VOLUNTEER CHARTER

10 Principles of the Volunteer Charter

1. Any volunteer activity is a freely made choice of the individual, if there is any compulsion, threat of sanctions or force, then any such activity is not volunteering
2. Volunteers should receive no financial reward for their time, however out of pocket expenses should be covered, no one should be prevented from volunteering due to their income
3. Effective structures should be put in place to support, train and develop
4. Volunteers and paid workers should be able to carry out their duties in safe, secure and healthy environments that are free from harassment, intimidation, bullying, violence and discrimination
5. Volunteers should not carry out duties formerly carried out by paid workers nor should they be used to disguise the effects of non-filled vacancies or cuts in services
6. Volunteers should not be used instead of paid workers or undercut their pay and conditions of service nor undertake the work of paid workers during industrial disputes
7. Volunteers should not be used to reduce contract costs nor be a replacement for paid workers in competitive tenders or procurement processes
8. Volunteers should not be used to bypass minimum wage legislation nor generate profit for owners
9. Volunteers and paid workers should be given the opportunity to contribute to the development and monitoring of volunteering policies and procedures, including the need for policies that resolve any issues or conflicts that may arise
10. Volunteer roles should be designed and negotiated around the needs and interests of volunteers, involving organisations and wider stakeholders. Finding legitimacy and avoiding exploitation through consensus depends on mutual trust and respect