



General terms and conditions regarding voluntary employment

1. The volunteer performs work for the host organization without remuneration in the scope of activities provided by the host organization within the framework of the voluntary legal relationship stipulated in the volunteer contract.
2. The volunteer is only entitled to perform activities that meet the qualifications, health, registration and other conditions defined by the law, and the law providing the care does not bind him to a specific legal relationship, and the care provided in a voluntary legal relationship is not excluded by law.
3. The Hungarian Red Cross, as a host organization, can carry out the following activities within the framework of the voluntary legal relationship:
 - 4.1. In the event of a war, participating in the rescue of war victims, keeping records of victims and prisoners of war, providing information to the needy and their relatives, and providing temporary financial or in-kind aid.
 - 4.2. In the event of a natural or other disaster, searching for those in need, providing them with temporary aid, legal aid, and operating aid teams to rescue the victims. Contributing to the prevention and eradication of accidents, disasters, mass disasters, social conflicts, diseases, epidemics and other problems affecting the masses.
 - 4.3. Rescue, disaster prevention, search for missing persons. Helping asylum seekers and refugees by creating and maintaining temporary accommodation and facilitating their return home.
 - 4.4. Health education, sports, useful spending of free time, establishment of home care services, protection of traffic safety.
 - 4.5. Performing tasks related to nature conservation and environmental protection.
 - 4.6. Assistance in the performance of rescue and patient transportation tasks, teaching first aid. Organization of voluntary blood donations.
 - 4.7. Provision of social assistance and care for those in need. Assistance in the operation of social, health and child protection institutions, social shops and performance of professional nursing tasks.
 - 4.8. Assistance in health prevention, and health rehabilitation activities. Social activities, family assistance and care for the elderly.
 - 4.9. Organization of courses for volunteer helpers, professional workers of the Hungarian Red Cross, and interested collaborators.
 - 4.10. Training, assistance and rehabilitation employment for disadvantaged groups on the labor market. Education and dissemination of knowledge.





4.11. Spreading the principles of the Red Cross, participation in the protection of human and civil rights.

4.12. Administrative and support activities.

5. In the Volunteer Agreement, it is necessary to state in which geographical areas and settlements will the volunteer perform his/her tasks.

6. The voluntary activity performed by the volunteer may not exceed the limits prescribed by law. The host organization is obliged to provide the volunteer with at least 8 hours of adequate rest between the end of the volunteer activity in the public interest and the start of the following day.

7. Either party is entitled to terminate this contract with immediate effect by a unilateral declaration of rights addressed to the other party.

8. The host organization can provide benefits to the volunteer in the following form and to the extent that they do not qualify as compensation:

9.1. Work clothes, protective equipment and materials.

9.2. Providing the travel, accommodation and meals necessary for the performance of volunteer activities, as well as reimbursement of the costs of these mentioned above, as evidenced by receipts, and - by appropriate application of the rules of the Personal Income Tax Act on posting orders - based on the posting order for the volunteer the amount paid with regard to the use of one's own car for the benefit of the host organization, which does not exceed the amount of the amount that can be paid as expense reimbursement without a receipt, with regard to the use of one's own car for the benefit of the employer.

9.3. Providing the volunteer with vaccinations, testing and other disease prevention services for the safe provision of volunteer activities.

9.4. The costs of training provided to the volunteer outside of the school system, necessary for the performance of volunteer activities.

9.5. Ensuring the food, care, and training of the animal owned by the volunteer necessary for the performance of volunteer activities, as well as the reimbursement of the cost of these to the volunteer, as evidenced by a receipt.

9.6. Provision of the necessary conditions for the operation of the equipment owned by the volunteer - for the provision or operation of voluntary activities in the public interest, and the reimbursement of the costs of these, as evidenced by a receipt.

9.7. Liability insurance, health and accident insurance, in case of death, physical injury, health impairment of the volunteer occurring during the volunteer activity in the public interest, as well as its premium, as well as liability insurance for reimbursement by the





volunteer, or the payment of damages due to the violation of personal rights committed by the volunteer, or its price.

9.8. In the case of public interest voluntary activities performed by the volunteer abroad, or in the case of public interest activities performed by a Hungarian citizen who does not have a residence in Hungary, a daily allowance for one month does not exceed twenty percent of the current monthly amount of the minimum wage.

9.9. The reward given to the volunteer for his/her voluntary activity in the public interest, the annual amount of which does not exceed twenty percent of the current monthly amount of the mandatory minimum wage.

10. The contracting parties are only entitled to amend the Volunteer Agreement in writing.

11. The host organization is obliged to provide the volunteer with the conditions for safe and health-free work, the rest period as specified in point 4, the information and guidance necessary to perform the volunteer's tasks, as well as the acquisition of related knowledge. The host organization is also obliged - if necessary - to ensure continuous, professional supervision of the volunteer's activities. The host organization also ensures the provision of the legally defined conditions necessary for the performance of the volunteer's activities.

12. The volunteer is obliged to carry out the activities performed by him/her in accordance with the relevant legislation, professional and ethical regulations (especially the regulations contained in the Code of Ethics of the Hungarian Red Cross), as well as the instructions of the host organization. The volunteer is obliged to perform this activity personally. He/She is obliged to preserve personal data, as well as business and other secrets, which he/she has come to know in connection with the activities he/she performs. At the same time, the volunteer is entitled (and in some cases obliged) to refuse the instructions of the host organization if the conditions specified in the law exist. If the implementation of the host organization's instructions may cause damage, the volunteer must draw the host organization's attention to this.

13. The Volunteer is responsible for the damage that can be proven during the Volunteer activity, if the damage was caused by the volunteer's blameworthy behavior. The Volunteer is obliged to use and operate the assets belonging to or in use by the host organization with the greatest care that can be expected in the given situation, in accordance with their intended purpose. He/she verifies the safe condition of the provided devices in the manner expected of him/her, and carries out the maintenance specified for him/her. In the case of negligent breach of this obligation, appropriate compensation may be provided, and in the case of intentional damage, the entire damage may be paid.

14. Assets belonging to the host organization and handed over to the volunteer must be returned to the host organization as agreed, but no later than on the day of termination of the volunteer contract.

15. It is recorded by the contracting parties and the volunteer acknowledges that the host organization LXXXVIII of 2005. According to the law, for the purposes and scope defined





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therein, it keeps records of the volunteers it employs. The receiving organization may disclose the data of this register to third parties only in cases specified by law or on the basis of the volunteer's consent.

16. In matters not regulated in the General Terms and Conditions, primarily LXXXVIII of 2005 on voluntary activities in the public interest. The rules of the Act, and beyond that - as background legislation - the relevant provisions of the Civil Code are governing.



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