



ERT SAR

The Emergency Response Team Search and Rescue
“That Others May Live” | www.ERT-SAR.com

ALL OPERATIONAL MEMBERS ARE NEEDED: MANAGING EXPECTATIONS

All Members are to receive this S15 Document to explain the Foundation Standards expected and explain how we are organised to manage expectations.

A fuller display of SOPs are in the SOP Manual on the Team App (*currently being updated to Version 10*)

WHEN APPLICANTS BECOME RECRUITS

ERT SAR has managed standards. When you Apply to join you have one year or 12 months to attend the minimum number of sessions and pass your basic inspections and requirements.

During this training and testing phase you are known as a RECRUIT. It might take you just a few months to get through this stage but you will have a whole year to do so. If you do not you will have been deemed to not pass basic selection to be a Member and your Operational Membership application will be declined at that point.

Please make sure you come out to activities that you can, reply to all communications and get signed off on required standards (like uniform and equipment checks) and fitness tested, etc.

RECRUITS TO PROVISIONAL MEMBERS

Once you pass selection you would become a *Provisional Member*. This lasts a year. During this time you will solidify your capacity within the team and if you are a SAR ENGINEER you may become a Specialist SAR ENGINEER. Or you may be a MEDIC or TECHNICAL RESCUER or both. This is when the “fun & games” really start! You will be trained and specialising; getting more training and experience.

PSR RATING & SPECIALISATION

We have Operational members who come 20 times a year and so who come 30 times a year. But they are not in the same groups. This explains who and how we need to depend on them / you.

For example, when there is a large-scale emergency, such as flooding, the official authority through relative deployment mechanisms* may call for our fastest response (20-minute call – two-hour response) for that we need our H.E.A.T. Team. But we may likely need a back up on second wave and a Reserve team may be needed after that. This document explains that.

*UK : DEFRA | Canada : OFMEM

The following pages explain some Foundation Expectations and Standards for all members.

THIS IS THE S15 STANDARD EXPECTED OF MEMBERS

All APPLICANTS & MEMBERS should review this S15 (Standard 15) and be aware of these basic foundation STANDARDS when they join ERTSAR. The S10 were introduced in 2002 upon initial Founding. In 2019, 5 more were added to make it S15.

1. SATURDAY & GENERAL ATTENDANCE RULE

Operational Members are expected to attend all ERTSAR sessions for their “SQUAD”/Group.

This includes DeL (Distance eLearning) online courses and especially face to face attendance sessions including Training, meetings, fundraising, events and call outs / deployments. This is not only invaluable support of the team and builds your experience in the team WITH the team, but also vitally important to build your knowledge and skills whilst supporting the organisation in its objective.

Please come out to events and training when you can. Book/Confirm your attendance on the TEAM APP at least 7 days or more before the event. You don't 'have to attend ALL sessions but minimums depending on your level (B Squad, C Squad, Primary to Reserve etc.).

2. YOUR P.S.R. RATING

PSR is an acronym for PRIMARY, SECONDARY and RESERVE member. Once you are trained and a *Provisional Member*, you can stream for one of three main Operational Tracks. By the very nature of what we do and it's even in our name, to “Respond to Emergencies” we need a quick reaction team of specialists. Then we need a great team to back them up and others to support.

PRIMARY: If you want to be the first called, at most activities, the sharper end of operations, and a part of the HEAT (High Emergency Activation Technical) Team then you want to be a PRIMARY Member. We will also require a higher attendance and standard from you too.

SECONDARY: If you do not think you can provide the time, skills, resources, speed and volume of attendance needed per year but can “Back Up” the First Response (H.E.A.T.) Team then you should gear for the “Secondary” Team roster. Secondary members can still have LOAs.

RESERVE: And if you really want to be a member but really cannot commit too much then you should be there as the RESERVE Team. You will still likely get call outs and Operations, but just not the first call or as many as the first two categories. RESERVE Categories can have LOAs (Leave of Absences) and do not need to come out to as much (nor are they invited to as much).

ALL OF THESE MEMBERS are invaluable to us. It's just we have to maintain standards and manage expectations. So, just choose the one you can maintain. Be proactive with your membership as a dependable and communicative Team Member.

3. FITNESS

ERTSAR Members need to be fit enough to perform Emergency Response and Search and Rescue duties. That by definition means that there is a fitness standard you will maintain in order to be operational. We do not believe that the basic level is very challenging and most average people could easily complete it. However, for those who wish to be a part of more specialist units, a higher degree of fitness would be expected. This inevitably means that you are the type of person that keeps themselves fit and healthy, and in good shape and exercises.

All Operational Members need to maintain their Fitness Level and be current including a BMI that is within the range and a non-injured capacity to deploy. (If you are favouring an injury that may affect you – you can just book off the roster and let us know. No problem. It happens.)

4. TRAINING & CERTIFICATIONS

Members need to have and maintain Training & qualifications. ERT Search & Rescue will accept many certifications on par (such as First Aid, BLS, AED, O2 admin, etc.,) from approved sources.

ERT SAR also provides training on internal “Foundation Courses” such as OTC (Operational Training Course) but not high-level certification in medical or rescue subjects (unless part of the two-year agreement). There may be opportunities to gain other free / paid certifications with ERT SAR or partner groups.

5. TWO YEAR AGREEMENTS

ERTSAR has 2 types of two-year agreements.

JOIN FOR AT LEAST 2 YEARS OR LONGER

Firstly, we ask all members not to apply if they know they are leaving within two years. There is a lot of investment in the membership and team way beyond their membership fee. It is just not ideal or even worthwhile to join if you don't plan to stay at least two years.

CERTIFICATED TRAINING FOR ACTIVE MEMBERSHIP

The other two-year agreement is a privilege for (mostly) H.E.A.T. Team, Primary Members. From time to time, special training opportunities come up to attend special Certificated training from First Aid and CPR to higher level Technical Rescue certificates. For those who are regular attending and volunteer a lot of their time, there may be opportunities to get this training for free or a huge discount under the agreement that this will be sponsored or paid for by ERTSAR but if they leave within two years there is a declining prorated amount owed back. Also if they become 'inactive' and not come out enough, “the clock” may pause or delay those two years.

6. DRIVING

ALL members who drive the ERTSAR Vehicle/s should have completed the ERTSAR Driving Induction Course and at least read the Driving Manual and know the SOPs. There are 5 classes of driver course. Members who put our 'magnets' on their car should have the Level 2. This covers the basics of driving a vehicle on response, what to carry in the vehicle, vehicle (P.O.W.D.E.R.) checks. Driving and vehicle SOPs (like reversing in, refuelling at a quarter or preferably half tank, use of seatbelts and radios), what to do if in an accident, etc.

7. UNIFORM & EQUIPMENT RULE

Our uniform rule is that you should learn how to wear it immaculately and only ever wear it that way. i.e., Pressed with good polished boots. **Please read these uniform standards SOPs.**

When you apply you will be given time to ensure you possess the necessary uniform and personal kit listed. This is on the OTC Challenge Summary Document as well as the SOP manual and the Matrix Member's Log. It is also in the FOG (Field Operations Guide) Calendar.

Also please never take any ERT SAR kit without authorisation and if you have it, (like a Radio) please return it and explain why not if you cannot. Return authorised kit back in a clean and serviceable condition when you have used it.

8. NATIONAL (UK/CANADA) OR INTERNATIONAL CALL OUTS

Members must first be deployable "Nationally" before they are deployable "Internationally." They must complete training and check to become good National Operators first.

Members are categorised into "Squads" Operational Squads are B, C & D. Please advise your interests and which SQUAD you wish to be in as well as specialist areas you also wish to pursue such as Technical Rescue, Medical or Marine Unit etc.

Being on the international team requires additional training. You need to make it known if you are interested in International Disaster Missions by doing D SQUAD activities like the ITC (and International Fitness Test) if you are. It is not assumed you want that.

9. TEXTING & 'COMMS' RESPONSIVENESS RULE

Members are expected to REPLY TO ALL MESSAGES unless it says NRN (No Reply Needed). ALL Members are expected to do this on the Team App, SMS / texting, WhatsApp (call outs) and emails etc as an important part of their "Responsiveness". So basically, if you get a text (SMS / WHATSAPP) ALERT from ERT SAR – unless it says "NRN" – Please reply immediately or as soon as practicably possible, usually OK or if it's a call out give your ETA or if you cannot respond. Similarly please also reply to operational emails. (The required speeds / times are in the SOPs.)

10. PROFESSIONAL CONDUCT

ERTSAR Members are expected to be professional and conduct themselves in a manner befitting the highest standards especially in the public.

This may be maintaining operational capacity within their certification and "Scope of Practice" for example. Our ERTSAR SOPs refer to well-presented members who watch their behaviour and language. Comments and remarks that are foul, vulgar, swearing, racist, sexist, which are inappropriate are not acceptable. Any biases or prejudice will not be demonstrated as discrimination. Human Rights are observed and must be protected whilst also being tolerant of various local or cultural practises.

ERT SAR members should maintain behaviour in keeping with respectable high standards.

11. SMOKING / VAPING RULE

In general people who smoke are encouraged not to apply to Join ERT SAR.

Smoking and Vaping are discouraged activities in the team and not permitted in uniform / in public. We ask that members who do, please do so discretely away from others / out of sight.

It is also against the law (in certain settings such as workplaces / work environments, vehicles etc) and it is not permitted amongst the membership group. It lends a negative view in public. This is a rule of the membership. So please do not smoke / vape whilst on duty in plain view.

12. DRINKING ALCOHOL / TAKING DRUGS, CANNIBIS ETC.

Members who drink, do not drink in uniform or respond within 12 hours of drinking.

Members generally don't smoke pot. If they do, they don't respond within 24 hours of doing so.

NEVER EVER Drink or take Cannabis or other drugs in Uniform nor during official duty / business. Please do not respond to call out if you have partaken, including any alcohol within 12 hours including training or operations. Never drink to excess on rotating days.

Members will not be impaired by drugs, alcohol, medication or other influences, such as excessive fatigue. (i.e., if you have not slept for days and are sick, and taking various medications, it is probably not a good idea to respond to a call out.

13. COMMUNICATING OPERATIONAL CAPACITY

If you are not going to be able to respond to the Call Out Roster please remember to book it off.

For example, if you are taking two weeks holiday abroad then you will not be able to respond. If you are off for a 3-month training course, please book it off. Just communicate. If you need 3 months or longer, then speak to us about a Leave of Absence (LOA) which is usually granted if it's the first time or not frequently requested. Either way speak to us and we can accommodate.

Usually if you are on holiday or taking 2 weeks away, you can simply go on the TEAM APP and just "book off" the Operational Roster. It will ask the dates off and back and a reason.

14. GDPR / PIPEDA / PRIVACY

ERT SAR observes the privacy laws and rules as well as professional and courteous best practice and we ask members to remember these too. This means that if you are taking details of a patient / casualty, that you maintain protection of their personal details and disclosure and follow your training and our SOPs for the logging or disposal of such information. Ensure that you manage and dispose of personal & private information as required by law, (GDPR/PIPEDA) & other best practices for the relevant items.

Also do not share member personal details learned within the team with those outside. Many are members of the Emergency Services as their job too. Do not post personal information, tag photos (i.e., Social Media) or share emails without permission or due consideration.

GDPR: General Data Protection Regulation | PIPEDA: Personal Information Protection and Electronic Documents Act

15. REFERENCES & LETTERS

If you are FULL MEMBER in Good Standing with ERT SAR and want a letter for your work, or job application or promotion let us know. We also sometimes provide letters for other reasons or credits (such as the Canadian Team's \$3000 Tax Credit for doing over 200 hours) or the UK's Blue Light card etc. Also if you are in a Leadership capacity or Committee we are happy to let your employers know what you do for ERT SAR and as a volunteer of a specialist team like ours.

For those who 'just join' ERTSAR to fulfill a requirement to apply for a job ((and likely never come out), we ask that you don't. Don't state that you are a member and don't apply to join. Those are the wrong reasons and being a 'volunteer' implies helping people and coming out.

We are very happy to provide proof of membership, activities, roles etc. with ERT SAR for those who join for the right reasons but not to join ERT SAR and want to us that to state they are a member just to get a job or look good and impress others.

That being said, if you are a full member and active then please tell everyone and we will support that and if it helps with jobs, promotions, training, certification, experiences etc then we want to support that and you. We thank you for your service and dedication to help others!

16. SUMMARY

In Summary the 15 initial point covered are below. Please also ensure you download the SOP document and be familiar with that. That should also clarify certain areas that might have been confusing. For example men CAN have beards, as long as they are neat and not too long. But they cannot have Full beards as RESCUE TECHs or SAR Techs. Read the SOP Manual for that depth of understand in to know how to operate as a special member of the ERTSAR team!

Summary S15 Below:

1. Saturday & General Attendance Rule
2. Your P.S.R. Rating
3. Fitness
4. Training & Certifications
5. Two Year Agreements
6. Driving
7. Uniform & Equipment Rule
8. National Call Outs (Uk/Canada) Or Internationally
9. Texting & 'Comms' Responsiveness Rule
10. Professional Conduct
11. Smoking / Vaping Rule
12. Drinking Alcohol / Taking Drugs ? Cannabis Etc.
13. Communicating Operational Capacity
14. Gdpr / Pipedata / Privacy
15. References & Letters