



中國香港滑雪總會有限公司

SKI ASSOCIATION OF HONG KONG, CHINA LIMITED

(Member of International Ski Federation, Asian Ski Federation, Sports Federation & Olympic Committee of Hong Kong, China)

Ski Association of Hong Kong, China (namely SA-HK) is a full member of the International Ski Federation (FIS) and Asian Ski Federation (ASF), and belong to the Sports Federation & Olympic Committee of Hong Kong (SF&OC). Our mission is to promote the sport of skiing and snowboarding in Hong Kong and to participate in its development in Asia and beyond.

SA-HK Coach Development Program
(1st August, 2020 Version)

LEVEL S1

Skiing instructor who is holder of Level S1 license is allowed to teach at magic carpet (beginner area).

Required skills:

- Snow Plow
- Stemming technique
- Basic turn

LEVEL S2

Skiing instructor who is holder of Level S2 license is allowed to teach at magic carpet (beginner area), green and blue slopes.

Required skills:

- Snow Plow
- Stemming technique
- Basic turn
- Basic parallel turn

LEVEL S3

Skiing instructor who is holder of Level S3 license is allowed to teach at magic carpet (beginner area), green, blue and red slopes.

Required skills:

- Snow Plow
- Stemming technique
- Basic turn
- Basic parallel turn
- Basic parallel turn wide corridor
- Carving turns wide corridor

LEVEL S4

Skiing instructor/coach who is holder of Level S4 license is allowed to teach at magic carpet (beginner area), green, blue, red and black slopes.

Required skills:

- Snow Plow
- Stemming technique
- Basic turn
- Basic parallel turn
- Basic parallel turn wide corridor
- Carving turns wide corridor
- Carving turns short corridor
- Knowledge of English language



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LEVEL S5 (ISIA & COACHING LICENSE)

Skiing instructor/coach who is holder of Level S5 license is allowed to teach at magic carpet (beginner area), green, blue, red, black & diamond black slopes as well “off piste” (powder skiing & moguls).

Required skills:

- Snow Plow
- Stemming technique
- Basic turn
- Basic parallel turn
- Basic parallel turn wide corridor
- Carving turns wide corridor
- Carving turns short corridor
- Moguls
- Powder skiing
- Terrain jump
- Gates skiing (Giant Slalom)
- Avalanche License
- Knowledge of English language
- Setting the course Slalom & Giant Slalom (for coaches)

How to get each Level

Level S1

1. To attend instructor Level S1 you are required to have basic skiing knowledge on the slopes.
2. Two (2) weeks of SA-HK training program and passed the examinations.
3. You must be a citizen of Hong Kong or China and aged 18 and older.
4. With instructor Level S1 license, you must attend at least one skiing seminar every year (a one day event at beginning of the season).
5. With instructor Level S1 license, you must pay an annual instructor membership fee to SA-HK before the season starts (before September 1st).

Level S2

1. To attend Level S2 license, you are obliged to provide us with your valid Level S1 license, plus statements from your employers that you had worked more than 90 working hours or 2 years of having Level S1 license.
2. Two (2) weeks of SA-HK instructor training program and passed the examinations.
3. With instructor Level S2 license, you must attend at least one skiing seminar every year (a one day event at beginning of the season).
4. With instructor Level S2 license, you must pay an annual instructor membership fee to SA-HK before the season starts (before September 1st).

Level S3

1. To attend Level S3, you are required to provide us with your valid Level S2 license.
2. Two (2) weeks of SA-HK instructor training program and passed the examinations.
3. With instructor Level S3 license, you must attend at least one skiing seminar every year (a one day event at beginning of the season).
4. With instructor Level S3 license, you must pay an annual instructor membership fee to SA-HK before the season starts (before September 1st).
5. With instructor Level S3 license, you are obliged to provide us statements from your employers that you had worked more than 90 working hours in last season.



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Level S4

1. To attend Level S4, you are required to provide us with valid Level S3 license.
2. Two (2) weeks of SA-HK instructor/coach training program and passed the examinations.
3. With instructor Level S4 license, you must pay an annual instructor membership fee to SA-HK before the season starts (before September 1st).
4. With instructor Level S4 license, you are obliged to provide us statements from your employers that you had worked more than 90 working hours in last season.
5. With instructor Level S4 license, you are obliged to demonstrate knowledge of one of the foreign languages (English, German, Italian, French) with skiing terminology.

Level S5

1. To attend Level S5 you are required to provide us with your valid Level S4 license.
2. Two (2) weeks of SA-HK instructor/coach training program which include racing in gates, as well as 4 days for avalanche course and passed the examinations.
3. With instructor Level S5 license, you must pay an annual instructor membership fee to SA-HK before the season starts (before September 1st).
4. With Level S5 license, you are obliged to provide us statements from your employers that you had worked more than 90 working hours in last season.
5. With instructor Level S5 license, you are obliged to demonstrate knowledge of one of the foreign languages (English, German, Italian, French) with skiing terminology.

NOTE:

N1. SA-HK Coach Development Program Level S1 and Level S2 could be taken at age of 16, however formal licence won't be issued until the age of 18.

N2. For each LEVEL after Level S1, attendee needs to wait 1 skiing season to able to attend next Level. Two levels cannot be attended in one calendar year, with exception of a 4 weeks course where attendee can pass both Level S1 & Level S2 at same time.

N3. If instructor passed all requirements and terms for license S4, he/she will get ISIA license and stamp if needed.

(A) SA-HK Conduct rules for instructor/Coach members

All holders of SA-HK instructor/coach license in Hong Kong (ski instructors and coaches in Hong Kong) need to follow the 4 basic conduct rules:

1. Respect towards all participants in sports:

- 1.1 Pay respect towards all participants in sport.
- 1.2 Carefully providing information's to participants considering their needs.
- 1.3 Refrain from publicly disrespecting other in sport (such as jokes, media statements etc.).
- 1.4 Respect people as individual and refrain from inappropriate interfering into personal matter that are outside of jurisdiction of ski instructor/coach.
- 1.5 Treat all participants equally regardless to gender, race, origin, religion, skin colour, political commitment, socio-economic status, sexual orientation and other factors.
- 1.6 Encourage and empower participants to be accountable/responsible for their behaviour and actions.
- 1.7 Show discretion on exchange of information.

2. Responsible Teaching:

- 2.1 Responsibility for achieving and maintaining a high level of training participants.
- 2.3 Estimation for professional experience, attitude, beliefs, values and their impact on to behaviour of skiing instructor and usage of knowledge for benefit of others.



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- 2.3 Be aware of own knowledge and capability. Don't take responsibility if you are not prepared for it.
- 2.4 Abstaining from work in unsafe and inadequate conditions that are affecting the quality of service, health and safety of participants.
- 2.5 Be aware of your knowledge, avoid intimacy with participants/students.
- 2.6 To abstain and not tolerate any kind of sexual harassment.
- 2.7 Identify and report dangerous behaviour of other participant in the sport (drugs, alcohol, physical and psychological harassment, abuse of power).

3. Integrity in relations with others:

- 3.1 Members are expected to be fair, honest in relation with others.
- 3.2 To recognize, promote and act in accordance with values that sports of skiing has for individuals and organizations
- 3.3 Report a conflict of interest if it occurs and resolve the issue in a way that is best for everyone.
- 3.4 Refrain from promoting equipment that you did not personally tested and made sure to be a right quality. Supporting business for financial gain instead of belief is wrong and threatens the integrity of all organization.
- 3.5 Members must fulfil their financial obligations towards SA-HK.

4. Sport Improvement

- 4.1 Maintain a highest level of personal behaviour and show a favourable image of skiing and teaching. 4.2 Instructor is representative of ski centre and ambassador of skiing.
- 4.3 Promoting and improving collaboration with ski centres, ski schools, skiing public and other groups who are taking part in sports of skiing.
- 4.4 Respecting the positive efforts of other participants in skiing. Refrain from disparaging other colleagues, publicly or privately.
- 4.5 At a ski centre, if privileges exist, they should not be taken as a right, nor should they be misused to inconvenience any instructor, director or worker of ski centre.

(B) In cases where instructor/coach member has violated any basic conduct rules, SA-HK will proceed to the following procedure:

- 1.1 Documenting the facts in writing by all parties involved in the disputed situation.
- 1.2 All participants must submit a written complaint or request to SA-HK.
- 1.3 SA-HK will consider complaints and requests.
- 1.4 SA-HK has 30 days to consider requests and complaints. Consideration may only involve written report. SA-HK may return a complaint to the sender for lack of information or documents.
- 1.5 SA-HK's decision will be forwarded to the instructor immediately upon completion of review
- 1.6 Penalties can range from a written warning to exclusion from SA-HK's Program.
- 1.7 Penalty will depend on nature and severity of the offence.

(C) Coach Development Program Committee Members

- 1. SA-HK Chairman
- 2. SA-HK Secretary General
- 3. SA-HK National Coach

(D) Right of Appeal

- 1. An instructor may appeal the decision of the Coaching Program Committee to the Executive Committee by giving a written notice to SA-HK within 14 days of the date of decision by the Coach Development Program Committee being communicated to him/her.
- 2. Upon receiving the request, the Executive Committee must determine whether to:
 - 2.1 Dismiss the appeal; or
 - 2.2 Convene a hearing in relation to the appeal.
- 2.3. In the event of a hearing, the Executive Committee will hear the appeal at such a time and in such a manner



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as the Executive Committee deems appropriate. A quorum of at least three members of the Executive Committee must be present to hear an appeal.

(E) Hearing

1. If the Executive Committee determines to convene a hearing in relation to the appeal, it must give at least 14 days written notice to the instructor stating: (a) The date, time and place at which it will hear and determine the appeal; (b) That the instructor is entitled to be assisted or represented by one other person.
2. If the instructor is not present at the hearing, the Executive Committee may: (a) Proceed to hear and determine the appeal; or (b) Adjourn the hearing of the appeal for such period determined by the Executive Committee and must give written notice of the time and place when the hearing will resume.
3. If the instructor is present, he/she may give evidence and bring any relevant witnesses to support his/her case.
4. After the presentation of evidence and hearing any final submissions by the instructor the Executive Committee shall make such determination as it shall see fit in the circumstances.
5. The decision of the Executive Committee will, in its discretion, either be: (a) Announced at the conclusion of the appeal; or (b) Communicated in writing to the instructor within 30 days of the conclusion of the appeal.
6. The Executive Committee's decision is final.