



**CREW UNLIMITED
C U YACHT CHARTERS**

PROFESSIONAL CREW PLACEMENT AND CHARTER BROKERAGE FOR THE LUXURY YACHT INDUSTRY

Crew Retention Report	
Why Crew Leave	What Will Keep Them
Politics - people on board telling people what to do, without authority over them, ignoring the chain of command, stirring the pot, etc.	Rotation – time on and time off the boat, such as 2 months on, 1 month off.
Itinerary – going to the same place all the time, or not going where planned	Competitive Salary
Un-kept promises – not getting the raises promised, the itinerary changes, the number of crew is lower than previously told, etc.	Fair Hiring Practices– Promoting from within whenever possible, hiring based on experience, qualifications and references over appearance, age, nationality, gender.
Burnout – not getting enough time off to recharge, <48 hour turnarounds, lack of sleep	Time off and/or \$ for Continuing Education (can be tied to commitment/contract)
Relationships – to be with their significant other whether on another yacht, or on land	Flexibility with time off – to attend weddings, celebrations, see new babies, etc
Better Offers – more \$, more interesting itinerary, more time off, better Captain, etc.	Yacht toy/gym usage
No Room for Advancement	Medical/Dental Insurance
Management – Captain doesn't motivate/reprimand/treat others fairly, is dishonest, or otherwise unprofessional	Performance reviews – must better yourself to get a raise
Crew Morale – lack of communication, intolerant attitudes, or personality differences	Longevity incentives – 13 th month salary bonus after one year employment
Unsafe Conditions – yacht not being maintained due to budget restrictions, incompetent crew, etc.	Employment contract after 30-90 day trial period
Dishonesty – mismanagement of funds, time off, etc	Return airfare to your home country after one year employment
Discrimination / Sexual Harrassment	Fair budget – enough \$ to take proper care of the vessel
Settle Down – start a family, buy a home, etc.	Comfortable crew accommodation – bunks long enough, with individual TV, privacy, personal space away from the rest of the crew
Job Insecurity – yacht's for sale, financial trouble, poor management, etc.	Accrued time off – comp time for days worked continuously with guests aboard, to be taken off when no guests aboard, or bought back from the owner
Lack of Appreciation/Respect	Respect – appreciation for one's experience, ability, knowledge, responsibility, and as a fellow human being in general
Lack of Authority/Responsibility – owner or management company undermines Captain after decisions made, etc.	Itinerary – varied itinerary so the crew expand their 'Local Knowledge' and are stimulated by their surroundings