

3-SET

**The Third Sector
European Team**

**Tîm Ewropeaidd
y Trydydd Sector**

Volunteers Time

Using Volunteers' Time as Match Funding

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Introduction

Unpaid voluntary activity can be used as a source of in-kind match funding for projects receiving funding from the European Structural Fund programmes in Wales.

This information sheet builds on the information provided in the separate Match Funding information sheet and we strongly recommended that you use this sheet in conjunction with the additional comprehensive guidance on match funding.



Image: Group of volunteers having fun

Who Is a Volunteer for Match Funding Purposes?

It must be clear from the outset that volunteers are helping the project in their own private time and they are not employed with the organisation or benefiting from the project.

Any paid employee of the project who performs additional “voluntary” duties will not be eligible. (This should not be confused with the secondment of paid staff to a project by another organisation, which is eligible under match funding rules.).

Also important is that a beneficiary of a project can not be included as a volunteer on that project for the purposes of match funding. This is particularly crucial where volunteers learn by actually working. They cannot be both a recipient and a provider of support on the project.

What Records Should Be Kept?

You will need to ensure that you can substantiate claim entries for unpaid volunteer time and the notional values placed on the activity. The manager of your project should hold records showing the nature of activities undertaken by volunteers e.g. a role description, to justify the hourly rate used (see below) as well as signed time sheets detailing the dates and times they have volunteered.

How to Value Volunteers' Time

WEFO wants to see volunteers' time for Structural Fund projects categorised, as far as possible, into certain roles with set notional salary rates. The rates below are obtained from the UK Annual Survey of Hours and Earnings (ASHE) using the latest data published November 2015. The rates are for the UK but excluding London and the South East.

The following rates are applicable to projects approved by WEFO before 01 July 2019.

Role	National F/T salary	National hourly rate
Project Manager	£43,965	£22.49
Project Researcher	£32,222	£16.85
Project Coordinator	£28,161	£14.42
Trainer	£28,086	£24.44
Project Administrator	£21,017	£10.65

The following rates are applicable to projects approved by WEFO from 01 July 2019.

Role	National F/T salary	National hourly rate
Project Manager	£45,011	£23.07
Project Researcher	£32,833	£17.06
Project Coordinator	£25,932	£13.57
Trainer	£28,141	£14.25
Project Administrator	£20,285	£10.42

Try wherever possible to match the tasks to be performed by your volunteers with the examples. If you do not, approval of your project may be delayed, as any different rates may need to be agreed by WEFO.

It is recognised, however, that the work undertaken by some volunteers will not be consistent with these roles and in these cases a higher or lower notional hourly rate might be justifiable. For example, perhaps the role undertaken by the volunteer is a more technical or specialist one and would justify a higher notional salary rate.

In these cases, a different notional rate may be used. You will need to show that the tasks performed by volunteers are appropriate to the job title given and that the notional salary used to cost the volunteer's time is reasonable and consistent with the salary they could expect if they undertook the same duties as part of paid employment.

Cases where a **higher** notional salary rate than any of those shown above are used should be agreed with WEFO before you submit your project business plan. For tender and grant submission you will need to talk to your lead beneficiary who in turn will have to get the agreement of WEFO for any additional volunteer rates to be used.

Basing Volunteer Time on Activity Rather Than Status

It is important to note that the value of volunteer time is based on the notional value of the tasks performed by the volunteer for the project, not the current "earnings" of an individual in their usual paid employment. For example, a volunteer who has paid employment in a managerial role but who volunteers his or her private time helping a project with general administration tasks will have their time valued as an administrator not a manager.

Similarly, the notional value applied to an unemployed volunteer who is in receipt of State benefits would be that appropriate to the tasks they undertake as a volunteer, not the amount of benefits they receive.

Maximum Amount of Volunteer Time

Grant payments to a project will not be more than the **actual expenditure** paid out in respect of that project. This is because volunteers are not actually paid anything and to pay out the full grant rate may mean some organisations using a lot of volunteers could make a profit on this.

Therefore, the grant will be limited to the relevant grant rate for the project or the expenditure actually paid out, whichever is the lower. If you need specific advice on this please contact 3-SET directly.

Appendix

A worked example: The Baggins Foundation

In the separate match funding information sheet we looked at a £100,000 project operated by the Baggins Foundation. This was the project finance sheet -

Cost of Project	
1 full time training officer @ £25,000 pa	£50,000
1 part time administrator	£20,000
Beneficiary travel and subsistence	£5,000
Training Materials	£5,000
Hire of venues, Catering etc.	£20,000
Total Project Costs	£100,000
Intervention rate	70%
Europe will contribute	£70,000
Match funding needed	£30,000

Let us assume that the administrator was in fact a volunteer on the project and had been costed in at the administrative rate for volunteers at £10.65 per hour. Over two years the timesheets kept by the volunteer showed that over 1800 hours had been completed with a total value of £20,000. The project finance would then read -

Cost of Project	
1 full time training officer @ £25,000 pa	£50,000
1 part time administrator (Volunteer)	£20,000
Beneficiary travel and subsistence	£5,000
Training Materials	£5,000
Hire of venues, Catering etc.	£20,000
Total Project Costs	£100,000
Intervention rate	70%
Europe will contribute	£70,000
In kind Match funding	£20,000
Match funding needed	£10,000

The total cost of the project is still £100,000 but by using volunteer time the organisation saved £20,000 of actual cash and so had to find an additional £10,000 in actual match funding rather than £30,000.

If you have a question about using volunteer time as match funding in-kind, please contact 3-SET.



Cefnogi Trydydd
Sector **Cymru**

Third Sector
Support **Wales**

Third Sector Support Wales is a network of support organisations for the whole of the third sector in Wales.

It consists of the 19 local and regional support bodies across Wales, the County Voluntary Councils (CVCs) and the national support body, Wales Council for Voluntary Action (WCVA).

For further information contact
<https://thirdsectorsupport.wales/contact/>

Disclaimer

The information provided in this sheet is intended for guidance only. It is not a substitute for professional advice and we cannot accept any responsibility for loss occasioned as a result of any person acting or refraining from acting upon it.



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Llywodraeth Cymru
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**Cronfeydd Strwythurol a
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