



## 海員諮詢委員會

檔號：MD-SEMMO-A01-160-02A-001-P001

SAB 文件第 3/2026 號

### 2025 年度香港註冊海員工資調查

#### 目的

本文件旨在把所附截至 2025 年 12 月 31 日為止香港註冊海員(香港海員)工資周年調查報告分發給委員參考。

#### 背景

2. 工資統計數字從香港海員工資周年調查、香港海員職位周年調查整理得來。其準確程度繫於問卷所填報資料的可靠性。

#### 調查結果

3. 商船海員管理處發給在本年度內有僱用香港註冊海員的船公司的 15 份問卷當中，收回 11 份由核准公司以及 4 份由使用總名冊制度的公司所填的問卷，回覆率達 100%。截至 2025 年 12 月 31 日，共有 474 名香港海員在遠洋船及港澳跨境高速客船上工作，他們在 2025 年所賺全年收入總額為 160,410,588 元(包括基本工資及各種津貼，膳食津貼除外)(附錄 V)。細節見於附錄 II、附錄 IV。當中 415 名在 33 艘香港註冊港澳跨境高速客船上工作；59 名分別在 40 艘香港註冊及 7 艘非香港註冊的遠洋船上工作。

#### 提交

4. 本文件分發給委員參考。

商船海員管理處  
2026 年 6 月  
連附件

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## **SEAFARERS' ADVISORY BOARD**

Ref: MD-SEMMO-A01-160-02A-001-P001

SAB Paper No. 3/2026

### **Hong Kong Registered Seafarers' Annual Wage Survey**

**for the year 2025**

#### **Purpose**

To inform members of the attached report on annual survey of wages of Hong Kong Registered Seafarers (Hong Kong Seafarer) as at 31 December 2025.

#### **Background**

2. Wage statistics are principally obtained from the Annual Survey of Wages of Hong Kong Seafarers and the Annual Survey of Posts Filled by Hong Kong Seafarers. The accuracy of the survey is governed by the reliability of the returns.

#### **Survey Findings**

3. Out of 15 questionnaires sent to shipping companies which employed the Hong Kong registered seafarers onboard in this year, 11 completed returns were received from permitted companies and 4 completed returns were received from the companies using the General Roster system respectively. The rate of reply reached 100%. As of 31 December 2025, there were 474 Hong Kong seafarers serving at sea-going and Hong Kong and Macao cross-border high-speed passenger ships and the total annual income earned by them in the year 2025 was HK\$ 160,410,588 (including basic wages and various allowance, except food allowance) (Appendix V). Details are at Appendices II and IV. Amongst them, 415 seafarers served on board 33 Hong Kong and Macao cross-border high-speed passenger ships registered in Hong Kong; and 59 Hong Kong seafarers served on board 40 Hong Kong registered and 7 non-Hong Kong registered sea-going ships respectively.

#### **Presentation**

4. This paper is circulated for members' information.

Mercantile Marine Office

June 2026

Encl

同心協力, 促進卓越海事服務

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截至 2025 年 12 月 31 日為止  
香港註冊海員工資周年調查

**ANNUAL SURVEY OF WAGES  
OF HONG KONG REGISTERED SEAFARERS  
AS AT 31 DECEMBER 2025**

香港  
商船海員管理處  
2026 年 6 月

**MERCANTILE MARINE OFFICE  
HONG KONG  
June 2026**

附 錄  
Appendix

目 次  
Contents

頁 碼  
Page

I	2025 年度受僱於遠洋船上香港海員平均總工資中位數 Mean Average Gross Wages of Hong Kong Seafarers employed to serve on Sea-going ships for the year 2025.	2-3
II	2025 年度受僱於遠洋船上香港海員收入 Income of Hong Kong Seafarers employed to serve on Sea-going ships for the year 2025.	4
III	2025 年度受僱於港澳跨境高速客船上香港海員平均基本工資中位數 Mean Average Basic Wages of Hong Kong Seafarers employed to serve on Hong Kong and Macao cross-border high-speed passenger ships for the year 2025.	5
IV	2025 年度受僱於港澳跨境高速客船上香港海員收入 Income of Hong Kong Seafarers employed to serve on Hong Kong and Macao cross-border high-speed passenger ships for the year 2025.	6
V	2025 年度香港海員收入摘要 Summary of Hong Kong Seafarers' Income for the year 2025.	7

2025 年度受僱於遠洋船上  
香港海員平均總工資中位數

(每月以港幣計算)

**MEAN AVERAGE GROSS WAGES OF HONG KONG SEAFARERS  
EMPLOYED TO SERVE ON SEA-GOING SHIPS FOR THE YEAR 2025  
(MONTHLY IN HONG KONG DOLLARS)**

船舶類別 Type of Ship	貨輪	油輪	客船
	Cargo Ship	Tanker	Passenger Ship
<b>職級 Rank</b>			
<b>航行 NAVIGATION</b>			
船長 Master	103,584	—	—
大副 Chief Officer	—	—	—
二副 Second Officer	43,694	35,000*	—
三副 Third Officer (Junior Navigation Officer)	38,690	41,106	—
四副 Fourth Officer (Junior Navigation Officer)	15,210	—	—
航行見習生 Navigation Cadet	7,064	7,020*	—
<b>輪機 ENGINEERING</b>			
輪機長 Chief Engineer	87,966	—	—
輪機師 Engineer Officer (1/E, 2/E)	—	—	—
初級輪機師 Junior Engineer Officer (3/E)	30,328	45,240*	—
初級輪機師 Junior Engineer Officer (4/E)	—	—	—
初級輪機師 Junior Engineer Officer (5/E, J/E)	—	—	—
電機師 Electrical Officer	—	—	—
助理電機師 Assistant Electrical Officer	—	—	—
輪機見習生 Engineer Cadet	6,407	—	—
<b>甲板 DECK</b>			
水手長 Bosun	—	—	—
副水手長, 木匠 Cassab, Carpenter	—	—	—
一級水手 Seaman Grade 1	—	—	—
二級水手 Seaman Grade 2	—	—	—
初級水手 Junior Seaman	—	—	—
<b>機房 ENGINE ROOM</b>			
泵工 Pumpman (Tanker only)	—	—	—
輪機打磨匠 Fitter	—	—	—
助理輪機打磨匠 Assistant Fitter	—	—	—
電氣匠 Electrical Fitter	—	—	—
助理電氣匠 Assistant Electrical Fitter	—	—	—
一級摩托(加油) Motorman (Oiler) Grade 1	—	—	—
二級摩托(加油) Motorman (Oiler) Grade II	—	—	—
初級摩托(加油) Junior Motorman (Oiler)	—	—	—

船舶類別 Type of Ship	貨輪 Cargo Ship	油輪 Tanker	客船 Passenger Ship
<b>職級 Rank</b>			
<b>全能職位 GENERAL PURPOSE</b>			
全能海員隊長 C.P.O.	—	—	—
一級全能海員 G.P. Grade 1	—	—	—
二級全能海員 G.P. Grade 2	—	—	—
初級全能海員 Junior G.P.	—	—	—
<b>管事 CATERING</b>			
一級廚師 Cook Grade 1	—	—	—
二級廚師 Cook Grade 2	—	—	—
初級廚師 Junior Cook	—	—	—
一級管事 Steward Grade 1	—	—	—
二級管事 Steward Grade 2	—	—	—
初級管事 Junior Steward	—	—	—

\* 於 2025 年，該職級工資只有一間公司提供資料。  
Wage information was given by only one company for employing Hong Kong Seafarers serving that rank during the year 2025.

對換價： 1 美元：7.8 港元  
Exchange rate: 1 USD : 7.8 HK Dollars

2025 年度受僱於遠洋船上  
香港海員收入  
INCOME OF HONG KONG SEAFARERS EMPLOYED TO SERVE ON SEA-GOING SHIPS  
FOR THE YEAR 2025

船舶類別 Type of Ship	貨輪 Cargo Ship			油輪 Tanker			客船 Passenger Ship			每月收入總額(港幣) Monthly Total Income in HK\$
	平均每月總工資 Average Monthly Gross Wages	海員總數 Total No. of Seafarers	每月收入 總額(港幣) Monthly Total in HK\$	平均每月 總工資 Average Monthly Gross Wages	海員總數 Total No. of Seafarers	每月收入 總額(港幣) Monthly Total in HK\$	平均每月 總工資 Average Monthly Gross Wages	海員總數 Total No. of Seafarers	每月收入 總額(港幣) Monthly Total in HK\$	
船長 Master	103,584	1	103,584	—	—	—	—	—	—	103,584
大副 Chief Officer	—	—	—	—	—	—	—	—	—	—
二副 Second Officer	43,694	8	349,552	35,000	1	35,000	—	—	—	384,552
三副 Third Officer	38,690	19	735,110	41,106	3	123,318	—	—	—	858,428
初級副長 Junior Officer	15,210	4	60,840	—	—	—	—	—	—	60,840
輪機長 Chief Engineer	87,966	2	175,932	—	—	—	—	—	—	175,932
輪機師 (1/E, 2/E) Engineer Officer	—	—	—	—	—	—	—	—	—	—
初級輪機師 (3/E) Jr. Engineer Officer (3/E)	30,328	3	90,984	45,240	1	45,240	—	—	—	136,224
初級輪機師 (4/E) Jr. Engineer Officer (4/E)	—	—	—	—	—	—	—	—	—	—
初級輪機師 (5/E, J/E) Jr. Engineer Officer (5/E, J/E)	—	—	—	—	—	—	—	—	—	—
見習生 Cadet	6,933	15	103,989	7,020	2	14,040	—	—	—	118,029
普通船員 Rating	—	—	—	—	—	—	—	—	—	—
初級普通船員 Junior Rating	—	—	—	—	—	—	—	—	—	—
		52	1,619,991		7	217,598		—	—	1,837,589
									每年 Yearly	22,051,068

2025 年度受僱於港澳跨境高速客船上  
香港海員平均總工資中位數

(每月以港幣計算)

MEAN AVERAGE GROSS WAGES OF HONG KONG SEAFARERS EMPLOYED TO SERVE ON  
HONG KONG AND MACAO CROSS-BORDER HIGH-SPEED PASSENGER SHIPS  
FOR THE YEAR 2025  
(MONTHLY IN HONG KONG DOLLARS)

職級 Rank	
<b>航行 NAVIGATION</b>	
船長 Master	51,216
大副 Chief Officer	33,751
航行高級船員 Navigation Officer	24,862
航行見習生 Navigation Cadet	10,600*
<b>輪機 ENGINEERING</b>	
輪機長 Chief Engineer	40,744
助理輪機師 Assistant Engineer Officer	21,708
輪機見習生 Engineer Cadet	—
<b>甲板 DECK</b>	
全能水手 G.P.	24,089
水手 Sailor	20,244
水手長 Cabin Petty Officer	20,399
副水手長 Deputy Petty Officer	18,539*
<b>機房 ENGINE ROOM</b>	
打磨匠 Fitter	18,993
機房練習生 Engine Room Trainee	—
<b>管事 CATERING</b>	
客艙服務主任 Cabin Attendant Supervisor	21,227*
高級客艙服務員 Senior Cabin Attendant	18,066*
客艙服務員 Cabin Attendant	19,407
服務大使 Services Ambassador	—

\* 於 2025 年，該職級工資只有一間公司提供資料。  
Wage information was given by only one company for employing Hong Kong Seafarers serving that rank during the year 2025.

2025 年度受僱於港澳跨境高速客船上  
香港海員收入

INCOME OF HONG KONG SEAFARERS EMPLOYED TO SERVE ON  
HONG KONG AND MACAO CROSS-BORDER HIGH-SPEED PASSENGER SHIPS  
FOR THE YEAR 2025

職級 Rank	平均每月總工資 Average Monthly Gross Wages	海員總數 Total No. of Seafarers	每月收入總額(港幣) Monthly Total In HK\$
船長 Master	51,216	55	2,816,855
大副 Chief Officer	33,751	48	1,620,040
航行高級船員 Navigation Officer	24,862	19	472,370
輪機長 Chief Engineer	40,744	48	1,955,704
助理輪機師 Assistant Engineer Officer	21,708	12	260,496
見習生 Cadet	10,600	5	53,000
普通船員# Rating #	20,235	207	4,188,712
其他船員* Others*	7,751	21	162,780
		415	11,529,957
		每年 Yearly	138,359,484

# 普通船員包括全能水手、水手、甲板練習生、拂打及客艙服務員。

Rating includes G.P., Sailor, Deck Trainee, Fitter and Cabin Attendant.

\* 兼職船員：2 名船長、1 名輪機長、1 名助理輪機師和 17 名客艙服務員，每月收入總額以時薪 x 每月總工時為 60 小時計算。

Part-time crew: 2 Master, 1 Chief Engineer, 1 Assistant Engineer and 17 Cabin Attendants and the total monthly income is the multiple of hourly rate and total working hours per month = 60hrs.

2025 年度  
香港海員總收摘要\*

**SUMMARY OF HONG KONG  
SEAFARERS' INCOME\* FOR THE YEAR 2025**

航程種類 TYPE OF VOYAGE	海員數目 NO. OF SEAFARERS	每月收入總額(港幣) MONTHLY TOTAL IN HK\$
遠洋 Sea-going	59	1,837,592
港澳客船 HKMacao Cross-border	415	11,529,957
	474	13,367,549
	每年 Yearly	160,410,588

\* 膳食津貼不計算在內。  
Excludes food allowance.