

SURF LIFE SAVING
NORTHERN TERRITORY



LIFEGUARD

LIFEGUARD

TRAINING PROGRAM

Australian Lifeguard Service

As a member of the Australian Lifeguard Service, Surf Life Saving Northern Territory Incorporated (SLSNT) is dedicated to saving lives and is committed to the provision of a proactive, professional lifeguard service at aquatic venues within the community.

The Australian Lifeguard Service is a fully integrated national lifeguard service, employing in excess of 700 Lifeguards across Australia and encompassing more than 200 beaches nationally.

Providing lifeguard services is a complex operation with specific industry standards, across the public safety, training, and development and medical research sectors. The Australian Lifeguard Service has been a leader in the aquatic safety and lifeguard services industry for over 30 years and sets International standards through quality nationally accredited training, highly skilled staff and stringent standard operating practices.

SLSNT's lifeguard service is built on the resources of its people, both permanent and casual staff who work hand-in-hand with the extensive voluntary network that has effectively patrolled sections of the NT coastline for many years.

The Australian Lifeguard Service has access to extensive resources and a national infrastructure that includes communications networks, specialist rescue services and the provision of nationally accredited training, along with international experts in medicine, equipment and coastal management.

SLSNT Lifeguard Locations

- Palmerston Water Park
 - School term patrolled from 9am - 6pm Wednesday to Sunday
 - School holidays patrolled from 9am - 6pm daily
- Leanyer Recreation Park
 - Patrolled from 9am - 6pm, 363 days a year
- Darwin Defence Base Pools
 - Patrolled from 6am - 9pm, 365 days a year
- Mindil Beach only during the dry season (1 June - 30 September)
 - Patrolled from 2pm - 6pm Thursday to Sunday
 - Patrolled from 2pm - 6pm Monday to Wednesday, only on incoming tides
- Water safety and first aid at special events, includes Territory Day @ Mindil Beach, New Years Eve @ Waterfront, Territory Taste Festival and school visits to Litchfield National Park.



Lifeguard Training Program

In 2016, SLSNT recognised there was a shortage of qualified Lifeguards in the community, so developed a lifeguard training program (Program) to upskill jobseekers with the necessary skills and knowledge to take on this role.

As an experienced registered training organisation, and the peak body for coastal water safety and lifesaving in the NT, SLSNT has the expertise to provide quality lifeguard training.

The aim of this Program is to offer local jobseekers a comprehensive introduction to a new career through nationally recognised, advanced lifesaving skills training. Participants who successfully complete all training will be offered employment as a lifeguard with SLSNT.

Being a lifeguard may appear to be a 'dream job', working outside and near water, but there is more to it. Lifeguards must hold, and maintain, specific qualifications, pass regular fitness and competency tests and be willing, and able, to take on the responsibility of keeping visitors to aquatic venues safe.

Participant Selection

Aspiring lifeguards must be

- at least 16 years of age,
- able to hold a valid Ochre Card,
- able to complete a 200m swim in under six (6) minutes,
- willing and able to undertake all training and commit to at least six (6) months of work,

A Lifeguard position description can be found at [Attachment A](#).

SLSNT will advertise the Program through our social media and website. Aspiring Lifeguards are required to apply through seek.com by submitting their most recent resume.

Suitable applicants are then invited (by email) to complete the timed swim. The swim is supervised by SLSNT lifeguards and will be held at the Darwin Waterfront or a local pool.

Following the swim, applicants will be required to attend a short interview to discuss the training program, expectations and suitability to become a Lifeguard. Successful applicants are then invited to take part in the Program as a Trainee Lifeguard.

Remuneration

SLSNT Lifeguards are employed under the Amusement, Events and Recreation Award 2020.

Trainee lifeguards will be paid at the relevant training rate for all their time. When they have successfully completed all training and qualifications have been awarded, trainee lifeguards will be recognised as qualified Lifeguards and their pay rate will increase accordingly.

Details of the pay rate is dependent on age but will be made clear in the applicants' Letter of Offer.

Whilst Trainee Lifeguards are initially employed on a casual contract, part time and full-time contracts are on offer for ongoing staff.

Training Delivery

[Attachment B. SLSNT Lifeguard Training Program](#) outlines the full SLSNT training pathway that SLSNT can offer to our lifeguards.

The Lifeguard Training Program includes the Trainee and Bronze stages of the SLSNT Lifeguard Training Pathway and takes approx. 6 weeks to complete.

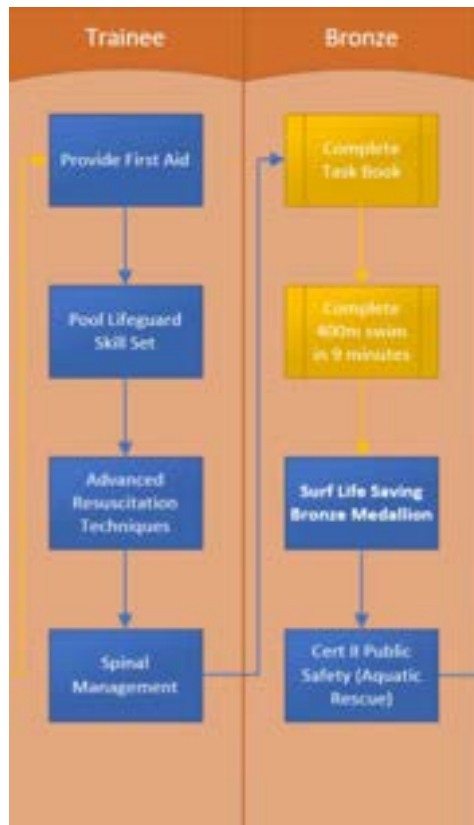


Image 1. Lifeguard Training Program Stages (excerpt from full training pathway)

1. Trainee Stage – 5 days

A combination of theory sessions and practical scenarios adjusted to match the participants learning style. Content is tailored to our locations and common scenarios our Lifeguards encounter but will be primarily based at Leanyer Recreation Park and Surf House.

2. On the job – 3 weeks

Trainee Lifeguards will be rostered at Leanyer Recreation Park and Palmerston Water Park. During these shifts trainees will be required to work with Supervisors and Senior Lifeguards to complete a series of lifeguard duties and have them signed off in a task book.

3. Bronze Stage – 3 days

A combination of theory sessions and practical scenarios adjusted to match the participants learning style. Content is tailored to our locations and common scenarios our Lifeguards encounter but will primarily be based at the Darwin Waterfront.

There is also a small online training component, with these modules needing to be completed in the participants own time.

Upon successful completion of all training, return of all coursework and awarding of qualifications, participants will be included in the rosters as a Lifeguard, and able to work at most locations.

Ongoing Development

Each aquatic venue presents a different set of hazards, SLSNT has set minimum levels of training for a lifeguard to work at each venue. The minimum training takes into consideration the support available from other staff, the likelihood of injury and the likely severity of injury.

[Attachment A. SLSNT Lifeguard Training Program](#) outlines the full SLSNT training pathway that SLSNT can offer to our lifeguards and the relevant units of competency involved in the training.

SLSNT Lifeguards can further their lifesaving skills training through our national links and training connections. These advanced skills ensure our Lifeguards are leaders in the field and can further support the community through membership with a surf lifesaving club or our 24/7 marine Search and Rescue team.

Lifeguards are encouraged to support our community awareness programs and often assist with events such as the annual Darwin Harbour Clean Up and Territory Day @ Mindil Beach.


To ensure a Lifeguard's skills are current, SLSNT runs regular training throughout the year to ensure a Lifeguard's skills and knowledge are current. This training can include knowledge updates such as changes to resuscitation guidelines, completing practical scenarios or demonstration of skills to maintain qualifications.

Lifeguards must also complete a fitness test at least twice a year. Known as the Lifeguard Mission and held at the Darwin Waterfront, Lifeguards must complete a 400m swim – 800m run – 400m board – 800m run in under 25 minutes. This is required to be completed within three months of starting with SLSNT, however more details and the opportunity to practice will be provided.



Attachment A: Position Description Lifeguard

Instruction for Managers	Instruction for Employees
<ol style="list-style-type: none"> 1. Give a copy of Position Description to new employee. 2. Give copy of signed Position Description to employee. 3. Send signed original to SLSNT head office to place on employee file. 	<ol style="list-style-type: none"> 1. Read the Position Description carefully 2. Ask if you need any information clarified. 3. Keep a copy for you to use at work. 4. This may change with the needs of the Business. 5. Keep Manager informed of changes in the position.

WORK LOCATION		POSITION DETAILS	
Leanyer Recreation Park & Palmerston Water Park, Darwin Defence Bases Other locations as required		Casual	
REPORTS TO	DIRECT REPORTS	UPDATED	
Lifeguard Supervisor	Nil	September 2022	
PURPOSE STATEMENT			
Take all measures necessary (proactive and reactive) to prevent loss of life by drowning and/or injury to the public. Lifeguards are required to supervise the environment and ensure the highest standard of public supervision and safety is always guaranteed.			
DIRECT REPORTING RELATIONSHIP			
 <pre> graph LR A[Lifeguard Manager] --- B[Supervisors] B --- C[Senior Lifeguards / Lifeguards] </pre>			

OPERATIONAL ENVIRONMENT	
SLSNT is the peak organisation for surf lifesaving activities in the Northern Territory and is part of the broader Australian surf life saving network (Surf Life Saving Australia – SLSA). Its primary role is to promote the saving of lives within the aquatic environment by supporting Clubs, members and the public through education, training and development opportunities.	
ORGANISATIONAL CULTURE	
SLSNT operates within a flexible team-based environment. There is an emphasis on cross skilling, multi-skilling and mutual support to allow staff members to effectively achieve operational objectives. Individual staff members are encouraged to set personal development goals and assume ownership of work outcomes.	
ORGANISATIONAL VALUES	
Honesty Straight talking and straight answers	Respect Respect is shown no matter ability or background
Teamwork The team always has your back Serious fun	Resourceful A Territory 'can do' attitude Doing a lot with less
Selfless Small considerate actions make a big impact Passionately dedicated	Inclusive All cultural backgrounds are welcome

SKILLS AND PERSONAL ATTRIBUTES
<ul style="list-style-type: none"> • Effective communication skills. • Demonstrate a professional manner and ability to work within a team environment. • Ability to work constructively with a wide range of stakeholders, including contract partners, Lifeguard staff and members of the public. • Self-motivated with an ability to manage priorities within acceptable time frames. • Shows initiative in developing practical new ideas and approaches.
SELECTION CRITERIA
Essential
<ul style="list-style-type: none"> • Be at least 16 years of age and have the right to work in Australia. <i>(Evidence required)</i> • Possess, and maintain currency, in the following Awards: <ul style="list-style-type: none"> ○ SLSA Bronze Medallion/Certificate II in Public Safety (Aquatic Rescue) ○ Pool Lifeguard Award ○ First Aid (AID) ○ Advanced Resuscitation Techniques (AID) ○ Spinal Management Certificate ○ NT Ochre Card (Working with Children Check) • Ability to successfully complete Lifeguard Mission and pass Drug and Alcohol testing, at any given time. • Strong interpersonal skills with ability to relate to people of all ages. • Demonstrated customer service focus. • Time management and organisational skills. • Ability to work flexible hours, including weekends and Public Holidays. <p>Darwin Defence Bases (Additional Requirements)</p> <ul style="list-style-type: none"> • Be at least 18 years of age • Possess, and maintain currency, in the following Awards <ul style="list-style-type: none"> ○ Defence Common Access Card (DCAC) ○ Silver Medallion Basic Beach Management. • Ability to determine priorities, make sound judgements and respond appropriately under pressure whilst working on own <p>Mindil Beach (Additional Requirements)</p> <ul style="list-style-type: none"> • Be at least 18 years of age. • Possess, and maintain currency, in the following additional Awards: <ul style="list-style-type: none"> ○ ATV Operators Certificate. ○ Silver Medallion Basic Beach Management. • Demonstrated ability to operate SLSNT radio network. • Ability to determine priorities, make sound judgements and respond appropriately under pressure whilst working on own
Desirable
<ul style="list-style-type: none"> • Relevant (current) surf lifesaving Awards: <ul style="list-style-type: none"> ○ Silver Medallion Aquatic Rescue. ○ Silver Medallion Basic Beach Management. ○ Gold Medallion • Demonstrated ability to operate SLSNT radio network. • An understanding of surf lifesaving procedures, practices, and policies. • Experience and technical knowledge of lifeguarding or similar public safety roles.
INDICATIVE DUTIES
<ul style="list-style-type: none"> • Successfully complete the Lifeguard Mission at any given time and maintain currency in the Essential Awards required for Lifeguard duties at your location. • Maintain a professional public image within the facility and contribute to the creation of the desired safe, informative and friendly environment by:

- Ensuring the health and safety of all members of the public using the facilities by ensuring the behaviour of all such patrons is conducive to the provision of a safe leisure environment by enforcing facility rules and regulations.
- Taking an active role educating the public on water safety through formal and informal discussions with water users. During any such discussion lifeguard services are not to be compromised.
- Always maintain all standards relevant to lifeguard operations.
- Provide first aid, making sure to adhere to relevant legislation and procedures.
- Continually monitor the environment for operational issues, hazards, incidents or serious maintenance issues throughout the day, reporting any concerns to the Supervisor immediately.
- Report accidents and incidents promptly to the Supervisor.
- Complete all necessary records i.e., statistics, logs, incident reports accurately and on time.
- Attend lifeguard meetings and training sessions as required.
- Participate in accident and incident investigation where required.
- Participate in procedure reviews, where required.
- Other duties as required by the Supervisor are actioned in a timely manner and completed to a satisfactory level.

Darwin Defence Bases & Mindil Beach (Additional Requirements)

- Lifeguard station is set up and packed up in accordance with operational requirements.
- All lifeguard duties are carried out in accordance with expected standards, whilst working on own.

APPROVAL

This position description has been reviewed and is considered to accurately reflect the requirements of the role and SLSNT.

Chief Executive Officer _____ Date _____

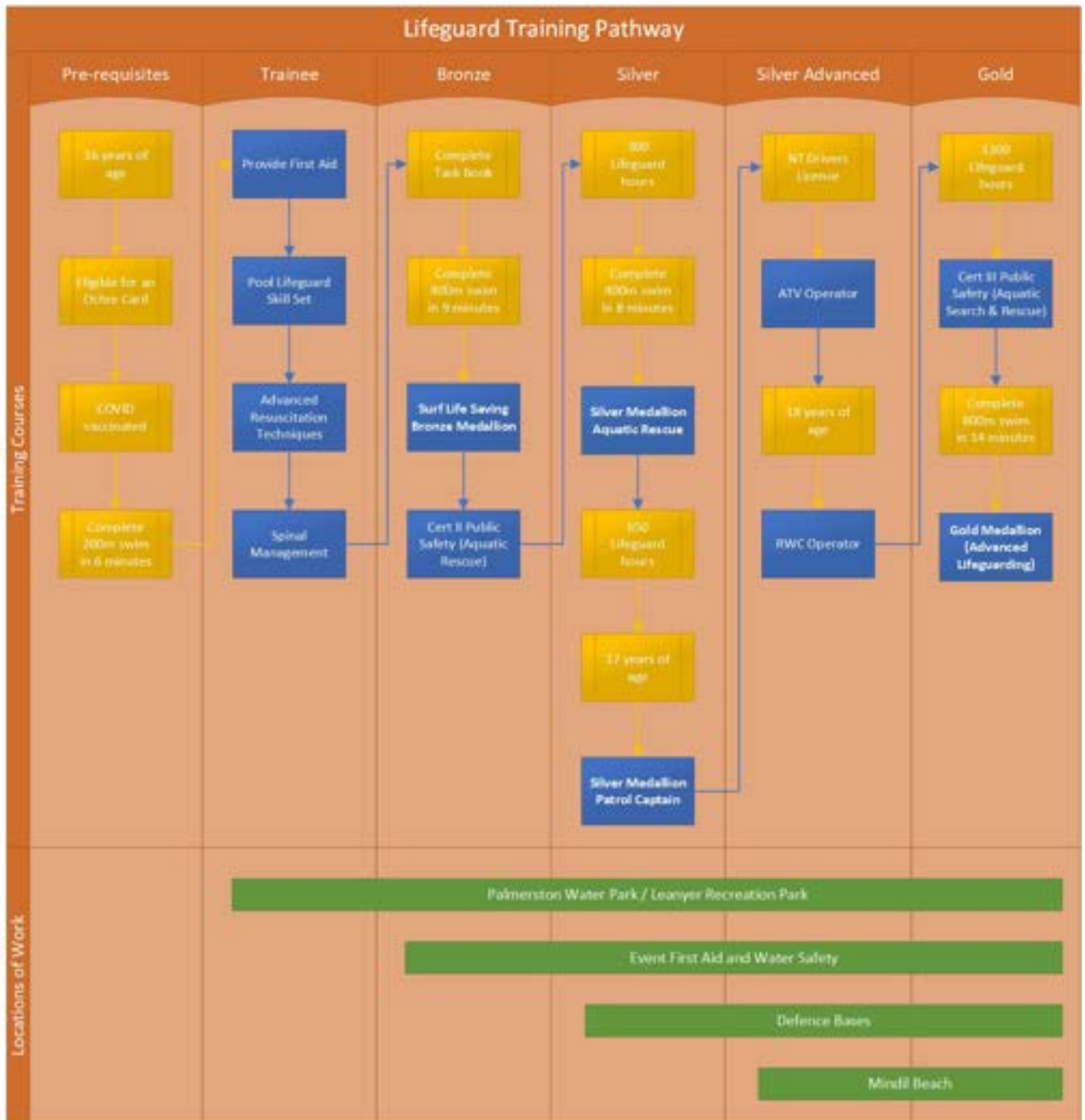
I hereby understand the requirements of the position and will fulfil the responsibilities of this role and SLSNT.

Employee Name _____

Employee Signature _____ Date _____



Attachment B. SLSNT Lifeguard Training Pathway



Lifeguard Qualifications – Units of Competency

First Aid

HLTAID009	Provide cardiopulmonary resuscitation
HLTAID010	Provide basic life support
HLTAID011	Provide first aid

Pool Lifeguard

HLTAID011	Provide first aid (pre-requisite)
PUAEME001	Provide emergency care
PUAEME003	Administer oxygen in an emergency situation
SISCAQU002	Perform basic water rescues
SISCAQU006	Supervise clients in aquatic locations
SISCAQU007	Perform advanced water rescues

Advanced Resuscitation Techniques

HLTAID015	Provide advanced resuscitation
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Spinal Management

There are no units of competency in this training

SLS Bronze Medallion / Certificate II in Public Safety (Aquatic Rescue) PAU20119

PUACOM001	Communicate in the workplace
PUASAR013	Participate in an aquatic rescue operation
PUATEA001	Work in a team
PUATEA004	Work effectively in a public safety organization
HLTAID010	Provide basic emergency life support
PUASAR012	Apply surf awareness & self-rescue skills
PUAOHS001	Follow defined occupational health and safety policies
PUAOPE013	Operate communication systems & equipment
HLTAID009	Provide cardiopulmonary resuscitation

Silver Medallion Aquatic Rescue

PUAOHS002	Maintain safety at an incident scene
PUASAR011	Search as a member of an aquatic search team

Silver Medallion Patrol Captain

BSBFLM312	Contribute to team effectiveness
PUAOPE027	Undertake beach safety management activities
PUATEA002	Work autonomously

ATV Operator Certificate

PUAVEH001	Drive vehicles under operational conditions
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Rescue Water Craft Operator Certificate

PUASAR016	Operate & maintain a personal water craft for rescue operations
PAUEQU001	Prepare maintain response equipment

More details on the Certificate III and Gold Medallion can be provided on request.

For More Information

Contact SLSNT - 08 8985 6588

Visit our website - www.lifesavingnt.com.au

Visit the Australian Lifeguard Service website www.lifeguards.com.au/NT

