



ANNUAL
REPORT

20-21





377,920

TOTAL TEACHERS
TRAINED SINCE 1979



9,919

2020/21 TOTAL
TEACHERS TRAINED



30,309

CURRENT LICENSED TEACHERS



76%

FEMALE



24%

MALE

AGE OF TRAINED TEACHERS

39%

17-24

28%

25-39

27%

40-59

6%

60+



883

COURSES AND
MASTERCLASSES



770

RECOGNISED
SWIM CENTRES



33,944

FACEBOOK



3,744

INSTAGRAM



1,540

LINKEDIN



1,183

TWITTER



392

YOUTUBE

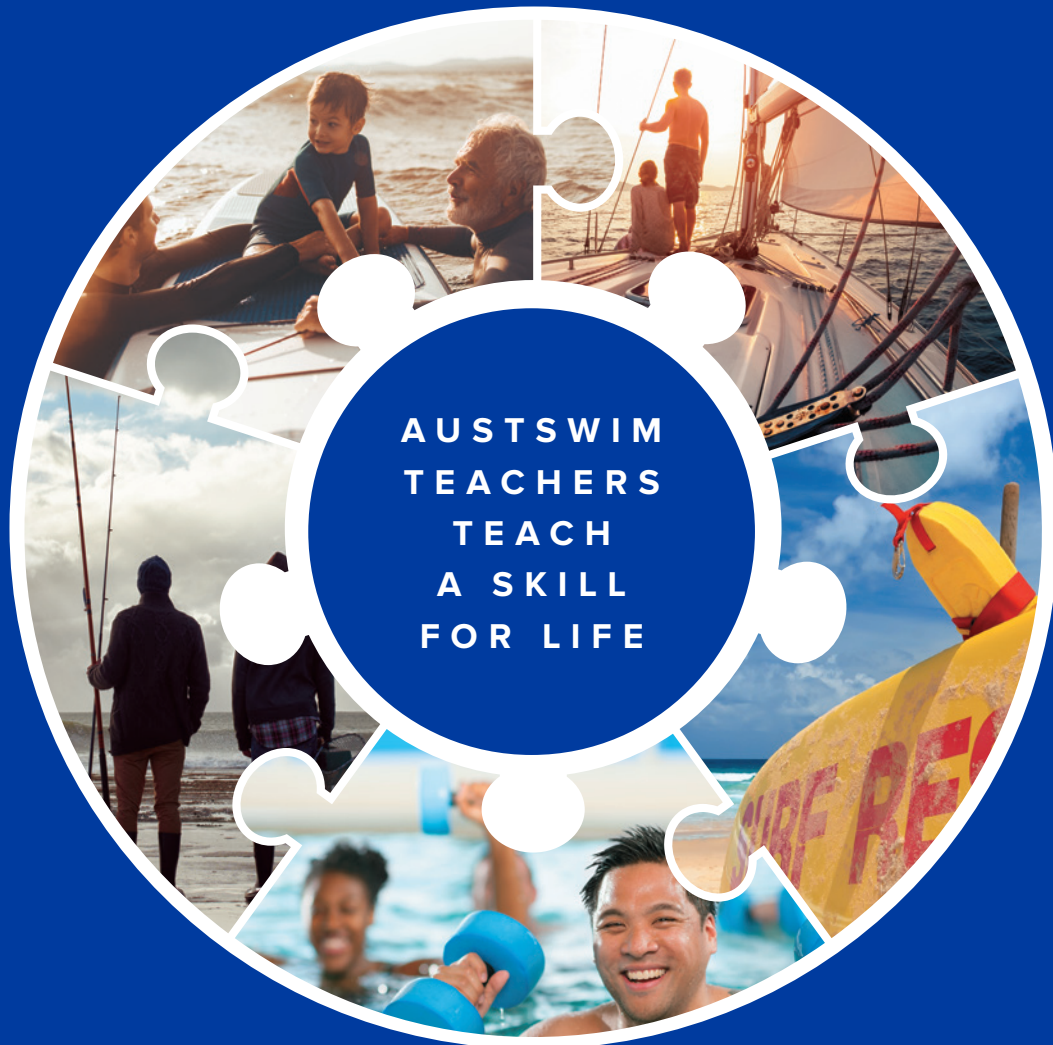
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The Critical Role

OF A TEACHER OF SWIMMING AND WATER SAFETY



THE IMPORTANCE OF AUSTSWIM

For 40 years Australasians have been taught to swim by AUSTSWIM-trained and accredited teachers of swimming and water safety. With more than 375,000 teachers trained since inception, it is likely that every person in Australia today has been taught by, or knows someone who has been taught by, an AUSTSWIM Teacher of Swimming and Water Safety™. By adulthood more than 95% of adults know how to swim, and on average visit a pool 4.4 times each year. However, figures published by Royal Life Saving Society Australia show that 248 people drowned across Australia from July 2019-June 2020, an 8% decrease on the previous year.

THE FOUNDATION STONE

The skills taught by our teachers are far reaching and enable our Olympians to swim on the world's stage, they enable lifesavers to patrol our beaches, pools and waterways, they enable social connections, create healthy environments and breed the next generation of teachers of swimming and water safety.

At AUSTSWIM we recognise and celebrate the importance of our organisation, and our people as the foundation stone of water safety across Australia. We teach a skill for life!

The Story So Far

A BRIEF LOOK AT OUR 40 YEARS



HISTORY

AUSTSWIM was formed in 1979 as a result of national and state-based aquatic organisations identifying the need to have a national body to oversee the training and accreditation of swimming and water safety teachers.

AUSTSWIM has trained more than 375,000 teachers of swimming and water safety since its inception more than 40 years ago. AUSTSWIM has continued to grow and develop to meet the changing needs of the aquatic industry and the wider community.



THE 1980s

- 1980 – The first AUSTSWIM course was held in Orbost, Victoria in April, with further courses then taking place in other states and territories of Australia.
- 1985 – The first AUSTSWIM Teacher of Swimming and Water Safety™ training manual released.
- 1987 – The first AUSTSWIM Presenter Kit released.
- State Branches were formed and incorporated to provide AUSTSWIM training.
- Increased awareness by the industry for the need to have AUSTSWIM-trained swimming and water safety teachers.
- First life members recognised.



THE 1990s

- AUSTSWIM Teacher of Infant and Preschool Aquatics training course and manual released.
- Teacher training videos and interactive CD released.
- Increase in community awareness for learn-to-swim and water safety programs.
- AUSTSWIM training offered into some countries internationally.



THE 2000s

- 2004 – AUSTSWIM strategic plan developed in collaboration with the state incorporations that involved moving towards a unified approach.
- AUSTSWIM Teacher of Towards Competitive Strokes training course released.
- Expansion of AUSTSWIM training into international markets.
- 2009 – AUSTSWIM transition to unified model completed.



THE 2010s

- 2015 – AUSTSWIM became the first aquatic organisation in the world to become ISO accredited to ISO 17024.
- 2016 – AUSTSWIM took an industry lead in announcing the introduction of Working with Children Check (WWCC) requirements for staff, course presenters and candidates, licensed teachers and aqua instructors.



2020 AND BEYOND

COVID-19 started in Australia in early 2020 and has brought unprecedented economic hardship. Starting as a health pandemic that morphed into an economic and social crisis around the world, its full impact is yet to be ascertained, and getting society back to 'COVID normal' operations is still to be worked out. In this climate of uncertainty, complexity, volatility and ambiguity, AUSTSWIM has taken a leadership role in determining the future of delivering swim teacher training in a 'COVID normal' digital world.

Testament to this is the amount of work the organisation has carried out on its Digital Transformation project which will be launched in early 2022 to position AUSTSWIM to operate more seamlessly in a digital world.



Confident Custodian

THE IMPORTANCE OF A ROBUST CODE OF CONDUCT AND LICENSING SYSTEM

AUSTSWIM is proud to have been at the forefront of the aquatics and drowning prevention industry since its inception in 1979. Forty years on, our role as custodian of the training and accreditation of teachers of swimming and water safety has become even more relevant in an ever-changing and more demanding environment.

Ensuring access to quality, accredited teachers and centres for both parents and learners is a critical factor in the success of drowning prevention strategies. This access, and the skills these professionals deliver, offers confidence to end users and drives participation and retention levels of students in learn-to-swim programs around the world. AUSTSWIM's role in training teachers of swimming and water safety continues to be intrinsically linked to that of operating a teacher licensing system and building ongoing support of the industry.

This element of AUSTSWIM's work is of critical importance to members of the public and to swim school operators with the AUSTSWIM licence, representing both a message of trust and confidence as well as of consistency in the oversight of teachers of swimming and water safety and swim centres. It offers reassurance to the public that a robust set of behaviours and rules exist, and that with those behaviours come expectations and obligations on behalf of our teachers and recognised swim schools. The AUSTSWIM code of conduct underpins this commitment with a suite of policies and regulations that set those expected standards.

The AUSTSWIM licensing and accreditation system instils a number of key principles that are underpinned with a disciplinary process, ensuring only those that are fit to represent the industry are in possession of this licence. AUSTSWIM is the only aquatic organisation worldwide to hold ISO 17024 accreditation to oversee this certification.

KEY PRINCIPLES OF OUR CODE OF CONDUCT INCLUDE:

Public

- Encouraging public confidence in aquatic education.

Teachers

- Set expectations of teachers of swimming and water safety.
- Robust standards of practice.
- Framing desired conduct and behaviours.

Swim Centres

- Set standards for customer safety and emergency procedures.
- Specifying class ratios and duty-of-care obligations.
- Specifying compliance with safe pool operation, and ensuring safe and enjoyable aquatic activities.

In addition to the code of conduct, all Australian-based teachers who hold an AUSTSWIM licence are fully insured both during and after training.

The AUSTSWIM Magic

Today AUSTSWIM is the pre-eminent, dynamic, for-purpose and not-for-profit organisation educating teachers of swimming, water safety and aquatic fitness to the highest international standard.

In a world first, AUSTSWIM is accredited against ISO/IEC 17024 for how we train, accredit and license AUSTSWIM teachers in Australia.

AUSTSWIM is a nationally registered training organisation RTO104975 and issues statements of attainment for the following courses and pathways:

PREREQUISITE COURSE

The base level accreditation for becoming a swimming and water safety teacher:

AUSTSWIM Teacher of Swimming and Water Safety™ (TSW)



EXTENSION COURSES

Once a AUSTSWIM Teacher of Swimming and Water Safety™ has gained the base level accreditation, extension courses can be undertaken to grow knowledge and experience, and gain an additional accreditation that recognises the skill gained:

AUSTSWIM Teacher of Infant and Preschool Aquatics (INF)

AUSTSWIM Teacher of Aquatics – Access and Inclusion (TAI)

AUSTSWIM Teacher of Adults (AD)

AUSTSWIM Aquatic Service Officer (ASO)

WETS Aqua Instructor (WETS)™

AUSTSWIM Teacher of Towards Competitive Strokes (TCS)
– no certificate of attainment



30K

With more than 30,000 current AUSTSWIM teachers, we have the largest learning network of teachers of swimming and water safety in the Southern Hemisphere.



AUSTSWIM was established in 1979 and, since inception, has trained more than 375,000 teachers, and currently runs more than 1,300 courses annually.



AUSTSWIM is the ONLY swimming and water safety teaching accreditation that allows you to work at EVERY swim centre across AUSTRALIA.

Directors' Report



It is with great pride that the AUSTSWIM Directors celebrate the achievements of 2020-21.

The COVID-19 pandemic has had substantial impact across the aquatic and swim school industry. Swimming pool closures due to public health orders have resulted in swimming lesson cancellations and reduced hours for many AUSTSWIM teachers. This impact has been most significant in Victoria and New South Wales, although no one has been unaffected. Ensuring there are enough AUSTSWIM teachers to rebuild community connections with their local swim centres and helping children return to lessons will be key challenges.

We note with gratitude the resilience and commitment of the AUSTSWIM staff throughout the past year. The staff have been AUSTSWIM's heroes, ensuring respect, innovation, and collaboration was always demonstrated whilst being committed to program excellence and inclusion throughout. Despite extreme pressure created by the COVID-19 pandemic, the AUSTSWIM team continued to give their best and achieve some major project development goals such as our Digital Transformation project, often working in virtual teams, promoting remote-learning opportunities along with the considerable preparation required for the JAS-ANZ audit undertaken in early FY22.

The Greek philosopher Heraclitus believed, "the only constant in life is change" and change certainly was a constant for AUSTSWIM during the year – as it was for many of the people, the communities and industry we serve. Although change is often hard, it also provides for great opportunities as we look to reimagine a brighter and stronger future.

The operating rhythm of AUSTSWIM's meeting and events was significantly disrupted throughout the year meaning stakeholder advisory meetings, national learning conferences and general celebrations were unable to be held or were held virtually.

However, with the much appreciated support of the Federal and State governments, COVID-19 support payments, and the hard work of our people, AUSTSWIM remains in a strong position to reinvigorate face-to-face connections in 2022 and continue to develop our work

to meet the strategic objectives of the Company. With vaccination rates climbing and border closures and swimming shutdowns hopefully soon a thing of the past, coming together to learn and connect with community and industry will be a priority for our future work.

As Australians rebuild and reimagine their work and leisure environments following the devastating effects of COVID-19, it is AUSTSWIM's intention to be part of the solution and to ensure excellence in aquatic education, as teachers of swimming and water safety have such an important role to play in the changing needs of the aquatic industry and the wider community.

AUSTSWIM would like to thank John Rigby, who joined the board in 2005, and was elected as Chair in 2011 – a position he held until his resignation in February 2021. John has been a passionate advocate for AUSTSWIM for many years, and the work that was commenced into strategy and structure will continue to inform and influence future stakeholder discussions.

We would also like to thank all Board Directors who have volunteered their time and provided their wisdom to ensure a strong AUSTSWIM, namely: Katherine Thom (resigned 26 Feb 2021), Penelope Larsen (resigned 9 Mar 2021) and Jonty Mills (resigned 12 Mar 2021). Thank you also goes to Carl Partridge for his work as CEO throughout the year, and we wish him all the best for his future endeavours.

MELINDA CROLE

IAN FULLAGAR

JUSTIN SCARR

DIRECTORS, AUSTSWIM

CEO's Report



Since taking the position of interim CEO on 1 Oct 2021, I am pleased to present the 41st Annual Report for 2020-21.

FINANCIAL PERFORMANCE 2020-21

It was pleasing to note that AUSTSWIM did not make a loss in the 2020-21 financial year even though we were severely impacted by COVID-19 economic issues. This was largely thanks to Federal COVID-19 support funding, added to reduced staffing expenditure costs due to course cancellations.

It is important to note that, due to continually evolving Government responses to the pandemic, AUSTSWIM management recognises the difficulty of estimating revenue with any degree of certainty. The potential impact of the pandemic will continue to be felt on AUSTSWIM operations, results and financial position possibly well into the 2022-23 financial year.

ENROLMENTS

The overall national and international enrolment figures for the 2020-21 financial year was 9,919, a good result considering COVID-19 restrictions during this period.

OPERATIONAL PERFORMANCE

In an extraordinary year, AUSTSWIM has performed exceptionally well and has retained surplus funds to navigate the complex times ahead.

Key achievements during this period were:

1. The annual number of swim teachers trained;
2. The successful audit of ISO 7002;
3. The progress of the Digital Transformation project set to launch in 2022; and
4. The hard-working staff that kept the organisation together during the year.

DIGITAL TRANSFORMATION PROJECT

For some time, we have looked to address the need for digital reinvention and modernisation within the AUSTSWIM organisation, with hardware, software and

customer service experience for internal and external stakeholders currently requiring a substantial update.

In answer to this need, the Digital Transformation project has been the most challenging and significant project that AUSTSWIM has ever undertaken. Its successful launch in February 2022 will provide an impressive digital platform for AUSTSWIM into 2022 and beyond.

FUTURE OUTLOOK FOR AUSTSWIM

AUSTSWIM is Australia's pre-eminent organisation for the teaching of swimming and water safety since 1979, and the AUSTSWIM licence remains the industry standard. In 2022, we see the need to build on this fantastic brand that has endured for so many years.

We must investigate how AUSTSWIM can adapt to current market changes caused by COVID-19, and explore how the physical business can embrace the onset of digitisation.

We must examine the core business and current revenue drivers to ensure that the key principles of recruitment, retention, reactivation, and reward strategies are integrated and reviewed, to drive financial sustainability for the organisation well into the future.

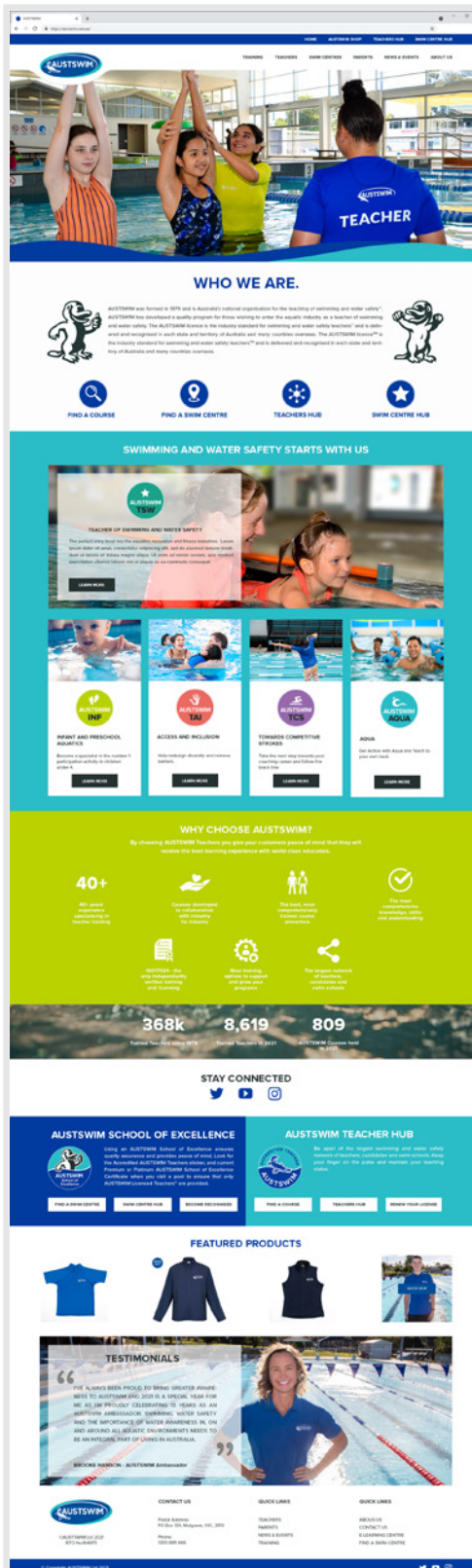
Lastly, our current structure and governance model must align with our future and business model needs. Lastly, people, culture, leadership, and partnerships will be the key lenses for us to use in order to provide strong operational outcomes for AUSTSWIM in 2022.

I look forward to working with the Board, our stakeholders, the staff, and industry supporters to maintain AUSTSWIM's enviable status as Australia's national organisation for the teaching of swimming and water safety.

A handwritten signature in black ink, appearing to read 'S. Weatherill'. The signature is fluid and cursive, with a long horizontal stroke at the end.

SIMON WEATHERILL
INTERIM CEO, AUSTSWIM

The AUSTSWIM Digital Transformation Project



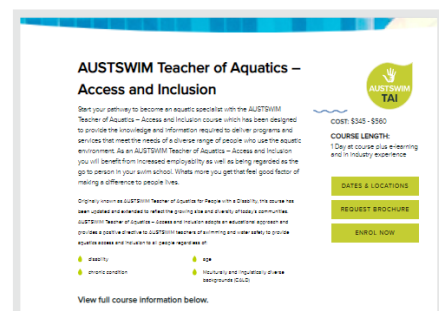
After many months of research, vendor engagement and project planning, AUSTSWIM was excited to commence one of the most significant projects it has ever undertaken in its history. The beginning of the 2020-21 financial year saw the Digital Transformation project finally come to fruition, promising to revolutionise AUSTSWIM's operations through the introduction of innovative digital platforms, set to enhance the online experience for every digital visitor to AUSTSWIM online.

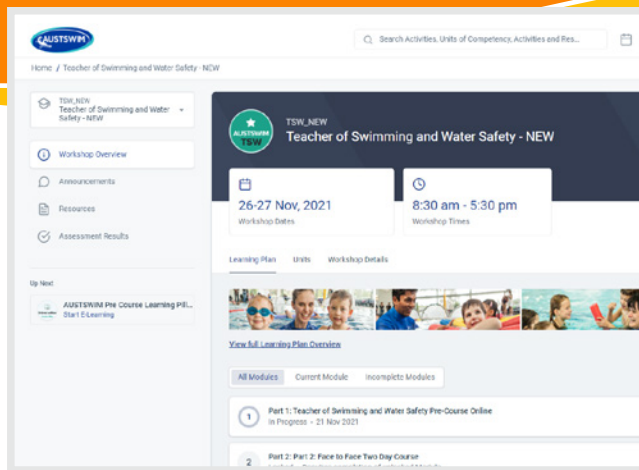
The Digital Transformation project (or DT project for short) means that all users will see a remarkable change to their user experience when interacting with AUSTSWIM's online platforms, whether it be staff performing administrative tasks for the numerous students and teachers we train; swim centre staff visiting our site for important information; or the many thousands of students and teachers who interact with AUSTSWIM online each year on so many levels.

Taking a closer look, the revitalised, new-look website will have a range of user-friendly and advanced features that will improve the experience of so many of AUSTSWIM's diverse digital visitors.

Students, teachers and aqua instructors will have their very own custom-built portal that is packed full of vital information and top functionality. At the completion of the DT project, these digital users will be able to:

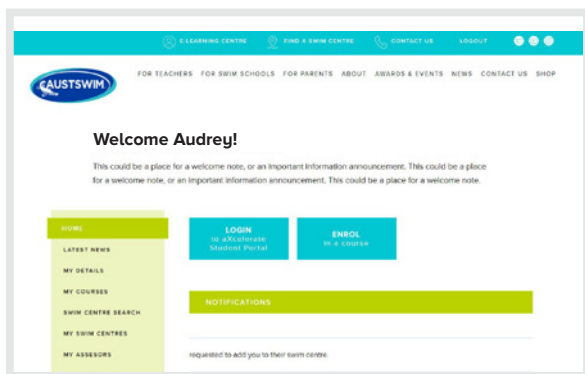
- Update personal information and upload a profile photo to use on their licence;
- Book easily into any AUSTSWIM course, as well as track their ongoing progress;
- Directly access course material in order to complete any online course requirements;
- Upload course documents directly to the portal;
- Search for course assessors in their local area;
- Access and share their AUSTSWIM Licence and Certification, entirely electronically;
- Search for and be linked with local swim centres; and
- Set notification preferences to ensure the information they receive is best tailored to their wants and needs.





Swim centre coordinators and managers will be able to:

- Manage their centre's contact details;
- Advertise their facilities and services to the public;
- Connect teachers to their centre, so that they can more easily and intuitively access important information such as licensing and accreditation status.

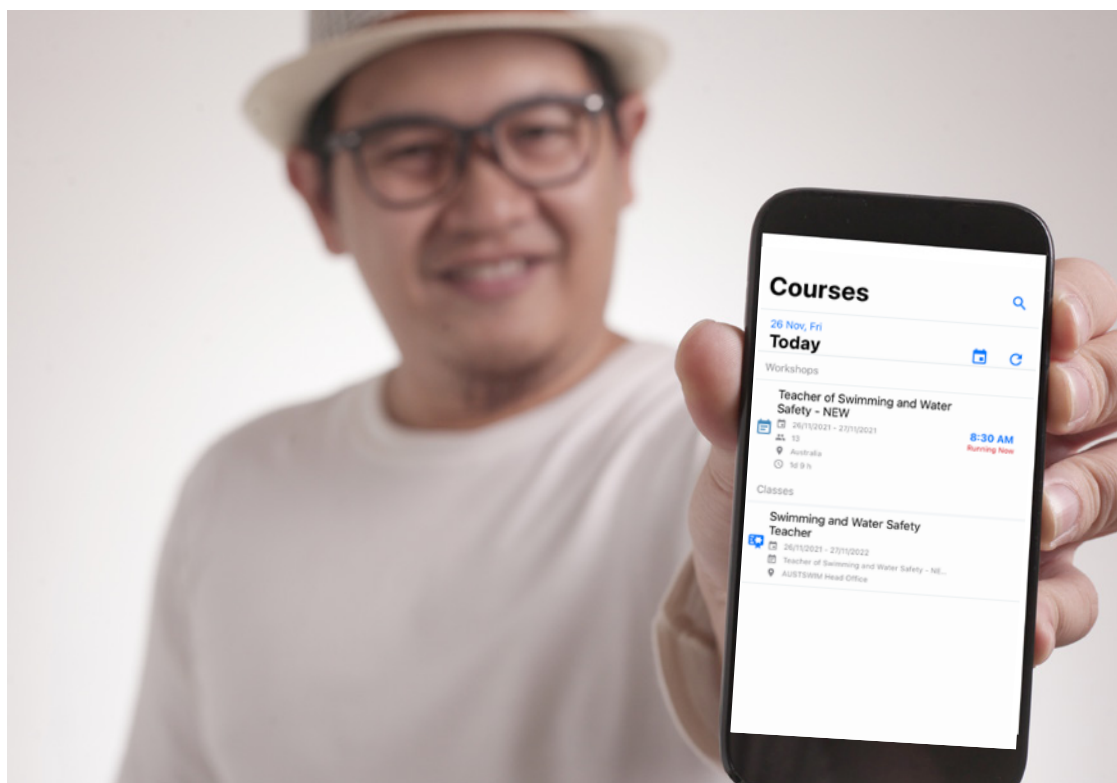


For the first time, our database will be powered by the award-winning Australian Student Management System, aXcelerate, which will be seamlessly connected to our website. Specialising in training management and with compliance at its core, aXcelerate adds many great features that will once again further improve the user experience of both AUSTSWIM's students and presenters. The aXcelerate system is constantly updating and building on its functionality and offerings, future-proofing our digital presence to ensure we are not only excited by the improved platform now, but also by the possibilities the future will bring for our website thanks to this addition.

Students will benefit from a tailor-built **Student Learner Portal**, where they will be able to:

- Access online course material;
- Complete online course requirements;
- Upload documents directly – no more emailing or posting paperwork;
- Easily track their course progress and have seamless access to completed and in-progress items; and
- Have ongoing electronic access to their certification, once achieved.

As yet another significant step forward, and forming an important part of AUSTSWIM's overall Digital Transformation, the new custom-built trainer app will be a gamechanger for **AUSTSWIM presenters**. Offering our presenters the ability to directly record attendance and student results into their phone or tablet provides a simple pathway toward digitising their training experience and making paperwork entirely obsolete – great for our people and good for the planet.



Creating Jobs, Saving Lives



Hardest hit by COVID-19 lockdowns and all the employment and business challenges that go along with that, the state of Victoria has been front and centre of an AUSTSWIM advocacy initiative to reactivate the aquatic industry as quickly and effectively as possible.

With rolling lockdowns and closures, AUSTSWIM identified that aquatic centres had a real issue with staff retention; in plain terms, centres were unable to keep teachers and trainers employed with so many, often short-notice closures or cancellations regarding swimming and water safety classes. An estimated five million swim lessons have been missed in Victoria over the past 18 months.

AUSTSWIM saw the opportunity to advocate for not only the aquatic centres but for the tens of thousands of teachers on its database who had been forced away from active teaching duties, and the many students who had subsequently had disrupted access to aquatic education. The clearest pathway appeared to be seeking government funding in order to assist AUSTSWIM teachers whose accreditation had lapsed, to pay for their licence and get them back in the pool in time for the peak time of the 2021-22 summer, and to attract and train a new cohort of teachers to address the shortfall of teachers and learn-to-swim programs.

MINISTERIAL BRIEFING

During recent months, AUSTSWIM worked towards approaching the Victorian government specifically to actively advocate for its teaching base and for the industry as a whole. The initiative culminated in a briefing paper named *Creating Jobs, Saving Lives*, submitted by AUSTSWIM's CEO Simon Weatherill and to be delivered to the Hon. Ros Spence, Victorian State Minister for Community Sport, Multicultural Affairs and Youth.

The briefing seeks funding from the Victorian government to address shortages in teachers of swimming and water safety in Victoria – an estimated 1,800 teachers – leaving about 65,000 children unable to access aquatic instruction each week in the state.

During the pandemic, about a third of the state's teachers of swimming and water safety found alternate employment due to facilities being shut down, with many of these not returning to the industry. Additionally, the ongoing uncertainty created by COVID-19 has placed significant pressure on the industry's ability to attract new teachers as it requires several months of on-the-job training in the water which has not been able to occur due to lockdowns and restrictions.

A proposed partnership between the Victorian Government, AUSTSWIM, YMCA and Belgravia Leisure could both:

- re-engage some of the 1,800 teachers who have left the industry in the three years prior, encouraging them to renew their AUSTSWIM licence and qualifications for free (at a cost of \$155 per teacher to the government), and also
- attract new teachers to enter the profession at a substantially subsidised rate (\$100 per person) at a cost of \$199 per person to the state government and \$100 per person to AUSTSWIM.

If the proposal is a success, with a projected 600 returning, retraining teachers and 1,200 new teachers back in the pool, the estimated maximum cost to the Victorian government would be just \$331,800.

CLEAR BENEFITS

This initiative could create the provision of up to 1,800 permanent part-time jobs in the Victorian employment market within six months, and would address the significant waitlists now experienced through the industry for students unable to access swimming and water safety lessons – waitlists that increase with each lockdown.

AUSTSWIM has drawn the government's attention to the clear link between access to aquatic education and reduction in drowning rates in the state – particularly

childhood drowning rates. There were 43 reported drowning deaths in Victoria between 1 July 2020 and 7 June 2021, which is an increase of 13 on the five-year average. Tragically, these statistics represent the highest number of drowning deaths in children aged 0-4 years and 5-14 years in more than 20 years.

To date there has been extensive disruption to swimming and water safety activities, both during and after the five restricted activity periods extending back to March 2020. As a result of the ongoing disruption to the industry and the inability to deliver swimming and water safety activities, there is a concern that the current drowning trend will continue.

The proposal to the Minister points out that: *Even a couple of weeks of non-continuous weekly swimming lessons can set back swimming competency levels in children significantly. In the last 16 months the COVID closures and restrictions have meant that only 29 weeks out of a possible 70 weeks of swimming and water safety lessons were conducted. This has meant that swimming teachers have been unable to work for 60% of their time during the last 16 months – this is a key reason for the current swimming teacher shortage.*

FURTHER ADVOCACY AND COLLABORATION

The proposal goes hand in hand with a letter drafted by AUSTSWIM (interim) CEO Simon Weatherill, providing direct feedback on the government's drafted Victorian Water Safety Strategy 2021-25, with a specific view to reducing risk around aquatic environments and education.

The message delivered declares that: *AUSTSWIM is a collaborative organisation by nature and supports the Draft Strategy's identified need for improved partnerships and co-operation across government, our sector, and the community to help drive drownings to zero. By working more effectively and creatively together, we believe shared responsibility can not only be promoted across communities but become a cultural norm in Victoria. Given its significant footprint across local communities in Victoria, AUSTSWIM is well placed to work cooperatively with neighbouring organisations and stakeholders to manage local risks around water safety. In this way, we can play a practical, hands-on role supporting the government to improve coordination and collaboration across the water safety industry.*

The letter and proposal was delivered to the Minister in October 2021, for immediate actioning to address the state's deficit in aquatic teachers in time for the 2021-22 summer.



Compliance & Education

SHAPING THE FUTURE

AUSTSWIM is proud of its point of difference – that it is a Registered Training Organisation (TOID: 104975), and accredited against ISO/IEC 17024 for how we accredit and license AUSTSWIM teachers in Australia.

AUSTSWIM delivers courses that are accredited and non-accredited. Particularly, it has demonstrated ongoing conformance with the ISO/IEC 17024 Standards during witness audit in the financial year 2020-21, giving the community further assurance that AUSTSWIM teachers have the highest accreditation benchmark in aquatics. It ensures widespread recognition of the AUSTSWIM licence, the Teacher of Swimming and Water Safety™, as the industry standard which is delivered and recognised in each state and territory of Australia and many countries overseas.

During the financial year 2020-21, the Accreditation Committee met twice, to provide support in the independent review of the course redevelopment and the ISO Scheme. The Committee focused on the development of the Teacher of Swimming and Water Safety™ course, aligning it with the strategic priorities of excelling at both product quality and delivery.

The course development project went through extensive feedback and review analysis both from the industry and our teachers. The completion of the updated course strengthens our course outcomes, ensuring our candidates are ready to work in the industry. Featuring new-look, clear and concise presentation, online interactive learning, and much more, the new Teacher of Swimming and Water Safety™ course will be launched in the 2021-22 financial year.

○ We thank members of the Accreditation Committee for their valued contribution and commitment to AUSTSWIM

Funding Our Work

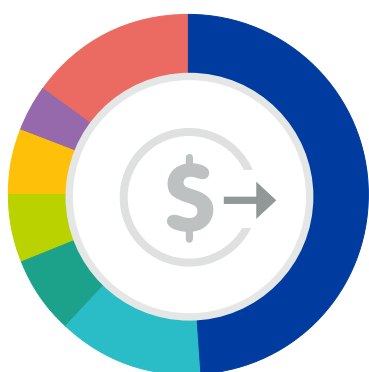
INCOME



	FY21	FY20
AUSTSWIM Delivered Courses	46%	53%
Government Grants	14%	16%
Teacher Renewals	19%	17%
Conferences	0%	5%
Sales of Education Resources & Merchandise	2%	1%
Other	7%	1%
SUB TOTAL	\$4,394,639	\$4,763,836
COVID-19 Relief	12%	7%
TOTAL	\$5,001,339	\$5,129,836

- AUSTSWIM Delivered Courses
- Government Grants
- Teacher Renewals
- Conferences
- Sales of Education Resources and Merchandise
- Other
- COVID-19 Relief

EXPENDITURE



	FY21	FY20
Employment	49%	46%
Presenters & Coordinators	13%	13%
Insurance	7%	9%
Conferences	0%	6%
Information Technology	6%	5%
Depreciation & Ammortisation	6%	5%
Marketing	4%	3%
Other	15%	13%
TOTAL	\$4,397,291	\$4,884,764

- Employment
- Presenters and Coordinators
- Insurance
- Conferences
- Information Technology
- Depreciation and Ammortisation
- Marketing
- Other





National Overview

With the most recent drowning statistics released, we have sadly seen a 20% increase in the annual number of deaths by drowning over the past 12 months. We must remember that each of these represents a life lost, and remain mindful of the impact this has on so many families.

AUSTSWIM is committed to ensuring that teachers are trained by the best, and believes that water safety starts with teaching people essential swimming and water safety skills, knowledge and understanding.

We believe, without doubt, that this has the biggest impact on drowning prevention.

AUSTSWIM plays an essential role in the industry, and while venue owners and operators employ teachers, we want to ensure that they stay educated, maintain their skills and passion, and are around once the sector opens so they can work their magic.

We also believe that the accreditation, reaccreditation and licensing of teachers of swimming and water safety combine to form a critical mechanism which directly reduces death and injury by drowning.

Nationally, we commit to ensuring training is available, wherever, whenever and to whomever seeks it. We do not cherry-pick only commercially viable locations; rather, we have at our heart the need to do the right thing:

to create a safer aquatic environment for all Australasians. We don't leave anyone behind; for regional and remote, Indigenous, culturally and linguistically diverse or any other community in need, AUSTSWIM is there to ensure fair and equitable access to swimming and water safety training and education. We achieve this through equal course pricing, whether urban or remote, and through a myriad of subsidies. We are continually reinvesting in the reviewing and refining of our product, in line with the learnings and feedback of more than 375,000 teachers taught by the AUSTSWIM system over the last 40 years.

While the pressures of COVID-19 have forced so many businesses to pivot, we have remained true to what we believe is the best system for teacher training. Our courses remain focused on face-to-face learning as we believe that our industry is about real-life connections, with real-life experiences offering higher knowledge retention working alongside digital.

Our licensing system is the world's most robust. Indeed, it is the only one to hold ISO accreditation, meaning the system is independently audited on a quarterly basis to an international standard.

AUSTSWIM remains the only national organisation that includes insurance as part of a teacher licence.

As we enter the next phase of our journey, our vision remains that
EVERY AUSTRALASIAN WILL BE TAUGHT TO SWIM BY AN ACCREDITED AUSTSWIM TEACHER.



Tasmania



Tasmania remains an integral part of the One-AUSTSWIM model and, in January 2021, AUSTSWIM began the year with a fresh start, attaining the provision of AUSTSWIM courses from a previous provider.

With the AUSTSWIM accreditation, Teacher of Swimming and Water Safety™, recognised as the industry standard, Tasmanians now enjoy delivery of AUSTSWIM courses directly, along with all the benefits that accompany that. To celebrate this, AUSTSWIM launched a promotion aimed to ensure the AUSTSWIM Teacher of Swimming and Water Safety™ accreditation was accessible to all Tasmanians, and at the same time, to entice local community members to join the aquatics industry.



Teacher of Swimming and Water Safety™
MELISSA CROSSWELL

Teacher of Infant and Preschool Aquatics
DEBORAH DINGEMANSE

Teacher of Aquatics – Access & Inclusion
KATRINA WILLIAMS

Recognised Swim Centre
LAUNCESTON SWIM SCHOOL

As a result, close to 50 individuals benefited from this offer and attended AUSTSWIM Teacher of Swimming and Water Safety™ courses in both the north and south of the state over a three-month period.

AUSTSWIM looks forward to continuing to deliver AUSTSWIM courses in Tasmania, and to providing Tasmanians with additional opportunities to develop their knowledge, skill and understanding.

○ AUSTSWIM acknowledges the continued contribution from: Royal Life Saving Society TAS

Victoria



2020 was a year no one will ever forget, with the COVID-19 pandemic bringing the world to a standstill. In the last half of that year, Victorians endured a second wave with tight restrictions and lockdown requirements. The aquatics and recreation industry was also significantly impacted due to the extended period of lockdown and subsequent restrictions and, as a result, 33% of the state's teachers of swimming and water safety found alternate or additional employment during this time.

Many did not return to the industry due to the uncertainty created by COVID-19. The industry's ability to attract new teachers was also affected, along with the fact that post-course teaching experience was not able to be completed amongst the state's continued lockdowns.

To assist with an estimated shortage of 1,800 teachers and support the recovery of the Victorian aquatics industry, AUSTSWIM launched the Victorian Stimulus Subsidy in November 2020. The subsidy offered a 50% discount in course fees for those candidates who had experienced financial hardship directly impacting their capacity to attend an AUSTSWIM Teacher of Swimming and Water Safety™ course.

One hundred candidates received funding enabling them to attend the AUSTSWIM Teacher of Swimming and Water Safety™ course during the six months immediately following the industry's reopening. This was spread evenly across regional Victoria and metropolitan Melbourne, to effectively address staff shortages across the state.

Half of these candidates hailed from regional Victoria, enjoying both the chance to attend an AUSTSWIM course and the opportunity to take their knowledge back to their hometowns spread throughout the state from Mildura to Wodonga, and many more rural centres in between. The other 50 candidates came from metropolitan areas, and attended courses in Melbourne venues provided by local government, YMCA, Belgravia Leisure and Aligned Leisure.

A total of 65,000 children were unable to receive swimming and water safety lessons in a continuous fashion, thanks to the pandemic; in fact, since the first lockdown in Victoria, only 29 weeks of lessons could be conducted out of a possible 70 weeks. AUSTSWIM's Victorian Stimulus Subsidy was absolutely critical in minimising the impact of this, since the aforementioned assistance addressing the shortfall of staff in swim centres brought children back into lessons sooner. This would have corresponded favourably with drowning prevention numbers in the state.



Teacher of Swimming and Water Safety™
FROG PECK

Teacher of Infant and Preschool Aquatics
KYLIE THEK

Teacher of Aquatics – Access & Inclusion
AL GEVERS

WETS Aqua Instructor™
KATHRYN MACDONALD

Presenter of the Year
SHERYL EVERETT

Recognised Swim Centre
AQUARENA

Most Outstanding Contribution
JUDITH MUIR

South Australia



A long history of migration has shaped this state's unique population. South Australians hail from approximately 200 birthplace groups, speak about 180 different languages at home and observe more than 95 religions. Migrants and their children, from non-English speaking backgrounds, make up nearly a quarter of the state.

Recent research exploring drowning incidents among migrants found consistent trends among both migrant and Australian-born people, including over-representation of males, alcohol, drowning in the summer months and afternoons. Particularly, migrants were more likely to drown while rock fishing or swimming.

Participation rates in aquatic education programs are much lower among culturally and linguistically diverse (CALD) communities. Swim centres have continued to reach out to AUSTSWIM to seek support in meeting the needs of CALD patrons, be it through teacher training of people from CALD backgrounds, or professional development of current teachers and development of facilities.

Participation rates in aquatic education programs are much lower among CALD communities, maybe due to a lack of understanding around the importance of swimming and water safety skills, and strategies to address this through community development should be encouraged. This can be beneficial both to achieve a reduction in drowning and to promote greater social cohesion.

While aquatic facilities generally seem to understand the demographics of their local CALD communities, there is still room for greater engagement and specific programs designed to meet the swimming and water safety needs of the community. Building the capacity of these facilities

and the skills of their staff to work with local people is an important step in engaging these communities.

In partnership with the South Australian Office of Recreation, Sport and Racing, AUSTSWIM ran a series of professional development workshops focused on 'Embracing Diversity'. The workshops provided teachers of swimming and water safety with knowledge to assist them in better understanding the needs of CALD communities, and gave them strategies to better communicate and engage with these groups to encourage the use of aquatic facilities, improve participation rates in swimming and water safety, and contribute in making the community safer.

Four workshops were run face to face, with an additional virtual workshop run for a total of 100 South Australian teachers. The four workshops were delivered at AUSTSWIM-recognised swim centres, carefully selected for their location and the diversity of their local communities, to maximise the impact and benefits of the training. During this process we identified centres that were continuously seeking to engage with their local CALD communities.

Teachers participating in the Embracing Diversity professional development workshops reported an increase in understanding the issues and barriers that some people of CALD background can experience, and especially the exclusion that can result from normative assumptions held by some in the aquatic industry.



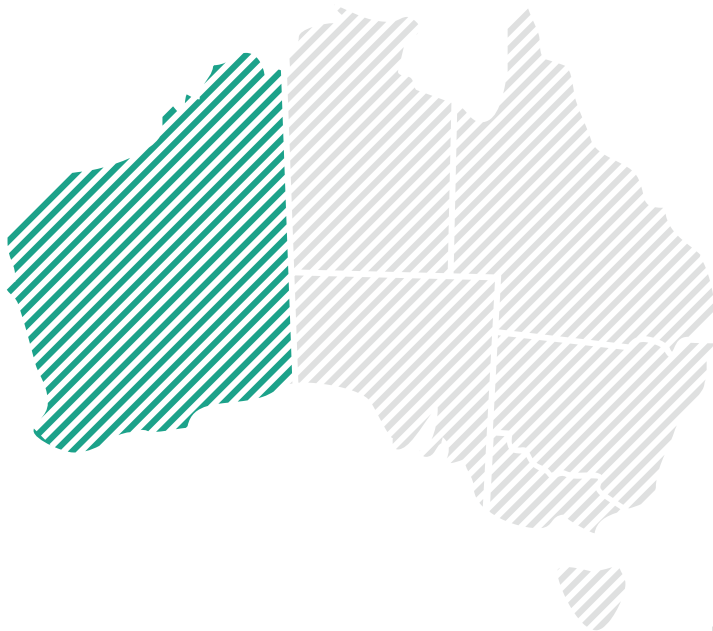
Teacher of Swimming and Water Safety™
SARAH HURLEY

Teacher of Infant and Preschool Aquatics
GEORGIA PHILLIPS

Recognised Swim Centre
ISWIM @ IMMANUEL

Presenter of the Year
KERRIE OSBORNE

○ AUSTSWIM acknowledges the continued contribution from: SA Government – Office for Recreation, Sport and Racing and SA Department of Education



Western Australia

INDIGENOUS TRAINING: ST CATHERINE'S COLLEGE / DANDJOO DARBALUNG (UWA)

The old proverb goes something like: 'give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime'. With this philosophy in mind, we saw some great opportunities in Western Australia to achieve a number of local objectives over the past year:

- create more diverse capacity in our swim teacher community;
- support initiatives for Aboriginal and Torres Strait Islander people and their employment opportunities;
- have an impact on preventing drownings across our massive state by creating aquatic educators capable of teaching people to swim in their home locations.

St Catherine's College, at the University of Western Australia, provides community and support services for Aboriginal and Torres Strait Islander students in Perth through their Dandjoo Darbalung program. In Nyungar, the name of this program means 'mixing together', in the way freshwater and saltwater mix in the Swan estuary near the college.

In December 2020, AUSTSWIM's Community Fund allowed it to initiate a course-delivery partnership with the Dandjoo Darbalung program, providing an opportunity for 13 Aboriginal and Torres Strait Islander participants to complete the Teacher of Swimming and Water Safety™ course.

This initiative supports one of the key pillars of the Dandjoo Darbalung program in providing academic support along with student empowerment and a pathway for young Aboriginal and Torres Strait Islander people to obtain skilled, professional employment after graduation. The partnership also helps achieve the long-term goal of seeing these young people deliver their skills back in their own communities, which are often in remote locations.



Teacher of Swimming and Water Safety™
NATALIE ALCO

Teacher of Infant and Preschool Aquatics
BARBARA WORTH

Teacher of Aquatics – Access & Inclusion
VANESSA JESSETT

WETS Aqua Instructor™
AINSLIE CASTLE

Presenter of the Year
MARLENE STEVENS

Recognised Swim Centre
AQUA JETTY

Most Outstanding Contribution
KATHRYN MAY

The stated philosophy of the Dandjoo Darbalung Program is: 'together we support one another to create excellence, knowledge and understanding. By saying 'yes' to opportunities, we become the change we want to see in the world'. It was clear to us at AUSTSWIM that this philosophy sat perfectly alongside our own goal, of seeing all Australians taught to swim by an AUSTSWIM teacher.

AUSTSWIM in WA also addressed the shortage of swim teachers in regional WA through a targeted program of heavily discounted courses in seven selected regional centres, producing more than 80 brand new swim teachers to the regions. This was made possible through a combination of Federal government funding and our own AUSTSWIM Community Fund.



Northern Territory

MIRRI SWIM SCHOOL, BORROLOOLA

The Northern Territory covers 1,349,129 square kilometres, but it is sparsely populated, with only 245,000 people, making it a vast and complex region to service. Aboriginal and Torres Strait Islander people living here represent over 30% of the Territory's population and over 9% of the national Aboriginal population.

AUSTSWIM, in partnership with Royal Life Saving NT, aims to develop skills and empower local people in communities to gain employment through teaching swimming and water safety. Allowing them to develop, maintain and take ownership of their local community swimming and water safety programs results in longer-lasting outcomes.

Borroloola is a small isolated township near the Gulf of Carpentaria. It is about as isolated as any township in the Territory can be. It is 970km from Darwin and 380km from the Stuart Highway. This means that a visit to Borroloola involves a side trip of 760km from the highway. There is nothing in between.

The local population is around 800, is made up of 76% Aboriginal and Torres Strait Islander people. In 2019, the Mirri Swim School was started and the first 'swim and survive' lessons for Indigenous people were delivered by local Indigenous AUSTSWIM teachers.

Mirri Swim School is more than just a swim school – it has direct benefit to the community, increasing education and safety around the water, educating community members on supervision around the water in a high-risk area, improving fitness and overall health and wellbeing of community members, improving strength and coordination, developing positive mental health and high self-esteem, improving cognitive performance, and allowing for career pathways for swim school employees and the greater community. It also allows for a safe environment for community members to attend and build lifelong skills and friendships.

Mirri Swim School's programs are the pinnacle of the AUSTSWIM learning pillars framework. The swim school is assisting to reduce drowning deaths by educating the whole

community on water safety education. Whenever a child attends swimming lessons at school, or the local mothers' group takes their babies to infant lessons, the parents gain valuable information on how to keep their babies safe in, on and around water, and the need for supervision around different water sources is demonstrated. Mirri Swim School is run by only AUSTSWIM-qualified teachers and utilises the Royal Life Saving Swim and Survive program to ensure a framework that promotes and improves standards and practices in teaching swimming and water safety.

As Mirri Swim School is run by Indigenous people, for Indigenous people, this allows for strong relationships to grow between the community and the swim school, to raise awareness, enhance understanding and improve knowledge of swimming and water safety education.

Since it began delivering lessons in 2019, the Mirri Swim School has continued to grow and now delivers programs to more than 150 Indigenous students, and it continues to provide Teacher of Swimming and Water Safety™ training, mentoring and employment opportunities.

The Swim School has allowed for career development and an opportunity to gain vital on the job skills to local members of their community, without leaving Borroloola.



Teacher of Swimming and Water Safety™
CIERAN NEW

Teacher of Infant and Preschool Aquatics
TIARNE VELLA-HUNT

Teacher of Aquatics – Access & Inclusion
STEVE WHITESIDE

Presenter of the Year
ANNETTE (FLOSS) ROBERTS

Recognised Swim Centre
MIRRI SWIM SCHOOL

Most Outstanding Contribution
PETINA FRANKLIN

○ AUSTSWIM acknowledges the continued contribution from: Royal Life Saving Society NT



Queensland

INDIGENOUS TRAINING: WOORABINDA

One town in this state's Central Highlands region is showing the difference AUSTSWIM can make to a whole community. Woorabinda's Indigenous population of approximately 1,000 people had no qualified teachers of swimming and water safety in the community at all.

Due to Australian Indigenous peoples experiencing overrepresentation in the nation's drowning statistics, AUSTSWIM recognised the real need here and, with assistance from AUSTSWIM's Community Fund, conducted an AUSTSWIM Teacher of Swimming and Water Safety™ course in December 2020. The PCYC staff and candidates that attended the course were then empowered to pass on their new knowledge, enthusiasm and vital swimming and water safety education to local children.



Teacher of Swimming and Water Safety™
ROSALINA YOUNG

Teacher of Infant and Preschool Aquatics
ZENA DAWSON

Teacher of Aquatics – Access & Inclusion
KASEY HAAS

WETS Aqua Instructor™
ASHLEE RAWSTHORNE

Presenter of the Year
BERNADETTE WILSON

Recognised Swim Centre
NOOSA AQUATIC CENTRE

Most Outstanding Contribution
GWEN WELFORD

○ AUSTSWIM acknowledges the continued contribution from QLD Department of Education



Australian Capital Territory

BUILDING CAPACITY

AUSTSWIM courses are in high demand in the ACT, so we have been working hard with our AUSTSWIM presenters to build capacity amongst the team. We have provided them with opportunities to upskill and have even begun the process of training new AUSTSWIM presenters to support the team. AUSTSWIM presenters are the lifeblood of AUSTSWIM. They are front and centre, delivering world-class training and education each and every day in locations across Australia, and the world. ACT AUSTSWIM Presenter, and 2019 ACT AUSTSWIM Presenter of the Year, Lisa Dunlop is just one of our amazing trainers dedicated to achieving AUSTSWIM's vision: every Australasian will be taught to swim by an accredited AUSTSWIM teacher.

This year, Lisa has taken the plunge to expand her AUSTSWIM presenter accreditations and is currently completing training to deliver both the AUSTSWIM Teacher of Infant and Preschool Aquatics and AUSTSWIM Teacher of Aquatics – Access & Inclusion courses.

In providing such opportunities for AUSTSWIM presenters, we are building capacity to provide more opportunities across the full range of AUSTSWIM courses in the ACT.



Teacher of Swimming and Water Safety™
HAMISH JACKSON

Presenter of the Year
LISA DUNLOP

Recognised Swim Centre
CLUB LIME SWIM SCHOOL – CISAC



○ AUSTSWIM acknowledges the continued contribution from Royal Life Saving Society ACT



New South Wales



RETURN TO THE REGIONS

After many years of regional AUSTSWIM course delivery being the responsibility of a provider, AUSTSWIM made a long-awaited and celebrated return to the regions.

We know AUSTSWIM teachers play an important role in educating the community on the importance of gaining swimming and water safety skills, and understanding their principles and practices. The return of AUSTSWIM will ensure that the regional and remote communities of New South Wales receive the same services as their metropolitan counterparts.

To celebrate the return of AUSTSWIM to regional New South Wales, we launched a support campaign to assist in stimulating interest in swimming and water safety and to attract new teachers to the sector. Hundreds of new teachers took advantage of these opportunities as they became available in their community.

To reach every corner of the map, AUSTSWIM trainers embarked on many a road trip, travelling roads they've never travelled before and covering thousands of kilometres to deliver the full range of AUSTSWIM courses.

AUSTSWIM courses were seen in Broken Hill to Narrabri, Murwillumbah, Pambula, Albury, Wagga Wagga, Dubbo, Newcastle and many places in between. AUSTSWIM is proud to be back servicing and working with the regions.

Regional New South Wales has welcomed us with open arms and a renewed sense of enthusiasm for what's to come. We look forward to strengthening our relationships in regional areas of the state, ensuring we cover every corner of our community.



Teacher of Swimming and Water Safety™
PETER COLEBORNE

Teacher of Infant and Preschool Aquatics
ROBYN JORDAN

Teacher of Aquatics – Access & Inclusion
KATRINA SCARPIN

Teacher of Aquatics – Access & Inclusion – Adults
RANDEV SAPPANY

Presenter of the Year
DANIEL CALIZAYA JAVE

WETS Aqua Instructor
LIANNE TIEMENS

Recognised Swim Centre
AUBURN RUTH EVERUSS AQUATIC CENTRE

Most Outstanding Contribution
BARBARA HARTNETT

Presenter Scholarship
JACQUELINE FAHEY

○ AUSTSWIM acknowledges the continued contribution from Royal Life Saving NSW and Department of Education NSW



2020 was the year of going online, and the AUSTSWIM Awards were no different. In an AUSTSWIM first, the AUSTSWIM Awards of Excellence were presented online in a virtual presentation hosted by AUSTSWIM Ambassador, Brooke Hanson. Each state and territory AUSTSWIM Award presentations were held simultaneously through YouTube Premieres. Viewing parties around the country (and internationally) tuned in to the event and spent the evening recognising and celebrating these outstanding achievements.



NATIONAL AUSTSWIM WETS AQUA INSTRUCTOR™

Kathryn Macdonald

A passionate advocate of aqua exercise, Kathryn is adept at clearly and informally educating members in its benefits. Her strong community engagement has forged firm bonds with members

outside of the gym environment, encouraging participation and commitment to each member's fitness and health goals.

She inspires participants to achieve their best outcomes through a combination of leadership, mentoring, friendship and enthusiasm for their wellbeing and objectives. Her classes combine both instructional movement and a deeper insight into the physical benefits behind each activity.

Kathryn understands the importance of building trust and rapport, ensuring class members are comfortable discussing physical and emotional barriers with her, allowing her to tailor the program to their needs and subsequently maximise their involvement.

2020 NATIONAL AUSTSWIM TEACHER OF AQUATICS – ACCESS & INCLUSION – ADULTS

Randev Sappany

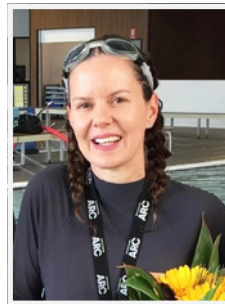
This teacher is incredibly generous with his time. He is often found continuing lessons once they have finished or turning private assessments into an impromptu lesson as he becomes engrossed in the students' progress. With a degree in engineering, Randev uses his scientific mind to break down complex ideas of fluid dynamics and explain how and why we float and move through the water.

Students love Randev's individual attention and adaptability. This is a teacher who has the ability to transform swimming from an essential skill to an activity that can be enjoyed by all.



2020 NATIONAL AUSTSWIM TEACHER OF INFANT AND PRESCHOOL AQUATICS

Melissa Holst



With her approachable and easygoing nature, Melissa is undoubtedly one of the most popular infants' and learn-to-swim teachers at the Swim ARCademy in WA. Her students always eagerly await her lessons as she provides an encouraging learning environment. With her Infant and pre-school lessons, she gives her

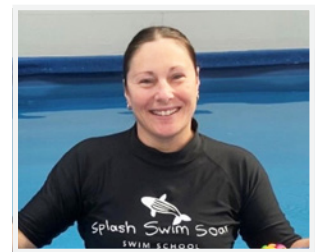
students the best opportunity to thrive in the water.

With more than five years' experience as a teacher of infant and preschool aquatics, her wealth of knowledge encourages parents to feel at ease with their children, and she has great patience with them. She makes it fun for the students to learn and gives plenty of encouragement and praise, remembering all the little details about the students.

2020 NATIONAL AUSTSWIM TEACHER OF AQUATICS – ACCESS & INCLUSION

Katrina Scarpin

Being able to ignite a passion and a love of water is what this teacher strives to instil in her students, and access and inclusion students hold a very special place in this teacher's heart. For this reason, families travel

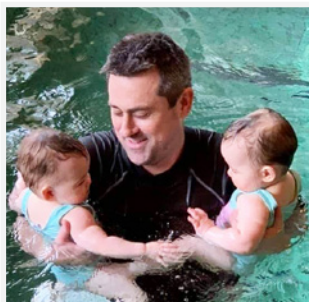


up to five hours to participate in the students' very own tailored program that educates both the student and parent to ensure they can optimise learning opportunities not just during the lessons, but also when they return home. This teacher truly creates a favourable learning environment which builds trust, provides a safe and happy place to gain comfort and confidence and ensures they leave with water safety knowledge appropriate to their ability and skills.

2020 NATIONAL AUSTSWIM TEACHER OF SWIMMING AND WATER SAFETY™

Peter Coleborne

With thanks to the humble backyard pool, Peter grew up with a strong love for swimming. Combine that with his love of working with kids, and it was only natural for him to become an AUSTSWIM teacher.



Nowadays, you will find him right at home teaching in his own backyard pool and sharing his love of aquatics with the next generation of his regional community.

Peter has a knack for relating to students, from the most timid to the most confident – he is a big believer in praising effort, not just outcome. Today it's our turn to praise him for his tireless efforts, dedication and accomplishments.

2020 NATIONAL AUSTSWIM PRESENTER OF THE YEAR



Bernie Wilson

Well known and respected within Queensland where she spends a significant amount of time travelling, training, and supporting anyone and everyone, in the past 12 months alone, Bernie has presented more than 40 AUSTSWIM courses, with a

significant number of these held in regional and remote Queensland.

A presenter who continually invests in her own knowledge, skill and understanding by attending all industry training, conferences, professional development and networking opportunities, Bernie encourages all her candidates to continue expanding their own toolbox of knowledge.

Recognising the important role she plays and the impact she can have on candidates that are new to our industry, she continues to support, listen to and mentor many of her candidates, who have remained in the industry for many years and now run their own swim schools and centres.

2020 NATIONAL AUSTSWIM RECOGNISED SWIM CENTRE

Auburn Ruth Everuss Aquatic Centre



This AUSTSWIM Recognised Swim Centre prides itself on its diverse and highly qualified award-winning team of staff who hold accreditations over a range of AUSTSWIM extension courses. This enables them to offer their diverse local community a variety of swimming and water safety lessons and initiatives delivered in many languages.

One of their most recent and successful programs, the CALD Academy, is a holistic learn-to-swim program focusing on newly arrived refugee youth that has provided swimming and water safety lessons to more than 100 refugee youths. Ten of these participants have progressed to become AUSTSWIM teachers and employed staff.

2020 NATIONAL MOST OUTSTANDING CONTRIBUTION TO AUSTSWIM

Gwen Welford



As a founding member of AUSTSWIM in Queensland, to say this pioneer has been instrumental in making AUSTSWIM what it is today, is an understatement.

From her involvement in its conception in 1979, presenting parts of the first AUSTSWIM course in Queensland in 1982, travelling extensively throughout Queensland (often voluntarily), delivering courses from her house, recruiting, training and mentoring additional presenters, to still volunteering at conferences and workshops today, she has been part of the AUSTSWIM family for the entire journey.

Relocating to the Gold Coast from Brisbane, this valued member of the Queensland AUSTSWIM Advisory Committee still travels by car, bus, and train to attend the quarterly meetings. Her passion, dedication, and commitment to AUSTSWIM and the aquatic industry has been invaluable. Gwen Welford, you are one in a million.

International

The **WHO Global Report on Drowning** identifies 10 actions to prevent drowning, one of which is to “Teach school-aged children swimming and water safety skills”. An important and identified step in teaching children swimming and water safety skills is the selection and training of instructors. The **WHO Preventing Drowning; an implementation guide** finds that “swimming should be taught by adults who are native speakers; come from the local culture; and are trained and certified in both swim teaching and maintaining concentration and discipline with groups of children – school teachers are ideal”.

While the impacts of COVID-19 were equally felt overseas, we were fortunate to see the AUSTSWIM legacy grow internationally as well. Courses were still delivered on a local level either directly through AUSTSWIM or through local partners. The training and accreditation of local teachers of swimming and water safety is a vital intervention in drowning prevention and AUSTSWIM is proud to have been able to continue this work in 2020-21.

COUNTRY	PROVIDER
China	Aquatic Education International
Hong Kong	Aquatic Education Hong Kong
India	Swimming Matters
Malaysia	D Swim Academy
Singapore	D Swim Academy
Philippines	D Swim Academy
Indonesia	D Swim Academy
Thailand	D Swim Academy
Vietnam	Swim Vietnam and Water Safety Vietnam
New Zealand	Swimming New Zealand
Mauritius	AUSTSWIM and Dianne Hiddlestone

NEW ZEALAND

Drowning statistics continue to drive aquatic education around New Zealand.

Skills Active and the NZ government are working together on the introduction of an apprenticeship scheme designed to support industry to rebuild after the impacts of COVID-19. The initiative encourages business to commit to training and up skilling staff to improve employment outcomes, while contributing to drowning prevention.

- o **Basically, eligible employees need to enrol into a Level 4 Aquatics qualification.**
- o **To gain the Level 4 Aquatics qualification they need to:**
 - **complete the Level 3 (which is our AUSTSWIM TSW qualification);**
 - **then complete two of the extension courses to achieve their Level 4.**
- o **All course costs are paid for by the government, and the employer/swim school is also paid:**
 - **\$1,000 per month for the first 12 months per apprentice; and**
 - **\$500 per month for the next eight months.**

This constitutes a huge win for swim schools and swim teachers.

Reference

skillsactive.org.nz/our-qualifications/aquatics/apprenticeship-new-zealand-certificate-in-aquatics-specialised-swim-and-water-safety-teacher-level-4/





National Board



MELINDA CROLE

Appointed 30 March 2021
Chairperson October 2021

Bachelor of Science (Biotechnology), Graduate Certificate in Management, Diploma of Social Science,

Graduate and member of the Australian Institute of Company Directors.

Chief Executive Officer Australia, Junior Adventures group (Nov 2021). After a long-serving career at the YMCA, including in the role as National CEO for more than five years, Melinda is now leading a large national provider of education and care services to more than 90,000 children daily. Throughout her career, Melinda has had the opportunity to lead strategic and operational projects including large transformation initiatives. She has also had direct experience in financial, risk, business management and program development. With a passion and commitment to supporting the rights of children and young people, Melinda continues to also serve on the Department of Prime Minister and Cabinets Child Safe Sectors Leadership Group and other NFP boards.



IAN FULLAGAR

Appointed 3 December 2020

Ian has held many positions on government, commercial and not-for-profit boards both as a Director and as Company Secretary. He has also lectured at

a number of universities in various sports law and sports governance related subjects. Ian is a founding member of the Australian and New Zealand Sports Law Association (ANZSLA) and was National Secretary from 1990 to 1997. He is now a life member of ANZSLA and is also a Vincent Fairfax Fellow.



JUSTIN SCARR

Appointed 3 December 2020

Chief Executive Officer of the Royal Life Saving Society – Australia, and Chair of the Australian Water Safety Council. Justin is a leading advocate in

the development of drowning prevention across the Asia-Pacific for more than 15 years.

KATHERINE THOM

Resigned 26 February 2021

PENELOPE LARSEN

Resigned 9 March 2021

JONTY MILLS

Resigned 12 March 2021

ANDREW JOHN RIGBY

Resigned 12 February 2021

Committees

AUSTSWIM ADVISORY AND ACCREDITATION

The AUSTSWIM Advisory Committee reflects the collaborative approach the organisation takes in working with and for the aquatic industry.

The Advisory Committee is a forum of professionals bringing stakeholders together in a setting where sharing, advising and providing feedback helps to shape AUSTSWIM, enhancing its reputation as well as advocating and supporting skilled aquatic personnel in all states and territories.

We thank all the Advisory Committee members for continually volunteering their time to attend meetings and assisting on projects and events. Their dedication and commitment enhance AUSTSWIM's effectiveness.



QUEENSLAND AUSTSWIM ADVISORY COMMITTEE

Marcelle Renforth-Frederick	Chairperson AUSTSWIM Presenter/ Coordinator
Cath Sharples	Brisbane City Council
Col Purdy	Life Member
Gwen Welford	Life Member
Helen Hallett	Surf Life Saving Queensland
Ken Chandler	ASETQ/ Independent Aquatic Consultant
Michael Darben	Australian Leisure Facilities Association Queensland
Paul Barry	Royal Life Saving Society QLD Retired December 2020
Sharyn Element	YMCA
Terry Gallagher	Queensland Department of Education



NEW SOUTH WALES AUSTSWIM ADVISORY COMMITTEE

Bill Meaney	Chairperson Independent Chair
Andrew Chan	Surf Life Saving NSW
Mark Heathcote	Swimming NSW
Lucette King	Department of Education NSW
Simon Mullard	YMCA NSW
Melissa Rickwood	AUSTSWIM Presenter
Neil Sherring	Independent
Heidi Sinanovski	NSW Office of Sport
Kaye Wood	Royal Life Saving Society NSW

Thanks are extended to the Office of Sport for their ongoing support of AUSTSWIM and commitment to improving accessibility of AUSTSWIM training to candidates and teachers across NSW.

AUSTSWIM would like to thank the Queensland Course Coordinators – Alina Graham, Bernadette Wilson, Emma Lawrence, Judy Dickinson, June Cotter, Lyn Quirk, Marcelle Renforth-Frederick, Penny Elder and Rita Montague – for their contribution, support and commitment to the ongoing training of teachers of swimming and water safety across Queensland.



VICTORIA AUSTSWIM ADVISORY COMMITTEE

Carol Crofts	City of Maribyrnong/ Maribyrnong Aquatic Centre
Debbie Gill	Victorian Course Provider Geelong Aquatic
Janelle Falkingham	YMCA
Karen Franceschini	Independent Resigned March 2021
Ted Tullberg	Victorian Course Provider Tullberg Aquatics
Katherine Thom	Chairperson Yarra Leisure Resigned February 2021
Jean Kemp	Victorian Regional Coordinator Kemp Aquatics
Michelle Young	Belgravia Leisure
Julia Wood	Peninsula Leisure Deputy Chairperson

AUSTSWIM would like to thank Katherine Thom for her invaluable contribution as Chairperson of the Victorian AUSTSWIM Advisory Committee. AUSTSWIM would also like to thank Karen Franceschini for her contribution as a member of the Victorian AUSTSWIM Advisory Committee over many years.

AUSTSWIM would like to thank the Victorian Course Providers at both Geelong Aquatic Centre and Tullberg Aquatics, along with the Course Coordinators at Kemp Aquatics for their contribution, support and commitment to the ongoing training of teachers of swimming and water safety across Victoria.



AUSTRALIAN CAPITAL TERRITORY AUSTSWIM ADVISORY COMMITTEE

Rebecca Kelley	Chairperson Sport and Recreation
Cherry Bailey	Royal Life Saving Society ACT
Kathryn Blackman	AIS Swim School
Ben Cuttriss	YMCA NSW
Alison Green	Independent
John Williams	University of Canberra

AUSTSWIM would like to thank John Williams, University of Canberra, for his contribution as a member of the ACT AUSTSWIM Advisory Committee.



SOUTH AUSTRALIA AUSTSWIM ADVISORY COMMITTEE

Maurice Phillips	Independent Industry Consultant, Chair and National Council Representative
Belinda Schiphorst	Surf Lifesaving SA Resigned May 2021 Deputy Chair
Samantha Wise	YMCA SA
Jan Sutherland	Department for Education
Carol Veldhuyzen	iSwim Immanuel College
Ann Price	AUSTSWIM Presenter
Peter Taylor	West Beach Surf Life Saving Club
Rae Szulawa	Life Member Resigned December 2019

AUSTSWIM would like to thank the South Australian Office of Recreation, Sport & Racing for its contribution, support and commitment to the ongoing training of teachers of swimming and water safety across South Australia.

AUSTSWIM acknowledges the continued contribution and support from the South Australian government, the Office for Recreation, Sport and Racing and the Department for Education.



NORTHERN TERRITORY AUSTSWIM ADVISORY COMMITTEE

Petina Franklin	Chairperson Independent
Annette (Floss) Roberts	Secretary RLSS Rep/National Councillor
Rebecca Johnson	Department of Education/ ACHPER
Samantha Farrow	SLS NT
Daniel Gerlach	Swim Dynamics Swim School/ Swim School member Access & Inclusion
Rebecca Gawne	RLSSA NT Rep Delivery Agreement/ Secretary/ Training
Thomas Noblett	Swimming Northern Territory
Naomi Briggs	Alice Springs Aquatic Leisure Centre Representative Resigned 1 January 2021
Abbi Gianoncelli	YMCA of the Northern Territory Resigned 16 December 2020



TASMANIA AUSTSWIM ADVISORY COMMITTEE

Denise Palmer	Royal Life Saving Society TAS Resigned November 2020
John Rigby	Independent
Ceri Weeks	Independent
Lindy Crack	Launceston Swim School Deputy Chairperson
Philip Venables	YMCA
Alan Graham	Department of Education
Lyn McDermott	Chairperson Independent

AUSTSWIM would like to thank Denise Palmer for her contribution as Chairperson of the Tasmanian AUSTSWIM Advisory Committee. Denise will remain a valued member of this committee.

AUSTSWIM would also like to thank Royal Life Saving Society Tasmania for their contribution to training teachers of swimming and water safety across Tasmania.



WESTERN AUSTRALIA AUSTSWIM ADVISORY COMMITTEE

Rohan Gunton	Chairperson State Manager Belgravia
Nat Benjanuvarta	Deputy Chair University of WA
Trent Hotchkin	Royal Life Saving Society
David Somers	Surf Life Saving Australia
Liam Smyth	Department of Education
Lee Duffy	Independent
Gaye Curtis	AUSTSWIM Accredited Presenter
Kaye Cox	Independent



NATIONAL COUNCIL

CHAIRMAN

John Rigby

Resigned 12 February 2021

AUSTRALIAN CAPITAL TERRITORY

Rebecca Kelley

NEW SOUTH WALES

Bill Meaney

NORTHERN TERRITORY

Annette 'Floss' Roberts

QUEENSLAND

Paul Barry

Until February 2021

SOUTH AUSTRALIA

Maurice Phillips

TASMANIA

Lyn McDermott

VICTORIA

Katherine Thom

Resigned 26 February 2021

WESTERN AUSTRALIA

Trent Hotchkin

ROYAL LIFE SAVING SOCIETY – AUSTRALIA

Penny Larson

Resigned 9 March 2021

Justin Scarr

Appointed 29 March 2021

SWIMMING AUSTRALIA LIMITED

Matthew Kennedy

SURF LIFE SAVING AUSTRALIA

Shane Daw

YMCA AUSTRALIA

Melinda Crole

WATER SAFETY NEW ZEALAND

Jonty Mills

Resigned 12 March 2021

THANK YOU JOHN RIGBY

In February 2021, John Rigby stood down from the role of Chairperson of AUSTSWIM after 10 years at the helm.

John had fulfilled the roles of Chairperson and a Board Director since 2011. Before this, John sat on the AUSTSWIM Board as a Director for many years representing the Tasmanian State Advisory Committee on Council. Well known in the industry, John had been heavily involved in advising on the development of several of AUSTSWIM's products together with a significant organisational governance review leading to AUSTSWIM being recognised as the market leader in the teacher training sector.

Under John's watch, AUSTSWIM achieved record teacher numbers and saw AUSTSWIM receive many national and international awards for its achievements.

The Current Board of AUSTSWIM would like to thank John for his exceptional contribution, passion, and support for aquatic education and the wider water safety community over the decades.



LIFE MEMBERS

QUEENSLAND

John Kane
Gwen Welford
Colin Purdy

TASMANIA

Bill Stewart

SOUTH AUSTRALIA

Ken Richter
Rae Szulawa

VICTORIA

John Gregson (dec.)
John Kilpatrick
Len Willmer
Ted Tullberg
Meredith King

NEW SOUTH WALES

Kirk Marks
Justin Scarr
Bill Meaney

WESTERN AUSTRALIA

Geoff Hayes (dec.)
Brian Blanksby
Iain MacWilliam (dec.)

NORTHERN TERRITORY

Annette 'Floss' Roberts

FELLOWS

QUEENSLAND

Pat Hallagan

VICTORIA

Peter Meaney
Clive Patrickson
Helen Wheatley

NEW SOUTH WALES

Pam Barrie
Kirk Marks
Dawn Prowse
Ruth Arnold
Jon Donohoe
Phil Vanny

TASMANIA

John Rigby
Betty Parssey

SOUTH AUSTRALIA

Graeme Lange

WESTERN AUSTRALIA

Peter Conochie

ACCREDITATION COMMITTEE

The Committee Members met twice in the financial year 2020-2021 providing support in the independent review of the course redevelopment and the ISO Scheme. We thank members of the Accreditation Committee for their valued contribution and commitment to AUSTSWIM.

LYN MCDERMOTT

MICHELLE YOUNG

BEN CUTTRISS

Contact Details

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WITH OFFICES IN:

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AUSTSWIM in the NT is administered by RLSS (NT) office



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NATIONAL COUNCIL MEMBERS



ROYAL LIFE SAVING
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WE TEACH A SKILL FOR LIFE

