INVESTIGATION REPORT

**Date investigation commenced: 9-Mar-20**

**Date investigation completed: 10-Mar-20**

**Ship: Silver Wind**

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| **Reason for investigation:** | AWARE report |
| **Alleged section of code of conduct breached (if appropriate)** | N/A |
| **Allegation (if appropriate)** | Anonymous AWARE report received stating that the morale onboard Silver Wind is low for everyone, everyone is unhappy and that there are never any activities for crew |

* CCTV Evidence attached Yes  No  N/A
* Witness Statements attached Yes  No  N/A
* Crew member statement attached Yes  No  N/A
* Images attached Yes  No  N/A
* Security Report attached Yes  No  N/A
* Further evidence attached Yes  No  N/A  If yes, please detail:

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| What’s on schedule / Notes from listening groups |

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| **Actions taken to investigate this case** | **Findings** |
| Statement from Crew Welfare Presidents | Crew Welfare presidents believe the morale to be high and have received positive feedback |
| What’s on schedules | Schedules from the past 3 months provided showing a full and varied schedule |
| Statement from HR Manager | List of additional activities e.g. crew dinner, Easter Raffle, Crew tours. |
| Departmental listening groups | Some minor suggestions and feedback were given but there was no indication that overall morale was low |
| Crew Welfare Meeting held | Some minor suggestions and feedback were given but there was no indication that overall morale was low |

**Conclusion**

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| There is no evidence to support a claim that morale is low on Silver Wind  What’s on schedule indicates a full and varied schedule of activities for crew  Caribbean voyages give plenty of opportunity for crew to go outside to the beach or shopping and crew have been encouraged to escort tours. |

**Outcome**

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| Without specific feedback from an individual, this cannot be investigated further.  Crew Welfare Meeting and listening groups were held to obtain feedback  ‘You said, we did’ notice board created to show that we have responded to any feedback given  There are no concerns regarding crew morale. It is reasonable to assume that this case is specific to a certain individual rather than a general issue.  Case closed. |

**HR Manager Name: Jenny Rees**

**HR Manager Signature:**