

1. Introduction

The Volunteer Policy of Malaysian Red Crescent Society as a part of the International Red Cross Movement, we decided to protect human life, care for the health of the vulnerable, respect human dignity, by mobilizing people to serve voluntarily for the cause of humanity, it is our vision that people are ready to offer impartial and voluntary aid to help improve the lives of vulnerable people.

2. Definition

- Volunteers are those who are motivated by the free will of the person, and not by a desire for material or financial gain or by external social, economic or political pressure this includes those who are formally registered and also joining for a short term.
- MRCS is a voluntary service and contributions given by any person or group of people based on the seven principles of the Movement of the Red Cross / Red Crescent Societies;
- Intended to benefit vulnerable people in accordance with the Fundamental Principles of the Red Cross and Red Crescent;
- Voluntary activities carried out by the recognized MRCS members and volunteers are not intended for financial or material profits or neither for the pressure influenced of the social, economic and political,
- To provide services to communities in need and vulnerable to the misery of life, in accordance with the fundamental principles of the Red Cross / Red Crescent
- The volunteers need to register as a volunteer of the MRCS and form part of its subsidiary team.
- Volunteering with the MRCS is open to everyone without any discrimination based on race, gender, religious beliefs, language, class or political opinions.

3. Objective

- Increase the number of members and volunteers of the Malaysian Red Crescent Society (MRCS) in our country to enable them to play an important role when they are required,
- Creating volunteerism based on the main principles underlying the Red Cross / Red Crescent toward volunteer activities,
- Enlisting the volunteers entitlement and responsibilities towards achieving the goal and objectives of the Society
- Establish collaborative relationships with the International Federation of Red Cross, International Red Cross / Red Crescent Societies, and other national voluntary agencies in the country,
- National Organisational Development Committee stated as a component of developing a MRCS volunteers in organizations,

4. Rules and Duties

- MRCS volunteers must always respect and comply with the code of ethics/conduct as a member of the Red Crescent;

Rules or regulations in relation to the activities of volunteerism should be based on the set MRCS Constitution / By Laws;

- MRCS members shall take part in activities and training conducted by the MRCS and volunteers are encouraged to participate;
- To ensure the involvement of voluntary activities wherever needed to lighten the burden of the lives of those in need and strengthen the distribution and mobilization of human resources available within the community;
- Assessing the contribution, enthusiasm, skill, commitment and experience and skills of the volunteerism at all time;
- Acknowledge the contributions / volunteer of services accordingly;
- Recognize and value volunteering as a means of creating and supporting a network of people who are available to work for MRCS;

- Members of the Council, the Executive Committee of National Headquarters, Headquarters Staff, Branch, Subsidiaries (University / College) and all volunteer members of the Malaysian Red Crescent are responsible for the implementation of MRC policy.

5. Training and Exposure

MRCS shall perform the following activities: -

- Recruiting / registration of volunteers based on the set rules and procedures;
- Formulate / list of rules (procedures) including the rights and responsibilities of volunteers based on the Constitution, MRCS Corporate By-Laws and MRCS manuals;
- To Implement activities to improve skill-training and volunteer as stipulated in the Training Handbook;
- Train volunteers including the utilization of Learning Platform in order to build up capacity ;
- To recognize the ideas, concepts and proposals submitted by the volunteers and consider feedback for the success of the MRCS programs in the future;
- Conduct fund raising activities by giving training to those related to effort to generate income to Branches and Chapters. The Objective programs that intended such as Community Services. Sending a qualified active volunteer and actively involved in humanitarian work to gain experience and exposure in or out of the country.

6. Policy Statement

Protection, Welfare and Incentives

MRCS volunteers should be given the rights as follows:

- To ensure that volunteers have been insured for their safety when they are engaged or employed in MRCS activities and official duties;

- Wear a uniform / ID at all time and comply with the rules that have been approved in the MRCS handbook;
- Volunteer is given the opportunity to act reasonably in carrying out humanitarian services based in the existing the MRCS Constitution / By-Laws;
- Voices of volunteers will be represented by an executive officer of the branch and Chapter and at the National level;
- MRCS volunteers must respect and comply with the laws and regulations that have been approved by the MRCS, and the code of ethics when using the symbol of the Red Cross / Red Crescent as described in the MRCS handbook;
- Active volunteer on duty will be provided with supplies they need in the form of life jacket and protective clothing in accordance with the current situation;
- A MRCS Volunteer who is injured while on official duty will be given free medical treatment or reimbursement in accordance with the existing MRCS rules / regulations;
- When MRCS volunteer is unable to perform his duty due to health, social or economic surplus, MRCS will duly reconsider their services for the purposes of the recognition at the end of the service;
- Token of appreciation will be given in the course of carrying out approved tasks by volunteers.

7. Volunteer Retention

To maintain Volunteer interest as follows: -

- Practise of volunteer management in a systematic and orderly distribution of tasks timely and skill / ability, respectively;
- Reasonable reimbursement of expenses incurred by the MRC volunteers in carrying out the activities and official duties,
- To provide opportunities to qualified and trained MRCS volunteers to participate in humanitarian assistance during or outside of office hours, even if they are employees of the Government or non-Government.