

Job Class Profile: Lifeguard**Pay Level: CG-19 Point Band: 292-315**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	1	2	4	6	1	1	2	1	5	
Points	47	33	25	29	30	22	41	21	54	302

JOB SUMMARY

The Lifeguard performs specialized work in the enforcement of regulations and the protection of life at a provincial swimming pool.

Key and Periodic Activities

- Patrols and observes swimming pool area; prevents pool rule infractions such as fighting, ball playing, tag games and other such dangerous water activities.
- Rescues swimming participants who appear to have difficulty; applies artificial respiration or resuscitation, if necessary;
- Administers first aid to cuts and other injuries suffered by participants.
- Ensures that all swimming pool equipment and rescue equipment is kept in its proper location.
- Ensures that only authorized persons are permitted in pool area by collecting tickets at entrance to pool.
- Provides swimming instruction and water safety knowledge to organized groups as required.

SKILL**Knowledge****General and Specific Knowledge:**

- Water Safety.
- First Aid.
- CPR.

Formal Education and/or Certification(s):

- Minimum: High School Diploma supplemented by completion of a Canadian Red Cross Life Guard Program. National Lifeguard Certification.

Years of Experience:

- Minimum: Some experience as a lifeguard.

Competencies:

- Ability to swim.
- Ability to communicate effectively.

Interpersonal Skills

- A range of interpersonal skills are used to listen to information from swimming participants; ask questions as part of providing swimming instruction; provide routine information to the public on water safety and answer questions pertaining to pool activities and operations and sometimes deal with upset or angry people.
- Communication occurs with employees within the immediate work area including the swimming pool manager and swimming instructor as well as members of the general public participating in swimming pool activities.

EFFORT

Physical Effort

- Work demands occasionally result in fatigue, requiring periods of rest.
- Lifting and moving swimmers who might be in distress requires strength and endurance. Also required to lift and move swimming pool rescue and maintenance equipment.
- Sitting, standing and walking are required to patrol and observe swimming pool area to ensure compliance with pool regulations. There is freedom to move about.
- Maintaining balance is required while instructing swimming lessons which may also involve bending, kneeling and stretching.

Concentration

- **Visual** concentration is required to patrol and observe the swimming pool area to ensure compliance with pool regulations and to observe swimmers who may be in distress.
- **Auditory** concentration is required when working in a noisy swimming pool environment and listening for calls for help.
- Other sensory demands such as **smell** are important to identify the presence of chemicals.
- **Repetition requiring alertness** is experienced when observing the swimming pool area for swimmers that may be in distress and for infractions of pool rules.
- **Higher than normal levels of attentiveness and alertness for the health and safety** of others is required while performing lifeguard duties to ensure participant safety.

Complexity

- Work involves a series of tasks which are well defined and similar/related in terms of the skills and knowledge required.
- Typical challenges involve the responsibility to maintain proper and safe behaviour in the swimming pool area and to ensure that all swimmers abide by the rules of the pool.
- References available to address typical challenges include swimming pool policies and procedures and advice/guidance from the supervisor.

RESPONSIBILITY

Accountability and Decision-Making

- Work task are carried out with considerable independence of action but are strictly governed by established policies and procedures with periodic visual inspections being conducted by the supervisor.
- Limited discretion and judgment is exercised as strict swimming pool rules, policies and procedures are in place to guide decisions while patrolling and observing the swimming pool area.

Impact

- Work results impact the immediate work area, department, organization and on customers/clients/general public.
- Work activities impact resources such as rescue equipment, finances, health and safety and corporate image.
- Mistakes or errors can result in an unsafe swimming pool environment if regulations are not enforced or swimming pool equipment and rescue equipment is not kept in its proper location; health and safety issues for swimmers; and loss of revenue if unauthorized persons are permitted in the pool area, etc.
- Work environment is highly structured. Work is guided by policies and procedures and mistakes or errors are identified and resolved within hours of problem identification.

Development and Leadership of Others

- No responsibility for the direct, full-time supervision of bargaining unit staff.

WORKING CONDITIONS**Environmental Working Conditions**

- Special precautions are followed to ensure safety of swimmers and safety equipment is available for emergency situations.
- There is a limited likelihood of minor cuts, bruises, abrasions, minor illnesses, fractures, injury or occupational illness resulting in partial or total disability.
- There is exposure to distracting noise in the swimming pool environment; wet and slippery pool decks and glare from pool lights.