

PIC HEAVY - ROOKIE GUIDE TO CREW MANAGEMENT

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I. Intro

Hello Skippers,

Today, I give you the rookie guide to crew management. Well, to start off, this guide is directed to all rookies and nubs playing SH4 stock 1.5 or any mods not altering crew management behavior.

As we all know, a sub is but a steel tube without its crew. The crew is not only responsible for keeping the sub in top shape, but also crew affects readiness and preparation for any sudden situation, which otherwise may jeopardize the sub. Examples include, torpedo reloading, aiming accuracy and reload speed for torpedos and deck guns. Anti-air cover and retaliation for enemy planes, horizon scanning and sensor monitoring and efficiency. Detection range, Sub speed and manoeuvrability. To seasoned skippers this maybe a walk in the park, but to rookies, without background or advice on crew management, we are losing a vital branch in the war with the Japs.













In the summary to come, I'll explain the basic crew management for the boat, so you could make the most out of the crew. Remember, a motivated crew, is a compliant crew, and a compliant crew forms a good boat.

II. Ranks

Ranks start from Seaman Recruit, all the way to Lieutenant. Experience, tonnage sunk, and renown also affect rank. Planes shot down also influence rank. Once a crewmember got the required XP, you'll be notified to promote him, and this only applies to Ranks of 4 and above.

Ranks 1 through 3 are automatically promoted.

RANKS

| | | | |
|---|---|---|---|
| Seaman Recruit | Seaman Apprentice | Seaman | Petty Officer 3rd Class |
|  |  |  |  |
| Petty Officer 2nd Class | Petty Officer 1st Class | Chief Petty Officer | Senior Chief Petty Officer |
|  |  |  |  |
| Master Chief Petty Officer | Ensign | Lieutenant (Junior Grade) | Lieutenant |
|  |  |  |  |

III. Shifts

| | AFTER TORPEDO ROOM | ENGINE ROOMS | CONTROL ROOM | CONNING TOWER | FORWARD TORPEDO ROOM | DECK WATCH | |
|-----|--------------------|--------------|--------------|---------------|----------------------|------------|--------------------------|
| I | | | | | | | ⇒ Next active shift |
| II | | | | | | | |
| III | | | | | | | ⇒ Currently active shift |

In this situation, the captain didnot relieve the battlestations once the action was over and so, everyone on the sub refuses to comply unless they get some sleep. Always keep an eye on the fatigue value of each crew member. At this situation, the sub is indeed a rusty bucket.

Shifts work starting I, going through II, and ending with III, then going back to I and so on...
Important crew members need constant rest, so make sure to always place them in the first shift on the boat, or at naturally unmanned positions, such as deck gun and AA gun stations.

Each shift lasts 4 hours, followed by an 8 hour break and sleep. The crew attends to maintenance before going to sleep. So, in this example, assuming the capt. relieved watch, Shift III is on watch, Shift I is doing maintenance, and Shift II is asleep.

IV. Stations Overview

For a total of 8 stations, and a repair crew of 10 sailors on standby, ready to react when things go south.

The sub consists of 79 positions, at first occupied by 63 on a Porpoise class sub (other types of fleet boats may have additional spaces for crews)

On your career, you're able to hire and fire sailors as you please. Do note however, that fresh recruits lack experience, and take time to develop skills.

If you have alot of empty spaces, crew needs more attention since the tasks at hand are too much.

| Dion E. Triebel | | |
|--------------------------|------------|----------|
| Chief Petty Officer (7) | | |
| Experience: 1893/4450 | | |
| Morale: Normal | Leadership | 66 / 100 |
| Fatigue: 0 / 100 | Electrical | 21 / 100 |
| Health: 100 / 100 | Mechanical | 62 / 100 |
| Efficiency: 37 / 115(+7) | Guns | 76 / 100 |

| DAMAGE CONTROL TEAM | |
|---------------------|--|
| | |

| AFT GUN DECK | |
|--------------|--|
| | |

| AA GUN | |
|--------|--|
| | |



A watchman stands on duty on the conning tower of USS Porpoise, He also affects the early detection of non-motorized targets, and airplanes, allowing you to react sooner.

V. Stations Detailed

Station chief:

In each shift, the left most box is the highest rank chief. The box is fairly larger than the other boxes.

Make sure that the current shift chief is the highest rank among those on the shift.

Chief not only raises station efficiency, but also gives bonus to crew members, when on patrol, when a ship is sunk, a plane is shot down, etc..



This box represents current efficiency of the station, as well as flood level (if damage has occurred and caused a leak.

Normally, if the compressor is functional, the water will be pumped out, but another condition to be met, be surfaced.

If the water isn't pumped out, your station chief will report a flooding, which, over time, adds to the weight of the boat, and causes it to sink.

VI. Crew member sheet

Charlton R. Kimmel
Lieutenant (Junior Grade) (11)
Experience: 5638/8150

Morale: Normal
Fatigue: 52/100
Health: 100/100
Efficiency: 0/30(+0)

Leadership 78/100
Electrical 65/100
Mechanical 78/100
Guns 32/100
Watchman 100/100

Specialisation: Which maybe
Torpedoes
Command
Engines
Watch
Guns
Sensors

Medals

Skills

Efficiency and bonus



The Helmsman: He keeps the boat in top shape for you. Also, affects leadership, commends obedient crew members, and rebukes mutinous members as well. He is a guy not to be trifled with.

VII. Special Crew members



Willis Bole
Chief Petty Officer (7)
Experience: 1821/4450

| | | |
|-----------------------|------------|---------|
| Morale: Normal | Leadership | 73/100 |
| Fatigue: 4/100 | Electrical | 11/100 |
| Health: 100/100 | Mechanical | 65/100 |
| Efficiency: 0/130(+0) | Guns | 104/100 |
| | Watchman | 95/100 |

Each sailor has a skill in an aspect of the sub. While its not a rule, some may have more than one skill and these are usually the senior sailors, as in this example, this crew member has Guns and Watch skills. But since his skill is predominantly guns, you notice the above icon. 

As a bonus, this crew member helped more than once shooting down aircrafts, so I rewarded him with a Silver Star, and the Bronze (Wounded) Medal.

While it may have no effect on skill, occasional decorations keep the crew morale up, which is necessary as a captain needs a compliant crew at all times



Sonar and hydrophone station: The sonar is the eyes and ears of the boat in good and bad conditions, underwater. On surface, the SJ Radar and S Radar also give an idea on surrounding shipping, and aviation. Make sure these crewmembers get enough attention..

VIII. References

Silent Hunter 4 PDF manual

Silent Hunter 4 ingame screenshots

