



Primary Care-giver & Parental leave Policy

(Approved and adopted by Management Committee on 22 August 2017)

No patrolling member should be on signed onto patrol where they are simultaneously performing the role of primary caregiver for a dependant minor who is present with them on patrol (unless the minor is recognised as a patrol member in their own right).

Opportunities for parental leave and flexible patrol arrangements at Swanbourne Nedlands Surf Life Saving Club:

1. **Parental Leave:** Upon application to the SNSLSC Committee, the primary caregiver of a child can remain an 'Active member' of Swanbourne Nedlands Surf Life Saving Club (SNSLSC) for up to two years from the child's birth, without the requirement to meet any patrol obligations. *It is noted that time spent by members on 'Parental Leave' does not count towards accrual of a Club service requirements and/or awards.*
2. **Shared Parental Leave:** Upon application to the SNSLSC Committee, for a maximum of four years, where two parents are considered within the 'Active member' category of SNSLSC, the parents can choose to be both named to fill one patrol spot (and effectively job share); with the requirement that they need only meet the patrol obligations of one member. It is both member's responsibilities to communicate with the patrol captain and patrol officer regarding patrol attendance and swaps. *It is noted that one season spent by two parents on 'Shared Parental Leave' counts towards the accrual of half a season of Club service requirements for each parent.*

Applications for parental or shared parental leave

Should a member/members wish to take up parental or shared parental leave, an application should be made in writing to the SNSLSC Committee via committee@swannysurfclub.org.au detailing the preferred arrangement.

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Examples of Parental or Shared Parental Leave Arrangements

Examples of the Swanbourne Nedlands Surf Life Saving Club 'Primary Caregiver & Parental leave Policy' in action provided for clarity:

1. Example 1: *Option A - 'Parental Leave'*

Club members A & B both enrol as 'Active Members', but for two years, they elect to nominate person A as the primary caregiver, with A given an exemption from patrolling requirements. Member B would continue to patrol as normal, but both parents would remain within the 'Active Member' category (with A being on 2 years 'Parental Leave').

2. Example 2: *Option B - 'Shared Parental Leave'*

If new parents, members A & B both want to continue to patrol (at the same time for convenience), they could elect to take *Option B* in the Swanbourne Nedlands Surf Life Saving Club 'Primary Caregiver & Parental Leave Policy'.

Members A & B could then both be at the beach with a dependant minor and signed on (both names A & B signing on as one person totalling one patrol position). With one of them effectively fulfilling the role of primary caregiver at all times, they are only counted as one fit/able patrol person (and signed on in the patrols roster/log as one person). The patrol hours would then be split between A & B, and that season would be recorded as a half season of Active duty (when considering the accrual of Club service awards).

In this example, the patrol captain would need to be kept informed as to which person is the caregiver and which person is the patrol resource (as this may change during the patrol).

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Any questions regarding this policy can be directed to admin@swannysurfclub.org.au

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SWANBOURNE NEDLANDS SURF LIFE SAVING CLUB

This policy has been prepared by the Swanbourne Nedlands Surf Life Saving Club Committee to:

1. Encourage and support the retention and involvement of members who are starting or growing families.
2. Ensure members on patrol are free from additional responsibilities which may inhibit their ability to perform required lifesaving roles.

This policy has been prepared in response to concerns raised in relation to dependant minors on patrol, and in order to provide clarity on responsibilities and opportunities when undertaking active service.