



## Aquatic Services – Retention and Development Plan

Lifeguards		Full time Senior Lifeguards		Full time Supervisors	
Lifeguard  • PLPC + PLSA • SELO (Level 3) • First Aid award • Facility induction • Health and Safety induction	Incentive payment: \$1,000  • Senior Lifeguard Induction  • Fire Extinguisher training  • Dealing with Difficult Customers  • Leading Self (PUNA)  • Induction Module 1 & 2	Senior Lifeguard  Supervisor induction Debrief training/Similar Situational Safety & Tactical Coms Advanced First Aid (PHEC) Induction Module 3 & 4	Incentive payment: \$2,500  • New Zealand Certificate in Aquatics Pool Lifeguard L3 • Leading from the Front • Water treatment course • Influencing Skills	Supervisor  • Leading Teams (PUNA) • Apprenticeship: New Zealand Certificate in Aquatics Senior Pool Lifeguard L4 • Mental Health 101 • 4 Quadrant Leadership or similar	Incentive payment: \$5,000  • Lifeguard Assessor • Apprenticeship: New Zealand Certificate in Facility Operations L4 • Performance Management • Emerging Leaders nomination
Pre-start  Training Guideline	1 year	2 years	3 years	4 years	5 years

- Per agreement

Other incentives

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