ITF ILO Minimum Wage Scale

ITF interpretation of the ILO recommended minimum wage for an AB - extrapolated on basis of ITF Standard Agreement differentials

Rates applicable from 1st January 2026

Rank	Basic pay US$	Daily wage US$	Leave pay** US$	Leave pay for public hols***' US$	Total US$	Hourly O/T Rate US$	hrs OT 104* US$	Total US$ inc. US$
Master	2325	77.5	193.72	111.76	2630	*13.97*	1453	4,083
Chief Eng.	2113	70.4	176.07	101.58	2390	*12.70*	1320	3,711
Chief Off.	1501	50.0	125.06	72.15	1698	*9.02*	938	2,636
1st Eng.	1501	50.0	125.06	72.15	1698	*9.02*	938	2,636
2nd Eng.	1202	40.1	100.17	57.79	1360	*7.22*	751	2,111
2nd Off.	1202	40.1	100.17	57.79	1360	*7.22*	751	2,111
3rd Eng.	1159	38.6	96.54	55.70	1311	*6.96*	724	2,035
3rd Off.	1159	38.6	96.54	55.70	1311	*6.96*	724	2,035
RO	1202	40.1	100.17	57.79	1360	*7.22*	751	2,111
Elec Eng.	1202	40.1	100.17	57.79	1360	*7.22*	751	2,111
Ch. St/Cook	1202	40.1	100.17	57.79	1360	*7.22*	751	2,111
Bosun	771	25.7	64.23	37.05	872	*4.63*	482	1,354
Pumpman#	771	25.7	64.23	37.05	872	*4.63*	482	1,354
AB	**690**	**23.0**	**57.50**	**33.17**	**781**	***4.15***	**431**	**1,212**
AB	690	23.0	57.50	33.17	781	*4.15*	431	1,212
AB	690	23.0	57.50	33.17	781	*4.15*	431	1,212
ERR	690	23.0	57.50	33.17	781	*4.15*	431	1,212
ERR	690	23.0	57.50	33.17	781	*4.15*	431	1,212
ERR	690	23.0	57.50	33.17	781	*4.15*	431	1,212
ERR(Jnr)	513	17.1	42.78	24.68	581	*3.09*	321	902
OS	513	17.1	42.78	24.68	581	*3.09*	321	902
Stew	588	19.6	48.99	28.26	665	*3.53*	367	1,033
Stew	588	19.6	48.99	28.26	665	*3.53*	367	1,033
Total US$					**26,758**			**41,539**

* Overtime is calculated at 1.25 the normal hourly rate based on a 48 hour working week and a maximum working week of 72 hours (ref: MLC A2.3.5(a) and B2.2.2) hence 104 hrs OT.

** Leave is 2.5 days per month at a rate of 1/30 the monthly basic wage (MLC A2.4)

*** Work performed on public holidays should be compensated at the overtime rate, although it should generally not be counted within the maximum hours of overtime which can be performed under MLC B2.2.2

Manning is for illustrative purposes only i.e. 23 (12 ratings) i.e. ITF Manning Scale No. 5 for vessels over 20,000 GT. The pumpman only applies to tankers.

ITF ILO Minimum Wage Scale

ITF interpretation of the ILO recommended minimum wage for an AB - extrapolated on basis of ITF Standard Agreement differentials

Rates applicable from 1st January 2027

Rank	Basic pay	Daily wage	Leave pay**	Leave pay for public hols***	Total	Hourly O/T Rate	hrs OT 104*	Total US$ inc.
	US$	US$	US$	US$	US$	US$	US$	**US$**
Master	2372	79.1	197.65	114.03	2683	*14.25*	1482	4,166
Chief Eng.	2156	71.9	179.64	103.64	2439	*12.95*	1347	3,786
Chief Off.	1531	51.0	127.60	73.62	1732	*9.20*	957	2,689
1st Eng.	1531	51.0	127.60	73.62	1732	*9.20*	957	2,689
2nd Eng.	1226	40.9	102.20	58.96	1388	*7.37*	766	2,154
2nd Off.	1226	40.9	102.20	58.96	1388	*7.37*	766	2,154
3rd Eng.	1182	39.4	98.50	56.83	1337	*7.10*	739	2,076
3rd Off.	1182	39.4	98.50	56.83	1337	*7.10*	739	2,076
RO	1226	40.9	102.20	58.96	1388	*7.37*	766	2,154
Elec Eng.	1226	40.9	102.20	58.96	1388	*7.37*	766	2,154
Ch. St/Cook	1226	40.9	102.20	58.96	1388	*7.37*	766	2,154
Bosun	786	26.2	65.53	37.81	890	*4.73*	491	1,381
Pumpman#	786	26.2	65.53	37.81	890	*4.73*	491	1,381
AB	**704**	**23.5**	**58.67**	**33.85**	**797**	***4.23***	**440**	**1,237**
AB	704	23.5	58.67	33.85	797	*4.23*	440	1,237
AB	704	23.5	58.67	33.85	797	*4.23*	440	1,237
ERR	704	23.5	58.67	33.85	797	*4.23*	440	1,237
ERR	704	23.5	58.67	33.85	797	*4.23*	440	1,237
ERR	704	23.5	58.67	33.85	797	*4.23*	440	1,237
ERR(Jnr)	524	17.5	43.65	25.18	593	*3.15*	327	920
OS	524	17.5	43.65	25.18	593	*3.15*	327	920
Stew	600	20.0	49.98	28.84	679	*3.60*	375	1,054
Stew	600	20.0	49.98	28.84	679	*3.60*	375	1,054
Total US$					**27,300**			**42,381**

* Overtime is calculated at 1.25 the normal hourly rate based on a 48 hour working week and a maximum working week of 72 hours (ref: MLC A2.3.5(a) and B2.2.2) hence 104 hrs OT.

** Leave is 2.5 days per month at a rate of 1/30 the monthly basic wage (MLC A2.4)

*** Work performed on public holidays should be compensated at the overtime rate, although it should generally not be counted within the maximum hours of overtime which can be performed under MLC B2.2.2

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ITF ILO Minimum Wage Scale

ITF interpretation of the ILO recommended minimum wage for an AB - extrapolated on basis of ITF Standard Agreement differentials

Rates applicable from 1st January 2028

Rank	Basic pay US$	Daily wage US$	Leave pay** US$	Leave pay for public hols***: US$	Total US$	Hourly O/T Rate US$	hrs OT 104* US$	Total US$ inc. **US$**
Master	2409	80.3	200.74	115.81	2725	*14.48*	1506	4,231
Chief Eng.	2189	73.0	182.44	105.26	2477	*13.16*	1368	3,845
Chief Off.	1555	51.8	129.59	74.77	1759	*9.35*	972	2,731
1st Eng.	1555	51.8	129.59	74.77	1759	*9.35*	972	2,731
2nd Eng.	1246	41.5	103.79	59.88	1409	*7.49*	778	2,188
2nd Off.	1246	41.5	103.79	59.88	1409	*7.49*	778	2,188
3rd Eng.	1200	40.0	100.04	57.72	1358	*7.21*	750	2,109
3rd Off.	1200	40.0	100.04	57.72	1358	*7.21*	750	2,109
RO	1246	41.5	103.79	59.88	1409	*7.49*	778	2,188
Elec Eng.	1246	41.5	103.79	59.88	1409	*7.49*	778	2,188
Ch. St/Cook	1246	41.5	103.79	59.88	1409	*7.49*	778	2,188
Bosun	799	26.6	66.55	38.40	904	*4.80*	499	1,403
Pumpman#	799	26.6	66.55	38.40	904	*4.80*	499	1,403
AB	**715**	**23.8**	**59.58**	34.38	**809**	***4.30***	**447**	**1,256**
AB	715	23.8	59.58	34.38	809	*4.30*	447	1,256
AB	715	23.8	59.58	34.38	809	*4.30*	447	1,256
ERR	715	23.8	59.58	34.38	809	*4.30*	447	1,256
ERR	715	23.8	59.58	34.38	809	*4.30*	447	1,256
ERR	715	23.8	59.58	34.38	809	*4.30*	447	1,256
ERR(Jnr)	532	17.7	44.33	25.58	602	*3.20*	332	934
OS	532	17.7	44.33	25.58	602	*3.20*	332	934
Stew	609	20.3	50.77	29.29	689	*3.66*	381	1,070
Stew	609	20.3	50.77	29.29	689	*3.66*	381	1,070
Total US$					**27,727**			**43,044**

* Overtime is calculated at 1.25 the normal hourly rate based on a 48 hour working week and a maximum working week of 72 hours (ref: MLC A2.3.5(a) and B2.2.2) hence 104 hrs OT.

** Leave is 2.5 days per month at a rate of 1/30 the monthly basic wage (MLC A2.4)

*** Work performed on public holidays should be compensated at the overtime rate, although it should generally not be counted within the maximum hours of overtime which can be performed under MLC B2.2.2

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