



Native Animal Rescue
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Native Animal Rescue
is the registered trading name for
Fauna Rehabilitation Foundation

VOLUNTEERING AT NATIVE ANIMAL RESCUE

Thank you for your interest in volunteering at Native Animal Rescue (NAR). This letter will provide you with some background information about volunteering at NAR.

Working with wild native animals

Upfront it needs to be said that working with native animals that are sick or injured is not always a "warm and fuzzy" experience. Firstly you would be working with animals that are injured or sick and often experiencing pain. They need a lot of attention to their welfare and their hygiene. That means a lot of our work with the animals is focussed on:-

- Preparing and providing the right sort of food for each animal, including harvesting native bush suited to the various species; and
- Cleaning out the areas where they are housed to remove excrement and other potentially harmful or unpleasant materials.

It also needs to be understood that you will be working with wild animals and, particularly as they return to good health, there is the potential that they will, out of fear, seek to attack those that are caring for them. You need to learn how to capture and restrain animals so that your safety is assured.

Because they are wild animals, we do not cuddle them, we work hard to keep them wild. Getting them used to humans is a good way to ensure they do not survive once they are released back into the wild. Another reason for not cuddling them is that some of their diseases can be contracted by us and can cause us to become seriously ill. We do have some animals that are educational animals. They are not able to be released back into the wild and we will give you opportunity to cuddle these animals, because we want them to be comfortable around humans.

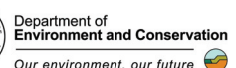
You need to be 15 years or older

Sorry, but for insurance purposes, we cannot accept volunteers who are less than 15 years of age – even if accompanied by a parent.

NAR Membership

It is a requirement that all volunteers at NAR become NAR members. Membership fees are not onerous and there are a range of options to cater for people in different social circumstances.

Proudly Supporting Native Animal Rescue



Euthanasia

NAR is focussed on the health and welfare of the animals. Unfortunately, on occasions, we are confronted with the situation where an animal cannot be rehabilitated to a status where they are both pain free and can be released back into the wild to fend for themselves. While we have well defined strategies for working through the complex of issues that surround these situations, which as a member you will be welcome to examine, there are times when we must recognise that the most humane thing to do for that animal is to euthanize it and end its needless suffering. If you volunteer at NAR, you must accept that euthanasia can sometimes be the best outcome. If you insist on holding an attitude of "save everything at all cost", NAR is not the place for you to be a volunteer.

Not all volunteers need to work with animals

Working with the animals may not be your "cup of tea". There are many other opportunities for you to be involved in the work of NAR, which will not require you to have any contact with the animals. You can help out with such things as receptionist/telephonist, entering data into our database, management of membership and volunteer records, ordering of goods, maintenance and repair of facilities, construction of new facilities, website management, contributing to newsletter articles, taking minutes at meetings, fund raising..... the list is endless. If you do not wish to work with animals but want to support the work, talk to us; we can almost guarantee we will be able to find you a niche that will suit your skills and interests.

Clothing

Volunteers working at NAR must wear long pants and closed in shoes. NAR is located on a bush forever site with its own lake. That means lots of wildlife roaming around and some slithering around. The clothing rules are there for your protection. We also require volunteers to wear our NAR uniform shirts when working on shift. It provides you with stronger identity with NAR and gives an important message to the members of the public and business who are in contact with us. We can come to a mutually agreeable arrangement with you to cover payment of the cost of the uniform over time. You can see the shirt styles at our NAR Shop on our website at www.nativeanimalrescue.org.au/NewsAndEvents/NARShop.aspx. You are also welcome to purchase other items from the NAR Shop and there are no restrictions on you wearing NAR clothing at any time, whether at NAR or not.

Volunteer Shift Hours

NAR operates every day of the year from 9:00am to 5:00pm. Each day there are two 4-hour shifts that operate from 9:00am to 1:00pm and from 1:00pm to 5:00pm. We require volunteers, except in the case of an emergency, to attend for a minimum shift period of four hours. The work of NAR is totally dependent on having reliable and competent volunteers and to ensure that we can operate effectively we ask volunteers to commit in advance to their shifts so that we can plan to have adequate volunteers available at each shift. We require volunteers to contact us and advise us, if they cannot attend their rostered shifts and we ask you to provide us with as much lead time as possible, so that we can make alternative arrangements to cover your absence.

You are required to sign on and off at the start and end of your shift. This serves two purposes:-

1. It allows us to confirm who is on site and who is not, in the case of an emergency; and
2. It provides appropriate data to prepare references that we receive regularly requests (see below) and to qualify volunteers for rewards that are offered by Department of Environment and Conservation.

Volunteer progression

We encourage volunteers to develop their skills and knowledge in whatever area of work they become involved at NAR. As a new volunteer, even if you have previous experience in working with wildlife at another centre, you will work closely with other experienced volunteers. As you demonstrate your capacity to do the work, you will be given more responsibility and will be involved in a wider range of duties. You will have the opportunity to nominate to be part of one of our specialist project teams, which will give you specific responsibilities, when on shift to work with particular species. At present we have project teams for Woylies, Black Cockatoos and Water birds (including seabirds).

If you demonstrate team leadership skills and sound competency in the management of animals, you may be invited to take on the role of Shift Supervisor where you will be responsible for coordinating the shift team in collaboration with the Clinic Coordinator. If you demonstrate skills and interest in teaching/training, we will be keen to involve you in teaching/training roles of both volunteer staff and visiting school and community groups.

We know that NAR provides opportunity for people to grow and develop in their volunteer roles. Many of our past volunteers have gone on to be successful veterinary nurses or veterinarians and have found the skills and experience they have developed at NAR has placed them in good stead and made them highly valued in their subsequent professions. We can provide you with the opportunities to grow and develop, we just can't pay you!

References for Volunteers

We are regularly requested by volunteers to provide references to support job and study applications they are submitting. We willingly provide references with the following provisos.

1. For volunteers who have worked less than 100 hours, our reference will only provide a statement of the time period over which you have volunteered at NAR and the total number of hours of volunteer time.
2. For volunteers who have worked more than 100 hours, the reference will provide the details described in item one plus supporting comments on the calibre of your quality of work, work attitudes etc.

In an organisation such as ours, which is highly dependent on volunteer staffing, it is considered that 100 hours is required to enable us to achieve sufficient understanding of your work character to be able to make appropriate comment. If you volunteer one shift per week that means the qualifying period for you to receive the more detailed reference is approximately six months.

Volunteer Induction

Before you commence at NAR as a volunteer, whether you will be working with animals or in another area of responsibility, we require you to attend one of our volunteer induction sessions. This session will introduce you to the policies and procedures with which you will be required to comply; it will provide you with a background on important occupational safety and health issues and provide you

with the opportunity to tour the facilities and gain a good appreciation of the culture and environment at NAR.

Attached please find a copy of our Volunteer Code of Practice, which we ask you to read before you attend on induction session.

Next Step

Having read the above, if you still wish to volunteer at NAR, please contact us to book in for an induction session, or if you wish to further explore how you can be involved, make an appointment to meet with us and discuss your involvement in more detail.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Lizzie', written in a cursive style.

Lizzie Aravidis
Chief Executive Officer