

SAFETY COMES FIRST!

All members have a shared duty of care under Australia's Work Health and Safety (WHS) legislation to ensure the health and safety of themselves and others within their SLS clubs, so far as is reasonably practicable. Australia's WHS legislation also sets out requirements for all SLS members to create a positive culture towards the health and safety of volunteers, staff and the public.

Lead by example to set a high safety standard and promote a culture where **SAFETY COMES FIRST!**

POLICIES AND GUIDELINES

SLS has a range of policies, guidelines and procedures that are supported by national and international standards. The most current versions are available within the SLS Members Area Document Library (members.sls.com.au).

MEMBER PROTECTION

SLS regards discrimination, bullying and harassment in any form as unacceptable and takes all reasonable steps to make sure that there is no harassment in our clubs.

Ensure you are familiar with the *SLSA Codes of Conduct* to assist you to manage any unacceptable forms of behaviour that may result in a breach of WHS legislation as well as SLS policy.

Check out the *SLSA Member Protection Policy* in the SLS Members Area Document Library for more information (members.sls.com.au).

SAFETY REPORTING

As a SLS member, you have a responsibility to report hazards, incidents and near-misses.

You also have a responsibility to report breaches of the *SLSA Codes of Conduct* and any child safety concerns. These can easily be reported online at forms.sls.com.au using the *Child Protection Report Form* or *Complaint and Grievance Form*. Reports can remain anonymous and are confidential.

Remember to look out for and report on the following types of hazards:

TYPES OF HAZARDS AND THEIR DESCRIPTION

OBVIOUS	Hazards that are obvious to a reasonable person in the position of that person
HIDDEN	Hazards that are not obvious to a reasonable person in the position of that person
DEVELOPING	Hazards that are cumulative and present over a long period of time
ACUTE	Hazards that appear suddenly, have an obvious and severe immediate impact
CHRONIC	Hazards that have a more hidden, cumulative and long-term impact

PHYSICAL HEALTH

It is important to maintain an appropriate level of physical health and fitness to ensure the safety of yourself as well as for those you hold a duty of care. Speak with your trainer, patrol captain or club safety officer if you have any concerns relating to your level of fitness to perform lifesaving activities.

PERSONAL INJURY REPORTING

If you are injured during SLS activities, complete the appropriate injury report form. Follow these steps should you be injured during training, while on patrol, or participating in any other SLS activity:

1. Fill in the appropriate injury report form available to download from the SLS Members Area Document Library (members.sls.com.au).
2. Give the form to the club safety officer (WHS representative), club captain or club executive.

If your injury is a significant one, you may be eligible to complete a worker's compensation form. Significant injuries are those which:

- require hospital admission or ongoing medical management
- interrupt your paid working life or studies.

Your club safety officer, club captain or club executive will provide you with the necessary information to complete this form and assist you with your application.

Member Safety



A quick guide to safety and wellbeing



MENTAL HEALTH

Surf Life Saving promotes many preventative measures that will help you maintain good mental health such as positive relationships, physical activity, feeling connected to the community and culture, and having a sense of purpose.

The following organisations can also assist you with more information and advice about mental health:

BEYOND BLUE www.beyondblue.org.au

HEADS UP www.headsup.org.au

SANE AUSTRALIA..... www.sane.org

CRITICAL INCIDENTS ON PATROL

Immediately after a critical incident, your patrol captain will apply the basic principles of psychological first aid to review the safety and wellbeing of patrol members.

A club, peer support or duty officer may make contact with you and invite questions, discuss any issues of concern, and remind you of the support options available.

They will also inform you of what to expect next. For example, you may take part in an operational debrief which is usually held 2-3 days following an incident.

BASIC ACTION PRINCIPLES

All SLS members involved in a critical incident are encouraged to maintain appropriate confidentiality and apply the basic action principles of psychological first aid (below) to review the safety and wellbeing of themselves and other SLS members.

A ASSESS AND ASK

B BE ATTENTIVE, RESPECTFUL AND AWARE

C COMFORT AND COPING STRATEGIES

D DO

E END/EXIT STRATEGY

CRITICAL INCIDENT STRESS

Everyone will respond differently following a critical incident and not all people will experience a stress reaction. Sometimes a stress reaction may be experienced immediately after the traumatic event and sometimes weeks after, if at all.

There are many warning signs and symptoms of someone experiencing work-related or critical incident stress that you can look out for and monitor.

PHYSICAL

- Difficulty breathing
- Increased heart rate
- Vomiting/shakiness
- Headaches
- Tiredness

BEHAVIOURS

- Change in social activity
- Sleep disturbance
- Decline in work performance
- Change in usual communication style
- Avoidance and fear of situations that may remind them of the incident
- Emotional outbursts
- Withdrawal from others

EMOTIONS/FEELINGS

- Agitation
- Denial
- Fear
- Grief
- Sadness
- Frequent mood swings
- Anger
- Depression
- Feeling abandoned
- Guilt
- Numbness

THOUGHTS

- Self-blame
- Hypervigilance
- Concentration difficulties
- Difficulties making decisions
- Memories of a past event
- Problem solving ability reduced
- Increased or decreased awareness of surroundings
- Intrusive images and thoughts of the incident
- Confusion
- Nightmares

WHO CAN HELP

If you or another SLS member shows or experiences persistent signs and symptoms of work-related or critical incident stress, you should talk to your patrol captain, peer support officer or contact your SLS state centre and speak with human resources where confidential counseling can be arranged (sls.com.au/state-centres).

Recovery can start with a conversation. The following steps may also help you provide early support to another SLS member:

1	ASK	Choose a relatively private and informal time and ask them if they are OK
2	LISTEN	Take what they say seriously and do not judge them or rush the conversation
3	ENCOURAGE ACTION	Ask what self-help actions they want to take; be supportive
4	CHECK-IN	Ask regularly how they are going

ADDITIONAL SUPPORT

There are a number of organisations that provide free and confidential mental health support if you or someone you know are experiencing a personal crisis.

KIDS HELPLINE

t. 1800 551 800
w. kidshelpline.com.au

SUICIDE CALL BACK SERVICE

t. 1300 659 467
w. suicidecallbackservice.org.au

LIFELINE

t. 13 11 14
w. lifeline.org.au

MENSLINE

t. 1300 78 99 78
w. mensline.org.au

There are also a number of support contacts at your SLS club. You may note them below.
