| **Vessel:** | IVS North Berwick | **Rank:** 3NO | **Certificate:** OOW |
|---|---|---|---|

**Surname:** Aubath          **Initials:** B. A.

**Service From (Date)** _____ /2018     **To (date)** _____ 2-Apr-19     **Assessor** (Rank/Name): Capt. Andrzej Bielinski

| **Reason for Assessment :** (Check one box) | **Leave** | **Sick** | **Interim** | **Transfer** | **Resigned** | **Dismissed** |
|---|---|---|---|---|---|---|
| | ☑ | ☐ | ☐ | ☐ | ☐ | ☐ |

**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 that 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**

| Factor | Score | Factor | Score |
|---|---|---|---|
| **Quality of Work** Accuracy, skill, thoroughness, neatness, attention to detail, versatility, pride in work. | 3 | **Sense of Discipline** Acceptance of discipline and criticism in a constructive manner; Exercising of Self Discipline & Fair Disciplining of Subordinates (where applicable). | 4 |
| **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. | 4 | **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. | 4 |
| **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. | 4 | **ISM** Knowledge and understanding of the ISM Code and the Company's Quality, Safety and Environmental Management System. | 4 |
| **TOTS / BICS Seagull Training (or NVOD)** CBT: A minimum of three (3) modules per month. TOTS / BICS: Detail percentage complete during contract : | 16 | | |
| **AVERAGE :** | 3.58 | | |

| **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 |
|---|---|---|---|---|---|
| | ☐ | ☐ | ☐ | ☑ | ☐ |

**Assessed Seafarer's Signature** _____     **Date:** 1-Apr-19

**Department Head's Signature** _____     **Date:** 1-Apr-19

**Master** _____     **Date:** 1-Apr-19

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| Surname: | Aubath | Initials: B. A. | Rank: 3NO | Date : 2-Apr-19 |
|---|---|---|---|---|

**Assesor's Comments** (Mandatory) - Strengths

Developed his familiarisation with Company SMS procedures to being responsible person, showed good reliable working attitude. Easily adapt to situation.

**Assesor's Comments** (Mandatory) - Weaknesses

To improve reporting technique BassNet and Colligo, Reporting Near Misses, Risk Assesment need to be prepared on time

**Assesor's Comments** (Mandatory) - General

In general, shown good performance. Learned about his weakness and did his best to cope up with his beginning shortcomings. Recommended for re-employment

**Assessor Sign :**

**Master's Comments** (Mandatory) :

Learn and develop for advancement to the next higher rank, improve self-motivation. Recommendable for re-employment.

**Master Sign :**

**Assesee's Comments** (Mandatory) :

ALL FEEDBACK TAKEN POSITIVELY. AND WILL BE TAKEN INTO CONSIDERATION FOR IMPROVEMENT IN FUTURE.

**Assessee Sign :** _____ **Envisaged Return Date :** _____

**For Office Use:**

Crewing Manager / Fleet Training Manager:

Ship's Manager / Marine Manager :

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