

> FRONTLINE ROLE SPOTLIGHT:
POOL LIFEGUARD



CAPABILITIES

VALUES & BEHAVIOURS

Safety	Remaining vigilant, proactively intervening to prevent accidents, and adhering to established protocols and procedures.
Customer Service	Through friendly interaction, clear communication, and pro-active deck management, lifeguards foster a sense of safety and belonging among pool patrons.
Teamwork	Promoting teamwork by collaborating effectively with colleagues, offering support and assistance, and maintaining flexibility to ensure smooth operations and a safe environment.
Learning & Development	Pursues regular training and feedback to maintain updated knowledge and skills, as well as prioritising continuous learning to ensure patron safety.

TECHNICAL SKILLS

- Aquatic rescue
- First aid & oxygen use
- Emergency response
- Supervision & situational awareness
- Risk management

SOFT SKILLS

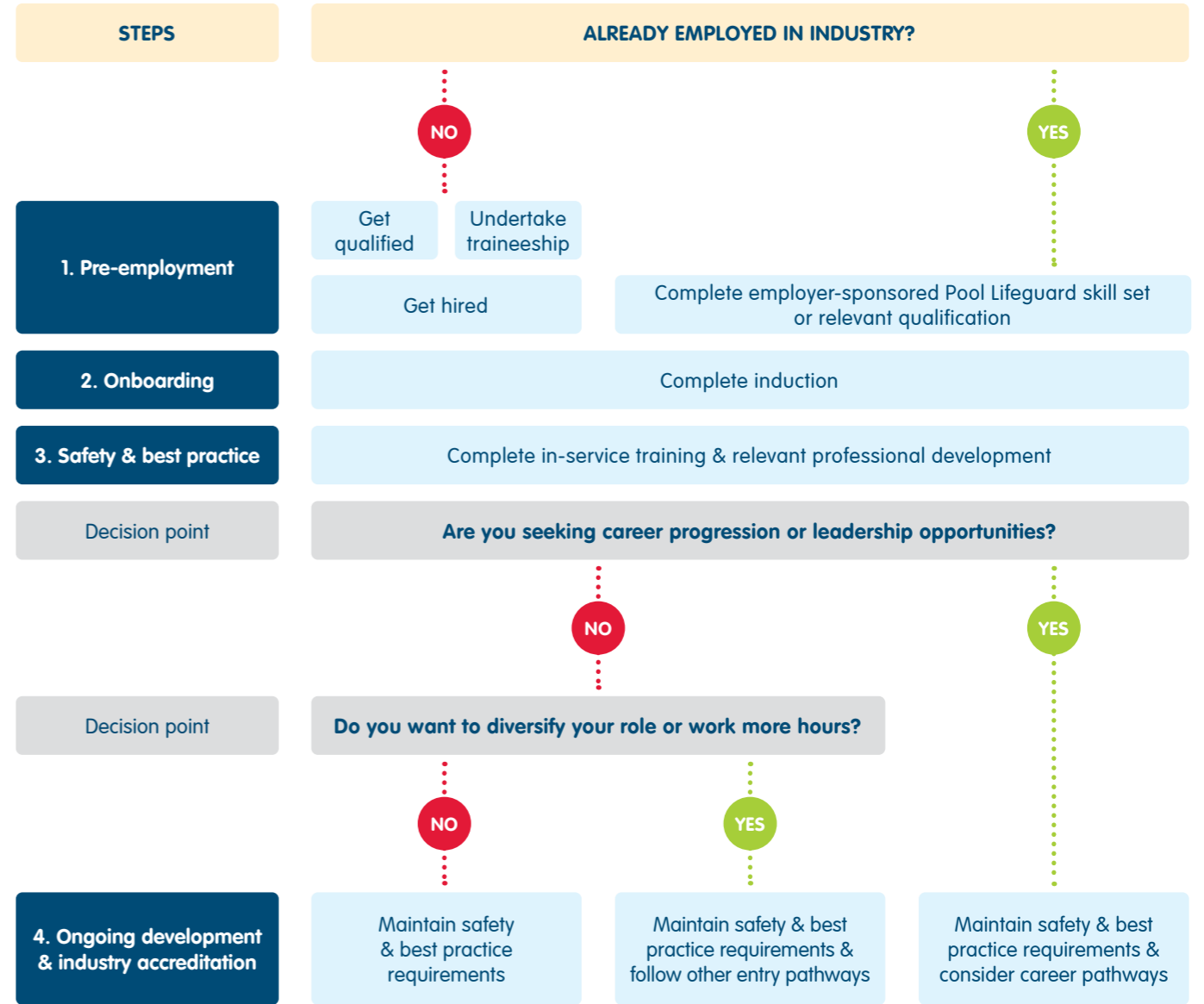
- Communication
- Teamwork
- Conflict resolution
- Professionalism
- Problem solving

“Australian pool lifeguards are world renowned for their high levels of skill and knowledge in accident prevention and rescue.”

SAFETY & BEST PRACTICE

Initial Qualification	Re-Accreditation	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Nationally recognised Pool Lifeguard skill set Working with children check or equivalent	Annual re-accreditation of initial qualification	Orientation to facility, plant equipment, safety rules Emergency procedures Supervision plan Aquatic risk assessment Relevant plant and equipment Escalation procedures Child supervision and safety policies etc.	Three-monthly Includes: Operations manuals Industry practices Emergency planning Incident management	20/20 vision (with corrective lenses) Good hearing (with aid) Medical approval if required Immunisations	Annual fitness test: Object retrieval 25m swim 25m tow Patient extraction

TYPICAL ENTRY PATHWAY: POOL LIFEGUARD



DEVELOPMENT PATHWAYS

Pool lifeguards are recognised for their high levels of skill and knowledge in incident prevention and rescue response. The role comes with significant responsibilities and requires many essential workplace skills, such as risk management, communication, teamwork, problem solving, decision making, customer service and performing under pressure, all of which are transferable to other industries.

Pool lifeguards should be strong swimmers and require a certain degree of fitness, strength, and stamina to act quickly in case of an emergency.

PATHWAYS

Typically, pool lifeguards progress in the industry through the Aquatic Operations Pathway into roles like duty manager or more senior leadership positions. However, many are students studying for a range of other professions.

Future employers value the teamwork, situational awareness, judgement and decision-making skills of Pool Lifeguards, particularly in stressful situations, as they have significant training in emergency rescue and response.

A TYPICAL POOL LIFEGUARD*

- is 24 or younger
- works part-time and casually
- earns between \$26 - \$35 per hour
- is studying
- works for a council or government run public pool
- most enjoys working with colleagues, being part of a team and being physically active
- thinks they will stay in their role for up to five more years

*According to Royal Life Saving research

