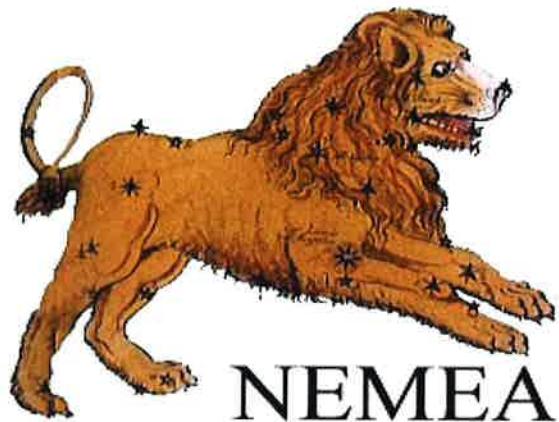


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# **Collective Bargaining Agreement**

**for non-EU officers and non-EU ratings  
serving on board of Dutch flag vessels**

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Valid from 1 January 2024 up to and including 31 December 2025

# **Collective Bargaining Agreement for non-EU officers and non-EU ratings serving on board of Dutch flag vessels**

**This Agreement is made and entered into at Rotterdam, at 16 November 2023,  
by and between:**

**Netherlands Maritime Employers' Association (NEMEA) on behalf of their  
members, each member herein referred to as the "Company". It is understood  
that "Company" means: a member of Nemea with whom or on whose behalf  
the seafarer has his employment agreement.**

**AND**

**Nautilus International, a labour union duly organized and existing in good  
standing under de laws of the Netherlands, established at Rotterdam, for the  
purpose of this Agreement represented by Mr. M.T.J.J. van den Broek,  
Executive Officer.**

## **Article 1: Application**

1. This agreement requires the Company to employ the non-EU seafarers on the terms and conditions laid down in this agreement, and to enter into individual contracts of employment with each non-EU seafarer. (A model of an individual employment contract is appended in Appendix 2)
2. Instead of supplying each non-EU seafarer with a copy of this agreement, the Company may display a copy on board of each vessel. However, each non-EU seafarer must be supplied with a copy of Appendix 1 as mentioned in article 3 of this agreement.
3. Categories of non-EU seafarers are exempted from this CBA in the event separate collective bargaining agreements are concluded between Nemea or individual companies on the one hand and Nautilus International whether or not in cooperation with the union(s) of the country of residence of the seafarers on the other hand. This is already the case for seafarers resident in China, Indonesia, the Philippines, or Vietnam and ratings resident in Ukraine.
4. A non-EU seafarer to whom this agreement is applicable, in accordance with article 1 paragraph 1, shall be covered by the agreement with effect from the date of his engagement or, in the case of interim alterations, the date from which the (altered) agreement is effective as applicable, until the date on which he signs off and/or until the date on which the Company is liable for the payment of wages.
5. Application of this CBA, including the wage scales as mentioned in Appendix 1 of the CBA is only permitted, if the following conditions are met:
  - the Company is a member of Nemea and
  - the Dutch flag vessel which will be manned with non-EU seafarers is a member of Royal Association of Netherlands Shipowners (KVNR)

If these conditions are not met, application of this CBA is only permitted if the seafarer is being paid according to the "non-KVNR member wage scales", Appendix 1, which includes the non-KVNR differential.

For Inquiries please email <vergunning@kvnr.nl>. Please include the name of vessel and IMO number in your query.

6. For the purpose of this agreement the word "officer" also includes the master.

### **Article 2: Duration of employment**

1. A non-EU seafarer signs on for a period as mentioned in the individual seafarers' employment contract. Duration of employment not to exceed 9 months but can be terminated one month later or earlier at the Company's discretion.

### **Article 3: Wages**

1. The wages of each non-EU seafarer shall be calculated in accordance with this agreement and as per the attached wage scale calculations (Appendix 1) and the only deductions from such wages shall be proper statutory deductions as recorded in the agreement and/or deductions as mentioned in Appendix 1<sup>1)</sup> and/or deductions authorised by the non-EU seafarer himself. The non-EU seafarer shall be entitled to payment in US Dollars or in Euro's, of his net wages after such deductions. The choice for payment in US dollars or in Euro's must be made at the time of the conclusion of the individual employment contract. For the purpose of calculating wages, a calendar month shall be regarded as having 30 days.

### **Article 4: Seniority allowance officers**

1. A non-EU officer will be entitled to a seniority allowance for service in the same position on Dutch flag ships. Seniority allowance shall be based on the current position of the officer.

### **Article 5: Christmas Bonus**

1. For all ratings and officers a monthly amount of 6 USD for ratings/officers paid in USD, or 6 Euro for ratings/officers paid in Euro, is to be put aside for a structural, Christmas's bonus, payable when signing off. If the full year is not completed on board, entitlement will be pro rata.

### **Article 6: Allotments**

1. Any non-EU seafarer, if he so desires, shall be allowed an allotment note, payable at monthly intervals, of up to 80% of his basic wages after allowing for any deductions as mentioned in article 3.

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1 E.g. obligatory social security contributions of the domicile country of the non-EU seafarer.



## **Article 7: Hours of duty, Overtime and Watchkeeping**

### **1. Non-EU officers: fixed overtime**

The normal working hours are 8 hours per day Monday to Friday, and 4 hours on Saturday. The non-EU officer will be paid monthly wages for service on board including fixed overtime compensation. The fixed overtime will include all overtime work necessary and related to the trade and the vessel concerned.

It is understood that the overtime work will be performed at the direction of the Master or the Master's representative. Compensation for UMS-watches is covered by the fixed overtime in the wage scale. The fixed overtime compensation is stipulated on a monthly basis (see Appendix 1), but will be paid pro rata for part of the month.

### **2. Non-EU ratings: guaranteed overtime**

The ordinary hours of duty of all non-EU ratings shall be 8 per day, Monday to Friday inclusive. In the case of day workers, the 8 hours shall be worked between 6.00 and 18.00, Monday to Friday inclusive. On these days any hours of duty in excess of the 8 shall be paid for by overtime stipulated in the attached wage scale.

At least 103 hours guaranteed overtime shall be paid monthly to each non-EU rating as per attached wage scale calculations, see Appendix1.

- a) All hours of duty on Saturdays, Sundays and Public Holidays shall be paid for by overtime at the rate stipulated in the attached wage scale.
- b) If the non-EU rating so desires these hours may be compensated for time in lieu of payment. In that event 4,5 hours overtime plus subsistence allowance as stipulated in article 21, represent one day's wages.

Overtime shall be recorded individually and in duplicate either by the Master or the head of the department. Such record shall be handed over to the non-EU rating for approval every month or at shorter intervals. Both copies must be signed by the Master as well as the non-EU rating, after which the record is final. One copy shall be handed over to the non-EU rating.

### **3. Both non-EU officers and non-EU ratings**

Any additional hours worked during an emergency directly affecting the immediate safety of the ship, its passengers and/or crew, of which the Master shall be the sole judge, or for safety boat drill, or work required to give assistance to other ships or persons in immediate peril shall not count for overtime payment.

### **4. The collective bargaining agreement regarding the application of the Netherlands Minimum Wage Act for non-EU seafarers employed on board of Dutch flag vessels (refer to Appendix 3) regulates when a seafarer is entitled to payment according to the Dutch minimum wage as well as provides an example calculation of the amount of the supplement to his wages up to the Dutch minimum wage.**

## **Article 8: Public holidays**

1. For the purpose of this agreement, the days listed hereunder shall be considered as public holidays whether at sea or in port.
  - New Year's Day (1 January)
  - Easter Monday
  - King's Day (27 April)
  - Ascension Day
  - Whit Monday
  - Christmas Day (25 December)
  - Boxing Day (26 December)

2. Non-EU officers

Compensation for work on public holidays will be 1/191 basic wage per hour for up to 8 hours work during public holidays which fall on an ordinary weekday.

Additional work (beyond 8 hours) shall be considered covered by the fixed overtime. Compensation for all work on public holidays which fall on Saturdays and on Sundays is included in de fixed overtime compensation.

## **Article 9: Cargo handling**

1. Neither seafarers nor anyone else on board whether in permanent or temporary employment by the Company shall carry out cargo handling services in a port, at a terminal or on board of a vessel, where dock workers, who are members of an ITF affiliated union, are providing the cargo handling services. Where there are not sufficient numbers of qualified dock workers available, the ship's crew may carry out the work provided that there is prior agreement of the ITF Dockers Union or ITF Unions concerned; and provided that the individual seafarers volunteer to carry out such duties; and those seafarers are qualified and adequately compensated for that work. For the purpose of this clause "cargo handling services" may include but is not limited to: loading, unloading, lashing, unlashing, checking and receiving.2)
2. Where a vessel is in a port where an official trade dispute involving an ITF-affiliated dock workers' union is taking place, there shall not be any cargo operations undertaken which could affect the resolution of the dispute. The Company will not take any punitive measures against any seafarer who respects such dockworkers' trade dispute and any such lawful act by the seafarer shall not be treated as any breach of the seafarer's contract of employment, provided that this act is lawful within the country it is taken.
3. For crewmembers compensation for such work performed during the normal working week shall be by the payment of the overtime rate specified in the appendices for each hour or part hour that such work is performed, in addition to the basic pay. Any such work performed outside the normal working week will be compensated at double the overtime rate.
4. Vessels with special gas (e.g. CO2/LNG/LPG) connecting and disconnecting systems, etc., loading, transporting and unloading special gas are exempted from the provisions in paragraph 9.1.

2) In its judgment of July 6, 2022, reference ECLI:RBROT:2022:5474, the Court of Rotterdam has ruled that the non seafarer work clause must be complied with, unless COVID19 measures by IMO, EU or national government prohibit compliance.

5. Heavy lift vessels and vessels with special ship crane systems loading, transporting and unloading heavy cargo/structure or project cargo are exempted from the provisions in paragraph 9.1.

In case there are cargo specialized and licensed dock workers, qualified for heavy lift or project cargo, who have been trained for this and have experience with the stability of these ships, in particular the metacentric height and/or the special loading and unloading systems, the company shall use those dock workers for cargo handling.

#### **Article 10: Rest period**

1. Each non-EU seafarer shall have at least 10 hours off-duty in each period of 24 hours, provided that the minimum number of hours of rest in any seven-day period is not less than 77. The period of 24 hours shall begin at the time a non-EU seafarer starts work.
2. When it is not possible for a non-EU seafarer to be allowed at least one period of a minimum of 10 consecutive hours off-duty in any period of 24 hours, the rest period can be divided into no more than two periods of which one is of at least 6 consecutive hours duration.
3. A short break of less than 30 minutes will not be considered as a period of rest.

#### **Article 11: Manning**

1. The ship shall be competently and adequately manned so as to ensure its safe operation and the maintenance of an approved watch system whenever required and shall in no case manned at a lower level than the manning requirements laid down in the Minimum Safe Manning document, as approved by the Netherlands Shipping Inspection.

#### **Article 12: Working clothes and personal protective equipment**

1. The rules the Company applies for the provision of working clothes and personal protective equipment to EU seafarers will also be applicable to non-EU seafarers.

#### **Article 13: Medical attention**

1. A non-EU seafarer who becomes incapacitated for work due to sickness or injury, shall - in conformity with article 734a, title 10, section 12 of the Netherlands Civil Code - be entitled to medical attention (including hospitalisation) at the Company's expense for as long as such attention is required as long as he stays outside his country of residence. The Company shall be liable for the costs of medical care until the sick or injured non-EU seafarer has been cured or repatriated to his country of residence.  
However, in the case of prolonged job-related sickness or job-related injury, the non-EU seafarer shall be entitled to medical attention - if he stays in his country of residence or could have been repatriated to his country of residence - as long as he is entitled to sick pay as mentioned in article 14 of this agreement.

## **Article 14: Sick pay/Disability**

1. When a non-EU seafarer is incapacitated for work due to sickness or injury, he shall receive full wages as long as he remains on board. When a non-EU seafarer is landed at any port because of sickness or injury, his wages shall continue until he has been repatriated to his country of residence, or for 12 weeks if that period is shorter. Thereafter he shall be entitled to sick pay at a rate of  $8/12 \times 80\%$  of his total wages a month while he remains ill or injured up to a maximum of 52 weeks. This period commences on the day the non-EU seafarer is landed.  
However, in the case of prolonged job-related sickness or job-related injury, sick pay at a rate of 70% (or in case of partial unfitness for duty the appropriate percentage of 70%) of his total wages shall continue until the injured non-EU seafarer has been cured or until the incapacity has been declared to be of a permanent character. If after three years of prolonged sick pay, the non-EU seafarer is still declared to be (partly) incapacitated or if the incapacity in whole or in part has been declared to be of a permanent character at an earlier date, the non-EU seafarer shall be entitled to a payment in cash amounting to 3 years' pay at the same level he was receiving immediately before that date (or in case of partial unfitness: a pro rata amount).  
The Company is insured by law with Vereniging Zee-Risico 1967, which takes over the liability.
2. If the non-EU seafarer can claim the application of one or more laws of the Netherlands' industrial insurance system on the grounds of a treaty concerning social security, than that law/those laws replace(s) the application of this article and article 16 para 1 of this CBA and the articles 734 – 734m, title 10, section 12 of the Netherlands Civil Code.

## **Article 15: Paid leave**

1. Every non-EU officer to whom this agreement applies shall, on the termination of employment for whatever reason, be entitled to 8 days paid leave for each completed month of service and pro rata for a shorter period. For non-EU ratings the entitlement amounts 7 days. Payment for leave shall be at the rate of pay applicable at the time of termination in accordance with the attached wage scale plus a subsistence allowance. Leave shall only be taken during the period of his employment if the non-EU seafarer so desires and provided that the working of the ship is not unreasonably affected. Any leave entitlement remaining at the time his employment is terminated shall be compensated for in cash as specified in the attached wage scale.

## **Article 16: Loss of life**

1. If a non-EU seafarer dies as a result of a job-related injury or a job-related sickness, the Company shall pay the sums provided for in article 734h title 10, section 12 of the Netherlands Civil Code to his dependants. The Company is insured by law with Vereniging Zee-Risico 1967 which takes over the liability.
2. If a non-EU seafarer dies outside his country of residence and whilst in the employment of the Company, the Company shall pay the costs of repatriation of the mortal remains in conformity with article 720 title 10, section 12 of the Netherlands Civil Code.



## **Article 17: Service in Warlike operations areas**

1. If a ship enters an area where warlike operations take place, the non-EU seafarer will be paid a bonus equal to 100% of his basic wage for the duration of the ship's stay in such area subject to a minimum of five days' pay. Compensation for disability and death will be paid in accordance with the War-Risk Regulation of the Vereniging Zee-Risico 1967 <sup>3)</sup>.

A warlike operations area will be as indicated by the parties to this agreement.

## **Article 18: Piracy Attack or Armed Robbery Aboard the Ship**

1. In the event a seafarer is held captive as a result of piracy or armed robbery of the ship, the seafarer employment agreement and the rights pursuant to this agreement shall continue to exist at least until the moment that the seafarer is released and thereafter, until the seafarer is safely repatriated. These continued rights include, in particular, the right to full payment of wages and all other contractual entitlements of the seafarer. The foregoing does not affect possible other entitlements of the seafarer.

## **Article 19: Repatriation**

1. Repatriation shall take place in such a manner that it meets all reasonable requirements with regard to comfort. The Company shall be liable for the cost of maintaining the non-EU seafarer ashore until repatriation takes place. A non-EU seafarer shall be entitled to repatriation at the Company's expense (including basic wages and subsistence allowance) either to his home or to the place of his original engagement (at the non-EU seafarer's discretion):
  - a) after the expiry of the agreed period of service on board, always subject to the provisions of article 2;
  - b) when signing off owing to sickness or injury;
  - c) when his employment is terminated owing to discharge by the Company in accordance with article 24;
  - d) upon the loss, laying-up or sale of the ship;
  - e) if the non-EU seafarer has terminated his employment by giving one month's notice in writing to the Company or the Master of the ship, in accordance with article 24.1, provided that the period of service on board lasted at least 4 months;
  - f) In case of a serious disease with possible danger to life, respectively in case of death of a relative, the cost of repatriation of a non-EU seafarer and of the placing of a substitute if the placing of a substitute is necessary, shall be borne by the Company as follows:
    - for a married non-EU seafarer:  
for wife or child(ren) - 100%;  
for father and/or mother - 50%;
    - for an unmarried non-EU seafarer younger than 25 years of age and living with his parents:  
for father and/or mother - 100%;

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3 At this moment the War-Risk Regulation of Vereniging Zee-Risico cannot be accommodated in a reinsurance. The Dutch Shipowners' Association KVNR and Nautilus International asked the Dutch Government to find a solution for this problem. As long as no solution for this problem is found, the War-Risk Regulation of Vereniging Zee-Risico 1967 remains inactivated.

- for an unmarried non-EU seafarer not coming under the above paragraph: for father and/or mother - 50%;
- In all other cases, the Company shall decide whether or not a compensation will be given for the cost of repatriation of a non-EU seafarer and of the placing of a substitute if the placing of a substitute is necessary.

The question whether there is a danger to life is dependant to the consultation between the treating doctor and a doctor appointed by the Company. The management of the Company shall decide on the repatriation.

With the 'children' in this article is meant the children who are unmarried and are living with their parents.

### **Article 20: Food, Accommodation, Bedding, Amenities, etc.**

1. The Company shall provide the non-EU seafarer with sufficient food of good quality and accommodation of adequate size and standard, all in accordance with Dutch legislation as laid down in the Commercial Code and the Royal Decrees attached thereto.  
Further, the Company shall provide the following for the use of each non-EU seafarer whilst he is serving on board;
  - a) one mattress and at least one pillow, blankets, two sheets, one pillow-case and two towels. The sheets, pillow-case and towels shall be changed at least once a week;
  - b) necessary cutlery and crockery;
  - c) laundry facilities;
  - d) recreational facilities in accordance with ILO Recommendation No.138 (1970)

### **Article 21: Subsistence allowance**

1. Whilst on paid leave a non-EU seafarer shall be entitled to a daily subsistence allowance as mentioned in the wage scale. If food and/or accommodation is not provided on board during the assignment of the non-EU seafarer, the Company shall be responsible for providing food and/or accommodation of good quality ashore.

### **Article 22: Cash Money on board**

1. Social partners have agreed to reduce the amount of cash money on board. Barring a few exceptions, there are better, safer and cheaper alternatives available. To discourage the withdrawal of cash money in order to limit unnecessary expenses as well as security risks for the entire crew, employers may levy a fee covering administrative costs of 3% on local currencies and 6% on non-local currencies. Smaller amounts (up to 50 dollars per port) will remain available free of charge in ports where cash money is known to be not easily accessible, in order to buy essentials. A joint working group will monitor the introduction of the new system. In case the working group sees unreasonable effects on seafarers, social partners will reopen the discussion on the new system.

### **Article 23: Crew's effects**

1. If any non-EU seafarer suffers total or partial loss of or damage to his personal effects due to marine peril or a shipping disaster, he shall be entitled to receive from the Company compensation up to a maximum specified in the Royal Decree

based on article 719 paragraph 2, title 10, section 12 of the Netherlands Civil Code.

#### **Article 24: Termination of employment**

1. A non-EU seafarer may terminate his employment by giving one month's notice of termination in writing to the Company or the Master of the ship. (See also art. 2)
2. A non-EU seafarer shall be entitled to terminate his employment immediately if the ship is certified substandard in relation to the provisions of the Memorandum of Understanding carried out by the Port State Control Authorities.
3. The Company shall not be entitled to terminate the employment of a non-EU seafarer prior to the expiry of his period of engagement as specified in article 2 except:
  - a) upon the total loss of the ship, or
  - b) when the ship has been laid up for a continuous period of at least one month, or
  - c) upon the sale of the ship, or
  - d) upon the misconduct of the non-EU seafarer to a lawful entitlement to dismiss, provided that in the case of dismissal for misconduct the Company shall, at the moment of dismissal, give written notice to the non-EU seafarer specifying the relevant misconduct. Non-obeyance of this rule shall nullify the termination of employment and the non-EU seafarer shall be entitled to damages in respect of the unexpired term of his employment.
4. A non-EU seafarer shall be entitled to receive compensation of two months' basic pay on termination of his employment contract for reasons mentioned under 2 and 3 a) to c) of this article.
5. Refusal by any non-EU seafarer to obey an order to sail the ship shall not amount to misconduct of the non-EU seafarer where:
  - a) the ship is unseaworthy or otherwise substandard as defined in 2. above, or
  - b) for any reason it would be unlawful for the ship to sail, or
  - c) the rating refuses to sail into a warlike operations area, in accordance with article 17 of this agreement.

#### **Article 25: Representation**

1. NEMEA and the Company acknowledge the right of non-EU seafarers to participate in union activities and to be protected against acts of anti-union discrimination as per ILO Convention Nos. 87 and 98. Nautilus International, the non-EU seafarers and the Company who are covered by this agreement shall refrain from strikes, lockouts and similar action at sea and in ports during the duration of this agreement.

#### **Article 26: Court's competency**

1. In case of grievances the Court of Justice in Rotterdam is competent to settle any claim.

#### **Article 27: Validity of the Agreement**

1. This agreement shall be effective from 1 January 2024 up to and including 31 December 2025.

2. In case of termination of this agreement, as long as this agreement has not yet been replaced by another, the conditions as laid down in this agreement shall remain in force for current individual employment agreements, until the contract is terminated.



**Nautilus International**



**Netherlands Maritime Employers' Association**



## Netherlands Maritime Employers' Association (Nemea)

This wage scale is only applicable to shipowners who are a member of Nemea.

The vessel on which the non-EU-officers are employed has to fly the Dutch flag  
and has to be a member of Royal Association of Netherlands Shipowners (KVNR).

Increase 4,00%

US DOLLARS

All amounts in USD

### Appendix 1 Nemea wage scale

Effective 1 January 2024

Rank	Sen.	Wage elements							Funding elements				Wagecost Total
		Basic	FOT	1,8 Leave 8 days	Leave subsistence	Communication	Xmas Bonus	IMO	Seamen Total	Sea-Risk 1,0%	SO's liability Arl 20	Officers Development Fund	
		1	0,623	0,2667	4	3%		50		€ 1,06	0,03	13	
Master	0	3151,05	1963,10	840,28	32,00	94,53	6,00	50,00	6136,96	59,54	43,66	184,11	13,00 6437,27
	1	3198,16	1992,45	852,84	32,00	95,94	6,00	50,00	6227,39	60,43	43,66	186,82	13,00 6531,31
	2	3245,26	2021,80	865,40	32,00	97,36	6,00	50,00	6317,82	61,32	43,66	189,53	13,00 6625,34
	3	3292,36	2051,14	877,96	32,00	98,77	6,00	50,00	6408,23	62,21	43,66	192,25	13,00 6719,35
	4	3339,45	2080,48	890,52	32,00	100,18	6,00	50,00	6498,63	63,10	43,66	194,96	13,00 6813,35
Chief Officer	5	3386,53	2109,81	903,07	32,00	101,60	6,00	50,00	6589,01	63,99	43,66	197,67	13,00 6907,34
	0	2064,06	1285,91	550,42	32,00	61,92	6,00	50,00	4050,31	39,00	43,66	121,51	13,00 4267,48
	1	2094,92	1305,14	558,65	32,00	62,85	6,00	50,00	4109,56	39,59	43,66	123,29	13,00 4329,10
	2	2125,80	1324,37	566,88	32,00	63,77	6,00	50,00	4168,82	40,17	43,66	125,06	13,00 4390,72
	3	2156,67	1343,61	575,11	32,00	64,70	6,00	50,00	4228,09	40,75	43,66	126,84	13,00 4452,35
Second Officer	4	2187,53	1362,83	583,34	32,00	65,63	6,00	50,00	4287,33	41,34	43,66	128,62	13,00 4513,95
	5	2218,41	1382,07	591,58	32,00	66,55	6,00	50,00	4346,61	41,92	43,66	130,40	13,00 4575,59
	0	1528,89	952,50	407,70	32,00	45,87	6,00	50,00	3022,96	28,89	43,66	90,69	13,00 3199,20
	1	1551,74	966,73	413,80	32,00	46,55	6,00	50,00	3066,82	29,32	43,66	92,00	13,00 3244,81
	2	1574,58	980,96	419,89	32,00	47,24	6,00	50,00	3110,67	29,75	43,66	93,32	13,00 3290,41
Third Officer	3	1597,43	995,20	425,98	32,00	47,92	6,00	50,00	3154,53	30,19	43,66	94,64	13,00 3336,01
	4	1620,27	1009,43	432,07	32,00	48,61	6,00	50,00	3198,38	30,62	43,66	95,95	13,00 3381,61
	5	1643,12	1023,66	438,17	32,00	49,29	6,00	50,00	3242,24	31,05	43,66	97,27	13,00 3427,22
	0	1423,10	886,59	379,49	32,00	42,69	6,00	50,00	2819,87	26,89	43,66	84,60	13,00 2988,02
	1	1444,35	899,83	385,16	32,00	43,33	6,00	50,00	2860,67	27,29	43,66	85,82	13,00 3030,44
Chief Engineer	2	1465,61	913,08	390,83	32,00	43,97	6,00	50,00	2901,49	27,70	43,66	87,04	13,00 3072,89
	3	1486,87	926,32	396,50	32,00	44,61	6,00	50,00	2942,30	28,10	43,66	88,27	13,00 3115,33
	4	1508,12	939,56	402,17	32,00	45,24	6,00	50,00	2983,09	28,50	43,66	89,49	13,00 3157,74
	5	1529,38	952,80	407,83	32,00	45,88	6,00	50,00	3023,89	28,90	43,66	90,72	13,00 3200,17
	0	2860,25	1781,94	762,73	32,00	85,81	6,00	50,00	5578,73	54,05	43,66	167,36	13,00 5856,80
Second Engineer/ Single Engineer	1	2903,07	1808,61	774,15	32,00	87,09	6,00	50,00	5660,92	54,86	43,66	169,83	13,00 5942,27
	2	2945,89	1835,29	785,57	32,00	88,38	6,00	50,00	5743,13	55,67	43,66	172,29	13,00 6027,75
	3	2988,71	1861,97	796,99	32,00	89,66	6,00	50,00	5825,33	56,48	43,66	174,76	13,00 6113,23
	4	3031,52	1888,64	808,41	32,00	90,95	6,00	50,00	5907,52	57,29	43,66	177,23	13,00 6198,69
	5	3074,34	1915,31	819,82	32,00	92,23	6,00	50,00	5989,70	58,09	43,66	179,69	13,00 6284,15
Third Engineer	0	2019,38	1258,07	538,50	32,00	60,58	6,00	50,00	3964,53	38,16	43,66	118,94	13,00 4178,29
	1	2049,60	1276,90	546,56	32,00	61,49	6,00	50,00	4022,55	38,73	43,66	120,68	13,00 4238,62
	2	2079,80	1295,72	554,61	32,00	62,39	6,00	50,00	4080,52	39,30	43,66	122,42	13,00 4298,90
	3	2110,00	1314,53	562,67	32,00	63,30	6,00	50,00	4138,50	39,87	43,66	124,16	13,00 4359,19
	4	2140,21	1333,35	570,72	32,00	64,21	6,00	50,00	4196,49	40,44	43,66	125,89	13,00 4419,49
Fourth Engineer	5	2170,41	1352,17	578,78	32,00	65,11	6,00	50,00	4254,47	41,01	43,66	127,63	13,00 4479,78
	0	1539,19	958,92	410,45	32,00	46,18	6,00	50,00	3042,74	29,09	43,66	91,28	13,00 3219,77
	1	1562,19	973,24	416,58	32,00	46,87	6,00	50,00	3086,88	29,52	43,66	92,61	13,00 3265,67
	2	1585,19	987,57	422,72	32,00	47,56	6,00	50,00	3131,04	29,95	43,66	93,93	13,00 3311,59
	3	1608,19	1001,90	428,85	32,00	48,25	6,00	50,00	3175,19	30,39	43,66	95,26	13,00 3357,50
	4	1631,20	1016,24	434,99	32,00	48,94	6,00	50,00	3219,37	30,82	43,66	96,58	13,00 3403,44
	5	1654,20	1030,57	441,12	32,00	49,63	6,00	50,00	3263,52	31,26	43,66	97,91	13,00 3449,35
	0	1423,10	886,59	379,49	32,00	42,69	6,00	50,00	2819,87	26,89	43,66	84,60	13,00 2988,02
	1	1444,35	899,83	385,16	32,00	43,33	6,00	50,00	2860,67	27,29	43,66	85,82	13,00 3030,44
	2	1465,61	913,08	390,83	32,00	43,97	6,00	50,00	2901,49	27,70	43,66	87,04	13,00 3072,89
	3	1486,87	926,32	396,50	32,00	44,61	6,00	50,00	2942,30	28,10	43,66	88,27	13,00 3115,33
	4	1508,12	939,56	402,17	32,00	45,24	6,00	50,00	2983,09	28,50	43,66	89,49	13,00 3157,74
	5	1529,38	952,80	407,83	32,00	45,88	6,00	50,00	3023,89	28,90	43,66	90,72	13,00 3200,17

IMO: Amounts mentioned in the column "IMO" are a contribution towards employers' training costs related to the STCW 95 Convention and are not payable to the officer.

Communication: In case it is not possible to communicate per e-mail on board, this amount will be paid in cash to the seafarer.

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.



# Netherlands Maritime Employers' Association



This wage scale is only applicable to shipowners who are a member of Nemea.  
The vessel on which the non-EU-officers are employed has to fly the Dutch flag  
and has to be a member of Royal Association of Netherlands Shipowners (KVN).

Increase 4,00%

All amounts in EURO

## Appendix 1 Nemea wage EURO scale

Effective 1 January 2024

Rank	Sen.	Wage elements							Funding elements				Wagecost Total	
		Basic	FOT	1,8 Leave 8 days	Leave subsistence	Communication	Xmas bonus	IMO	Seamen Total	Sea-Risk 1,0%	SO's liability Art 20	Officers Development Fund	Additional Prev. Medical Checks	
		1	0,623	0,2867	4	3%		50		€ 1,06	0,03	13		
Master	0	2295,01	1429,79	612,00	23,31	68,85	6,00	36,42	4471,38	43,37	31,80	134,09	9,47	4690,10
	1	2329,32	1451,17	621,15	23,31	69,88	6,00	36,42	4537,24	44,02	31,80	136,07	9,47	4758,59
	2	2363,03	1472,54	630,30	23,31	70,91	6,00	36,42	4603,10	44,66	31,80	138,04	9,47	4827,08
	3	2397,93	1493,91	639,45	23,31	71,94	6,00	36,42	4668,95	45,31	31,80	140,02	9,47	4895,55
	4	2432,23	1515,28	648,59	23,31	72,96	6,00	36,42	4734,79	45,96	31,80	141,99	9,47	4964,02
	5	2466,52	1536,64	657,73	23,31	74,00	6,00	36,42	4800,62	46,61	31,80	143,97	9,47	5032,48
Chief Officer	0	1503,32	936,57	400,89	23,31	45,10	6,00	36,42	2951,80	28,41	31,80	88,50	9,47	3109,78
	1	1525,80	950,58	406,88	23,31	45,78	6,00	36,42	2994,75	28,83	31,80	89,79	9,47	3154,65
	2	1548,29	964,58	412,88	23,31	46,45	6,00	36,42	3037,92	29,26	31,80	91,09	9,47	3199,53
	3	1570,77	978,59	418,87	23,31	47,12	6,00	36,42	3081,08	29,68	31,80	92,38	9,47	3244,42
	4	1593,25	992,59	424,87	23,31	47,80	6,00	36,42	3124,23	30,11	31,80	93,68	9,47	3289,28
	5	1615,74	1006,61	430,87	23,31	48,47	6,00	36,42	3167,41	30,53	31,80	94,97	9,47	3334,18
Second Officer	0	1113,54	693,74	296,94	23,31	33,41	6,00	36,42	2203,35	21,04	31,80	66,05	9,47	2331,71
	1	1130,18	704,10	301,38	23,31	33,90	6,00	36,42	2235,29	21,36	31,80	67,01	9,47	2364,93
	2	1146,82	714,46	305,82	23,31	34,41	6,00	36,42	2267,23	21,67	31,80	67,97	9,47	2398,14
	3	1163,46	724,84	310,25	23,31	34,90	6,00	36,42	2299,18	21,99	31,80	68,93	9,47	2431,36
	4	1180,09	735,20	314,69	23,31	35,40	6,00	36,42	2331,11	22,30	31,80	69,88	9,47	2464,57
	5	1196,74	745,56	319,13	23,31	35,90	6,00	36,42	2363,06	22,61	31,80	70,84	9,47	2497,78
Third Officer	0	1036,49	645,73	276,39	23,31	31,09	6,00	36,42	2055,43	19,59	31,80	61,81	9,47	2177,90
	1	1051,97	655,38	280,52	23,31	31,56	6,00	36,42	2085,15	19,88	31,80	62,51	9,47	2208,80
	2	1067,45	665,03	284,65	23,31	32,02	6,00	36,42	2114,88	20,17	31,80	63,40	9,47	2239,72
	3	1082,94	674,67	288,78	23,31	32,49	6,00	36,42	2144,60	20,46	31,80	64,29	9,47	2270,62
	4	1098,41	684,31	292,91	23,31	32,95	6,00	36,42	2174,31	20,76	31,80	65,18	9,47	2301,52
	5	1113,90	693,95	297,04	23,31	33,42	6,00	36,42	2204,03	21,05	31,80	66,07	9,47	2332,42
Chief Engineer	0	2083,21	1297,84	555,52	23,31	62,50	6,00	36,42	4064,80	39,37	31,80	121,90	9,47	4267,33
	1	2114,40	1317,27	563,84	23,31	63,43	6,00	36,42	4124,66	39,96	31,80	123,69	9,47	4329,57
	2	2145,59	1336,70	572,16	23,31	64,37	6,00	36,42	4184,54	40,54	31,80	125,49	9,47	4391,84
	3	2176,77	1356,13	580,47	23,31	65,30	6,00	36,42	4244,40	41,13	31,80	127,28	9,47	4454,09
	4	2207,95	1375,56	588,79	23,31	66,24	6,00	36,42	4304,27	41,72	31,80	129,08	9,47	4516,34
	5	2239,14	1394,98	597,10	23,31	67,17	6,00	36,42	4384,12	42,31	31,80	130,87	9,47	4578,58
Second Engineer/ Single Engineer	0	1470,78	916,29	392,21	23,31	44,12	6,00	36,42	2889,12	27,79	31,80	86,62	9,47	3044,81
	1	1492,79	930,01	398,08	23,31	44,79	6,00	36,42	2931,38	28,21	31,80	87,88	9,47	3088,75
	2	1514,79	943,71	403,94	23,31	45,44	6,00	36,42	2973,60	28,62	31,80	89,16	9,47	3132,86
	3	1536,78	957,41	409,81	23,31	46,10	6,00	36,42	3015,83	29,04	31,80	90,43	9,47	3178,57
	4	1558,78	971,12	415,67	23,31	46,77	6,00	36,42	3058,07	29,46	31,80	91,89	9,47	3220,49
	5	1580,78	984,83	421,54	23,31	47,42	6,00	36,42	3100,30	29,87	31,80	92,96	9,47	3264,40
Third Engineer	0	1121,04	698,41	298,94	23,31	33,63	6,00	36,42	2217,76	21,18	31,80	66,48	9,47	2346,69
	1	1137,79	708,84	303,41	23,31	34,14	6,00	36,42	2249,90	21,50	31,80	67,45	9,47	2380,12
	2	1154,54	719,28	307,88	23,31	34,64	6,00	36,42	2282,07	21,82	31,80	68,41	9,47	2413,57
	3	1171,30	729,72	312,35	23,31	35,14	6,00	36,42	2314,22	22,13	31,80	69,38	9,47	2447,00
	4	1188,06	740,16	316,82	23,31	35,64	6,00	36,42	2346,40	22,45	31,80	70,34	9,47	2480,46
	5	1204,81	750,60	321,28	23,31	36,15	6,00	36,42	2378,56	22,77	31,80	71,31	9,47	2513,90
Fourth Engineer	0	1036,49	645,73	276,39	23,31	31,09	6,00	36,42	2055,43	19,59	31,80	61,81	9,47	2177,90
	1	1051,97	655,38	280,52	23,31	31,56	6,00	36,42	2085,15	19,88	31,80	62,51	9,47	2208,80
	2	1067,45	665,03	284,65	23,31	32,02	6,00	36,42	2114,88	20,17	31,80	63,40	9,47	2239,72
	3	1082,94	674,67	288,78	23,31	32,49	6,00	36,42	2144,60	20,46	31,80	64,29	9,47	2270,62
	4	1098,41	684,31	292,91	23,31	32,95	6,00	36,42	2174,31	20,76	31,80	65,18	9,47	2301,52
	5	1113,90	693,95	297,04	23,31	33,42	6,00	36,42	2204,03	21,05	31,80	66,07	9,47	2332,42

IMO: Amounts mentioned in the column "IMO" are a contribution towards employers' training costs related to the STCW 95 Convention and are not payable to the officer.

Communication: In case it is not possible to communicate per e-mail on board, this amount will be paid in cash to the seafarer.

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.





## Netherlands Maritime Employers' Association

### Nautilus International

This wage scale is only applicable to shipowners who are a member of Nemea.  
The vessel on which the non-EU-ratings are employed has to fly the Dutch flag  
and has to be a member of Royal Association of Netherlands Shipowners (KVNR).

### WAGE SCALE FOR RATINGS for the year 2024

4,00%  
USD

RANK	Basic monthly wage (US\$)	Guar. hrs monthly overtime	O/T Rate	Guar. total	Leave	Xmas Bonus	Leave Subsidiary allowance	Total Monthly	IMO Training	Shipboard Welfare	Total monthly consolidated wage (US\$)
Bosun/Cook-Pumpman	1102	103	7,95	819	257	6	126	2310	40	15	2365
Able Seaman/Motorman/Steward	985	103	7,1	731	230	6	126	2078	35	15	2128
O.S./Wiper	734	103	5,29	545	171	6	126	1582	30	15	1627

Each rating shall have free access to e-mail on board, which is quantifiable at \$ 460,- per year.

The additional allowance of US\$ 35 for the Able Seaman and pro rata for the other ranks shall be allowed towards the onboard training cost of the Company for the Ratings to conform with the IMO requirements in respect of the STCW Convention 1995. This amount shall not be payable to the ratings

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.



## Netherlands Maritime Employers' Association

### Nautilus International

This wage scale is only applicable to shipowners who are a member of Nemea. The vessel on which the non-EU-ratings are employed has to fly the Dutch flag and has to be a member of Royal Association of Netherlands Shipowners (KVNR).



### WAGE SCALE FOR RATINGS for the year 2024

EURO

RANK	Basic monthly wage (Euro)	Guar. hrs monthly overtime	O/T Rate	Leave	Xmas Bonus	Leave Subsistance allowance	Total Monthly allowance	IMO Training	Welfare	Shipboard Total monthly consolidated wage (Euro)
Bosun/Cook-Pumpman	926	103	6,68	688	216	6	106	1942	34	13
Able Seaman/Motorman/Steward	828	103	5,97	614	193	6	106	1747	29	13
O.S./Wiper	617	103	4,45	458	144	6	106	1331	25	13

Each rating shall have free access to e-mail on board, which is quantifiable at € 387,- per year.

The additional allowance of € 29 for the Able Seaman and pro rata for the other ranks shall be allowed towards the onboard training cost of the Company for the Ratings to conform with the IMO requirements in respect of the STCW Convention 1995. This amount shall not be payable to the ratings  
Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.



## Appendix 1 - Netherlands Maritime Employers' Association

**Effective 1 January 2024**



Rank	STIPEND	Comm ***	Total Cost
Cadet	200	15	215

Employment of above seafarers should be over and above the operational minimum safe manning of the vessel.

Candidates should not have any prior overseas shipboard experience.

Candidates shall be entitled to the CBA benefits applying to junior ratings.

The stipend is in US Dollars or in Euros, depending on which of these two currencies is used for the payment of the ratings.



## Netherlands Maritime Employers' Association (Nemea)

This wage scale is applicable to Dutch flag vessels which are NOT  
a member of Royal Association of Netherlands Shipowners (KVNR)

**US DOLLARS**

All amounts in USD

### Appendix 1 Nemea wage scale

Effective 1 January 2024

Rank	Sen	Wage elements								Funding elements				Wagecost Total	
		Basic	FOT	1,8 Leave 8 days	Leave subsis- tence	Communi- cation	Xmas bonus	Non-KVNR differential	IMO	Seamen Total	Sea-Risk 1,0%	SO's liability Art 20	Officers Development Fund	Additional Prev. Medical Checks	
		1	0,623	0,2667	4	3%			50		€ 1,06	0,03	13		
Master	0	3151,05	1963,10	840,28	32,00	94,53	6,00	100,00	50,00	6236,96	59,54	43,66	184,11	13,00	6537,27
	1	3198,16	1992,45	852,84	32,00	95,94	6,00	100,00	50,00	6327,39	60,43	43,66	186,82	13,00	6631,31
	2	3245,26	2021,80	865,40	32,00	97,36	6,00	100,00	50,00	6417,82	61,32	43,66	189,53	13,00	6725,34
	3	3292,36	2051,14	877,96	32,00	98,77	6,00	100,00	50,00	6508,23	62,21	43,66	192,25	13,00	6819,35
	4	3339,45	2080,48	890,52	32,00	100,18	6,00	100,00	50,00	6598,63	63,10	43,66	194,96	13,00	6913,35
	5	3386,53	2109,81	903,07	32,00	101,60	6,00	100,00	50,00	6689,01	63,99	43,66	197,67	13,00	7007,34
Chief Officer	0	2064,06	1285,91	550,42	32,00	61,92	6,00	100,00	50,00	4150,31	39,00	43,66	121,51	13,00	4367,48
	1	2094,92	1305,14	558,65	32,00	62,85	6,00	100,00	50,00	4209,56	39,59	43,66	123,29	13,00	4429,10
	2	2125,80	1324,37	566,88	32,00	63,77	6,00	100,00	50,00	4268,82	40,17	43,66	125,06	13,00	4490,72
	3	2156,67	1343,61	575,11	32,00	64,70	6,00	100,00	50,00	4328,09	40,75	43,66	126,84	13,00	4552,35
	4	2187,53	1362,83	583,34	32,00	65,63	6,00	100,00	50,00	4387,33	41,34	43,66	128,62	13,00	4613,95
	5	2218,41	1382,07	591,58	32,00	66,55	6,00	100,00	50,00	4446,61	41,92	43,66	130,40	13,00	4675,59
Second Officer	0	1528,89	952,50	407,70	32,00	45,87	6,00	100,00	50,00	3122,96	28,89	43,66	90,69	13,00	3299,20
	1	1551,74	966,73	413,80	32,00	46,55	6,00	100,00	50,00	3166,82	29,32	43,66	92,00	13,00	3344,81
	2	1574,58	980,96	419,89	32,00	47,24	6,00	100,00	50,00	3210,67	29,75	43,66	93,32	13,00	3390,41
	3	1597,43	995,20	425,98	32,00	47,92	6,00	100,00	50,00	3254,53	30,19	43,66	94,64	13,00	3436,01
	4	1620,27	1009,43	432,07	32,00	48,61	6,00	100,00	50,00	3298,38	30,62	43,66	95,95	13,00	3481,61
	5	1643,12	1023,66	438,17	32,00	49,29	6,00	100,00	50,00	3342,24	31,05	43,66	97,27	13,00	3527,22
Third Officer	0	1423,10	886,59	379,49	32,00	42,69	6,00	100,00	50,00	2919,87	26,89	43,66	84,60	13,00	3088,02
	1	1444,35	899,83	385,16	32,00	43,33	6,00	100,00	50,00	2960,67	27,29	43,66	85,82	13,00	3130,44
	2	1465,61	913,08	390,83	32,00	43,97	6,00	100,00	50,00	3001,49	27,70	43,66	87,04	13,00	3172,89
	3	1486,87	926,32	396,50	32,00	44,61	6,00	100,00	50,00	3042,30	28,10	43,66	88,27	13,00	3215,33
	4	1508,12	939,56	402,17	32,00	45,24	6,00	100,00	50,00	3083,09	28,50	43,66	89,49	13,00	3257,74
	5	1529,38	952,80	407,83	32,00	45,88	6,00	100,00	50,00	3123,89	28,90	43,66	90,72	13,00	3300,17
Chief Engineer	0	2860,25	1781,94	762,73	32,00	85,81	6,00	100,00	50,00	5678,73	54,05	43,66	167,36	13,00	5956,80
	1	2903,07	1808,61	774,15	32,00	87,09	6,00	100,00	50,00	5760,92	54,86	43,66	169,83	13,00	6042,27
	2	2945,89	1835,29	785,57	32,00	88,38	6,00	100,00	50,00	5843,13	55,67	43,66	172,29	13,00	6127,75
	3	2988,71	1861,97	796,99	32,00	89,66	6,00	100,00	50,00	5925,33	56,48	43,66	174,76	13,00	6213,23
	4	3031,52	1888,64	808,41	32,00	90,95	6,00	100,00	50,00	6007,52	57,29	43,66	177,23	13,00	6298,69
	5	3074,34	1915,31	819,82	32,00	92,23	6,00	100,00	50,00	6089,70	58,09	43,66	179,69	13,00	6384,15
Second Engineer/ Single Engineer	0	2019,38	1258,07	538,50	32,00	60,58	6,00	100,00	50,00	4064,53	38,16	43,66	118,94	13,00	4278,29
	1	2049,60	1276,90	546,56	32,00	61,49	6,00	100,00	50,00	4122,55	38,73	43,66	120,68	13,00	4338,62
	2	2079,80	1295,72	554,61	32,00	62,39	6,00	100,00	50,00	4180,52	39,30	43,66	122,42	13,00	4398,90
	3	2110,00	1314,53	562,67	32,00	63,30	6,00	100,00	50,00	4238,50	39,87	43,66	124,16	13,00	4459,19
	4	2140,21	1333,35	570,72	32,00	64,21	6,00	100,00	50,00	4296,49	40,44	43,66	125,89	13,00	4519,49
	5	2170,41	1352,17	578,78	32,00	65,11	6,00	100,00	50,00	4354,47	41,01	43,66	127,63	13,00	4579,78
Third Engineer	0	1539,19	958,92	410,45	32,00	46,18	6,00	100,00	50,00	3142,74	29,09	43,66	91,28	13,00	3319,77
	1	1562,19	973,24	416,58	32,00	46,87	6,00	100,00	50,00	3186,88	29,52	43,66	92,61	13,00	3365,67
	2	1585,19	987,57	422,72	32,00	47,56	6,00	100,00	50,00	3231,04	29,95	43,66	93,93	13,00	3411,59
	3	1608,19	1001,90	428,85	32,00	48,25	6,00	100,00	50,00	3275,19	30,39	43,66	95,26	13,00	3457,50
	4	1631,20	1016,24	434,99	32,00	48,94	6,00	100,00	50,00	3319,37	30,82	43,66	96,58	13,00	3503,44
	5	1654,20	1030,57	441,12	32,00	49,63	6,00	100,00	50,00	3363,52	31,26	43,66	97,91	13,00	3549,35
Fourth Engineer	0	1423,10	886,59	379,49	32,00	42,69	6,00	100,00	50,00	2919,87	26,89	43,66	84,60	13,00	3088,02
	1	1444,35	899,83	385,16	32,00	43,33	6,00	100,00	50,00	2960,67	27,29	43,66	85,82	13,00	3130,44
	2	1465,61	913,08	390,83	32,00	43,97	6,00	100,00	50,00	3001,49	27,70	43,66	87,04	13,00	3172,89
	3	1486,87	926,32	396,50	32,00	44,61	6,00	100,00	50,00	3042,30	28,10	43,66	88,27	13,00	3215,33
	4	1508,12	939,56	402,17	32,00	45,24	6,00	100,00	50,00	3083,09	28,50	43,66	89,49	13,00	3257,74
	5	1529,38	952,80	407,83	32,00	45,88	6,00	100,00	50,00	3123,89	28,90	43,66	90,72	13,00	3300,17

IMO: Amounts mentioned in the column "IMO" are a contribution towards employers' training costs related to the STCW 95 Convention and are not payable to the officer.

Communication: In case it is not possible to communicate per e-mail on board, this amount will be paid in cash to the seafarer.

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.

non KVNR differential: To be paid if the seafarer is employed on a vessel which is NOT a member of KVNR.



## Netherlands Maritime Employers' Association

This wage scale is applicable to Dutch flag vessels which are NOT a member of Royal Association of Netherlands Shipowners (KVNR)

All amounts in EURO

### Appendix 1 Nemea wage EURO scale

Effective 1 January 2024

Rank	Sen.	Wage elements								Funding elements				Wagecost Total	
		Basic	FOT	1.8 Leave 8 days	Leave subsistence	Communication	Xmas bonus	Non-KVNR differential	IMO	Seamen Total	Sea-Risk 1,0% Art 20	SO's liability	Officers Development Fund	Additional Prev. Medical Checks	
		1	0,623	0,2667	4	3%			50		€ 1,06	0,03	13		
Master	0	2295,01	1429,79	612,00	23,31	68,85	6,00	100,00	36,42	4571,38	43,37	31,80	134,09	9,47	4790,10
	1	2329,32	1451,17	621,15	23,31	69,88	6,00	100,00	36,42	4637,24	44,02	31,80	136,07	9,47	4858,59
	2	2363,63	1472,54	630,30	23,31	70,91	6,00	100,00	36,42	4703,10	44,66	31,80	138,04	9,47	4927,08
	3	2397,93	1493,91	639,45	23,31	71,94	6,00	100,00	36,42	4768,95	45,31	31,80	140,02	9,47	4995,55
	4	2432,23	1515,28	648,59	23,31	72,96	6,00	100,00	36,42	4834,79	45,96	31,80	141,99	9,47	5064,02
Chief Officer	5	2466,52	1536,64	657,73	23,31	74,00	6,00	100,00	36,42	4900,62	46,61	31,80	143,97	9,47	5132,46
	0	1503,32	936,57	400,89	23,31	45,10	6,00	100,00	36,42	3051,60	28,41	31,80	88,50	9,47	3209,78
	1	1525,80	950,58	406,88	23,31	45,78	6,00	100,00	36,42	3094,75	28,83	31,80	89,79	9,47	3254,65
	2	1548,29	964,58	412,88	23,31	46,45	6,00	100,00	36,42	3137,92	29,26	31,80	91,09	9,47	3299,53
	3	1570,77	978,59	418,87	23,31	47,12	6,00	100,00	36,42	3181,08	29,68	31,80	92,38	9,47	3344,42
Second Officer	4	1593,25	992,59	424,87	23,31	47,80	6,00	100,00	36,42	3224,23	30,11	31,80	93,68	9,47	3389,28
	5	1615,74	1006,61	430,87	23,31	48,47	6,00	100,00	36,42	3267,41	30,53	31,80	94,97	9,47	3434,18
	0	1113,54	693,74	296,94	23,31	33,41	6,00	100,00	36,42	2303,35	21,04	31,80	66,05	9,47	2431,71
	1	1130,18	704,10	301,38	23,31	33,90	6,00	100,00	36,42	2335,29	21,36	31,80	67,01	9,47	2464,93
	2	1146,82	714,46	305,82	23,31	34,41	6,00	100,00	36,42	2367,23	21,67	31,80	67,97	9,47	2498,14
Third Officer	3	1163,46	724,84	310,25	23,31	34,90	6,00	100,00	36,42	2399,18	21,99	31,80	68,93	9,47	2531,36
	4	1180,09	735,20	314,69	23,31	35,40	6,00	100,00	36,42	2431,11	22,30	31,80	69,88	9,47	2564,57
	5	1196,74	745,56	319,13	23,31	35,90	6,00	100,00	36,42	2463,06	22,61	31,80	70,84	9,47	2597,78
	0	1036,49	645,73	276,39	23,31	31,09	6,00	100,00	36,42	2155,43	19,59	31,80	61,61	9,47	2277,90
	1	1051,97	655,38	280,52	23,31	31,56	6,00	100,00	36,42	2185,15	19,88	31,80	62,51	9,47	2308,80
Chief Engineer	2	1067,45	665,03	284,65	23,31	32,02	6,00	100,00	36,42	2214,86	20,17	31,80	63,40	9,47	2339,72
	3	1082,94	674,67	288,78	23,31	32,49	6,00	100,00	36,42	2244,60	20,46	31,80	64,29	9,47	2370,62
	4	1098,41	684,31	292,91	23,31	32,95	6,00	100,00	36,42	2274,31	20,76	31,80	65,18	9,47	2401,52
	5	1113,90	693,95	297,04	23,31	33,42	6,00	100,00	36,42	2304,03	21,05	31,80	66,07	9,47	2432,42
	0	2083,21	1297,84	555,52	23,31	62,50	6,00	100,00	36,42	4164,80	39,37	31,80	121,90	9,47	4367,33
Second Engineer/ Single Engineer	1	2114,40	1317,27	563,84	23,31	63,43	6,00	100,00	36,42	4224,66	39,96	31,80	123,69	9,47	4429,57
	2	2145,59	1336,70	572,16	23,31	64,37	6,00	100,00	36,42	4284,54	40,54	31,80	125,49	9,47	4491,84
	3	2176,77	1356,13	580,47	23,31	65,30	6,00	100,00	36,42	4344,40	41,13	31,80	127,28	9,47	4554,09
	4	2207,95	1375,56	586,79	23,31	66,24	6,00	100,00	36,42	4404,27	41,72	31,80	129,08	9,47	4616,34
	5	2239,14	1394,98	597,10	23,31	67,17	6,00	100,00	36,42	4464,12	42,31	31,80	130,87	9,47	4678,58
Third Engineer	0	1470,78	916,29	392,21	23,31	44,12	6,00	100,00	36,42	2989,12	27,79	31,80	86,62	9,47	3144,81
	1	1492,79	930,01	398,08	23,31	44,79	6,00	100,00	36,42	3031,38	28,21	31,80	87,89	9,47	3188,75
	2	1514,79	943,71	403,94	23,31	45,44	6,00	100,00	36,42	3073,60	28,62	31,80	89,16	9,47	3232,66
	3	1536,78	957,41	409,81	23,31	46,10	6,00	100,00	36,42	3115,83	29,04	31,80	90,43	9,47	3276,57
	4	1558,78	971,12	415,67	23,31	46,77	6,00	100,00	36,42	3158,07	29,46	31,80	91,69	9,47	3320,49
Fourth Engineer	5	1580,78	984,83	421,54	23,31	47,42	6,00	100,00	36,42	3200,30	29,87	31,80	92,96	9,47	3364,40
	0	1121,04	698,41	298,94	23,31	33,63	6,00	100,00	36,42	2317,76	21,18	31,80	66,48	9,47	2446,69
	1	1137,79	708,84	303,41	23,31	34,14	6,00	100,00	36,42	2349,80	21,50	31,80	67,45	9,47	2480,12
	2	1154,54	719,28	307,88	23,31	34,64	6,00	100,00	36,42	2382,07	21,82	31,80	68,41	9,47	2513,57
	3	1171,30	729,72	312,35	23,31	35,14	6,00	100,00	36,42	2414,22	22,13	31,80	69,36	9,47	2547,00
Engineer	4	1188,06	740,16	316,82	23,31	35,64	6,00	100,00	36,42	2446,40	22,45	31,80	70,34	9,47	2580,46
	5	1204,81	750,60	321,28	23,31	36,15	6,00	100,00	36,42	2478,56	22,77	31,80	71,31	9,47	2613,90
	0	1036,49	645,73	276,39	23,31	31,09	6,00	100,00	36,42	2155,43	19,59	31,80	61,61	9,47	2277,90
	1	1051,97	655,38	280,52	23,31	31,56	6,00	100,00	36,42	2185,15	19,88	31,80	62,51	9,47	2308,80
	2	1067,45	665,03	284,65	23,31	32,02	6,00	100,00	36,42	2214,88	20,17	31,80	63,40	9,47	2339,72
Engineer	3	1082,94	674,67	288,78	23,31	32,49	6,00	100,00	36,42	2244,60	20,46	31,80	64,29	9,47	2370,62
	4	1098,41	684,31	292,91	23,31	32,95	6,00	100,00	36,42	2274,31	20,76	31,80	65,18	9,47	2401,52
	5	1113,90	693,95	297,04	23,31	33,42	6,00	100,00	36,42	2304,03	21,05	31,80	66,07	9,47	2432,42

IMO: Amounts mentioned in the column "IMO" are a contribution towards employers' training costs related to the STCW 95 Convention and are not payable to the officer.

Communication: In case it is not possible to communicate per e-mail on board, this amount will be paid in cash to the seafarer.

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.

non KVNR differential: To be paid if the seafarer is employed on a vessel which is NOT a member of KVNR.



**Netherlands Maritime Employers' Association**

**Nautilus International**

This wage scale is applicable to Dutch flag vessels which are NOT  
a member of Royal Association of Netherlands Shipowners (KVNR)



**WAGE SCALE FOR RATINGS for the year 2024**

**USD**

RANK	Basic monthly wage (US\$)	Guar. hrs monthly overtime	O/T Rate	Guar. total	Leave	Xmas Bonus	Non KVNR differential	Leave Subsistan allowance	Total Monthly	IMO Training	Shipboard Welfare	Total monthly consolidated wage (US\$)
Bosun/Cook/Pumpman	1102	103	7,95	819	257	6	100	126	2410	40	15	2465
Able Seaman/Motorman/Steward	985	103	7,1	731	230	6	100	126	2178	35	15	2228
O.S./Wiper	734	103	5,29	545	171	6	100	126	1682	30	15	1727

Each rating shall have free access to e-mail on board, which is quantifiable at \$ 460,- per year.

The additional allowance of US\$ 35 for the Able Seaman and pro rata for the other ranks shall be allowed towards the onboard training cost of the Company for the Ratings to conform with the IMO requirements in respect of the STCW Convention 1995. This amount shall not be payable to the ratings

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.

non KVNR differential: To be paid if the seafarer is employed on a vessel which is NOT a member of KVNR.



Netherlands Maritime Employers' Association  
**Nautilus International**  
 This wage scale is applicable to Dutch flag vessels which are NOT  
 a member of Royal Association of Netherlands Shipowners (KVNR)



### WAGE SCALE FOR RATINGS for the year 2024

EURO							
RANK	Basic monthly wage (Euro)	Guar. hrs monthly overtime	O/T Rate	Leave	Xmas Bonus	Non-KVNR differentia allowance	Total monthly Subsistence allowance
							IMO Training
Bosun/Cook-Pumpman	926	103	6,68	688	216	6	100
Able Seaman/Motorman/Steward	828	103	5,97	614	193	6	100
O.S./Wiper	617	103	4,45	458	144	6	100
							1431
							1469

Each rating shall have free access to e-mail on board, which is quantifiable at € 387,- per year.

The additional allowance of € 29 for the Able Seaman and pro rata for the other ranks shall be allowed towards the onboard training cost of the Company for the Ratings to conform with the IMO requirements in respect of the STCW Convention 1995. This amount shall not be payable to the ratings

Xmas bonus:  
 non KVNR differential: To be paid if the seafarer is employed on a vessel which is NOT a member of KVNR.



## Netherlands Maritime Employers' Association (Nemea)

This wage scale is only applicable to shipowners who are a member of Nemea.

The vessel on which the non-EU-officers are employed has to fly the Dutch flag  
and has to be a member of Royal Association of Netherlands Shipowners (KVNR).

Increase 2,00%

US DOLLARS

All amounts in USD

### Appendix 1

### Nemea wage scale

Effective 1 January 2025

Rank	Sen.	Wage elements								Funding elements				Wagecost Total
		Basic	FOT	1,8 Leave 8 days	Leave subsis- tence	Communi- cation	Xmas Bonus	IMO	Seamen Total	Sea-Risk 1,0%	SO's liability Art 20	Officers Development	Additional Prev. Medical Checks	
		1	0,623	0,2667	4	3%		50		€ 1,06	0,03	13		
Master	0	3214,07	2002,37	857,09	32,00	96,42	6,00	50,00	6257,95	60,74	43,66	187,74	13,00	6563,09
	1	3262,12	2032,30	869,90	32,00	97,86	6,00	50,00	6350,18	61,64	43,66	190,51	13,00	6658,99
	2	3310,17	2062,24	882,71	32,00	99,31	6,00	50,00	6442,43	62,55	43,66	193,27	13,00	6754,92
	3	3358,21	2092,16	895,52	32,00	100,75	6,00	50,00	6534,64	63,46	43,66	196,04	13,00	6850,80
	4	3406,24	2122,09	908,33	32,00	102,19	6,00	50,00	6626,85	64,37	43,66	198,81	13,00	6946,68
Chief Officer	5	3454,26	2152,00	921,14	32,00	103,63	6,00	50,00	6719,03	65,27	43,66	201,57	13,00	7042,54
	0	2105,34	1311,63	561,42	32,00	63,16	6,00	50,00	4129,55	39,78	43,66	123,89	13,00	4349,88
	1	2136,82	1331,24	569,82	32,00	64,10	6,00	50,00	4189,98	40,38	43,66	125,70	13,00	4412,72
	2	2168,32	1350,86	578,22	32,00	65,05	6,00	50,00	4250,45	40,97	43,66	127,51	13,00	4475,60
	3	2199,80	1370,48	586,61	32,00	65,99	6,00	50,00	4310,88	41,57	43,66	129,33	13,00	4538,44
Second Officer	4	2231,28	1390,09	595,01	32,00	66,94	6,00	50,00	4371,32	42,16	43,66	131,14	13,00	4601,28
	5	2262,78	1409,71	603,41	32,00	67,88	6,00	50,00	4431,78	42,76	43,66	132,95	13,00	4664,15
	0	1559,47	971,55	415,86	32,00	46,78	6,00	50,00	3081,66	29,47	43,66	92,45	13,00	3260,24
	1	1582,77	986,07	422,07	32,00	47,48	6,00	50,00	3126,39	29,91	43,66	93,79	13,00	3306,75
	2	1606,07	1000,58	428,29	32,00	48,18	6,00	50,00	3171,12	30,35	43,66	95,13	13,00	3353,26
Third Officer	3	1629,38	1015,10	434,50	32,00	48,88	6,00	50,00	3215,86	30,79	43,66	96,48	13,00	3399,79
	4	1652,68	1029,62	440,71	32,00	49,58	6,00	50,00	3260,59	31,23	43,66	97,82	13,00	3446,30
	5	1675,98	1044,14	446,93	32,00	50,28	6,00	50,00	3305,33	31,67	43,66	99,16	13,00	3492,82
	0	1451,56	904,32	387,08	32,00	43,55	6,00	50,00	2874,51	27,43	43,66	86,24	13,00	3044,84
	1	1473,24	917,83	392,86	32,00	44,20	6,00	50,00	2916,13	27,84	43,66	87,48	13,00	3088,11
Chief Engineer	2	1494,92	931,34	398,65	32,00	44,85	6,00	50,00	2957,76	28,25	43,66	88,73	13,00	3131,40
	3	1516,61	944,85	404,43	32,00	45,50	6,00	50,00	2999,39	28,66	43,66	89,98	13,00	3174,69
	4	1538,28	958,35	410,21	32,00	46,15	6,00	50,00	3040,99	29,07	43,66	91,23	13,00	3217,95
	5	1559,97	971,86	415,99	32,00	46,80	6,00	50,00	3082,62	29,48	43,66	92,48	13,00	3261,24
	0	2917,46	1817,58	777,99	32,00	87,52	6,00	50,00	5688,55	55,13	43,66	170,66	13,00	5971,00
Second Engineer/ Single Engineer	1	2961,13	1844,78	789,63	32,00	88,83	6,00	50,00	5772,37	55,96	43,66	173,17	13,00	6058,16
	2	3004,81	1872,00	801,28	32,00	90,14	6,00	50,00	5856,23	56,78	43,66	175,69	13,00	6145,36
	3	3048,48	1899,20	812,93	32,00	91,45	6,00	50,00	5940,06	57,61	43,66	178,20	13,00	6232,53
	4	3092,15	1926,41	824,57	32,00	92,76	6,00	50,00	6023,89	58,43	43,66	180,72	13,00	6319,70
	5	3135,83	1953,62	836,22	32,00	94,07	6,00	50,00	6107,74	59,26	43,66	183,23	13,00	6406,89
Third Engineer	0	2059,77	1283,24	549,27	32,00	61,79	6,00	50,00	4042,07	38,92	43,66	121,26	13,00	4258,92
	1	2090,59	1302,44	557,49	32,00	62,72	6,00	50,00	4101,24	39,51	43,66	123,04	13,00	4320,44
	2	2121,40	1321,63	565,71	32,00	63,64	6,00	50,00	4160,38	40,09	43,66	124,81	13,00	4381,94
	3	2152,20	1340,82	573,92	32,00	64,57	6,00	50,00	4219,51	40,67	43,66	126,59	13,00	4443,43
	4	2183,01	1360,02	582,14	32,00	65,49	6,00	50,00	4278,66	41,25	43,66	128,36	13,00	4504,93
Fourth Engineer	5	2213,82	1379,21	590,35	32,00	66,41	6,00	50,00	4337,79	41,83	43,66	130,13	13,00	4566,42
	0	1569,97	978,09	418,66	32,00	47,10	6,00	50,00	3101,82	29,67	43,66	93,05	13,00	3281,20
	1	1593,43	992,71	424,91	32,00	47,80	6,00	50,00	3146,85	30,11	43,66	94,41	13,00	3328,03
	2	1616,89	1007,32	431,17	32,00	48,51	6,00	50,00	3191,89	30,55	43,66	95,76	13,00	3374,86
	3	1640,35	1021,94	437,43	32,00	49,21	6,00	50,00	3236,93	31,00	43,66	97,11	13,00	3421,70
	4	1663,82	1036,56	443,69	32,00	49,91	6,00	50,00	3281,98	31,44	43,66	98,46	13,00	3468,54
	5	1687,28	1051,18	449,94	32,00	50,62	6,00	50,00	3327,02	31,88	43,66	99,81	13,00	3515,38
	0	1451,56	904,32	387,08	32,00	43,55	6,00	50,00	2874,51	27,43	43,66	86,24	13,00	3044,84
	1	1473,24	917,83	392,86	32,00	44,20	6,00	50,00	2916,13	27,84	43,66	87,48	13,00	3088,11
	2	1494,92	931,34	398,65	32,00	44,85	6,00	50,00	2957,76	28,25	43,66	88,73	13,00	3131,40

IMO: Amounts mentioned in the column "IMO" are a contribution towards employers' training costs related to the STCW 95 Convention and are not payable to the officer.

Communication: In case it is not possible to communicate per e-mail on board, this amount will be paid in cash to the seafarer.

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.

## Netherlands Maritime Employers' Association



This wage scale is only applicable to shipowners who are a member of Nemea.  
The vessel on which the non-EU-officers are employed has to fly the Dutch flag  
and has to be a member of Royal Association of Netherlands Shipowners (KVNR).

Increase 2,00%

All amounts in EURO

### Appendix 1 Nemea wage EURO scale

Effective 1 January 2025

Rank	Sen.	Wage elements							Funding elements				Wagecost	
		Basic	FOT	1,8 Leave 8 days	Leave subsistence	Communication	Xmas bonus	IMO	Seamen Total	Sea-Risk 1,0%	SO's liability Art 20	Officers Development Fund		
		1	0,623	0,2667		4	3%		50			€ 1,06	0,03	13
Master	0	2340,91	1458,39	624,25	23,31	70,23	6,00	36,42	4559,50	44,24	31,80	136,74	9,47	4781,74
	1	2375,91	1480,19	633,58	23,31	71,27	6,00	36,42	4626,67	44,90	31,80	138,75	9,47	4851,59
	2	2410,90	1502,00	642,91	23,31	72,33	6,00	36,42	4693,86	45,56	31,80	140,77	9,47	4921,45
	3	2445,89	1523,79	652,24	23,31	73,38	6,00	36,42	4761,02	46,22	31,80	142,78	9,47	4991,29
	4	2480,87	1545,59	661,57	23,31	74,43	6,00	36,42	4828,18	46,88	31,80	144,80	9,47	5061,12
	5	2515,85	1567,37	670,90	23,31	75,48	6,00	36,42	4895,32	47,54	31,80	146,81	9,47	5130,94
Chief Officer	0	1533,39	955,30	408,90	23,31	46,00	6,00	36,42	3009,31	28,98	31,80	90,23	9,47	3169,79
	1	1556,31	969,58	415,02	23,31	46,69	6,00	36,42	3053,33	29,41	31,80	91,55	9,47	3215,56
	2	1579,26	983,87	421,14	23,31	47,38	6,00	36,42	3097,37	29,84	31,80	92,87	9,47	3261,35
	3	1602,18	998,16	427,25	23,31	48,06	6,00	36,42	3141,38	30,28	31,80	94,19	9,47	3307,12
	4	1625,11	1012,45	433,36	23,31	48,75	6,00	36,42	3185,40	30,71	31,80	95,51	9,47	3352,89
	5	1648,06	1026,74	439,46	23,31	49,44	6,00	36,42	3229,44	31,14	31,80	96,83	9,47	3398,68
Second Officer	0	1135,81	707,61	302,88	23,31	34,07	6,00	36,42	2246,10	21,46	31,80	67,33	9,47	2376,17
	1	1152,78	718,19	307,41	23,31	34,56	6,00	36,42	2278,66	21,78	31,80	68,31	9,47	2410,04
	2	1169,75	728,75	311,94	23,31	35,09	6,00	36,42	2311,26	22,10	31,80	69,29	9,47	2443,92
	3	1186,73	739,33	316,46	23,31	35,60	6,00	36,42	2343,84	22,43	31,80	70,27	9,47	2477,80
	4	1203,70	749,91	320,98	23,31	36,11	6,00	36,42	2376,42	22,75	31,80	71,24	9,47	2511,68
	5	1220,67	760,48	325,51	23,31	36,62	6,00	36,42	2409,01	23,07	31,80	72,22	9,47	2545,56
Third Officer	0	1057,22	658,65	281,92	23,31	31,72	6,00	36,42	2095,23	19,98	31,80	62,81	9,47	2219,28
	1	1073,01	668,49	286,13	23,31	32,19	6,00	36,42	2125,54	20,28	31,80	63,72	9,47	2250,80
	2	1088,80	678,32	290,35	23,31	32,67	6,00	36,42	2155,86	20,57	31,80	64,63	9,47	2282,33
	3	1104,60	688,16	294,56	23,31	33,14	6,00	36,42	2186,18	20,87	31,80	65,54	9,47	2313,86
	4	1120,38	698,00	298,77	23,31	33,61	6,00	36,42	2216,48	21,17	31,80	66,45	9,47	2345,37
	5	1136,18	707,84	302,98	23,31	34,09	6,00	36,42	2246,80	21,47	31,80	67,36	9,47	2376,89
Chief Engineer	0	2124,88	1323,80	566,64	23,31	63,74	6,00	36,42	4144,78	40,15	31,80	124,29	9,47	4350,50
	1	2156,69	1343,61	575,11	23,31	64,70	6,00	36,42	4205,83	40,75	31,80	126,13	9,47	4413,98
	2	2188,50	1363,44	583,60	23,31	65,65	6,00	36,42	4266,91	41,36	31,80	127,96	9,47	4477,49
	3	2220,31	1383,25	592,08	23,31	66,61	6,00	36,42	4327,97	41,96	31,80	129,79	9,47	4540,98
	4	2252,11	1403,07	600,56	23,31	67,56	6,00	36,42	4389,02	42,56	31,80	131,62	9,47	4604,47
	5	2283,93	1422,88	609,05	23,31	68,51	6,00	36,42	4450,09	43,16	31,80	133,45	9,47	4667,97
Second Engineer/ Single Engineer	0	1500,20	934,62	400,05	23,31	45,00	6,00	36,42	2945,60	28,35	31,80	88,32	9,47	3103,54
	1	1522,64	948,61	408,04	23,31	45,68	6,00	36,42	2988,69	28,77	31,80	89,61	9,47	3148,35
	2	1545,08	962,59	412,02	23,31	46,35	6,00	36,42	3031,77	29,20	31,80	90,90	9,47	3193,14
	3	1567,52	976,56	418,00	23,31	47,03	6,00	36,42	3074,83	29,62	31,80	92,20	9,47	3237,92
	4	1589,96	990,55	423,99	23,31	47,70	6,00	36,42	3117,92	30,04	31,80	93,49	9,47	3282,72
	5	1612,40	1004,52	429,97	23,31	48,37	6,00	36,42	3160,98	30,47	31,80	94,78	9,47	3327,50
Third Engineer	0	1143,46	712,37	304,92	23,31	34,30	6,00	36,42	2260,79	21,61	31,80	67,77	9,47	2391,44
	1	1160,55	723,02	309,48	23,31	34,81	6,00	36,42	2293,58	21,93	31,80	68,76	9,47	2425,54
	2	1177,63	733,86	314,03	23,31	35,33	6,00	36,42	2326,39	22,25	31,80	69,74	9,47	2459,65
	3	1194,72	744,31	318,59	23,31	35,84	6,00	36,42	2359,19	22,56	31,80	70,73	9,47	2493,76
	4	1211,81	754,98	323,15	23,31	36,35	6,00	36,42	2392,00	22,90	31,80	71,71	9,47	2527,88
	5	1228,90	765,61	327,71	23,31	36,87	6,00	36,42	2424,81	23,22	31,80	72,70	9,47	2561,99
Fourth Engineer	0	1057,22	658,65	281,92	23,31	31,72	6,00	36,42	2095,23	19,98	31,80	62,81	9,47	2219,28
	1	1073,01	668,49	286,13	23,31	32,19	6,00	36,42	2125,54	20,28	31,80	63,72	9,47	2250,80
	2	1088,80	678,32	290,35	23,31	32,67	6,00	36,42	2155,86	20,57	31,80	64,63	9,47	2282,33
	3	1104,60	688,16	294,56	23,31	33,14	6,00	36,42	2186,18	20,87	31,80	65,54	9,47	2313,86
	4	1120,38	698,00	298,77	23,31	33,61	6,00	36,42	2216,48	21,17	31,80	66,45	9,47	2345,37
	5	1136,18	707,84	302,98	23,31	34,09	6,00	36,42	2246,80	21,47	31,80	67,36	9,47	2376,89

IMO: Amounts mentioned in the column "IMO" are a contribution towards employers' training costs related to the STCW 95 Convention and are not payable to the officer.

Communication: In case it is not possible to communicate per e-mail on board, this amount will be paid in cash to the seafarer.

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.



## Netherlands Maritime Employers' Association

### Nautilus International

This wage scale is only applicable to shipowners who are a member of Nemea.  
The vessel on which the non-EU-ratings are employed has to fly the Dutch flag  
and has to be a member of Royal Association of Netherlands Shipowners (KVNR).



### WAGE SCALE FOR RATINGS for the year 2025

2,00%  
USD

RANK	Basic monthly wage (US\$)	Guar. hrs monthly overtime	O/T Rate	Guar. total	Leave	Xmas Bonus	Leave Subsidiary allowance	Total Monthly	IMO Training	Shipboard Welfare	Total monthly consolidated wage (US\$)
Bosun/Cook-Pumpman	1124	103	8,11	835	262	6	126	2353	40	15	2408
Able Seaman/ Motorman/ Steward	1005	103	7,25	747	235	6	126	2119	35	15	2169
O.S.Wiper	749	103	5,40	556	175	6	126	1612	30	15	1657

Each rating shall have free access to e-mail on board, which is quantifiable at \$ 460,- per year.

The additional allowance of US\$ 35 for the Able Seaman and pro rata for the other ranks shall be allowed towards the onboard training cost of the Company for the Ratings to conform with the IMO requirements in respect of the STCW Convention 1995. This amount shall not be payable to the ratings

Xmas bonus:

Monthly reservation for Christmas bonus. To be paid out when signing off.



## Netherlands Maritime Employers' Association

### Nautillus International

This wage scale is only applicable to shipowners who are a member of Nemea.

The vessel on which the non-EU-ratings are employed has to fly the Dutch flag and has to be a member of Royal Association of Netherlands Shipowners (KVNR).



### WAGE SCALE FOR RATINGS for the year 2025

Euro

RANK	Basic monthly wage (Euro)	Guar. hrs monthly overtime	O/T Rate	Guar. total	Leave	Xmas Bonus	Leave Subsistan[ allowance]	Total Monthly allowance	IMO Training	Shipboard Welfare	Total monthly consolidated wage (Euro)
Bosun/Cook-Pumpman	945	103	6,82	702	220	6	106	1979	34	13	2026
Able Seaman/ Seamant/ Motorman/ Steward	845	103	6,09	628	197	6	106	1782	29	13	1824
O.S./Wiper	629	103	4,54	467	147	6	106	1355	25	13	1393

Each rating shall have free access to e-mail on board, which is quantifiable at € 387,- per year.

The additional allowance of € 29 for the Able Seaman and pro rata for the other ranks shall be allowed towards the onboard training cost of the Company for the Ratings to conform with the IMO requirements in respect of the STCW Convention 1995. This amount shall not be payable to the ratings

Xmas bonus:

Monthly reservation for Christmas bonus. To be paid out when signing off.



**Appendix 1 - Netherlands Maritime Employers' Association**

**Effective 1 January 2025**



Rank	STIPEND	Comm ***	Total Cost
Cadet	200	15	215

**Employment of above seafarers should be over and above the operational minimum safe manning of the vessel.**

**Candidates should not have any prior overseas shipboard experience.**

**Candidates shall be entitled to the CBA benefits applying to junior ratings.**

**The stipend is in US Dollars or in Euros, depending on which of these two currencies is used for the payment of the ratings.**

Two handwritten signatures in blue ink are located at the bottom right of the page. One signature is more prominent and appears to be a name, while the other is a shorter, stylized mark.



## Netherlands Maritime Employers' Association (Nemea)

This wage scale is applicable to Dutch flag vessels which are NOT  
a member of Royal Association of Netherlands Shipowners (KVNR)

US DOLLARS

All amounts in USD

### Appendix 1 Nemea wage scale

Effective 1 January 2025

Rank	Sen.	Wage elements							Funding elements				Wagecost Total	
		Basic	FOT	1,8 Leave 8 days	Leave subsistence	Communication	Xmas bonus	Non-KVNR differential	IMO	Seamen Total	Sea-Risk 1,0%	SO's liability Art 20	Officers Development Fund	
		1	0,623	0,2667	4	3%			50		€ 1,06	0,03		13
Master	0	3214,07	2002,37	857,09	32,00	96,42	6,00	100,00	50,00	6357,95	60,74	43,66	187,74	13,00 6663,09
	1	3262,12	2032,30	869,90	32,00	97,86	6,00	100,00	50,00	6450,18	61,64	43,66	190,51	13,00 6758,99
	2	3310,17	2062,24	882,71	32,00	99,31	6,00	100,00	50,00	6542,43	62,55	43,66	193,27	13,00 6854,92
	3	3358,21	2092,16	895,52	32,00	100,75	6,00	100,00	50,00	6634,64	63,46	43,66	196,04	13,00 6950,80
	4	3406,24	2122,09	908,33	32,00	102,19	6,00	100,00	50,00	6726,85	64,37	43,66	198,81	13,00 7046,68
	5	3454,26	2152,00	921,14	32,00	103,63	6,00	100,00	50,00	6819,03	65,27	43,66	201,57	13,00 7142,54
Chief Officer	0	2105,34	1311,63	561,42	32,00	63,16	6,00	100,00	50,00	4229,55	39,78	43,66	123,89	13,00 4449,88
	1	2136,82	1331,24	569,82	32,00	64,10	6,00	100,00	50,00	4289,98	40,38	43,66	125,70	13,00 4512,72
	2	2168,32	1350,86	578,22	32,00	65,05	6,00	100,00	50,00	4350,45	40,97	43,66	127,51	13,00 4575,60
	3	2199,80	1370,48	586,61	32,00	65,99	6,00	100,00	50,00	4410,88	41,57	43,66	129,33	13,00 4638,44
	4	2231,28	1390,09	595,01	32,00	66,94	6,00	100,00	50,00	4471,32	42,16	43,66	131,14	13,00 4701,28
	5	2262,78	1409,71	603,41	32,00	67,88	6,00	100,00	50,00	4531,78	42,76	43,66	132,95	13,00 4764,15
Second Officer	0	1559,47	971,55	415,86	32,00	46,78	6,00	100,00	50,00	3181,66	29,47	43,66	92,45	13,00 3360,24
	1	1582,77	986,07	422,07	32,00	47,48	6,00	100,00	50,00	3226,39	29,91	43,66	93,79	13,00 3406,75
	2	1606,07	1000,58	428,29	32,00	48,18	6,00	100,00	50,00	3271,12	30,35	43,66	95,13	13,00 3453,26
	3	1629,38	1015,10	434,50	32,00	48,88	6,00	100,00	50,00	3315,86	30,79	43,66	96,48	13,00 3499,79
	4	1652,68	1029,62	440,71	32,00	49,58	6,00	100,00	50,00	3360,59	31,23	43,66	97,82	13,00 3546,30
	5	1675,98	1044,14	446,93	32,00	50,28	6,00	100,00	50,00	3405,33	31,67	43,66	99,16	13,00 3592,82
Third Officer	0	1451,56	904,32	387,08	32,00	43,55	6,00	100,00	50,00	2974,51	27,43	43,66	86,24	13,00 3144,84
	1	1473,24	917,83	392,86	32,00	44,20	6,00	100,00	50,00	3016,13	27,84	43,66	87,48	13,00 3188,11
	2	1494,92	931,34	398,65	32,00	44,85	6,00	100,00	50,00	3057,76	28,25	43,66	88,73	13,00 3231,40
	3	1516,61	944,85	404,43	32,00	45,50	6,00	100,00	50,00	3099,39	28,66	43,66	89,98	13,00 3274,69
	4	1538,28	958,35	410,21	32,00	46,15	6,00	100,00	50,00	3140,99	29,07	43,66	91,23	13,00 3317,95
	5	1559,97	971,86	415,99	32,00	46,80	6,00	100,00	50,00	3182,62	29,48	43,66	92,48	13,00 3361,24
Chief Engineer	0	2917,46	1817,58	777,99	32,00	87,52	6,00	100,00	50,00	5788,55	55,13	43,66	170,66	13,00 6071,00
	1	2961,13	1844,78	789,63	32,00	88,83	6,00	100,00	50,00	5872,37	55,96	43,66	173,17	13,00 6158,16
	2	3004,81	1872,00	801,28	32,00	90,14	6,00	100,00	50,00	5956,23	56,78	43,66	175,69	13,00 6245,36
	3	3048,48	1899,20	812,93	32,00	91,45	6,00	100,00	50,00	6040,06	57,61	43,66	178,20	13,00 6332,53
	4	3092,15	1926,41	824,57	32,00	92,76	6,00	100,00	50,00	6123,89	58,43	43,66	180,72	13,00 6419,70
	5	3135,83	1953,62	836,22	32,00	94,07	6,00	100,00	50,00	6207,74	59,26	43,66	183,23	13,00 6506,89
Second Engineer/ Single Engineer	0	2059,77	1283,24	549,27	32,00	61,79	6,00	100,00	50,00	4142,07	38,92	43,66	121,26	13,00 4358,92
	1	2090,59	1302,44	557,49	32,00	62,72	6,00	100,00	50,00	4201,24	39,51	43,66	123,04	13,00 4420,44
	2	2121,40	1321,63	565,71	32,00	63,64	6,00	100,00	50,00	4260,38	40,09	43,66	124,81	13,00 4481,94
	3	2152,20	1340,82	573,92	32,00	64,57	6,00	100,00	50,00	4319,51	40,67	43,66	126,59	13,00 4543,43
	4	2183,01	1360,02	582,14	32,00	65,49	6,00	100,00	50,00	4378,66	41,25	43,66	128,36	13,00 4604,93
	5	2213,82	1379,21	590,35	32,00	66,41	6,00	100,00	50,00	4437,79	41,83	43,66	130,13	13,00 4666,42
Third Engineer	0	1569,97	978,09	418,66	32,00	47,10	6,00	100,00	50,00	3201,82	29,67	43,66	93,05	13,00 3381,20
	1	1593,43	992,71	424,91	32,00	47,80	6,00	100,00	50,00	3246,85	30,11	43,66	94,41	13,00 3428,03
	2	1616,89	1007,32	431,17	32,00	48,51	6,00	100,00	50,00	3291,89	30,55	43,66	95,76	13,00 3474,86
	3	1640,35	1021,94	437,43	32,00	49,21	6,00	100,00	50,00	3336,93	31,00	43,66	97,11	13,00 3521,70
	4	1663,82	1036,56	443,69	32,00	49,91	6,00	100,00	50,00	3381,98	31,44	43,66	98,46	13,00 3568,54
	5	1687,28	1051,18	449,94	32,00	50,62	6,00	100,00	50,00	3427,02	31,88	43,66	99,81	13,00 3615,38
Fourth Engineer	0	1451,56	904,32	387,08	32,00	43,55	6,00	100,00	50,00	2974,51	27,43	43,66	86,24	13,00 3144,84
	1	1473,24	917,83	392,86	32,00	44,20	6,00	100,00	50,00	3016,13	27,84	43,66	87,48	13,00 3188,11
	2	1494,92	931,34	398,65	32,00	44,85	6,00	100,00	50,00	3057,76	28,25	43,66	88,73	13,00 3231,40
	3	1516,61	944,85	404,43	32,00	45,50	6,00	100,00	50,00	3099,39	28,66	43,66	89,98	13,00 3274,69
	4	1538,28	958,35	410,21	32,00	46,15	6,00	100,00	50,00	3140,99	29,07	43,66	91,23	13,00 3317,95
	5	1559,97	971,86	415,99	32,00	46,80	6,00	100,00	50,00	3182,62	29,48	43,66	92,48	13,00 3361,24

IMO: Amounts mentioned in the column "IMO" are a contribution towards employers' training costs related to the STCW 95 Convention and are not payable to the officer.

Communication: In case it is not possible to communicate per e-mail on board, this amount will be paid in cash to the seafarer.

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.

non KVNR differential: To be paid if the seafarer is employed on a vessel which is NOT a member of KVNR.



## Netherlands Maritime Employers' Association

This wage scale is applicable to Dutch flag vessels which are NOT a member of Royal Association of Netherlands Shipowners (KVNR)

All amounts in EURO

### Appendix 1 Nemea wage EURO scale

Effective 1 January 2025

Rank	Sen	Wage elements									Funding elements				Wagecost Total
		Basic	FOT	1,8 Leave days	Leave subsistence	Communication	Xmas bonus	Non-KVNR differential	IMO	Seamen Total	Sea-Risk 1,0%	SO's liability Art 20	Officers Development Fund	Additional Prev. Medical Checks	
		1	0,623	0,2667	4	3%			50		€ 1,06	0,03	13		
Master	0	2340,91	1458,39	624,25	23,31	70,23	6,00	100,00	36,42	4659,50	44,24	31,80	136,74	9,47	4881,74
	1	2375,91	1480,19	633,58	23,31	71,27	6,00	100,00	36,42	4726,67	44,90	31,80	138,75	9,47	4951,59
	2	2410,90	1502,00	642,91	23,31	72,33	6,00	100,00	36,42	4793,86	45,56	31,80	140,77	9,47	5021,45
	3	2445,89	1523,79	652,24	23,31	73,38	6,00	100,00	36,42	4861,02	46,22	31,80	142,78	9,47	5091,29
	4	2480,87	1545,59	661,57	23,31	74,43	6,00	100,00	36,42	4928,18	46,88	31,80	144,80	9,47	5161,12
Chief Officer	5	2515,85	1567,37	670,90	23,31	75,48	6,00	100,00	36,42	4995,32	47,54	31,80	146,81	9,47	5230,94
	0	1533,39	955,30	408,90	23,31	46,00	6,00	100,00	36,42	3109,31	28,98	31,80	90,23	9,47	3269,79
	1	1556,31	969,58	415,02	23,31	46,69	6,00	100,00	36,42	3153,33	29,41	31,80	91,55	9,47	3315,56
	2	1579,26	983,87	421,14	23,31	47,38	6,00	100,00	36,42	3197,37	29,84	31,80	92,87	9,47	3361,35
	3	1602,18	998,16	427,25	23,31	48,06	6,00	100,00	36,42	3241,38	30,28	31,80	94,19	9,47	3407,12
Second Officer	4	1625,11	1012,45	433,36	23,31	48,75	6,00	100,00	36,42	3285,40	30,71	31,80	95,51	9,47	3452,89
	5	1648,06	1028,74	439,48	23,31	49,44	6,00	100,00	36,42	3329,44	31,14	31,80	96,83	9,47	3498,68
	0	1135,81	707,61	302,88	23,31	34,07	6,00	100,00	36,42	2346,10	21,46	31,80	67,33	9,47	2476,17
	1	1152,78	718,19	307,41	23,31	34,58	6,00	100,00	36,42	2378,68	21,78	31,80	68,31	9,47	2510,04
	2	1169,75	728,75	311,94	23,31	35,09	6,00	100,00	36,42	2411,26	22,10	31,80	69,29	9,47	2543,92
Third Officer	3	1186,73	739,33	316,46	23,31	35,60	6,00	100,00	36,42	2443,84	22,43	31,80	70,27	9,47	2577,80
	4	1203,70	749,91	320,98	23,31	36,11	6,00	100,00	36,42	2476,42	22,75	31,80	71,24	9,47	2611,68
	5	1220,67	760,48	325,51	23,31	36,62	6,00	100,00	36,42	2509,01	23,07	31,80	72,22	9,47	2645,56
	0	1057,22	658,65	281,92	23,31	31,72	6,00	100,00	36,42	2195,23	19,98	31,80	62,81	9,47	2319,28
	1	1073,01	668,49	286,13	23,31	32,19	6,00	100,00	36,42	2225,54	20,28	31,80	63,72	9,47	2350,80
Chief Engineer	2	1088,80	678,32	290,35	23,31	32,67	6,00	100,00	36,42	2255,86	20,57	31,80	64,63	9,47	2382,33
	3	1104,60	688,16	294,56	23,31	33,14	6,00	100,00	36,42	2286,18	20,87	31,80	65,54	9,47	2413,86
	4	1120,38	698,00	298,77	23,31	33,61	6,00	100,00	36,42	2316,48	21,17	31,80	66,45	9,47	2445,37
	5	1136,18	707,84	302,98	23,31	34,09	6,00	100,00	36,42	2346,80	21,47	31,80	67,36	9,47	2476,89
	0	2124,88	1323,80	566,64	23,31	63,74	6,00	100,00	36,42	4244,78	40,15	31,80	124,29	9,47	4450,50
Second Engineer/ Single Engineer	1	2156,69	1343,61	575,11	23,31	64,70	6,00	100,00	36,42	4305,83	40,75	31,80	126,13	9,47	4513,98
	2	2188,50	1363,44	583,60	23,31	65,65	6,00	100,00	36,42	4366,91	41,36	31,80	127,96	9,47	4577,49
	3	2220,31	1383,25	592,08	23,31	66,61	6,00	100,00	36,42	4427,97	41,96	31,80	129,79	9,47	4640,98
	4	2252,11	1403,07	600,56	23,31	67,56	6,00	100,00	36,42	4489,02	42,56	31,80	131,62	9,47	4704,47
	5	2283,93	1422,88	609,05	23,31	68,51	6,00	100,00	36,42	4550,09	43,16	31,80	133,45	9,47	4767,97
Third Engineer	0	1500,20	934,62	400,05	23,31	45,00	6,00	100,00	36,42	3045,60	28,35	31,80	88,32	9,47	3203,54
	1	1522,64	948,61	406,04	23,31	45,68	6,00	100,00	36,42	3088,69	28,77	31,80	89,61	9,47	3248,35
	2	1545,08	962,59	412,02	23,31	46,35	6,00	100,00	36,42	3131,77	29,20	31,80	90,90	9,47	3293,14
	3	1567,52	976,56	418,00	23,31	47,03	6,00	100,00	36,42	3174,83	29,62	31,80	92,20	9,47	3337,92
	4	1589,56	990,55	423,99	23,31	47,70	6,00	100,00	36,42	3217,92	30,04	31,80	93,49	9,47	3382,72
Fourth Engineer	5	1612,40	1004,52	429,97	23,31	48,37	6,00	100,00	36,42	3260,98	30,47	31,80	94,78	9,47	3427,50
	0	1143,46	712,37	304,92	23,31	34,30	6,00	100,00	36,42	2360,79	21,61	31,80	67,77	9,47	2491,44
	1	1160,55	723,02	309,48	23,31	34,81	6,00	100,00	36,42	2393,58	21,93	31,80	68,76	9,47	2525,54
	2	1177,63	733,66	314,03	23,31	35,33	6,00	100,00	36,42	2426,39	22,25	31,80	69,74	9,47	2559,65
	3	1194,72	744,31	318,59	23,31	35,84	6,00	100,00	36,42	2459,19	22,58	31,80	70,73	9,47	2593,76
Engineer	4	1211,81	754,96	323,15	23,31	36,35	6,00	100,00	36,42	2492,00	22,90	31,80	71,71	9,47	2627,88
	5	1228,90	765,61	327,71	23,31	36,87	6,00	100,00	36,42	2524,81	23,22	31,80	72,70	9,47	2661,99
	0	1057,22	658,65	281,92	23,31	31,72	6,00	100,00	36,42	2195,23	19,98	31,80	62,81	9,47	2319,28
	1	1073,01	668,49	286,13	23,31	32,19	6,00	100,00	36,42	2225,54	20,28	31,80	63,72	9,47	2350,80
	2	1088,80	678,32	290,35	23,31	32,67	6,00	100,00	36,42	2255,86	20,57	31,80	64,63	9,47	2382,33
Engineer	3	1104,60	688,16	294,56	23,31	33,14	6,00	100,00	36,42	2286,18	20,87	31,80	65,54	9,47	2413,86
	4	1120,38	698,00	298,77	23,31	33,61	6,00	100,00	36,42	2316,48	21,17	31,80	66,45	9,47	2445,37
	5	1136,18	707,84	302,98	23,31	34,09	6,00	100,00	36,42	2345,80	21,47	31,80	67,36	9,47	2476,89

IMO: Amounts mentioned in the column "IMO" are a contribution towards employers' training costs related to the STCW 95 Convention and are not payable to the officer.

Communication: In case it is not possible to communicate per e-mail on board, this amount will be paid in cash to the seafarer.

Xmas bonus: Monthly reservation for Christmas bonus. To be paid out when signing off.

non KVNR differential: To be paid if the seafarer is employed on a vessel which is NOT a member of KVNR.



## Netherlands Maritime Employers' Association

### Nautilus International

This wage scale is applicable to Dutch flag vessels which are NOT  
a member of Royal Association of Netherlands Shipowners (KVNR)



### WAGE SCALE FOR RATINGS for the year 2025

USD

RANK	Basic monthly wage (US\$)	Guar. hrs monthly overtime	O/T Rate	Leave	Xmas Bonus	Non KVNR differential	Leave Subsidiary allowance	Total Monthly	IMO Training	Shipboard Welfare	Total monthly consolidated wage (US\$)	
Bosun/Cook-Pumpman	1124	103	8,11	835	262	6	100	126	2453	40	15	2508
Able Seaman/Motorman/Steward	1005	103	7,25	747	235	6	100	126	2219	35	15	2269
O.S./Wiper	749	103	5,40	556	175	6	100	126	1712	30	15	1757

Each rating shall have free access to e-mail on board, which is quantifiable at \$ 460,- per year.

The additional allowance of US\$ 35 for the Able Seaman and pro rata for the other ranks shall be allowed towards the onboard training cost of the Company for the Ratings to conform with the IMO requirements in respect of the STCW Convention 1995. This amount shall not be payable to the ratings Xmas bonus:

Monthly reservation for Christmas bonus. To be paid out when signing off.  
non KVNR differential: To be paid if the seafarer is employed on a vessel which is NOT a member of KVNR.



**Netherlands Maritime Employers' Association**  
**Nautilus International**  
 This wage scale is applicable to Dutch flag vessels which are NOT  
 a member of Royal Association of Netherlands Shipowners (KVNR)



### WAGE SCALE FOR RATINGS for the year 2025

EURO

RANK	Basic monthly wage (Euro)	Guar. hrs monthly overtime	O/T Rate	Guar. total	Leave Bonus	Xmas Bonus	Non-KVNR differential	Leave Subsistan allowance	Total Monthly	IMO Training	Shipboard Welfare	Total monthly consolidated wage (Euro)
Bosun/Cook-Pumpman	945	103	6,82	702	220	6	100	106	2079	34	13	2126
Able Seaman/Motorman/Steward	845	103	6,09	628	197	6	100	106	1882	29	13	1924
O.S./Wiper	629	103	4,54	467	147	6	100	106	1455	25	13	1493

Each rating shall have free access to e-mail on board, which is quantifiable at € 387,- per year.

The additional allowance of € 29 for the Able Seaman and pro rata for the other ranks shall be allowed towards the onboard training cost of the Company for the Ratings to conform with the IMO requirements in respect of the STCW Convention 1995. This amount shall not be payable to the ratings

Xmas bonus:  
non KVNR differential:

Monthly reservation for Christmas bonus. To be paid out when signing off.  
To be paid if the seafarer is employed on a vessel which is NOT a member of KVNR.

## Appendix 2

### **SEAFARERS' EMPLOYMENT CONTRACT FOR NON-EU OFFICERS AND NON-EU RATINGS**

Date \_\_\_\_\_ and agreed to be effective from \_\_\_\_\_

This seafarers' employment contract is entered into between the non-EU officer/rating and the Employer

#### THE NON-EU OFFICER/RATING

Surname :	Given names :
Date of birth:	Place of birth:
Full home address:	
Position :	Port where position is taken up :
Estimated time of taking up position :	Medical certificates issued on :
Nationality :	Seaman's book no. :
Passport no. :	Certificate(s) of competence (description and no's) :

#### THE EMPLOYER

Name :
Address :

#### SHIP'S OPERATOR. To be filled out if the employer is not the same person as the ship's operator.

Name :
Address :

#### The vessel

Name :	IMO no. :
Flag : Dutch	Port of registry :

#### TERMS OF THE CONTRACT

Period of employment :	Wages from and including :	Basic Wage :
FOT / GOT :	Leave pay :	Subsistence allowance on leave:
Xmas bonus :	Agreed Wages are in: <input type="checkbox"/> USD <input type="checkbox"/> EURO (Tick box)	

The collective bargaining agreement for non-EU officers and non-EU ratings serving on board of Dutch flag vessels concluded between the Netherlands' Maritime Employers Association (Nemea) and Nautilus International is applicable.

#### CONFIRMATION OF THE CONTRACT

Signature of employer :	Signature of non-EU-officer/rating :
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## Appendix 3

### COLLECTIVE BARGAINING AGREEMENT REGARDING THE APPLICATION OF THE NETHERLANDS MINIMUM WAGE ACT FOR NON-EU SEAFARERS EMPLOYED ON BOARD OF DUTCH FLAG VESSELS

Collective bargaining agreement regarding the application of the Netherlands Minimum Wage Act for non-EU seafarers employed on board of Dutch flag vessels

This Agreement is made and entered into at Rotterdam, the Netherlands, 16 November 2023, by and between:

on the ship owners' side:

The Dutch shipowners association the **NETHERLANDS MARITIME EMPLOYERS ASSOCIATION (NMEA)**, on behalf of their members, with offices at Boompjes 40, Rotterdam, for the purpose of this Agreement represented by **MR. ERWIN MEIJNDERS** and

jointly referred to as the 'Shipowners Associations'

And

on the unions' side:

**NAUTILUS INTERNATIONAL**, a labour union duly organized and existing in good standing under the laws of the Netherlands, established at Rotterdam, with offices at Pegasusweg 200 in Rotterdam, for the purpose of this Agreement represented by **MR. M.T.J.J. VAN DEN BROEK, Executive Officer**;

jointly referred to as the 'Unions'

#### Considerations

- In specific cases the Collective Bargaining Agreement concluded between the Shipowners' Association and the Union and applicable for international trading may, as far as the payments to the individual seafarers concerned, be superseded by the Dutch Minimum Wage Act (Wet minimumloon en minimumvakantiebijslag), (hereinafter: "Dutch MWA").
- The Dutch Ministry of Social Affairs and Employment and Ministry of Transport and Water Management are contemplating to amend the scope of the Dutch MWA in consultation with the social partners in Dutch shipping.
- Awaiting the outcome of this process, the Shipowners' Association and the Union have agreed on the following temporary addendum to the respective Collective Bargaining Agreement.

#### Article 1 – Scope of application

- a) Parties agree to take as a starting point that the Dutch MWA does not or should not apply to seafarers on board of international trading vessels, which means seagoing vessels involved in the international trade that sail regularly outside the Dutch territorial waters as well as regularly visit a port outside the Netherlands.

Also in case a seagoing vessel sails between two ports of which one port is outside the Netherlands (such as ferries and liner services) the Dutch MWA does not apply.

In addition, the Dutch MWA does not apply to voyages/activities in respect of the energy supply that involve regularly operating outside the Dutch continental shelf/Dutch exclusive economic zone, also if the vessel does not enter a foreign port.

- b) Parties agree to take as a starting point that the Dutch MWA does or should apply to seafarers of seagoing vessels that operate as part of projects/activities within the Dutch internal waters and/or within the Dutch territorial waters (12-nautical miles zone), unless it is a case of innocent passage of seagoing vessels involved in international trade as meant under a.

Innocent passage as meant under b) also includes seafarers working on board:

1. vessels while the seafarers are maintaining the sea readiness of the vessel;
2. vessels involved with (un)loading activities, warm laid-up vessels, vessels that are undergoing repair or maintenance, bunkering, audits or vessels that are preparing for voyages and vessels that are undergoing delivery and/or storage of proficiencies, bonded stores and spare parts, to the extent that these vessels normally fall under international trade as meant under a.



Also, only applicable as from the moment when the government of the Netherlands has formally confirmed to the Dutch Shipowners Associations and to the Dutch Union that it has jurisdiction to regulate in its legislation the following:

- c) Parties agree to take as a starting point that the Dutch MWA does or should also apply to all voyages of seagoing vessels with respect to the energy supply of the Netherlands (such as the construction, exploitation, decommissioning, supply of as well as accommodation in respect of oil-/gas platforms and wind parks) that are carried out within the Dutch continental shelf/Dutch exclusive economic zone, irrespective of the port (in or outside the Netherlands) from which the seagoing vessel operates. The project/activity is decisive and not solely (the activity of) the respective vessel or crew.

#### **Article 2 – Dutch minimum wage level**

Within the applicable CBA, if the Dutch Minimum Wage Act is applicable, the parties agree that the Dutch minimum wage level cannot be compared one-to-one with the international remuneration system of CBA's for seafarers with home address in Philippines, the payment per hour will be equal or above at gross Dutch minimum wage level, expressed in the currency of the applicable CBA.

The Dutch minimum wage per hour can be found here: <https://www.rijksoverheid.nl/onderwerpen/minimumloon/bedragen-minimumloon>.

The comparable daily non-EU wage is the amount mentioned in the CBA wage scales in the column 'Total Cost' per month, divided by the number of hours worked per month .

If applicable, the crewmember will receive at least the difference between both amounts as a subvention on his daily wage.

An example calculation is attached as appendix A and serves as an illustration.

#### **Article 3 – Consultation**

- a) Parties agree to consult each other in case of
  - a situation that is not covered by this Agreement as a result of which it is not clear whether or not the Dutch Minimum Wage Act applies or should apply according to the parties,
  - a situation that is covered by this Agreement, but where the stipulations of this Agreement yield an unreasonable and unforeseen outcome for the stakeholders involved and/or
  - in case of a situation of abuse of this Agreement.
- b) A disagreement between parties is an insoluble disagreement if both or one of the parties states this is the case.

#### **Article 4 - Jurisdiction clause and choice of law**

- a. In case of a disagreement between (any one of) the Shipowners' Associations and Nautilus International regarding this agreement, the Court of Justice in Rotterdam, the Netherlands, is competent.
- b. In case of grievances between a seafarer and the shipowner/manning agent, the Court of Justice as mentioned in the general CBA is competent to settle any claim.

#### **Article 5 - Validity of the Agreement**

- a) This agreement shall be effective from 1 January 2024 up to and including 31 December 2025.
- b) In case of termination of this agreement, as long as this agreement has not yet been replaced by another, the conditions as laid down in this agreement shall remain in force for current individual employment agreements, until the individual employment agreement is terminated.
- c) Parties to the agreement will consult each other about amending this agreement as soon as it is clear if and how the Dutch government will amend the Dutch Minimum Wage Act in relation to seafarers.



Signed in Rotterdam

NETHERLANDS MARITIME EMPLOYERS ASSOCIATION (NMEA)

NAUTILUS INTERNATIONAL

**Annex A to the Collective Bargaining Agreement regarding the application of**

**Netherlands Minimum Wage Act for**

**non-EU seafarers employed on board of Dutch Flag vessels**

According to article 2 of the CBA, the example calculation is as follows:

**A. Calculation of total cost per hour worked**

1. Position
2. The amount as mentioned in the Total Crew Cost Column, per month
3. Normal working hours per week 44 = per month
4. Average number of hours overtime in Dutch merchant shipping for ratings
5. Total number of working hours per month (= 4. + 5.)
6. Total cost per hour worked (= 2./5.)

**Example CBA      Your CBA**

AB	
USD 1.967,00	
190,67	190,67
68,00	68,00
258,67	258,67
USD 7,60	A.

**B. Calculation of Dutch minimum wage per hour**

7. Dutch Minimum wage to be paid per hour based on biannual scale in EURO  
Per 1-1-2020
8. Dutch minimum wage including 8% Dutch holiday allowance
9. Exchange rate                    Usd/Euro
10. Dutch Minimum wage to be paid per hour based on biannual scale in USD

€ 9,54	€ 9,54
€ 10,30	€ 10,30
0,904567	0,904567
USD 11,39	USD 11,39 B.

**C. Calculation of additional payment per hour**

11. Minimum wage per hour (10.) minus total cost per hour (6.)

USD 3,79	C.
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