2,92	200	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

3) To be paid to the seafarer if the company do not cover seafarers part to SSS

TANKERS

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	Tanker Bonus	TOTAL WAGE					Overtime per h.	Soc.sec bonus ³⁾	Seni- ority
							0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months			
Master	4 965	1 655		160		497	7 277	7 357	7 437	7 517	7 597		200	80
Chief Officer	3 438	1 146		160		344	5 088	5 168	5 248	5 328	5 408		200	80
2nd. Officer	2 569	856		160		257	3 842	3 912	3 982	4 052	4 122		200	70
3rd Officer	2 351	784		160		235	3 530	3 600	3 670	3 740	3 810		200	70
Chief Stew.	2 569	856		160		257	3 842	3 912	3 982	4 052	4 122		200	70
Chief Engineer	4 775	1 592		160		477	7 004	7 084	7 164	7 244	7 324		200	80
Chief Engineer, 2nd class	4 107	1 369		160		411	6 047	6 127	6 207	6 287	6 367		200	80
2nd Engineer	3 438	1 146		160		344	5 088	5 158	5 228	5 298	5 368		200	70
3rd Engineer	2 658	886		160		266	3 970	4 040	4 110	4 180	4 250		200	70
4th Engineer	2 351	784		160		235	3 530	3 600	3 670	3 740	3 810		200	70
Junior deck/engine off.	2 062	687		160		206	3 116						200	
Cadet	314	105		160		31	611						200	
Refrige / Gas Engineer	3 047	1 016		160		305	4 527	4 597	4 667	4 737	4 807		200	70
Electrician (ETO)	2 768	923		160		277	4 127	4 197	4 267	4 337	4 407		200	70
Bosun	981	327	602	160	40	98	2 209		2 259		2 309	7,09	200	50
Pumpman	981	327	602	160	40	98	2 209		2 259		2 309	7,09	200	50
Fitter	981	327	602	160	40	98	2 209		2 259		2 309	7,09	200	50
Cook	981	327	602	160	40	98	2 209		2 259		2 309	7,09	200	50
A/B	828	276	509	160	40	83	1 895		1 945		1 995	5,98	200	50
Motorman	828	276	509	160	40	83	1 895		1 945		1 995	5,98	200	50
1st Steward	828	276	509	160	40	83	1 895		1 945		1 995	5,98	200	50
O/S	640	213	393	160	40	64	1 511		1 561		1 611	4,63	200	50
Oiler	640	213	393	160	40	64	1 511		1 561		1 611	4,63	200	50
2nd Cook	640	213	393	160	40	64	1 511		1 561		1 611	4,63	200	50
2nd Steward	640	213	393	160	40	64	1 511		1 561		1 611	4,63	200	50
Messboy	483	161	296	160	40	48	1 188		1 238		1 288	3,49	200	50
Apprentice	404	135	248	160	40	40	1 027					2,92	200	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

DRY CARGO

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	Soc.sec Bonus	TOTAL WAGE					Overtime per h.	Seniority
							0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months		
Master	5 166	1 722		160		200	7 248	7 313	7 378	7 443	7 508		65
Chief Officer	3 577	1 192		160		200	5 130	5 195	5 260	5 325	5 390		65
2nd. Officer	2 673	891		160		200	3 923	3 978	4 033	4 088	4 143		55
3rd Officer	2 446	815		160		200	3 621	3 676	3 731	3 786	3 841		55
Chief Stew.	2 673	891		160		200	3 923	3 978	4 033	4 088	4 143		55
Chief Engineer	4 968	1 656		160		200	6 983	7 048	7 113	7 178	7 243		65
Chief Engineer, 2nd class	4 273	1 424		160		200	6 057	6 122	6 187	6 252	6 317		65
2nd Engineer	3 577	1 192		160		200	5 130	5 185	5 240	5 295	5 350		55
3rd Engineer	2 766	922		160		200	4 048	4 103	4 158	4 213	4 268		55
4th Engineer	2 446	815		160		200	3 621	3 676	3 731	3 786	3 841		55
Junior deck/engine off.	2 145	715		160		200	3 221						
Cadet	327	109		160		200	796						
Refrigerating Engineer	3 170	1 057		160		200	4 587	4 642	4 697	4 752	4 807		55
Electrician (ETO)	2 880	960		160		200	4 200	4 255	4 310	4 365	4 420		55
Bosun	1 021	340	627	160	40	200	2 388					7,37	
Pumpman	1 021	340	627	160	40	200	2 388					7,37	
Fitter	1 021	340	627	160	40	200	2 388					7,37	
Cook	1 021	340	627	160	40	200	2 388					7,37	
A/B	861	287	529	160	40	200	2 078					6,22	
Motorman	861	287	529	160	40	200	2 078					6,22	
1st Steward	861	287	529	160	40	200	2 078					6,22	
O/S	666	222	409	160	40	200	1 698					4,81	
Oiler	666	222	409	160	40	200	1 698					4,81	
2nd Cook	666	222	409	160	40	200	1 698					4,81	
2nd Steward	666	222	409	160	40	200	1 698					4,81	
Messboy	502	167	308	160	40	200	1 378					3,63	
Apprentice	420	140	258	160	40	200	1 218					3,04	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

TANKERS

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	Tanker Bonus	Soc.sec Bonus	TOTAL WAGE					Overtime per h.	Seniority
								0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months		
Master	5 166	1 722		160		517	200	7 764	7 829	7 894	7 959	8 024		65
Chief Officer	3 577	1 192		160		358	200	5 487	5 552	5 617	5 682	5 747		65
2nd. Officer	2 673	891		160		267	200	4 191	4 246	4 301	4 356	4 411		55
3rd Officer	2 446	815		160		245	200	3 866	3 921	3 976	4 031	4 086		55
Chief Stew.	2 673	891		160		267	200	4 191	4 246	4 301	4 356	4 411		55
Chief Engineer	4 968	1 656		160		497	200	7 480	7 545	7 610	7 675	7 740		65
Chief Engineer, 2nd class	4 273	1 424		160		427	200	6 485	6 550	6 615	6 680	6 745		65
2nd Engineer	3 577	1 192		160		358	200	5 487	5 542	5 597	5 652	5 707		55
3rd Engineer	2 766	922		160		277	200	4 324	4 379	4 434	4 489	4 544		55
4th Engineer	2 446	815		160		245	200	3 866	3 921	3 976	4 031	4 086		55
Junior deck/engine off.	2 145	715		160		215	200	3 435						
Cadet	327	109		160		33	200	829						
Refrige / Gas Engineer	3 170	1 057		160		317	200	4 904	4 959	5 014	5 069	5 124		55
Electrician (ETO)	2 880	960		160		288	200	4 488	4 543	4 598	4 653	4 708		55
Bosun	1 021	340	627	160	40	102	200	2 490					7,37	
Pumpman	1 021	340	627	160	40	102	200	2 490					7,37	
Fitter	1 021	340	627	160	40	102	200	2 490					7,37	
Cook	1 021	340	627	160	40	102	200	2 490					7,37	
A/B	861	287	529	160	40	86	200	2 164					6,22	
Motorman	861	287	529	160	40	86	200	2 164					6,22	
1st Steward	861	287	529	160	40	86	200	2 164					6,22	
O/S	666	222	409	160	40	67	200	1 764					4,81	
Oiler	666	222	409	160	40	67	200	1 764					4,81	
2nd Cook	666	222	409	160	40	67	200	1 764					4,81	
2nd Steward	666	222	409	160	40	67	200	1 764					4,81	
Messboy	502	167	308	160	40	50	200	1 428					3,63	
Apprentice	420	140	258	160	40	42	200	1 260					3,04	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

DRY CARGO

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	TOTAL WAGE					Overtime per h.	Soc.sec bonus ²⁾	Seniority
						0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months			
Master	5 065	1 688		160		6 913	6 993	7 073	7 153	7 233		200	80
Chief Officer	3 507	1 169		160		4 836	4 916	4 996	5 076	5 156		200	80
2nd. Officer	2 620	873		160		3 654	3 724	3 794	3 864	3 934		200	70
3rd Officer	2 398	799		160		3 357	3 427	3 497	3 567	3 637		200	70
Chief Stew.	2 620	873		160		3 654	3 724	3 794	3 864	3 934		200	70
Chief Engineer	4 870	1 623		160		6 653	6 733	6 813	6 893	6 973		200	80
Chief Engineer, 2nd class	4 189	1 396		160		5 746	5 826	5 906	5 986	6 066		200	80
2nd Engineer	3 507	1 169		160		4 836	4 906	4 976	5 046	5 116		200	70
3rd Engineer	2 712	904		160		3 775	3 845	3 915	3 985	4 055		200	70
4th Engineer	2 398	799		160		3 357	3 427	3 497	3 567	3 637		200	70
Junior deck/engine off.	2 103	701		160		2 964						200	
Cadet	321	107		160		587						200	
Refrigerating Engineer	3 108	1 036		160		4 304	4 374	4 444	4 514	4 584		200	70
Electrician (ETO)	2 823	941		160		3 924	3 994	4 064	4 134	4 204		200	70
Bosun	1 001	334	615	160	40	2 149		2 199		2 249	7,23	200	50
Pumpman	1 001	334	615	160	40	2 149		2 199		2 249	7,23	200	50
Fitter	1 001	334	615	160	40	2 149		2 199		2 249	7,23	200	50
Cook	1 001	334	615	160	40	2 149		2 199		2 249	7,23	200	50
A/B	845	282	519	160	40	1 845		1 895		1 945	6,10	200	50
Motorman	845	282	519	160	40	1 845		1 895		1 945	6,10	200	50
1st Steward	845	282	519	160	40	1 845		1 895		1 945	6,10	200	50
O/S	653	218	401	160	40	1 472		1 522		1 572	4,72	200	50
Oiler	653	218	401	160	40	1 472		1 522		1 572	4,72	200	50
2nd Cook	653	218	401	160	40	1 472		1 522		1 572	4,72	200	50
2nd Steward	653	218	401	160	40	1 472		1 522		1 572	4,72	200	50
Messboy	492	164	302	160	40	1 159					3,56	200	
Apprentice	412	137	253	160	40	1 002					2,98	200	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

3) To be paid to the seafarer if the company do not cover seafarers part to SSS

TANKERS

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company Tanker bonus ¹⁾	Bonus	TOTAL WAGE					Overtime per h.	Soc.sec bonus ²⁾	Seniority
							0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months			
Master	5 065	1 688		160		506	7 419	7 499	7 579	7 659	7 739		200	80
Chief Officer	3 507	1 169		160		351	5 187	5 267	5 347	5 427	5 507		200	80
2nd. Officer	2 620	873		160		262	3 916	3 986	4 056	4 126	4 196		200	70
3rd Officer	2 398	799		160		240	3 597	3 667	3 737	3 807	3 877		200	70
Chief Stew.	2 620	873		160		262	3 916	3 986	4 056	4 126	4 196		200	70
Chief Engineer	4 870	1 623		160		487	7 140	7 220	7 300	7 380	7 460		200	80
Chief Engineer, 2nd class	4 189	1 396		160		419	6 165	6 245	6 325	6 405	6 485		200	80
2nd Engineer	3 507	1 169		160		351	5 187	5 257	5 327	5 397	5 467		200	70
3rd Engineer	2 712	904		160		271	4 047	4 117	4 187	4 257	4 327		200	70
4th Engineer	2 398	799		160		240	3 597	3 667	3 737	3 807	3 877		200	70
Junior deck/engine off.	2 103	701		160		210	3 175						200	
Cadet	321	107		160		32	620						200	
Refrige / Gas Engineer	3 108	1 036		160		311	4 615	4 685	4 755	4 825	4 895		200	70
Electrician (ETO)	2 823	941		160		282	4 207	4 277	4 347	4 417	4 487		200	70
Bosun	1 001	334	615	160	40	100	2 249		2 299		2 349	7,23	200	50
Pumpman	1 001	334	615	160	40	100	2 249		2 299		2 349	7,23	200	50
Fitter	1 001	334	615	160	40	100	2 249		2 299		2 349	7,23	200	50
Cook	1 001	334	615	160	40	100	2 249		2 299		2 349	7,23	200	50
A/B	845	282	519	160	40	84	1 929		1 979		2 029	6,10	200	50
Motorman	845	282	519	160	40	84	1 929		1 979		2 029	6,10	200	50
1st Steward	845	282	519	160	40	84	1 929		1 979		2 029	6,10	200	50
O/S	653	218	401	160	40	65	1 538		1 588		1 638	4,72	200	50
Oiler	653	218	401	160	40	65	1 538		1 588		1 638	4,72	200	50
2nd Cook	653	218	401	160	40	65	1 538		1 588		1 638	4,72	200	50
2nd Steward	653	218	401	160	40	65	1 538		1 588		1 638	4,72	200	50
Messboy	492	164	302	160	40	49	1 208					3,56	200	
Apprentice	412	137	253	160	40	41	1 043					2,98	200	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

DRY CARGO

Rank	Basic Pay	Leave Pay	Guar. O.time	Subsist.	Altern. + Company bonus ¹⁾	Soc.sec Bonus	TOTAL WAGE					Overtime per h.	Seniority
							0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months		
Master	5 269	1 756		160		200	7 386	7 451	7 516	7 581	7 646		65
Chief Officer	3 649	1 216		160		200	5 225	5 290	5 355	5 420	5 485		65
2nd. Officer	2 726	909		160		200	3 995	4 050	4 105	4 160	4 215		55
3rd Officer	2 495	832		160		200	3 687	3 742	3 797	3 852	3 907		55
Chief Stew.	2 726	909		160		200	3 995	4 050	4 105	4 160	4 215		55
Chief Engineer	5 067	1 689		160		200	7 116	7 181	7 246	7 311	7 376		65
Chief Engineer, 2nd class	4 359	1 453		160		200	6 171	6 236	6 301	6 366	6 431		65
2nd Engineer	3 649	1 216		160		200	5 225	5 280	5 335	5 390	5 445		55
3rd Engineer	2 821	940		160		200	4 122	4 177	4 232	4 287	4 342		55
4th Engineer	2 495	832		160		200	3 687	3 742	3 797	3 852	3 907		55
Junior deck/engine off.	2 188	729		160		200	3 278						
Cadet	334	111		160		200	805						
Refrigerating Engineer	3 233	1 078		160		200	4 671	4 726	4 781	4 836	4 891		55
Electrician (ETO)	2 937	979		160		200	4 277	4 332	4 387	4 442	4 497		55
Bosun	1 041	347	639	160	40	200	2 427					7,52	
Pumpman	1 041	347	639	160	40	200	2 427					7,52	
Fitter	1 041	347	639	160	40	200	2 427					7,52	
Cook	1 041	347	639	160	40	200	2 427					7,52	
A/B	879	293	540	160	40	200	2 111					6,35	
Motorman	879	293	540	160	40	200	2 111					6,35	
1st Steward	879	293	540	160	40	200	2 111					6,35	
O/S	680	227	417	160	40	200	1 724					4,91	
Oiler	680	227	417	160	40	200	1 724					4,91	
2nd Cook	680	227	417	160	40	200	1 724					4,91	
2nd Steward	680	227	417	160	40	200	1 724					4,91	
Messboy	512	171	315	160	40	200	1 398					3,70	
Apprentice	429	143	263	160	40	200	1 235					3,10	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position

TANKERS

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								0 - 12 months	13 - 24 months	24-36 months	36-60 months	over 60 months		
Master	5 269	1 756		160		527	200	7 913	7 978	8 043	8 108	8 173		65
Chief Officer	3 649	1 216		160		365	200	5 590	5 655	5 720	5 785	5 850		65
2nd. Officer	2 726	909		160		273	200	4 267	4 322	4 377	4 432	4 487		55
3rd Officer	2 495	832		160		249	200	3 936	3 991	4 046	4 101	4 156		55
Chief Stew.	2 726	909		160		273	200	4 267	4 322	4 377	4 432	4 487		55
Chief Engineer	5 067	1 689		160		507	200	7 622	7 687	7 752	7 817	7 882		65
Chief Engineer, 2nd class	4 359	1 453		160		436	200	6 607	6 672	6 737	6 802	6 867		65
2nd Engineer	3 649	1 216		160		365	200	5 590	5 645	5 700	5 755	5 810		55
3rd Engineer	2 821	940		160		282	200	4 404	4 459	4 514	4 569	4 624		55
4th Engineer	2 495	832		160		249	200	3 936	3 991	4 046	4 101	4 156		55
Junior deck/engine off.	2 188	729		160		219	200	3 497						
Cadet	334	111		160		33	200	838						
Refrige / Gas Engineer	3 233	1 078		160		323	200	4 995	5 050	5 105	5 160	5 215		55
Electrician (ETO)	2 937	979		160		294	200	4 570	4 625	4 680	4 735	4 790		55
Bosun	1 041	347	639	160	40	104	200	2 532					7,52	
Pumpman	1 041	347	639	160	40	104	200	2 532					7,52	
Fitter	1 041	347	639	160	40	104	200	2 532					7,52	
Cook	1 041	347	639	160	40	104	200	2 532					7,52	
A/B	879	293	540	160	40	88	200	2 199					6,35	
Motorman	879	293	540	160	40	88	200	2 199					6,35	
1st Steward	879	293	540	160	40	88	200	2 199					6,35	
O/S	680	227	417	160	40	68	200	1 792					4,91	
Oiler	680	227	417	160	40	68	200	1 792					4,91	
2nd Cook	680	227	417	160	40	68	200	1 792					4,91	
2nd Steward	680	227	417	160	40	68	200	1 792					4,91	
Messboy	512	171	315	160	40	51	200	1 449					3,70	
Apprentice	429	143	263	160	40	43	200	1 278					3,10	

1) Alternating bonus USD 15 and Company bonus USD 25

2) Riding Squads/repair personnel to be covered by the relevant position