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Hiring and Supervision Practices for Seasonal Aquatic Facilities:

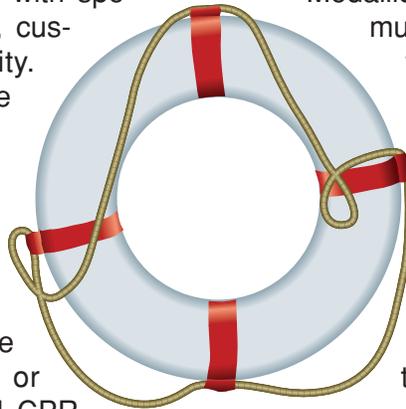
With the new year upon us, seasonal aquatic facilities will be posting and hiring their summer positions for pool managers, lifeguards and instructors. To assist in this task, we have provided the following tips, suggestions and reminders.

- NLS (National Lifeguard Service) is the preferred and recognized lifeguarding award/standard in Saskatchewan and in Canada. This award provides the candidate with special training in lifeguard skills, customer service and liability. Aquatic facilities should make every attempt to hire NLS trained lifeguards.

- The minimum qualifications outlined by Saskatchewan Public Health for lifeguards in Saskatchewan are Bronze Cross, Standard First Aid or Aquatic Emergency Care and CPR C. (We still suggest hiring NLS trained lifeguards.)

- Lifeguarding and instructing awards must be kept current. Current is considered "within two years". Please ensure your new staff have either recertified their awards or recently taken them. If an employee's awards are not current, it is considered a negligible offence. The onus is on the employer. *Keep a copy of your employees' awards on file.

- Ensure that your instructors have the appropriate instructional award for your facility. If your facility teaches the Red Cross program, they should have Water Safety Instructor (WSI) certification. If your facility teaches the Lifesaving Society's SWIM Program, they should have Lifesaving/SWIM Instructor certification. If they teach at the YMCA, they should have the YMCA Instructor certification. In addition, if your facility offers Bronze Star, Bronze Medallion or Bronze Cross, the instructor must have Lifesaving Instructor certification from the Lifesaving Society.



- Ensure that employees know, understand and demonstrate the four main roles of a lifeguard at all times: accident prevention, rescue response, public relations and administration.

- Ensure that regular staff training occurs before and throughout the open season of the pool. Staff training should include rescue procedures such as spinal injury management and unconscious/non-breathing victim management. It should also include training in the policies and procedures for tornados, lightning, theft, vandalism and fire.

- Remember to follow appropriate Occupational Health and Safety Guidelines at all times and ensure that WHMIS training is available to your staff if they are working with chemicals and cleansers.



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