

LAND SEARCH AND RESCUE VOLUNTEER AGREEMENT

New Zealand Land Search and Rescue Incorporated Commitment

New Zealand Land Search and Rescue Incorporated's objective is to provide effective and efficient land search and rescue capability throughout New Zealand to assist the New Zealand Government's appointed lead agencies of Search and Rescue (SAR), consistent with New Zealand Land Search and Rescue Incorporated Standards.

To do this, New Zealand Land Search and Rescue Incorporated requires its member Groups to be strong, sustainable, well-governed and robust organisations that provide efficient and effective SAR services at the request of the Coordinating Authorities. New Zealand Land Search and Rescue Incorporated is committed to providing the Groups and their volunteers with support and guidance to create and maintain this.

New Zealand Land Search and Rescue Incorporated will continue to deliver against its objectives (as defined within its rules) As well as meeting these objectives, it is New Zealand Land Search and Rescue Incorporated's intent to reduce the burden in financial and administrative terms on Groups and individual volunteers as far as is practical.

New Zealand Land Search and Rescue Incorporated will also represent its Groups and volunteers nationally to advocate for them, to ensure their commitment to the community is recognised and valued, and to ensure their role within the wider SAR Sector.

Health, Safety and Wellbeing Commitment

The Directors, Chief Executive and Management of New Zealand Land Search and Rescue Incorporated are committed to the health, safety and wellbeing of its workers, contractors, clients, students and the volunteer membership of Land Search and Rescue groups across New Zealand.

New Zealand Land Search and Rescue Incorporated is committed to ensuring that health, safety, and wellbeing is part of everything we do across the organisation and its membership.

The full Health, Safety and Wellbeing Commitment can be found at [this link](#).

Hamilton Land Search and Rescue Commitment

Hamilton Land Search and Rescue commits to provide a safe, inclusive and supportive environment for all of its volunteers. We will treat all volunteers fairly and with respect.

As a Group, we act fundamentally in the interests of the lost, missing and injured. We will be transparent and consistent in all our dealings with our volunteers. Callouts will be based on a volunteer's operational status, the needs of the operation and group sustainability.

All volunteers can raise an issue or make a complaint and we commit to manage all complaints fairly and in a timely manner.

We will provide support, equipment and adequate training to our volunteers to maintain their role competencies and will be amendable to volunteers' changing circumstances.

We will be transparent, equal and fair when allocating resources and selecting volunteers to represent the group.

Service Level Agreement

Land Search and Rescue, New Zealand Search and Rescue (NZSAR) and the Coordinating Authorities (New Zealand Police and Rescue Coordination Centre New Zealand (Maritime New Zealand)) are bound by the Service Level Agreement. The Service Level Agreement explains the relationship and level of reciprocal expectations between Land Search and Rescue Inc (which includes its Groups and volunteers), NZSAR and the Coordinating Authorities

Groups and their volunteers are also bound by the Service Level Agreement to provide their services by being competent in their role.

In return, NZSAR and the Coordinating Authorities have agreed to work collaboratively and co-operatively with SAR Sector partners to seek sector wide efficiencies, work together to support shared services, and to support the combined SAR sector.

The Coordinating Authorities agree to reimburse travel expenses, losses and damages incurred during search and rescue operations (schedule 4 Service Level Agreement).

Volunteer Commitment

As a volunteer, I commit to;

- Being the best volunteer, I can be.
- Taking personal responsibility to be healthy, and competent for my role (as a minimum to the level of the Land Search and Rescue role competency framework).
- Attending at least 4 training events or sessions a year.
- Achieving my role competency within 18 months and maintaining it thereafter.
- Being available to respond (subject to my role).
- Notifying my Group if there are reasons that I may need to change or reduce my commitment and agreeing to a revised level of commitment for a mutually agreed period.
- Resign from Hamilton Land Search and Rescue when I am unwilling or unable to meet the above commitment over a prolonged period. I will submit my resignation to Hamilton Land Search and Rescue.
- Have and maintain the appropriate equipment for my role.

I also commit to;

- Act in good faith towards Hamilton Land Search and Rescue and New Zealand Land Search and Rescue Incorporated,
- Act in the best interests of the lost, missing and injured, other volunteers and the wider SAR Sector,
- Only respond or act under the authority of the Coordinating Authorities,
- Respect the rights, dignity and value of other volunteers (irrespective of their role), Land Search and Rescue staff, our SAR partners and members of the public,
- Behave in a way that is not discriminatory, bullying, harassing, racist, sexist, violent, abusive or otherwise inappropriate towards others,
- Be considerate and treat everyone fairly and equally and allow others to have a voice,
- Communicate with others in a way that is honest, transparent and considerate,
- Behave professionally, responsibly and ethically, at all times and be a positive role model,
- Remain free of the influence of drugs, performance enhancing substances and alcohol while involved in Land Search and Rescue operations, administration and training activities,
- Ensure safe and healthy practices are followed at all times,
- Report near misses, injuries, incidents and unsafe practices, behaviour or situations.
- Respect the privacy of other volunteers, Land Search and Rescue staff, SAR partners, subjects of search and rescue operations and members of the public, (see Land Search and Rescue Media Standard for Groups and Volunteers)
- Complete the Police vetting process and to not possess a court conviction incompatible with my Land Search and Rescue role and inform my Group if I am subject to any ongoing charges,
- Not using my membership for personal gain, commercial enterprise, or the promotion of professional services;
- Abide by Land Search and Rescue Policies, Standards and Procedures,
- Report breaches of this agreement, the policies, standards and procedures of New Zealand Land Search and Rescue Incorporated and Hamilton Land Search and Rescue in a timely and appropriate way.

I understand that I will be notified if I am suspected of failing to abide by my commitment and that a fair and reasonable process to investigate and deal with the situation will occur. I am aware that a neutral, mutually agreeable person(s) will be appointed to investigate and deal with the breach.

I further understand that if I have been deemed to have failed to abide by my commitment it may result in disciplinary action, which may include informal and official warnings, suspension, stand down or dismissal from Hamilton Land Search and Rescue.

I will return my ID card, all equipment, clothing and other items provided by Hamilton Land Search and Rescue when requested to do so, or when leaving Hamilton Land Search and Rescue, otherwise I will reimburse Hamilton Land Search and Rescue for its replacement.

I agree to the above and I consent to being a member of Hamilton Land Search and Rescue.

Name

Signature

Date

(For new volunteers - this date will be used as your joining date)