

## **International Environmental Weed Foundation Employment Policy (1 July 2007) (Updated 10 January 2020)**

Being a not-for-profit environmental organisation all roles within the organisation will be filled, where possible by volunteers. If volunteers are not available casuals may be employed at a rate commiserate with their skills. As there is no specific award which covers the activities of IEWF we will follow the guidelines as detailed in the Office of Industrial Relations Guidelines for:

### **AN120361 – The National Trust of Australia (NSW) Bush Regenerators Award**

IEWF employment will be as teacher/trainer or the equivalent to a bush regenerator therefore this award is most appropriate.

Casual administrative roles will be covered under

### **CLERKS Private Sector Award 2010**

For grant projects casuals or contractors may be employed if there is specific funding for their role within the grant and the rates paid will be as detailed within the grant.

All IEWF employees/volunteers will be educated in and abide by the IEWF *Policy for Protecting Children and Young People* and will be asked to provide a Working With Children Clearance.

Each prospective new employees will be given a letter of offer which they will counter-sign, if they agree to the conditions and terms offered, as an acceptance of their employment.