

CHIEF STEW SALARY REPORT

OCTOBER 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

CAROLINE CLARKE-JACK, DIRECTOR & INTERIOR CONSULTANT, QUAY CREW

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

We had a good spread of responses onboard yachts ranging from 40m to 100m+, with an almost even split between private and private/charter yachts.

Overall, the average salary of €7,237 is good, with private yachts paying 3.6% more than those that charter as well, which is expected due to the potential of tips.

More than two-fifths of Chief Stews are on time-for-time rotation, with a further 13% on some form of rotation, so there's certainly room for improvement here.

Although almost 45% of those surveyed receive an annual pay rise, less than half do so as part of their contract. Over a third do not get a pay rise or haven't yet had one on their current yacht and are not sure if they will.

When it comes to bonuses, the most common across all yacht types is a 13th month bonus, with little variation between private and private/charter yachts (33%). This is closely followed by random and unpredictable bonuses, with one in five not getting a bonus at all.

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.

caroline@quaycrew.com



 QUAY CREW

BEFORE YOU READ ON..

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.

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Thank you in advance.

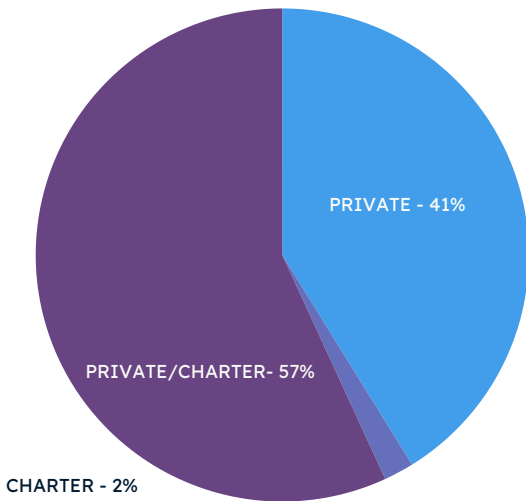
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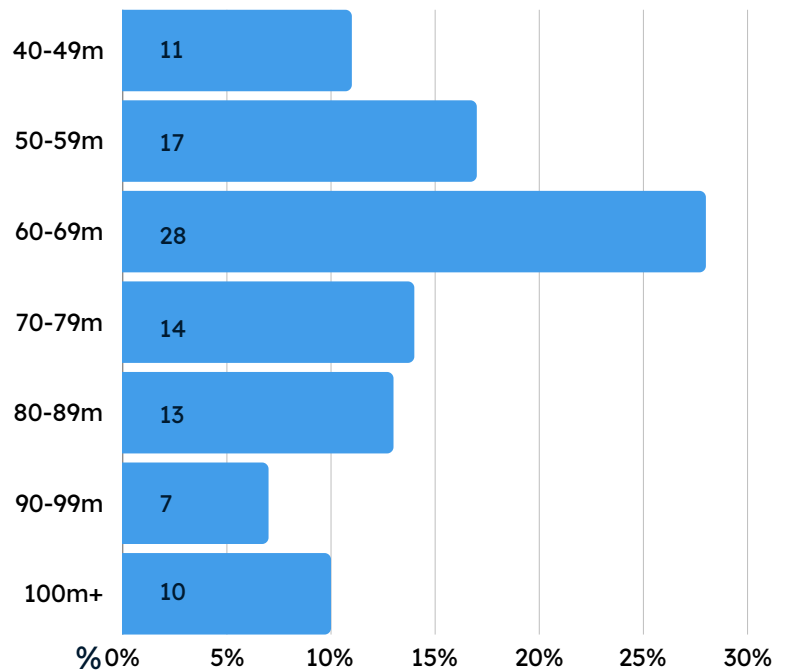


DEMOGRAPHICS

YACHT TYPE



YACHT SIZE



AVERAGE SALARIES OVERALL

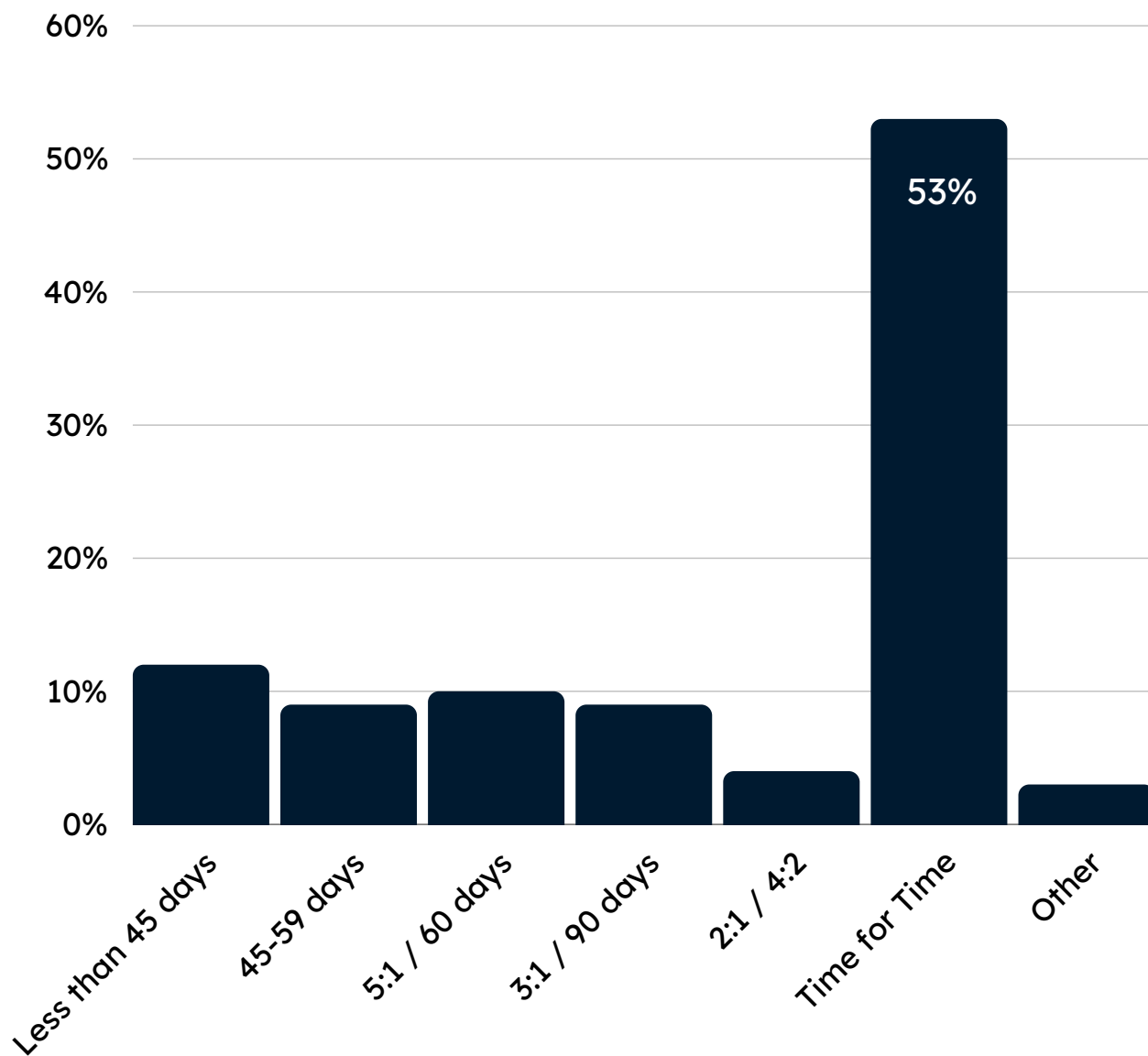
€ 7,237 ave.

€7,430
PRIVATE

€7,159
PRIVATE/CHARTER

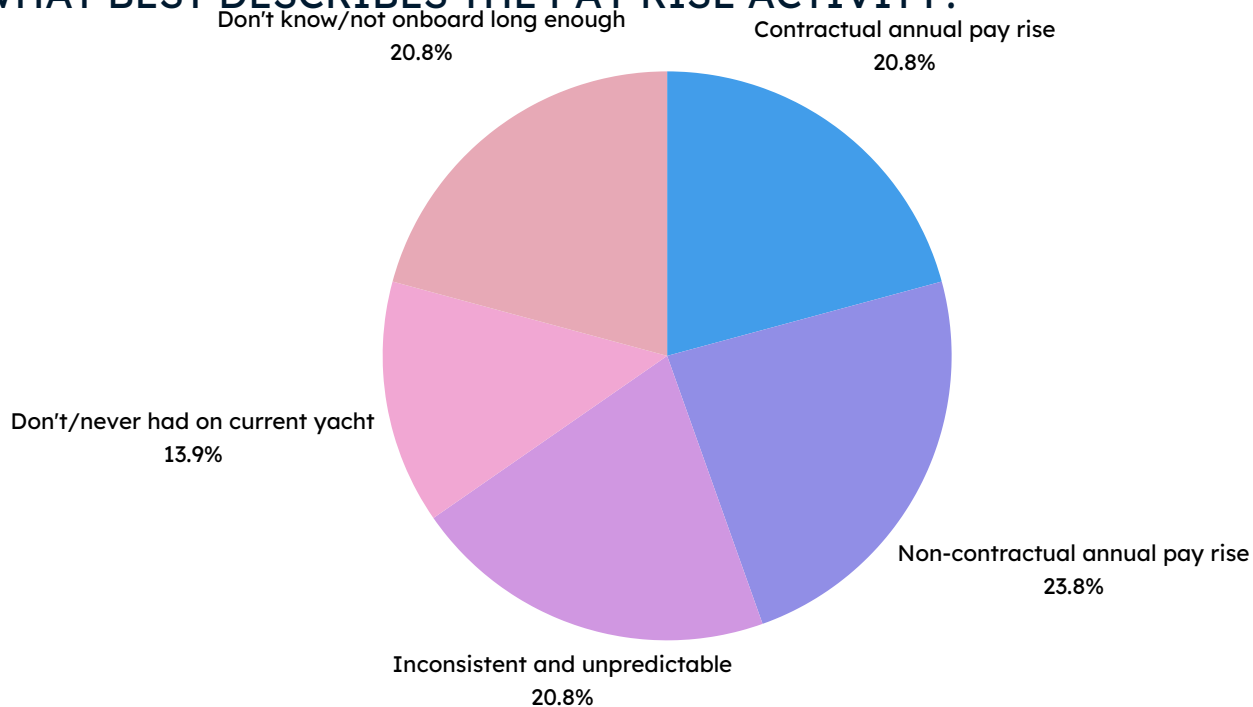
LEAVE

WHAT LEAVE DO YOU CURRENTLY GET?

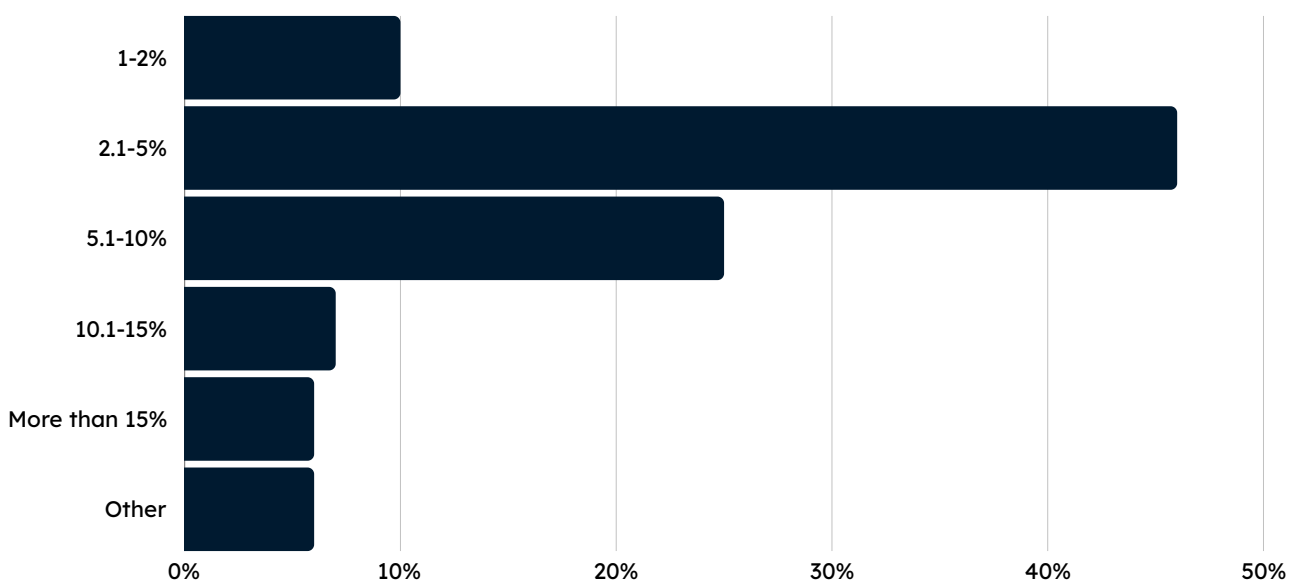


PAY RISE ACTIVITY

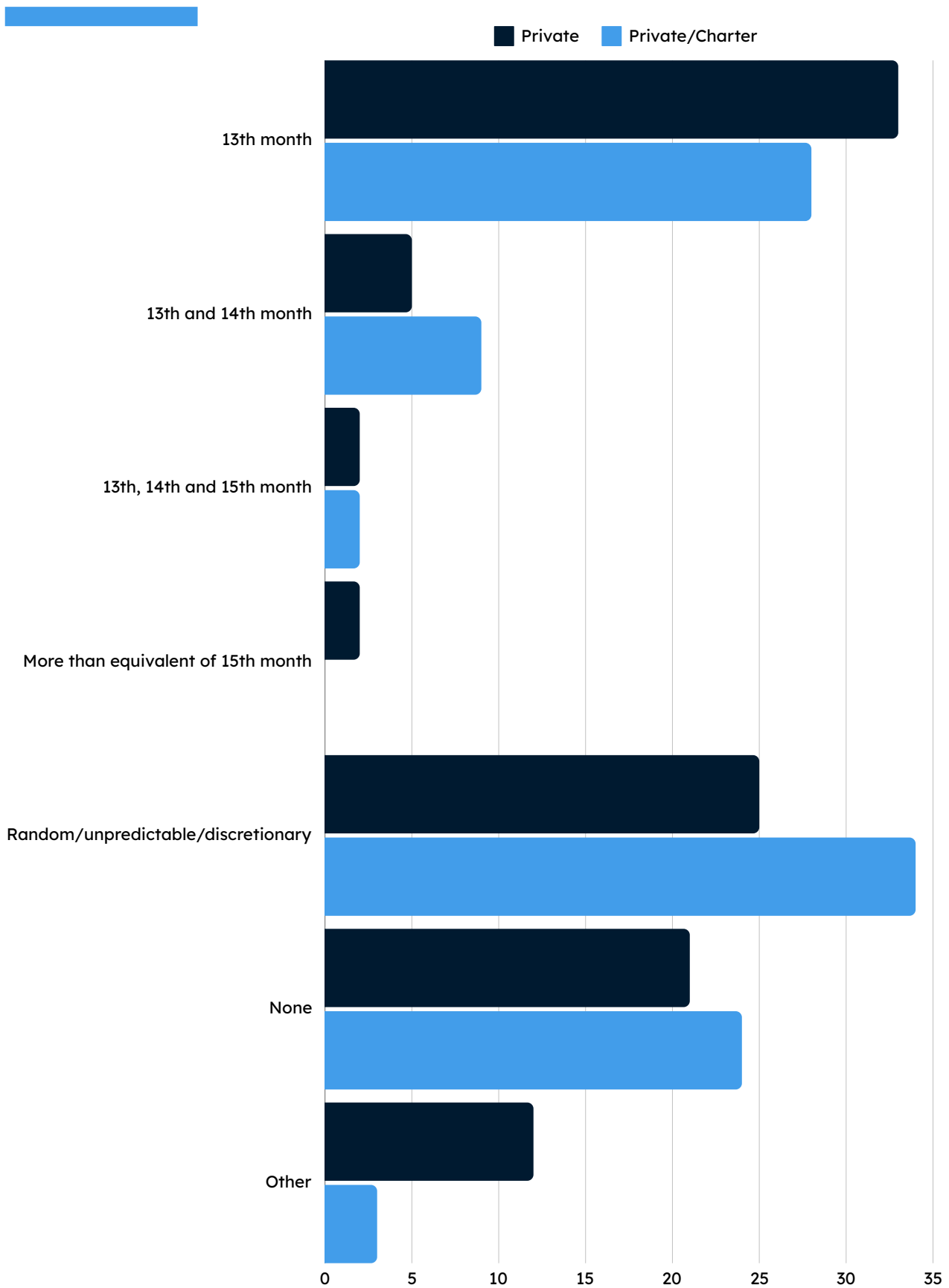
WHAT BEST DESCRIBES THE PAY RISE ACTIVITY?



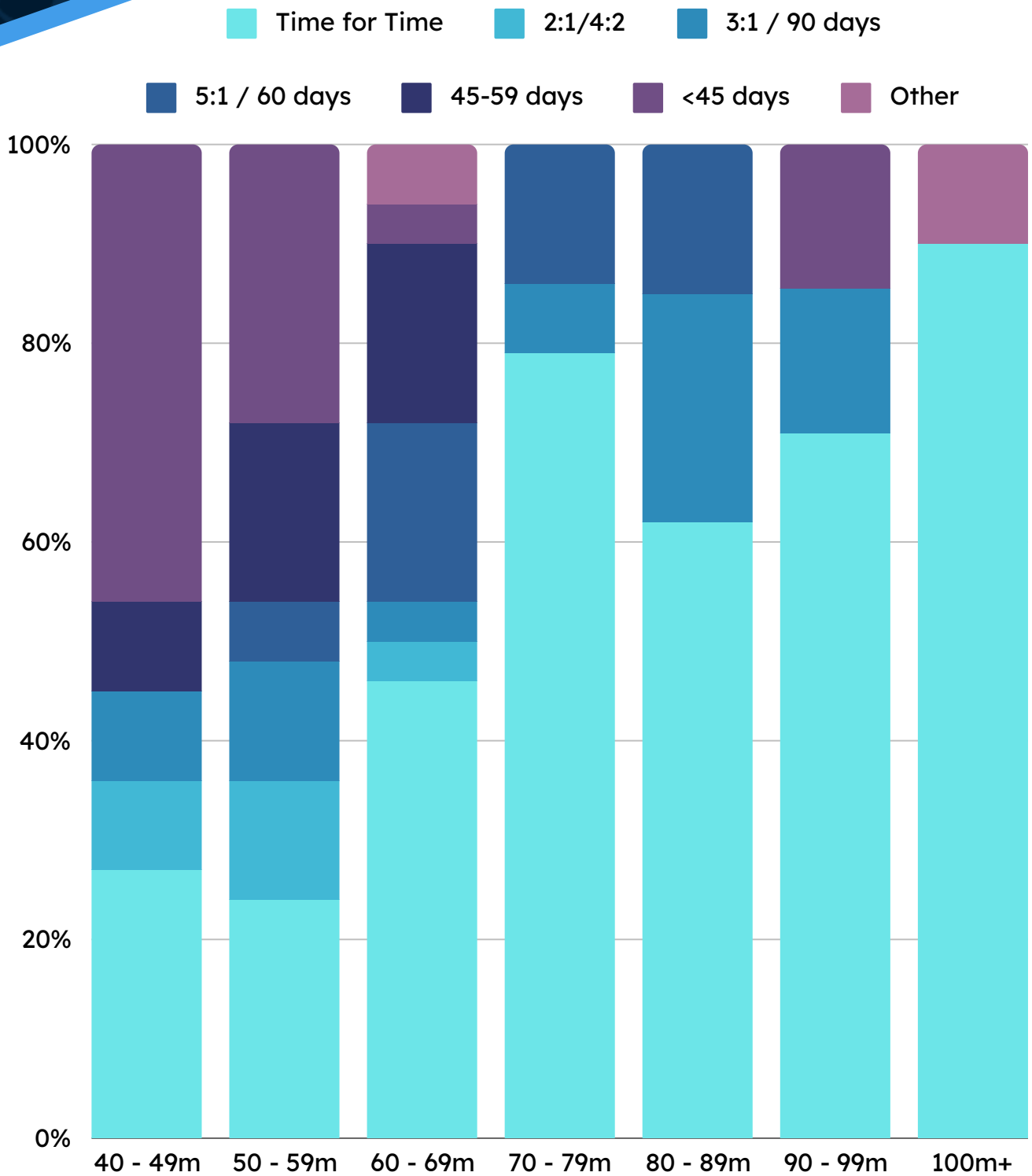
HOW MUCH WAS YOUR LAST PAY RISE AS % OF SALARY?



BONUS ACTIVITY



LEAVE OVERVIEW



PACKAGE COMPARISON





KEY:



TIME FOR TIME
ROTATION



LESS THAN 45
DAYS

SIZE	SALARY	COMMON LEAVE	CONTRACTUAL PAY RISE	MOST COMMON BONUS
40-49m	€6,342 + 8.5%		27%	13th / random - 33%
50-59m	€6,882 + 3.8%		12%	13th month - 37%
60-69m	€7,141 + 0.2%		25%	13th month - 41%
70-79m	€7,158 + 2.7%		21%	Random - 31%
80-89m	€7,350 + 12.7%		15%	Random - 46%
90-99m	€8,282		29%	None - 43%
100m+	€8,267 -0.2%		20%	Random - 40%

COMMENT

When we start to break it down by size, rotation becomes commonplace above 60m, and dominates once onboard a 70m+ yacht.

Salaries generally increase with size. The smallest increase is between 60-69m and 70-79m, but this is where rotation kicks in, being a happy compromise for many Chief Stews.

Interestingly, the most significant salary jump is from 80-89m to 90m+ at almost 13%, but could be down to those onboard having decent longevity and several pay increases.

It's also interesting to see if there is a trend in contractual pay rises between sizes, and there doesn't tend to be. However, the smaller 40-49m yachts are second most likely to give annual salary increases as part of a contract with 50-59m and 80-89m yachts being least likely respectively.

Most surprising perhaps is that two-fifths of those surveyed onboard 90-99m yachts receive no bonus at all. In fact, Chief Stews are mostly receiving random and unpredictable bonuses on the larger boats compared to a 13th month bonus under 69m.



40-49M OVERVIEW



PRIVATE

PRIVATE/CHARTER

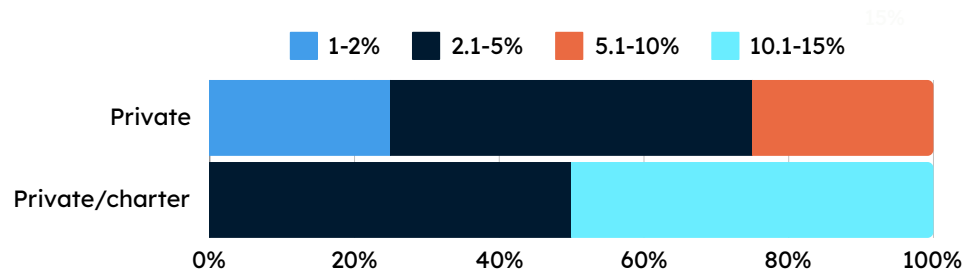
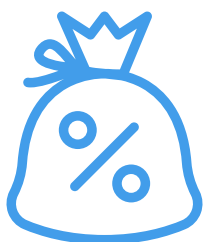
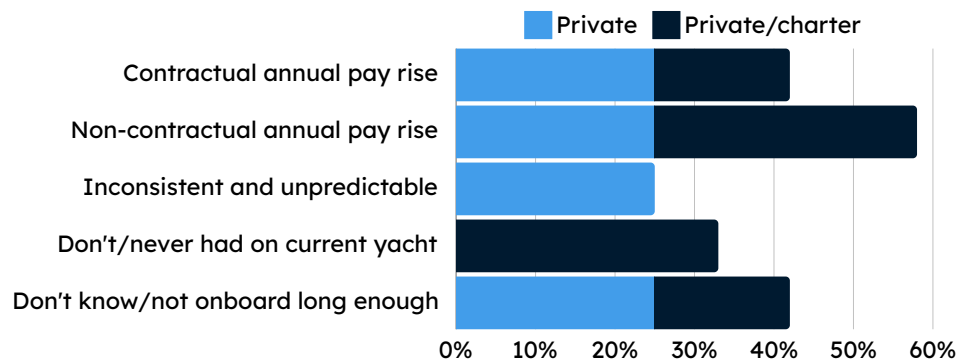


€7,175

€5,927



■ <45 days ■ 46-59 days
■ 3:1 / 90 days ■ 2:1 / 4:2 ■ Time for Time



50-59M OVERVIEW



PRIVATE

PRIVATE/CHARTER

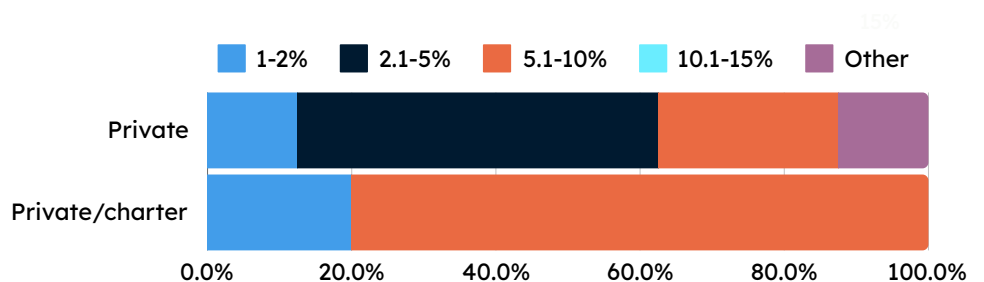
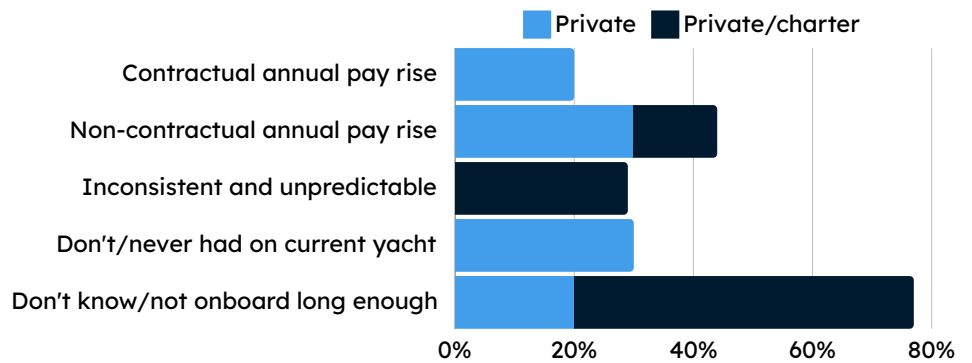
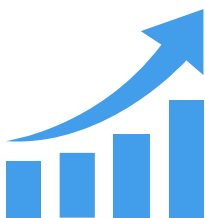
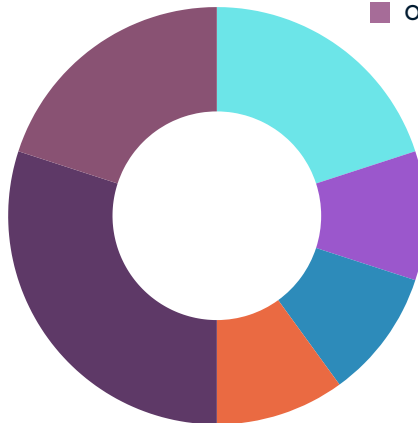


€7,246

€6,276



- <45 days
- 46-59 days
- 5:1 / 60 days
- 3:1 / 90 days
- 2:1 / 4:2
- Time for Time
- Other



60-69M OVERVIEW

PRIVATE

PRIVATE/CHARTER

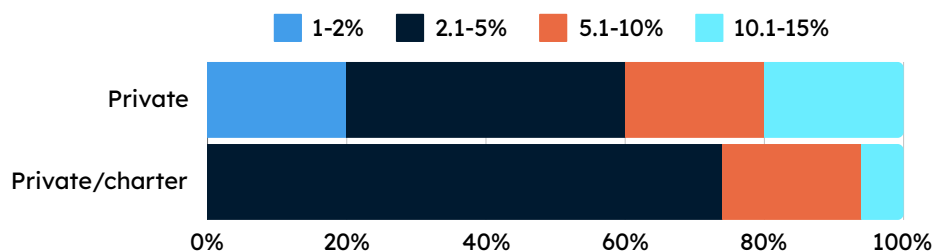
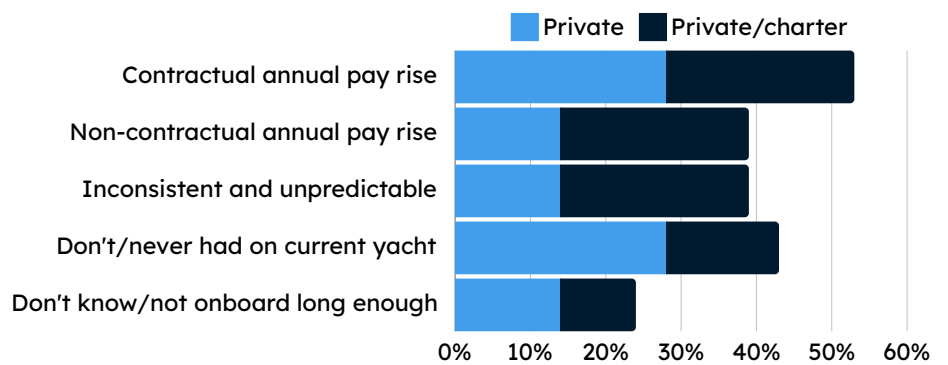
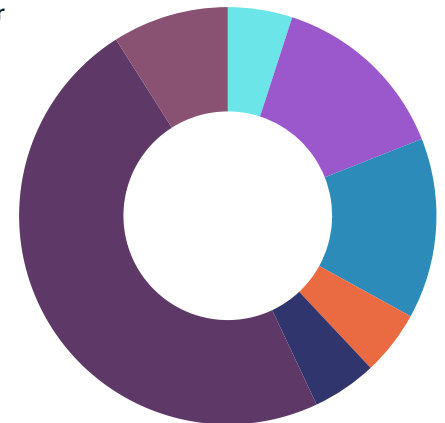
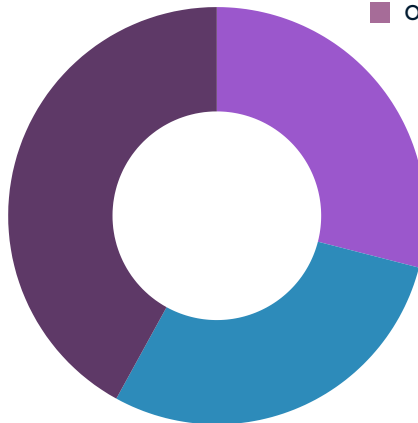


€7,157

€7,135



- <45 days
- 46-59 days
- 5:1 / 60 days
- 3:1 / 90 days
- 2:1 / 4:2
- Time for Time
- Other

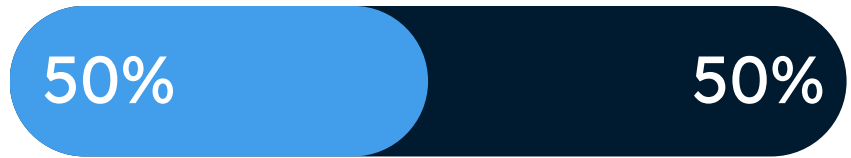


70-79M OVERVIEW



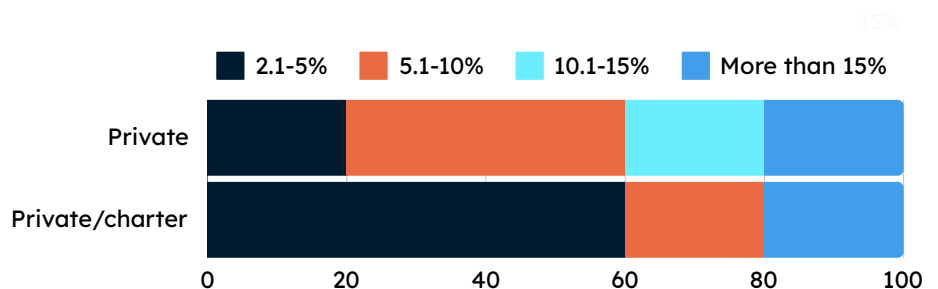
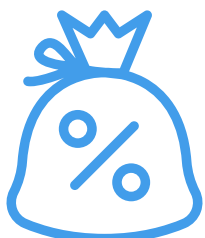
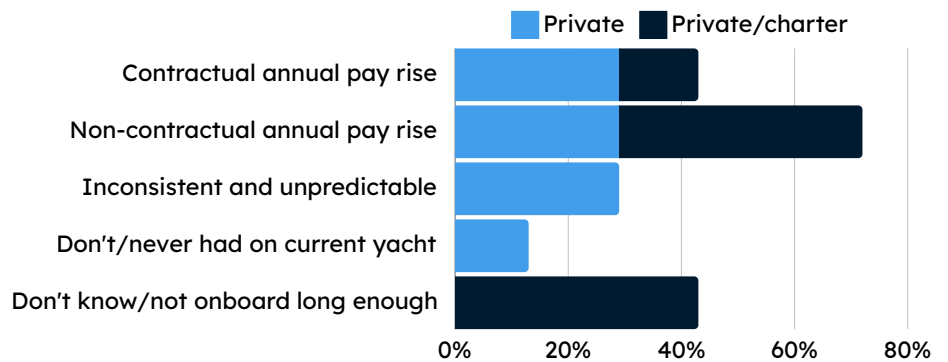
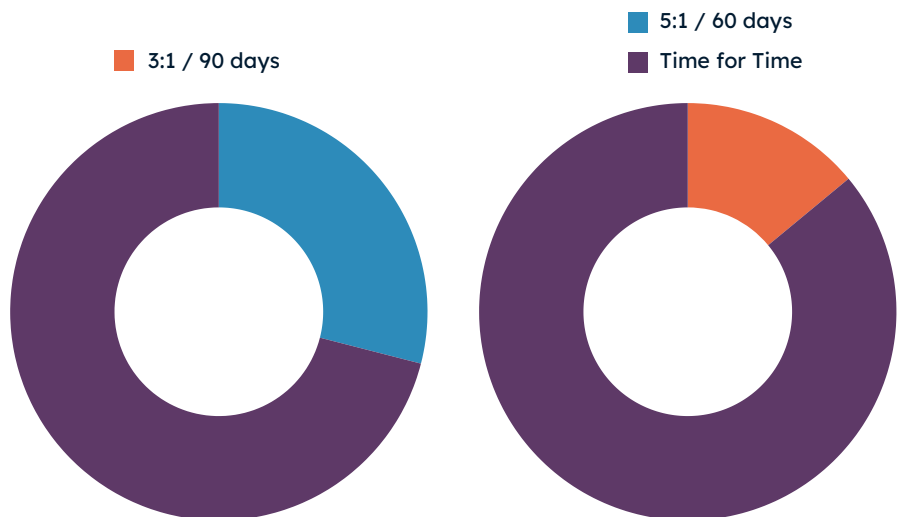
PRIVATE

PRIVATE/CHARTER



€7,100

€7,225



80-89M OVERVIEW

PRIVATE

PRIVATE/CHARTER

66%

34%



€7,588

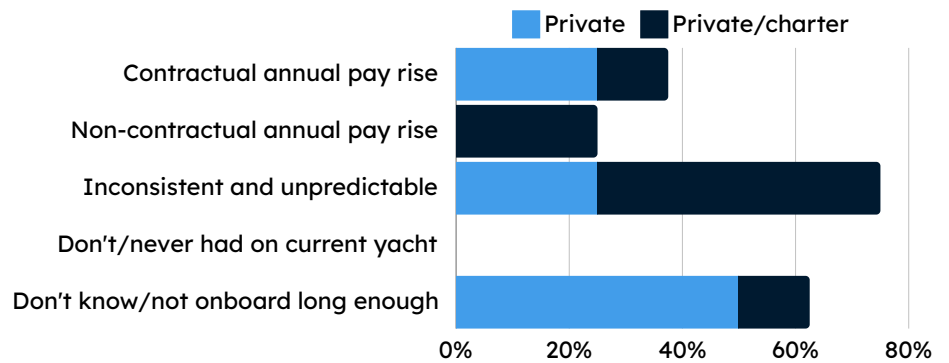
€7,500



3:1 / 90 days

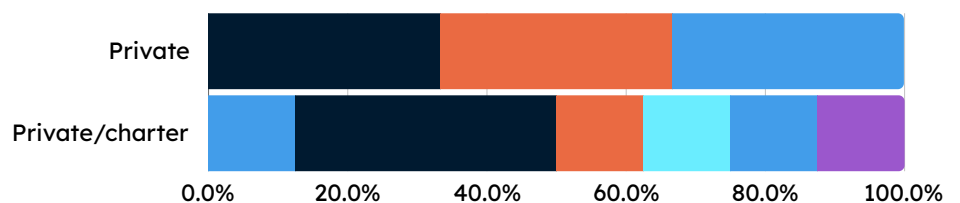
5:1 / 60 days

Time for Time



1-2% 2.1-5% 5.1-10% 10.1-15%

More than 15% Other



90-99M OVERVIEW



PRIVATE

PRIVATE/CHARTER



€8,492

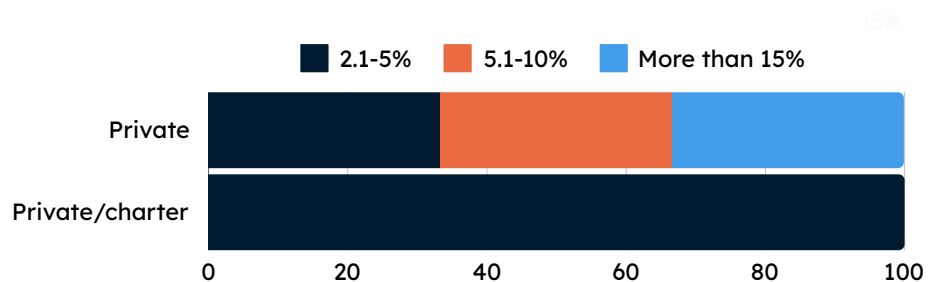
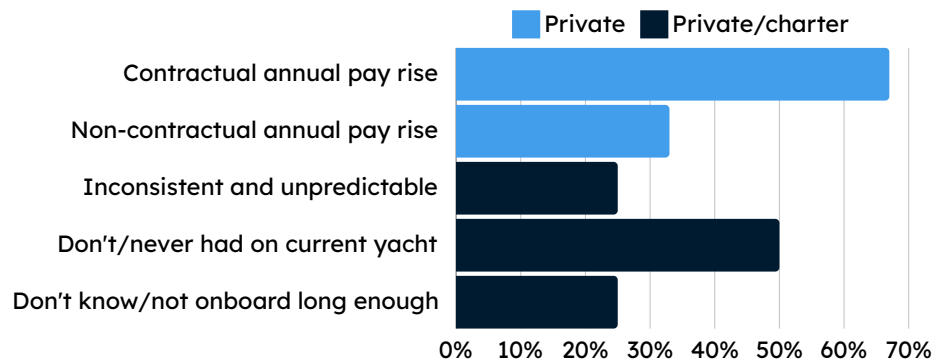
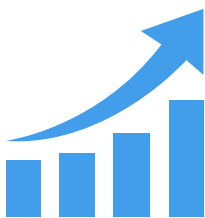
€8,125



<45 days

3:1 / 90 days

Time for Time



100M+ OVERVIEW



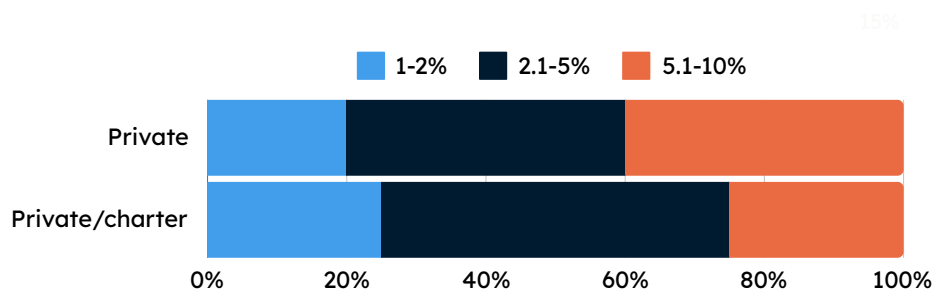
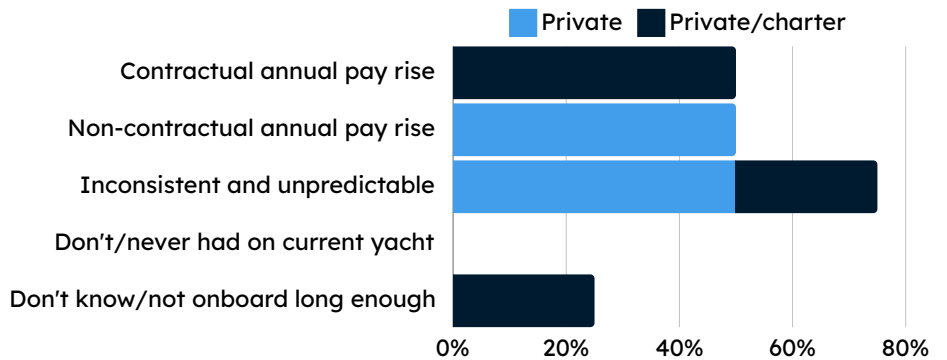
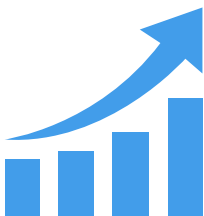
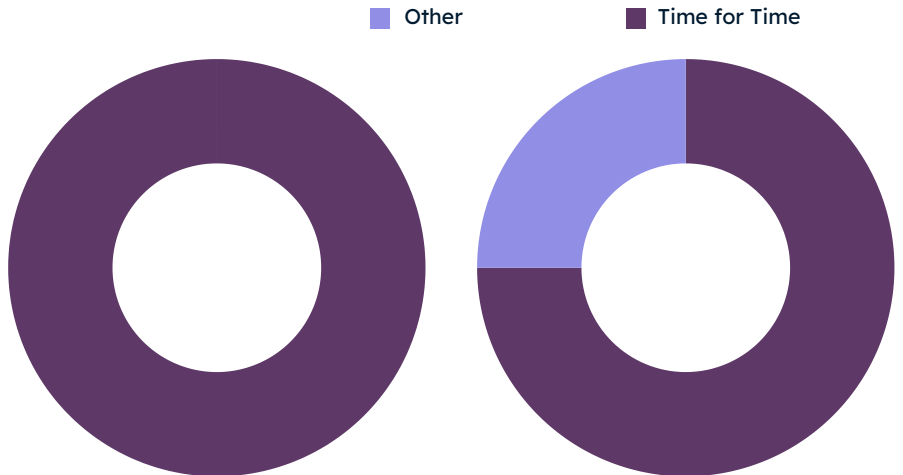
PRIVATE

PRIVATE/CHARTER



€7,978

€8,700



ROTATION VS FULL-TIME



3:1 / 2:1 / 4:2

Less than 60 days

	TIME FOR TIME	ROTATIONAL	FULL-TIME
AVERAGE	€7,344	€7,350	€6,740
PRIVATE	€7,550	€7,550	€6,923
PRIVATE/ CHARTER	€7,188	€7,500	€6,676
40-49m	€6,254	€7,750	€5,917
50-59m	€6,202	€7,083	€7,118
60-69m	€7,021	€7,700	€7,061
70-79m	€7,185	€7,500	€6,850
80-89m	€7,156	€7,267	€8,250
90-99m	€9,195	N/A	N/A
100m+	€7,963	N/A	N/A

CLOSING REMARKS



The findings in this survey give an indicative overview of Chief Stew salaries and packages, and definitely reflect the roles we work on, with the exception of a few unicorns we get every now and then.

Although we usually see some major anomalies, there were only a few this time which haven't skewed the findings dramatically. For example, one or two Chief Stews onboard smaller yachts are being paid over €10,000 per month, but a couple of Heads of Service on 80m+ yachts are on lower than average salaries.

The former is likely due to those Chief Stews being onboard for some time.

There are also a handful of yachts above 70m with Chief Stews on less than 60 days leave, which is no longer the norm.

Overall, salaries are where would expect them to be and there's definitely been a shift in the last year with yachts giving similar leave packages to Chief Stews as other HODs. Rotation is certainly more common now.

What does make for interesting reading, however, is the salary expectations of Chief Stews looking for rotation versus the reality.

A lot of candidates we speak to for Interior HOD roles think €8,000 per month with time for time rotation is a good place to start and we always advise this is high. And the findings support this.

In fact, this survey demonstrates that by seeking time for time rotation, you sacrifice a slightly higher salary compared to those with 3:1 / 2:1 / 4:2 rotation.

For Chief Stews wanting to move into the rotational market, I would advise they make rotation the non-negotiable element and review everything else on a case-by-case basis.

Bear in mind, if you have been with your previous owners for five years in a full-time role, you will likely have to take a pay cut in return for rotation.

As always, we are super busy with interior roles across all levels so if you're looking for your next role or you want help recruiting, please do get in touch.