

**IN THE FAIR WORK COMMISSION
MATTER NO: AM2014/227 & AM 2017/52.**

Fair Work Act 2009

Section 156 – 4 yearly review of modern awards

Fitness Industry Award 2010

**Reply Submissions on behalf of Australian Swim Schools
Association Ltd. Lodged by HMT Consulting.**

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4 YEARLY REVIEW OF MODERN AWARDS

AM2014/227 – FITNESS INDUSTRY AWARD 2010

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INTRODUCTION:

1. These reply submissions are made on behalf of the Australian Swim Schools Association Ltd (ASSA), and are pursuant to the Directions in AM2017/52 issued on 23rd April 2018 in regard to the *Fitness Industry Award 2010 (the current award)*, and further modified on 30th May, at the request of certain parties, allowing submissions in reply to be lodged by close of business on the 11th of June.
2. These reply submissions are made in accordance with direction 2, and relate to matters raised by the AWU in accordance with direction 1, in regard to classification descriptors.
3. **General Matters**
 - 3.1. On 18th May, ASSA lodged submissions relating to the Exposure Draft in accordance with the Directions of 23rd April; on 21st May a submission was lodged on behalf of ASCTA; and further, on 22nd May a submission was lodged by the AWU;
 - 3.1.1 The submission of the AWU touches upon matters raised by, but not covered in the documentation tendered by ASSA, regarding *'trainee swim teachers'*;
 - 3.1.2 The submissions of ASSA lodged in January 2017, in regard to directions issued in Matter AM2014/227, were made on the assumption that as a product of an extensive consultative process during 2015-16, (including with the National Office of the AWU), a consensus position had been reached in regard to classification descriptors for Swim Teachers, and their assistants and Coaches and their assistants;
 - 3.2 ASSA does not seek to make direct comment on matters relating to classification descriptors raised in the submissions of ASCTA lodged on 21st May 2018.
4. **The AWU Claims**
 - 4.1 The Union, initially sought the incorporation of a new level 2A to create an effective repricing of the function of a "qualified" Swim Teacher, which falls within the scope of Level 2 of the Classification Structure of Schedule B of the current award;
 - 4.1.1 During the period between 23rd April, when the matter was last before the Commission, and 8th June, the parties (the AWU, ASSA & ASCTA) have participated in further discussions which have led to broad agreement on several matters, including trainee swimming teachers, particularly on how and when the rate of pay for Level 2 would be applied;
 - 4.1.2 ASSA is able to advise the Commission that it believes, as far as the Association is concerned, the following items, identified in the *'Summary Of Submissions – dated 16th February 2017 (and referred to in Direction 1, issued on 23rd April 2018,* have been adequately addressed in the AWU's draft determination, (Attachment 1, hereto), items 17,18, 19, 20 & 21;
 - 4.1.2.1 ASSA therefore supports the incorporation of the contents of Attachment 1, in the final form of the reviewed award document.
 - 4.1.3 Concurrently, ASSA understands that as at the date of lodgement of these submissions, there is yet to be resolution of the ASSA's or ASCTA's 'claims' in regard to items 22 – 28.

5. Revised submissions of ASSA:

- 5.1 Following the developments referred to at 4.2.2, the Association seeks leave to amend the submissions lodged on 18th May to reflect the terms now generally agreed between ASSA, ASCTA & the AWU;
- 5.1.1 ASSA will continue to rely upon the witness statements lodged in the names of Mr Ross Gage, as CEO of ASSA, and M/s Julia Ham, the Director of Hampton Swim School Pty Ltd, as well as all other documentation lodged in support of our submissions, within the context of their relevance to Levels 3 & 4 of the classification structure.
- 5.1.2 The Association's amended submissions are that the November 2017 draft award should be, in addition to the amendments flowing from Schedule 1, be further amended in the following terms:

Schedule A — Classification Definitions

A.3 Level 3

A.3.1 An employee at this level works under general supervision which requires operation within defined areas of responsibility with adherence to established guidelines and procedures and who is employed to carry out work associated with the centre's operations.

A.3.2 .

A.3.3 An employee at this level may also be:

(a) a swimming and water safety teacher being a holder of any current qualification with the relevant Industry Competencies, who has:

(i) attended five hours per year of professional development (as recognised by a national industry body) and 350 hours of teaching at Level 2, or

(ii) who holds a second recognised swimming and water safety teaching qualification and delivered 350 hours of swimming and water safety teaching, at Level 2; or

(b) coaching swimmers being a holder of a current recognised swimming coaching qualification.

(c) a pool lifeguard who has been appointed to the position of pool lifeguard by the employer and has completed a nationally-recognized Lifeguarding qualification.

A.4 Level 3A

A.4.1 An employee at this level performs the duties of a Level 3 and who:

(a) ; and

(b) .

A.4.2 .

A.5 Level 4

A.5.1 An employee at this level works under limited supervision and guidance and is required to exercise initiative and judgment in the performance of their duties and who is employed to carry out work associated with the centre's operations.

A.5.2 .

A.5.3 An employee at this level may also be:

- (a) *an experienced swimming and water safety teacher, being a holder of any current qualification with the competencies detailed in clause A2.2 (b) (xiii) above, who has;*
 - (i) *attended 12 hours per year of recognised workshops and 500 hours of swimming and water safety teaching at Level 3, and who holds a third recognised teaching qualification, or*
 - (ii) *delivered 700 hours of swimming and water safety teaching at Level 3 or*
- (b) *a swimming coach being a holder of a current recognised swimming coaching qualification, who has:*
 - (i) *performed 12 hours per year of recognised workshops and 500 hours of coaching beginners and attended a recognised seminar/conference within the past 12 months, or*
 - (ii) *delivered 700 hours of coaching to swimmers.*
- (c) *a senior pool lifeguard, being a holder of industry-recognized pool lifeguard qualifications as detailed in 3.3 (c) and who has been appointed by the employer to lead a team comprised of qualified pool lifeguards, and/or persons undertaking a nationally-recognized course of Lifeguarding to become pool lifeguards.*

5.1.3 The Association relies upon the following, amended, submissions in support of the preceding classification related changes to the draft award:

5.2 BACKGROUND

- 5.2.1 The Fitness Industry Award 2010 is a product of the Award Modernisation process undertaken by the Australian Industrial Relations Commission (AIRC) in 2008/09;
- 5.2.2 The award covers callings and classifications previously the subject of the following NAPSAs:
 - Health, Fitness and Indoor Sports Centres (State) (NSW) Award [AN 120240];
 - Health and Fitness Centres, Swim Schools and Indoor Sports Award – State (Qld) 2005 [AN 140142];
 - Health Recreation and Fitness Award (S.A) [AN 150063];
 - Health and Fitness Centres Award (Tas) [AN 170043].
- 5.2.3 The AIRC took submissions from interested parties between mid to late 2009;
- 5.2.4 During this process ASCTA & Aussie Aquatics (trading as Swim Australia) made multiple submissions to the Commission and actively participated in discussions with other employers and relevant union officials.
- 5.2.5 To date, one or other of ASSA & ASCTA, have been actively Involved in all steps of the Four Yearly Review of the Fitness industry Award 2010.
- 5.2.6 As at the point of lodging this response in reply, the ASSA has not received from the AWU any formal grounds for opposing the variations sought in relation to Levels 3 & 4 of Schedule ‘A’ of the Exposure Draft

5.3 THE NATURE OF THE SWIM SCHOOL SECTOR

- 5.3.1 The witness statements of Mr Ross Gage (Attachment 'A') (1) and of M/s Julia Ham, The Director of Hampton Swim School (Attachment 'B') (2), provide valuable insight into the size and nature of the Swim School Sector.
- 5.3.2 Underscored by the professional experiences of the two industry witnesses (4, & 5), is the significance of the proper application of the terms of the Fitness industry Award;
- 5.3.3 Further, central to the successful delivery of appropriate water safety skills are high trust relationships between teachers, pupils and parents.

5.4 IMPORTANCE OF WATER SAFETY

- 5.4.1 ASSA and other representative bodies in the field of water safety and lifesaving are committed to *“the notion that all Australian children have the right to a comprehensive swimming and water safety education.”*(6)
- 5.4.2 There were 291 drowning deaths in Australian Waterways between 1st July 2016 and 30th June 2017 (7). Swimming and recreating was the most common activity prior to drowning amongst children aged 5 -14 years, accounting for 5 deaths (42%, off all deaths in this cohort). (8) This *“highlights the importance of water safety knowledge in this age group.”* Drowning is the major cause of accidental death of under five-year-olds in Australia – and for each fatality, many more are left with some form of permanent brain damage from non-fatal drowning.
- 5.4.3 Programs such as *'Royal Life Saving Grey Medallion'* course, and or, Adult Learn to Swim Courses, encourage *“older people to test their skills and fitness in the controlled environment of a public swimming pool prior to recreating in open water.”* (9)
- 5.4.3.1 The age group 65 and over are the second highest at risk group, with 70 drownings (24% of the total in 2016/17).(10)
- 5.4.3.2 ASSA works closely with Government Agencies and the community, to develop programs and policies aimed at achieving the cultural change required to improve water safety knowledge and expertise(11) as illustrated by the outline of the *'No Drown Town'* initiative (12).

5.5 INDUSTRY STANDARDS

- 5.5.1 The *'Australian Water Safety Strategy 2016-2020'* has as its core goal the reduction of deaths by drowning by 50% by the year 2020 (13);
- 5.5.1.1 The strategy identifies the supporting activities, or *Drowning Prevention Pillars*, which will play a key role in the achievement of the strategy's goals as:
- Advocacy
 - Research
 - Collaboration
 - Safe Venues
 - Workforce
 - Policy
 - Education

5.5.1.2 ASSA advocates that three ‘pillars’ - ‘Workforce’, ‘Policy’ and ‘Education’, are impacted by the application of the provisions contained in the *Fitness Industry Award*.

5.5.1.2.1 The 2010 Award, unlike its predecessor NAPSAs, contains competency-based classification descriptors.⁽¹⁴⁾

5.5.1.2.2 Since 2009, there have been several reviews and amendments of the ‘*Sport, Fitness and Recreation Training Package*’ identifies changes arising from the most recent review, as they impact upon staff employed by Swim School Operators.⁽¹⁵⁾

5.6 MODERN AWARDS OBJECTIVE AND SECTIONS 138 &160

5.6.1 In exercising its modern award powers, the Commission must ensure that modern awards, together with the NES, provide a fair and relevant minimum safety net of terms and conditions taking into account each of the matters listed at ss.134(1)(a)-(h). The notion of ‘fairness’ in s.134(1) is not confined in its application to employees. Consideration must also be given to the fairness or otherwise of award obligations on employers. “*Fairness is to be assessed from the perspective of both employers and employees*” (4 yearly review of modern awards [2015] FWCFB 3177 at [109].

5.6.2 Additionally, the critical principle to flow from the operation of s.138 is that a modern award can only include terms as are necessary in the relevant sense. It is not a legislative precondition that arises only at the time that a variation to an award is sought.

5.6.3 Further, ASSA acknowledges that key threshold principles need to be addressed:

- The Commission will proceed on the basis that a modern award achieved the modern awards objective at the time it was made;
- An award must only include terms to the extent necessary to achieve the modern awards objective. A variation sought must not be one that is merely desirable – must be necessary; and
- Each of the matters identified under s 134(1) are to be treated as a matter of significance and no particular primacy is attached to any of the considerations arising from it.

5.6.4 In regard to s134(1) the ASSA formally submits that none of the matters listed as ‘Modern Award Objectives’ (a) – (c) are either relevant to, or are impediments to the Commission’s favourable consideration of the changes sought in the terms of the Exposure Draft published on 2nd November 2017, in relation to the outstanding matters 17 - 28 in respect of the Fitness Industry Award 2015.

5.6.5 On the other matters listed in (d) – (h), submissions will be advanced on each at the relevant point, in section, 5.7, below.

5.6.6 Within the terms of s160 (2) (a), the Commission is at liberty to make a determination varying a modern award to remove an ambiguity or uncertainty or correct an error, “*on its own initiative...*” We contend that this provision continues to be available during the Review, either on application or on the Commission’s own initiative. We strongly submit,

in anticipation of interested parties being provided with an opportunity to comment on any such proposed variation.

5.7 PROPOSED AMENDMENTS TO EXPOSURE DRAFT OF 2015 AWARD

- 5.7.1 ASSA firmly submits that, on balance, matters it seeks to press in these proceedings are attempts to remove ambiguities and uncertainty arising from the operation of the 2010 Award, and hence are aimed at ensuring a simpler and easier to understand modern award, consistent with s.134(1) (g) of the Modern Award Objectives;
- 5.7.2 The proposed changes we spotlight may, we respectfully submit, be in most cases self-evident and can be determined with little formality.
- 5.7.3 As explained in Mr Gage’s statement, the current Award is the industrial instrument currently regulating the terms and conditions of “*the greater proportion*” of the workforce in the sector. Whilst it is not “*unusual to find*” individuals rostered “*across operational units*”.⁽¹⁶⁾ Concurrently, Mr Gage estimates 80% of the activities covered by the current award are performed by casuals and other non-fulltime/permanent employees⁽¹⁷⁾.
- 5.7.3.1 The heavy reliance on casuals and part-timers, together with the relatively short duration of ‘classes’ (identified as requiring less than one hour)⁽¹⁸⁾ lends itself to arrangements requiring multi-tasking over the span of a rostered shift;
- 5.7.3.2 In turn, given the relatively small size of many Swim School Operations (with ‘*medium sized*’ characterised as being in the order of 20 employees, by M/s Ham)⁽¹⁹⁾;
- 5.7.3.3 These are critical factors impacting the efficient and safe operation of swim schools, as the classification descriptors contained in Schedule ‘A’ of the Exposure Draft at levels 3,& 4, relate in part to functions reasonably falling within the activity of providing “**Water Safety tuition**”, provided by Swim Teachers and their Assistants.
- 5.7.4 The changes sought would not disadvantage any party, nor unsettle clearly established award demarcations in other allied sectors;
- 5.7.4.1 Affirm the operational arrangements currently applying in the Swim School Sector;
- 5.7.4.2 In adopting these proposals the ASSA submits that it would be doing so consistent with the requirements of s134 (1), (f) & (g), of the *Modern Award Objectives*.
- 5.7.4.3 The need to operate, usually small to medium sized businesses, under a multiplicity of awards would place a significant challenge to organisations of the type found in this Sector, which would ultimately see costs incurred being flowed to the consumer.
- 5.7.4.4 Further, for the reasons identified by Mr Gage⁽²⁰⁾, we humbly submit that in embracing the two changes the Commission would be applying principals articulated by Senior Deputy President Polites in *Re. Public Service (Non Executive Staff – Victoria) (Section 170MX) Award 2000 – T3721, 24 Nov 2000.* To remedy a “*state of not being definitely know or perfectly*

clear, doubtfulness or vagueness”, to what we contend are deficiencies in both the current draft and 2010 Award.

- 5.7.5 In relation to Classification descriptors, as indicated previously in these submissions, the Exposure Draft replicates the current contents of the Schedule B of the 2010 award, together with some, but not all, amendments put forward to the Commission in March & May 2016 by parties, in response to the draft published on 2nd November 2017;
- 5.7.6 ASSA, and prior, Aussie Aquatics Pty Ltd, undertook extensive discussions within the Swim School Sector, the AWU and employer representatives during 2014, 2015 & 2016, developing a structure of classifications intended to achieve the following objectives:
- Remove redundant references to elements of the relevant training package; indeed remove references to specific competencies generally, and instead, rely upon more accurate descriptions of the tasks involved and relevant industry experience required of each classification level;
 - Remove ‘corporate branding’ of training products;
 - Redraft some aspects of the current wording to clarify the cross-over points between levels 2, 3, & 4 without seeking to change the relativities between existing rates.
- 5.7.7 Up until January 2017, ASSA understood that there was no opposition to the amendments to Schedule A of the Draft Award, as detailed in paragraph 4, of these submissions.
- 5.7.8 Mr Gage details the importance of proper and precise classification of operational staff in the context of effective water safety training (22); he is strongly supported by M/s Ham, as a current Swim School operator, (23).
- 5.7.9 Given the importance of water safety skills and training delivery detailed in paragraphs 5.4.2, 5.4.3 & 5.5.1 of these submissions a strong ‘public interest’ case is argued in favour of amending Schedule A, in terms detailed in paragraph 4, above;
- 5.7.10 Given that none of the points of change disrupt in any way the internal relativities of the current Award, the cost impact is neutral, and therefore consistent with (g) of the Modern Award Objectives;
- 5.7.11 Further, in seeking to streamline /simplify the structure it is intended to both relieve regulatory burden (f) and underpin a ‘stable’ (pertinent) Modern Award (g).

5.8 Professional development of Swim Teachers

- 5.8.1 Mr Gage detailed the pathways available to individuals to enter employment in the Swim School Sector (24) and emphasised the necessity of maintaining standards and therefore confidence (25);
- 5.8.2 ASSA membership strongly believe that there is a need to clarify (clearly delineate) the crossover points between Level 2, Level 3 & Level 4;
- 5.8.3 In support of the amendments to level 3, ASSA firmly believes it is necessary to provide a clear set of recent/relevant professional achievements to warrant re-classification of a level 2 operative, to the higher role;

- 5.8.3.1 It is prudent that greater emphasis is placed on *'relevant experience'* (being an increase to 350 hours - from 250, related to classes delivered at level 3), with a concurrent reduction in requirement for *'professional development'* via attendance at recognised workshops, (usually at the employees' expense), (being reduced from 12 to 5 per annum);
- 5.8.3.2 As a broad guide, the costs associated with acquiring a *'third qualification'* is in the order of \$180 to \$400, often the employer will pay some or all of the costs;
- 5.8.3.3 *'Recognised workshops'* range in cost from \$40 for a three hour seminar to conferences of 5- 6 hours of presentations costing approximately \$200, again, with the employer usually meeting some of the costs incurred by the attendee. An example of the contents and costings of a *'recognised workshop'*, appears as Attachment '2' to these submissions.
- 5.8.4 By rebalancing the mix between class time delivered and professional development, the Association submits, will lead to a clearer understanding of the differences between levels 2 & 3; further, the employee will not have to commit as many hours to unpaid activities in the form of *'workshops'*, which may or may not be easily accessible to all individuals, within a yearly timeframe;
- 5.8.5 It is further submitted that the wording of level 4 needs clarification. The current wording could be interpreted as meaning an aggregate of experience at levels 2 & 3, whereas industry employers apply the assumption that the relevant benchmark for movement between levels 3 & 4 should be, in relation to *'teaching hours'*, as a level 3 teacher. To do otherwise would break down the progressive nature of the classification hierarchy in the form contained in the present award.
- 5.8.5.1 It is contended by ASSA that progression between Levels 2 & 3, MUST not be simply to *'reward time serving'* utilising the skills of Level 2; the employee MUST (to give certainty of competence), have a demonstrated history of delivery of Level 3 standard outcomes, and or hold a broader set of accreditations than a Level 2 operative;
- 5.8.6 Given the nature of the sector, as detailed in the witness statements of Mr Gage & M/s Ham, even with the incorporation of the reasonable changes sought here, there is always the potential for indecision or disagreements. In order to minimise any disadvantage to parties, the ASSA see great merit in underpinning the role of the Commission in assisting to resolve issues relating to *"appropriate classification"*, via the incorporation of the words in level 3 & level 4, in identical, or similar, terms to those which already appear at B.4.2 & B.6.2 of the current award.

5.9 CONCLUSION OF SUBSTANTIVE SUBMISSIONS

- 5.9.1 In detailing its agenda, the ASSA seeks to stress that quality of delivery is an essential element in the successful enhancement of Australia's Water Safety Culture;
- 5.9.2 In all aspects, the amendments sought either directly or indirectly go to *"the need to promote flexible modern work practices and the efficient*

and productive performance of work”, in Swim Schools and allied operations. To discount or ignore the submissions made by ASSA, potentially puts at risk the lives of Young and Senior Australians. It is therefore in the public interest that all points addressed here be incorporated in a new, 2018, Fitness Industry Award.

If the Commission pleases.

- 1 Witness Statement of Ross Gage – Attachment ‘A’ – paragraphs 3.1: 3.2: section 4 - 4.1
- 2 Witness Statement of Julia Ham – Attachment ‘B’ – paragraphs 2.2 & section 4:
- 3 Witness Statement of Ross Gage – Attachment ‘A’ – paragraph 4.7
- 4 Witness Statement of Ross Gage – Attachment ‘A’ – section 2, paragraphs 2.1, 2.2.
- 5 Witness Statement of Julia Ham – Attachment ‘B’ – section 1, paragraphs 1.1, 1.2
- 6 Royal Life Saving National Drowning Report 2017 – Attachment ‘C’ – page 3
- 7 Royal Life Saving National Drowning Report 2017 – Attachment ‘C’ – page 4
- 8 Royal Life Saving National Drowning Report 2017 – Attachment ‘C’ – page 20
- 9 Royal Life Saving National Drowning Report 2017 – Attachment ‘C’ – page 23
- 10 Royal Life Saving National Drowning Report 2017 – Attachment ‘C’ – page 29
- 11 Witness Statement of Ross Gage – Attachment ‘A’ – paragraphs – 3.4, 3.4.1, 3.4.2, 3.4.3
- 12 No Drown Town – Attachment ‘D’
- 13 Royal Life Saving National Drowning Report 2016 – Attachment ‘C’ – page 5
- 14 Witness Statement of Ross Gage – Attachment ‘A’ – paragraph 5
- 15 Sport, Fitness and Recreation Training Package – Attachment ‘E’
- 16 Witness Statement of Ross Gage – Attachment ‘A’ – paragraph 4.2
- 17 Witness Statement of Ross Gage – Attachment ‘A’ – paragraph 4
- 18 Witness Statement of Ross Gage – Attachment ‘A’ - paragraph 4.1
- 19 Witness Statement of Julia Ham – Attachment ‘B’ – paragraph 1.4
- 20 Witness Statement of Ross Gage – Attachment ‘A’ – paragraph 4.7
- 21 Witness Statement of Ross Gage – Attachment ‘A’ – paragraphs 4.7.1, 4.7.2, 4.7.3, 4.7.4
- 22 Witness Statement of Ross Gage – Attachment ‘A’ – paragraphs – 4.7.1, 4.7.2, 4.7.3
- 23 Witness Statement of Julia Ham – Attachment ‘B’ – paragraph 4.2
- 24 Witness Statement of Ross Gage – Attachment ‘A’ – paragraphs 4.3, 4.4. & 4.5
- 25 Witness Statement of Ross Gage – Attachment ‘A’ – paragraph 4.7
- 26 Witness Statement of Julia Ham – Attachment ‘B’ – paragraphs – 5, 5.1, 5.1.1.

“ATTACHMENT 1”

DRAFT DETERMINATION

Fair Work Act 2009

s.156 - 4 yearly review of modern awards

4 yearly review of modern awards – Fitness Industry Award 2010
(AM2017/52)

FITNESS INDUSTRY AWARD 2010
(ODN AM2008/78) [MA000094]

Health and welfare services

DEPUTY PRESIDENT SAMS

SYDNEY, DD/MM 2018

4 yearly review of modern awards – Fitness Industry Award 2010 – substantive variations

A. Further to the decision and reasons for decision <<decision reference>> in <<file_no.>>, it is determined pursuant to section 156(2)(b)(i) of the *Fair Work Act 2009*, the *Fitness Industry Award 2010* is varied as follows:

- [1] Delete the full stop at the end of Schedule B.1.1(c)(viii) and insert: “; and”.
- [2] Insert the following as a new Schedule B.1.1(c)(ix):
- (ix) swimming and water safety teaching. To avoid doubt, an employee is classified at Level 2 or above if their duties include being responsible for the provision of any part of swimming and water safety teaching without being directly supervised as part of structured training/learning.
- [3] Delete Schedule B.2.1 and insert:
- B.2.1** An employee at this level has:
- (a) completed 456 hours training at Level 1 so as to enable the employee to perform work within the scope of this level;
 - (b) a swim and water safety teacher or coach qualification; or
 - (c) duties which include being responsible for the provision of any part of swimming and water safety teaching without being directly supervised as part of structured training/learning.

[4] Insert the following words at the end of Schedule B.2.2(b)(ii): “- including basic pool plant duties (e.g. water quality testing) unless this work is performed by an employee at a higher classification level;”.

[5] Delete Schedule B.2.2(b)(xiii) and insert:

(xiii) beginner swimming and water safety teacher, being a person who provides any part of swimming and water safety teaching without being directly supervised as part of structured training/learning or the holder of any current qualification with the following competencies:

<i>SISCAQU002</i>	Perform basic water rescues
<i>SISCAQU008</i>	Instruct water familiarisation, buoyancy and mobility skills
<i>SISCAQU009</i>	Instruct water safety and survival skills
<i>SISCAQU010</i>	Instruct swimming strokes

These competencies reflect the Australian Skills Quality Authority’s (ASQA) approved skill set for a Swimming and Water Safety Teacher. Any amendments to these competencies made by ASQA will apply for the purposes of interpreting this award.

[6] Delete Schedule B.2.2(b)(xiv) and insert:

(xiv) coaching ‘junior’ squad level swimmers, being the holder of a current recognised swimming coaching qualification.

[7] Insert the following as a new Schedule B.11:

B.11 Any dispute concerning the correct classification for a swimming and water safety teacher or swimming coach will be referred to the Fair Work Commission for determination.

B. The variations will take effect on [INSERT DATE].

DEPUTY PRESIDENT

Think Different & Be Inspired. What better way to spend some quality time to learn and grow? This Professional Development event will provide valuable insights into a number of teaching and management areas, whilst providing opportunities to seek answers to matters that you are wanting simplification and certainty on.

Siria Thomas - Northern Stars Swim School

Siria started teaching swimming in 2000 and progressed through supervisory, and program director roles with McKeon Swim School. In 2010, Siria and husband, Mal, with mum Cheryl, built and opened Northern Stars Swim School, in Wollongong NSW. Northern Stars Swim School has grown from 250 students to today teaching over 1400 students per week. Siria is the convenor of ASSA's Water Safety Committee, and is author of 'The Secret Door', a big story book used by swim schools to educate children on water safety. Siria has presented at conferences in NZ, the USA and has a passion for drowning prevention. In 2011 Siria was the proud recipient of the Meritorious Service to The Teaching of Swimming in Australia.



Cheryl Grose - Northern Stars Swim School

Cheryl began swim teaching in 1995 and soon after developed a passion for teaching babies and toddlers. She has taught at a number of swim schools in both NSW & QLD then moving into supervisory and management roles. In 2010, Cheryl, opened Northern Stars Swim School alongside daughter Siria and son-in-law Mal, which continues to grow each year and is about to celebrate becoming the first swim school attached to the front of a Bunning's store!. Cheryl believes the best teacher is the continual student, and ensures her staff regularly attends professional development conferences to keep upgrading their skills.

Nikki Grazulis - Beatty Park Swim School

Nikki is currently the assistant manager of Beatty Park Swim School, where she has worked for 8 years, and has been a swimming teacher for 11 years. She has a passion for teaching people with disability and coordinates the Angelfish disability program that is run by Beatty Park Swim School. Nikki is currently studying part-time to become a Speech Pathologist after becoming involved in the Swim Schools Angelfish Program and finding a real passion for working with children with disability. She is particularly experienced and focused on working with children on the Autism Spectrum. Additionally she is a member of ASSA's Inclusion committee.



**... PLUS receive Professional Development Hours/Points
towards Teacher Accreditation Re-Registration**

Australian Swim Schools WEST PDer
Beatty Park Leisure Centre, Perth
October 2017

Swim Schools Management – Friday 27th October

1:30pm Registration

2:00-2:30

Where ASSA is now, heading too, PLUS Conference 2018 info!
Ross Gage, ASSA CEO

2:30-3:30

10 Conference Ideas that we have implemented at Northern Stars for a More Successful Swim School.
Siria Thomas & Cheryl Grose

3:30-4:00

Refreshments & Networking

4:00-5:00

PANEL & FORUMN
Staffing- How to gain and retain GREAT employees
Joanne Foxtton, Bev Christmass, Julie Plummer, Cheryl Grose & Siria Thomas

Swim Schools Teaching – Saturday 28th October

1:30pm Registration

2:00-2:45

Teaching students with developmental disabilities; particularly communication strategies
Nikki Grazulis

2:45-3:45

Water Safety Matters! – Teaching your Kids to be SAFER Swimmers
Siria Thomas & Cheryl Grose

3:45 – 4:15

Refreshments & Networking

4:15-5:00

Panel & Forum – Your Challenges in Teaching
Joanne Foxtton, Nikki Grazulis, Siria Thomas & Cheryl Grose

“One of the many things I envy about teachers is the joy they feel when students come back to tell them how grateful they are for what they were taught.” Jay Mathews



Registration Form / Tax Invoice

ABN 17612182457

All prices include GST, refreshments

**Members refer to any current ASSA Swim School members (Tier 1 or Tier 2) including staff.

Registration fee per person	Member Swim School**	Non Member Swim School
Friday 27 th October Management	\$45 + gst = \$49.50	\$60 + gst = \$66.00
Saturday 28 th October Teaching – First 5	\$40 + gst = \$44.00	\$60 + gst = \$66.00
Teaching – Rest	\$20 + gst = \$22	\$40 + gst = \$44

Friday Management

First Name	Last Name	Rego Fee	
1.		\$	
2.		\$	
3.		\$	
		Subtotal	\$

Saturday - Teaching

First Name	Last Name	Rego Fee	
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
		Subtotal	\$
		Grand Total for PDer	\$

