



**SURF LIFE SAVING**  
SEARCH & RESCUE

**SLSNZ SAR Induction**

# **PART 2: LOCAL SQUAD INDUCTION**

*Version: Jan 2026*

# INSTRUCTIONS

This PowerPoint template is provided for SAR Team Leaders, as a guide for delivering the Local Squad Induction.

Not all aspects of this PowerPoint will be relevant to your club or area squad.

Conversely, there may be localised topics not covered within this PowerPoint, which need to be discussed with your members, as part of the Local Squad Induction.

*Presenters need to go through this template and make content changes to reflect your squads systems and processes.*

The slides are written with the intent of being a list of prompts only, for the presenter, to aid in the delivery of the induction.

Presenters do not have to use this specific PowerPoint.  
They are welcome to use the topics / prompts to design their own.

# INTRO

Surf Life Saving New Zealand members have been completing searches, rescues and external agency support, away from the flags and outside of patrol times, for as long as we have existed.

In 2025, a new Search and Rescue Framework and delivery structure was developed to help strengthen our Surf Life Saving SAR Squads.

This framework enables a higher level of support for SAR members and SAR leaders, through increased admin support, clarity around roles, responsibilities and operational scope.

A new SAR Education Framework has been developed, to provide clarity around what training is required for all SAR member, and what additional role specific training should be undertaken, depending on the type of taskings each squad completes.

# INDUCTION PROCESS & SIGN OFF

The SAR Induction Process involves two parts:

## Part 1: SAR Induction Module

This is a nationally aligned and consistent module that will ensure the same content is delivered to all SAR members. Members sign in to the Surf Life Saving member portal and complete the module in their own time.

## Part 2: Local Squad Induction

This will be completed in person with your SAR Squad Team Leader or another designated senior squad member. This part focusses on *local level* SAR processes, specific to your club or area squad.

*A designated “SAR Induction Assessor” (up to 3 per squad) will complete a training event, sign off when each member has completed Part 2 and then submit the event. Once both parts have been completed “SAR INDUCTED” status will be awarded on your learner record on the SLSNZ database.*

*Each member only needs to do the induction once. This will likely be done as part of a whole team meeting or training. Some individual inductions may be required as new members join the squad.*

# ROLES & RESPONSIBILITIES

- ▶ Your role within the squad
- ▶ Who else is in the squad
- ▶ Record of specialist skills within our team
- ▶ Who is the Squad Coordinator/Team Leader and what is their role
- ▶ Organisational structure for your squad ie squad leader, training officer, wellbeing officer, club liaison
- ▶ During an incident – What other roles may need to be fulfilled – IE SAR OSC, Will an IMT be formed?  
Other designated roles? First Aid etc.
- ▶ Who can act as Surf SAR On Scene Coordinator and what is their role
- ▶ Club endorsement process
- ▶ Other key club contacts

# TECHNOLOGY & COMMUNICATIONS

## Internal Squad Comms and activations

- ▶ Each member should have the Patrol App and any message group apps on their phone and know how to use them.
- ▶ SAR Squad contact details need to be up to date!
- ▶ Squad non-urgent comms processes i.e. WhatsApp or Messenger protocols
- ▶ Activation texts/emails/phone calls – Emergency bypass overrides silent/do not disturb!

## Technology

- ▶ What we have/use in our Squad  
For example...
  - ▶ Garmin inReach GPS unit
  - ▶ Personal Locator Beacons
  - ▶ Radios
  - ▶ Strobes
  - ▶ Other

# PERSONAL ISSUE UNIFORM/EQUIPMENT/PPE

- ▶ What personal equipment/uniform/PPE we use
- ▶ Who owns it / maintains it
- ▶ What it should/shouldn't it be used for
- ▶ Uniform/dress standards –for SAROPs/external events/training.

# RESPONDING TO A SAR ACTIVATION

## PROTOCOL FOR ADVISING RESPONSE

- ▶ Respond available (with timing) or unavailable on Patrol app
- ▶ Put a message in your Squads group chat?

## SQUAD PROTOCOL FOR RESPONDING

- ▶ Is it automatic that everyone responds to every callout?
- ▶ Are there duty weeks etc
- ▶ Ensure you comply with road rules!

# ARRIVAL/SET UP

- ▶ How to access club (keys, lock boxes, alarm codes)
- ▶ What areas of club to open
- ▶ What equipment to use for SAROPs and what to set up first
- ▶ What medical equipment is available, where it lives and what to take
- ▶ Specialty gear for specific jobs. What is available and what to take
- ▶ What to do if equipment is inoperative.
- ▶ Beach access points
- ▶ Completing safety management requirements (more on this later)
- ▶ Notifying SurfCom
- ▶ Briefing
- ▶ Radio checks

# ON WATER

- ▶ Process for launching IRBs/RWC in a hurry
- ▶ What radio channels to use for standard ops
- ▶ Radio callsigns
- ▶ Comms plan - Primary and back up
- ▶ What other repeater or non SLS channels are available
- ▶ Local radio comms black spots
- ▶ Protocols for talking to SurfCom
- ▶ Reflex tasking / Initial deployment plan
- ▶ Localised risk management processes

# MANAGING SAFETY

We have the responsibility to manage the safety of ourselves, our team, the patients and the public (when effected) at any SAR Operation

- ▶ Use the Patrol App and complete an Onsite Risk Assessment (ORA)
  - This will usually be done by the SLSNZ On Scene Coordinator
- ▶ Dynamic Risk Assessments – Reflex taskings
- ▶ Localised risk management processes
- ▶ Always have a rescue and/or back up plan

# TASKING AUTHORITIES/ SUPPORT AGENCIES

- ▶ Who we work with
- ▶ When we would work with them
- ▶ Building local relationships- Training with other agencies at Squad level
- ▶ How we communicate with them at SAROPs
- ▶ Local CIMS protocols

# COMMON JOB TYPES

- ▶ Typical tasks and what is expected for each
- ▶ Local response plans or SOPs for specific areas or jobs
- ▶ What our squad scope of operation is (what we do and don't do)

# CULTURAL CONSIDERATIONS

- ▶ Any culturally significant areas
- ▶ Iwi representation – Is it different for different areas of the covered?
- ▶ Body recovery protocols (local)
- ▶ Iwi representation for sustained searches etc
- ▶ When it is appropriate and who to contact
- ▶ If a rahui is in place – what does that mean locally.

# TRAINING

- ▶ How often the Squad trains and when
- ▶ Current training plan
- ▶ Mentoring of New Squad members
- ▶ Expectation for training attendance
- ▶ Annual requirements, inc 400m timed pool or ocean swim
- ▶ Courses and qualifications available (refer to SLSNZ SAR Education Framework- See website)
- ▶ Qualifications required/Any member requests?
- ▶ What is our SAR squad accredited to perform? (once accreditation scheme confirmed)
- ▶ What sort of incidents is a new member able to partake in?
- ▶ What does the new member have to do, to be accredited to perform tasks the squad can perform

# SAR MEMBER SUPPORT

## Debriefs

- ▶ The purpose of a debrief
- ▶ Operational debriefs vs Wellbeing debriefs
- ▶ When these occur / following what type of jobs?
- ▶ What types can/will be conducted
- ▶ Who will conduct them

## Support services available to our squad

- ▶ SAROs
- ▶ Duty Officers
- ▶ Peer Support
- ▶ Telus Health
- ▶ Key contacts within the SAR Squad/Club that members can talk to

# NSOPS/POLICIES

There are a number of National Standard Operations Procedures and Policies that help guide the delivery of SAR services. Some of which relate directly to the way we operate in our squad.

## SLSNZ Policies

- ▶ Body Recovery Policy
- ▶ Minimum Equipment for SAR Squads
- ▶ Helmet use in Lifeguard Operations

<https://www.surflifesaving.org.nz/about-us/key-documents/policies>

## SLSNZ National Standard Operating Procedures (NSOPs)

- ▶ CIMS Response NSOP
- ▶ Body Recovery NSOP
- ▶ Blood & Bodily Fluid Exposure NSOP
- ▶ Emergency SAR Response with SurfCom NSOP
- ▶ SAR Squad Participation NSOP
- ▶ Offshore Marine Operations NSOP

<https://www.surflifesaving.org.nz/club-management/national-standard-operating-procedures>

# AREA FAMILIARISATION

[Using Google Earth or by physically touring around your area, see or discuss local SAR hot spots]

## NOTEWORTHY POINTS OF INTEREST IN OUR AREA

### Examples:

- ▶ River mouths with sand bars
- ▶ Parts of the beach with significant rips
- ▶ Local boats ramps/launching points
- ▶ Likely places that people fall from/jump off cliffs
- ▶ Rock fishing hot spots
- ▶ Piers/wharves
- ▶ River rescue hot spots
- ▶ Local support agency bases
- ▶ Nearest medical care facilities

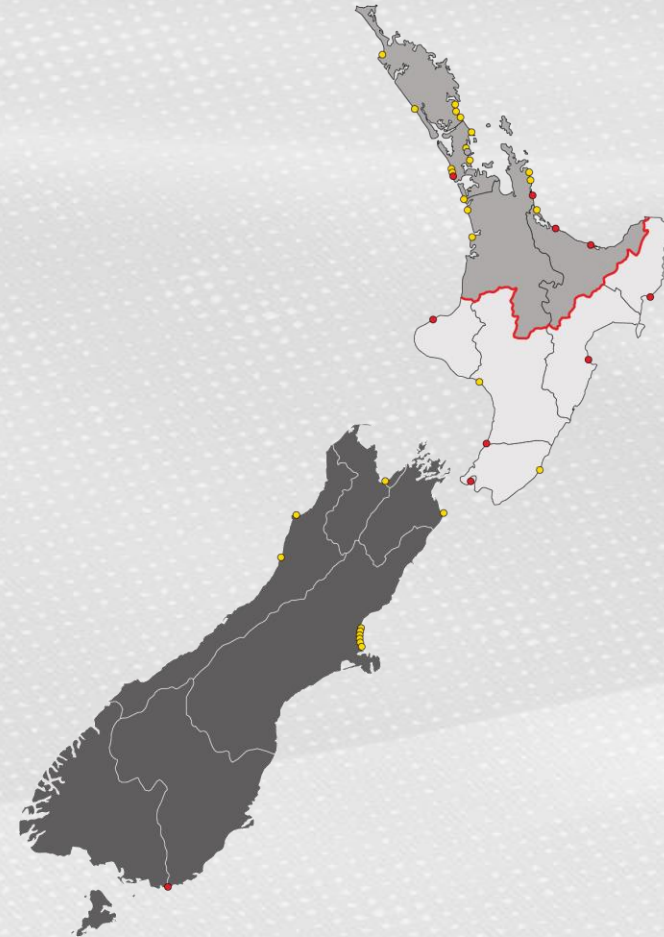
# ADMIN

- ▶ Personal Reimbursements:
  - ▶ What can be reimbursed/claimed back and what can't
  - ▶ How the process works
- ▶ Process for advising short/medium/long term unavailability?
  - ▶ When should you advise you're unavailable? One week, one month?
- ▶ Health and Safety process (and improvements process) for SAR Squad/Club
  - ▶ How we capture what we can do better
  - ▶ What we feedback to the club and how
- ▶ Process for raising issues within the squad
  - ▶ Point of contact for different issues

# STAFF SUPPORT

## SLSNZ SEARCH AND RESCUE SUPPORT OFFICERS

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## SLSNZ EDUCATION DEVELOPMENT OFFICER

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## SLSNZ SAR MANAGER

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**Surf Life Saving New Zealand Search and Rescue**  
*“Saving lives beyond the flags”*



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