

SUMMARY OF REQUIREMENTS

Summary of Requirements for Key Roles Across the Guidelines for Safe Pool Operations

The following table represents a high-level summary only of the training and qualifications guidance contained within the GSPOs for key aquatic industry roles. It is imperative to consult with the full Guidelines to understand the recommended requirements in full, including references.

Pool Lifeguard

Role	Initial Qualification	Re-accreditation / licensing	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Pool Lifeguard	- The current nationally recognised Pool Lifeguard skill set, or most recent superseded version, or units of competency that make up that skill set, or successive replacement(s). - Working with Children Check or relevant state/territory equivalent. GSPO Reference(s): - TQ1	- Annual re-accreditation of initial qualification with a Registered Training Organisation (RTO) approved to deliver the Pool Lifeguard skill set. GSPO Reference(s): - SV9	- Orientation to the facility and any relevant plant / equipment - Emergency Procedures - Supervision Plan - Aquatic Risk Assessment - Relevant plant and equipment - Orientation to the environment and any safety rules / considerations - Escalation procedures - Child supervision and safety policies, procedures, codes of conduct GSPO Reference(s): - SV9	Frequency: - Three-monthly Includes: - Changes and Updates to local Operations Manuals - Changes to current industry practices - Emergency Planning and Incident Management actions (i.e. Emergency Evacuation Drill) - Supervision of patrons in aquatic facilities - Performing two rescues in deep water - Performing spinal immobilisation, stabilisation and removal of a suspected spinal injury casualty while working as a team - Performing 2 person. resuscitation on both an adult and child - Completing First Aid and/or Incident Reports GSPO Reference(s): - SV9	Frequency: - Minimum annual medical check or self-declaration Includes: 20/20 vision, or medical corrective lenses - Good hearing (or an appropriate medical aid) - Medical approval to participate if epileptic. - Medical approval if diabetic - Medical approval if asthmatic - Medical approval if in later stages of pregnancy - Up-to-date immunisations GSPO Reference(s): - SV11	Frequency: - Minimum annual fitness test Includes: - Able to complete a ten metre swim and then complete one contact tow of a conscious casualty for at least ten metres, and remove the person from the water without assistance from another person. - Complete a 25-metre swim and then retrieve a submerged object replicating a person from the greatest depth of the facility but at no greater than two metres, at the surface contact tow an unconscious casualty for at least 25 metres, and work in a team to safely and efficiently extract the person from the water. Reference(s): training.gov.au/training/details/SISCAQU021/unitdetails

Swimming and Water Safety Teacher

Role	Initial Qualification	Re-accreditation / licensing	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Swimming and Water Safety Teacher	All: - The current nationally recognised Swimming and Water Safety Teacher skill set, or most recent superseded version, or units of competency that make up that skill set, or successive replacement(s). - The below unit of competency or most recent superseded version, or successive replacement(s). - HLTAID009 Provide cardiopulmonary resuscitation. - Working with Children Check or relevant state/territory equivalent. Infants and toddlers: - The above; and, the following units of competency: - SISCAQU027 Promote development of infants and toddlers in an aquatic environment or most recent superseded version, or successive replacement(s); Programs for patrons with a disability: - The above; and, may also have the following unit of competency: - SISCAQU028 Assist participants with a disability during aquatic activities or most recent superseded version, or successive replacement(s). GSPO Reference(s): - TQ2	- Three-yearly industry license via an approved Swimming and Water Safety Teacher Licensing Organisation - Annual CPR re-accreditation GSPO Reference(s): - AP2	- Orientation to the facility and any relevant plant / equipment - Emergency Procedures - Swimming and Water Safety Curricula & Venue Specific Teaching Methods - Aquatic Risk Assessment & Supervision Plan - Orientation to the environment and any safety rules / considerations - Escalation procedures - Child supervision and safety policies, procedures, codes of conduct GSPO Reference(s): - AP2	Frequency: - Three-monthly Includes: - Teaching methodologies - Swimming and water safety programs - Practice of initiative assessment of and response to simulated incidents - Resuscitation - Aquatic rescue techniques GSPO Reference(s): - AP2	Frequency: - Minimum annual medical check or self-declaration Includes: 20/20 vision, or medical corrective lenses - Good hearing (or an appropriate medical aid) - Medical approval to participate if epileptic. - Medical approval if diabetic - Medical approval if asthmatic - Medical approval if in later stages of pregnancy - Up-to-date immunisations GSPO Reference(s): - AP Appendix 1	Frequency: - Minimum annual fitness test Includes: - Complete a ten metre swim and then complete one non-contact tow, towing the rescued person for at least ten metres, and remove the person from the water without assistance from another person - Complete a ten metre swim and then complete one contact tow, towing the rescued person for at least ten metres, and remove the person from the water with assistance from one other person Reference(s): training.gov.au/training/details/SISCAQU020/unitdetails

Aqua Exercise Instructors

Role	Initial Qualification	Re-accreditation / licensing	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Aquatic Exercise Instructors	- The current nationally recognised Aqua Exercise Instructor skill set, or most recent superseded version, or units of competency that make up that skill set, or additional units as listed in TQ3, or successive replacement(s). - The below units of competency or most recent superseded version, or successive replacement(s): - HLTAID009 Provide cardiopulmonary resuscitation. - HLTAID011 Provide first aid. - Working with Children Check or relevant state/territory equivalent. GSPO Reference(s): - TQ3	- Professional registration with a recognised accrediting body at the required interval - Annual CPR re-accreditation - Three-yearly First Aid accreditation GSPO Reference(s): - AP3	- Orientation to the facility and any relevant plant / equipment - Emergency Procedures - Aquatic Program Specific Delivery & Instruction Methods - Aquatic Risk Assessment - Orientation to the environment and any safety rules / considerations - Escalation procedures - Child supervision and safety policies, procedures, codes of conduct GSPO Reference(s): - AP3	Frequency: - Minimum annual Includes: - Teaching methodologies - Plan, program and deliver aquatic programs. - Practice of initiative assessment of and response to simulated incidents - Resuscitation - Aquatic rescue techniques - Emergency procedures for facility evacuation GSPO Reference(s): - AP3	Frequency: - Minimum annual medical check or self-declaration Includes: 20/20 vision, or medical corrective lenses - Good hearing (or an appropriate medical aid) - Medical approval to participate if epileptic. - Medical approval if diabetic - Medical approval if asthmatic - Medical approval if in later stages of pregnancy - Up-to-date immunisations GSPO Reference(s): - AP3	Frequency: - Minimum annual fitness test Includes: - An Aquatic Program Instructor should be in good health and physical fitness for the specific duties they are required to undertake in their role. GSPO Reference(s): - AP3

Swimming Coaches

Role	Initial Qualification	Re-accreditation / licensing	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Swimming Coaches	- The below unit of competency or most recent superseded version, or successive replacement(s): - HLTAID009 Provide cardiopulmonary resuscitation. - Working with Children Check or relevant state/territory equivalent. - Swimming Australia Development Coach or equivalent qualification (minimum) GSPO Reference(s): - TQ3	- Professional registration with a recognised accrediting body at the required interval GSPO Reference(s): - AP3	- Orientation to the facility and any relevant plant / equipment - Emergency Procedures - Aquatic Program Specific Delivery & Instruction Methods - Aquatic Risk Assessment - Orientation to the environment and any safety rules / considerations - Escalation procedures - Child Supervision Policies GSPO Reference(s): - AP3	Frequency: - Minimum annual Includes: - Teaching methodologies - Aquatic programs - Practice of initiative assessment of and response to simulated incidents - Resuscitation - Aquatic rescue techniques - Emergency procedures for facility evacuation GSPO Reference(s): - AP3	Frequency: - Minimum annual medical check or self-declaration Includes: 20/20 vision, or medical corrective lenses - Good hearing (or an appropriate medical aid) - Medical approval to participate if epileptic. - Medical approval if diabetic - Medical approval if asthmatic - Medical approval if in later stages of pregnancy - Up-to-date immunisations GSPO Reference(s): - AP3	Frequency: - Minimum annual fitness test Includes: - An Aquatic Program Instructor should be in good health and physical fitness for the specific duties they are required to undertake in their role. GSPO Reference(s): - AP3

Manager of Supervision Services

Role	Initial Qualification	Re-accreditation / licensing	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Manager of Supervision Services	NA	NA	- Identifying risks in the aquatic environment - Developing Supervision plans - Implementing Supervision requirements - Managing emergency situations - Reviewing and updating lifeguard operations GSPO Reference(s): - SV8	- Rostering and planning supervision and training activities - Conducting and facilitating training and emergency exercise activities for staff - Maintaining industry knowledge pertaining to the changes in the GSPO and other like industry references GSPO Reference(s): - SV8	NA	NA

Aquatic Technical Operator

Role	Initial Qualification	Re-accreditation / licensing	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Aquatic Technical Operator	- The current nationally recognised Aquatic Technical Operator skill set, or most recent superseded version, or units of competency that make up that skill set, or current, most recent superseded versions, or successive replacements of the below qualifications: - CPP31218 Certificate III in Swimming Pool and Spa Service; or - CPP41319 Certificate IV in Swimming Pool and Spa Service GSPO Reference(s): - TQ8	WA-Only Dep. Health Code of Practice: Currency of practice demonstrated by maintaining accreditation with the Leisure Institute of Western Australia (Aquatics) or an approved equivalent. WA Code Reference: 6.2.1.1 Technical Operations	- Facility-specific plant room(s) orientation - Induction to plant & equipment, chemicals, dosing systems, filtration, heating, BMS, PMS, backwashing & safe work procedures - Contractor management procedures, including high risk work. - Facility-specific water quality risk management plan - Facility-specific maintenance plan - Contamination procedures - Reporting procedures - Microbiological testing arrangements GSPO Reference(s): - TQ8	Frequency: - Minimum annual Includes: - Updates to plant and equipment - Updates to WHS management systems - Updates to water quality risk management plans - Updates to contractor management - Safe chemical storage & handling, including management of gases (if applicable) - Safe manual handling - Updates to contamination procedures - Updates to reporting procedures. GSPO Reference(s): - TQ8	Frequency: - Minimum annual medical check or self-declaration Includes: - An Aquatic Technical Operator should be in good health and physical fitness for the specific duties they are required to undertake in their role. GSPO Reference(s): - TQ8	Frequency: - Minimum annual fitness test Includes: - An Aquatic Technical Operator should be in good health and physical fitness for the specific duties they are required to undertake in their role. GSPO Reference(s): - TQ8

Supervisor of Swimming and Water Safety Programs

Role	Initial Qualification	Re-accreditation / licensing	Onboarding / Induction	In-Service Training	Health Requirements	Fitness Requirements
Supervisor of Swimming and Water Safety Programs	- The below units of competency or most recent superseded versions, or successive replacements: - SISCAQU020 Perform water rescues. - SISCAQU019 Supervise patron safety in aquatic locations. - HLTAID009 Provide cardiopulmonary resuscitation. - HLTAID011 Provide first aid. Refer TQ2 for more information for commercial swim schools. GSPO Reference(s): - TQ2	NA	- Role-specific - Emergency procedures GSPO Reference(s): - AP1	- The employee supervising swimming and water safety programs should participate in a skills currency session at intervals no longer than 12 months apart. GSPO Reference(s): - AP1	NA	NA