

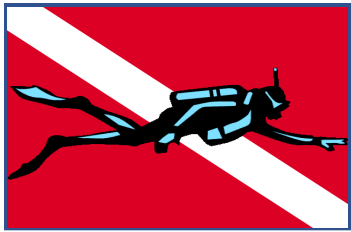
Taking Care of the Boat Crew



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How Are Boat Crews Compensated?



Boat Captain: Usually Salaried or "Paid by Trip" employee of the Dive Operator or Boat Owner.

In Water Guide: Sometimes salaried, but more often All, or Most, of their earnings are from Tips. (Think Waitress concept).

Deck Hands: Sometimes salaried, but more often All, or Most, of their earnings are from Tips. (Again, Think Waitress concept).

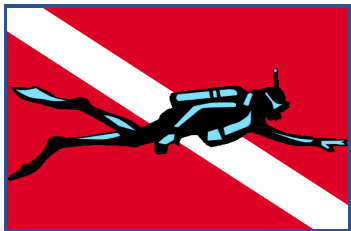
Commonly alternate "Deck Hand" and "In Water Guide" duties.



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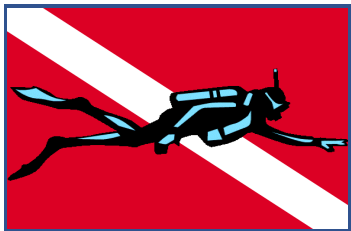


Basic Boat Crew Activities



Guide and Deckhand Activities:

- Prepare the boat for day's activity-plus loading food, water, supplies.
- Assist Captain in Departure and Arrival of the boat.
- Assign Boat stations for Divers.
- Load Operator, and usually, Diver-owned Tanks.
- Some operations have "Valet" diving in which diver's gear is loaded on and unloaded from the boat and diver's gear is "set up" by crew.
- Assist divers in setting up gear and safety checks, Incl NITROX Checks, Etc
- Brief on boat safety and dive procedures.
- Brief on dive sites, safety operations and dive procedures.
- Guide dive in water and watch for underwater safety or other issues.
- If necessary- Provide emergency medical assistance (CPR, AED, O2, Etc.)
- Assist divers in getting Off and Back On the boat safely.



Other Boat Crew Activities

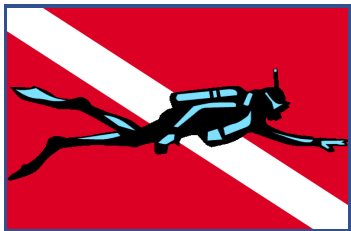


Other Guide and Deckhand Activities:

- Dedicated Guide Operations- Acting as a personal Dive Guide for 1 or more divers separate from the “Boat” Dive Guide.
- Conducting formal Diver Training / Certification activities for selected divers separate from the other divers on the boat.

Note: Both of the above activities are usually funded separately and above the basic dive costs.

- **Other Case-by-Case activities such as:**
 - Assisting select divers in removing BCD/Tank set in water to allow diver to board without it.
 - In water assistance if divers are having Weight/Buoyancy issues, Clearing Problems, Equipment Issues, Etc



Tipping Based on “Level of Effort”?



Per Dive:

- What might be a “Fair Tip” for Boat Crew (Guide and Deckhand) which effectively performed the Basic Deckhand/Guide Duties?

\$10.00 Per Dive?

- What might be a “Fair Tip” for Boat Crew (Guide and Deckhand) which “basically or marginally” performed the Basic Deckhand/Guide Duties?

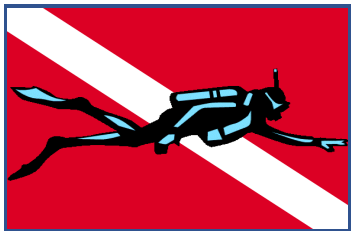
\$0-\$5.00 Per Dive?

- What might be a “Fair Tip” for Boat Crew (Guide and Deckhand) which effectively performed the Basic Deckhand/Guide Duties and you received “Extra Assistance” on the dive: Gear removal/ Boarding Assist, Gear Change/Setup, Etc

\$15-20.00 per Dive?

- **End of Trip Tipping.** Many Resorts and “Liveaboards” plan for divers to Tip at the end of visit period (1-2+ Weeks). What might be a “Fair Tip” per dive for such situation? **Note- Some Resorts have a Valet Fee.**

Marginal- \$0-\$5.00 Effective- \$10.00 Exceptional- \$15.00-20.00



Discussion

