

ITF OFFSHORE STANDARD COLLECTIVE AGREEMENT
1 January 2008

Application

§1

This agreement sets out the minimum standard terms and conditions applicable to all Employees serving in any offshore vessel/unit in respect of which there is in existence a *Special Agreement* ("the Special Agreement") made between the International Transport Workers' Federation ("the ITF") and the Owners, Managers, Employers and Contract of that Offshore Vessel/Unit ("the Owners"). This Agreement is applicable and of full force and effect whether or not the Owners have entered into individual contracts of employment with any Employee.

The Special Agreement requires the Owners (inter alia) to employ the Employees on the terms and conditions of this Agreement, and to enter into individual contracts of employment with each Employee, which incorporate the terms and conditions of this Agreement ("the ITF Employment Contract"). The Owners have further agreed with the ITF to comply with all the terms and conditions of this Agreement.

§2

An Employee to whom this Agreement is applicable, in accordance with Article 1 above, shall be entitled to the wages and other benefits of this Agreement with effect from the date on which s/he is engaged or the date from which the ITF Special Agreement is effective as applicable, whether s/he has signed articles or not, until the date on which s/he signs off and/or the date until which, in accordance with this Agreement, the company is liable for the payment of wages, whether or not the ITF Employment Contract is executed between her/him and the Owners and whether or not the *ship's articles* are endorsed or amended to include the ITF rates of pay specified in the ITF Offshore Collective Bargaining Agreement.

EXERCISES:

1. Complete the following sentences:

1. The ITF OFFSHORE STANDARD COLLECTIVE AGREEMENT is a contract between _____ and _____. (Art. 1)
2. It sets the minimum terms and conditions
3. The term 'Owners' includes:
4. This Agreement is applicable and of full force and effect no matter whether
5. The Special Agreement requires the Owners to and
6. The words "Employee",, when used in this Agreement, shall bear the same meaning as in the Special Agreement
7. An Employee, in accordance with Article 1 above, is entitled to and
8. These rights are valid from until
9. The contract between the owner and an individual seafarer is referred to as and

2. Fill in the missing words (verbs)

This agreement _____ out the minimum standard terms and conditions applicable to all Employees _____ in any offshore vessel/unit in respect of which there is in existence a Special Agreement ("the Special Agreement") _____ between the International Transport Workers' Federation ("the ITF") and the Owners, Managers, Employers and Contract of that Offshore Vessel/Unit ("the Owners"). This Agreement is applicable and of full force and effect whether or not the Owners have _____ into individual contracts of employment with any Employee.

The Special Agreement _____ the Owners (inter alia) to _____ the Employees on the terms and conditions of this Agreement, and to _____ into individual contracts of employment with each Employee, which incorporate the terms and conditions of this Agreement ("the ITF Employment Contract"). The Owners have further _____ with the ITF to _____ with all the terms and conditions of this Agreement.

3. Supply the missing term:

An Employee to whom this _____ is applicable, in accordance with Article 1 above, shall be entitled to the wages and other _____ of this Agreement with _____ from the date on which s/he is engaged or the date from which the ITF Special Agreement is effective as applicable, whether s/he has signed articles or not, until the date on which s/he signs off and/or the date until which, in accordance with this _____, the company is liable for the _____ of wages, whether or not the ITF Employment Contract is executed between her/him and the _____ and whether or not the _____ are endorsed or amended to include the ITF rates of pay specified in the ITF Offshore Collective Bargaining Agreement.

Wages

§4

The wages of each Employee shall be calculated in accordance with this Agreement and the attached minimum wage (**Appendix A**) and the only deductions from such wages shall be proper statutory deductions as recorded in the Special Agreement and/or deductions authorised by the Employee herself/himself. The Employee shall be entitled to payment in cash in US Dollars (or in local currency, at the Employee's option) of her/his net wages after such deductions at the end of each calendar month, or any net wages not so drawn by her/him at any time when the vessel/unit is in port. Further, on the vessel's/unit's arrival in port, and, thereafter, not more frequently than every seventh day in the same country, the Employee shall be entitled to draw all or part of the net wages due to her/him in respect of the current calendar month. For the purpose of calculating wages, a calendar month shall be regarded as having 30 days.

EXERCISES:

1. Fill in the missing phrases: *as recorded, For the purpose of, authorised by, at the end of, in port, thereafter, in accordance with, in cash, due to her/him,*

The wages of each Employee shall be calculated _____ this Agreement and the attached minimum wage (**Appendix A**) and the only deductions from such wages shall be proper statutory deductions _____ in the Special Agreement and/or deductions _____ the Employee herself/himself. The Employee shall be entitled to payment _____ in US Dollars (or in local currency, at the Employee's option) of her/his net wages after such deductions _____ each calendar month, or any net wages not so drawn by her/him at any time when the vessel/unit is _____. Further, on the vessel's/unit's arrival in port, and, _____, not more frequently than every seventh day in the same country, the Employee shall be entitled to draw all or part of the net wages _____ in respect of the current calendar month. _____ calculating wages, a calendar month shall be regarded as having 30 days.

2. Fill in the missing terms: *entitled, wages, Employee, due, currency, unit, draw, calculating, deductions*

The _____ of each Employee shall be calculated in accordance with this Agreement and the attached minimum wage (**Appendix A**) and the only **deductions** from such wages shall be proper statutory deductions as recorded in the Special Agreement and/or deductions authorised by the **Employee** herself/himself. The Employee shall be **entitled** to payment in cash in US Dollars (or in local **currency**, at the Employee's option) of her/his net wages after such deductions at the end of each calendar month, or any net wages not so drawn by her/him at any time when the vessel/**unit** is in port. Further, on the vessel's/unit's arrival in port, and, thereafter, not more frequently than every seventh day in the same country, the Employee shall be entitled to **draw** all or part of the net wages **due** to her/him in respect of the current calendar month. For the purpose of **calculating** wages, a calendar month shall be regarded as having 30 days.

3. Complete the following sentences:

- The wages of each Employee shall be calculated in accordance with

- The only deductions from such wages shall be proper statutory deductions as recorded
... and/or deductions authorised
- The Employee shall be entitled to payment in cash in US Dollars (or in local currency)
at the end of
- Further, on the vessel's/unit's arrival in port, the Employee shall be entitled

Allotments

§5

Any Employee, if s/he so desires, shall be granted an allotment note payable at monthly intervals, of up to 80% of her/his wages after allowing for any statutory deductions.

Overtime and Watchkeeping

§8

Overtime over and above these normal working hours will be paid at the overtime rate stipulated in (**Appendix A**). On vessels/units with UMS/class where continuous watchkeeping in the engine room is not carried out, the engineers (except the Chief Engineer on vessels/units with 3 or more engineers) shall be paid an extra 1/5 of the hourly rate for each hour UMS-watch when the vessel/unit is under way, i.e. not anchored, moored or grounded. (In these cases the allowance shall be an extra 1.5 of the hourly rate.)

§8a

Any break during the work period of less than one hour shall be counted as working time.

§8d

Compensation for such work performed during the normal working week, as specified in Article §6, shall be by the payment of the premium overtime rate (weekend and holiday hourly overtime rate as specified in the wage scale contained in Appendix A. for each hour or part of an 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 triple the premium overtime rate (weekend and holiday hourly overtime rate as specified in the wage scale contained in (**Appendix A**) for each hour or part of an hour that such work is performed.

EXERCISES

1. Fill in the missing phrases: *allowing, performed, basic pay, granted, wage scale, overtime rate, Compensation, specified, allowance, extra, rate,*

Any Employee, if s/he so desires, shall be _____, an allotment note payable at monthly intervals, of up to 80% of her/his wages after _____ for any statutory deductions.

Overtime over and above these normal working hours will be paid at the overtime _____, stipulated in (*Appendix A*). On vessels/units with UMS/class where continuous watchkeeping in the engine room is not carried out, the engineers (except the Chief Engineer on vessels/units with 3 or more engineers) shall be paid an _____ 1/5 of the hourly rate for each hour UMS-watch when the vessel/unit is under way, i.e. not anchored, moored or grounded. (In these cases the _____ shall be an extra 1.5 of the hourly rate.)

_____ for such work performed during the normal working week, as _____ in Article §6, shall be by the payment of the premium _____ (weekend and holiday hourly overtime rate as specified in the _____ contained in Appendix A. for each hour or part of an hour that such work is performed, in addition to the _____. Any such work _____ outside the normal working week will be compensated at triple the premium overtime rate.

Rest periods

§11

Each Employee shall have at least 10 (ten) hours off duty in each period of 24 (twenty-four) hours and 77 (seventy-seven) hours in any 7 (seven) day period. The 10 (ten) hours of rest may be broken into no more than two periods, one of which shall consist of at least 6 (six) consecutive hours off duty. The interval between consecutive periods of rest shall not exceed 14 (fourteen) hours. This period of 24 hours shall begin at the time an Employee starts work immediately after having had a period of at least 6 consecutive hours off duty.

Musters, fire-fighting and lifeboat drills, along with other drills prescribed by national laws, national regulations and by international instruments shall be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue. The allocation of periods of responsibility on UMS ships where continuous watchkeeping in the engine room is not carried out shall also be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue. An adequate compensatory rest period shall be given if the normal period of rest is disturbed by call-outs.

Manning

§12

The vessel/unit shall be competently and adequately manned so as to ensure its safe operation and the maintenance of a sea-watch system.

EXERCISES

1. Fill in the missing word or phrase: *call-outs, disturbance, in a manner, prescribed by, consecutive hours, shall not exceed, manned, at least, off duty*

Each Employee shall have at least 10 (ten) hours _____ in each period of 24 (twenty-four) hours and 77 (seventy-seven) hours in any 7 (seven) day period. The 10 (ten) hours of rest may be broken into no more than two periods, one of which shall consist of _____ 6 (six) consecutive hours off duty. The interval between consecutive periods of rest _____ 14 (fourteen) hours. This period of 24 hours shall begin at the time an Employee starts work immediately after having had a period of at least 6 _____ off duty.

Musters, fire-fighting and lifeboat drills, along with other drills _____ national laws, national regulations and by international instruments shall be conducted _____ that minimises the _____ of rest periods and does not induce fatigue. The allocation of periods of responsibility on UMS ships where continuous watchkeeping in the engine room is not carried out shall also be conducted in a manner that minimises the disturbance of rest periods and does not induce fatigue. An adequate compensatory rest period shall be given if the normal period of rest is disturbed by _____.

The vessel/unit shall be competently and adequately _____ so as to ensure its safe operation and the maintenance of a sea-watch system.

2. Complete the following:

- Each Employee shall have at least 10 (ten) hours in hours
- He shall work 77 (seventy-seven) hours
- The 10 (ten) hours of rest may be broken into no more than two periods, one of which
- The interval between consecutive periods of rest shall not
- The most frequent drills are:
- UMS ships are ships that
- IN UMS ships the watch shall be kept so that
- If the normal period of rest is disturbed by call-outs, then

Medical Attention

§14

An Employee who is discharged owing to sickness or injury shall be entitled to medical attention (including hospitalisation) at the Owners' expense for as long as such attention is required. The Owner shall be liable to defray the expense of medical care and maintenance until the sick or injured person has been cured or until the sickness or incapacity has been declared to be of a permanent character. The Owner shall conclude appropriate insurance to cover itself fully against the aforesaid contingencies.

Sick Pay

§15

When an Employee is landed at any port because of sickness or injury, her/his wages shall continue until s/he has been repatriated at the Owners' expense or has arrived at her/his home or place of her/his original engagement, whichever place is more convenient for the Employee. Thereafter s/he shall be entitled to sick pay at a rate equivalent to her/his basic wages and subsistence allowance while s/he remains sick or injured up to a maximum of 130 days after repatriation. However, in the case of injury sickpay shall be paid until the injured Employee has been cured or until the incapacity has been declared to be of a permanent character. Proof of her/his continued entitlement to sick pay shall be by submission of satisfactory medical certificates. The Employee shall be paid all accrued wages plus an advance of her/his sick pay for the estimated number of days certified by a doctor for whom s/he is expected to be sick or injured. After being certified fit for work, the Employee should be given the first available job opportunity.

EXERCISES:

1. Supply the missing terms:

Medical Attention

§14

An Employee who is _____ owing to sickness or injury shall be _____ to medical attention (including _____) at the Owners' expense for as long as such _____ is required. The Owner shall be _____ to defray the expense of medical care and maintenance until the sick or _____ person has been cured or until the sickness or incapacity has been declared to be of a _____ character. The Owner shall conclude appropriate insurance to _____ itself fully against the aforesaid contingencies.

2. Supply the missing phrase: *Thereafter, fit for work, advance of her/his sick pay, entitlement to sick pay, in the case of, up to a maximum of, at a rate, because of sickness or injury, , at the Owners' expense, fit for work*

Sick Pay

§15

When an Employee is landed at any port _____, her/his wages shall continue until s/he has been repatriated _____ or has arrived at her/his home or place of her/his original engagement, whichever place is more convenient for the Employee. _____ s/he shall be entitled to sick pay _____ equivalent to her/his basic wages and subsistence allowance while s/he remains sick or injured _____ 130 days after repatriation. However, _____ injury sickpay shall be paid until the injured Employee has been cured or until the incapacity has been declared to be of a permanent character. Proof of her/his continued _____ shall be by submission of satisfactory medical certificates. The Employee shall be paid all accrued wages plus an _____ for the estimated number of days certified by a doctor for whom s/he is expected to be sick or injured. After being certified _____ the Employee should be given the first available job opportunity.

3. New words: make up your own English-Croatian dictionary of the most important words dealing with *medical attention* and *sick pay*: e.g.

- **Medical attention** – zdravstvena skrb
- ...

Loss of Life

Death of an Employee in the course of employment

§18

If an Employee dies from whatever cause, including death from natural causes, whilst in the employment of the Owners, including death occurring whilst travelling to and from the vessel/unit, or as a result of marine or other similar peril, the Owners shall pay the sum of US\$ 100,000 to her/his widower/widow or children or parents and US\$ 20,000 to each dependent child up to a maximum of 4 (four) under the age of 18 subject to a maximum of 4 children. If the Employee shall leave no widower/widow the aforementioned sum of US\$ 100,000 shall be paid to the person or body empowered by law or otherwise to administer the estate of the Employee.

Any payment effected under this clause shall be without prejudice to any claim for compensation made in law

Disability

§19

a) A Employee who suffers permanent disability as a result of an accident whilst in the employment of the Owners, regardless of fault but excluding injuries caused by an Employee's wilful act, including accidents occurring while travelling to or from the Vessel/Unit, and whose ability to work as an Employee is reduced as a result thereof, shall, in addition to her/his sick pay, be entitled to compensation according to the provisions of this Collective Agreement.

c) Permanent Medical Unfitness - An Employee whose disability, in accordance with paragraph a) is assessed at 50% or more under the attached Annex shall, for the purpose of this paragraph be regarded as permanently unfit for further sea service in any capacity and be entitled to 100% compensation, i.e. US\$ 150,000 for officers and US\$ 100,000 for ratings. Furthermore, any Employee assessed at less than 50% disability under the attached Annex but certified as permanently unfit for further sea service in any capacity by the Owners' doctor, shall also be entitled to 100% compensation.

EXERCISES

1. Supply the missing words and terms:

Loss of Life

Death of an Employee in the course of employment

§18

If an Employee dies from whatever _____, including death from natural causes, whilst in the employment of the Owners, including death occurring whilst travelling to and from the vessel/unit, or as a result of marine or other similar _____, the Owners shall pay the sum of US\$ 100,000 to her/his widower/widow or children or parents and US\$ 20,000 to each dependent _____ up to a maximum of 4 (four) under the age of 18 subject to a maximum of 4 children. If the Employee shall leave no widower/widow the aforementioned _____ of US\$ 100,000 shall be paid to the person or body empowered by _____ or otherwise to administer the estate of the Employee.

Any payment effected under this clause shall be without _____ to any claim for compensation made in law

Disability

§19

An Employee who _____ permanent disability as a result of an accident _____ in the employment of the Owners, _____ of fault but excluding injuries caused by an Employee's wilful act, including accidents _____ while travelling to or from the Vessel/Unit, and whose ability to work as an Employee is reduced as a result thereof, _____, in addition to her/his sick pay, be _____ to compensation according to the provisions of this Collective Agreement. (**entitled, whilst, occurring, suffers, shall, regardless**)

2. Supply the missing word in the right place in the two sentences below. Retain the sequence of words in the brackets:

c) Permanent Medical Unfitness - An Employee whose, in accordance with paragraph a) is assessed at 50% or more under the attached Annex shall, for the purpose of this paragraph be regarded as permanently for further sea service in any and be entitled to 100% compensation, i.e. US\$ 150,000 for officers and US\$ 100,000 for **(disability, unfit, capacity, ratings)**. Furthermore, any Employee assessed at less than 50% disability under the attached Annex but certified as permanently unfit for further sea in any capacity by the Owners' doctor, shall also be to 100% compensation **(service, entitled)**.

3. Complete the following claims in writing:

- If an Employee dies from whatever cause, the Owners shall pay to
- The Owner shall also pay the sum of US\$ 20,000 to
- If the Employee shall leave no widower/widow (sum?, to whom?)
- Any payment effected under this clause shall not prejudice (be in contrary to)

Termination of Contract

§25

(a) An Employee may terminate his employment by giving 30 days' notice of termination to the Owners or the Master of the vessel/unit, either in writing or verbally in the presence of a witness. (See also Article 3). The employment will cease only at the end of a tour.

(b) An Employee may refuse to enter into war like operations area as defined by Lloyd's

(c) An Employee shall be entitled to terminate her/his employment immediately if the vessel/unit is certified unseaworthy or substandard in accordance with the provisions of Chapter I, Regulation 19* or other applicable requirements of the Safety at Life at Sea Convention (SOLAS) 1974, the Code for the Construction and Equipment of Mobile Offshore Drilling Units (1989 MODU Code), the International Conventions on Loadlines (ILC) 1966, the Standards of Training Certification and Watchkeeping Convention (STCW) 1978, the International Convention for the Prevention of Pollution from Vessel/Units 1973, as modified by the Protocol of 1978 (MARPOL) or substandard in relation to ILO Convention No. 147 (1976, Minimum Standards in Merchant Ships, as supplemented by the Protocol of 1996. In any event, a vessel/unit shall be regarded as substandard if it is not in possession of the certificates required under either applicable national laws and regulations or international instruments.

(e) An Employee shall be entitled to receive compensation of "two months consolidated pay" on termination of her/his employment for any reason except where:-

(i) the termination is as a result of the expiry of an agreed period of service in her/his ITF Contract; or

(ii) the termination is as a result of notice given by the Employee as aforesaid; or

(iii) the Employee is lawfully and properly dismissed by the Owners as a consequence of the Employee's own misconduct.

(f) For the purposes of this Agreement refusal by any Employee to obey an order to sail the vessel/unit shall not amount to misconduct of the Employee where: -

(i) the vessel/unit is unseaworthy as defined in Article 24 (c) above; or

(ii) for any reason it would be unlawful for the vessel to sail; or

(iii) the Employee has a genuine grievance against the owners in relation to implementation of this agreement or her/his ITF Contract of Employment; or

(iv) the Employee refuses to sail into warlike operations area.

EXERCISES

1. Fill in the missing words:

Termination of Contract

§25

(a) An Employee may _____ his employment by giving 30 days' _____ of termination to the Owners or the Master of the vessel/unit, either in _____ or verbally in the presence of a witness. (See also Article 3). The employment will _____ only at the end of a tour.

(b) An Employee may refuse to enter into war like _____ area as defined by Lloyd's

(c) An Employee shall be entitled to terminate her/his employment immediately if the vessel/unit is certified unseaworthy or _____ in accordance with the _____ of Chapter I, Regulation 19* or other applicable _____ of the Safety at Life at Sea Convention (SOLAS) 1974, the Code for the Construction and Equipment of Mobile Offshore Drilling Units (1989 MODU Code), the International Conventions on Loadlines (ILC) 1966, the Standards of Training Certification and Watchkeeping Convention (STCW) 1978, the International Convention for the Prevention of Pollution from Vessel/Units 1973, as modified by the Protocol of 1978 (MARPOL) or substandard in relation to ILO Convention No. 147 (1976, Minimum Standards in Merchant Ships, as supplemented by the Protocol of 1996. In any event, a vessel/unit shall be _____ as substandard if it is not in possession of the certificates required under either applicable national laws and regulations or international instruments. (**requirements, terminate, writing, cease, operations, provisions, regarded, notice, substandard**)

2. Supply the missing word in the right place in the two sentences below. Retain the sequence of words in the brackets:

(e) An Employee shall be to receive compensation of "two months consolidated" on termination of her/his employment for any reason except where (**entitled, pay**):-

(i) the termination is as a result of the of an agreed period of service in her/his ITF Contract (**expiry**); or

(ii) the termination is as a result of given by the Employee as aforesaid (**notice**); or

(iii) the Employee is lawfully and properly by the Owners as a consequence of the Employee's own (**dismissed, misconduct**).

(f) For the purposes of this Agreement by any Employee to obey an order to the vessel/unit shall not amount to misconduct of the Employee (**refusal, sail**) where: -

(i) the vessel/ is unseaworthy as defined in Article 24 (c) above (**unit**) ; or

(ii) for any reason it would be for the vessel to sail (**unlawful**); or

(iii) the Employee has a genuine grievance against the owners in relation to implementation of this agreement or her/his ITF Contract of Employment (**grievance**); or

(iv) the Employee refuses to sail into operations area (**warlike**).

3. Write down the full names and abbreviations of the conventions and international regulations in Art 25 which are relevant to the termination of employment of a seafarer and discuss the purpose of these legal instruments/documents

ITF Minimum Wage Scale for Crews on MOU's								
RANK	Scale	Basic Monthly	Hourly OT Weekdays	Sats & Suns	Effective 1 January 2008			
					Consolidated Monthly pay Inc. OT & Compensation for annual leave			
		(US\$)	1/135th					
			monthly					
					leave Pay	total Month ly	W/day	Sat/Sun Overtime
1. Master	2.000	2014	1293	2793	483	\$6,583	\$15	\$27
2. Chief Engineer	1.800	1813	1164	2513	435	\$5,925	\$13	\$24
Toolpusher	1.800	1813	1164	2513	435	\$5,925	\$13	\$24
3. Chief Navigating Officer	1.570	1581	1015	2192	379	\$5,168	\$12	\$21
Driller	1.570	1581	1015	2192	379	\$5,168	\$12	\$21
4. 2nd Navigating Officer	1.350	1359	873	1885	326	\$4,443	\$10	\$18
Medic / Safety Co-ord	1.350	1359	873	1885	326	\$4,443	\$10	\$18
DP Operator	1.350	1359	873	1885	326	\$4,443	\$10	\$18
5. 3rd Navigating Officer	1.275	1284	824	1780	308	\$4,197	\$10	\$17
6. 1st Engineer Officer	1.570	1581	1015	2192	379	\$5,168	\$12	\$21
Technical Supervisor	1.570	1581	1015	2192	379	\$5,168	\$12	\$21
7. 2nd Engineer Officer	1.350	1359	873	1885	326	\$4,443	\$10	\$18
Senior Technician	1.350	1359	873	1885	326	\$4,443	\$10	\$18
8. 3rd Engineer Officer	1.275	1284	824	1780	308	\$4,197	\$10	\$17
Technician, Hydraulic	1.275	1284	824	1780	308	\$4,197	\$10	\$17
Technician, Mechanical	1.275	1284	824	1780	308	\$4,197	\$10	\$17
Technician, Electrical	1.275	1284	824	1780	308	\$4,197	\$10	\$17
Subsea Equip Engineer	1.275	1284	824	1780	308	\$4,197	\$10	\$17
Assistant Driller	1.275	1284	824	1780	308	\$4,197	\$10	\$17
9. Radio Electron Officer	1.350	1359	873	1885	326	\$4,443	\$10	\$18
Elec. Engineer Officer	1.350	1359	873	1885	326	\$4,443	\$10	\$18
Chief Steward	1.350	1359	873	1885	326	\$4,443	\$10	\$18
10. Electrician	1.200	1208	776	1676	290	\$3,950	\$9	\$16
11 Derrickman	1.150	1158	743	1606	278	\$3,785	\$9	\$15
12. Bosun	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Crane Operator	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Deck Forman	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Rig Supervisor	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Welder	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Carpenter / Plumber	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Fitter / Mechanic	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Chief Cook	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Roughnecks	1.120	1128	724	1564	271	\$3,686	\$8	\$15
Storekeeper	1.120	1128	724	1564	271	\$3,686	\$8	\$15
13. Bosun's Mate	1.040	1047	672	1452	251	\$3,423	\$8	\$14

Quartermaster	1.040	1047	672	1452	251	\$3,423	\$8	\$14
Assistant Electrician	1.040	1047	672	1452	251	\$3,423	\$8	\$14
14. Able Seamen	1.000	1007	646	1396	242	\$3,291	\$7	\$13
Rigger	1.000	1007	646	1396	242	\$3,291	\$7	\$13
2nd Cook	1.000	1007	646	1396	242	\$3,291	\$7	\$13
Motorman/Oiler	1.000	1007	646	1396	242	\$3,291	\$7	\$13
15. Catering Service Pers*	0.744	749	481	1039	180	\$2,449	\$6	\$10
16. OS	0.744	749	481	1039	180	\$2,449	\$6	\$10
17. Junior Rating ***	0.599	603	387	836	145	\$1,972	\$4	\$8

Notes:

* *Catering Service Personnel working in the galley assisting the Chief Cook shall be paid as 2nd Cook.*

** *The work leave system should be no less than 2on 1off*

*** *Junior Rating is a rating below the age of 18 years of age.*

EXERCISES

1. Pair work. Discuss the ranks of seafarers in the table above and describe their duties and responsibilities
2. What is the purpose and use of the Wage Scale above?
3. What does the abbreviation MoU stand for?: