



ROYAL LIFE SAVING
QUEENSLAND

2024 Version

Swim Teacher Licensee Handbook

Teacher: Swimming & Water Safety



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Contents

Section 1: Royal Life Saving Society Queensland (RLSSQ).....	3
Section 2: Your Role and Obligations.....	4
Section 3: Your Qualification.....	7
Section 4: Your Licence.....	10
Section 5: Your Health and Fitness.....	13
Section 6: Your Professional Development.....	14
Section 7: FAQ’s.....	15
Section 8: Glossary of Terms.....	17
Section 9: Appendices.....	18

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Section 1: What is this?

Background

Royal Life Saving has had a strategic partnership with various organisations however in Queensland we have not been able to deliver a Swim Teacher (and related) courses. This has impacted our capability's and has hampered the delivery of one of our primary products (Swim & Survive); it has also inhibited our ability to provide professional development as we have not been able to deliver extension courses. Additionally, our service to regional and remote areas is hampered as we have not been able to deliver these courses in conjunction with courses such as Pool Lifeguard. This has meant a duplication of services as two organisations have been needed to send a trainer to a regional location for this type of training.

Royal Life Saving Queensland has been attempting to establish arrangements with other industry participants to deliver these courses however after a period of time, we have not been able to come to an arrangement.

As Royal Life Saving has the units for these courses on scope, and much of the learning materials are within our existing materials, we have decided to develop our own Swim teacher Course.

In providing our own Swim Teacher course, we are wanting the course to align to RLSS mission on drowning prevention. This is why we are wanting the main focus of the course to not be on Swimming strokes but to be on Water Safety education and Survival skill development. This will allow for Swim Teachers to align their lessons to Swim and Survive which is the only program mapped to the National Swimming and Water Safety Framework.

Section 2: Your Role and Obligations

Swim Teacher - Key Legislation

Key information about legislative and regulatory requirements impacting Swim Teachers include:

- Occupational Health and Safety Act 2004
- Occupational Health and Safety Regs 2017
- Public Health and Wellbeing Regs 2019
- Equipment (Public Safety) Regs 2012
- Disability Discrimination Act 1992
- Working with Children (Risk Management and Screening) Act 2000
- Racial Discrimination Act 1975
- Privacy and Data Protection Act 2014
- Privacy Act 1988
- Fair Work Act 2009
- Competition and Consumer Act 2010

Swim Teacher - Key Industry Guidelines

The Royal Life Saving Society Australia (RLSSA), Guidelines for Safe Pool Operations (GSPO) are the Nationally Recognised best practice Industry guidelines. They have been developed and maintained by the National Aquatic Industry Steering Committee, made up of expert representatives from across the country. This document includes various exerts relating to the key components which impact Swim Teachers operating in the aquatic industry.

Guidelines for Safe Pool Operations

Management standards and practices provide the managers of public pools and aquatic facilities with useful information about the minimum requirements and best practices in the operation of public pools and aquatic facilities. The Guidelines for Safe Pool Operations (GSPO) is an example of a venue-based risk management tool provided as a voluntary guide for operators which assists an operator in satisfying their legislative duties and providing a high standard of care for visitors to their centre.

Although the GSPO is published by Royal Life Saving, it represents the collective opinion of the aquatics industry and a range of expert personnel across Australia through its development process. The Guidelines relate to all facilities in which members of the public are encouraged to attend for recreational, fitness or educational purposes. The RLSSA Guidelines for Safe Pool Operations clearly set out the requirements for a safe aquatic facility and are a must for managers of aquatic facilities.

The GSPO includes 92 guidelines across the following seven sections of aquatic facility operation:

- General Operations
- Technical Operations
- First Aid
- Facility Design
- Supervision
- Low Patronage Pools
- Programs

Royal Life Saving undertakes a regular review of the Guidelines for Safe Pool Operations.



<https://www.royallifesaving.com.au/aquatic-centres/managers/guidelines-for-safe-pool-operations>

A subscription is required to view the full GSPO.



National Swimming and Water Safety Framework

Introduction

The Royal Life Saving Society - Australia (RLSSA) believes that every individual in Australia should be provided with a balanced water safety, personal survival and swimming education. To facilitate this belief, RLSSA has developed the RLSSA National Swimming and Water Safety Framework (NSWSF).

The framework provides parents, swim teachers, aquatic educators, educational institutions and governments with a basis for developing, providing or selecting an appropriate swimming and water safety program. The framework is based on the success of the RLSSA's Swim and Survive program (Active levels) and has been developed in consultation with the aquatic industry.

Desirable Standards

The RLSSA National Swimming and Water Safety Framework represents the skills that the RLSSA believes are desirable in the provision of swimming and water safety opportunities to individuals of all backgrounds. The RLSSA strongly believes that if all individuals attained the relevant standard within the framework then the number of people involved in aquatic emergencies would be significantly reduced.

Minimum Targets

The RLSSA provides support and advice to those groups who have chosen to set minimum targets for achievement by individuals under their care. These targets reflect what can be realistically achieved given a range of variables such as financial commitment, climatic conditions and access to swimming and water safety programs. It is expected that by working with such groups the RLSSA will ultimately ensure the achievement of the desirable standards.

Alignment

The framework standards are especially relevant to primary school-aged children and have been aligned to years of schooling. This alignment provides a guide for the provision of swimming and water safety experiences by parents, schools and education systems. The RLSSA believes that the standards are attainable in the context of an ongoing comprehensive and developmentally sound water safety, personal survival and swimming education.

The Content

RLSSA recognises that at any point in a child's water safety and aquatic education they may be achieving above or below the appropriate year standard. An individual with limited aquatic experience is not expected to perform at the relevant standard. However, the seven standards within the framework set out a skill-based continuum from which an individual's progression in swimming and water safety may be mapped and planned. It caters equally to learners of all abilities and allows programs to be structured to an individual's needs.

The Swim Teacher training delivered by RLSSQ supports the delivery of the National Swimming and Water Safety Framework, and the Framework is introduced in the course content. RLSSQ is committed to attending and contributing to all meetings and symposiums associated with the continued development of the National Swimming and Water Safety Framework, leveraging the expertise of staff in the Education, Aquatic Risk and Research teams.

For further information on the National Swimming and Water Safety Framework please visit:

<https://www.royallifesaving.com.au/programs/national-swimming-and-water-safety-framework>

Safeguarding Children

Royal Life Saving Queensland is a Child Safe Organisation and has a strong stance against child abuse. We are committed to the protection of all children from all forms of abuse. We are clear about our behavioural expectations of every person in our community.

RLSSQ have developed a Child Safe Statement, that details our approach to protecting children. It provides a high-level statement of professional boundaries / ethical behaviour, as well as acceptable and unacceptable relationships.

The terms of agreement between RLSSQ and affiliated Licensees must comply with the RLSSQ Child Safe Policy and declare compliance, and relevant jurisdictional laws and regulations in relation to the protection of children and young people.

Where the Licensee (or organisation the Licensee represents), does not have appropriate Safeguarding Children policies and procedures, they must read and declare compliance with RLSSQ's Code of Conduct as part of the Licence registration / re-registration process. The declaration confirms that the Licensee will comply with the Queensland Child Safe Standards and have read and understood the RLSSQ Policy.

Copies of the Policy are available at <https://www.rlssq.com.au/?show=Membership>

Royal Life Saving Queensland reserves the right to introduce, review or amend policies, procedures or codes of practice at any time without notice, as required.

New Criminal Law offences:

From 5 July 2021, new criminal law offences will be introduced in Queensland, to increase the protection of children from the risk of sexual abuse. Everyone involved in sport and active recreation has a role to play in keeping children safe from harm.

Failure to report

- All adults in the community that reasonably believe (or should reasonably believe) that a child is being or has been the victim of sexual abuse must report it to the police – unless they have a reasonable excuse.
- The maximum penalty for failing to report belief of a child sexual offence is 3 years' imprisonment.

Failure to protect

- Adults in an institutional setting (including sport and recreation clubs) must protect children from the risk of a sexual offence being committed against them.
- Specifically, an adult in a position of power or responsibility within an institution that has children in its care, supervision and control will be required to reduce or remove a known risk of sexual offending against a child by an adult associated with an institution.
- How an adult can remove or reduce risk will depend on the situation. Adults should not have to adopt unnecessarily expensive or risk-averse behaviour.
- The maximum penalty for failing to protect a child from a sexual offence is 5 years' imprisonment.

As activity providers, it is important that you understand your obligations and take the necessary steps to protect children at your institution.

More information about these offences can be found at www.qld.gov.au/protectchildren.



Section 3: Your Qualification

RLSSA GSPO. SV2. Swimming and Water Safety Teachers

2.2. Initial Training and Qualifications - All Swimming and Water Safety Teachers

2.2.1. To perform the duties of a Swimming and Water Safety Teacher an individual should hold a:

- a) Current Cardiopulmonary Resuscitation (CPR) certificate issued by a Registered Training Organisation and a;
- b) "Working with Children" check or equivalent as required by relevant State or Territory legislation
- c) Statement of Attainment with the SISSS00112 - Swimming and Water Safety Teacher skill set endorsed as part of the Sport, Fitness and Recreation Training Package as delivered by a Registered Training Organisation (RTO) or;
- d) Statement of Attainment with the following competencies as delivered by a Registered Training Organisation (RTO)
 - [SISCAQU020](#) Perform water rescues
 - [SISCAQU023](#) Plan swimming lessons
 - [SISCAQU024](#) Teach water familiarisation, buoyancy and mobility skills
 - [SISCAQU025](#) Teach water safety and survival skills
 - [SISCAQU026](#) Teach swimming strokes

(updated for 2024 units)

2.2.2. For those teaching specialist groups Swimming and Water Safety Teachers should also hold a current Statement of Attainment with the following competencies:

- Infant and Pre-School Programs [SISCAQU027](#) - Promote development of infants and toddlers in an aquatic environment and/or;
- Programs for Disabled Persons [SISCAQU028](#) - Assist participants with a disability during aquatic activities.

RLSSQ Swim Teacher Course

The RLSSQ Swim Teacher training course, provides successful candidates with the qualification required to be a Swim Teacher (SISSS00112 - Swimming and Water Safety Teacher). This qualification allows successful candidates to teach from four (4) years and older students. Further information on the course is available from www.swimteacher.com.au/swim-teacher-courses/

RLSSQ offers this course in the following manner:

- **Two-day (face to face) full course**, where candidates will participate in theory and practical content.

RLSSQ offers two extension courses:

- RLSSQ Teacher of Infants and Toddlers ([SISCAQU027](#) Promote development of infants and toddlers in an aquatic environment)
- RLSSQ Teacher of Disabled Participants ([SISCAQU028](#) Assist participants with a disability during aquatic activities)

Enrolment information: Visit www.swimteacher.com.au/ to search for and enrol into upcoming courses.

Entry requirements: Minimum age for entry to the RLSSQ Swim Teacher course is 16 years.

Course prerequisites: None

Licensee requirements: Please see next section (4), for information regarding your licence in information.

Health and fitness: Candidates are to have a reasonable level of health and fitness and a reasonable level of swimming ability allowing them to complete fitness and strength tests including:

- Swim 50 meters using a recognised front stroke, and
- Swim 50 metres using a recognised back stroke, and
- Tread water for a minimum of one (1) minute.

Training policies: RLSSQ Compliance policies are available at <https://www.rlssq.com.au/?show=Membership> under important membership policies and includes detailed information on:

- Recognition of Prior Learning
- Credit Transfer
- Privacy
- Language Literacy and Numeracy
- Course terms and Conditions
- Code of Practice
- Complaints Appeals and Feedback
- Fees, Charges and Refunds

Upon Completion: On successful completion of the RLSSQ Swim Teacher course, and all course materials you are able to receive a 'Statement of Attainment', meeting industry standards. However, you are not yet able to independently deliver swim teaching activities and need to obtain an appropriate licence, in line with the requirements of the RLSSA GSPO.

The RLSSQ Swim Teacher Course fee, includes the cost of your initial three-year Licence with RLSSQ.



Section 4: Your Licence

RLSSA GSPO. 2.8. Licensing

- 2.8.1. All Swimming and water safety teachers should be licenced no more than every 3 years by process of verification of skills assessment and ongoing professional development.
- 2.8.2. Licensing of Swimming and water safety teachers should include but not be limited to:
- Requiring and citing evidence of training and assessment including CPR and basic water rescue techniques
 - Requiring evidence of on-going professional development in both water safety and teaching techniques
 - Requiring an assessment that the swimming and water safety teacher remains a fit and proper person to fulfil their duties

GSPO 2.8. Licensing Schemes

- 2.8.3. Organisations permitted to issue licences for Swimming and Water Safety Teachers in Australia must:
- Require the citing of evidence of training and assessment activities
 - Require skills assessments in line with this guideline
 - Require regular training and assessment in basic water rescue skills
 - Require evidence of sufficient ongoing professional development
 - Require working with children checks
 - Have specific mechanisms to engage industry in all decision making in relation to its governance
 - structure and program development of Swimming and Water Safety Programs
 - Support the implementation of the National Swimming and Water Safety Framework for its programs
 - Verify and provide information upon request, as to whether an individual holds a current and valid
 - licence, except where the law requires such information not to be disclosed
 - Maintain documented procedures for the suspension, withdrawal or reduced scope of a licence and any subsequent appeals or complaints

RLSSQ Swim Teacher Licence

Royal Life Saving offers a Swim Teacher Licence which meets industry standards. The Licence is valid for three (3) years from the date of completion and allows candidates to conduct lessons for students aged four (4) years and older. The initial Licence for candidates who complete an RLSSQ Swim Teacher Course is included in the course fee. A Licence fee is applicable for anyone who has obtained a current base qualification from an alternative provider. The cost of the RLSSQ Swim Teacher Licence is \$195 (including GST).

Candidates require the following to submit a registration request for a license:

- Current [SISSS00132](#) - Swimming and Water Safety Teacher Skillset (e.g. RLSSQ Swim Teacher Course)
- Current [HLTAID009](#) Provide Cardiopulmonary Resuscitation (CPR) qualification
- Current Working with Children Check (WWCC) / Positive Notice Blue card linked to RLSSQ
- Completed industry onboarding

Candidates require the following to submit a re-registration request for a license:

- [SISSS00132](#) - Swimming and Water Safety Teacher Skillset (e.g. RLSSQ Swim Teacher)
- Current [HLTAID009](#) Provide Cardiopulmonary Resuscitation (CPR) qualification
- Current Working with Children Check (WWCC) or Positive Notice Blue card
- Demonstrated evidence of Professional Development and Practical Teacher Hours

Royal Life Saving may reject an application for a licence (or terminate/suspend a licensee) for any reason it chooses, including reasons such as conflict of interest, work history breach of our code of conduct and/or no longer being considered a fit and proper person.

Licensee Affiliation, Complaints, Appeals and Termination Process

RLSSQ Policies

As an affiliate (Licensee) of RLSSQ, you are required to meet and maintain the behavioural and performance requirements in order to remain eligible to maintain your status. Whilst RLSSQ will endeavour to develop, encourage and support positive relationships, policies and procedures are in place to respond to instances where these behavioural or performance standards have not been met.

The RLSSQ Policies contain the details which Licensees should make themselves familiar with. They include but are not limited to:

- Code of Conduct
- Anti-Discrimination and equal Opportunities
- Grievance Procedure for Unlawful Workplace Behaviour

Royal Life Saving Queensland's Codes and Policies apply to all; directors and managers, employees (full time, part time, casual), contractors, members, volunteers, office bearers (including trainers), coaches, swim teachers and officials of Royal Life Saving Society Queensland.

The Codes and Policies set down the principles for conducting business and dealing with Royal Life Saving Society Queensland members, affiliates, customers, suppliers, partners, clients, peers and stakeholders. The overarching purpose of the Code is:

- to act with integrity and professionalism
- to exercise proper courtesy, consideration and fairness when dealing with clients, employees and stakeholders
- to avoid conflicts of interest and act in accordance with contractual requirements regarding conflicts or potential conflicts and
- observe the law and the spirit of the law

You must:

- obey the law
- treat all persons fairly and with respect
- present yourself in keeping with your professional duties, and
- refrain from any form of conduct that may undermine the reputation or work of the Organisation or the Organisation's stakeholders.

You are expected to pursue opportunities to:

- improve your skills and knowledge, and
- address any issues relating to health and safety aspects of the workplace.

You must comply with any law or legitimate obligations that are relevant to Royal Life Saving Society Queensland duties and functions and contractual obligations with external stakeholders and other parties. This includes laws that apply to the whole community, laws and government policies that apply to the Organisation's business, contractual obligations with clients and other parties. You must also comply with Organisation policies and procedures including the applicable policies and procedures of other organisations.

Full information on the RLSSQ Policies and Procedures is available at rlssq.com.au/?show=Membership

Royal Life Saving Queensland reserves the right to introduce, review or amend policies, procedures or codes of practice at any time without notice, as required.

Note:

- Royal Life Saving Queensland reserve the right to transfer or assign licences to another license holder.

Section 5: Your Health and Fitness

RLSSA GSPO. 2.3. Health and Fitness Assessment

- 2.3.1. A Swimming and water safety teacher should be in good health and physical fitness for the specific duties they are required to undertake in their role.
- 2.3.2. The owners or operator of aquatic facilities and their employees, such as Swimming and water safety teachers, have a Duty of Care to the aquatic users. Part of this Duty of Care extends to the health of a Swimming and water safety teachers and their ability to perform aquatic rescues.
- 2.3.3. Swimming and water safety teacher employed at an aquatic facility are responsible for managing their health and wellbeing and to inform facility management should their ability to perform their duties become compromised.
- 2.3.4. The owner or operator of aquatic facility is responsible for ensuring that on an annual basis or following an injury that a Swimming and water safety teacher is able to and is managing their health and wellbeing.
- 2.3.5. The owner or operator of an aquatic facility should ensure that as a result of a health assessment or self-declaration medical questionnaire a Swimming and water safety teachers is categorised using the following assessment categories:
 - Category 1 - Fit Unrestricted
 - Category 2 - Fit with restrictions
 - Category 3 - Unfit pending further assessment
 - Category 4 - Permanently Unfit
- 2.3.6. If a Swimming and water safety teacher falls into category 3 or 4, the employment of the Swimming and water safety teachers should cease or not commence until further assessment is undertaken or further medical evidence is provided.
- 2.3.7. Reassessment should be after a 30-day period.
- 2.3.8. Swimming and water safety teachers should notify employers in writing of any deterioration of their health that occurs during their employment and after a medical assessment.

RLSSQ has developed a simple form to enable facility operators to complete and record the health and fitness requirements of Swim Teachers. A link to the document is included below. A component of your 'Licensee Registration / Re-registration Form' includes the need to declare your health and fitness level, consistent with the requirements of the GSPO.

If a Swim Teacher falls into category 3 or 4, they should work with their employer to fulfil the obligations as set out in the GSPO. The Swim Teacher is not required to advise RLSSQ of this outcome, unless they are seeking to have their Licence cancelled.



Section 6: Your Professional Development

RLSSA GSPO. 2.5. Currency Training and Professional Development

- 2.5.1. Swimming and water safety teachers should undertake regular professional development to maintain currency in areas of safety and swim teaching methodology.
- 2.5.2. It is recommended that Swimming and water safety teachers practice their skills throughout the year, either formally or informally due to the professional nature of the qualification.
- 2.5.3. Swimming and water safety teachers working at a seasonal pool should participate in a facility specific in-service training session at the aquatic facility they are employed at just prior to the start of the season and one at least every three months thereafter until the close of the season.
- 2.5.4. All other Swimming and water safety teachers should participate in a minimum of four organised training sessions per year to ensure currency of necessary skills and competencies. These can include program specific curriculum competencies and assessments, stroke progression and development, open water topics, personal development such as communication, teaching strategies etc.
- 2.5.5. Currency and professional development sessions should be varied and cover all aspects of the role of Swimming and water safety teachers and may include but are not limited to:
 - a) Teaching methodologies
 - b) Swimming and water safety programs
 - c) Practice of initiative assessment of and response to simulated incidents
 - d) Resuscitation
 - e) Aquatic rescue techniques
- 2.5.6. It is recommended that training sessions regularly include practical water work.

GSPO. 2.6. Annual Skills Assessments

- 2.6.1. In line with the Assessment Guidelines of the SISSS00112 - Swimming and Water Safety Teacher skill set and the Australian Resuscitation Council Guidelines for Cardiopulmonary Resuscitation, Swimming and water safety teachers are required to demonstrate an up to date knowledge and skill under assessment conditions of Cardio Pulmonary Resuscitation.
- 2.6.2. This annual skills assessment should be delivered and assessed by a Registered Training Organisation (RTO) in line with the assessment criteria of the competency.

RLSSQ are committed to offering a range of flexible and relevant professional development opportunities covering the training and technical competencies associated with being a Swim Teacher.

A component of your 'Licensee Re-registration Form' includes the need to provide evidence of a minimum of 10 hours of professional development, and a minimum of 40 teaching hours over a three (3) year period.



Section 7: FAQ's

Getting Started

Q: How much will I be paid as a Swim Teacher?

A: Rates of pay vary from one facility to another. For further information please contact your prospective employer (noting they may not be able to advise you of rates of pay), or the Fair work Ombudsmen at

www.fairwork.gov.au. Most employers will pay the Class 2 Fitness Industry Award, however this will vary between employers.

Q: Is my qualification valid interstate?

A: RLSSQ delivers nationally accredited training, which meets the requirements of ASQA. Certificates and qualifications obtained in Queensland, are subsequently transferable to other States and Territories.

Training Course

Q: What do I need prior to attending the course?

A: RLSSQ will require you to provide a Unique Student Identifier (USI) as a part of the enrolment process. Information on obtaining / retrieving a USI if available from <https://www.usi.gov.au/>.

You will also need a reasonable level of health and fitness and a reasonable level of swimming ability.

Q: How old do I need to be to enrol / attend the RLSSQ Swim Teacher course?

A: Candidate needs to be a minimum of 16 years old to enrol into the RLSSQ Swim Teacher course.

Q: When do I need to complete CPR training and obtain a WWCC?

A: The CPR qualification and WWCC are not required prior to the course, although they are required ahead of the industry onboarding / registration for the Swim Teacher Licence. You can complete a CPR Blended course as part of your Swim Teacher course.

Licence

Q: Do I need a Licence?

A: Yes, it is a requirement of the RLSSA GSPO that Swim Teachers hold a current Licence from an appropriate Licensor.

Q: Can I get an RLSSQ Swim Teacher licence if I completed my course with another provider?

A: Yes, by providing current copies of your Swim Teacher qualification, CPR qualification, WWCC, and completing the RPL form along with a completed 'Licence Registration / Re-registration Form' and the associated fee, you can be considered for a licence.

Q: Where can I complete my industry onboarding?

A: There are over 800 aquatic facilities offering swimming lessons in Queensland, many of whom would welcome being approached by a prospective new employee. It is recommended that you contact your preferred facility to enquire, should you require any assistance you should contact RLSSQ.

Q: How much onboarding do I need to complete?

A: Candidates should complete onboarding activities under supervision. The onboarding should be across a range of participant groups / types. Supervisors should not sign off candidates until they are confident that they are Industry ready. The amount of onboarding hours depends on the experience and skills of the candidate and can vary.

Q: What if my preferred 'onboarding' supervisor / facility require support?

A: Support enquires for supervisors / facility representatives overseeing onboarding activities can contact RLSSQ for guidance and / or support on 07 3823 2823 or enquiries@swimteacher.com.au

Q: Does having RLSSQ trained or licenced Swim Teachers impact my Swim and Survive agreement?

A: No, the RLSSQ qualification and Licence is suitable for Swim Teachers across all swimming lesson programs including Swim and Survive.

Q: Do I need to register RLSSQ to my working with children check (WWCC)?

A: Yes, RLSSQ should be a 'linked organisation' to your WWCC. This can be completed online at the WWCC website.

Q: What age can I teach from with the Swim Teacher Licence of Swimming and Water Safety?

A: Licence holders can teach students from four (4) years old and up. To be qualified to teach younger students, candidates must complete the extension course Infant and Toddlers.

Q: How long do I have to complete the Onboarding after my Course?

A: Participants of the Swim teacher course, have 6 months from the course date to complete and submit their Workbook Part 2. Participants may request an extension for extenuating circumstances i.e. surgery that requires a participant to bed rest for an extended period. All requests must be put in writing and be supported with documented evidence.

Professional Development

Q: How much professional development is required ahead of a licence re-registration?

A: The RLSSQ Swim Teacher licence requires a minimum of 10 hours of professional development activities to be completed, during the three-year licence period. In addition, evidence of a minimum of 40 hours of teaching is required. It is the role of the individual Swim Teacher to undertake, maintain and submit evidence of professional development and teaching delivery. Evidence may be requested by RLSSQ at any time as part of internal quality assurance processes, as well as during the licence reregistration process.

Q: Does RLSSQ accept recognition of professional development, if it is not completed with RLSSQ?

A: Yes, RLSSQ acknowledge that there are many organisations offering professional development opportunities to Swim Teachers and want to encourage all Swim Teachers to complete as much professional development as possible.

Q: Does RLSSQ offer professional development opportunities?

A: Yes, RLSSQ offers a range of professional development, which may be organised by the individual or the individual's employer. Professional development may be delivered by the Training, Project or Education departments at RLSSQ.



Glossary of Terms

Accredited training: Any training program leading to vocational qualifications and credentials that are recognised across Australia.

Guidelines for Safe Pool Operations (GSPO): The nationally recognised industry guidelines to guide and support facility owners and operators in achieving their health and safety obligations.

Industry onboarding: The process of inducting a new swim teacher into the industry, whereby they are provided with the opportunity to practice and refine their skills and knowledge under supervision.

Legislation: A single law or a collection of laws made by Legislators.

Royal Life Saving Society Queensland (RLSSQ): The peak body for water safety in Queensland and has the mission to prevent aquatic related death and injury in all Queensland communities.

National swimming and water safety framework (NSWSF): This framework aims to provide parents, swim teachers, educational institutions and governments with a basis for developing, providing or selecting an appropriate swimming and water safety program.

Professional Development (PD): Intensive and collaborative process, earning or maintaining credentials, which may include further training, attending conferences, and informal learning opportunities.

Qualification: An official record of a demonstrated skill or competency by an authorised Registered Training Organisation (RTO).

Registered Training Organisations (RTO): Training providers registered by ASQA (or, in some cases, a State regulator) to deliver vocational education and training (VET) services.

Royal Life Saving Society Australia (RSSA): RLSSA operates as Australia's leading water safety educator. Over one million Australian's undertake a Royal Life Saving course or program every year.

SISSS00112 - Swimming and Water Safety Teacher: This nationally accredited skill set is for those wishing to instruct Swimming and Water Safety activities, as issued by a Registered Training Organisation (RTO).

SISCAQU011 - Promote Development of Infants and Toddlers in an Aquatic Environment: This nationally accredited skill set is for those wishing to instruct Swimming and Water Safety activities to infants and toddlers, as issued by a Registered Training Organisation (RTO).

SISCAQU012 - Assist Participants with a Disability During Aquatic Activities: This nationally accredited skill set is for those wishing to instruct Swimming and Water Safety activities to disabled participants, as issued by a Registered Training Organisation (RTO).

Swim teacher licence: A maximum (three-yearly) industry required licence demonstrating adherence with and acknowledgement of minimum industry standards and suitability to fulfil the role of a swim teacher in Queensland.

Training: The action of teaching a particular skill or type of behaviour.

Appendix: Supervisor Support

Introduction

Following completion of the RLSSQ Swim Teacher course, successful candidates are required to undertake industry onboarding and a practical assessment prior to being issued a licence. This onboarding should happen under the guidance of a Supervisor who is qualified / licenced and has a minimum of 12 month or 700 hrs teaching experience. The practical assessment must be conducted under the supervision of a Supervising Assessor, who is qualified / licenced and has a minimum of 2 years or 1400 hrs teaching experience. Both Supervisor and the Supervising Assessor should be actively involved in swim school activities within the aquatic industry.

Overview

The role of the supervisor is to support and guide the new Swim Teacher as they hone their new skills in a safe and practical environment and gain experience (minimum 20 hours) teaching a range of different student cohorts under the supervision of the Supervisor. The objective is to develop the skills, knowledge and confidence of the new Swim Teacher until they're able to teach independently.

The requirements of the new Swim Teacher are to gain an appropriate understanding of both teaching strategies as well as the skills and knowledge to explain, demonstrate and instruct in-water swimming and water safety techniques. The notes below provide a high-level overview of the different knowledge and skills which are taught on the training course and should be covered through the onboarding process. Further information is set out in the Swim Teacher Licensee Handbook or can be sought by contacting RLSSQ via email or phone.

Section 1: Water Safety and Aquatic Rescue

- Aquatic hazards associated with pools, inland waterways and coastal areas
- Knowledge of the rescue four A's (awareness, assessment, action, aftercare)
- Demonstrate safe entry, patient approach, types of rescue and self-preservation

Section 2: Role of a Swim Teacher

- Understanding the importance of good instruction, engagement and communication
- Demonstrate great teacher traits in both behaviour and content delivery
- Knowledge of applicable guidelines and professional development requirements

Section 3: Teaching and Learning Strategies

- Willingness to understand and respond to different types of students
- Knowledge of the learning cycle, learning styles, instructional strategies and principles
- Demonstrate sound group management techniques and follow session plans

Section 4: Water Familiarisation

- Understanding of and capacity to teach buoyancy (flotation) related activities
- Knowledge of and ability to teach safe water entry and exit techniques
- Teach activities involving submersion, breath control, front / back float, gliding and kicking

Section 5: Swimming Strokes

- Teach the principles and progressions associated with freestyle and backstroke
- Teach the principles and progressions associated with breaststroke and butterfly
- Teach the principles and progressions associated with sidestroke and survival backstroke

Section 6: Safe Diving

- Teach the principles and oversee the safe delivery of push and glide dives
- Teach the principles and oversee the safe delivery of sitting / seated dives
- Teach the principles and oversee the safe delivery of standing crouch and standing dives



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