



VOLUNTEER WORKER AGREEMENT

MADE BETWEEN:

[NAME OF VOLUNTEER] _____

[ADDRESS OF VOLUNTEER] _____

("The VOLUNTEER")

AND

Hills Radio Inc
of
PO Box 380,
Mt Barker, 5251

("The ORGANISATION")

BACKGROUND

- A. The organisation seeks and values the assistance of volunteers to assist with the work of the organisation.
- B. The Volunteer freely and willingly offers their time, skill and expertise to further the work of the Organisation.
- C. The Organisation and the Volunteer agree that the Volunteer shall engage in voluntary work for the Organisation on the terms and conditions set out below.

TERMS AND CONDITIONS OF VOLUNTEER WORK

1. The Volunteer agrees to provide their time, skill and expertise as a Volunteer.
2. The Volunteer accepts and understands that, as a volunteer worker, they shall not be entitled to any payment whatsoever in connection with the volunteer work except as provided for in Clause 6.
3. The Volunteer agrees that the volunteer work arrangements between them and the Organisation shall at no time constitute a relationship of employment, partnership or principal and contractor with the Organisation.
4. Police Check
 - 4.1 Prior to commencing volunteer work, the Volunteer shall submit to an initial police check.
 - 4.2 The Volunteer agrees to submit to any further police checks the Organisation may require from time to time.
 - 4.3 The Volunteer agrees that if the police check is regarded by the Organisation to be unsatisfactory they will be unable to commence or continue with volunteer work as the case



may be.

5. The Volunteer agrees to:-
 - 5.1 Follow all lawful instructions of the Organisation or a supervisor appointed by the Organisation in regard to the volunteer work.
 - 5.2 Respect the worth and dignity of all persons with whom they are working including other volunteers.
 - 5.3 Undertake, at the Organisation's expense, all training reasonably required.
 - 5.4 Act at all times within the scope of the volunteer work assigned to them and within the bounds of the CBAA and ACMA Codes of Practice, The Broadcasting Services Act, The Associations Incorporated Act (1985), the Hills Radio Constitution, the Hills Radio by-laws.
 - 5.5 Refrain from making any public statements regarding the Organisation or speak to the media about the Organisation or the volunteer work they are involved in without the written permission of the Organisation.
 - 5.6 Take reasonable care to protect their own and others' health and safety.
 - 5.7 Understand there is a strict no smoking policy in and around the building.
 - 5.8 Properly and safely use any equipment and property in connection with the volunteer work.
 - 5.9 Obey all State and Commonwealth laws whilst performing the volunteer work including but not limited to road safety and motor traffic laws.
 - 5.10 Not be affected by or consuming alcohol or drugs while performing the volunteer work on behalf of the Organisation.
 - 5.11 Hold, and keep current, all licences and permits that may be required to undertake the volunteer work including, but not limited to, driver licences.
6. Upon presentation of satisfactory documentation the Organisation may, in its absolute discretion, reimburse to the Volunteer the cost of any expenses the Volunteer has incurred as a result of performing the volunteer work for the Organisation.
7. The Organisation will do all things as required by law to ensure the health and safety of the Volunteer while they are engaged in voluntary work for the Organisation.
8. The Organisation of the Volunteer may terminate the Agreement at any time on the giving of seven (7) business days' notice.
 - 8.1 Upon the expiration of the notice period the Volunteer must return all property of the Organisation used in connection with the volunteer work and...
 - 8.2 No longer hold themselves out to be a Volunteer of the Organisation.
 - 8.3 Serious misconduct by a volunteer may result in dismissal with no notice period given. Conduct that may give rise to instant dismissal includes but is not limited to breaches of any conditions in this Volunteer Worker Agreement.
9. In the event that the Volunteer is also an employee of the Organisation they acknowledge that:-
 - 9.1 Any time spent as a Volunteer shall not count towards accrual of any entitlements they may have as an employee.



PO Box 380
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8391 3885
info@hillsradio.com.au
www.hillsradio.com.au
ABN 38 899 599 809

9.2 The terms and conditions of any arrangement with the Organisation as an employee are governed by their Contract of Employment or AWA and not by this agreement.



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SIGNED FOR AND ON BEHALF OF:-

HILLS RADIO INC

by

.....
Print Name

.....
Position Held

.....
Signature

Dated this day of 20

SIGNED BY VOLUNTEER

.....
Print Name

.....
Signature

Dated this day of 20