

# Aquatic Services – Retention and Development Plan



		Lifeguards		Full time Senior Lifeguards		Full time Supervisors	
							<b>Incentive payment: \$5,000</b> <ul style="list-style-type: none"> <li>• Lifeguard Assessor</li> <li>• Apprenticeship: New Zealand Certificate in Facility Operations L4</li> <li>• Performance Management</li> <li>• Emerging Leaders nomination</li> </ul>
						<b>Supervisor</b> <ul style="list-style-type: none"> <li>• Leading Teams (PUNA)</li> <li>• Apprenticeship: New Zealand Certificate in Aquatics Senior Pool Lifeguard L4</li> <li>• Mental Health 101</li> <li>• 4 Quadrant Leadership or similar</li> </ul>	
					<b>Incentive payment: \$2,500</b> <ul style="list-style-type: none"> <li>• New Zealand Certificate in Aquatics Pool Lifeguard L3</li> <li>• Leading from the Front</li> <li>• Water treatment course</li> <li>• Influencing Skills</li> </ul>		
				<b>Senior Lifeguard</b> <ul style="list-style-type: none"> <li>• Supervisor induction</li> <li>• Debrief training/Similar</li> <li>• Situational Safety &amp; Tactical Coms</li> <li>• Advanced First Aid (PHEC)</li> <li>• Induction Module 3 &amp; 4</li> </ul>			
			<b>Incentive payment: \$1,000</b> <ul style="list-style-type: none"> <li>• Senior Lifeguard Induction</li> <li>• Fire Extinguisher training</li> <li>• Dealing with Difficult Customers</li> <li>• Leading Self (PUNA)</li> <li>• Induction Module 1 &amp; 2</li> </ul>				
	<b>Lifeguard</b> <ul style="list-style-type: none"> <li>• PLPC + PLSA</li> <li>• SELO (Level 3)</li> <li>• First Aid award</li> <li>• Facility induction</li> <li>• Health and Safety induction</li> </ul>						
	Pre-start	1 year	2 years	3 years	4 years	5 years	
<b>Training Guideline</b>	- Per agreement						
<b>Other incentives</b>		Regional Lifeguard competitions attendance Enrolment to Generate Network	Complimentary gym Membership	Enrolment to Recreation Aotearoa	Attend Managers Meetings Added Key Area Responsibility	Waves Conference Attendance Poolsafe Assessor	