

## Penrith Mountain Rescue Team – Commitment Requirements

### General

Joining any Mountain Rescue represents a very significant commitment. Penrith MRT trains one Sunday (full day) and one Wednesday (evening) every month and additional training days or evenings (covering such things as winter skills, swift water rescue, driving and casualty care) are scheduled throughout the year.

We also have approximately 50 call outs per year. These occur at any time of the day or night and we are all on-call 24/7/365. In addition, team members are expected to assist in maintaining the base, the vehicles and the equipment and to participate in fund-raising activities.

We require our hill going team members to live within the team's area. In practice, however, individuals should consider whether they would be able to get to our base in Penrith or to regular rendez-vous points in time to respond to a callout from their home or work locations as the size of our area is extensive. Typically, we expect to get our first vehicle away within about 15 minutes of being called and the rest of the team will usually follow pretty quickly thereafter.

### Attendance Monitoring

The Leadership Team is required to maintain a safe operational capability in order to safeguard our members, our colleagues in other agencies, the casualty and members of the public. It is also important that the team raises sufficient funds to maintain operations and administers its affairs appropriately. Team member attendance is monitored on a rolling six monthly basis – the Team Leadership review attendance 'in the round' and an overall picture of the individual's attendance and contribution to the team is created using attendance statistics as well as observation and feedback from team members. Decision making about team members is carried out with care – there will be times when an individual is unable to maintain attendance due to a number of reasons (work/illness/family) – the Leadership work with individuals to manage this period. However, sustained poor attendance with no likelihood for change is a cause for concern. Attendance information is freely displayed in base and also available within the Members Area of the Website so individuals are expected to ensure they are aware of their attendance profile and encouraged to approach Leadership if this is not being maintained. At times (where no improvement is shown over at least a 6 month period without any prior discussion) it may be necessary for the Leadership Team to discuss attendance concerns with individuals and advice given for improvement – however, in rare cases, continued failure to maintain satisfactory attendance over a continued period of time may result in the individual electing (or being requested) to change their membership to a 'support' capacity or to leave the team.

Baseline expected attendance of team members (measured on a rolling 6 month basis) is:

Attendance Type	Percentage expected
Training (as a percentage of scheduled training sessions)	40% (approx 9 sessions per year)
Fundraising (as a percentage of scheduled fundraising events)	30% (approx 2 sessions per year)
Callouts (as a percentage of Full Team callouts)	25% (approx 15 callouts per year)
Team Meetings (as a percentage of scheduled monthly team meetings)	50% (approx 6 meetings per year)

### NOTES

- *Monitoring attendance is not an exact science – other factors such as team working/personal behaviours/capability to undertake operational activities are taken into account when considering a member's commitment/performance*
- *Attendance at other events such as Committee Meetings, Friends fundraising, regional/national roles is logged within the attendance database but not used for baseline purposes*
- *Percentages expected are based on average attendance over previous year and also drawing on the experience and practices of other Lake District teams*