

## Staff Training

Lifesaving Society Standard Approved by the Ontario Board of Directors, January 2001

### Standard

Pool owners/operators or designates shall ensure that the following components are reviewed at least once a year during aquatic staff training sessions.

1. Emergency Procedures
  - Rescue situations: major/minor
  - Skills: National Lifeguard techniques and fitness, rotations, scanning
  - Land: first aid, CPR, general
2. Other Procedures
  - Child abuse
  - Harassment
  - Instructional
  - Administration
  - Job description
  - Maintenance
  - Workplace safety
  - Customer service
  - WHMIS
  - Sun education
  - Professional code of conduct
  - Off location
3. New Staff Orientation/Evaluation
  - Job description
  - In-water interviews
  - Facility orientations

## Definitions

**Water:** Any water environment, be it manufactured or natural, which poses the risk of immersion, e.g., a swimming pool, lake, river, pond, etc.

**Camp:** A day camp or residential camp, private or public; any organization programming “camp-like” activities for groups of participants.

**Off location:** Any site other than the “home” site from which the program operates.

**Lifeguard:** A person appointed by the owner or operator to maintain surveillance over bathers to ensure their safety and well-being.

## Background/Rationale

Staff training and orientation are legislated requirements of an aquatic operation.

Provincial industry standard practice confirms that although there is a wide variety of training methods and topic areas, commonalities exist in content and frequency of delivery.

## Implementation

Staff training components shall include but not be limited to items listed above. All elements in the training program must satisfy all applicable legislation. The frequency of training shall be determined by the pool owner or operator but should not be less than once a year.

Content of training should be determined in advance in an annual plan. Certified trainers should be appointed to deliver this training. A written record of training content, trainers’ names, attendees should be kept on file.

## Disclaimer

Lifesaving Society Safety Standards are developed using Coroners’ recommendations, the latest evidence-based research, and reflect the aquatics industry’s best practices at the time the publication was approved.

The purpose of these standards is to encourage swimming pool, waterpark and waterfront owners, managers, operators and regulators to adopt these standards, in order to prevent drownings in aquatic environments.

Lifesaving Society Safety Standards do not replace or supersede local, provincial/ territorial legislation or regulations, but they are considered the standard to which aquatic facility operators should work towards, in order to enhance safety within their operations and to prevent drowning.

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