



RESCUENET AUSTRALIA

PROBATIONARY PERIOD OUTLINE

Purpose: This document explains the Probationary Period for RescueNet International.

Scope: Anyone applying for RescueNet team membership. It applies to all RescueNet locations.

In order to help ensure that RescueNet members are prepared for field work and for long-term service in this ministry, the board of RescueNet has created a two-step process to transition new members into full membership. Many of you who have been involved in emergency services, trade crafts or other professions/vocations have already undergone something similar. Sometimes there is an apprenticeship, sometimes a “junior membership.” In RescueNet we have a “Probationary Period” with two phases.

The two probationary period phases are:

1. **Training phase:** each probationary member is required to staff a RescueNet training course. This can take place at any location where a RescueNet course is being held. This helps the RescueNet staff to evaluate the probationary member in a team context, where it's far safer and more controlled than a deployment. The probationary member will work alongside experienced team members and may have some area or areas of responsibility throughout the course.

This gives the probationary member a better idea of the world of RescueNet as well as building relationship with the other team members. It also gives the experienced team members the opportunity to see that person in action and to see how they handle teamwork, leadership, team relationships (including the ability to work with RescueNet leadership.)

This also gives the probationary member a chance to be re-exposed to the RescueNet training and “keep it fresh.”

2. **Deployment phase:** Upon completion of the training phase the probationary member is then welcome to join a Team Leader on an actual deployment, provided they are otherwise deployable -

1. Have had their application approved by the RescueNet training board.
2. Have a *current* First Aid / CPR certification by a nationally-recognized agency.
3. Have an ongoing skills maintenance plan in place.
4. Have the minimum of the basic uniform and PPE purchased, available, and in good condition.
5. Have completed their Probationary Period phase one.

This deployment will afford the probationary member actual deployment experience and a chance to see if emergency disaster response is really for them. It also gives the Team Leader and other experienced team members a chance to see how that person responds to the extreme conditions of a deployment. We will be able to evaluate how the probationary member handles stressful and dangerous situations, teamwork, rugged conditions, extreme flexibility, field leadership structures and the other components of emergency deployment.

Once these two phases have been completed successfully, the probationary member will be granted full team member status. Should either of these phases not be completed successfully, the probationary member will have a chance to repeat the incomplete phase. There may be exceptions to this, but they would have to be severe cases in leadership's view. Note that there is no time limit on these phases.

There is no timeframe for these two phases, but they must be completed in the order listed above. Please know that it is our intention to help the probationary team member pass both phases as quickly and smoothly as they can. It is our desire to develop a large team as quickly as possible and is therefore in our best interest to help as many of you succeed in as short a span of time as possible. However, we do need to be sure, **first and foremost**, that our team is as safe as possible. We will do what we can to help each one succeed, but we will first make sure that each one is safe.