

How does it work?

How often would my employee be called out – and for how long?

The number of shouts in a year is unpredictable and varies from station to station. The lifeboat operations manager at your local lifeboat station can tell you what a typical year looks like and give an indication of the time involved in a rescue.

How long will they have to spend away from work for training?

Every crew member undergoes a structured training programme. Our crews train together every week onshore and at sea. The day varies between stations, but is normally a weekday evening and a weekend day. After 6 months of regular training and getting to know the rest of the crew, they can undertake training in safety, seamanship and search and rescue at the RNLI College in Poole, Dorset.

Am I obliged to let them go on a shout regardless of my organisation's needs?

They are first and foremost your staff member, but available to help and protect the local community when needed. If there are certain times that aren't suitable for you to release your staff, this can be discussed and agreed with your employee and lifeboat station.

What if they are out all night for an incident and aren't fit for work the next day?

This can be agreed on a case-by-case basis with your employee and will depend on the nature of their role. For example, they may be able to take annual leave or make up the hours another time. It's also possible for crew members on long rescues to swap over so that they are fit to go to work.

What if they are injured while on a rescue?

The RNLI places great importance on the health and safety of its crew and accidents that result in having to take time off work through injury are relatively infrequent. Volunteers who suffer an injury in the course of lifeboat service or exercise will receive our support and may, in some cases, receive financial help.

How can I promote this opportunity to my staff?

We can help you with this by providing you with posters and leaflets to display at your work location or a PDF explaining more about volunteering, which you can share with your staff. We are also happy to come and speak to them about what's involved in being a volunteer lifeboat crew member.

'The community should be proud of any organisation that employs and supports RNLI volunteers.'

Mark Wrigley, Directorate Manager Pathology, NHS

Want to know more?

We'd love to speak with you about becoming a lifesaving employer, so please feel free to get in touch with your questions.

You can find the contact details for your local lifeboat station on [RNLI.org/FindMyNearest](https://www.rnli.org/FindMyNearest) or contact our volunteering team on: volunteering@rnli.org.uk, **01202 663346** (UK) or **01 895 1831** (Ireland).

[RNLI.org/Volunteer](https://www.rnli.org/Volunteer)



facebook.com/RNLI



twitter.com/RNLI



youtube.com/OfficialRNLI

Royal National Lifeboat Institution, a charity registered in England and Wales (209603) and Scotland (SC037736). Registered charity number 20003326 in the Republic of Ireland



Lifeboats



**COULD YOUR
STAFF HELP
SAVE LIVES
AT SEA?**

**A quick guide to becoming
a lifesaving employer**

How you can help

The RNLI is the charity that saves lives at sea. We depend on a network of volunteer crew and shore crew members who come from all walks of life. From factory workers to teachers, lawyers to labourers, they all share the RNLI's core values of being selfless, dependable, trustworthy and courageous. Their lifesaving work is essential and we provide world class training to help them do it safely.

'Employing an RNLI volunteer shows that the business is an integral part of the local community. Blackpool Transport is proud to support this essential and valuable organisation.'

Bob Mason, Service Delivery Director
Blackpool Transport

Our rescues would not be possible without the generous support of local employers who see the value in their staff volunteering as a member of their local lifeboat crew. Help us to save lives by encouraging your staff to become an RNLI volunteer.

'Skills learnt within the RNLI are directly transferable to the role at EDF: command and control skills in dynamic situations, decision-making skills and teamwork.'

Dan Talbot, Shift Manager
EDF Energy



Our crews have saved over
141,500
lives

Only
1 in 10
lifeboat crew members has a professional maritime background



Benefits for your business

Develop your staff's skill set

Your staff will gain valuable professional and personal skills which they can then apply to the workplace, in areas such as:

- leadership and teamwork
- effective communication
- self confidence
- first aid and health and safety awareness
- commitment, self-discipline and responsibility
- how to deal calmly with difficult situations.

Raise the profile of your business in the community

Allowing your staff to serve on a lifeboat is an open demonstration of your commitment to the safety of your local community. This can benefit your relationships with potential customers, suppliers and staff. Research shows that people are more likely to buy from businesses that support and engage with activities to improve society.

Increase staff satisfaction and retention

Companies that support their staff in volunteering report:

- improved staff retention
- employees who are highly motivated and productive staff
- improved staff wellbeing with lower levels of stress and increased morale.

Encouragement to volunteer on a lifeboat crew supports your staff in achieving a good work/life balance while developing their skills. It gives them pride in what they do, both professionally and personally.

