

# Position Description

Position Details			
Position title	Swimming Instructor	Position number	PD807
Group	Assets & Operations	Previous position numbers	OS000L
Section	Parks, Aquatics & Recreation	Reports to	Aquatic Programs Supervisor
Area	Aquatic & Leisure Facilities	Evaluated / approved by	I Macfarlane
Team	N/A	Version number	August 2023
Position level code	6 (Line-level employee)		
Position statement	Prepare, teach and promote swimming lessons at BVSC pools.		

Position Specific Tasks and Activities		
Key area	Duties and responsibilities	Standards for achievement
Program Operations	<ul style="list-style-type: none"> <li>Instruct swimming and water safety programs.</li> <li>Structure programs and times in conjunction with the Program Supervisor.</li> <li>Prepare, set-up, pack up and store program equipment</li> <li>Determine client needs and concerns in conjunction with Program Supervisor.</li> <li>Participate in the planning and development of swimming and water safety programs.</li> <li>Complete documentation related to the function</li> <li>Provide student information to the Program Supervisor.</li> </ul>	<ul style="list-style-type: none"> <li>Program instruction is undertaken according to industry and BVSC standards.</li> <li>All scheduled programs are taught.</li> <li>Equipment is set-up correctly, in a timely manner and is stored away correctly after use.</li> <li>Client needs and concerns are accurately determined and communicated to Program Supervisor.</li> <li>Attend and participate in team meetings and program planning activities</li> <li>Documentation and records are accurate, processed in a timely manner, and stored/filed correctly.</li> <li>Information provided as required and in a timely manner</li> </ul>
Marketing and promotion	<ul style="list-style-type: none"> <li>Engage positively with the community and stakeholders to promote our centres and programs.</li> <li>Liaise with the Program Supervisor to implement strategies to increase learn to swim numbers, improve existing program or offer new programs.</li> </ul>	<ul style="list-style-type: none"> <li>Community engagement strategies are effective and conducted in a positive, consultative and enthusiastic manner.</li> </ul> <p>Provide recommendations to Program Supervisor</p>

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General Position Requirements	
Key area	Expected Behaviours
Leadership and management	<ul style="list-style-type: none"> <li>You use influencing skills to achieve job and project outcomes where you do not have direct accountability for people or resources.</li> </ul>
Risk management, Work Health and Safety	<ul style="list-style-type: none"> <li>You work according to the BVSC procedures and principles for risk management (including WHS) appropriate to your position, as prescribed in our organisational procedures and according to legislative and regulatory requirements.</li> </ul>
Equal employment opportunity	<ul style="list-style-type: none"> <li>You work according to the BVSC procedures and principles of a positive and inclusive workplace environment, as prescribed in our organisational procedures and according to legislative and regulatory requirements.</li> </ul>
Financial management	<ul style="list-style-type: none"> <li>When required to purchase and procure supplies you use the correct organisational processes and procedures.</li> </ul>

Our Values Commitment: PLaCE	
We are committed to and believe	
People matter Learning is important And we Can do Engaging the whole organisation	We care for our people and each other We learn and innovate  We have a can do approach and focus on solutions and outcomes We engage and communicate clearly and consistently

Behavioural Competencies	
Value Description	Expected Behaviours
People matter	<ul style="list-style-type: none"> <li>You conduct yourself in the workplace according to our PLaCE values.</li> <li>You show respect for all employees, acknowledging the importance of diversity in the workplace.</li> <li>You work safely and support your colleagues to also work safely.</li> <li>You work well with people who have different ideas, perspectives and backgrounds.</li> </ul>
Learning is important	<ul style="list-style-type: none"> <li>You attend all mandatory training and learning events.</li> <li>You seek to learn from your colleagues including looking for mentoring opportunities.</li> <li>You review your own performance and ask for feedback to learn and improve.</li> <li>You look for and suggest better ways of doing things in the workplace.</li> <li>You actively participate in team meetings.</li> </ul>
Can do	<ul style="list-style-type: none"> <li>You take pride in your own work and that of your team members.</li> <li>You understand who your stakeholders are and why they matter.</li> <li>You are willing to go the extra mile for stakeholders and act upon their feedback.</li> </ul>
Engaging the whole organisation is important	<ul style="list-style-type: none"> <li>You understand our organisation's goals and how your job fits into the wider Council picture.</li> <li>You always speak in positive terms when referring to your area, other teams and our organisation. (Your behaviour remains 'above the line'.)</li> </ul>

# Position Description

## Knowledge, Skills and Qualifications

### Selection criteria – skills and experience

- Work in a manner consistent with BVSC organisational values and associated behaviours.
- Strong communication skills with the ability to relate positively to children, parents and staff.
- Demonstrated ability to adapt to program changes including class times, type and group size.
- Proven understanding of the principles of teaching children in an aquatic environment.
- Appropriate level of physical fitness to carry out the duties required.
- Additional skills, knowledge and qualifications that may be applicable to this position, such as qualifications or certificates in administration, pool lifeguard, learn to swim, children services, fitness, barista, food handling or other specialist experience.

### Selection criteria – qualifications and licences

- SISSS00112- Swimming & Water Safety Teacher Qualification
- Current Industry Registration
- HLTAID001 Provide cardiopulmonary resuscitation
- NSW Working with Children check.
- Current Class C Drivers Licence

## Conditions of Employment

Status	Casual		Hours per weeks	Variable
Award classification	Band: 1	Level: 3	Award	Local Government (State) Award 2023
BVSC grade	1			
Pattern of work	Variable			
Special requirements	<div><input checked="" type="checkbox"/> Weekend Work</div> <div><input checked="" type="checkbox"/> Evening Work</div> <div><input type="checkbox"/> Public Holiday Work</div> <div><input type="checkbox"/> Participation in on call roster</div> <div><input type="checkbox"/> Other: Enter details of any other special requirements of this position.</div>			

## Delegations

Staff	Number of direct report positions: 0		Staff span of control: 0
Budgetary	\$Nil		
Purchasing	Purchase Card Entitlement	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Purchase card limit: \$N/A
Statutory	As per BVSC Register of Delegations		
Security	Access to Sapphire Aquatic Centre during operating hours		

## Benefits

<b>Motor vehicle</b>	Choose an item.		
<b>Information technology</b>	<input type="checkbox"/> Workstation PC <input type="checkbox"/> Laptop <input type="checkbox"/> Tablet <input type="checkbox"/> Tablet <input type="checkbox"/> Camera <input type="checkbox"/> Other: Click here to enter text.		
<b>Telecommunications</b>	<input type="checkbox"/> Desk Phone <input type="checkbox"/> Mobile Phone <input type="checkbox"/> Wi-Fi Dongle <input checked="" type="checkbox"/> Other: BVSC email address		
<b>Workwear</b>	<input type="checkbox"/> Corporate uniform <input checked="" type="checkbox"/> Outdoor uniform <input type="checkbox"/> Not applicable <input checked="" type="checkbox"/> Personal Protective Equipment: BVSC Aquatic & Leisure Uniform		

## Model Job Demands Checklist

Please ensure this checklist should be completed in conjunction with People and Governance Team.

**Job title:** Swimming Instructor

**PD Number(s)** PD807

**Completed by** Name: Nicholas Hoynes

Date: 24/05/2022

### Administration

### Notes

Computer Use (including hand held tablet)  
*generic screen based*

Yes

Sitting at desk

No

Standing for long periods  
*if yes, please indicate length in hours*

Yes

### Manual Handling

### Notes

Light lifting/Carrying (0-9kg)

Yes

Moderate Lifting/Carrying (10-15kg)

Yes

Heavy Lifting/Carrying (16kg and above)

Minimal Likelihood

Climbing

Yes

In and out of the swimming pool.

Bending

Yes

Kneeling/Squatting

Yes

Reaching

Yes

Sequential/Repetitive movements in short period of time  
*is the ability to carry out a repetitive action doing the same thing over and over again*

Yes

Instructing or demonstrating swimming techniques.

Manual dexterity/manipulation  
*is the ability to make coordinated hand and finger movements to grasp and manipulate objects. It can include muscular, skeletal and neurological functions to produce small, precise movements*

Yes

Instructing or demonstrating swimming techniques.

Work Environment		Notes
Works in isolation from other staff <i>remote supervision</i>	No	
Walking <i>including distance eg job sites</i>	Yes	
Walking/running up and down steep slopes	No	
Walking whilst pushing/pulling object	Yes	Move swim equipment, trolleys & platforms
Works outdoors <i>majority of work is outdoors</i>	Yes	<i>Note - If yes, a functional assessment may form part of the pre-employment medical</i>
Works in a customer service environment	Yes	
Confined spaces	No	<i>Note - If yes, this must also form part of position description</i>
Requirement to wear personal protective equipment (ppe)	Yes	Sun protection when working outdoors.
Working at heights <i>if yes this must also form part of position description</i>	No	
Task Involving		Notes
Exposure to chemicals <i>fuels, chlorine, insecticides</i>	Minimal Likelihood	
Exposure to biological hazards <i>animal products, live animals, biohazard</i>	Minimal Likelihood	
Exposure to excessive noise <i>work related exposure level of 85 decibels over an eight-hour period or peak noise levels of greater than 140 decibels at any time during the day</i>	No	<i>Note - If yes, a baseline hearing test may form part of the pre-employment medical</i>
Exposure to airborne odours and particles <i>means a contaminant in the form of a fume, mist, gas, vapour or dust</i>	No	<i>Note - If yes, a baseline spirometry test may form part of the pre-employment medical. There is an exposure standard in the Safe Work Australia's "Workplace Exposure Standards for Airborne Contaminants"</i>
Exposure to sunlight <i>work related exposure to UV radiation for more than 20 mins at a time or two hours or more during the day between the hours 10am to 3 pm</i>	Yes	<i>Note - If yes, a baseline skin screening test may form part of the pre-employment medical</i>
Exposure to some infectious diseases	Yes	<i>Note – Please see Immunisation Procedure 6.05.3 and Immunisation section of the model job demands checklist.</i>
Vision		Notes
Vision <i>Ability to identify safety critical colours</i>	Minimal Likelihood	Identify pool safety signage for pool patrons

Vehicle/Plant/Equipment		Notes
Vehicle Travel <i>travel to/from job site, this could include sitting for periods of time in a vehicle</i>	No	<i>Note- This could include sitting for periods of time in a vehicle and/or operating plant/equipment</i>
Plant/Equipment and or vehicle operation	No	<i>Note- This could include sitting for periods of time in a vehicle and/or operating plant/equipment</i>
Cyclic Workload		Notes
Peaks and Troughs	Yes	
Frequent overtime	No	
Rostered shift work	Yes	
Psychological Demands		Notes
High turnover of work	No	
Tasks involving interacting with distressed people	Yes	
Immunisations		Notes
COVID-19	Yes	<i>Note - Recommended that incumbent has received two doses of a COVID-19 vaccination due to nature of role and the need to provide services to members of the public.</i>
Hepatitis A & B	Yes	<i>Note - Please refer to immunisation procedure 6.05.3</i>
Measles, Mumps, Rubella, Pertussis and Varicella	Yes	<i>Note - Please refer to immunisation procedure 6.05.3</i>
Tetanus	Minimal Likelihood	<i>Note - Please refer to immunisation procedure 6.05.3</i>

### Privacy Disclaimer

Council acknowledges the implications when an individual discloses (or does not disclose) his or her medical record to a third party; therefore, will only request such information for reasons relating Workplace Health and Safety. Additionally - Council will clearly articulate the specific reasons for any medical information required, enabling all relevant parties to make an informed decision regarding the release of confidential information. All records obtained by Council in association with this consent form will be managed according to the *Privacy and Personal Information Protection (PPIP) Act 1998*, the *Health Records and Information Privacy Act 2002*, as well as Council's Records Management Policy and Privacy Management Plan.