



Southern United Hockey Club Inc

Men, Women, Veterans & Juniors

SUHC Volunteer Policy

Southern United Hockey Club (the club) relies heavily on unpaid volunteers and in some cases on paid contractors who act as coaches, managers, umpires and officials, committee members, helping in the canteen or on a barbeque. These activities keep our Club alive and are in turn rewarding for volunteers and contractors.

Roles and Responsibilities - In cases where the activities are substantial, or where there is remuneration under a contract, the Club will seek to document the roles and responsibilities of the individual and contract remuneration in a written agreement. In some cases the role will be documented in a generic document, e.g. setting out responsibilities of a manager for a junior team, but if the role is more complex, such as coach of a Premier League team the responsibilities will be set out in an agreement specific to that role. Any individual agreements are to be authorised by the either the Club Committee of Management or the appropriate Section Committee. In simpler volunteering roles, the Club will seek to ensure that the responsibilities are clearly articulated.

Appointment – either the Club Committee or Management, or appropriate Section Committee will approve appointment of volunteers having regard to the skills, experience and attributes required to undertake these roles. Paid contractual agreements must be approved by the Committee of Management, at the recommendation of the appropriate Section Committee.

Induction – the Club commits to provide appropriate induction, information, direction and supervision to allow volunteers and contractors to be both successful and fulfilled in their roles.

Respect - The Club expects that all volunteers and contractors will be treated with respect in accordance with the Club's Code of Behaviour, and in turn, all volunteers and contractors are expected to act in accordance with the Club's Code of Behaviour.

Safety and Child Safety - The Club commits to offer volunteers and contractors a safe volunteering environment and turn expects volunteers and contractors to take a responsible approach to safety. Volunteers and contractors who may engage with juniors are required to comply with the Club's Member Protection, Child Safe Code of Conduct and Child Safe Policy (including for the avoidance of doubt providing current Working With Children Checks).

Reimbursement of expenses – The Club will reimburse expenses reasonably incurred by volunteers and contractors, noting that such expenses (unless by prior written agreement) will exclude travel costs, such as travelling to and from matches.

Umpires – As part of the annual fee structure, some sections of the Club require members to umpire certain games on a volunteer basis. Other sections require the contribution of an umpiring fees. Where a Club member umpires a game which is not part of a specific volunteering agreement, the club will pay an umpiring fee.

Volunteer coaches of junior teams – The Junior Committee may decide to offer to reimburse some portion of annual fees for players who volunteer to coach junior teams and show a season long commitment to this role. The Junior Committee makes this decision towards the end of each season and will ensure that volunteer coaches receive consistent offers of reimbursement.



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