



Staff conditions

Definition of staff: the term refers to Scouts and non-Scouts, who work in the organisation and / or during the camp date(s) for NICES 2025.

NICES 2025 is held in Nederweert and offers you the possibility to gain new Scouting contacts. You can also gain much experience on tasks in which you are employed during NICES 2025. But above all, NICES 2025 offers staff lots of fun and sociability by putting down an amazing event together. As a staff member you'll want to know your position within the NICES 2025 team. Therefore, we make clear agreements about what you contribute as a staff member, but also about what you can expect from the NICES organisation. These agreements are set out in these staff conditions. These conditions apply to all staff members, unless alternative arrangements are set within a staff agreement. With your department or section head you can make further agreements about your role within the team.

1. General conditions and registration

- 1.1. NICES will be held in on a festival site in the municipality of Nederweert. The event will commence on Saturday 26 July 2025 and will end on Teusday 5 August 2025.
- 1.2. Registration as a staff member is possible for Scouts and non-Scouts, at least 18 years of age. The minimum age is 18 on the day the event starts. For certain staff positions the NICES organisation team may decide to deviate from this minimum age.
- 1.3. Ultimately 2 months prior to NICES 2025, staff members must deliver a certificate of conduct (original, no copy) to the NICES organisation. For Dutch volunteers, the NICES organisation will digitally request this certificate in time with the Netherlands Ministry of Security and Justice. This is free of charge. In cases where it's not possible to deliver such a certificate in time, the NICES organisation team will decide on accepting the concerning staff member. Foreign volunteers must contact their national Scouting board for a similar certificate.
- 1.4. All staff members must have health insurance covering medical costs in The Netherlands. Any medical costs that may arise that are not covered by the staff member's insurance, will be at the expense of the staff member.
- 1.5. For all types of functions and staff, the conditions, rights and duties are equal.
- 1.6. A staff member of NICES 2025 must complete the following steps:
 - 1.6.1. He / she registers through the online registration form for staff on the NICES website.
 - 1.6.2. On this form, he/she agrees to the staff conditions. He/she also enters his or her wishes with regard to availability, the staff package and diet.
 - 1.6.3. After completing and submitting the online registration form, the staff member will receive an email with a confirmation of registration. If he/she does not receive this email, he/she should contact the NICES organisation.
 - 1.6.4. Upon arrival at the NICES campsite, validation of the provided personal information and the certificate of conduct takes place. This information is known by the organisation through registration. Once could be asked for a valid identification card or passport.
 - 1.6.5. After these checks, the staff member will receive the staff package and a staff badge to access the (staff) area.

2. Staff contribution and facilities

- 2.1. NICES 2025 requires no financial contribution from staff members.



2.2. Included during NICES 2025:

- 2.2.1. All services and facilities.
- 2.2.2. Accommodation, including camping spot (you will have to bring your own tent, mattress and sleeping bag).
- 2.2.3. Breakfast, lunch, dinner, coffee / tea on the days that the staff member is working for NICES.
- 2.2.4. Staff package (includes a NICES 2025 shirt, which is required to wear along with the staff wristband during working days).

2.3. Not included during NICES 2025:

- 2.3.1. Transport (of staff members and their materials) to and from NICES 2025 (in consultation it's possible to pick up staff at the train station in Weert).
- 2.3.2. Drinks other than coffee or tea.

3. Before, during and after NICES 2025

- 3.1. Within the department, section or team the staff member is working for, arrangements will be made regarding presence during the building up and breaking down of NICES 2025.
- 3.2. NICES 2025 lasts 10 days, not including the buildup and breakdown. We hope that you can be present during the whole period. Of course we will ensure that you, as a staff member, also have the opportunity to look around and enjoy the activities during NICES 2025.
- 3.3. Some employers give leave of absence for Scouting activities. How to apply for this can be found at www.scouting.nl.
- 3.4. For security reasons it is not permitted to bring children to NICES 2025. Not during the building up, the event itself and its breaking down. Or course children are welcome during the public day.
- 3.5. Besides the regular communication channels, communication may also take place via email and messages via mobile phone (in case of SMS free of charge for the receiver) to provide information about NICES. The staff member agrees to receiving messages on cell phone and email.

4. Hosts

- 4.1. During NICES 2025 the staff member performs the function of host or hostess. All together we will ensure that participants have the feeling that they are appreciated and that we are doing everything to provide a great NICES for him or her.
- 4.2. From a participant's point of view each staff member is a part of the organisation. An individual staff member's attitude therefore quickly shapes the image that a participant has of the entire NICES 2025 organisation. All staff members are expected to have a professional attitude as host to ensure an optimal experience for the participants.

5. Food & drinks

- 5.1. During NICES 2025, but also in the building up and breaking down period, all staff members can use breakfast, lunch and dinner during the days they actually work for NICES 2025.
- 5.2. Where possible, any dietary requirements will be taken into account. These should be pre-indicated on the registration form.
- 5.3. Free coffee and tea are provided at the NICES 2025 site. In the (staff) bar, daytime and evening refreshments are available for a fee.
- 5.4. At the NICES 2025 site, light alcoholic beverages (beer and wine) are only available -for a fee- in the evenings. Staff is not allowed to drink alcoholic beverages during the day activities.



During the evening activities in the festival tent, moderate and reasonable consumption of alcoholic beverages is accepted.

- 5.5. It is not allowed to bring your own drinks and/or alcohol to the festival site.

6. External contacts

- 6.1. Sponsorship and procurement are centrally organised by the NICES 2025 organisation.
6.2. Arranging materials for your team or section is of course allowed, but do consult the organisation and budget keeper first.
6.3. A written agreement of the budget keeper is required before purchasing materials.

7. Clothing package

- 7.1. All staff members receive a staff package with NICES 2025 clothing. By wearing this clothing, participants can recognize you as a staff member.
7.2. It is compulsory to wear this clothing during execution of your tasks.
7.3. It is not allowed to wear clothing of your own groups, services or teams during execution of your tasks, except when this is necessary for recognisability of your function (e.g. medical personnel).
7.4. During all official moments at NICES 2025 (e.g. the opening or closing ceremony) all staff members wear their Scoutfit or Scout uniform, or their NICES 2025 clothing.

8. Insurance, damages and liability

- 8.1. All NICES 2025 staff members are insured via the volunteer's insurance of the municipality of Nederweert. The exact content of this insurance is available via the following link: https://vng.nl/files/vng/folder_vrijwilligerspolis.pdf (in Dutch only). The liability insurance has a secondary character. This means that, in the first instance, any damages should be addressed at the insurance of the staff member.
8.2. Only when the insurance of the staff member does not cover the costs of the damage, the insurance of the municipality of Nederweert may be addressed.
8.3. A staff member may, in case of criminal, reckless or incompetent behaviour, be held personally liable for damages.

9. Finance

- 9.1. Staff members do not claim their expenses such as travel, meetings, postage and telephone charges. Allowing this would make the event unpayable for the participants, or a staff fee would be necessary.

10. House rules

In order to make NICES 2025 a success, house rules are necessary. Naturally all staff are expected to abide by these rules. The organisation reserves the right to sanction or remove a staff member from NICES 2025 if these rules are violated. The house rules are found on the NICES 2025 website and are part of these terms and conditions.

11. Other conditions

- 11.1. Audio-visual materials provided to NICES during NICES 2025, may be freely used for publicity purposes without requiring additional permission from -or financial compensation to- staff members.



- 11.2. Scouting Nederweert and NICES may, on certain occasions, refuse personal video material being made.
- 11.3. Scouting Nederweert and NICES reserve the right to use staff members' email addresses even after NICES 2025, for the purpose of informing staff members about (future editions of) NICES.
- 11.4. Publication errors reserved.
- 11.5. The NICES organisation has the right to change the staff conditions up to one week before the event, if circumstances demand it.
- 11.6. In case of any difference (due to translation errors or otherwise) between this text and the original Dutch text, the latest version of the Dutch text takes precedence.

12. Finally

NICES 2025 can only become a success thanks to the efforts of all staff members. It's important that you're having a good time. That starts with finding the right job for you. It would be a pity for you, but also for others, if you can't live up to expectations. So, know what you're getting into, but definitely don't avoid challenges!

With your help, NICES 2025 will be a great feast for participants as well as staff!