

ANNUAL REPORT 2019-2020

A nation free from drowning

ROYAL LIFE SAVING
TASMANIA



OUR VISION

A nation free from drowning.

OUR PURPOSE

To lead efforts to reduce drowning and increase swimming, water safety and lifesaving skills.

OUR VALUES

Advance with integrity –
be honest, reliable and genuine.

Advance with innovation –
be resourceful, relevant and inspirational.

Advance with humanitarian endeavour –
be inclusive, compassionate and resilient.

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GOVERNANCE

Royal Life Saving operates as a leading water safety educator – a not for profit charitable organisation, public benevolent institution and volunteer community service organisation.

Royal Life Saving prides itself on leading advocacy to reduce fatal and non-fatal drowning and building strong, effective partnerships and alliances that expand our influence. We achieve many of our goals by ensuring quality, targeted, evidence based and impactful training services, education programs, consultancy and development services.

INTEGRITY

Royal Life Saving undertakes its commitments and decision making in a transparent and honest way. We highly respect the communities and people we engage and support. We uphold the highest moral and ethical standards to achieve our vision.

LEADERSHIP

Our team consists of individuals who possess the passion and drive to bring about effective outcomes. They deliver on what they promise and work collaboratively to meet expectations. Our leaders take responsibility for their actions and ensure the highest possible standards are adhered to.

PATRON
Professor The Honourable Kate Warner AM Governor of Tasmania

PRESIDENT
Pene Snashall

Celebrating 125 Years of Royal Life Saving in Australia

Celebrating 125 years of Royal Life Saving in Australia, members, volunteers and supporters gathered from across Australia to celebrate in Sydney on Friday 15 November 2019.

The Conference celebrated our history with a relaxed conversation with many voices. A series of panel discussions focused on key moments, people and places in our shared history. Panellists were drawn from across Royal Life Saving, and explored the early meetings of Royal Life Saving, what drowning looked like in 1894, key figures from William Henry to Sir Frank Beaurepaire and the impact of initiatives including the Manual, GSPO and the first Pool Lifeguard Course.

RLSSA Patron His Excellency General the Honourable David Hurley AC DSC (Retd), Governor-General of the Commonwealth of Australia hosted a formal reception at Admiralty House, Kirribilli Sydney.

Below: Cameron Eglington, President, RLSSA; His Excellency General the Honourable, David Hurley AC DSC (Retd), Governor-General of the Commonwealth Australia; Her Excellency Mrs Linda Hurley; Clive Holland, Deputy President, Commonwealth Royal Life Saving Society; Pene Snashall, Vice-President, RLSSA & RLSTAS President; Justin Scarr, CEO, RLSSA.



PRESIDENT'S REPORT

Welcome to the Annual Report for the Royal Life Saving Society – Australia (Tasmania Branch) for 2019-2020.

Without doubt this year has brought unprecedented and significant distress and challenges to the communities across Tasmania. The year commenced with many recovering from devastating fires and drought conditions to end with a global pandemic.

Many of our partner organisations and traditional service groups have been heavily burdened by COVID-19 and the necessity to manage associated risks to health and safety, but it has been incredibly humbling to see the perseverance and determination across the community to remain positive and optimistic.

Royal Life Saving has learnt many lessons during this phase which will undoubtedly change the way in which we offer services and programs in the future. It has become increasingly relevant and important that organisations such as ours adapt its training and education services to meet the needs of modern and savvy communities in the future. Through the utilisation of available technologies, we were able to continue to service our industry and those employed in essential services via online, flexible training and assessment services. With modified and customised means, we were able to ensure important accreditation outcomes were achieved despite the learner residing more than 200km away.

These exciting developments ensure access to a range of learning and accreditation options that cater for complex lifestyles and overcome the tyranny and implications of distance.

In addition to the impact of COVID-19 it is important that we don't forget the unpredictable climate fluctuations our state has experienced in recent times. With expectations of varying frequency and intensity of extreme events such as heatwaves and flooding rains, our water safety agenda needs to consider how this impacts aquatic participation and risk mitigation strategies to ensure the safety and well-being of our people.

Importantly, despite the many adversities this year, Royal Life Saving remains active, vibrant, cohesive and secure. We have successfully continued to benefit from developments and intellectual sharing due to our national network and structure. By remaining true to our strategic vision and objectives we have ensured the continuation of valuable, community orientated outcomes.

Our children have continued to enjoy experiences resulting from participation in the Swim and Survive program. Developing and ensuring aquatic resilience with our youngest and most vulnerable is a critical and valuable skill that ensures ongoing aquatic prosperity. In addition, with the support of the Tasmanian Government we continued to engage with Aboriginal, low socio-economic and our regional communities.

One of our important organisational performance measures is the annual Drowning Report. This year Tasmania recorded 6 deaths which is an increase of 50% from the previous year and a decrease of 45% on the 10-year average. This is a stark reminder of the dangers that lurk across our vast waterways and how fatal drowning figures can and do fluctuate each year.

As we encourage all Tasmanians to actively engage and enjoy our vast aquatic environments, we strongly remind user groups that such locations can change rapidly and requires us to behave appropriately whether in, on or around the water.

A sincere thank you to our industry partners who continue to provide important sector feedback and collaborate on many initiatives ensuring successful community developments. Our accredited Pool Lifeguards and Swim Teachers continue to provide and contribute to our network of a skilled and knowledgeable workforce.

To our passionate and dedicated advocates and supporters, I thank you for your ongoing loyalty and commitment to our ideals. You add to the continuing legacy of Royal Life Saving that has served the Tasmanian community proudly and diligently since 1915.

I would like to take this opportunity to thank the Tasmanian Government for their ongoing financial support to a range of water safety priority projects. The support and guidance provided by the Communities, Sport and Recreation Directorate is greatly appreciated.

A sincere thank you to our Patron, Her Excellency Professor the Honourable Kate Warner AC, Governor of Tasmania who continues to support the contributions and actions of Royal Life Saving in Tasmania.

To our National CEO, Justin Scarr and the office staff a big thank you for your assistance, support and commitment.

A special thanks to Royal Life Saving NSW who provide all our corporate and shared services.

Finally, thank you to all our Directors, staff, trainers, facilitators, supporters and stakeholders who continue to work to address fatal and non-fatal drowning prevention strategies. Together we continue to make great inroads and advances in ensuring the safe and healthy aquatic participation for all Tasmanians.

Pene Snashall
President

Royal Life Saving prides itself on leading advocacy to reduce fatal and non-fatal drowning and building strong, effective partnerships.

OUR HISTORY

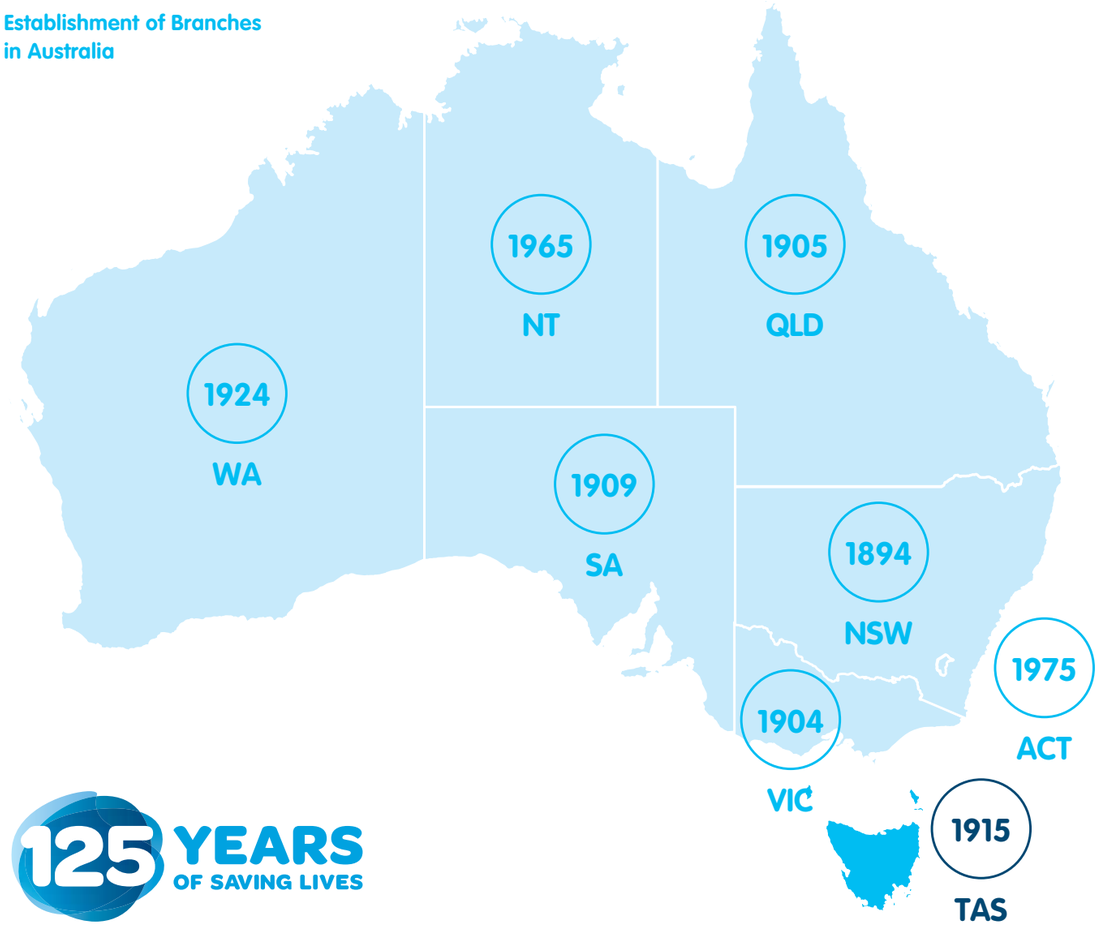
Royal Life Saving Tasmania operates as a leading water safety advocate, not for profit charitable organisation, public benevolent institution and volunteer community organisation. Royal Life Saving prides itself on leading strategies to reduce fatal and non-fatal drowning and building strong, effective partnerships and alliances that expand our influence. We achieve many of our goals by ensuring quality, targeted, evidence based and impactful training services, education programs, consultancy and development services.

The Royal Life Saving Society (RLSS) was founded in England in 1891 to combat a high drowning toll. The techniques advocated by the Society were soon adopted by many countries and today the RLSS represents the largest single organisation dedicated to the teaching of lifesaving and the prevention of drowning.

The first Australian Branch was formed in New South Wales in 1894 and the movement soon spread to all States. In December 1924, a dual system of lifesaving was established with Surf Life Saving Australia being responsible for ocean beaches and the Royal Life Saving Society - Australia responsible for all other waterways and stillwater environments.

Over one million Australian's undertake a Royal Life Saving course or program every year. Over 5 million Australians have achieved their Bronze Medallion since its inception, and over 15 million have learnt their essential water safety skills through Swim and Survive.

Establishment of Branches in Australia



125 YEARS OF SAVING LIVES



Royal Life Saving is focused on reducing fatal and non-fatal drowning and promoting healthy, active and skilled communities through innovative, reliable, evidence-based advocacy; strong and effective partnerships; quality programs, products and services; underpinned by a cohesive and sustainable organisation.

Towards 2030

Our Priorities



Resourceful & Vibrant Organisation

A strong, well-resourced and vibrant organisation with a focus on community safety and wellbeing.

Lead strategies to facilitate healthy, active and skilled communities through innovative, reliable and quality solutions together with Government, the Community, the Aquatic Industry and Corporate Sector support.

OUR TARGETS

- Continued and increased strategic relationships and support to meet community needs and water safety priorities.
- Expansive array of programs and services to support all communities across Australia.
- Increased organisational influence and presence amongst priority audience.



Growth Through Leadership & Partnerships

Collaborative leadership and undisputable reputation across the community and with key stakeholders.

Grow strong and effective partnerships, collaborations and alliances that support strategic objectives, expand our influence and increase aquatic participation skills and knowledge and reduce fatal and non-fatal drowning.

OUR TARGETS

- Continued recognisable status as peak authority.
- Increased co-branding and recognition with key stakeholders.
- Increased evidence portfolio to support priorities.



Innovative Solutions

Improving our standards and providing innovative solutions that in turn provide for enjoyable aquatic experiences.

Ensuring quality, targeted, evidence based and impactful strategies, programs, products and services that resource our communities with skills, knowledge and capacity.

OUR TARGETS

- Over 1 million individuals partaking in a Royal Life Saving training or education program.
- Increased community development programs servicing the community.
- Increased participation in our sporting active recreation agenda.
- Increased utilisation and expansion of our risk management expertise.
- Increased use of products to support programs and services.



People-Stability & Sustainable

Continued stability and growth of our people.

Building and supporting a cohesive, sustainable and secure organisation that ensures long-term scope and cohesion.

OUR TARGETS

- Increased community activations.
- Continued organisational stability through risk analysis and management.
- Ongoing compliance with legislative requirements and organisational excellence re environmental, financial and workforce practice.
- Maintain sustainable assets to service communities.
- Maintain a skilled workforce.

STRATEGIC PLAN OVERVIEW

The 2020-2023 Strategic Plan builds upon our successes and delivers solutions, structures and systems that provide for increased utilisation of Royal Life Saving programs and services. Our Plan provides for opportunities for Royal Life Saving to simplify the way we work through innovation and technological enhancement, increase our workforce capability through newly developed initiatives and unlocking value via community partnerships.

Lead, Inspire & Support

WHAT WE PLAN TO DO

A1 Maintain and expand strategic relationships.

A2 Implement initiatives aligned to core agenda and community supported priorities.

A3 Increase visibility of brand, core message and protection of integrity.

PRIORITY A

Resourceful & Vibrant Organisation

WHAT WE PLAN TO DO

C1 Maintain and expand education and training solutions.

C2 Implement sport and active recreation programs.

C3 Maintain and expand our health and community education developments.

C4 Maintain and grow our product solutions.

C5 Maintain and expand aquatic industry services.

PRIORITY C

Innovative Solutions

A NATION FREE FROM DROWNING

PRIORITY B

Growth Through Leadership & Partnerships

WHAT WE PLAN TO DO

B1 Maintain and expand sector leadership and peak authority status.

B2 Maintain and increase strategies to inform and engage stakeholders.

B3 Increase commitments to research and innovative developments.

PRIORITY D

People - Stability & Sustainable

WHAT WE PLAN TO DO

D1 Advocate water safety priorities across all communities.

D2 Deliver and maintain asset managment and growth.

D3 Manage organisational risk and sustainability.

D4 Manage workfroce acquistion, skills and retention.

D5 Meet legislative and organisational compliance requirements

PRIORITY A

Resourceful & Vibrant Organisation

CHALLENGES

Over the last 10 years the Australian drowning toll has decreased. It is vitally important that we seek to continue to address this toll as it remains unacceptable.

The community perception may be one of complacency and reduced acknowledgment of the risks and potential dangers our aquatic environments possess due to these reductions. Royal Life Saving must continue to advocate its principle prevention messages but also balance with a desire to have all Australians enjoying our aquatic environments.

WHAT WE PLAN TO DO

A1 Maintain and expand strategic relationships.

A2 Implement initiatives aligned to core agenda and community supported priorities.

A3 Increase visibility of brand, core message and protection of integrity.

Our solutions seek to build community resilience, improve liveability and healthier, more active people.



STRATEGIC RELATIONSHIPS

We collaborate and work alongside government and strategic entities to bring about effective and influential change, policy development, guideline creation and service provision. We assist and lead in the identification of priority water safety agendas and establish strategies based on evidence and expert opinion.

COVID-19

"The coronavirus COVID-19 pandemic is the defining global health crisis of our time and the greatest challenge we have faced since World War Two. Since its emergence, the virus has spread to every continent except Antarctica.

But the pandemic is much more than a health crisis, it's also an unprecedent socio-economic crisis. Stressing every one of the countries it touches, it has the potential to create devastating social, economic and political effects that will leave deep and longstanding scars. Every day, people are losing jobs and income, with no way of knowing when normality will return. Small island nations, heavily dependent on tourism, have empty hotels and deserted beaches. The International Labour Organization estimates that 195 million jobs could be lost." UNITED NATIONS DEVELOPMENT PROGRAM

Royal Life Saving throughout the pandemic has sought to engage both Government and industry to ensure the impact on the sector has been noted. The economic impacts of COVID-19 on aquatic centres and swim schools continue to be significant at the time of writing this report. Royal Life Saving estimates that more than 1,077 aquatic facilities, the majority of which are owned by local councils, and more than 1,176 swim schools, including many small businesses were closed during the compulsory shut-down period.

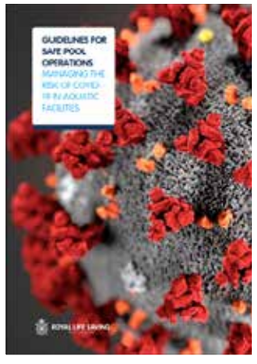
It should be noted that during this period:

- Royal Life Saving estimates that approximately 67,000 frontline workers have been affected, almost half are casual employees, three-quarters are female and 40% are between the ages of 18 to 24 years.
- Royal Life Saving estimates that the financial impacts of a six-month closure are approximately $900m in lost revenue, and $430m in lost wages across Australia.

The health and social impacts of closing aquatic centres and swim schools are significant.

- Royal Life Saving estimates that more than 1.5 million children aged 0 to 14 years participate in organised swimming (lessons, coaching) outside of school programs every year, and there are more than 106 million individual swimming pool visits annually.
- The reported benefits of swimming are extensive and include increased cardiovascular fitness, muscle strength and endurance, as well as reduced stress and anxiety.

Balancing public health measures and economic considerations with our love of swimming and strong desire for a roadmap back to aquatics continues to be challenging. A number of support documents were developed in consultation with the aquatic sector to assist in ensuring appropriate guidelines were available for implementation.





Royal Life Saving is hard at work, with the TAS Government and the aquatic industry, together with the communities of TAS on a range of immediate priorities: supporting the safe return to swimming pools for aquatic users through the provision of guidelines and resources, seeking to support sector employees through flexible training and development solutions and developing a new range of programs and services to assist with future engagement and social prosperity.

COMMUNITY SUPPORTED PRIORITIES

We address key water priorities through targeted awareness, education, training or tailored solution. We engage communities to ensure relevance and suitability to ensure long-term benefit and outcome.

CASE STUDY

MAKE THE RIGHT CALL – KEEP YOUR MATES SAFE SUMMER CAMPAIGN

Royal Life Saving's Make the Right Call campaign encourages all Australians – especially males – to stay safe when enjoying the country's beautiful inland waterways.

Our research has shown that drowning continues to affect more men than women – in fact, men are four times more likely to drown than women, a statistic that has not changed for many years. In addition, we've found that, over the past 10 years, inland waterways have claimed more lives than any other location, accounting for 40% of all drowning deaths in Australia.

Unsurprisingly, many of these deaths occur in the summer months – 41% of deaths in the past 10 years have occurred in summer.

Add to this the effects of alcohol and you've got a tragedy waiting to happen.

This campaign tackled these issues head on by targeting men aged 25 to 45 years to raise awareness of the issues and educate them about the risks and consequences of their actions when recreating in, on and around water.

It advocates a common sense approach by asking them to 'Make the Right Call' and look after themselves and their mates to keep them safe by implementing a series of simple safety measures:

Media Summary

696 TOTAL MEDIA CLIPS

2,820,590 AUDIENCE

$894,746 MEDIA VALUE

4,452 WEBSITE PAGE VIEWS

Campaign Resources







PRIORITY B

Growth Through Leadership & Partnerships

CHALLENGES

Much of our success is attributable to the relationships and partnerships we have established and developed. These opportunities ensure our influence and brand is well positioned and understood. As the community and industry sector change it is important that Royal Life Saving also remains relevant and purposeful to ensure continued partnership benefit.

WHAT WE PLAN TO DO

B1 Maintain and expand sector leadership and peak authority status.

B2 Maintain and increase strategies to inform and engage stakeholders.

B3 Increase commitments to research and innovative developments.

We collaborate and work alongside government and strategic entities to bring about effective and influential change, policy development, guideline creation and service provision. We assist and lead in the identification of priority water safety agendas and establish strategies based on evidence and expert opinion.

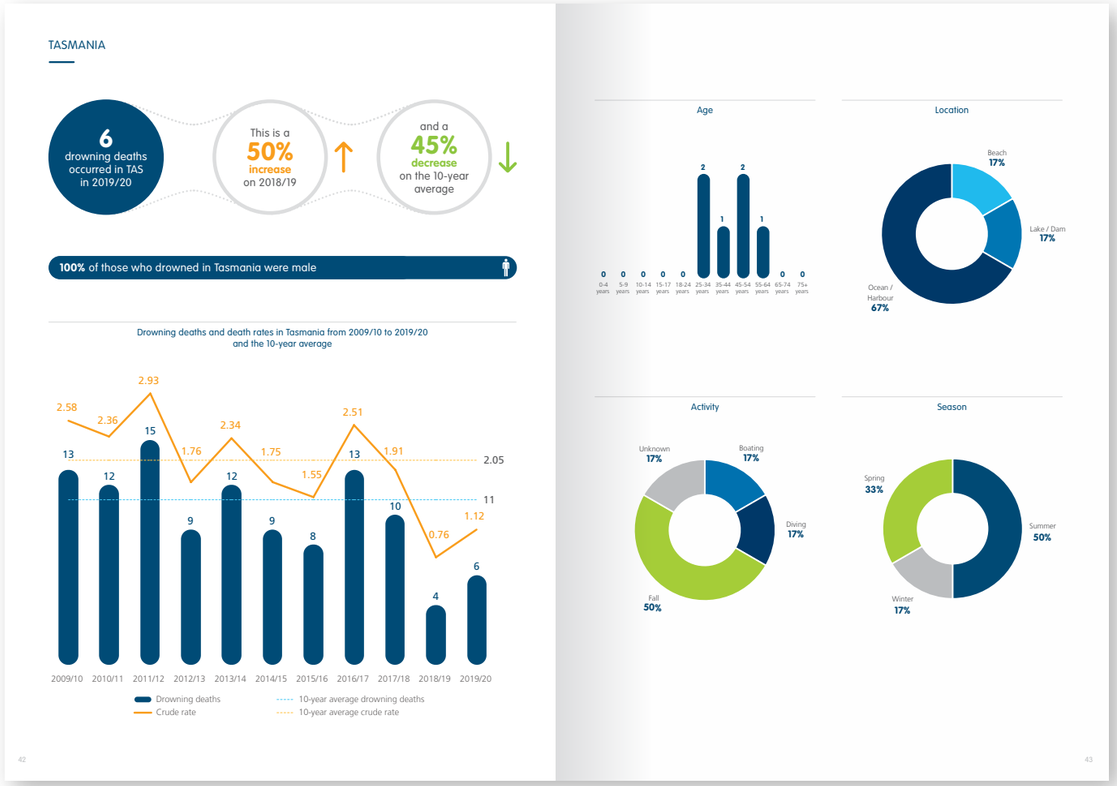


RESEARCH COMMITMENTS

We invest in research that provides guidance and direction to prioritise agendas, appropriate solutions and community benefit.

Tasmania Drowning Report

Establishing an evidence platform is important to assist with ensuring that messages and prevention strategies are appropriate and relevant. During 2019-2020, a series of ongoing investigations were undertaken to enhance our understanding of key fatal and nonfatal drowning with a particular focus on the associated epidemiology and risk factors.



Tasmania Drowning Report 2019-2020

Research projects educate the response of our decision and policy makers on key fatal and non-fatal drowning episodes.

PRIORITY C

Innovative Solutions

CHALLENGES

Alternative sport and active recreation solutions and professionally driven entities have increased options for our traditional consumers requiring the Royal Life Saving to adjust and modify its offerings. The historical nature and quality of our programs needs further promotion to ensure relevance and community positioning. Royal Life Saving is a peak body that provides well considered options that are linked to strong evidence. This position requires ongoing consideration and protection.

WHAT WE PLAN TO DO

C1 Maintain and expand education and training solutions.

C2 Implement sport and active recreation programs.

C3 Maintain and expand our health and community education developments.

C4 Maintain and grow our product solutions.

C5 Maintain and expand aquatic industry services.

Royal Life Saving understands the importance of bringing appropriate innovative solutions to its customers to ensure their needs are met and satisfied.



TASMANIA SNAPSHOT 2019 - 2020

Our focus is to increase the resilience of the Tasmanian community and provide them with the skills and knowledge to participate in a range of aquatic recreation and activity. The benefits of aquatic participation are immense, and we have access to some of the world's most inviting waterways. It is only through the collaborative support of government, key partners and highly motivated individuals can we achieve our vision.



2 Aquatic Facility Safety Assessments

INDUSTRY RISK SERVICES

The increased demands on facility managers to improve safety standards and keep abreast of industry best practice can be difficult and time consuming. Often, the skills required to assess and improve safety are not available internally, yet risk management is an essential tool for the successful operation of an aquatic facility.

88 Swim Teachers

VOCATIONAL CAREER PATHWAYS

The aquatic industry plays a vital role in developing our state's aquatic competence. Our industry also provides valuable employment pathways for many. We trained 88 Swim Teachers who in turn provide valuable learn to swim programs to our communities.

122 Vulnerable Children

GOVERNMENT PARTNERSHIP

In conjunction with The Tasmanian Governments State Grant, 183 children (Prep - Year 2) in Out of Home Care (OOHC) were provided with 10 Learn to Swim lessons across Tasmania (average value per child $175).

150 Teachers

SECTOR PARTNERSHIP

Over 150 Public School Teachers attended the annual Department of Education Professional Development Seminars across 3 regions of the State. Teachers utilised this opportunity to update their Swim Teacher Rescue Award.

625 Children

SWIM AND SURVIVE

625 students from across Tasmania took part in the Society's Swim & Survive Program which provides a balanced swimming and water safety program. School partners included Fairview Primary, New Norfolk Primary and St Brigid's Catholic School.

700+ CPR and First Aiders

COMMUNITY LIFESAVERS

Everyone can be a lifesaver! CPR and First Aid skills are critically important across many workplaces and community groups. Over the last 12 months 269 individuals completed the program HLTAID001 Pulmonary Resuscitation, 265 completed HLTAID003 First Aid and 167 completing First Aid in Education and Care.

Collaborative Solutions

STRATEGIC PARTNERSHIPS

We collaborate and work alongside government and strategic entities to bring about effective and influential change, policy development, guideline creation and service provision. Key partnerships included the Tasmanian Education Department Tasmania, Southern Midlands Council, Circular Head Council, Huon Valley Council and the Tasmanian State Government.

120 Students

MULTICULTURAL & ABORIGINAL SUPPORT

60 Students from Afghanistan, Iran, Pakistan, Tuvalu, Burma, Bhutan, Africa and Nepal took part in an active aquatic recreation program. Launceston Aquatic Centre and Collegiate Pool provided programs for 60 students. Aboriginal communities were provided with presentations on Portable Pool Safety, Water Safety Around the Home and Inland Waterway initiatives.

PRIORITY D

People - Stability & Sustainable

CHALLENGES

Market and community changes can be difficult to manage and adjust to. Change can also bring about opportunity and expansion. We need to remain at the forefront of industry and sector developments to maintain our market influence and utilisation. Our business needs ongoing assessment as our boutique offerings can restrict our usefulness and suitability. Innovation and modernisation are necessities and need to be at the forefront of management thinking. Our people are our greatest asset. Key developments that seek to protect and strengthen our human resources are vitally important in a changing workforce landscape.

WHAT WE PLAN TO DO

D1 Advocate water safety priorities across all communities.

D2 Deliver and maintain asset managment and growth.

D3 Manage organisational risk and sustainability.

D4 Manage workfroce acquistion, skills and retention.

D5 Meet legislative and organisational compliance requirements

Our people are our greatest asset. Since 1894 the organisation has delivered swimming, water safety and lifesaving programs to millions of Australians. This can only be achieved through the dedication and passion of individuals who appreciate the importance of aquatic skills acquisition.



ORGANISATIONAL SUSTAINABILITY

We operate in a diverse and complex sector which is influenced by sector, community and government agenda. The not-for-profit sector faces unique challenges with adapting to consumer demand and sustainability in competitive environments. We need to ensure our future pathways are well considered and justified in line with governance expectation.

Regular aquatic participation improves our physical and mental health and reduces the risk of obesity and lifestyle related illnesses across life stages. An active aquatic lifestyle contributes significantly to our general wellbeing, our productivity and our performance. Personal aquatic skill acquisition provides for resilience and capacity thereby minimising risk.

The Health & Economic Benefits Of Public Swimming Pools

Royal Life Saving, through its research and investigations understands the economic and health benefits our public swimming pools and active aquatic participation provide. Our pools are valuable assets that contribute to community cohesion, liveability and provide for significant employment outcomes. Royal Life Saving is responsible for not only fatal and non-fatal drowning reduction but additionally seeks ways to support and connect communities to swimming pools. The objective remains to broaden the aquatic resilience of people and ensure their long-term health and well-being.

Royal Life Saving provides a range of advocacy programs and education and training services to facilitate developments and opportunities for public swimming pools. Our sector relationships provide opportunities to engage with communities and strengthen our brand, role and organisational responsibilities. This leads to sustainability and credibility.

Benefits of Public Swimming Pools

Many Australians are physically inactive, putting them at risk of death and disability and leading to burdens on Australia's health care system. Aquatic facilities provide Australians with opportunities for safe, low impact physical activity, and can generate significant health benefits for Australian society.

Our public swimming pools:

- **$2.72 Million**
  value to the community each year
- **4.4 times**
  average Australian visits
- **$3.7 Billion**
  inactivity costs to Australian Health system
- **5%**
  of all deaths result from insufficient physical activity
- **40%**
  Australian population classified as inactive.

As a result of these health benefits, every aquatic facility visit creates economic benefits worth an average of $26.39, in addition to the leisure value gained by users.

Physical inactivity imposes massive costs on Australian society, leading to higher rates of stroke, heart disease, diabetes and cancer. Almost every Australian could benefit from engaging in additional exercise.

Our public aquatic facilities enable Australians to engage in more than 130 million hours of vigorous exercise each year. This activity generates direct economic value, particularly in the form of patrons' improved future health and reductions in health care expenditure, which we estimate to be $2.35 billion each year.

These benefits from public aquatic facilities are additional to the revenue they generate and to their many intangible benefits including a sense of community, social capital, access to water safety education and patron enjoyment.

When considering whether to provide new aquatic infrastructure and whether to maintain existing facilities, governments should take into account the measurable health benefits these facilities deliver when conducting cost benefit analysis.



WORKFORCE SKILLS

We strive for operational excellence and seek means to improve our systems and processes to ensure quality outcomes. We commit to developing our workforce and ensuring they possess the skills and drive to bring about our desired objectives.

CASE STUDY

WORKFORCE PROFILE 2019-2020

During 2019-2020 Royal Life Saving published The National Aquatic Industry Workforce Profile.

The key objectives of the Project were to:

- Achieve and share a greater insight and understanding of the aquatic industry workforce
- Build the capacity and capability of the aquatic industry workforce
- Support the development of a strong, sustainable and responsive aquatic industry.

The results and findings were based on data collected and collated from the National Aquatic Industry Workforce Survey.

'Aquatic industry' is defined as all workers who work for, or provides aquatic-related services to, an organisation/ body that is involved in the facilitation of water-based activities and programs in aquatic facilities. This also includes self-employed workers. The Survey and Profile focuses on paid workers only.

Overall, Royal Life Saving estimates that the Aquatic Industry workforce comprises approximately 67,000 workers across more than 1,077 aquatic facilities and 1,176 swim schools. More than 1.5 million children aged 0-14 years participate in lessons and squads annually 3.091 individuals responded to this survey.

Key survey findings

- It is an overwhelmingly female workforce
- Almost half the workforce work casually
- Most workers work throughout the year but in a part-time capacity
- Many workers have a second job at least some of the time
- Almost half the workforce live within 15 minutes of their workplace
- 2 in every 5 workers think they will stay in their role for 6 or more years
- Most workers place a high value on working in a team and knowing their work has a positive impact on people's lives.

The aquatic and active recreation sector is a growing industry that creates jobs and innovative investment. An active population leads to improved productivity as well as preventative health costs facing communities.

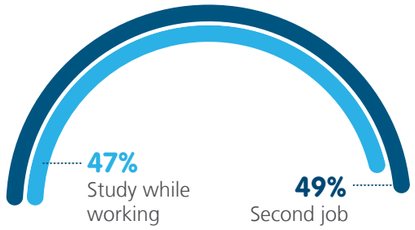




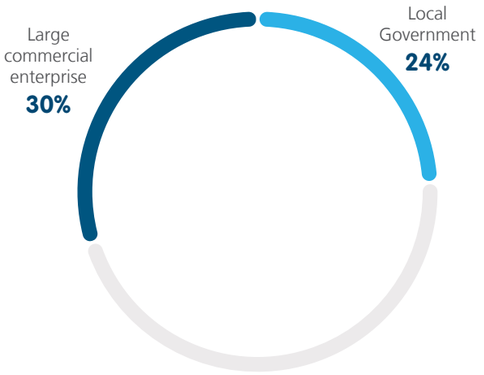
The workforce is largely casual



About half the workforce are studying or have a second job



Most workers are employed by large businesses or local government



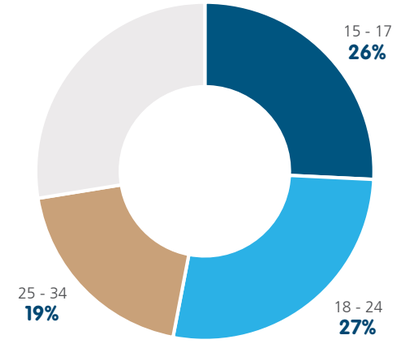
One in every 50 workers are Indigenous



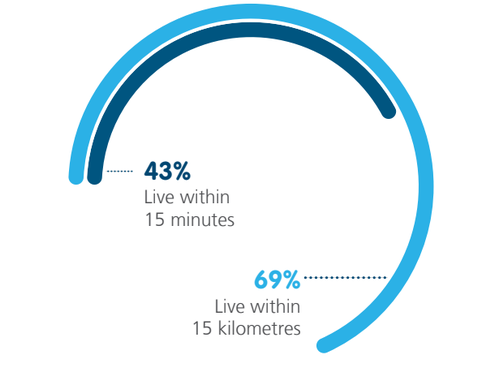
Workers place a high value on having a positive impact and working as a team



Most workers joined the industry as a young adult



Workers are local community members



OUR HONOURS

AUSTRALIAN HONOURS

SENIOR GOVERNOR
Sir Basil Osborne, CBE
Doug Plaister, AO MBE

LIFE MEMBERSHIP
Gary Kearney
Robyn Pryce-Jones
Alan Swinton OAM, QPM, JP

MERITORIOUS SERVICE MEDAL
Barbara Brain
Anne Burrows
Nigel Carins
Joseph Ingles
Gary Kearney
Alison McIntyre
Margaret Miller
David Mourant
Robyn Pryce-Jones
Noel Ruddock
Alan Swinton OAM, QPM, JP

COMPANION
Nigel Carins
Mark Chandler
Peter Goss
Diane Hollister
Gary Kearney
Dianne McHenry
Alison McIntyre
David Mourant
Robyn Pryce-Jones
Alan Swinton OAM, QPM, JP

FELLOW
Peter Goss
Dr Paul Luckin
Dianne McHenry
Mark Chandler
R Mark Hayes

ASSOCIATE
R Mark Hayes
Jennifer Mazengarb
Natalie Meldrum
Ann Walker
Ceri Weeks
Pene Snashall

AUSTRALIAN SERVICE MEDAL
Neryl Mills

AUSTRALIAN RESUSCITATION CLUB
Kate Chambers

TASMANIAN HONOURS

VICE PRESIDENTS
George Brothers
Patrick Chu
Francis Loo
Doug Plaister, AO MBE
Maxwell Robinson AO QPM
DH Tribolet
LE Weidenhofer
Sir Alfred White

LIFE GOVERNORS
Patrick Chu
Lyell Dowding
Henri Kwok
Francis Loo
Doug Plaister, AO MBE
Laurie Salmon
Vincent Shaw OAM

LIFE MEMBERS
Mark Chandler
Patrick Chu
Gary Kearney
Henri Kwok
Francis Loo
David Mourant
Doug Plaister, AO MBE
Robyn Pryce-Jones
Vincent Shaw OAM
Alan Swinton OAM, QPM, JP

MERITORIOUS SERVICE BADGE
Zearust Abbott
Judi Adams
TG Addicoat
J Aschman
Betty Baker
Mark Barling
Ralph Barnes
Janet Bean
Barbara Brain
Vanessa Brown
Anne Burrows
Nigel Carins
David Chambers
Mark Chandler
H Clarke
Betty Clennett
BY Chiu
Graeme Cooksey
Sue Cooksey
Lindy Crack
Patrick Chu
Roslyn Dillon
K Edwards
Frederick Eiszele
Peter Fehre
Peter Fox
JJ Gardner
Suzanne Geeves
Russell Goonan
Peter Goss
Alan Goodfellow
Judy Gould
Katherine Greenwood
Kathy Hawkes
Mark S Hayes
R Mark Hayes
Andrew Herbert
Robert Hill
Diane Hollister
Christopher Holloway
Robin Hood
Thomas Howard
Di Hunt
Sister Ignatius
Joseph Ingles
Frank Jenkins
Alan Jolly
Gary Kearney
Donald Keating
Henri Kwok
Phillip Large
YW Law
TS Leung
Francis Loo
Dr Paul Luckin
James Lyons
Amanda Mayes
P McDonald
Jennifer Mazengarb
Donald McDonald
Dianne McHenry
Alison McIntyre
B McKittrick
Natalie Meldrum
Margaret Miller
Neryl Mills
William Mills
Rowen Morphett
David Mourant
Debra Norris
Camille O'Meara
Sir Basil Osborne, CBE
Tracey Parry
Betty Parssey
D Payton
Suzanne Peacock
Richard Penwright
Doug Plaister, AO MBE
R Barry Plaister
Russ Porter
Robyn Pryce-Jones
Howard Richardson
A John Rigby
Pamela Roberts
Dennis Robertson
Noel Ruddock
Daphne Saarman
Vincent Shaw OAM
Pene Snashall
Alan Swinton OAM, QPM, JP
Alma Swinton
KC Tam
Geoffrey Templeman
Anne Thwaites
N Vaughan
Kye Vincent
Gerald Viney
Ann Walker
Brian Webb
Ceri Weeks
Sir Alfred White
Pamela White
Sue Wragge
Patrick Yeung

TASMANIAN TROPHIES

D.M. LUCKIN MEMORIAL TROPHY
This trophy is awarded annually in memory of a past member, the late Denys M Luckin, to recognise an individual who has given outstanding service to the Branch over an extended period.

1994 Alan Swinton OAM, QPM, JP
1995 Nigel Carins
1996 Gary Kearney
1997 David Mourant
1998 Alison McIntyre QPM, JP
1999 Robyn Pryce-Jones
2000 Diana McHenry
2001 Peter Goss
2002 Mark Chandler
2003 R Mark Hayes
2004 Jennifer Mazengarb
2005 Jill Bell
2006 Sue Wragge
2007 Suzanne Peacock
2008 Judi Adams
2009 Neryl Mills
2010 Alan Swinton OAM,
2011 Amanda Mayes
2012 Andrew Herbert
2013 Ceri Weeks
2014 Gary Kearney
2015 Anne Burrows
2016 Mark Chandler
2017 Amanda Mayes
2018 Pene Snashall

DR. P. G. LUCKIN PRESIDENT'S TROPHY
This trophy is awarded annually to recognise the exceptional service given to the society during the past twelve months.

1997 Vanessa Brown
1998 Lorraine Brown
1999 Russell Goonan
2000 Alison McIntyre
2001 Jamie McIntyre
2002 Kate Mirowski
2003 Alison McIntyre
2004 Neryl Mills
2005 Amanda Mayes
2006 Rowan Morphett
2007 Kate Harland
2008 Vaughan Smith
2009 Camille O'Meara
2010 Julia Fassina
2011 Tracey Parry
2012 Tracey Parry & Neryl Mills
2013 Carolynn Taylor
2014 Amanda Mayes
2015 Pene Snashall
2016 Mel Bush
2017 Anne Burrows
2018 Gary Kearney

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