

## Assessor Marking Guide

<b>Programme Name</b>	<b>Health and Fitness Coach (Personal Trainer) (Level 4)</b>	
<b>Assessment Number</b>	<b>Assessment 1</b>	
<b>Assessment Title</b>	<b>Fitness Code of Ethics &amp; Legislation</b>	
<b>Course Number</b>	<b>Module 2</b>	<b>Version: 1 Level: 4 Credit: 5</b>
<b>Course Title</b>	<b>Ethics and Customer Safety</b>	

*Internal feedback related to design of assessment tools should be submitted via the online Continuous Improvement Form (eCIF).*

**This assessment leads to the following graduate profile and learning outcomes.**

<b>NZQA GPO</b>	<b>Learning Outcome</b>	<b>Task #</b>
GPO 1: Deliver safe and effective exercise programmes, including pre-screening, within own scope of practice and industry code of ethics. (5 credits)	1.1 Identify and describe fitness industry and employer codes of ethics and ethical practice (REPS and Fitness NZ) (1 credit)	Task 1
	1.2 Analyse these codes of ethics and apply the content to routine interactions with clients, work colleagues, and other health and/or fitness professionals in a practical setting (e.g., group fitness, one on one PT sessions). (1 credit)	Task 1
	1.3 Demonstrate an awareness of relevant consumer laws and legislation along with Risk identification health and safety legislation and responsibilities. (1 credit)	Task 2
	1.4 Show awareness of relevant policies and procedures and develop risk assessment plans. (1 credit)	Task 2
	1.5 Demonstrate an awareness of how to deal with accidents and emergencies. (1 credit)	Task 2

<b>NZQF Level 4 Descriptors</b>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Broad operational and theoretical knowledge in a field of work or study</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>Select and apply solutions to familiar and sometimes unfamiliar problems.</li> <li>Select and apply a range of standard and nonstandard processes relevant to the field of work or study.</li> </ul>
<b>Application</b>	<ul style="list-style-type: none"> <li>Self-management of learning and performance under broad guidance.</li> <li>Some responsibility for performance of others.</li> </ul>

### ADMINISTRATION

**Assessors are required to provide feedback to students:**

- Constructive feedback to the student must be documented within assessment evidence. Including where resubmission is required.
- Notes on demonstrated performance and application of skills, knowledge, attributes; future improvement/development planning e.g., task management, study skills; relationship to other programme content and use in career.

**Student evidence must be assessed against all specified criteria to meet learning outcomes.**

- Any adaption in assessment methods must be documented and attached to the assessment by the assessor (where deemed necessary to be fair and transparent in relation to student's specified needs).
- Assessment Pack Cover should be dated and signed by assessor when the student has received the final result.
- Assessment opportunities must be indicated accurately.  
Where any practical criteria are not achieved, an additional practical sheet must be used for reassessment for all practical outcomes and attached to this assessment pack. Refer to Assessment opportunities policy for additional detail.
- The student must sign the post-assessment agreement after receiving final result.
- It is the Assessors responsibility to ensure all relevant documentation is included in the assessment prior to reporting and filing.
- Samples of assessments will be forwarded to internal and/or external parties for moderation as required.

Where appropriate **sample answers and or exemplars** may be included: Sample answers are a guide only providing an example of the sufficiency of qualitative and quantitative evidence the assessor could expect to see.

<b>MARKING SCHEDULE</b>	
<i>Give feedback to student on successes, for N add a note to the student on here or on their assessment evidence (e.g., in Turnitin) about how to improve for resubmission.</i>	
<b>Task Evidence</b>	<b>Achievement Criteria / Judgement</b>
Task 1	<p><b>3 case studies of the 5 are completed.</b></p> <p>For each case study copies of the codes of ethics have been used to identify at least FIVE points that the trainers are in breach of.</p> <ul style="list-style-type: none"> <li>• Points are relevant and clearly link to the issues detailed in the case studies chosen.</li> </ul> <p>Refer sample answers with quotes taken from either the Exercise Association Code of Ethics (2020) or the REPS code of Ethical Practice (2018). The student can either match the quotes and explanation provided or a similarly appropriate quote and explanation at the tutors' discretion – each point given in student's answer may cover breaches of different codes of ethics so example answer will not contain all possible answers</p>
Task 2	<p><b>Q1</b></p> <p>a) Issue Richard faces by refusing to refund the members' money are outlined <b>(100-250 words)</b></p> <p>Direct quotes from the Excerpts of the CGA are chosen and the link is explained between the quote and the situation from the text.</p> <p>At least <b>TWO</b> points must be provided that are relevant to not being able to refuse members money.</p> <p>Refer to sample answers – other points from CGA may also be used where relevant</p> <p>b) points that Richard may be in breach of (use specific examples from the case study above in your answer. <b>(100-250 words)</b></p> <p>Direct quotes from the excerpts of the H&amp;S in work act are chosen and the link is explained between the quote and the situation in the text.</p>

Students need at least **TWO** points from above that show Richard is in breach of to achieve a pass mark.

Refer to sample answers – other points from H&S Act 2015 may also be used where relevant

**Q2**

- a) Detailed list of hazards provided.
- b) Minimise, isolate, eliminate – **FOUR** relevant points and recommendations made with at least ONE way of minimising, isolating, or eliminating the hazard.
- c) **TWO** variations detailed including locations, potential hazards, and ways of minimising, isolating, or eliminating these – **100-250 words**.

Refer to sample answers – other hazards may be used from case study where relevant

**Q3**

- a) Steps taken to deal with this injury to ensure Peter's health and well-being are taken care of and he receives appropriate medical attention are detailed? (**100-250 words**)

The explanation must have points from when the PT first arrives at the scene to the follow up with the client after the injury has been dealt with

- b) Processes are recommended according to the "Exercise professional/ACC Best Practice guidelines. (**100-250 words**)

**TWO** direct quotes from the document "Exercise professional/ACC Best Practice", must be provided and linked to potential processes to follow, after the incident, for example logging the accident, following up the client, or adding in a new method of minimising the risk of the same injury happening again.

## Fitness Code of Ethics and Legislation

### Task 1

Students must quote directly from the REPS code of ethical practice 2018 or the Exercise Association NZ 2020 where appropriate, linking the code of ethics to the complaint. Partial answers provided below – answers may differ slightly from student answers due to multiple codes being breached from individual incidents, tutor discretion to be applied.

#### Case Study 1 – PT Jim

PT Jim has been working in the industry for over 2 years now. Recently he has let his professional standards slip. Jim's manager has called him into the office regarding a customer complaint that has been filed against him. The complainant is a new client of Jim's. She is a 36-year-old mother of 2 young children who has had 3 x 1-hour PT sessions with Jim over the last 3 weeks. She is new to the gym environment and has an exercise goal to shed some weight gained during her last pregnancy. The client has given the following details in their complaint:

- Jim's sessions leave her unusually sore for days after, to the point she is unable to complete some of her usual activities. Jim has offered to massage her, but when she asked if he had a massage qualification, he changed the subject.

2. Maintain Safety "Identify and respect the physical limits and ability of participants" If the client is too sore to complete normal tasks, then the workout is too intense and hard for her ability and level. Jim has not identified an appropriate level for the clients' physical limit.

1. Uphold professional standards "Refer on to another allied professional or specialist when Appropriate" – he has offered her a massage but is likely not qualified – he should refer to a massage specialist.

- She hurt her shoulder during power cleans in their session last week and that Jim had advised her not to seek medical attention and that he would help her with the rehab of the injury.

1. Uphold professional standards "Refer on to another allied professional or specialist when appropriate" – Inappropriate to not refer his client to another professional who deals with injuries. Jim is not qualified to deal with injuries. Puts the client at risk of further injury.

- Jim swears frequently and the client is often uncomfortable with this language, she has mentioned it once or twice, but he always starts up again.

This behaviour breaches many codes of ethics including the following:

1. Uphold professional standards "Respect the rights, dignity and worth of every human being ... regardless of religious opinion"

5. General Professionalism "Do anything that brings themselves, another exercise professional, an exercise facility/workplace or the exercise industry into disrepute.

3. Appropriate relationships “Regardless of any relationship status with a participant, ensure that professional standards are maintained when providing exercise services”

Jim is not holding himself to high standards by swearing frequently. He is not respecting the client’s religious beliefs regarding language used.

- Jim tells her information about other clients he trains; his comments are often disparaging and unflattering.

4. Respect privacy “Safeguard confidential information relating to participants”

5. General Professionalism “Make any claim that is deceptive, derogatory, or that cannot be substantiated”

Jim is not safeguarding information from other clients, as well he does not have permission to share information. Jim is not displaying professionalism by sharing unflattering comments and opinions about other clients.

- Jim is constantly trying to sell her “package deals” of multiple PT sessions, even though she has told him she is happy with their current arrangement.

EANZ 2020 “Not use deceptive or high-pressure sales tactics” Jim is trying to pressure the client into buying something she does not want. Jim is also showing a lack of respect by ignoring the wishes of the client to stop trying to sell the package deals.

## Case Study 2 – PT Suzy

PT Suzy is a long-time PT. Suzy’s gym manager has called her into the office regarding a customer complaint that has been forwarded to her in reference to Suzy’s recent professional conduct. The complainant has been taking sessions with Suzy regularly over the last 6 months. He is a 42-year-old business executive (married with 3 children). He has been a regular gym goer for the last 2-3 years. The client has given the following details in their complaint:

- Suzy initiates personal contact far more than he feels is warranted. Lately she has begun adjusting items of his clothing while on his person.

3. Appropriate Relationships “not engage in any form of sexual contact with a participant”

1. Uphold Professional Standards “ensure all physical contact is appropriate and is carried out with the participant’s full consent”

Clearly the client is uncomfortable and has not given consent. The adjustment of clothing could be perceived as sexual contact and puts Suzy at risk of a sexual harassment claim

- In one instance last week while conducting a fitness test she said, “strip down” while joking it was “nothing she hasn’t seen before”.

1. Uphold Professional Standards “ensure all physical contact is appropriate and is carried out with the participant’s full consent” AND “Respect the rights and dignity of every participant regardless of gender, age, disability, ethnicity, sexual orientation, religious or political affiliation, or any other legally prohibited grounds of discrimination.”

Key word here being dignity. These comments can make a client feel very uncomfortable. This is lacking respect and professionalism and make the client potentially think there is more behind the comments.

- Suzy's conversations are less and less about the exercise programme and more often of a personal nature (she has begun to discuss her private life in some detail).

3. Appropriate Relationships "Regardless of any relationship status with a participant, ensure that professional standards are maintained when providing exercise services."

A paying client doesn't want to hear about your private life, you must remain professional. "Be discrete in conversations with participants" The client may not be comfortable with this conversation topic and feel uncomfortable. Lack of professionalism from Suzy.

- Suzy refers to ethnic minorities within the gym using derogatory terms (this makes the client feel uncomfortable as his wife is of Asian descent).

1. Uphold Professional Standards "ensure all physical contact is appropriate and is carried out with the participant's full consent" AND "Respect the rights and dignity of every participant regardless of gender, age, disability, ethnicity, sexual orientation, religious or political affiliation, or any other legally prohibited grounds of discrimination."

5. General Professionalism "Make any claim that is deceptive, derogatory, or that cannot be substantiated."

Suzy is not showing respect and making her client uncomfortable with this lack of professionalism.

- Suzy has smelled strongly of cigarette smoke in recent sessions which makes the client feel nauseous.

2. Maintain Safety "Prioritise the health and safety of participants, including meeting all obligations under the Health and Safety at

Work Act 2015." AND "Never advocate or condone the use of prohibited drugs, or banned performance enhancing substances"

Clearly Suzy is a smoker, and the smell is not professional or proper presentation in a gym environment and makes her client uncomfortable. It also is making her client feel sick which may impact her ability to exercise safely.

- Suzy has been talking about other PTs in a negative light. The client feels this is very unprofessional.

5. General Professionalism "Do anything that brings themselves, another exercise professional ... into disrepute." AND "Make any claim that is deceptive, derogatory, or that cannot be substantiated"

This includes damaging the professional trust that the participant has for an individual, the way Suzy is speaking is not discrete and is potentially causing the client to have unfounded negative views of other trainers.

### Case Study 3 – Fitness Instructor Rob

Rob is a group fitness instructor. His gym manager has called him into the office regarding a customer complaint that has been forwarded to her in reference to Rob's recent professional conduct. The complainant has been taking classes with Rob regularly over the last 2 months. She is a 26-year-old PhD student. The client has given the following details in their complaint:

- Rob sometimes uses his stage and microphone as a platform for his opinions. He likes to give opinions on politics and constantly belittles his own management.

5. General Professionalism “Do anything that brings themselves, another exercise professional ... into disrepute.” AND “Make any claim that is deceptive, derogatory, or that cannot be substantiated”

Rob's comments may be mis construed by the clients to be a workplace opinion, he is also potentially damaging the trust or opinion of the clients in his current place of work and/or superiors.

- On occasion I have seen him after class chatting up female members. I think he may be dating one as they seemed “pretty friendly” as I was leaving his class last Monday.

3. Appropriate Relationships “Regardless of any relationship status with a participant, ensure that professional standards are maintained when providing exercise services.”

Rob is not maintaining a view of professionalism while working and is not separating any form of sexual contact or words used while working, even if he is dating one of the participants.

- There are a few large women that have started coming to the class. They can't do all the moves, so he just tells them to stand there until something comes up that they can do. I have heard him refer to them as “the blimps” when talking with other members.
2. Maintain Safety “Identify and respect the physical limits and ability of participants” By not offering alternatives Rob is not respecting physical limits and supporting the clients in their own fitness journeys.
- He often uses derogatory terms and tries to motivate some of the men by suggesting they are being “girls”. He often goes up to them and says things like “c'mon girls/princess”.

1. Uphold Professional standards “respect the rights, dignity and worth of every human being ... regardless of gender ... sexual orientation ...” Rob is being discriminatory himself with his comments, and not respecting the people within the class (as well as out). Language chosen is also not professional.

- He has stopped leading stretching at the end of his classes as he says there is no benefit in doing any, so it is a waste of time.

1. Uphold Professional standards “Maintain a high level of competence through qualification and undertaking continuing professional development” Depending on outcomes stretching is still a key part of overall health outcomes.

- He has offered me PT sessions outside of the gym, although my understanding is that he is not PT qualified.



1. Uphold Professional standards “Operate within their REPs registration level and scope of practice” AND “Refer on to another allied professional or specialist when appropriate” By offering PT services while not qualified this is unprofessional and potentially harmful to the participant if done incorrectly.

#### Case study 4 – Gym Instructor Sheree

Sheree is a gym Instructor. Her gym manager has called her into the office regarding a customer complaint that has been forwarded to him about Sheree’s recent professional conduct. The complainant is a long-term female member of the gym. The member has given the following details in their complaint:

- Sheree doesn’t look like a fitness professional or seem very passionate about her job. She is sloppy in her presentation and usually just sits behind the customer service desk on her phone.

1. Uphold Professional Standards “Act with integrity, maintain professionalism, and operate within the laws of New Zealand” Clearly Sheree is not demonstrating this and does not serve the customers appropriately. Having your phone while working is not professional.

- Put simply, she has at times been wearing inappropriate clothing, sometimes see-through tights, tying her top up to show her stomach which often hangs over the top of her pants. This makes people uncomfortable and doesn’t look like the correct attire...

1. Uphold Professional Standards “Act with integrity, maintain professionalism, and operate within the laws of New Zealand” Her attire is incorrect and does not look like an exercise professional with untidy uniform on.

- When approached for assistance she can often be short and seems annoyed to be bothered.

2. Maintain safety “Prioritise the health and safety of participants, including meeting all obligations under the Health and Safety at Work Act 2015” – if she does not help someone they could get hurt

5. General Professionalism An exercise professional must never: “Do anything that brings themselves, another exercise professional, an exercise facility/workplace or the exercise industry into disrepute.” Sheree is not showing competence or professionalism in her role. Not doing her job also has the risk of bringing her facility into disrepute.

- Twice this week when she was supposed to be opening the gym, she has been 20 minutes late and multiple members have been waiting outside the doors to be permitted entry. On neither occasion did she see fit to offer an apology.

EANZ “deliver what we promise: AND “operate the club in a manner which maintains and enhances the public’s perception of the health and fitness industry.”

With Sheree not arriving on time, this displays the lack of standards and brings not only herself but her facility into risk of losing members and being in disrepute. Not apologising shows no acceptance of responsibility.

- It appears she has had a falling out with one of the male PTs. On two occasions she has had verbal altercations with this PT in front of members and in both instances used inappropriate language and physical gestures.

5. General Professionalism “Do anything that brings themselves, another exercise professional ... into disrepute” By arguing with a PT Sheree is not only bringing herself, but potentially the PT



himself into disrepute, potentially causing lack of trust or comfort with him. This is also a lack of professionalism within work hours and facility.

### Case Study 5 – Membership Consultant Shaniqua

Shaniqua is a membership consultant. Her gym manager has called her into the office regarding a customer complaint that has been forwarded to him about Shaniqua's recent professional conduct. The complainant is a prospective member who had called into the gym last week to potentially join the gym. The complainant has given the following details in their complaint:

- Shaniqua had told the client that the gym's membership rates were "the cheapest in town." A simple internet search later showed that this wasn't even close to being the truth.

EANZ - "Make no false claims with regard to any of the products and services offered by the club" The claim that Shaniqua has is false according to the prospective member's internet search and therefore she is breaching this code from the EANZ.

- Despite wanting to pay a monthly fee, the client was "encouraged strongly" to sign up for 18 months as that was how long it would take to achieve the results he wanted. She said she would do the 18-month sale at a special price but that the client would have to sign up "right now" to get the discounted rate as long as he paid the amount in full.

EANZ - "not ask for payment in advance for memberships of longer than 15 months" Asking to pay in full for 18 months breaches this statement. Also saying that it would take 18 months to get the results is also potentially a false claim.

- When asked how this gym compared with the competition gyms in town, the membership consultant said the other gyms in the area were a joke and that if the client was serious about their fitness goals there was only one choice. She also mentioned that other gyms have had trouble with theft and sexual assault.

EANZ - "operate the club in a manner which maintains and enhances the public's perception of the health and fitness industry"

REPS – 5. General Professionalism "Do anything that brings themselves, another exercise professional, an exercise facility/workplace, or the exercise industry into disrepute. They will ensure when making any comment (public or otherwise) to be clear that they are making a personal comment, and their view may not necessarily be the opinion of the profession/industry"

By bad mouthing other gyms she is affecting the potentials clients' views and beliefs of the industry. This is also unprofessional and not of a high standard.

- She stated that she could guarantee results if the client joined the gym and if the client wanted to gain results even faster, she could provide substances that would offer additional assistance for a fee.

2. Maintain safety "Never advocate or condone the use of prohibited drugs, or banned performance enhancing substances"

5. General Professionalism "Make any claim that is deceptive, derogatory, or that cannot be substantiated"

Suzy is breaching multiple codes here, selling members "substances that would offer additional assistance" is not only unethical but also illegal depending on the substances. She is risking the health of her client and her job by doing this.

- After raising some of his medical concerns the client was told he would be off “all of his medication in no time!”.

EANZ - “Make no false claims with regard to any of the products and services offered by the club”

The statement that she said is not based on medical knowledge and could hurt the client if he chose to follow the advice, she is obviously not a doctor and should not even be talking to clients about medication apart from getting medical clearance for him to exercise.

## Task 2

There are 3 questions, including sub questions below. You must answer and achieve all questions to pass this assessment. You will need access to the following documents for this assessment:

- Excerpts from the Consumer Guarantees Act
- Excerpts from the Health and safety Act 2015
- Exercise Professional / ACC Best practice guidelines for injury prevention and management

### 1. Please read the following scenario and answer the questions below:

Richard is a new personal trainer who has been hired by Flunk Fitness gym. The gym manager would like to see more members engaging in fitness sessions and has asked Richard to develop and implement some group fitness classes. Richard has decided to use H.I.I.T (high intensity interval training) as his method of training for his group fitness classes. Richard plans the time, days of training and cost of the fitness classes and advertises these to the members of the gym.

Twelve people sign up to his first class. These members include people covering a diverse range of fitness experience and ability level. A few of the participants have more than 5 years’ experience within the gym and are very fit, however, some members attending the class are new to the gym or have been very inconsistent within their fitness routines.

For his first class, Richard plans an intense workout where the participants are working hard for 30 seconds with only 10 seconds of rest before the next exercise. During the class, Richard notices that a few of the participants are struggling with some of the techniques and the intensity of the exercises but carries on with the class as he had planned it.

A few members approach Richard after the first class to notify him that H.I.I.T is not their preferred method of training and that their training experience was not very enjoyable. These clients would like to stop with the group classes and want a refund for the advanced classes they had paid for.

Richard is hesitant to refund their money and tries to convince the members that he will change method of training for his classes. The unhappy members, however, are adamant that they want to stop training with Richard or take part in any future classes.

#### a) Read the attached excerpts from the Consumer Guarantee Act and comment on any issues you think Richard may face by refusing to refund the members’ money? (100-250 words)

*The following is an excellent student answer:*

Richard has advertised this class to all the gym members. He needed to be prepared for all fitness levels. Possibly he should have started the first class as easy as possible and then asked the clients for feedback after it. The more fit people he could be showing how to progress the exercises to their fitness level rather than giving harder exercises to all and then having to show the clients

who are not keeping up a regression as this could be embarrassing. I feel the clients who are asking for a refund have given up already because they cannot rely/ trust that Richard could make enough changes for them to be satisfied with the class as per the Consumer Guarantees Act excerpt below:

“Part 4 – Part 29 - Guarantee as to fitness for particular purpose

Subject to section 41, where services are supplied to a consumer there is a "guarantee that the service, and any product resulting from the service, will be.....

(a) reasonably fit for any particular purpose; and

(b) of such a nature and quality that it can reasonably be expected to achieve any particular result that the consumer makes known to the supplier, before or at the time of the making of the contract for the supply of the service, as the particular purpose for which the service is required or the result that the consumer desires to achieve...”

I fully agree with the clients in this story as Richard should respect their opinions and refund the clients for the advanced classes they have paid for. Not all exercise programmes will suit everyone and unfortunately this was not a class for them. Next time hopefully Richard will identify the clients which are struggling at the time and offer ways to make the class more enjoyable/ modify it to their fitness level.

They have the right to a refund as per the Consumer Guarantees Act excerpt below:

“Part 4 – Point 23 Consumers’ options of refund or replacement

A refund referred to in subsection (1)(a) means a refund in cash of the money paid or the value of any other consideration provided, or both, as the case may require.”

**b) Read the attached excerpts from the NZ Health and Safety in the workplace act and comment on any points that Richard may be in breach of (use specific examples from the case study above in your answer. (100-250 words)**

*The following is an excellent student answer:*

Richard is breaching the below excerpt from the NZ Health and Safety in the workplace act by neglecting to educate his clients who are struggling with the techniques he is asking them to perform. By performing exercises incorrectly, you can seriously hurt yourself and as the instructor the clients are paying him to help them perform exercise safely.

**“Subpart 1—Key principles relating to duties**

Point 30 - Management of risks

(1) A duty imposed on a person by or under this Act requires the person—

(a) to eliminate risks to health and safety, so far as is reasonably practicable;”

At the point where Richard notices the intensity of the class has some of the clients struggling, he should have been able to pull it back/ modify the workout to coincide with their fitness levels. He is lucky that none of the clients fainted because of exhaustion. I feel Richard is in breach of the below excerpt from the NZ Health and Safety in the workplace act.

**“Subpart 1—Key principles relating to duties**

Point 30 - Management of risks

(2) A person must comply with subsection (1) to the extent to which the person has, or would reasonably be expected to have, the ability to influence and control the matter to which the risks relate.”

## 2. Please read the following scenario and answer the question below:

Sally has been working with a local school netball team as a strength conditioning coach for the past two seasons. She has started to plan the girls' pre-season training regime for the upcoming season. Sally has decided she would like to run a session outside of the school campus to keep training interesting and fun. The local beach has a long set of wooden stairs; which Sally thinks would be a great conditioning tool for training the girls. She also plans to put the players through some speed and agility drills on the beach itself.

The session has been planned for Friday afternoon following school. The forecast is for showers in the morning followed by a hot dry afternoon. The beach is open to the public and can get very busy. The beach may also present several hazardous objects at times hidden within the sand. The stairs Sally plans to use can also get quite slippery after rain or dew and often have collections of sand and debris blown onto them.

After discussing her plans with the team, a few the girls have suggested they all go for a swim after the session. The team coach, manager and physio have agreed to accompany the team on their fitness session. The principal has asked Sally to complete a risk assessment before the pre-season training session can be approved. Sally has never completed one of these before, so has come to you for advice.

**a) Make a detailed list of the potential hazards that Sally will need to consider reducing the risk of injury to her players during the planned session.**

**b) Next to each hazard listed, suggest a way in which Sally and the other team staff could minimise, isolate, or eliminate the hazard. To achieve a pass for this question you need to have at least FOUR points written down including recommendations on minimise, isolate, or eliminate.**

*Answer includes a and b together:*

Hazard example 1. Whether forecast is for a hot dry afternoon. Netball team could become dehydrated. To minimize this risk, Sally could supply a box of filled water bottles to ensure the girls are keeping hydrated and encourage them to take breaks and seek shade as often as possible.

Hazard example 2. Hazardous objects hidden in the sand. To isolate this risk, Sally could use some cones to section off a piece of the beach. She would need to bring a rake and give the section a quick rake to ensure not obvious objects are in the sand like broken bottles, sharp shells etc. Also, she could ensure the girls are always wearing footwear for protection.

Hazard example 3. Stairs slippery and sand/ debris on them. To minimize/ eliminate this risk, Sally could remind the girls to take care and advise them of the risks but also, she could quickly dry down the steps with an old towel and remove debris on the steps with a brush and shovel.

Hazard example 4. Beach is open to the public and can get very busy. To minimize this risk, Sally could use cones where necessary to cordon off areas and then if she was to split the group in two then there would be less girls at each area. She might need to utilize the team coach, manager and physio to assist with this, but it could be the safest option.

**c) What other options could Sally look into to still have an outside school S&C session? Detail at least 2 variations including locations, potential hazards, and ways of minimising, isolating, or eliminating them. (100-250 words)**

*The following is an excellent student answer:*

Option A: Sally could organise to take her team to the local outside swimming pool for a S&C session. Potential hazards in this location include the pool can be busy on a Friday afternoon when they are intending on going and the netball players hurting themselves because they may not be used to swimming much. A way to minimize hazard number one is to contact the local pool and pre-organise a lane dedicated to her netball team for training and a way to eliminate hazard number 2 is by providing the girls with a decent warm up including dynamic stretching and a through cool down where they are holding each stretch for at least 30 secs.

Option B: Sally could organise to take her team to the local domain netball courts for an S&C session. Potential hazards in this location include slippery grass when it has been raining and broken glass scattered around domain. A way to minimize hazard number one is to remind the netball girls to wear appropriate footwear and be aware of slippery grass and a way to eliminate hazard number 2 would be for Sally to arrive 10 minutes early and scan the area and remove any broken glass found.

### **3. Read the following scenario and answer the questions below:**

Marcus is a regular gym user at FitTopia Fitness. His preferred form of training is lifting heavy weights. In recent times he has developed a habit of dropping his dumbbells on the ground after each set he completes. Today Marcus has invited his friend Peter to train with him.

During a set of dumbbell chest press, Marcus decides to increase his 5RM by 5kgs and attempts to complete 5 reps. Marcus begins his set with Peter spotting him. On the third rep Marcus is really struggling. He starts to shake badly and loses form dropping a 50kg dumbbell on to Peter's foot.

Peter is in agonising pain; he removes his shoes, and his foot swells up very fast and dark bruising has started to develop. The injury is so discomforting Peter starts to shake and goes pale in the face as the pain increases. It is difficult to observe any deformity in his foot due to the increase of swelling. Marcus is in shock and does not know how to deal with the situation and continues to apologise for the accident.

You are a personal trainer at FitTopia and you have just finished a session with a client. You hear a commotion and rush over to see Peter in extreme discomfort holding his foot.

**a) Describe in detail the steps you would take to deal with this injury to ensure Peter's health and well-being are taken care of and he receives appropriate medical attention? (100-250 words)**

The first thing I would do is ask Marcus to go phone for an ambulance and assure him Peter will be okay.

Then my attention would be on Peter and keeping him as calm and comfortable as possible. As he is going into shock, I would ensure he has a blanket or extra clothing to keep him warm. Also, I would be there to reassure him that help is on its way, paying special attention to his vital signs. Once Peter has been accessed by ambulance staff, I would complete the necessary documents required by FitTopia Fitness in regard to logging an incident and provide all the information required like time/date, what was the incident, any injury, what was the cause, and where relevant, what action was taken to eliminate/manage this from happening again.

**b) After the incident was dealt with, according to the “Exercise professional/ACC Best Practice guidelines” what processes are recommended? (100-250 words)**

After Peter was taken to the hospital for an x ray, I returned to the incident site to photograph any evidence worksafe may require and isolate the area to ensure no-one else gets hurt. The next process which was recommended in the Exercise professional/ACC Best Practice guidelines states:

*“ALL incidents, regardless of seriousness, should be recorded on an Incident Report Form.”*

And

*“If a notifiable event\* or incident has occurred under the health and safety act then relevant procedure will need to be followed for notification with Worksafe.”*

When and if Peter wishes to return to the gym, I would require a clearance from his specialist/ surgeon to ensure he is really to safely perform exercise.

Assessor only resource