

RESUME

PERSONAL INFORMATION

Position Applied	ABLE SEAMAN
Name	OKE PHILIP EFETOBOR
Date of Birth	11/September/1997
Nationality	NIGERIA
State of Origin	DELTA STATE
Local Govt. Area (please specify community)	ETHIOPE WEST (OGHARAEFE)
Height/Weight/Blood Group	1.65M/100KG/AS
Language	URHOBO
Marital Status	MARRIED



CONTACT DETAILS

Home Address	6 BIBIAN CLOSE, OFF AKER ROAD, RUMUOLUMENI, PORT HARCOURT
Contact Address (in Lagos)	
Telephone	+2347038738920
Email	Philipoke99@gmail.com
Next of Kin	Matilda Oke
Contact Address of Next of Kin	6 BIBIAN CLOSE, OFF AKER ROAD, RUMUOLUMENI, PORT HARCOURT
Telephone of Next of Kin	+2348169442870
Working Coverall Size	XXL
Shoe Size	42

TRAVEL DOCUMENT

Type of Documents	Issuing Country	Number	Issue Date	Expiry Date
Passport	NIGERIA	B00189497	24/June/2020	23/June/2025
Seaman Book – National	NIGERIA	99641888686		NIL
Seaman Book –Flag state	NIGERIA	NIG-037195	4/September/2012	NIL

MEDICAL

Type	Issuing Country	Number	Issue Date	Expiry Date
Medical Report	NIGERIA	211222	9/June/2023	9/June/2025
Drug & Alcohol Test	NIGERIA	LOT A70FD391B	2/March/2020	NIL
Vaccination (Yellow Fever) Compulsory	NIGERIA	A266595	13/June/2019	NIL
Vaccination (Typhoid)	NIL	NIL	NIL	NIL
Vaccination (Cholera)	NIL	NIL	NIL	NIL

ACADEMIC QUALIFICATIONS

Name of Institute	Date attended	Type of Certificate obtained
OKETIE-EBOH GRAMMAR SCHOOL	1990 -1996	WAEC
OGODO PRIMARY SCHOOL	1984 - 1990	FSLC

MARITIME LICENCES

GRADE	Issuing Authority	Certificate No.	Issue Date	Expiry Date	Remarks
COC-					

Courses & Certifications

GRADE	Issuing Authority	Certificate No.	Issue Date	Expiry Date	Remarks
FAMILIARIZATION AND BASIC SAFETY TRAINING					
ISPS(SEcurity AWARENESS)	CHARKIN ACADEMY	CM090720140211	14/February/2020	NIL	
PSSR	COSTAL MARITIME ACADEMY	8070	29 TH /03/2021	28/March/2026	
FIRE PREVENTION AND FIRE FIGHTING	COSTAL MARITIME ACADEMY	8070	29 TH /03/2021	28/March/2026	
PST	COSTAL MARITIME ACADEMY	8070	29 TH /03/2021	28/March/2026	
MEDICAL FIRST AID	NIMASA	211222	1/June/2023	1/June/2025	
SURVIVAL CRAFT & RESCUE BOAT	COSTAL MARITIME ACADEMY	23115	3/July/2024	2/July/2029	
ADVANCE FIRE					
LIFE BOAT					
ELEMENTARY FIRST AID	COSTAL MARITIME ACADEMY	8070	29 TH /03/2021	28/March/2026	
BOSIET(OPITO)					
ERM					
HIGH VOLTAGE					
DP CERTIFICATE					
HELM					

SUMMARY OF SAILING EXPERIENCE IN EACH RANK;

Master / Chief Eng	C/O / 2E	2/O / 3E	3/O / 4E	Deck / EngCGadet

SEA SERVICE RECORDS:

(Please start your latest sea service records on top)

S/No	Vessel Name	(A) Owners/ Managers / (B) Manning Agency	Vessel Type/GRT/DWT	Engine model, type BHP	Rank	Sailing Period	Brief description of types of operations and operations locations
1	RAWABI407	RAWARBI VALLIANZ OFFSHORE SERVICE/TOPTOSSA M	UTILITY 498/149	CATATAPILL AR	A/B	15/08/2024 30/01/2025	UTILITY SUPPORT/OPE RATION KSA
2	RAWABI409	RAWARBI VALLIANZ OFFSHORE SERVICE/TOPTOSSA M	UTILITY 498/149	CATATAPILL AR	A/B	29/09/2023 1/06/2024	UTILITY SUPPORT/OPE RATION KSA
3	MV WINPOSH REGENT	VARIDIAN/ SCHISTE INTEGRATED OFFSHORE SOLUTION	AHTS DP 2 2538 72	WARTSILA	A/B	04-Feb-22 06-May-22	LAGOS PORT NIGERIA TO BATAM INDONESIA
4	MV WINPOSH REGENT	VARIDIAN/ SCHISTE INTEGRATED OFFSHORE SOLUTION	AHTS, DP 2 CLASS 2428/11240	WARTSILA	A/B	29/07/2021 18/09/2021	ABO FPSO STATIC TOW
5	AQUAMARINE	VARIDIAN/ SCHISTE INTEGRATED OFFSHORE SOLUTION	AHTS, DP 2 CLASS 2428/11240	WARTSILA	A/B	11-Feb-21 28/05/2021	ABO FPSO STATIC TOW
6	LANGERY DP2	VARIDIAN/ SCHISTE INTEGRATED OFFSHORE SOLUTION	AHTS, DP 2 CLASS 2428/11240	WARTSILA	A/B	15/08/2020 27/11/2020	ABO FPSO STATIC TOW
7	MV PERIDOT	VARIDIAN/ SCHISTE INTEGRATED OFFSHORE SOLUTION	AHTS, DP 2 CLASS 2428/799	WARTSILA	A/B	23/02/2020 11-Jun-20	ABO FPSO STATIC TOW

8	MV PERIDOT	VARIDIAN/ SCHISTE INTEGRATED OFFSHORE SOLUTION	AHTS, DP 2 CLASS 2428/799	WARTSILA	A/B	07-Oct-19 22/01/2020	ABO FPSO STATIC TOW
9	MLS ALEXIE	HARPS HOLDING PTE LIMITED/OASMARIN E	ANCHOR HANDLING 1159	CUMIS	A/B	08-Jun-18 20/12/2018	ANCHOR HANDLING BONGA FIELD
10	MV SARATU	HARPS HOLDING PTE LIMITED/OASMARIN E	ANCHOR HANDLING 2022	CUMIS	A/B	07-Jul-16 07-Mar-17	DSV TOTAL FIELD
11	MV MLS PEARL	HARPS HOLDING PTE LIMITED/OASMARIN E	ANCHOR HANDLING 1159	CUMIS	A/B	07-Sep-15 07-Feb-16	SUPPLY CHEVRON FIELD
12	MASTER ADESSA LEGEND	P.E.M OFFSHORE	DIVER SUPPORT 2022	WARTSILA	A/B	05-Aug-14 05-Apr-15	SUPPLY CHEVRON FIELD
13	MR QUEEN	SEA BULK	SUPPLY VESSEL 940	CATAPILLA R	A/B	12-May-14 14/06/2014	SUPPLY CHEVRON FIELD
14	MR QUEEN	SEA BULK	SUPPLY VESSEL 940	CATAPILLA R	A/B	10-Mar-14 11-Apr-14	SUPPLY CHEVRON FIELD

ADDITIONAL INFORMATION

INTERESTS

SAILING AND READING

PC skills

YES

References

ENGR. OKWEYE MICHAEL

+234 7034129386

HON. IDOGUN OVOKE

+2348129622212

Part 2:

VACCINE DOSE ADMINISTERED & AEFI

COVID-19 Dose	Product Name/Manufacturer Batch Number	Expiry Date	Date Given	Next Appointment	Any AEFI	Date of Onset of AEFI
Dose 1	- AstraZeneca/Oxford ☐ - Johnson & Johnson ☒ - Pfizer ☐	1/24	10/2/23	9/5/23		
Dose 2 Booster	- AstraZeneca/Oxford ☐ - Johnson & Johnson ☒ - Pfizer ☐	11/23	10/5	Completed.		

1st Dose

Name of Health Officer: Angela R. S. A.

Signature: [Signature]

2nd Dose

Name of Health Officer: Angela R. S. A.

Signature: [Signature]

COVID-19 VACCINE IS SAFE AND EFFECTIVE

NATIONAL PRIMARY HEALTH CARE
DEVELOPMENT AGENCY



Client Copy

FEDERAL MINISTRY OF HEALTH
NATIONAL PRIMARY HEALTH CARE
DEVELOPMENT AGENCY



COVID-19 Vaccination Card

Part 1:

Basic Information

Card No.:

Name: OKE PHILIP EFETOROR Age: 44 Sex: M

State: RIVERS LGA: PHALGA

Ward: 01 Settlement: SIGORAH
HOSPITAL

Health Facility: MILITARY HOSPITAL

Name of Vaccinator: ADAMU TUNSA ABA

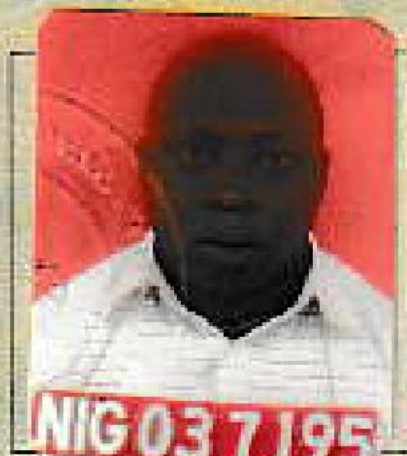
Phone No. of LGA DSND: 07032845683



DECLARATION

I DECLARE:

- (i) that the person to whom this Discharge Book relates has Satisfied me that he (she) is a seaman; and
 (ii) that the photograph affixed bearing my official stamp is a true likeness of that person, that the signature within is his (her) true signature, that he (she) possesses the physical characteristics entered within and has stated to me the date and Place of his (her) birth as entered within.



Shipping Masters Embossing stamp

Signature of the Authorized officer

Name/Designation

4th Sept. 2012
 Shipping Master, PH

PARTICULARS OF SEAMAN

SURNAME (In block letters)

PHILIP

OTHER NAMES (In full)

EFETOBOR

OKE

Date of Birth

11.9.77

Place of Birth

SAPELE

Height

1.62M

Colour of Eyes

BROWN

Rolled Thumb Print Impressions

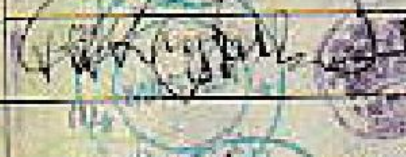
Left Thumb

Right Thumb

Signature of Seaman

CERTIFICATES OF DISCHARGE

compiled from logs of Crew and Official Log Book or from other Official Records,
and copy of Report of Character if desired by the Seaman

No	* Name of Ship Official Number Gross Tonnage Main Engine Kilowatts	Date and place of		* Temp	* Description of voyage**	Copy of Report of Character		Signature of (1) master, and of (2) Shipping Master and officer-in-charge
		Engagement *	Discharge			For ability	For general conduct	
1	MR. QUEEN NO:IMO 13 42 GRT: 940	14.2.11 ONNE	16.09.12 ONNE	OS	1 NCV	VERY GOOD	VERY GOOD	(1) 
2	MR. QUEEN NO:IMO 13 42 GRT: 940	20.10.12 ONNE	22.11.12 ONNE	AB	2 NCV	VG	VG	(1) 
3	MR. QUEEN NO:IMO 13 42 GRT: 940	23.12.12 ONNE	25.01.13 ONNE	AB	3 NCV	VG	VG	(1) 
4	MR. QUEEN NO:IMO 13 42 GRT: 940	28.01.13 ONNE	30.02.13 ONNE	AB	4 NCV	VG	VG	(1) 
5	MR. QUEEN NO:IMO 13 42 GRT: 940	21.03.13 ONNE	3.05.13 ONNE	AB	5 NCV	VG	VG	(1) 
6	MR. QUEEN NO:IMO 13 42 GRT: 940	5.06.13 ONNE	6.08.13 ONNE	AB	6 NCV	VG	VG	(1) 

* These columns are to be filled in at the time of engagement.

** FGN = Foreign Going
NCV = Near Coastal Voyages

CERTIFICATES OF DISCHARGE

compiled from lists of Crew and Official Log Book or from other Official Records,
and copy of Report of Character if desired by the Seaman

No	* Name of Ship Official Number Gross Tonnage Main Engine Kilowatts	Date and place of		* Rating	* Description of voyage**	Copy of Report of Character		Signature of (1) master; and of (2) Shipping Master and official stamp
		Engagement *	Discharge			For ability	For general conduct	
7	MR. QUEEN NO. IMO 1372 GRT 940	05.09.13 DNNE	07.11.13 DNNE	AB	NCV	VS VERY GOOD	VG VERY GOOD	(1) (2) [Signature]
8	MR. QUEEN Y NO. IMO 1372 GRT 940	10.12.13 DNNE	8.2.14 DNNE	AB	NCV	VS VERY GOOD	VG VERY GOOD	(1) (2) [Signature]
9	MR. QUEEN Y NO. IMO 1372 GRT 940	10.3.14 DNNE	11.4.14 DNNE	AB	NCV	VS VERY GOOD	VG VERY GOOD	(1) (2) [Signature]
10	MR. QUEEN Y NO. IMO 1372 GRT 940	12.5.14 DNNE	14.06.14 DNNE	AB	NCV	VS VERY GOOD	VG VERY GOOD	(1) (2) [Signature]
MASTER ADESSA LEGEND CALL SIGN: MEMON P40 No: 222222 2022		05-08-01305-07-05 BRANSALE BRANSALE FLT JUNE FLT JUNE		A/B	11 NCV	VS VERY GOOD	VS VERY GOOD	(1) (2) [Signature]
MV MLS PEARL 12 SINGAPORE CALL SIGN : 9V3395 OFF NR : 400102 GRT : 579 NRT : 174		07-09-15 LAGOS NIGERIA		07/02/16 LAGOS	AB	12 NCV	VS VERY GOOD	VS VERY GOOD

* These columns are to be filled in at the time of engagement.

** FGN - Foreign Going
NCV - Near Coastal Voyages

CERTIFICATES OF DISCHARGE

compiled from lists of Crew and Official Log Book or from other Official Records,
and copy of Report of Character if desired by the Seaman

No	* Name of Ship Official Number	Date and place of		* Rating	* Description of voyage **	Copy of Report of Character		Signature of (1) master, and of (2) Shipping Master and official stamp
		Engagement *	Discharge			For ability	For general conduct	
13	CALL SIGN BV2005 OFF NR 390812 GRT 1159	07-07-2016	07-03-17 LAGOS	AB	NCV	VERY GOOD	VERY GOOD	(1)  (2) 
14	M/L ALEXIE SINGAPORE CALL SIGN BV2134 OFF NR 390805 GRT 1150 NRT 347	08-06-18	20-12-18 LAGOS	A/B	FG	V-G	V-G	(1)  (2) 
15	HAHTS LANGERY DP SINGAPORE CALL SIGN BV2134 OFF NR 390805 GRT 1150 NRT 347	07-10-19	22-02-20 LAGOS NIGERIA	A/B	FG	V Good	V Good	(1)  (2) 
16	HAHTS LANGERY DP SINGAPORE CALL SIGN BV2134 OFF NR 390805 GRT 1150 NRT 347	23-02-2020	11-06-2020 LAGOS NIGERIA	A/B	FG N	Very Good	Very Good	(1)  (2) 
17	HAHTS LANGERY DP SINGAPORE CALL SIGN BV2134 OFF NR 390805 GRT 1150 NRT 347	15-07-2020	27-11-20 LAGOS NIGERIA	A/B	NCV	V-G	V-G	(1)  (2) 
18	HAHTS LANGERY DP SINGAPORE CALL SIGN BV2134 OFF NR 390805 GRT 1150 NRT 347	11-02-2021	28-05-2021 LAGOS NIGERIA	A/B	FGN	V-G	V-G	(1)  (2) 

* The columns are to be filled in at the time of engagement.

** FGN = Foreign Going
NCV = Near Coastal Voyages

CERTIFICATES OF DISCHARGE

compiled from lists of Crew and Official Log Book or from other Official Records,
and copy of Report of Character if desired by the Seaman

No	* Name of Ship Official Number Gross Tonnage	Date and place of		* Rating	* Description of voyage **	Copy of Report of Character		Signature of (1) master, and of (2) Shipping Master and official stamp
		Engagement *	Discharge			For ability	For general conduct	
19	WINDSOR REGENCY ANTHONY D. 2	21-07-2021	18-09-2021	AB	FGH	V-G	V-G	(1) [Signature] (2) [Signature]
20	WINDSOR REGENCY ANTHONY D. 2	04-08-2022	06-05-22	AB	UNLTD			(1) [Signature] (2) [Signature]
21								(1) (2)
22								(1) (2)
23								(1) (2)
24								(1) (2)

* These columns are to be filled in at the time of engagement

** FGH = Foreign Going
NCV = Near Coastal Voyages

CERTIFICATES OF DISCHARGE

compiled from lists of Crew and Official Log Book or from other Official Records,
and copy of Report of Character if desired by the Seaman

No	* Name of Ship Official Number Gross Tonnage	Date and place of		* Rating	* Description of voyage**	Copy of Report of Character		Signature of (1) master, and of (2) Shipping Master and official stamp
		Engagement *	Discharge			For ability	For general conduct	
19	WINPOSH REGENT AHTS DP 2 Call Sign : 3 EZFG Flag : PANAMA IMO No : 009550242 GRT : 2538 NRT : 762	29-07-2021 ONNE PORT NIGERIA	18-09-2021 LAGOS PORT NIGERIA	AB	19 FGH	V.G	V.G	(1) [Signature] (2) [Signature]
20	WINPOSH REGENT AHTS DP 2 Call Sign : 3 EZFG Flag : PANAMA IMO No : 009550242 GRT : 2538 NRT : 762	04-02-2022 LAGOS PORT NIGERIA	06-05-22 BRIAM INDONESIA	AB	20 UNLTD			(1) [Signature] (2) [Signature]
21	WINPOSH REGENT AHTS DP 2 Call Sign : 3 EZFG Flag : PANAMA IMO No : 009550242 GRT : 2538 NRT : 762	26-09-2023 TANAJIB PORT K.S.A	1-6-24 TANAJIB PORT K.S.A	AB	21 F.G	V.G	V.G	(1) [Signature] (2) [Signature]
22	WINPOSH REGENT AHTS DP 2 Call Sign : 3 EZFG Flag : PANAMA IMO No : 009550242 GRT : 2538 NRT : 762	15-08-2024 TANAJIB PORT K.S.A	30-01-2025 TANAJIB PORT K.S.A	AB	22 F.G	V.G	V.G	(1) [Signature] (2) [Signature]
23	WINPOSH REGENT AHTS DP 2 Call Sign : 3 EZFG Flag : PANAMA IMO No : 009550242 GRT : 2538 NRT : 762				23			(1) [Signature] (2) [Signature]
24	WINPOSH REGENT AHTS DP 2 Call Sign : 3 EZFG Flag : PANAMA IMO No : 009550242 GRT : 2538 NRT : 762				24			(1) [Signature] (2) [Signature]

* These columns are to be filled in at the time of engagement.

** FGN = Foreign Going
NCV = Near Coastal Voyages



Alison

Academic Transcript

Certificate Number: **AC-5109-31326446**

This is to certify that the management of Alison awarded PHILIP EFETOBOR OKE the certificate of completion in Hydrogen Sulfide Awareness under the category Health on 18th May 2023.

Validation: You can check authenticity of this certificate by visiting the following link:

<https://alison.com/certification/check/%242y%2410%24nVPIKFPLFA0K0VRScNuzjILa6jvTWnVjYdHML17xrlbJhro59e>

Name: **PHILIP EFETOBOR OKE**

Email: **philipoke99@gmail.com**

Country: **Nigeria**



Certificate Details



Hydrogen Sulfide Awareness

[Score: 80]

Course Details

This health and safety course lays out the various safety hazards of hydrogen sulfide (H₂S) gas and explains how to control them to work safely. You will learn different names of H₂S, its hazardous properties and its most likely locations. We identify the routes the gas takes and outline the risk factors of different exposure limits established by various international organizations.

The course explains the different control measures that can be implemented to control H₂S exposure and goes over the detection and measurement methods that help you to identify the respiratory protective equipment recommended for various H₂S environments. Lastly, we lay out the steps to take during H₂S emergencies and outline first aid procedures used to save victims of the gas.

This chemistry course suits anyone working in industries that encounter H₂S, including the petroleum, construction, mineral mining, pulp and paper, metal processing and sewerage treatment fields. It also benefits anyone responsible for managing risk in such environments, particularly those overseeing employee health and safety training.

Maere Richardson

Director of Certification





Alison

Academic Transcript

Modules Studied

H2S Hazards and Controls

Course assessment

Maere Richardson
Director of Certification





Certificate



This is to certify that

PHILIP EFETOBOR OKE

Successfully obtained certificate in

Hydrogen Sulfide Awareness

Karee Richardson

Director of Certification

18th May 2023

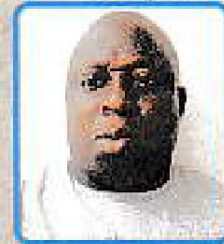
Date of Award



5109-31326446

Rc824043

WORKPLACE SAFETY NIGERIA LIMITED



KM 15 EAST-WEST ROAD, ODUOHA EMOHUA
EMOHUA L.G.A. RIVERS STATE.

Tel:08033364912

<http://www.workplacesafetyng.com>

e-mail:info@workplacesafetyng.com

This is to certify that:

OKE PHILIP EFETOBOR

*Has successfully completed all the requirements set forth
for the award of a certificate in the following*

**HELICOPTER UNDERWATER ESCAPE
TRAINING INCLUDING SAS**

This certificate acknowledges the commitment to improve on maximizing the
chances of survival in the event of a ditched helicopter accident, incident or emergency hence
Workplace Safety Nigeria Limited proudly issue this document
in recognition of this accomplishment.

Date completed: **JANUARY 4TH, 2021**

Certificate No. **WPSN/HUET/2021/1124**

This certificate is valid for four years only.


INSTRUCTOR/TRAINER: **FELIX N. NLERUM**

*This training course is conducted in
accordance with OPTO approved standards*

Verify certificate at:
www.workplacesafetyng.com



PERMIT NO:DPWOGISPI2M25116MM221809

P<NGA0KE<<PHILIP<EFETOBOR<<<<<<<<<<<<<<<<<<<<<<<<<<<<
B514544363NGA7709117M350219299641888686<<<54



001 000104

FEDERAL REPUBLIC OF NIGERIA

NIGERIAN MARITIME ADMINISTRATION AND SAFETY AGENCY

SEAFARER'S MEDICAL CERTIFICATE (NIMASA)

212562



ORIGINAL

This Certificate is issued by the Government of the Federal Republic of Nigeria in compliance with the requirement of Regulation 1.2 standard A 1.2 of the Maritime Labour Convention, 2006 (MLC '06), as amended and the International Convention on Standards for Training, Certification and Watch keeping for seafarers (STCW) 78 as amended.

Surname: OKE	Given Names: PHILIP EFETOBOR
Discharge Book No: SSID NO: NIG-037195	Passport No: A50108694
Date of Birth: 11/09/1977	Sex: M ☒ F ☐
	Nationality: NIGERIAN

Department: (Tick relevant box)	Rank: AB
Deck ☒ Engine ☐ Catering ☐	
Other (specify) _____	

Declaration of the recognised doctor

ID checked at the point of examination	Yes ☒ No ☐	Hearing standards as in STCW A I/9	Yes ☒ No ☐
Visual acuity standards as in STCW A-I/9	Yes ☒ No ☐	Unaided Hearing satisfactory	Yes ☒ No ☐
Color vision standards as in STCW A-I/9	Yes ☒ No ☐	Is there any limitation or restriction on fitness?	Yes ☐ No ☒
Date of last colour vision test (dd/mm/yy)	25/02/25	Please specify restriction.	

Visual Aids (tick if worn)
Spectacles ☐ Contact lenses ☐

Restrictions

Duties:

Location/Vessel:

Medical/Others:

Is the seafarer free from any medical condition likely to be aggravated by service at sea or to render the seafarer unfit for such service or to endanger the health of other persons onboard?	Yes ☒ No ☐
--	---

I have examined the seafarer named above and have found him/her fit for seafaring as below

Medical Fitness Category (tick relevant box)

1. Fit-No Restriction ☒	2. Fit-subject to restrictions ☐
---	---

Fit for look-out duty	Deck	Engine	Steward/Others
Fit ☒ Unfit ☐	Fit ☐ Unfit ☐	Fit ☐ Unfit ☐	Fit ☐ Unfit ☐

Date of Examination 25/02/2025	Expiry Date of Certificate 24/02/2027
---------------------------------------	--

Declaration by Seafarer

I have read and understood the notes overleaf and declare that all answers provided are to the best of my knowledge true. I agree that by withholding any information vital to this medical examination will lead to cancellation and withdrawal of this certificate.

Signature of Seafarer: _____

Name, Signature and Official stamp/seal of Approved Doctor:

Dr. Emmanuel Oshaka





CHARKIN
MARITIME & OFFSHORE SAFETY CENTRE
www.charkincentre.com



Certificate Number CM090720140211

Certificate of Training

This is to certify that

OKE PHILIP EFETOBOR

Date of Birth: 09-11-1977

Has Successfully Completed



PROFICIENCY FOR SEAFARERS WITH SECURITY AWARENESS

And has met the Standard of Competence as specified in SECTION A-VII/6, Table A-VII/6-1 of the STCW Convention as amended (including 2010 amendments)

14-02-2020

Issue Date



SIGNATURE OF INSTRUCTOR

N/A

Expiry Date

0009835

For certificate verification please log on to www.charkincentre.com

BST-02028



CERTIFICATE NO. **8070**

COASTAL MARITIME ACADEMY

15B AWOLowo ROAD, SOUTH WEST IKOYI,

LAGOS, NIGERIA.

E-mail: cmalagos@yahoo.com

STCW BASIC SAFETY TRAINING

This is to Certify that

OKE PHILIP EFETOBOR

Date of Birth: **9TH OCT. 1977**

Has successfully completed a training programme approved by the Nigerian Maritime Administration and Safety Agency (NIMASA), meeting the requirements laid down in

Personal Survival at Sea Techniques

Regulation VI/I and Section A - VI/I 2.1.1

Fire Prevention and Fire Fighting

Regulation VI/I and Section A - VI/I 2.1.2

Elementary First Aid

Regulation VI/I and Section A - VI/I 2.1.3

Personal Safety and Social Responsibilities

Regulation VI/I and Section A - VI/I 2.1.4

and has also met the additional criteria specified in the revised STCW Convention (2010) applicable to the issue of the certificate.

This Certificate is issued under the approval of the Nigerian Maritime Administration and safety Agency (NIMASA)


TRAINING COORDINATOR


EXECUTIVE CHAIRMAN



29TH MARCH-2ND APRIL, 2021
From..... To.....

SEAL AND DATE



ANY ALTERATION INVALIDATES THIS CERTIFICATE

CRB-000602



CERTIFICATE NO. 23115

COASTAL MARITIME ACADEMY

15B AWOLOWO ROAD, SOUTH WEST IKOYI,
LAGOS, NIGERIA.
E-mail: info@coastalmaritimeacademy.com

Certificate

OF PROFICIENCY IN SURVIVAL CRAFT AND RESCUE BOATS
OTHER THAN FAST RESCUE BOATS.

This is to Certify that

OKE PHILIP EFETOBOR

Date of Birth: 11TH SEPT, 1977

has successfully completed an approved training in:

**Proficiency in Survival Craft and Rescue Boats
other than fast Rescue Boats**

Regulation VI/2 and section A-VI/2, Paragraphs 1-4

of the International Convention on Standards of Training, Certification and Watchkeeping for
Seafarers, as amended in 2010.

This Certificate is issued under the Approval of the Nigerian Maritime Administration
and Safety Agency (NIMASA).

TRAINING COORDINATOR

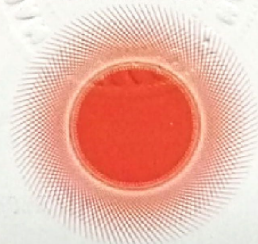
EXECUTIVE CHAIRMAN



3RD - 7TH JUNE, 2024

From To

SEAL AND DATE



ANY ALTERATION INVALIDATES THIS CERTIFICATE

NIGERIAN MARITIME ADMINISTRATION AND SAFETY AGENCY (NIMASA)



CERT NO.

NAS.NAV.1137

CERTIFICATE OF PROFICIENCY

OKE PHILIP EFETOBOR

This is to certify that **OKE PHILIP EFETOBOR** is qualified as **Ablo**

Seafarer deck

in accordance with provisions of **Regulation 11/5** of the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers 1978 (STCW) and as amended

The holder of this certificate is entitled under the Merchant Shipping Act to serve in a ship requiring certificate of that designation

The certificate of proficiency is subject to endorsements as to any additional requirement in accordance with the above regulations



Photograph of holder of Certificate

Date of birth of Certificate holder; **9/11/1977**

Date of issue; **6/4/2018**

Signature of holder of Certificate *[Signature]*

Signature of Authorized official *[Signature]*
CAPT. SUNDAY M. UMOREN

NIG- 037195

CERTIFICATES OF DISCHARGE

compiled from lists of Crew and Official Log Book or from other Official Records,
and copy of Report of Character if desired by the Seaman

No	Name of Ship Official Number Gross Tonnage	Date and place of		Rating	Description of voyage**	Copy of Report of Character		Signature of (1) master, and of (2) Shipping Master and official stamp
		Engagement	Discharge			For ability	For general conduct	
19	AHTS DP 2 Call Sign: S E Z F G Flag: PANAMA IMO No: 005550242 GRT: 2538 NRT: 792	29-07-2021	18-09-2021	AB	FGH	V.G	V.G	(1) [Signature] (2) [Signature]
20		04-02-2022	06-05-22	AB	UNLTD			(1) [Signature] (2) [Signature]
21		26.09.2023	1-6-24	AB	F.G	V.G	V.G	(1) [Signature] (2) [Signature]
22								(1) (2)
23								(1) (2)
24								(1) (2)

* These columns are to be filled in at the time of engagement.

 ** FGN = Foreign Going
 NCV = Near Coastal Voyages

Protection contre le paludisme

Le paludisme, est une maladie grave, parfois mortelle, qui sevit encore à l'état endémique dans un très grand nombre des pays tropicaux et subtropicaux. Vous devez vous protéger contre les piqures des moustiques (usage de moustiquaires imprégnées, répulsifs). En outre, les médicaments antipaludiques peuvent être utiles, soient pris régulièrement à titre préventif, soient tenus en réserve. Pour le traitement d'urgence d'une fièvre causée par les parasites, les médicaments sont variables et changeants, veuillez consulter votre médecin ou l'institution spécialisée la plus proche, ou encore la dernière édition de la brochure de l'OMS ainsi qu'avoir les certificats de vaccination exigés et conseils d'hygiène pour les voyages internationaux.

Si vous prenez de médicaments antipaludiques à titre préventif, il est nécessaire de les prendre de façon absolument régulière, de préférence pendant ou immédiatement après un repas plutôt par intermittence, et de continuer pendant les six semaines suivantes.

Aucune méthode ne peut garantir une protection complète. Si une fièvre se déclare entre une semaine après la première exposition et jusqu'à deux ans après votre guérison, ne manquez pas de consulter votre médecin et de l'informer de votre séjour dans une région malarieuse.



INTERNATIONAL CERTIFICATE OF VACCINATION OR PROPHYLAXIS CERTIFICAT INTERNATIONAL DE VACCINATION OU DE PROPHYLAXIE

Issued to / Delivre a

OKE PHILIP
EFETO BOR

Passport No. or Travel Document No.

Numero du passeport ou de la piece justificative

A 5 0 1 0 8 6 9 4



(Scan QR Code
to verify)



A266595

INTERNATIONAL HEALTH REGULATIONS (2005)
REGLEMENT SANITAIRE INTERNATIONAL (2005)

INTERNATIONAL CERTIFICATE OF

This is to certify that (name) OKE PHILIP E.
Nationality NIGERIAN
whose signature follows [Signature]
against: (name of disease or condition) YELLOW FEVER

Vaccine or prophylaxis	Date	Signature and professional status of supervising clinician
YELLOW FEVER	13 JUNE 2019	PORT HEALTH OFFICER FMCH, NIGERIA CODE 3301

This certificate is valid only if the vaccine or prophylaxis used has been approved by the World Health Organization.

This certificate must be signed in the hand of the clinician, who shall be a medical practitioner or other authorized health worker, supervising the administration of the vaccine prophylaxis. The certificate must also bear the official stamp of the administering centre; however, this shall not be an accepted substitute for the signature.

VACCINATION OR PROPHYLAXIS

Date of birth 09-11-77, Sex M
National Identification document, if applicable.....
Has on the date indicated been vaccinated or received prophylaxis
In accordance with the International Health Regulations.

Manufacturer and batch No. of vaccine or prophylaxis	Certificate valid from..... until.....	Official stamp of administering centre
FSUE OF CETUMAKOV 780 0.5ml LIRE	FOR	Approved Vaccination Centre Federal Republic of Nigeria

Any amendment of this certificate, or erasure or failure to complete any part of it, may render it invalid.

The validity of this certificate shall extend until the date indicated for the particular vaccination or prophylaxis. The certificate shall be fully completed in English or in French. They certificate may also be completed in another language on the same document, in addition to either English or French.

A266595

CONFIDENTIAL WHEN FILLED

Vessel:	RAWABI 407	Date:	30.01.2025
Name	PHILIP		DD/MM/YY
	Family Name		First Name
Rank:			
Embarked:	15.08.2024	Disembarked:	30.01.2025
	DD/MM/YY		DD/MM/YY

Reason for Disembarking

- ☐ End of Contract
 ☐ Compassionate Leave
 ☐ Resigned
☐ Sick / Injured
 ☐ Dismissed

A. Performance

Item	Excellent	Above Average	Satisfactory	Below Average	Unsatisfactory
Professional knowledge and execution of key tasks	☐	☒	☐	☐	☐
Responsibility	☐	☒	☐	☐	☐
Safety Consciousness	☐	☒	☐	☐	☐
Initiative and showing willingness to improve	☐	☒	☐	☐	☐
English Language	☐	☒	☐	☐	☐
Socialising, liaison and cooperation with shore / crew	☐	☒	☐	☐	☐

B. Recommendations

1. If his marks are below average, do you think he will be able to improve?

- ☐ Definitely
 ☐ Needs More
 ☐ Doubtful
 ☐ Shows No Interest

Area of Improvement:

2. Recommendations for Continued Service / Re-hire

- ☒ Yes
 ☐ No

3. Recommendations for Promotion – Refer to Item 4 Below

- ☒ Yes
 ☐ No
 CRANE OPERATOR

4. Any specific good qualities or performances you would like to emphasize?

SHOWING GOOD PERFORMANCES & BEHAVIOR, RECOMMENDED RE-HIRE AS ABCOP.

5. Specific Training Recommended by Evaluator

6. Specific Training Requested by Seafarer

Fleet & Technical Manager:	Signature:	Date:
Port Captain:	Signature:	Date:
Port Engineer:	Signature:	Date:
Designated Person Ashore:	Signature:	Date:

ACTION IF NEEDED :

Rawabi 407 FUNAFUTI OFFICIAL NO : 38311720 MO NO : 9934064 CALL SIGN : 72CW5 RT : 498 FT : 149	Capt. UMAR WANGSA Name of Evaluator	Signature of Evaluator	Signature – Evaluated Individual
--	--	------------------------	----------------------------------

Name & Signature of Crewing Manager



On Board Appraisal Form - Ratings

Form No: PERS 09
Revision No: 4.0
Revision Date: 02 Aug 2021

Family Name	Oke	SUITABILITY FOR PROMOTION Immediately Suitable ☐ With further Experience ☐ When Certified ☐ At Limit of Capability ☐ Unsuitable ☐
Given Name	Philip Efetobor	
Rank	A.B	
Ship	Winposh Regent	
Dates, from	04/02/2022	
to	06/05/2022	

Check appropriate box: N/A Not Applicable, 1: Exceptional, 2: Above Average, 3: Acceptable, 4: Below average, 5: Unacceptable

Subject	Grades						Remarks if required but necessary for Grades 4 and 5
	N/A	1	2	3	4	5	

All personnel, as appropriate

Ability	☐	☒	☐	☐	☐	☐	
Appearance / Dress	☐	☐	☒	☐	☐	☐	
Cargo Operations	☐	☒	☐	☐	☐	☐	
Co-operation	☐	☒	☐	☐	☐	☐	
Level of English Language	☐	☒	☐	☐	☐	☐	
Discipline	☐	☒	☐	☐	☐	☐	
Integrity	☐	☒	☐	☐	☐	☐	
ISM awareness	☐	☐	☒	☐	☐	☐	
Knowledge of Job	☐	☒	☐	☐	☐	☐	
Machinery Maintenance	☒	☐	☐	☐	☐	☐	
Reliability	☐	☒	☐	☐	☐	☐	
Safety Awareness	☐	☐	☒	☐	☐	☐	
Supervisory Ability	☐	☐	☒	☐	☐	☐	
Temperament	☐	☐	☒	☐	☐	☐	
Punctuality	☐	☒	☐	☐	☐	☐	
Watch keeping	☐	☒	☐	☐	☐	☐	
Attitude	☐	☒	☐	☐	☐	☐	
Conduct	☐	☒	☐	☐	☐	☐	
Initiative	☐	☐	☒	☐	☐	☐	
Sobriety	☐	☒	☐	☐	☐	☐	
Trend in Performance	☐	☐	☒	☐	☐	☐	
General Opinion	☐	☒	☐	☐	☐	☐	

UNCONTROLLED WHEN PRINTED

Reviewed by: SHEQ

Approved by: MD

	On Board Appraisal Form Ratings	Form No.	PERS 09
		Revision No.	3.0
		Revision Date:	01 Jul 2020

Training Undertaken	Appraiser Name:	Ante Curac
	Position / rank:	Master
Training Recommended	Date	28/05/2021
	Signature	
Appraisees Comments	Appraisees Signature	



UNCONTROLLED WHEN PRINTED



On Board Appraisal Form - Ratings

Form No: PERS 09
Revision No: 4.0
Revision Date: 07 Aug 2021

Suitable for re-hire	☐	☒	☐	☐	☐	☐	
Training Undertaken	Appraiser Name: Oduaro Ugochukwu Austin						
- Medical First Aid/ Resuscitation procedures.							Position / rank: Ch. Officer SDPO
Training Recommended	Date: 06/05/2022						
None.							06/05/2022 3 E2FG Flag: PWAAMA IMO No: 005590243 DPS: 1555 762
Appraisees Comments	Signature						
	Appraisees Signature						

UNCONTROLLED WHEN PRINTED

Reviewed by: SHEQ

Approved by: MD



On Board Appraisal Form - Ratings

Form No: PERS 09
Revision No: 4.0
Revision Date: 02 Aug 2021

Family Name	PHILIP	SUITABILITY FOR PROMOTION					
Given Name	EFETOBOR						
Rank	AB						
Ship	WINPOSH REGENT						
Dates, from	04/02/2022						
to	05/03/2022						
Check appropriate box: N/A Not Applicable, 1: Exceptional, 2: Above Average, 3: Acceptable, 4: Below average, 5: Unacceptable							
Subject	Grades						Remarks if required but necessary for Grades 4 and 5
	N/A	1	2	3	4	5	
All personnel, as appropriate							
Ability	☐	☐	☒	☐	☐	☐	
Appearance / Dress	☐	☐	☒	☐	☐	☐	
Cargo Operations	☐	☐	☒	☐	☐	☐	
Co-operation	☐	☐	☒	☐	☐	☐	
Level of English Language	☐	☐	☒	☐	☐	☐	
Discipline	☐	☐	☒	☐	☐	☐	
Integrity	☐	☐	☒	☐	☐	☐	
ISM awareness	☐	☐	☒	☐	☐	☐	
Knowledge of Job	☐	☐	☒	☐	☐	☐	
Machinery Maintenance	☐	☐	☐	☐	☐	☐	
Reliability	☐	☐	☒	☐	☐	☐	
Safety Awareness	☐	☐	☒	☐	☐	☐	
Supervisory Ability	☐	☐	☒	☐	☐	☐	
Temperament	☐	☐	☒	☐	☐	☐	
Punctuality	☐	☐	☒	☐	☐	☐	
Watch keeping	☐	☐	☒	☐	☐	☐	
Attitude	☐	☒	☐	☐	☐	☐	
Conduct	☐	☐	☒	☐	☐	☐	
Initiative	☐	☐	☒	☐	☐	☐	
Sobriety	☐	☐	☒	☐	☐	☐	
Trend in Performance	☐	☐	☒	☐	☐	☐	
General Opinion	☐	☐	☒	☐	☐	☐	
Suitable for re-hire	☐	☐	☒	☐	☐	☐	

UNCONTROLLED WHEN PRINTED

Reviewed by: SHEQ

Approved by: MD



On Board Appraisal Form - Ratings

Form No: PERS 09
Revision No: 4.0
Revision Date: 02 Aug 2021

Training Undertaken	Appraiser Name:	FREDY TIMOTIUS
	Position / rank:	MASTER
Training Recommended	Date	05/03/2022
Appraisees Comments	Signature	
	Appraisees Signature	

UNCONTROLLED WHEN PRINTED

Reviewed by: SHEQ

Approved by: MD



On Board Appraisal Form Ratings

Form No.
Revision No.
Revision Date

PERS 09
3.0
01 Jul 2020

Family Name	Oke	SUITABILITY FOR PROMOTION
Given Name	Philip	
Rank	AB	
Ship	Aquamarine	
Dates, from	11/02/2021	
to	28/05/2021	
		Immediately Suitable ☐
		With further Experience ☐
		When Certified ☒
		At Limit of Capability ☐
		Unsuitable ☐

Check appropriate box: N/A Not Applicable, 1: Exceptional, 2: Above Average, 3: Acceptable, 4: Below average, 5: Unacceptable

Subject	Grades						Remarks if required but necessary for Grades 4 and 5
	N/A	1	2	3	4	5	
All personnel, as appropriate							
Ability	☐	☐	☒	☐	☐	☐	
Appearance / Dress	☐	☐	☒	☐	☐	☐	
Cargo Operations	☐	☐	☒	☐	☐	☐	
Co-operation	☐	☐	☒	☐	☐	☐	
Level of English Language	☐	☒	☐	☐	☐	☐	
Discipline	☐	☒	☐	☐	☐	☐	
Integrity	☐	☒	☐	☐	☐	☐	
ISM awareness	☐	☐	☒	☐	☐	☐	
Knowledge of Job	☐	☐	☒	☐	☐	☐	
Machinery Maintenance	☐	☒	☐	☐	☐	☐	
Reliability	☐	☒	☐	☐	☐	☐	
Safety Awareness	☐	☐	☒	☐	☐	☐	
Supervisory Ability	☐	☐	☒	☐	☐	☐	
Temperament	☒	☐	☐	☐	☐	☐	
Punctuality	☐	☒	☐	☐	☐	☐	
Watch keeping	☐	☒	☐	☐	☐	☐	
Attitude	☐	☒	☐	☐	☐	☐	
Conduct	☐	☒	☐	☐	☐	☐	
Initiative	☐	☒	☐	☐	☐	☐	
Sobriety	☐	☐	☒	☐	☐	☐	
Trend in Performance	☐	☒	☐	☐	☐	☐	
General Opinion	☐	☒	☐	☐	☐	☐	
Suitable for re-hire	☐	☒	☐	☐	☐	☐	

UNCONTROLLED WHEN PRINTED

Reviewed by: SHEQ
Approved by: MD



On Board Appraisal Form - Ratings

Form No: PERS 09
Revision No: 3.0
Revision Date: 01 Jul 2020

Family Name	Oke		SUITABILITY FOR PROMOTION	
Given Name	Philip Efetobor		Immediately Suitable	☐
Rank	AB		With further Experience	☐
Ship	Langery		When Certified	☐
Dates, from	15-Aug-20		At Limit of Capability	☐
to	27.11.2020		Unsuitable	☐

Check appropriate box: N/A Not Applicable, 1: Exceptional, 2: Above Average, 3: Acceptable, 4: Below average, 5: Unacceptable

Subject	Grades						Remarks if required but necessary for Grades 4 and 5
	N/A	1	2	3	4	5	
All personnel, as appropriate							
Ability	☐	X	☐	☐	☐	☐	
Appearance / Dress	☐	X	☐	☐	☐	☐	
Cargo Operations	☐	☐	X	☐	☐	☐	
Co-operation	☐	☐	X	☐	☐	☐	
Level of English Language	☐	X	☐	☐	☐	☐	
Discipline	☐	X	☐	☐	☐	☐	
Integrity	☐	☐	X	☐	☐	☐	
ISM awareness	☐	☐	X	☐	☐	☐	
Knowledge of Job	☐	☐	X	☐	☐	☐	
Machinery Maintenance	☐	☐	X	☐	☐	☐	
Reliability	☐	☐	X	☐	☐	☐	
Safety Awareness	☐	☐	X	☐	☐	☐	
Supervisory Ability	☐	☐	☐	X	☐	☐	
Temperament	X	☐	☐	☐	☐	☐	
Punctuality	☐	☐	X	☐	☐	☐	
Watch keeping	☐	X	☐	☐	☐	☐	
Attitude	☐	X	☐	☐	☐	☐	
Conduct	☐	☐	X	☐	☐	☐	
Initiative	☐	☐	X	☐	☐	☐	
Sobriety	☐	☐	X	☐	☐	☐	
Trend in Performance	☐	X	☐	☐	☐	☐	
General Opinion	☐	X	☐	☐	☐	☐	
Suitable for re-hire	☐	X	☐	☐	☐	☐	

UNCONTROLLED WHEN PRINTED

Reviewed by: SHEQ

Approved by: MD



On Board Appraisal Form - Ratings

Form No: PERS 09
Revision No: 3.0
Revision Date: 01 Jul 2020

Training Undertaken Click here to enter text.	Appraiser Name:	Capt Robinson S
	Position / rank:	Master
Training Recommended Click here to enter text.	Date	27.11.2020
Appraisees Comments	Signature	
	Appraisees Signature	

UNCONTROLLED WHEN PRINTED

Reviewed by: SHEQ
Approved by: MD



SEAFARERS APPRAISAL FORM (SAF)

First name / Last name	Philip Oke	Department	Deck
Current Position	AB	Joined Date	11/02/21
Nationality	Nigerian		
Type of Employment	☐ Permanent ☒ Contract ☐ Agency Staff		
Name of Reviewer	Ante Curac	Supervisor's Position	Master
Reviewing Period	From 11/02/21 (dd/mm/yy format)	To 28/05/21 (dd/mm/yy format)	

Purpose of Performance Review

Tick & select the appropriate box:

☐ Monthly/Rotation Review	☐
☐ Annual Review	☐ Others, please specify below

Ratings System	Description
5 Excellent	Performance <u>consistently exceeds</u> job requirements and expectations. The employee consistently demonstrates high levels of excellence in all aspects of his/her job beyond expectations.
4 Good	Performance <u>regularly exceeds</u> normal job requirements and expectations. Ad hoc accomplishments are highly valued.
3 Satisfactory	Performance <u>fully meets</u> normal job requirements and expectations. All key objectives of the job are achieved at the expected level. Skills and knowledge are capably applied.
2 Needs Improvement	Performance <u>meets minimum</u> job requirements and expectations. Areas needing improvement are evident.
1 Unsatisfactory	Performance is <u>below minimum</u> acceptable job requirements and expectations. Skills and knowledge requires strengthening to meet competency levels.
0 Too early to assess	Employee is <u>NEW</u> to the company, too early to assess.

Evaluation Factors

1	Technical / Job Competency Extent of job knowledge, competence in the field of work. Adequacy of job-related knowledge and skills to accomplish work.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
2	Timely Delivery Ability to deliver <u>quality</u> work on time.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
3	Attitude Conduct oneself in a professional manner, cooperative and shows respect to colleagues, managers and subordinates.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess



SEAFARERS APPRAISAL FORM (SAF)

4	Attendance/Punctuality Extent to which the employee adhere to punctuality and attendance.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
5	Planning & Organizing Using the right tools and resources to develop plans and execute them to meet goals. Understands the environment and situation and effect changes to anticipate situational needs.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
6	Communication Effectively exchanges and receives information both orally and in writing. Able to express opinions and accepts various viewpoints positively.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
7	Innovation & Initiative Constantly looking for improvements in systems and processes Takes initiatives to identify and act on things. Always challenging the norms and accepts change as part of life and frequently proposes constructive changes for improvement.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
8	Teamwork Understands and advocates the importance of team spirit. Demonstrates cooperativeness and willingness to adjust management style or work methods to suit situational needs, and ability to partner with other team members to achieve common goals.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
9	Problem-Solving Understands and accurately analyses a problem or situation. Provides constructive feedback and formulates realistic solutions. Change as part of life and frequently proposes constructive changes for improvement.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
10	Judgment & Decision Making Accumulates all relevant information prior to making decisions. Present well considered and appropriate alternatives when making recommendations. Make timely decisions.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
11	Managing & Leading Supportive management style, motivating subordinates to achieve results. Highly persuasive, exhibits fairness and impartiality, setting achievable standards and providing constant coaching to subordinates. ** Rate this only if the employee has Supervisory role
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess

Note: Retention period of this record is 3 years.



SEAFARERS APPRAISAL FORM (SAF)

12	Safety, Security and Environmental Focus Performs all matters on board in a safe, secure and environmentally friendly manner. Understands the role in an emergency situation according to the contingency plan.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
13	Focus on Procedures and Instructions Active use of relevant company procedures and instructions. Knowledge about the Management System and where to find relevant documentation.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
14	Key Performance Indicators (KPI) Rating Based on the KPIs set in the previous year, rate the employee's achievement of his/her result.
	☐ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☒ Too early to assess Please attached KPI form for reference

REVIEWER Signature/Date <i>[Signature]</i> 28/05/21	VESSEL MASTER Signature/Date <i>[Signature]</i> 28/05/21
EMPLOYEE By signing below, you acknowledge receipt of the performance review. You may comment in the space below if you do not necessarily indicate agreement. (use additional paper if necessary). Signature/Date <i>[Signature]</i> 28-5-21	

Please indicate your course of action for the employee (where applicable) by ticking against the appropriate boxes provided.

☒ To Confirm	☐ To extend probation for another ____ month(s)
☐ Recommend for Promotion New Position (Provide separate justification)	☐ To retain for future projects
☐ To terminate employment	☐ To convert to permanent

FOR OFFICIAL USE	
RATING CALIBRATED: ☐ Yes ☐ No FINAL RATING: _____	REVIEWED & APPROVED BY CREWING Representative:



SEAFARERS APPRAISAL FORM (SAF)

First name / Last name Oke Philip Efetobor Department Deck

Current Position AB Joined Date 15-Aug-20

Nationality Nigeria

Type of Employment ☐ Permanent ☒ Contract ☐ Agency Staff

Name of Reviewer Capt Jethi Wachyudi Supervisor's Position Master

Reviewing Period From 15-Aug-20 To 09-Nov-20
(dd/mm/yy format) (dd/mm/yy format)

Purpose of Performance Review

Tick & select the appropriate box.

☐ Monthly/Rotation Review ☐ Annual Review ☐ Others, please specify below

Ratings System	Description
5 Excellent	Performance <u>consistently exceeds</u> job requirements and expectations. The employee consistently demonstrates high levels of excellence in all aspects of his/her job beyond expectations.
4 Good	Performance <u>regularly exceeds</u> normal job requirements and expectations. Ad hoc accomplishments are highly valued.
3 Satisfactory	Performance <u>fully meets</u> normal job requirements and expectations. All key objectives of the job are achieved at the expected level. Skills and knowledge are capably applied.
2 Needs Improvement	Performance <u>meets minimum</u> job requirements and expectations. Areas needing improvement are evidential.
1 Unsatisfactory	Performance is <u>below minimum</u> acceptable job requirements and expectations. Skills and knowledge requires strengthening to meet competency levels.
0 Too early to assess	Employee is <u>NEW</u> to the company, too early to assess.

Evaluation Factors

1	Technical / Job Competency Extent of job knowledge, competence in the field of work. Adequacy of job-related knowledge and skills to accomplish work.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
2	Timely Delivery Ability to deliver <u>quality</u> work on time.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
3	Attitude Conduct oneself in a professional manner, cooperative and shows respect to colleagues, managers and subordinates.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess

Note: Retention period of this record is 3 years.

4	Attendance/Punctuality Extent to which the employee adheres to punctuality and attendance.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
5	Planning & Organizing Using the right tools and resources to develop plans and execute them to meet goals. Understands the environment and situation and effect changes to anticipate situational needs.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
6	Communication Effectively exchanges and receives information both orally and in writing. Able to express opinions and accepts various viewpoints positively.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
7	Innovation & Initiative Constantly looking for improvements in systems and processes Takes initiatives to identify and act on things. Always challenging the norms and accepts change as part of life and frequently proposes constructive changes for improvement.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
8	Teamwork Understands and advocates the importance of team spirit. Demonstrates cooperativeness and willingness to adjust management style or work methods to suit situational needs, and ability to partner with other team members to achieve common goals.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
9	Problem-Solving Understands and accurately analyses a problem or situation. Provides constructive feedback and formulates realistic solutions. change as part of life and frequently proposes constructive changes for improvement.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
10	Judgment & Decision Making Accumulates all relevant information prior to making decisions. Present well considered and appropriate alternatives when making recommendations. Make timely decisions.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
11	Managing & Leading Supportive management style, motivating subordinates to achieve results. Highly persuasive, exhibits fairness and impartiality, setting achievable standards and providing constant coaching to subordinates. ** Rate this only if the employee has Supervisory role.
	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess

Note: Retention period of this record is 3 years.

SEAFARERS APPRAISAL FORM (SAF)

12	Safety, Security and Environmental Focus Performs all matters on board in a safe, secure and environmentally friendly manner. Understands the role in an emergency situation according to the contingency plan.	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
13	Focus on Procedures and Instructions Active use of relevant company procedures and instructions. Knowledge about the Management System and where to find relevant documentation.	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
14	Key Performance Indicators (KPI) Rating Based on the KPIs set in the previous year, rate the employee's achievement of his/her result.	☐ Excellent ☐ Good ☒ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess

Please attach KPI form for reference

REVIEWER  Signature/Date 08-Nov-20	VESSEL MASTER  Signature/Date 09-Nov-20
EMPLOYEE By signing below, you acknowledge receipt of the performance review. You may comment in the space below if you do not necessarily indicate agreement. (use additional paper if necessary).  Signature/Date 09-Nov-20	

Please indicate your course of action for the employee (where applicable) by ticking against the appropriate boxes provided.

☒ To Confirm	☐ To extend probation for another ____ month(s)
☐ Recommend for Promotion New Position	☐ To retain for future projects
☐ To terminate employment	☐ To convert to permanent

(Provide separate justification)

FOR OFFICIAL USE	
RATING CALIBRATED: ☐ Yes ☐ No FINAL RATING: _____	REVIEWED & APPROVED BY CREWING Representative:



SEAFARERS APPRAISAL FORM (SAF)

First name / Last name Oke Philip Efebor Department Deck

Current Position AB Joined Date 15-Aug-20

Nationality Nigeria

Type of Employment ☐ Permanent ☒ Contract ☐ Agency Staff

Name of Reviewer Capt Robinson S. Supervisor's Position Master

Reviewing Period From 15-Aug-20 To 27-Nov-20
(dd/mm/yy format) (dd/mm/yy format)

Purpose of Performance Review

Tick & select the appropriate box.

☐ Monthly/Rotation Review☐ Annual Review☐ Others, please specify below

Ratings System	Description
5 Excellent	Performance <u>consistently exceeds</u> job requirements and expectations. The employee consistently demonstrates high levels of excellence in all aspects of his/her job beyond expectations.
4 Good	Performance <u>regularly exceeds</u> normal job requirements and expectations. Ad hoc accomplishments are highly valued.
3 Satisfactory	Performance <u>fully meets</u> normal job requirements and expectations. All key objectives of the job are achieved at the expected level. Skills and knowledge are capably applied.
2 Needs Improvement	Performance <u>meets minimum</u> job requirements and expectations. Areas needing improvement are evidential.
1 Unsatisfactory	Performance is <u>below minimum</u> acceptable job requirements and expectations. Skills and knowledge requires strengthening to meet competency levels.
0 Too early to assess	Employee is <u>NEW</u> to the company, too early to assess.

Evaluation Factors

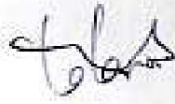
1	Technical / Job Competency Extent of job knowledge, competence in the field of work. Adequacy of job-related knowledge and skills to accomplish work.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
2	Timely Delivery Ability to deliver <u>quality</u> work on time.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
3	Attitude Conduct oneself in a professional manner, cooperative and shows respect to colleagues, managers and subordinates.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess



SEAFARERS APPRAISAL FORM (SAF)

4	Attendance/Punctuality Extent to which the employee adhere to punctuality and attendance.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
5	Planning & Organizing Using the right tools and resources to develop plans and execute them to meet goals. Understands the environment and situation and effect changes to anticipate situational needs.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
6	Communication Effectively exchanges and receives information both orally and in writing. Able to express opinions and accepts various viewpoints positively.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
7	Innovation & Initiative Constantly looking for improvements in systems and processes Takes initiatives to identify and act on things. Always challenging the norms and accepts change as part of life and frequently proposes constructive changes for improvement.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
8	Teamwork Understands and advocates the importance of team spirit. Demonstrates cooperativeness and willingness to adjust management style or work methods to suit situational needs, and ability to partner with other team members to achieve common goals.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
9	Problem-Solving Understands and accurately analyses a problem or situation. Provides constructive feedback and formulates realistic solutions. change as part of life and frequently proposes constructive changes for improvement.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
10	Judgment & Decision Making Accumulates all relevant information prior to making decisions. Present well considered and appropriate alternatives when making recommendations. Make timely decisions.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
11	Managing & Leading Supportive management style, motivating subordinates to achieve results. Highly persuasive, exhibits fairness and impartiality, setting achievable standards and providing constant coaching to subordinates. <u>** Rate this only if the employee has Supervisory role.</u>
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess

12	Safety, Security and Environmental Focus Performs all matters on board in a safe, secure and environmentally friendly manner. Understands the role in an emergency situation according to the contingency plan.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
13	Focus on Procedures and Instructions Active use of relevant company procedures and instructions. Knowledge about the Management System and where to find relevant documentation.
	☒ Excellent ☐ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess
14	Key Performance Indicators (KPI) Rating Based on the KPIs set in the previous year, rate the employee's achievement of his/her result.
	☐ Excellent ☒ Good ☐ Satisfactory ☐ Needs Improvement ☐ Unsatisfactory ☐ Too early to assess Please attached KPI form for reference

REVIEWER Signature/Date 27-Nov-20 	VESSEL MASTER Capt. Robinson S.  Signature/Date 27-Nov-20 
EMPLOYEE By signing below, you acknowledge receipt of the performance review. You may comment in the space below if you do not necessarily indicate agreement. (use additional paper if necessary).  Signature/Date 27-Nov-20	

Please indicate your course of action for the employee (where applicable) by ticking against the appropriate boxes provided.

☒ To Confirm	☐ To extend probation for another ____ month(s)
☐ Recommend for Promotion New Position (Provide separate justification)	☐ To retain for future projects
☐ To terminate employment	☐ To convert to permanent

FOR OFFICIAL USE RATING CALIBRATED: ☐ Yes ☐ No FINAL RATING: _____	REVIEWED & APPROVED BY CREWING Representative:
---	--

PERFORMANCE APPRAISAL FORM FOR SEA STAFF - RATINGS

1 Q ☒ 2 Q ☐ 3 Q ☐ Y 4 Q ☐

Sign Off / Date

1 0 0 0 0 0 0 0

PERIOD OF APPRAISAL: From

31/01/2020

TO

30/06/2020

OSV - CBSP - MCM - OPS - PRO - 0006

Appendix 1

Dated: 15 April 2013

Revision: 4.0

NAME: Oka Philip Eteobor RANK: 20 STAFF NO: VESSEL: MVRILDCOT SIGNON DATE: 31.03.2020

PART 1: PERFORMANCE REVIEW

OBJECTIVES	PERFORMANCE INDICATOR	STANDARDS	RESULTS ACHIEVED	RATING
1. Assigned Tasks Perform and complete assignments / tasks to meet requirements	Timeliness Accuracy	Meeting deadline 90% of the time		4
2. Usage of Equipment Operate range of equipment, tools and material to complete assigned tasks as instructed.	Waste Damage due to misuse	Zero waste Zero damage		4
3. Safety Perform assignments / tasks in a safe manner to avoid accidents and incidents.	No. of accidents No. of incidents	Zero accidents Zero incidents		4
4. Housekeeping Inspect / housekeeping of all relevant spaces within his own job scope / responsibility are acceptable by external / internal customers.	No. of deficiencies in audit or inspection	Zero deficiency		4
5. Discipline Prove adherence to company's conduct / conduct.	No. of valid written complaints	Zero valid complaints		4
6. Supervision (for supervisor / fleet only) (MCM) Supervise subordinates to ensure adherence to company requirements	No. of Non-Compliance (NC)	Maximum valid NC per review		N/A

1. Appraisal rating scale for this category is as follows:-

2. MEASUREMENT TARGETS

3. MEETING TARGETS

0.0000

5.00000000

PART 3 : COMPETENCY DEMONSTRATION REVIEW

The following is the rating scale to assess the extent of each competency demonstration.

LEVELS	FREQUENCY & EXTENT OF BEHAVIOURS DEMONSTRATED
Poor	Most of instance, inconsistent or negative behaviours
Minimal	Occasionally demonstrates some of the desired behaviour
Moderate	Usually demonstrates most of the desired behaviour
Good	Always demonstrates many of the desired behaviours
Excellent	Always demonstrates all of the desired behaviours

Please read the Behavioural descriptors for each competency. Rate the staff level of competency according to the rating scales provided by placing a check (X) in the appropriate box. One same evidence of specific behaviours that have been demonstrated observed throughout the period of review.

COMPETENCY DEMONSTRATION	TECHNIQUES	LEVEL ACHIEVED
1. COMMUNICATION • Able to explain functional aspects of job • Able to converse in English and understand Maltese English terminology • Provides clear and concise suggestions/proposals on work relationships • Expresses self clearly • Speaks & communicates information pertaining to job tasks		☐ Excellent ☒ Good ☐ Moderate ☐ Minimal ☐ Poor
2. TEAMWORK AND COOPERATION • Cooperates with peers, supervisor and other staff members • Exhibits help behaviour with colleagues • Committed to achieve / complete task assigned • Speaks clearly and openly to others' views • Interacts positively well with others, able to adapt		☐ Excellent ☒ Good ☐ Moderate ☐ Minimal ☐ Poor
3. INTERPERSONAL RELATIONSHIPS • Courteous and makes others feel comfortable • Develops good relationship with co-workers and supervisor • Enjoys working with others / those change with others • Interacts well with others in a tactful and respectful manner • Can tolerate misunderstanding and other work-related conflicts		☐ Excellent ☒ Good ☐ Moderate ☐ Minimal ☐ Poor
4. CONDUCT, ORDER, QUALITY & SAFETY • Maintains own accommodation space hygienic order • Checks work process and outputs, consistently striving to avoid mistakes • Observed SAFETY RULES and REGULATIONS • Takes SAFETY as a personal responsibility • Maintains order in the work environment		☒ Excellent ☐ Good ☐ Moderate ☐ Minimal ☐ Poor

COMPETENCY DESCRIPTION	REMARKS (Describe the above competencies demonstrated by the employee)	LEVEL ACHIEVED
PROBLEM SOLVING / ANALYTICAL THINKING ✓ Able to analyze and solve problems. ✓ Able to detect and respond to faults or defects of a work process, machinery, etc. ✓ Perceive implications of action.		Excellent ☒ Good ☒ Moderate ☐ Minimal ☐ Poor ☐
COMMUNICATION / BUSINESS AWARENESS ✓ Aware that good customer service will increase company's value of sales. ✓ Sense of urgency in carrying out tasks related to company's requirement. ✓ Awareness of the type of the type of service to be served by the company. ✓ Implications in particular trade to the company.		Excellent ☐ Good ☒ Moderate ☐ Minimal ☐ Poor ☐
INITIATIVE ✓ Proactive and self-driven in completing work assigned. ✓ Resourceful and can be depended on. ✓ Doing more than is required / expected in the job. ✓ Tries to overcome work problems on his own. ✓ Thinks out new ideas for better work results.		Excellent ☐ Good ☒ Moderate ☐ Minimal ☐ Poor ☐
TEAMWORK (For Supervisors Only) Display the following qualities: ✓ Integrity ✓ Commitment ✓ Punctuality ✓ Sense of Responsibility ✓ Rational/Logical decision making	N/A	Excellent ☐ Good ☐ Moderate ☐ Minimal ☐ Poor ☐
PLANNING AND ORGANIZING (For Supervisors Only) ✓ Plans for daily activities, normally has checklist of things to be done. ✓ Able to set short to medium term plans. ✓ Organizes resources and work assignments. ✓ Implements and monitors progress. ✓ Monitors the implementation progress of all competencies.	N/A	Excellent ☐ Good ☐ Moderate ☐ Minimal ☐ Poor ☐

3.3 OVERALL PERFORMANCE REVIEW

Overall Results Achievement of Objective
For overall achievement of all objectives set in Part 1, please indicate the rating achieved below:
10=EXCELLENCE 8=GOOD

1	Consistently achieves "rating 1" on most objectives.
2	Consistently achieves "rating 2" on most objectives.
3	Achieves "rating 3" on most objectives.
4	Achieves "rating 4" on most objectives.
5	Achieves "rating 5" on most objectives.

3.4 Overall Competencies Demonstration

On the 5 Competencies demonstrated for the job in Part 1, please score each by placing a check mark (✓) next to the following boxes:

5	Demonstrates all competencies at the "Excellent" level.
4	Frequently demonstrates almost all competencies at the "Good" level. A few at the "Moderate" level.
3	Frequently demonstrates most competencies at "Moderate" levels.
2	Modestly Meets Requirements: Frequently demonstrates some competencies at the "Moderate" level. Usually demonstrates most competencies at the "Minimal" level.
1	Unsatisfactory: Has not demonstrated most competencies. Demonstrates most competencies in negative manner. Need to increase frequency of performance in most competencies.

3.5 Work Discipline

For overall work discipline in undertaking the responsibilities at work, please rate by placing a check mark (✓) next to the following boxes:

4	Very highly disciplined. High conformance to work regulations.
4	Quite highly disciplined. Good and timely work attendance. Conforms to work regulations.
3	Moderately disciplined. Usually punctual and follows work regulations.
2	Quite poor in work discipline. Most of the time not in compliance with work regulations. Often late at work.
1	Poor discipline and work behaviour. Always not in compliance with work regulations.

3.6 Sense of Responsibility

For overall undertaking of responsibilities at workplace, please rate the extent of involvement and related work conduct by placing a check (✓) in one of the following boxes:

5	Highly responsible. Can be depended on all the time to carry out all the tasks assigned. Takes full responsibility to complete all the tasks assigned. Acceptable for own actions.
4	Usually can be depended on to carry out most tasks. Takes full responsibility to complete most of work assigned.
3	Usually is reliable to carry out most of the tasks. Takes full responsibility to complete some of the tasks assigned.
2	Sometimes unable to carry out all the tasks. Cannot be relied on for any of the tasks assigned.
1	Avoids responsibilities at all times. Cannot be depended on.