

CONISTON MOUNTAIN RESCUE TEAM

Team Membership Policy

All Coniston Mountain Rescue Full Team members are expected to make, and honour, a commitment to regularly attend training, callouts and fund-raising events. In addition, it is a requirement under MREW guidelines that every team member should complete an annual training session on Basic Life Support (BLS).

New Member Applications

There are no specific requirements for any person wishing to become an active team member of Coniston Mountain Rescue Team (Coniston MRT).

On receipt of a completed application form candidates for membership will be invited to meet with Team Leaders and other members of the Committee to discuss their application, their availability for training, callouts and fund-raising events together with any specific skills or experience they may already have.

If the outcome of this meeting is a mutual agreement of suitability for the team then they will be offered a place on the team as a Probationer.

Probationary Membership

Probationers do not have any voting rights at Annual, or Extraordinary meetings of the team, nor are they eligible to serve on the Committee.

Each probationer will be assigned a mentor to provide support and guidance as they complete the required training programme. Probationers are expected to attend callouts, training and fund-raising events to demonstrate their commitment before progressing to Full Team Member status. There is no defined time period that this progression will take.

Probationers are not entitled to attend specialist training courses; however, team leaders may invite probationers to attend such courses when appropriate. Probationers may claim up to a maximum amount of £75 boot allowance upon proof of a receipt. In addition, spare waterproof jackets and trousers may be utilised for wear on Mountain Rescue designated activities – branded equipment must not be worn at any other time.

Probationers will complete the Basic Life Support (BLS) training which will then become an annual requirement to complete.

There is a Standing Agenda item on every Committee meeting where progress of each Probationer is discussed, and decisions made as to progression to Full Team membership.

Full Team Membership

Following agreement and ratification at a Committee Meeting, Probationers will be offered full team membership status and reminded of the commitment as per the Team Membership Policy.

Full Team Members will receive the relevant equipment and are entitled to a biennial (every 2 years) boot allowance. They will be able to self-nominate for any external course they wish to attend.

Non-Operational Membership

Non-operational members are elected to serve on the Committee (or assist members of the Committee) in roles that do not require specific mountain rescue knowledge or training but bring other organisational skills to the team. These roles would primarily be Honorary Secretary, Honorary Treasurer or Chairperson but may be other appropriate roles if Committee approval is given.

Non/Insufficient Attendance on Callouts, Training and Fund-Raising events

Team member attendance as per this policy will be monitored via the Committee and where it is identified that a team member is not complying with the policy statement then a verbal discussion will take place. This discussion will be undertaken by a member of the Leadership team or any other appropriate member of the Committee and will seek to understand reasons for the insufficient attendance levels, identify any extenuating circumstances and agree any next steps. The team member will be reminded that if no/limited improvement is seen over the following 6 months then they will revert to a Probationer member.

If no improvement is identified over the following 6 months, then a further discussion will be had with the team member by a Committee member (as per above). This discussion will agree the appropriate next steps e.g. move to non-active list until circumstances enable them to become active or revert to Probationary status. If the team member is to revert to Probationary status, then a letter will be issued to the team member confirming:

‘I refer to your recent conversation with xxx and am writing to confirm that as no improvement has been seen in your attendance at callouts, training and/or fund-raising events your team status has reverted to Probationary and you are no longer entitled to any new item of equipment, including boot allowance, and you may no longer self-nominate for attendance on any external course. If the Committee believe that a course may be of specific benefit to you then it may be that you will receive an invite via the Training representative to attend a specific course.

Your attendance will be monitored over the coming 6 months and if this increases to the required level then you will be reinstated to full team member status at that time. If no significant improvement is seen, then you will be removed from the active team list until such time that you can make the commitment required to be an effective member of Coniston Mountain Rescue Team.

The Committee would like to thank you for your previous contribution to the team and trusts that you understand the rationale for this decision but if you wish to discuss further then please contact a member of the Leadership Team.’

Decision Making Process

All discussions and decisions will be made at formal Committee meetings of CMRT in accordance with the requirements included in the Constitution and ensuring that the Committee attendance is quorate to make decisions.

The rationale for the decisions will be recorded in the minutes of the meeting, including any objections/challenges that are made.

Appeal by Team Member

A Team Member may appeal the decision made by the Committee and should be offered the opportunity to attend a meeting of the Committee to explain any extenuating circumstances not previously advised. Where appropriate they may request the Committee to reconsider the decision and allow the member to remain as a Probationer provided they make a commitment to increase their attendance over the following 3 months.