



SURF LIFE SAVING
NORTHERN REGION

REGIONAL LIFEGUARD SERVICE 2007-2008 INFORMATION

“Work as a professional lifeguard”

“Earn good money”

“Work in a tight knit, world class lifeguarding team”

“Learn new skills and obtain great lifesaving and life experience”

“Work in a challenging and rewarding environment”



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General Information

Each summer 65 lifeguards are employed to patrol 20 beaches on both the West and East coasts of Surf Life Saving Northern Region (SLSNR).

Employment as a Regional Lifeguard is a unique opportunity for capable lifeguards to provide an essential public service, as well as gain immeasurable experience, increase skills and have a great time while working in a challenging environment.

SLSNR Regional Lifeguards provide the most professional and effective lifeguard service in New Zealand. Expectations of lifeguards are very high and this is recognised accordingly – SLSNR Regional Lifeguards are the highest paid and most well outfitted in the country.

RLS employment opportunities exist for any/all lifeguards across the country who meet the prerequisites for application and assessment. .



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RLS Employment Process

1. Applicant completes and returns application form	1 st	October 2007
2. Candidates attend Marine Rescue Centre Assessment	16/24 th	October 2007
3. Piha Assessment	27 th	October 2007
4. Aggregate weighted scores calculated - result letters posted	16 th	November 2007
5. Provisional lifeguard roster & contracts released	23 rd	November 2007
6. Successful applicants attend Regional Lifeguard Training Day	1 st	December 2007
7. Regional Lifeguard Service begins	3 rd	December 2007

Applications

APPLICATIONS CLOSE 5PM 1st OCTOBER 2007

Applications will be sent to all previous lifeguards and to all clubs, districts and international lifeguarding agencies. Applications will also be available on the SLSNR website www.lifesaving.org.nz. If an application is incomplete or the candidate does not meet minimum requirements, the application will be returned as with any other employment situation. Forms should be posted earlier to allow for this.

Applicants must hold these pre-requisites/qualifications to apply:

- Surf Lifeguard Award
- 2 years of active patrolling
- 16yrs+ (as of December 1 2007)
- Endorsed financial and active Club member
- First Aid Level One (Or be registered to obtain such prior to Dec 1)
- First Aid Level Two (Or be registered to obtain such prior to Dec 1)
- *IRB Drivers is highly recommended and a significant factor in selection*

Application Forms

Members must complete a separate application form for each role applying for (RLS, Beach Ed, SurfCom, Patrol Auditor). A generic 'Employment Pack', including payroll, medical disclosure, police checks and KiwiSaver information must also be completed and submitted (just once, regardless of the number of different roles applying for).

Training / Upskilling Opportunities

There is considerable opportunity to up-skill for the RLS between September and December 2007. An outline of upcoming skills courses and examinations can be obtained by contacting your Club Instructor.

A fitness training plan can be obtained by contacting SLSNR at experts@lifesaving.org.nz

Applicant Age

Applicants must be aged 16yrs or over as of December 1 2007.

Assessments / Trials

Candidates must attend one of two Marine Rescue Centre assessments and the Piha assessment. Attendance is an employment requirement. The assessments will start at the times prescribed on the application form.

Applicants who do not make the cut-off in any one component of the assessment may be considered only after those that made the cut-offs are employed, positions allowing. An aggregate score is calculated for each candidate and used to determine final employment decisions.

Alternative Venue Application

If you are unable to attend the MRC trials or the Piha trial **because you are out of the region with school, university or work**, you may apply to have your assessments run at an alternative venue under the supervision of the district Lifesaving Manager. This is not guaranteed and considered on a case by case basis.

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Selection Criteria

Marine Rescue Centre Assessment

Component	Cut off	Weighting
420m Pool Swim	7minutes 15seconds	15%
Theory Examination	80% to pass	15%
CPR/Bag-mask/AED Criteria circulated prior to trial	80% to pass	10%
5 km Run	30 minutes	10%

Piha Assessment

Component	Cut off	Weighting
Surf Swim	N/A -Timed and ranked	15%
Tube Rescue	N/A -Scored and ranked	5%
IRB Demonstration	N/A -Scored and ranked	5%

Additional

Component	Cut off	Weighting
IRB Drivers	N/A	10%
Experience	N/A	10%
Senior Lifeguard Award	N/A	5%

Additional Employment Considerations

Past employment history
Senior / Patrol Captain experience
Availability
Roster requirements

Selection

Ranking of aggregate scores and eliminating to match number of candidates with positions available constitutes the selection process. If there are 65 positions, then the first 65 ranked candidates will gain employment to fill these positions.

The application pre-requisites ensure all candidates already meet a high standard. The assessment procedure ensures that an overall team of the most fit, skilled and experienced lifeguards are employed. This pool of lifeguards thus ensures our ability to deliver an optimal service.

Season Length / Roster

Applicants must be able to commit to at least 3 weeks service over the entire patrol season. Availability over the peak Xmas and New Year period is an employment requirement.

Accommodation

Accommodation at a surf club while on Regional Lifeguard duties, is a privilege not a right. Accommodation is made available in good faith by the surf club.

Limited accommodation is available at the surf club which lifeguards work at. A specific accommodation agreement must be signed and lifeguards shall be bound to club-house rules and regulations at all times while stationed there. Breaches of Club rules/regulations while stationed at a location may be a breach of the employment contract and open to disciplinary action or dismissal.

Supervision

Patrol Captains provide the first and most important level of supervision on Patrol. The Patrol Captain is responsible for all actions at that beach and is accountable along with the relevant lifeguards for conduct and service delivery standards.

The Regional Lifeguard Supervisor/s are responsible for the day-to-day operational delivery of the RLS to RLS manual/POM, contract and venue agreement standards. They provide the next level of supervision and are the first point of contact for all Patrol Captains.

The RLS Supervisor/s report to the Lifesaving Manager, who is ultimately responsible for all Lifesaving Services.

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Pay

SLSNR Regional Lifeguards are the highest paid professional lifeguards in New Zealand. Pay is determined by role/responsibility and varies from \$14-\$20 per hour.

Hours of Work

Lifeguards shall work 8 hours per day with a maximum of 40hours per week.

Police Checks

The Board of SLSNR has made it mandatory for all district volunteers and employees to be police vetted. Accordingly all Regional Lifeguards are included in this policy. A police vetting form can be found within the SLSNR Employment Pack and needs to be completed and submitted to SLSNR, who will then send the forms in bulk to the NZ Police. Only convictions that have occurred in the past 7 years will be "highlighted" to SLSNR and will be viewed by the Lifesaving Manager and CEO only.

Convictions will not automatically make an applicant ineligible for the RLS. Serious convictions or convictions regarding the following will be followed up with dialogue between SLSNR management and the applicant.

- Dishonesty
- Drugs / Alcohol
- Assaults

Enquiries regarding this should be directed to the CEO Steve Johns on 09 3039330 or at steve.johns@lifesaving.org.nz

RLS Training

A compulsory training session / briefing for all successful Regional Lifeguards will take place on Saturday 1 December 2007. Attendance is an employment requirement.

This training day will involve:

- Roles/Responsibilities/Expectations
- Professionalism
- Incident Management
- Equipment/Uniform Issue
- Hepatitis Immunity Testing

More information will follow.

Full time employment opportunities

A full time lifeguard career is available to our members. In conjunction with Beach Education program, the opportunity exists for lifeguards to work full time from October to April at SLSNR and in the UK during the off-season. Contact SLSNR at experts@lifesaving.org.nz for more information on working in the UK.

Frequently Asked Questions

Q: What if I don't have the current qualifications?

A: Contact your Club Instructor and SLSNR to organise attendance at the required courses

Q: What if my fitness is not up to scratch?

A: The fitness requirements are very achievable with a little hard work. Contact SLSNR for a fitness training program NOW!!!

Q: Will I get a job?

A: There is always great competition for jobs, but demand for lifeguards is high and provided you meet the prerequisites and assessment requirements, employment is likely. The better you do in the trials the greater your chance of employment, period of employment and posting at your preferred beach/es.

Q: When does work begin?

A: The season stretches from the start of December until March, dependant on your availability and the needs of the roster.

Q: Will my sporting/family commitments cut me out of the running?

A: There is a level of flexibility in rostering, provided your availability is declared early (at application). Management will always try to assist where possible (where the roster allows).

Q: How much will I get paid?

A: Wage rates are determined on roles/responsibilities, varying from Lifeguard, Vice PC to PC.

Q: I don't live in Auckland

A: The RLS patrols 17 beaches from Ahipara in the Far North, to Raglan in the Waikato

Q: Where will I live while working?

A: Accommodation is available in most surf clubs where patrols are based. This is provided that an accommodation agreement is signed and adherence to club rules are met.

For further information/queries contact:

Dean Storey
Lifesaving Manager
Surf Life Saving Northern Region
Ph: (649) 3039333; Cell: 021 507726
Email: dean.storey@lifesaving.org.nz

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