
SNAPSHOT DRY CARGO SEAFARERS BENCHMARKING SURVEY - 2012

Did you know Masters' wages range up to 56% in the Dry Cargo Sector?

Here is another interesting fact...

In 2011, Precious Associates Ltd ran a Dry Cargo Wage Survey and received wage data for over 16,000 seafarers. In that report covering 18 nationalities and 5 Vessel groups, we found that wages for Ratings and Officers ranged considerably.

Here is a snapshot of the typical wage range from just a selection of findings in the 2011 Report:

Master	NW Europe - 56%	Central Europe - 24%	Far East - 30%
2nd Engineer	NW Europe - 24%	Central Europe - 18%	Far East - 31%

In 2011 we provided data for 12 officer ranks, and 4 Ratings ranks.

Do you want to know how your wages compare within the market place in 2012?

Snapshot Dry Cargo Seafarers Benchmarking Survey 2012... is now underway, and we would like to invite your participation.

Survey Aim

To cover up to 30 nationalities of Officers and Ratings serving on a variety of vessel types within the Dry Sector - Bulk; Container, Reefers, Ro-Ro, etc. The final Report will aim to include, per vessel type, detailed schedules containing the following information:

- Officer / Ratings Numbers covered in the report
- Salary Schedules for all major seafaring regions
- Terms and Conditions comparisons covering Tour of Duty; Contractual Leave; Sick Leave Entitlement; Salary Payment Style; Return Bonus; Annual Bonus

Cost

The cost of the Report will be £275 per company (plus UK VAT if applicable).

Precious Associates

For those Companies who have not dealt with Precious Associates (PAL) previously, we have been involved in 'the people side of shipping' for 20 years and hold the ISO 9001:2008 standard accreditation. PAL have produced a wide variety of salary and benchmarking surveys for the industry.

How to Participate

Please kindly fill in the Response Form below.

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Thank you for showing interest in this survey! The process is as follows:

Stage 1 - Questionnaire

We will send an excel file, with easy to update cells covering two main areas:

- Wages by Nationality and Rank
- Terms and Conditions by Nationality and Rank

After filling in and returning the user friendly spreadsheet questionnaire, this confidential data will be uploaded to Precious Associates secured Library - we confirm that no individual Company data will be divulged to any other Company.

Stage 2 - The Report

Dependent on the level of data received, the final Report will include the following information:

- **Officer / Ratings Numbers by Nationality**
- **Salary Schedules (see example below) for all major seafaring regions, by vessel type**
- **Terms and Conditions Schedules, by nationality regions, to include Tour of Duty; Contractual Leave; Sick Leave Entitlement; Salary Payment Style; Return Bonus; Annual Bonus; Last Wage Increase**
- **Questionnaire Responses on Contemporary Manning Issues.**
- **Summary of current ITF Wage Scales for 2012**

A sample wage schedule layout is shown below:

SEAFARER INCOME RECEIVED PER MONTH SERVED - wages, vacation, guaranteed / fixed overtime, pension, subsistence, etc

Private

XXXX Vessel Type

XXXX Nationality Officers and Ratings Summary

Rank	Lower Quartile (25%) Wage		Median (50%) Wage			Upper Quartile (75%) Wage	
	Minimum	Maximum	Minimum	Maximum	All Data	Minimum	Maximum
Master	7,600	8,907	7,950	9,557	8,425	7,950	9,557
Chief Officer	6,200	7,400	6,650	7,820	7,010	6,650	7,820
2 nd Officer	3,680	4,130	3,680	4,130	3,855	3,800	4,130
3 rd Officer	3,000	3,375	3,152	3,377	3,275	3,152	3,377
Chief Engineer	7,600	8,900	7,775	9,382	8,279	7,775	9,382
2 nd Engineer	6,200	7,400	6,650	7,820	7,010	6,650	7,820
3 rd Engineer	3,680	4,130	3,680	4,130	3,855	3,800	4,130

Confidentiality

The Survey will be conducted in line with Safe Harbour / Competition Law Guidelines - ie a minimum of five data sets, with information blinded so that no company data can be identified. The outcome Report will only be available to companies who have taken part in the Survey.

Please confirm your participation in this year's survey at a cost of £275 (plus UK VAT if applicable), by filling in the below, and returning by email or fax.

COMPANY NAME:

COMPANY ADDRESS:

CONTACT NAME / TEL / EMAIL :

If there are other Companies that you would like us to contact to participate in this Survey, please email us, and we will do our best to include them!