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***Engine ratings and cadets Performance Interview***

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| --- | --- | --- | --- |
| Name: |  |  | |
| Evaluator: |  | Date of review: |  |
| Vessel: |  | Position: |  |
| Review: | **End of Contract**  **90-day review**  **Interim** | Sign-on date: |  |

| **CRITERIA OF EVALUATION** |  | **OVERALL RATING** |
| --- | --- | --- |
| **Skills Knowledge** – Demonstrates technical knowledge for the position; understands and complies with company’s procedures.  Comments: |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Safety consciousness –** Demonstrates a thorough knowledge of Silversea’s safety procedures and respects them consistently  **Comments:** |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Reliability & Discipline** – Displays dependability, on-time performance & adherence to code of conduct  Comments: |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Sobriety** – Respects limits imposed by Silversea’s code of conduct in terms of alcohol consumption  Comments: |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Behavioral skills** – Maintains positive relationships with Crew and supervisors, demonstrates teamwork  Comments: |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Appearance** – Displays the proper professional appearance  Comments: |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Initiative** – Willing to accept responsibility and eager to learn  Comments: |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Suitability for this type of vessel and plant**  Comments: |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **English language –** Displays a comprehensive ability to understand and communicate in English  **Comments:** |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **For Cadets and Trainees only:** |  |  |
| **Progress with distance learning course.**  **Comments:** |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Progress with completion of training record book.**  **Comments:** |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |
| **Motivation to learn and growth potential.**  **Comments:** |  | Far exceeds expectations  Exceeds expectations  Meets expectations  Below expectations |

**Recommendation for development:**

**Overall Performance Rating:**

Far exceeds expectations

Exceeds expectations

Meets expectations

Below expectations

**Disciplinary records:**

Number of formal warnings received during this contract:

**Re-Hire Status:**

Recommended for re-hire

Not recommended for re-hire

**Crew Member’s comments:**

Crew Member Date Supervisor/Evaluator Date

Chief Engineer Date Human Resources Mgr Date