

**Bo'ness Amateur Swimming Club
(BASC)
Lifeguard
Terms and Conditions**



This agreement outlines the terms and conditions of employment within Bo'ness A.S.C. This agreement is hereby made between the **Executive Committee** hereinafter referred to as Bo'ness A.S.C and **XXXXXXXXXX** hereinafter referred to as Lifeguard.

Prerequisite of Employment

- Lifeguard will hold a relevant and in-date lifeguarding qualification (NPLQ or NARS).
- Lifeguard will carry out duties and conduct themselves in accordance with the recognised training body guidelines.
- Lifeguard will hold a PVG.
- Lifeguard will sign and abide by the club's mobile phone use policy.
- Lifeguard understands that it is their responsibility to arrange for another lifeguard to provide cover if they are unwilling or unable to provide the service.
- Lifeguard supplies any equipment they may need to undertake the role.
- Lifeguard understands that it is their responsibility to make their own National Insurance and Tax arrangements with HMRC.
- Lifeguard should have studied the fire evacuation document and be aware of the importance of the role they play in an evacuation.
- Lifeguards are expected to undertake training/continuous professional development.

Payment

- Lifeguard should present their invoice to the club treasurer within 1 month of the end of the month for which payment is due.
- Current rate of pay is £6.50 per hour.

Termination

- Lifeguard must provide two months' notice should they wish to terminate their agreement. Their resignation should be sent to the Club's secretary.
- Lifeguard is subject to the disciplinary policy outlined in the Club's constitution.
- A lifeguard's services can be terminated immediately by a majority vote of the executive committee, if the lifeguard shows negligence to their duties, or places the club in a position of disrepute.

Signatures

Date _____

Date _____

XXXXXXXXXX
Lifeguard

Elspeth Brown (Vice-President)
On behalf of Bo'ness A.S.C