



# RAMBLER NETBALL CLUB

## VOLUNTEER POLICY

### **POLICY OBJECTIVE/INTENT**

Rambler Netball Club recognises the critical role volunteers play within the netball community.

Attracting and retaining dedicated volunteers is vital to the continued success of The Rambler Netball Club and our many competitions, programs and events. Volunteers are the lifeblood of our sport at local, state and national level and we are committed to providing volunteers with a challenging and rewarding experience in every instance.

### **DEFINITION**

A Volunteer is an individual who provides service to the Rambler Netball Club on a voluntary basis. They are not an employee or a contractor but may receive an honorarium or be reimbursed for out of pocket expense.

### **KEY POLICY PRINCIPLES**

Volunteers are an integral part of our organisation and the Rambler Netball Club will:

- Interview and engage volunteers in accordance with anti-discrimination and equal opportunity legislation.
- Provide volunteers with orientation and training and a healthy and safe workplace.
- Provide appropriate and adequate insurance coverage for volunteers.
- Not place volunteers in roles that were previously held by staff or have been identified as paid jobs.
- Differentiate between paid and unpaid roles.
- Define volunteer roles and develop clear job descriptions.
- Provide appropriate levels of support and management for volunteers.
- Provide volunteers with a copy of policies pertaining to volunteers.
- Ensure volunteers are not required to take up additional work during industrial disputes or staff shortage
- Provide all volunteers and staff with information on grievance and disciplinary policies and procedures.
- Acknowledge the rights of volunteers.
- Ensure that the work of volunteers complements but does not undermine the work of staff.
- Reimburse volunteers for approved out of pocket expenses incurred on behalf of the organization.
- Treat volunteers as valuable team members and advise them of the opportunities to participate in organisational planning.
- Acknowledge the contributions of volunteers.