

*There is no-no duffing for H&S  
during Training!*



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# Work Shop Objectives



Establish what are the H&S risks with Training ?

What H&S risks are easily replicated in scenarios?

What Risks are not easily replicated in scenarios ?

What are your organisation's Mitigating measures SOPs' developed to minimise the risks when training ?



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# Where is the risk ?



When Training in SAR the very nature of what we are doing can at the top end harbour significant levels of risk!



Search and Rescue after all is cleaning up someone's else's H&S muck up in the environment we love to play in !

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# Why the focus on H&S in Training



Training scenarios undertaken must recognise and identify the Health and Safety needs of those who are training .

This is for their own safety and because **We care about our team members**

As well as all of the participants from the Trainers , public and other team mates when the trainees are deployed into the field.

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# Work Shop Group Feed Back



**In your groups note down your thoughts  
On either questions A or B of the Butchers  
Paper**

**Select a spokes person to present the  
findings**

- A What are the H&S risks with Training ?
- A What are the mitigating measures H&S SOPs' at an organisation level to minimise the risks?"
- B What H&S risks are easily replicated in scenarios?
- B What Risks are not easily replicated in scenarios ?

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## Work Shop 2 Team leader training for H&S



### Work Shop Objectives

Identify what common things /themes do inexperienced rescuers overlook in reference to the patient outcome over safety?

How could a Trainer work the above themes into their training units/ lesson plans?



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## Work Shop 2 Team leader training for H&S



The responsibility of a team leader is to understand the short comings of their students

This is most important when calculating and recognising risk in the training activities they are undertaking .

Safety First is the underpinning foundation of all CRM in training , the student must know its ok to show caution when attempting new tasks



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# Team leader training for H&S



To know its ok  
to say no

This should be the  
first learning  
objective

a trainer gets  
through to their  
students !



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## Team leader training with H&S in mind



The focus on the “patients’ needs” by inexperienced rescuers can often sway their focus away from safety.

It is the Instructors/team leader’s responsibility to ensure all trainees are aware of all relevant H&S material .and understand how to apply the H&S tools the organisation has to manage the risks



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# Points to Consider when training



## Risk Awareness

When deployed are the trainees aware of all the risks ?

How to identify them ?

## Risk Avoidance

Are they aware of all mitigation techniques and how to apply them ?

Do these risks follow through into your standard operating procedures SOPs' lesson plan and Learning Objectives ?

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# Points to Consider in your training



## Mission Mind Set

Trainees are mainly focused on completion of the task at hand

To prove themselves !

Risk factors are over looked

## Plan continuation Error

Instructors can become focused on sticking to a lesson plan to achieve the desired student learning outcome

They can fail to address risk factors when they occur .

Best learning comes from real life situations in a controlled environment.



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# Points to Consider in your operation



## The Accident Chain

Good H&S aims to sure up as many links as possible in the chain to avoid the one that breaks.

Dose Your Organisation’s H&S “Accident Prevention Chain” have clear Pathway s

All the way from senior management through to the Team leaders ,Instructors and the Trainee student.



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# Points to Consider when training



Urgency is the greatest enemy of safe practice

The faster you go the quicker the thing that is going to bite you in the arse will get you .

A measured pace allows time for a measured response and time to change tact to avoid calamity

If you dot get to them most probably no one else will



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Train them poorly they will perform poorly



Trainees are naturally patient focused  
Not Risk focused !

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# Risks are inevitable in what we do



Q How much level of risk is acceptable for you ?

Q Is that level of risk the same acceptable for your younger team members ?

Q Do they know that ?



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# Work Shop Group Feed Back



In your groups note down your thoughts on the Butchers Paper provided

What are some common things /themes inexperienced rescuers overlook in reference to the patient outcome over safety?

How could a trainer work the above themes into their training units/ lesson plans?

Select a spokes person to present the findings

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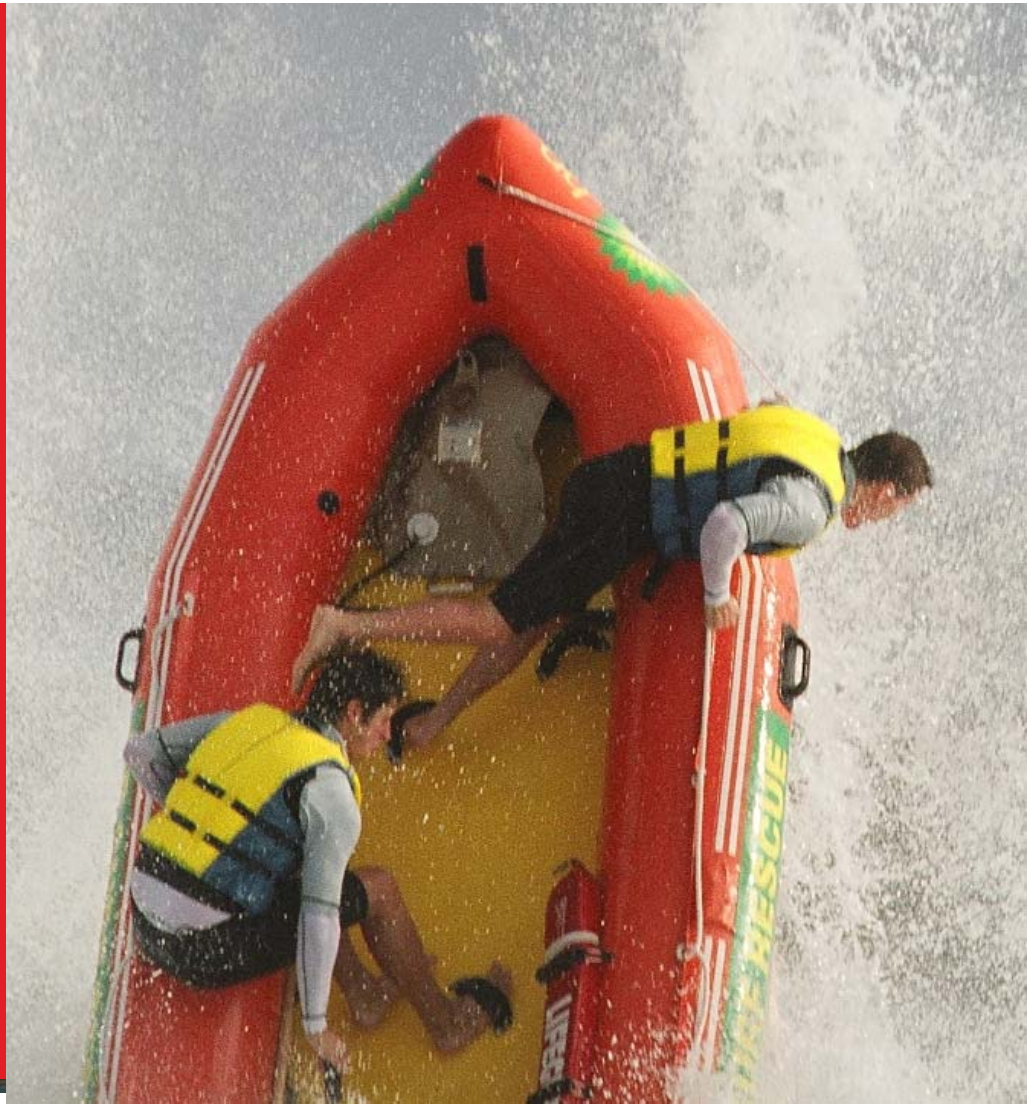






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*In it for life*







*In it for life*





*In it for life*







*In it for life*



# Safety in Training

Presented by Allan Mundy, Surf Life Saving New Zealand

## ***The very nature of training in SAR harbours a significant level of risk.***

Training in SLSNZ, as in all SAR training, has the potential to put trainees in situations that expose them, or their fellow trainees or tutors, to risk. A critical first step in the safety chain is to ensure that trainees understand that it is ok to say “no”.

## **What are the H&S Risks in Training?**

- Risks in training are effectively the same as in operations.
- An assumption that as this is training, the risks have been managed.
- Intentionally exposing trainees to risk.
- The environment – e.g. rivers, surf, waterfalls – and less situational awareness
- Less skilled attendees (with trainees), and the lack of familiarity of trainees with the environment and the equipment being used.
- Less organisational back-up
- Attendance – getting good quality attendance at each training session
- Complacency

## **What H&S risks are easily replicated in scenarios?**

- Equipment and use; technical factors
- Equipment / gear failure / communications failure
- Time pressure
- Persons new to a position
- Aspects of the environment e.g. terrain
- Medical event or injury, and multiple injury scenarios
- Fatigue

## **What risks are not easily replicated in scenarios?**

- Not easy to replicate the environment, or aspects of environmental conditions such as weather.
- The stress levels of reality, or stress response and adrenalin rush
- Red mist / buck fever / hero complex
- Fatigue (extreme)
- Unforeseen issues / personal commitments
- Subject behaviour
- Treatment to injury
- Media

## **What are the mitigating measures at an organisational level?**

- Follow SMS and get risk assessment on the day
- Replicate incident response
- Discipline in messaging – never assume
- Clear briefing, use a check list
- Using qualified instructions
- Good culture; keep an open mind there are always ways to improve; make team briefing interesting and motivational
- Buddy system cross-checking to try and mitigate risk.
- Appoint someone in charge of H&S as opposed to the trainer himself.
- Assuming that everyone knows. Cover it every time, do not assume they know.



## **Risk acceptability:**

River safety Scenario presented by Kip Mandeno:

*In a training scenario, a group of trainee instructors were taken through a river-crossing exercise.*

*The trainees were presented with the crossing point - an area of swift water with a steep face on the opposite side.*

*They were instructed to cross – at which point all approached the crossing point.*

*They were then told to stop*

*And then asked who was comfortable doing the crossing?*

*They all said no – they thought they were going to do it, that the trainer was the expert, and had it all under control.*

## **Q. How much level of risk is acceptable for you? Is that level of risk the same for your younger team members?**

Is the risk acceptable – yes managed risk acceptable if you have a risk strategy. If somebody cannot accept it you cannot do it. The group leader / instructor needs to recognise the limitations of the team and to lower risk - not everyone might recognise the level of risk.

The lowest threshold of an individual (must be acceptable to all), in regard to:

- Team familiarity
- Local knowledge
- Environment
- Team experience
- Capabilities
- Collective training

Risks identified and with the ability to say “No”

Level of risk can be graduated to align with learning

Needs to be managed – calculated risk / measured with respect to the capabilities of the team

Needs to replicate the operational environment

Risk is entirely situational dependent, want to encourage people to accept risk with an achievable result

Less senior trainers need to be ok to say to the more senior trainers that they are not happy with that.

The level of risk needs to reflect the environment. We do not want to take too little risk on training then if you go on to a job people are not happy with the level of risk.