

Volunteer Agreement

This is an Agreement between:

You (referred to in this document as ‘**the volunteer**’ or ‘**you**’) and **Feed One Feed All Incorporated** (sometimes referred to in this document as “**FOFA**” or ‘**we**’).

This Agreement is not intended to be a legally binding contract between us and it may be cancelled at any time by either us or you.

1. You are a volunteer

Your role at **FOFA** is a volunteer role. This means you are not an employee of, or contractor to, **FOFA** and, if you accept the role, you perform all duties on a voluntary basis and you will not receive remuneration or payment for your work, other than reasonable pre-approved reimbursement of expenses (see below at paragraph 9).

Neither **FOFA** nor you intend any employment or contractual relationship to be created (you are not an employee, independent contractor or consultant at **FOFA**). If this changes at any time, and there is a possibility that you might perform paid work for the organisation or be involved in vocational training, we will discuss this and document the arrangement in a formal contract.

2. What you can expect when volunteering at FOFA

FOFA values its volunteers and we will endeavour to provide you with:

- a written role description so you understand your role and the tasks you are authorised to perform
- a full induction, orientation and training relating to the volunteer role
- a safe environment in which to perform your role
- respect for your privacy, including keeping your private information confidential
- a supervisor, so that you have the opportunity to ask questions and get feedback (see paragraph 4 below)
- reimbursement for your reasonable expenses so you are not out-of-pocket as a result of volunteering for us (for further information see paragraph 9 below), and
- insurance to cover you for the volunteer duties you are authorised to perform (see paragraph 10 below).

3. What FOFA asks of its volunteers

We ask that you:

- support **FOFA**'s aims and objectives
- participate in all relevant induction and training sessions

- only perform duties you are authorised to perform and always operate under the direction and supervision of **FOFA**'s staff and obey reasonable directions and instructions.
- understand and comply with the organisation's policies and procedures where advised.
- notify your supervisor or another member of staff of any health and safety issues or potentially hazardous situations that may pose a risk to you or others and report any accidents or incidents relating to staff, volunteers, or the workplace
- behave appropriately and courteously to all staff, clients and the public in the course of your role
- use any property or equipment given to you in your role safely and only for purpose of the role and return it to the organisation when you finish your volunteer role
- let us know if you wish to change the nature of your contribution (for example, hours, role) to **FOFA** at any time
- let us know immediately if there is anything, or anything arises, that makes you unsuitable or unable to legally carry out your volunteer role (for example, your role requires you to drive and you lose your licence or you injure yourself)
- comply with the law at all times, and
- be open and honest in your dealings with us and let us know if we can improve our volunteer program and the support that you receive.

4. Contact person

Your contact person at **FOFA** will be **Lillie Giang or such other person as advised**. If you have any questions or concerns about your role, your health and safety, or if you need any assistance to help you perform your role, please contact **the advised person** as soon as possible.

5. Role description and details

We ask that you only perform duties you are authorised to perform, always operate under the direction and supervision of **FOFA**'s staff and obey reasonable directions and instructions. This is particularly important for health, safety and insurance reasons (see paragraph 6 below).

We have developed a role description to help you understand your role and the tasks you are authorised to perform and tasks that are prohibited. **This can be provided on request.**

If you are unsure whether a particular task or work is part of your role, or who you can and can't receive directions and instructions from please don't hesitate to talk to your contact person.

6. The health and safety of you and others

At **FOFA** volunteer safety, and the safety of everyone who is involved in our organisation, is a priority.

In Victoria, the Occupational Health and Safety Act 2004 (**OHS Act**) applies to many volunteers because all organisations that engage workers on a paid basis or manage or control a workplace can owe OHS duties to everyone in the organisation (including volunteers). Also, there may be other legal actions (such as negligence claims) that mean we always need to consider work health and safety issues.

Under the OHS Act and other laws, **FOFA** has a duty of care to minimise risks to everyone affected by its conduct (including paid employees and volunteers).

It also means that as a volunteer, you may have duties and responsibilities too. These include:

- taking reasonable care for your own health and safety
- taking reasonable care for the health and safety of others
- complying with any reasonable instruction by **FOFA**
- letting **FOFA** know of any concerns you may have about safety or fitness in performing our role, and
- cooperating with any reasonable policies and procedures of **FOFA**.

We will provide you with a full induction, safety equipment and role training when you commence as a volunteer with our organisation. However, please do not hesitate to talk to your contact officer at any time if you have any health and safety concerns.

7. Induction and training required before you start in the volunteer role

FOFA is committed to providing suitable training in support of the organisational policies relevant to your role as a volunteer. For this reason, it's our policy that all volunteers undertake induction and training at **FOFA** before starting their volunteer role.

Lillie Giang will confirm the details of the induction and training schedule with you.

8. Information we need before you can start in the volunteer role

Before you can start the volunteer role, we need the following certifications:

- **Working with Children Check**
- **Police Check**

All background check information will be conducted in accordance with our 'Background Check' policy and our privacy policy.

9. Volunteer expenses and other benefits

As a volunteer, **FOFA** will reimburse you for any reasonable out-of-pocket expenses that you incur when performing authorised tasks associated with your role.

We do this to ensure that you are not financially disadvantaged as a result of your volunteer role with us. These payments are not remuneration or wages. You will need prior approval and will always need to produce receipts.

We may sometimes provide you with other benefits as part of your volunteering role (examples include training, free food, accommodation, event entry, clothing or equipment). Where this occurs, it is on a gratuitous basis at the discretion of **FOFA** and is not payment in lieu of salary.

10. Insurance

We are committed to providing adequate insurance cover for volunteers while carrying out their volunteering roles that have been approved and authorised by us.

FOFA has the following insurances:

- Public and Products Liability
- Association Liability
- Volunteer Personal Accident

To ensure this insurance covers you for any incidents that occur while you are volunteering with us, you need to:

- Sign in each time you volunteer
- Report any accidents as soon as they have occurred

We want to let you know that the following events are unlikely to be covered by our insurance:

- actions that are beyond the scope of your volunteer role, or that occur without appropriate authority or permission from us
- criminal activity (including criminal charges arising out of driving incidents), and
- dishonest or reckless activities (for example turning up intoxicated).

11. Confidential information

Volunteers are likely to be given access to **FOFA**'s confidential information as part of, or to assist them with, their role. Confidential information includes any information about **FOFA**, its business, services and clients which has been designated by **FOFA** as confidential or which is, by its nature, confidential or proprietary to **FOFA**.

You are not permitted to use or disclose any confidential information for any purpose other than the proper discharge of your duties as a volunteer of **FOFA**.

12. Intellectual Property

You agree to transfer all intellectual property rights and interests (including copyright) in any ideas or materials you create relating to your provision of voluntary services at **FOFA** to **FOFA**.

You consent to the use by **FOFA** of such creations in a manner reasonably contemplated by the voluntary services provided under this document. As a volunteer you also agree not to bring any claim for infringement of your moral rights in respect of that use.

13. Consent to use photographs and images

You agree that **FOFA** may take photographs and video footage of you carrying out your volunteer work and use it for the purposes of marketing and promotion of **FOFA** and its goods or services. This may include printed and digital marketing, including the use of your image on social media platforms.

This agreement is based on the splendid template provided by Justice Connect.