



Vessel: IVS Thanda Rank: 3NO Certificate: OOW
Surname: AUBATH BEHARILAL Initials: A
Service From (Date) 15-Nov-21 To (date) 01-Apr-22 Assessor (Rank/Name): Capt Daniel Budny

Reason for Assessment : (Check one box)	Leave <input checked="" type="checkbox"/>	Sick <input type="checkbox"/>	Interim <input type="checkbox"/>	Transfer <input type="checkbox"/>	Resigned <input type="checkbox"/>	Dismissed <input type="checkbox"/>
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Performance Factor : Type in the performance factor when completing assessment electronically. Write in performance factor when completing form manually, by selecting one of the following performance factors:

5 = Regularly achieves what is expected of a rank senior to his position / 4 = Achieves more than what is expected on a regular basis / 3 = As per his Job Description / 2 = Falls Short of what is generally required in his job description / 1 = Does not perform as per Grindrod and STCW standards to his position

Quality of Work Accuracy, skill, thoroughness, neatness, attention to detail, versatility, pride in work.	4	Sense of Discipline Acceptance of discipline and criticism in a constructive manner; Exercising of Self Discipline & Fair Disciplining of Subordinates (where applicable).	3
Quantity of Work Output. Consider not only regular duties, but also how promptly employee completes extra or rush assignments.	4	Attitude Towards Company, Job, fellow shipmates; Co-operation.	3
Dependability Following of instructions, reliability, responsibility, punctuality, conscientiousness, and watchkeeping integrity.	3	Professionalism Technical Knowledge of the job, judgement, ability to develop alternative solutions to problems and evaluate those alternatives. Stability of performance under pressure.	3
Initiative and Self Confidence Extent to which employee is self-starting, puts forward ideas, influences events rather than passively accepting them.	3	Adaptability Ability to adapt to changing circumstances, Behaviour, Conduct and Social Compatibility with shipmates.	3
Safety Consciousness of the need for strict safety rules. Adherence to them and ensuring that others do likewise	4	Supervision (where applicable) Leadership and motivation of subordinates. Ability to delegate.	3
English and Communication English Comprehension and Speaking ability. Ability to give and receive clear instructions in English.	3	ISM Knowledge and understanding of the ISM Code and the Company's Quality, Safety and Environmental Management System.	3
TOTS / BICS Seagull Training (or NVOD) CBT: A minimum of three (3) modules per month. TOTS / BICS: Detail percentage complete during contract :			
AVERAGE :	3.25		

OVERALL ASSESSMENT (Select One Box Only)	Not recommended for re-employment	Presently below requirements. Employee should be given a further chance.	Satisfactory. Recommended for continued employment	Good Employee. Definitely suitable for continued employment	An Asset
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Assessed Seafarer's Signature

31-Mar-22

Date:

Department Head's Signature

31-Mar-22

Date:

Master

31-Mar-22

Date:



Surname: AUBATH BEH Initials: A Rank: _____ Date : 01-Apr-22

Assessor's Comments (Mandatory) - Strengths

Knowledge about own duties and 2NO duties as well, following orders, trustworthy.

Assessor's Comments (Mandatory) - Opportunities for Improvement

At this point (3NO duties) I can't see much oppornities for improvement.

Assessor's Comments (Mandatory) - General

Quality and Quantity of work deserves a 4: I have observe that he is well versed with the maintenance and function of all LSA/FFA. 3NO Aubath willingly puts in extra hours without comment and stays within the ISF rest hours schedule. Safety deserves a 4 : he shows to be very accurate to keep work environment safety as per company procedure whenever he works on deck or on the bridge. Recommended for promotion to higher rank.

Assessor Sign :

Master's Comments (Mandatory) :

As per above.

Master Sign :

Assesee's Comments (Mandatory) :

Really appreciate the positive feedback and assessment. Very glad to be noticed and appreciated for all my efforts and work ethic.

Will definitely look into areas where I can improve as an individual. Looking forward to the next rank and a new challenge to learn, develop, grow my skills and abilities in this working environment.

Assessee Sign :

Envisaged Return Date : 01-07-2022

For Office Use:

Career Development
Marine Manager :



HEALTH, SAFETY, ENVIRONMENT AND QUALITY MANAGEMENT SYSTEM

FLEET STAFF ASSESSMENT - OFFICERS AND CADETS

Reporting Forms Manual

Form : 4.1.6A
Date : 17 December 2019
Rev : 5.9
App By : BMM

Crewing Manager / Marine Representative