

## TRAINING AND DEVELOPMENT POLICY

*This document is provided to support the Club Rules and communicate club policy to the members. Policy may be revised from time to time by the committee, and members will be adequately notified of changes.*

1. Training and development of leaders and members is essential to the survival of the Perth Bushwalkers Club. Skills and knowledge need to be passed to members generally, and to the club's leaders in particular, to ensure we have the best and safest walking experiences that we can provide. Object 2 of the Club's Rules (the Constitution) is to "encourage the development of skills relevant to bushwalking".
2. We recognise that members are encouraged to join the club with no prior experience in bushwalking. It is important that minimum skill levels are passed onto members – both formally and informally – as a part of each member's bushwalking experience with the club. It doesn't matter how skilled and knowledgeable we are, there is always more to learn and share with others – and the club provides an excellent environment in which to do this.
3. Training begins with the "introductory walk" (see separate policy) – which is intended to provide the minimum information and skills necessary to attend club activities. Leaders and members are acquainted with the club's Risk Management Policy, and are encouraged to apply these principles to ensure safe and enjoyable bushwalking.
4. Skill levels in the Club are monitored and training programmes arranged to correct any perceived shortcomings. Some of these courses use 'in house' talent, and sometimes outside instructors are utilised. The committee person appointed "Training & Safety Officer" manages this function to ensure the level of skills and knowledge in the Club is at the appropriate level to meet the club's vision statement. It is not be left to the Training & Safety Officer to deliver the courses, but to ensure that they are provided.
5. As an incentive to developing the members' skills and knowledge the Club offers a subsidy of 50% to members who undertake approved additional training in first aid and bushcraft. Leaders get first priority in attending courses and in obtaining subsidies.
6. Courses currently approved are:
  - St John Ambulance [http://www.stjohn.org.au/index.php?option=com\\_content&task=view&id=16&Itemid=27](http://www.stjohn.org.au/index.php?option=com_content&task=view&id=16&Itemid=27)  
Senior First Aid (and refresher): covers a broad range of topics to enable participants to confidently manage emergency situations, providing care for the ill or injured until medical aid arrives.
  - Remote Area First Aid: to meet the first aid needs of bushwalkers, climbers, canyoneers, cavers, 4WD enthusiasts, outdoor/adventure instructors, wilderness guides, scout leaders or people who work and live in remote locations.
  - Red Cross equivalents of above courses [http://www.redcross.org.au/ourservices\\_acrossaustralia\\_firstaid\\_courses.htm](http://www.redcross.org.au/ourservices_acrossaustralia_firstaid_courses.htm)
  - Wilderness Medical Institute Basic Wilderness First Aid, two days, the ideal introduction to the field of wilderness medicine for those playing in the outdoors. <http://www.wmi.net.au/wmi/courses/showCourse.asp?CourseID=1>
  - Bob Cooper (in association with Department of Environment and Conservation) Basic Survival Course: covers skills and attitudes that encourage sound planning and preparation for any trip to the bush.  
[http://www.dec.wa.gov.au/index2.php?option=com\\_docman&task=doc\\_view&gid=308&Itemid=1](http://www.dec.wa.gov.au/index2.php?option=com_docman&task=doc_view&gid=308&Itemid=1)