



**ROYAL CANADIAN MARINE
SEARCH & RESCUE**
Saving Lives on the Water
Station 106 • Shuswap

VOLUNTEER PROBATIONARY CONTRACT

Welcome to Royal Canadian Marine Search and Rescue. Volunteers are the lifeline of this organization.

Without volunteers we would not exist.

We believe our volunteers have the right to be treated with respect and dignity.

A probationary period gives both parties an opportunity to see if the fit is correct and during this period, you will receive information on the various aspects of our organization and receive “on the job” training to develop new skills. We want this to be a rewarding experience for all parties.

As we are all volunteers in our unit you will not be paid any salary or stipend for your services. Also, you will not be eligible for or be able to request any benefits for your services. However, you will be covered under comprehensive Emergency Management British Columbia (EMBC) and Royal Canadian Marine Search & Rescue insurance policies and, if you volunteer 200 hours or more, be eligible for a Federal and Provincial Tax Credit, in the amount of \$3000.00, for the tax year in question.

There is an expectation that you attend Station meetings, classes and in service training sessions. It is also expected you will follow through on any commitments you make to the unit. You will receive clear instruction / guidelines about the tasks you will be asked to accomplish. You are responsible to establish your own boundaries at this time and clearly express them. Present your ideas as long as you are considerate of others and get the facts before you criticize.

We look forward to your involvement with us, but in the situation where it is not a good fit for either party, we would ask that you understand that the probationary period is a critical time both for new members and current ones.

A new Member, who is still within their probationary period, can be dismissed by a committee made up of four Station members, including the Station Leader, Deputy Station Leader, Training Officer, and a Volunteer Member.

We wish you much success and we look forward to your involvement helping us save lives on the water.

The six-month probationary period is from _____ to _____.

I accept the terms and conditions as stated herein.

Volunteer Probationer Signature: _____

Station Leader Signature: _____

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