

# CHIEF ENGINEER SALARY REPORT

NOVEMBER 2023

 Q U A Y C R E W

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## DISCLAIMER:

As with any salary survey in any industry, there are always exceptions and this is no different in yachting. There are clearly some outliers across all yacht size brackets which can skew the averages somewhat and readers should keep this in mind when comparing their own package.

# INTRODUCTION

ALICE HAY, ENGINEERING CONSULTANT, QUAY CREW

We surveyed over 100 Chief Engineers to get an up-to-date picture of the current salary, leave and bonus packages on offer across the superyacht industry.

We had a variety of responses from both newly appointed and highly experienced Chief Engineers onboard yachts ranging from 40m to 100m+.

Overall, the average salary of €11,479 is above what we would expect, which may be attributed to the fact that over half of respondents have 5+ years' experience in the role. It also suggests good longevity on the same yacht in many cases. Time for time rotation, which is applicable to nine in 10 Chief Engineers, is the norm.

Two in five have the highest possible qualification (Chief Engineer Unlimited) and there's a significant number (26%) with the newer Small Vessel tickets, which offers diversity from the yacht industry specifically.

The average age of when respondents first became Chief Engineer is probably indicative of the number who qualified in the commercial sector.

Although disappointing, it's not surprising that only 13% receive a contractual annual pay rise. While a further 42% do get annual pay rises, we do know that the absence of and uncertainty around pay rise potential is why many Chief Engineers look to move on, especially if they have good longevity.

As per the most common package offered by our clients, 13th month bonuses are received by 44% of Chief Engineers. The 15% who receive no bonus is the same across private only and private/charter yachts, despite the potential of tips on the latter.

Of course, there are differences between size ranges and usage, which we explore in detail in this report.

Take a look and let us know what you think.

 QUAY CREW



# BEFORE YOU READ ON..

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Firstly, thank you for your interest in Quay Crew salary surveys, crew reports and industry insights.

As you can appreciate, a lot of time and resources go into the production of this data, and all information is the intellectual property of Quay Crew.

We strictly prohibit the sharing of such information provided to you with any third parties outside of your organisation, yacht, management company - by means of downloading the documents and forwarding them on, screen shots or plagiarism of any content, and so forth.

Thank you in advance.

# BE THE FIRST TO RECEIVE VALUABLE DATA AND INSIGHTS

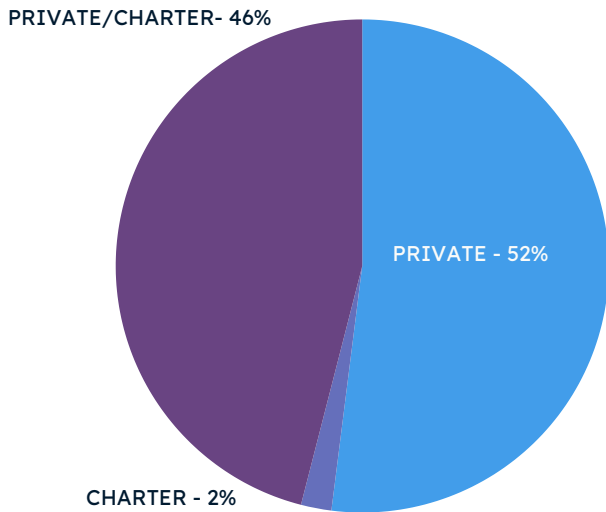
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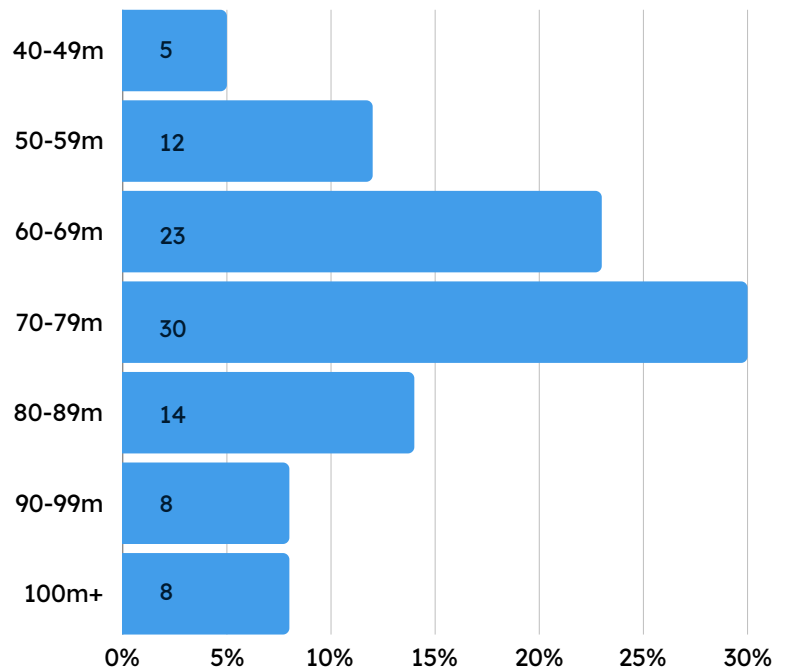


# DEMOGRAPHICS

## YACHT TYPE



## YACHT SIZE

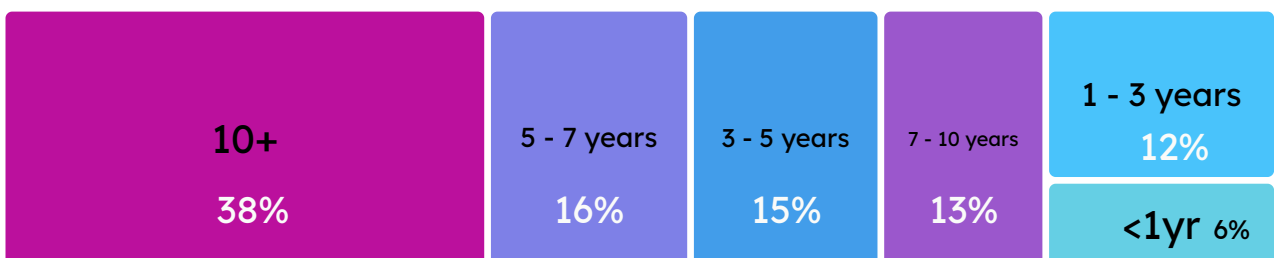


## AV. AGE WHEN FIRST BECAME CHIEF ENGINEER



**30.8 years**

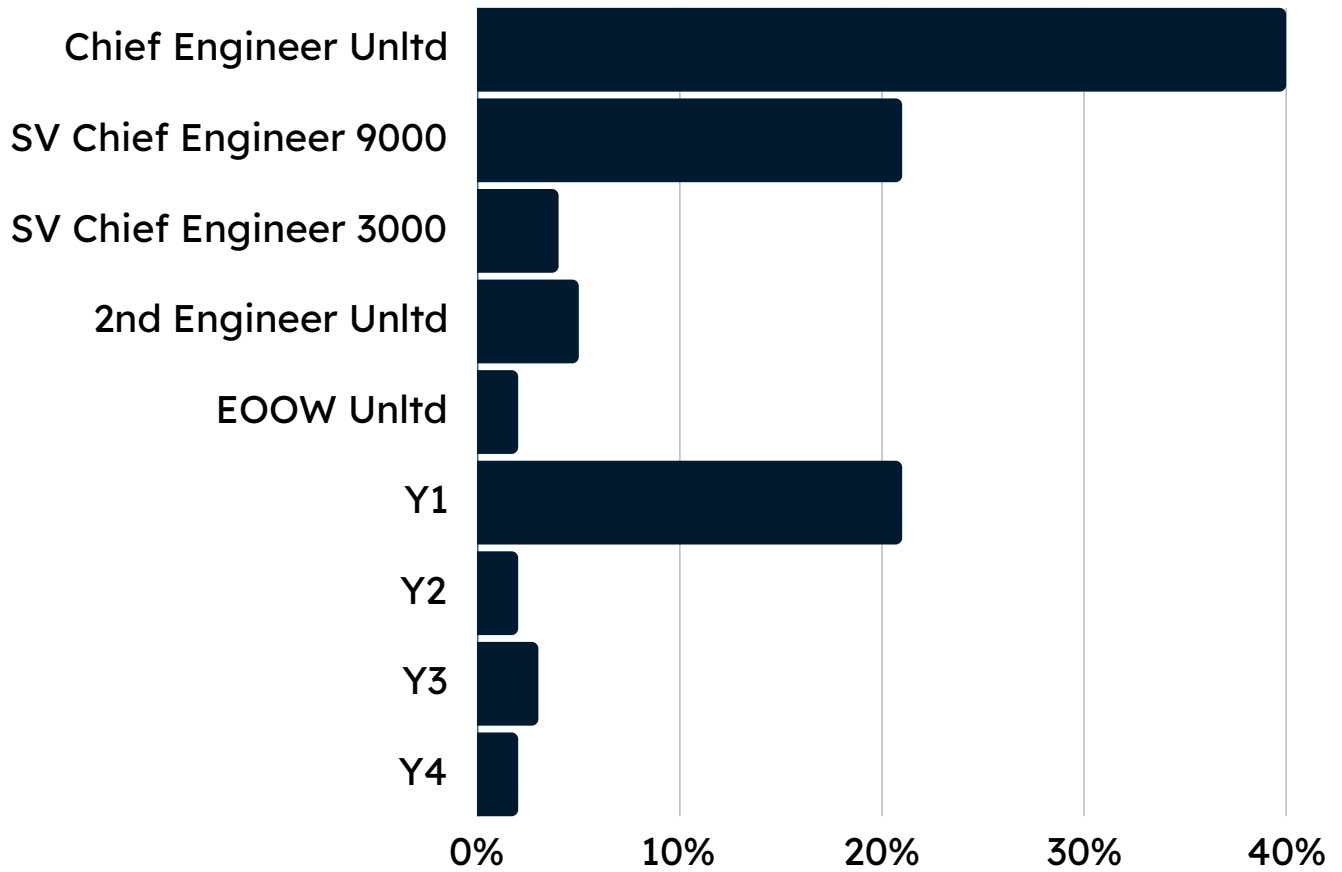
## HOW LONG HAVE YOU BEEN CHIEF ENGINEER?



# TICKETS

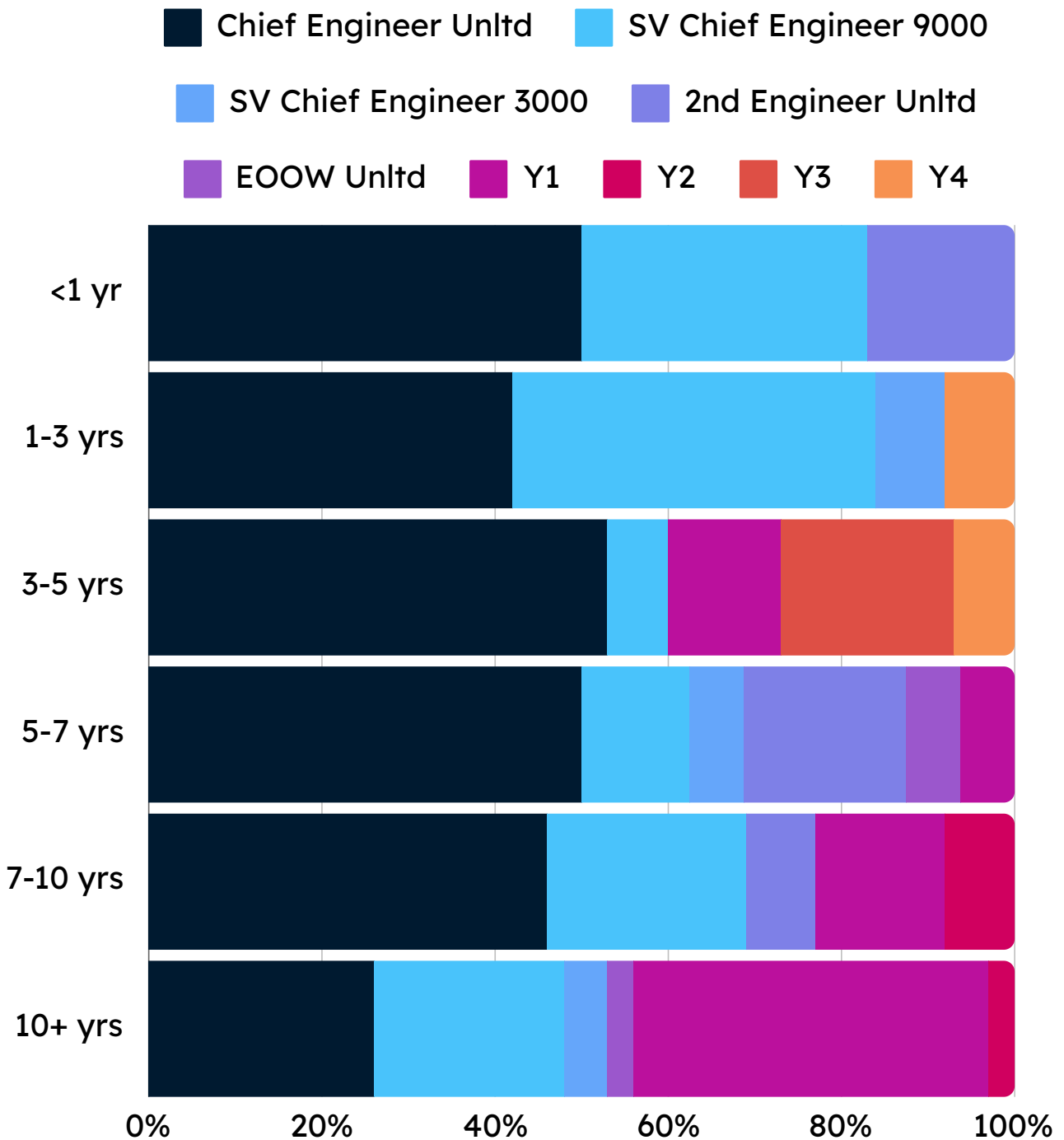


WHAT IS THE HIGHEST TICKET YOU CURRENTLY HOLD?



# TICKET vs EXPERIENCE

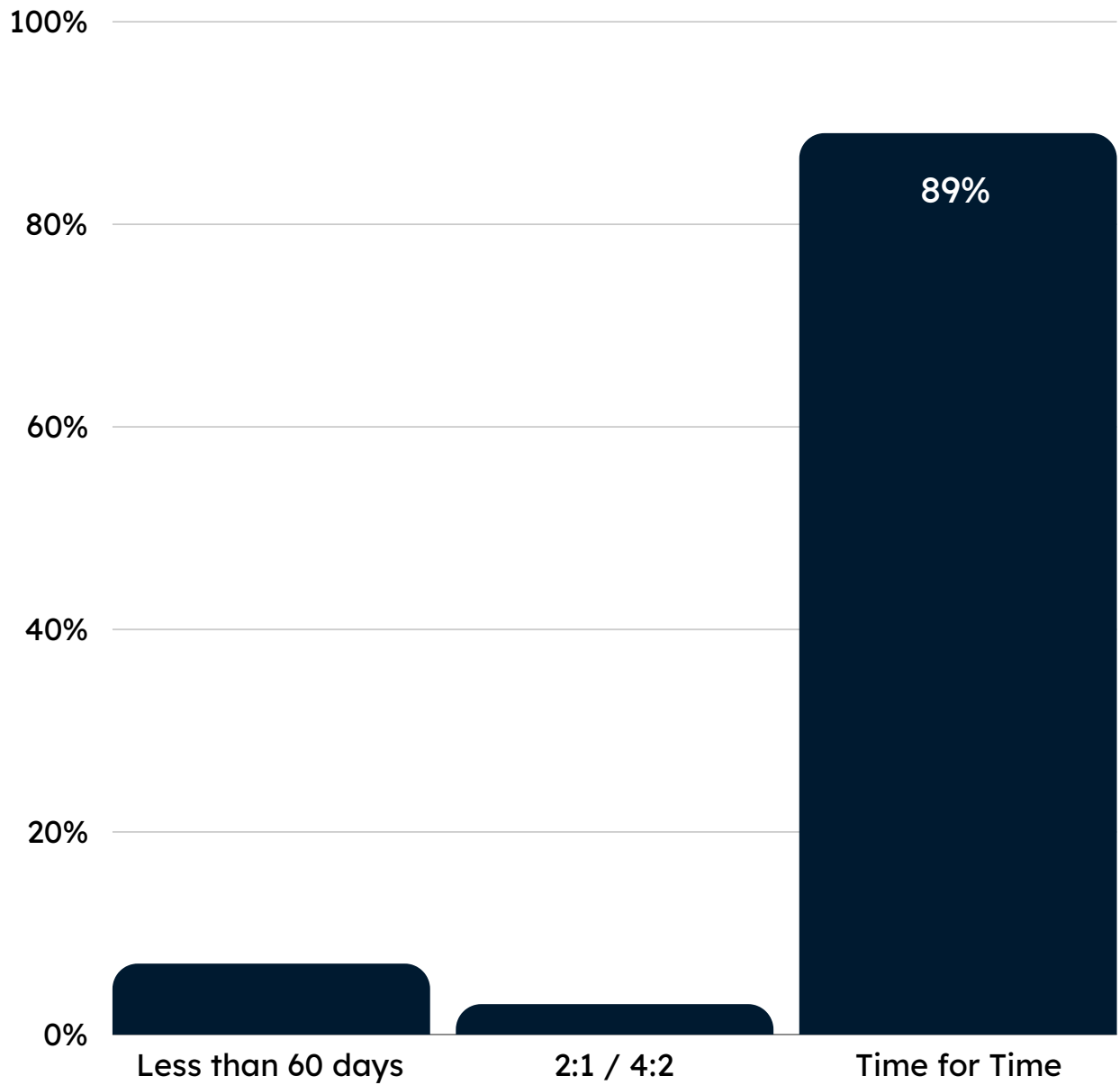
WHAT IS THE HIGHEST TICKET YOU CURRENTLY HOLD?



# LEAVE



## WHAT LEAVE DO YOU CURRENTLY GET?





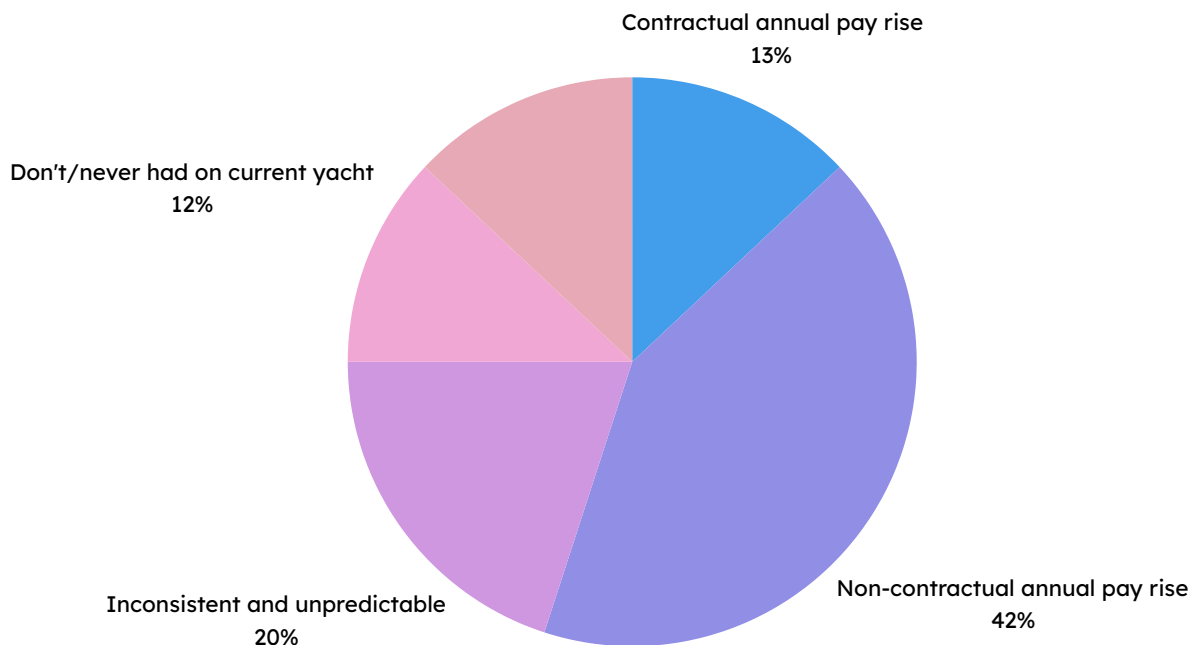
# SALARY AND PAY RISE ACTIVITY

€ 11,479 ave.

€11,830  
PRIVATE

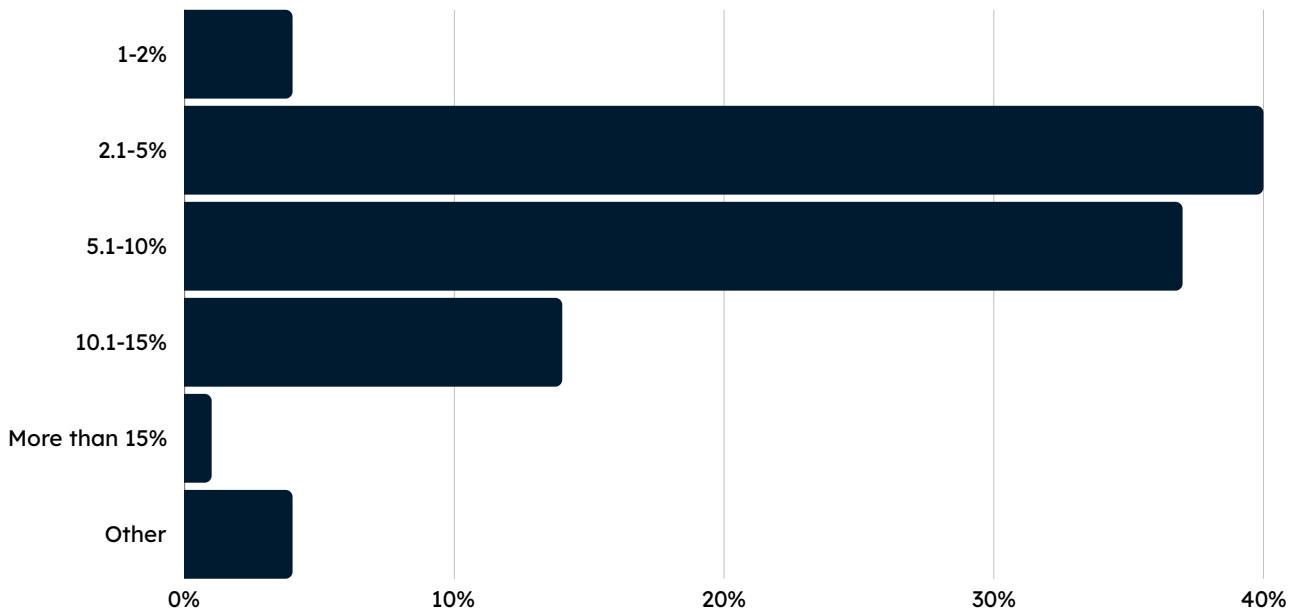
€10,940  
PRIVATE/CHARTER

## WHAT BEST DESCRIBES THE PAY RISE ACTIVITY?

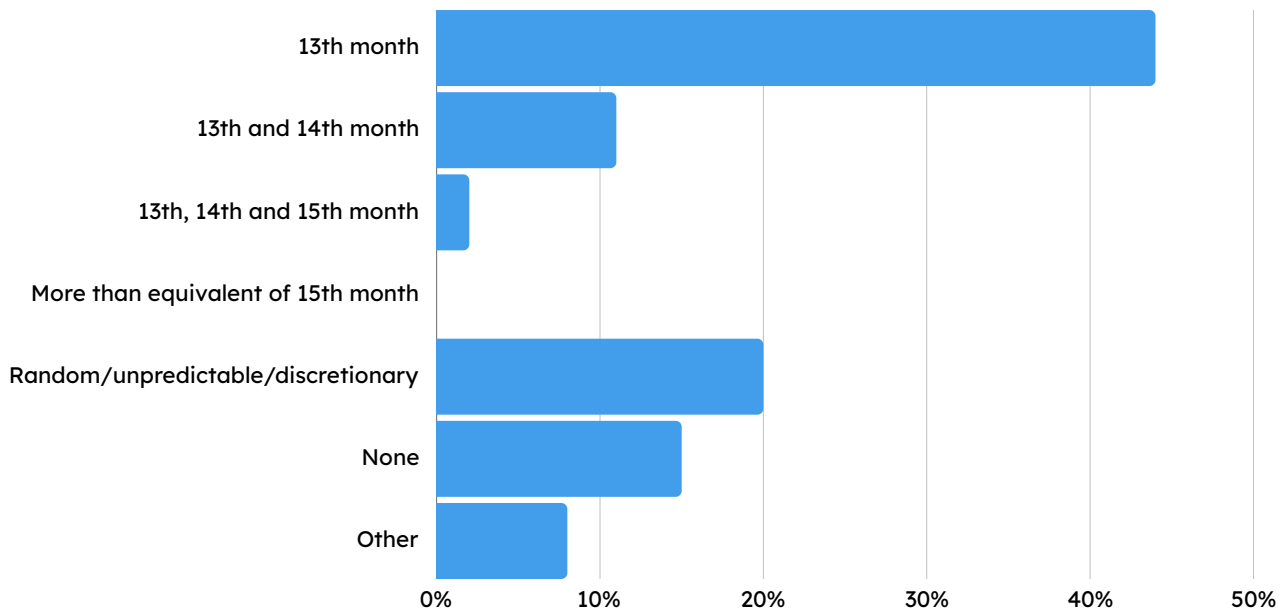


# PAY RISE AND BONUS AMOUNT

## HOW MUCH WAS YOUR PAY RISE AS A % OF SALARY?



## WHAT BEST DESCRIBES THE BONUS ACTIVITY?



# PACKAGE COMPARISON

SIZE	SALARY	AVE. EXPERIENCE	CONTRACTUAL PAY RISE	MOST COMMON HIGHEST TICKET
40-49m	€8,287 + 7%	6.6 yrs	40%	Y4 - 40%
50-59m	€8,873 + 27%	9.3 yrs	8%	CE Unlimited - 33%
60-69m	€11,298 ↓ -2%	9.3 yrs	13%	CE Unlimited /Y1 - 70%
70-79m	€11,107 + 12%	7.75 yrs	17%	SV 9000 - 43%
80-89m	€12,413 + 15%	9.1 yrs	7%	CE Unlimited - 62.5%
90-99m	€14,263 + 2%	11.25 yrs	0%	CE Unlimited - 75%
100m+	€14,563	6.1 yrs	12.5%	CE Unlimited - 100%

# COMMENT



Average monthly salaries generally increase with yacht size, except for a small dip between 60-69m and 70-79m. The biggest jump is from 50-59m to 60m+, which is where full time roles become almost non-existent.

Salaries are also 8% higher on private-only yachts. Whilst we expected there to be a difference, due to tips on charter, it is a fairly significant uplift of €900 per month.

Although three-quarters of Chief Engineers have received some form of pay rise, the remaining 25% have not yet or never had one. Half of these suggest it's because they haven't been onboard long enough.

Contractual pay rises are actually higher onboard private/charter yachts (19.5% compared to 8%) and 5% more Chief Engineers get 5% or above of their previous salary in increases.

Bonus activity is similar across all usage types, but 15% still receive no bonus and this is no more prolific on charter yachts where crew can also earn tips.

The findings suggest that the 40-49m size bracket is most generous with pay rise activity, but it cannot be counted due to the small sample size.

It is the 90-99m size bracket that appears to have the most experienced Chief Engineers onboard (11.25 years), while the average experience of those onboard 100m+ yachts is the lowest at 6.1 years. The same number of Chief Engineers responded in both size brackets.

We are also surprised at the number of those with Chief Engineer Unlimited onboard 50-59m yachts. With 9 years' experience, you'd expect to find these engineers on the larger yachts demanding a higher salary.

# 40-49M OVERVIEW

PRIVATE

PRIVATE/CHARTER

60%

40%

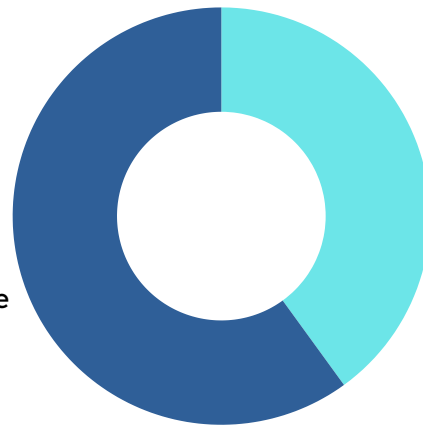


€8,287

40% - NON-CONTRACTUAL PAY RISE



Time for Time  
60%



<60days  
40%

60% RECEIVE 5.1-10% PAY RISE



40% GET 13TH MONTH OR 13TH AND 14TH MONTH BONUS



Y4 MOST COMMON TICKET - 40%  
ALL HAVE BEEN CE AT LEAST 1 YR

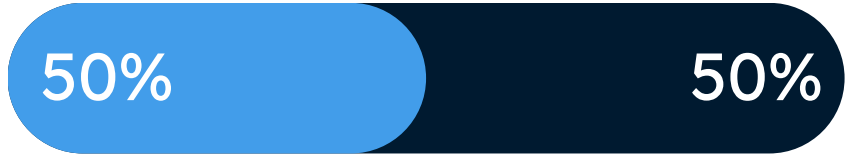


# 50-59M OVERVIEW



PRIVATE

PRIVATE/CHARTER

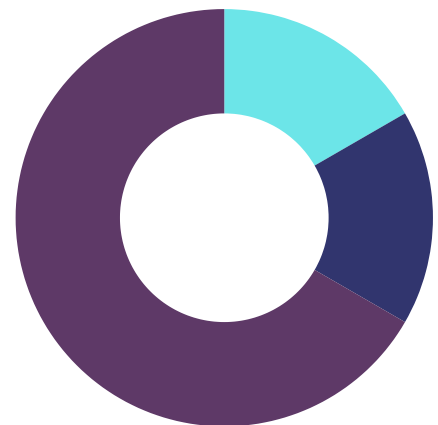


€8,950

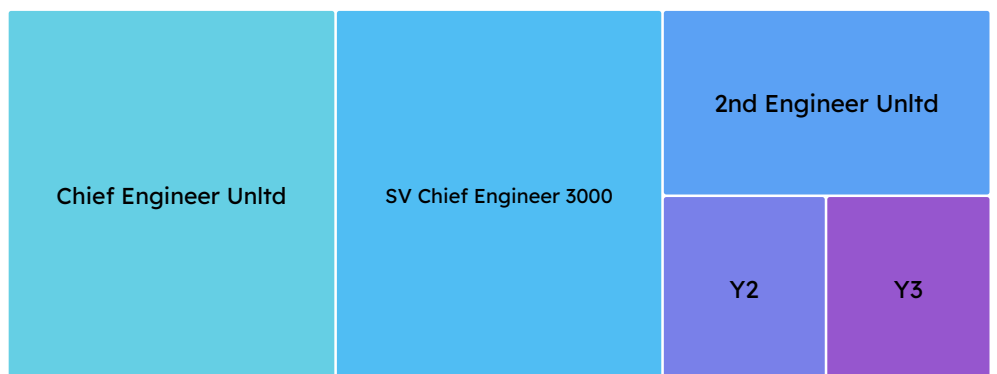
€8,780



■ <60 days    ■ 2:1 / 4:2    ■ Time for Time



Half of CEs do not get or have not yet had a pay rise, whereas a third get annual pay rises that are non-contractual. 58% receive a 13th month bonus. Three quarters of CEs on this size have 5+ years experience.



# 60-69M OVERVIEW



PRIVATE

PRIVATE/CHARTER



€11,600

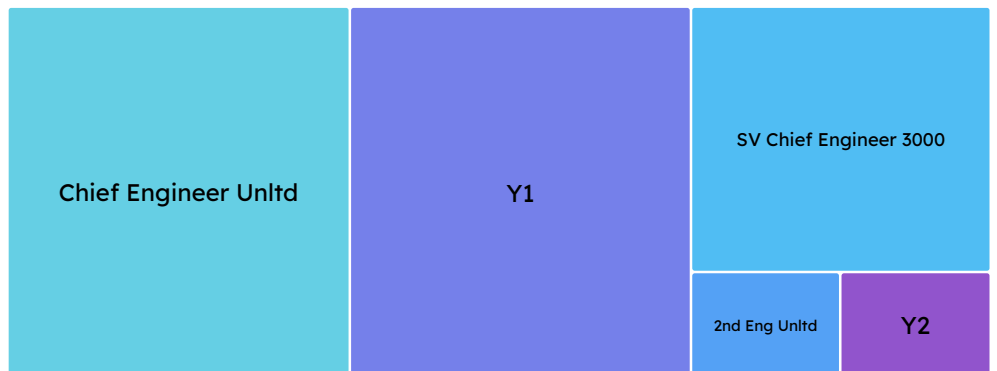
€11,137



Time for Time



87% of CEs get some form of pay rise, but only 4% have an annual pay increase written into their contract. Almost a third get random bonuses while over half get at least a 13th month bonus. 55% have 7+ years experience with 9% having less than a year.

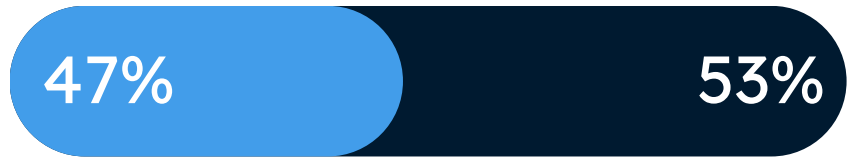


# 70-79M OVERVIEW



PRIVATE

PRIVATE/CHARTER



€11,664

€10,619

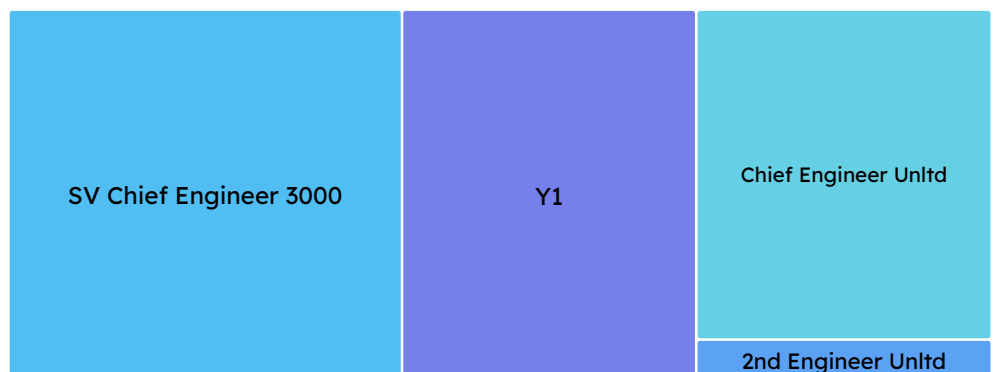


<60 days

Time for Time



Overall, more than half of CEs get some form of annual pay rise and 66% get 13th or 13th and 14th month bonuses. Almost half have 7+ years' experience, but 23% also have less than 3 years under their belt.





# 80-89M OVERVIEW

PRIVATE

PRIVATE/CHARTER

71%

29%



€12,673

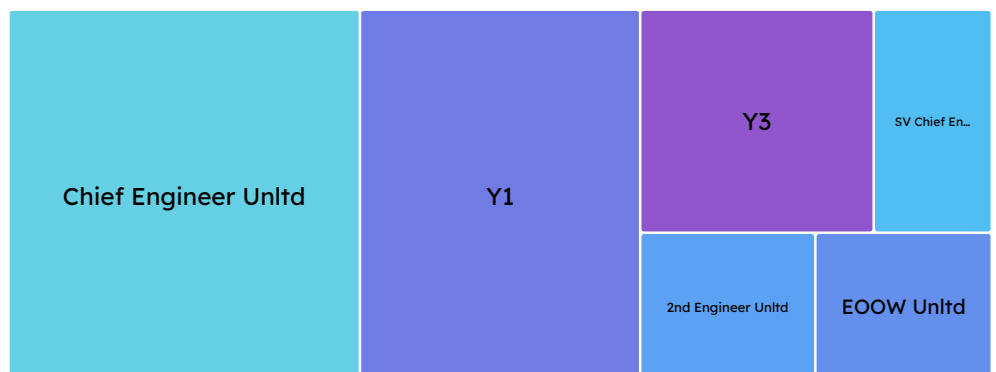
€11,763



Time for Time



64% get non-contractual or inconsistent pay rises and 38% don't get any bonus at all. The same percentage get a 13th month bonus. 57% have more than 7 years' experience.

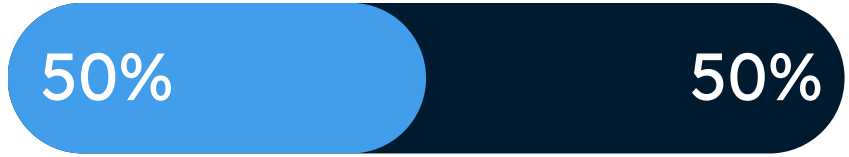


# 90-99M OVERVIEW



PRIVATE

PRIVATE/CHARTER



€14,288

€14,236



<60 days

Time for Time



No CEs on this size range get contractual pay rises, with 25% not receiving any at all. However, those that do are mostly 5.1-10% of previous salary. 50% receive no bonus. All have 3+ years experience with 62.3% having been CE more than 10 years.



# 100M+ OVERVIEW

PRIVATE

PRIVATE/CHARTER

77.5%

22.5%



€14,563



Time for Time



While none get contractual pay rises, 77.5% do get them regularly. All 100m+ yachts in the survey give some form of bonus, but 37.5% are random and unpredictable. Exactly half have 5+ years experience.



Chief Engineer Unltd

# CLOSING REMARKS

The findings in this survey give an indicative overview of Chief Engineer salaries and packages, with a decent amount of responses across most yacht size brackets.

The reality, however, is that there will always be anomalies, both good and bad, that can skew the figures. For example, the highest salary recorded of €20,000 is onboard a 70-79m yacht, but there are also a few that sit under €9,500. Two respondents also claim to have EOOW Unlimited only, which may only be possible as a Sole Engineer on a small yacht.

From our experience, the average Chief Engineer salaries we see across 40m to 80m yachts sit between €8,500 and €11,000 per month. The average in this report is probably indicative of the good longevity of some of the respondents.

We are seeing salaries for new build projects and 90m+ yachts increasing, with some very generous packages of up to €16,000 to attract the best Chief Engineers.

Anecdotally, I also feel the experience of Chief Engineers onboard 50-59m yachts is probably down to those being at the latter stages of their career and roles being more about the yacht and itinerary rather than the remuneration package. There are some amazing yachts in this size range.

The amount of fully rotational Chief Engineer roles is fantastic, although in the current job market, there has been a slight uplift in full time roles. Time will tell if this is a temporary trend.



 Q U A Y C R E W

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