

Hellenic Red Cross

2020

Annual Plan

DRAFT



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HRC Annual Plan 2020

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DRAFT

1. The Hellenic Red Cross

1.1. Aim and Mandate of the Hellenic Red Cross

The Hellenic Red Cross (HRC), was established on 10 June 1877 and was recognised by the International Committee of the Red Cross on 6 October 1877. It became a member of the International Movement of Red Cross and Red Crescent Societies on 24 June 1919. It is the biggest humanitarian organization in Greece and according to its legal status, the HRC is a non-profit organization officially recognised by the Hellenic Republic, as a voluntary aid society, auxiliary to the public authorities in the humanitarian field. The HRC has 430 staff and over 5,550 active volunteers with 83 branches throughout Greece.

The primary aim of the HRC is to prevent and alleviate human suffering with complete justice, without discrimination on the grounds of nationality, race, gender, religion, language, social class or political beliefs. The HRC is governed by its 7 Fundamental Principles: Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity, Universality.

Its primary task is to act, in the event of armed conflicts, in co-operation with the health units of the armed forces, and to care for the wounded, the sick and the weak. In peace times, is preparing for action in all areas covered by the Geneva Conventions.

The HRC has a wide range of activities in the areas of Health, Social Care, Migration, Search and Rescue, Disaster Preparedness and Response, Restoring Family Links, Volunteer Training.

Part of its mission is to promote the participation of children and young people in its activities, promoting the principles of non-violence, non-discrimination and peaceful resolution of disputes. In addition, the HRC has the right to set up and operate its own service, education or training schools for its staff, volunteers and the wider community in accordance with relevant legislation.

The HRC areas of activities as well as the full description of its mandate are presented in its Statutes.

The mission and the vision of the HRC is stated in the Strategy 2020-2025.

2. The Hellenic Red Cross Strategy 2020-2025

The Hellenic Red Cross Strategy 2020-2025 clearly sets out specific approaches and priorities in line with the Fundamental Principles and the Strategy 2030 of the Movement, as well as with the recommendations of the OCAC report, which followed the HRC self-assessment process based on the OCAC tool.

The HRC Strategy was developed through an intensive and collaborative process, initially among the staff of the HRC Sectors and Departments, among Board Members, and through an open consultation with volunteers, Local Branches, community members and other entities.

Its main pillars are based on two strategic goals a) to address the needs of the most vulnerable, due to emerging humanitarian challenges and b) to be organizationally developed, in order to be sustainable and effective in its humanitarian role.

The Annual Plan 2020 follows the strategic goals, objectives and tactics defined by the Strategy 2020-2025.

3. The Hellenic Red Cross Annual Plan 2020 - Areas of Focus

The Hellenic Red Cross Annual Plan focuses on the fields of Health, Social Care, Disasters and Crises and Capacity Building. As part of the preparation of its strategic planning, the HRC identified the main challenges that expects to face in the period 2020-2025. These included the following broader areas of focus: Migration, Financial Crisis, Disaster Management & Climate Change and Ageing Population. The challenges were the basis which were further elaborated and formed the final strategic goals, objectives and tactics of the HRC Strategy 2020-2025. The Annual Plan 2020 has been based on these primary areas of focus and links directly with the HRC Strategy. The projects and activities planned for 2020 will be presented per action field. Each programme or activity will be matched with the respective strategic goal, objective and strategy that intends to meet, making a direct reference to the brief description of the HRC Strategy 2020-2015 that can be found in Annex at the end of the document.

The present Annual Plan does not include the field of Migration. This is still a very important areas of focus for the HRC activities and programmes planned for 2020. The HRC together with the International Federation of the Red Cross and Red Crescent Societies (IFRC) have created an extended plan for the activities related to Migration in Greece. These can be found in the IFRC Country Plan for 2020 [here](#).

4. Action Fields

4.1. Health

4.1.1. “Safe pregnancy and family planning”.

Target group: Roma teenage girls and young women

Area of implementation: Municipality of Fyli, Attica Region.

Duration: 12 months

Total budget: 58,258.49 €

Strategic Goal: A

Action Field: Health

Objective: 1

Strategy/tactic: 1, 2

Needs analysis and assessment

In Greece, Roma are considered to be a vulnerable minority, as they continue to face multiple discriminations resulting in the phenomena of social exclusion, isolation and poverty. This discriminatory context has a direct impact on their health, being inextricably linked to living conditions, low income and poor nutrition.

According to Region of Attica data, the estimated Roma population in the municipality of Fyli is 6,500.

Roma adolescents begin to give multiple births at a young age. Many of them are not systematically monitored during their pregnancy or they give birth in camps. 11.6% of Roma mothers report that at least one of their children has died by the age of 3 years. Roma mothers apply only the minimum of family planning, lagging behind on preventing gynecological cancer, breast cancer, and other preventive tests.

Perinatal period is defined the period from the 28th week of pregnancy to the 1st week of child life. Perinatal or early mortality is defined the number of deaths occurred in this period per thousand births. Perinatal mortality is the most sensitive indicator of adequacy, quantity and quality of midwifery and pediatric services, and therefore of health services as a whole, as the care of the mother & child is of primary concern for every civilized country.

Programme approach

The programme will be implemented by the HRC Educational Health Station of Ano Liosia. The pregnant women will be monitored by gynecologist every fortnight throughout pregnancy and weekly during the natal period. During the implementation of the project, HRC Nurses will provide education and counseling on safe pregnancy, nutrition and perinatal care. At the same time pregnant women will be receiving information and on the necessary regular exams and will be encouraged to follow the gynecologist's instructions. Home visits will be conducted during pregnancy on a monthly basis to ensure that pregnant women adopt and maintain basic living and hygiene conditions. Preventative health check, such as test pap, palpation udder, etc. will be also provided through the programme along with information and training (individual and group meetings) on hygiene, sexually transmitted diseases, sexual health and family planning. Informative sessions will also be conducted with the participation of young Roma husbands.

Expected results

- Developing a sense of security among pregnant women
- Ensuring healthy living for pregnant women
- Successful completion of pregnancy and healthy development of the gut
- Reduction of perinatal mortality
- Reduction of health risk factors
- Prevention of sexually transmitted diseases
- Increasing life expectancy
- Increasing Healthy Life Years
- Empowerment and decision-making for family planning, preventive screening and health promotion
- Changing of attitude of young Roma husbands
- Ensuring equal access to health
- Reducing exclusion

Indicators

- 20 Roma teenagers/young women involved in the activity will receive proper care
- 20 young Roma men/husbands receive information and change their attitude
- 20 people / families members cohabiting with the couple change attitude related to pregnant woman care
- # of Obstetric Examination
- # of Ultrasound Imaging
- # of Pregnant Roma women trained
- # of teenage girls and young women trained in groups at the camps
- # of teenage girls and young women trained in groups by the EHS medical team
- # of teenage girls and young women who received sanitary items

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Preparation												
Meeting with Roma leaders												
Needs Assessment - Consultation with the target group												
Procurement of equipment and consumables												
Preparation of training material												
Creation of leaflets on safe pregnancy												
Creation of leaflets with prevention measures on sexually transmitted diseases and infectious diseases												
Volunteers' training												
Preparation for the training of young Roma women												
Announcement of the programme (press release, posters)												
Implementation												
Monitoring pregnancy every fortnight and every week during perinatal period from gynecologist												
Training and consultation for safe pregnancy and family planning and perinatal care (twice a week)												
Encouragement for regular health tests												
Ensuring healthy living conditions during pregnancy through monthly visits												
Private or group meetings and trainings on hygiene during pregnancy, prevention of sexually transmitted diseases, promotion of sexual health and family planning												
Participation of the young Roma spouses												
Young pregnant, young mothers and mothers-to-be training on family planning												
Ultrasound/clinical examination												
Test pap/ breast ultrasound /clinical examination												
Training of 5 Health volunteers to support the activities												
Monitoring and Evaluation												
Interim Progress Report												
Questionnaires – Focus Group Discussions)												
Lessons learnt - evaluation												
Final report of the programme												
Announcement of the project results in scientific conferences												

4.1.2. “Promotion of healthy lifestyle & hygiene to primary education pupils (Mun. of Fyli)”

Target group: 1st and 4th Grade students and their families

Area of implementation: Municipality of Fyli, Attica

Duration: 12 months

Total budget: 72,675.89 €

Strategic Goal: A

Action Field: Health

Objective: 1

Strategy/tactic: 1, 2

Needs analysis and assessment

According to the UN human poverty indices, which reflect the relative human poverty of one municipality's population based on its socio-economic profile, it can be concluded that in the municipalities of Fyli, Aspropyrgos, Agia Varvara, Megara, Troizini and Athena, inhabit the 21% of the poorest population of Attica. According to the average annual family income declared, the Municipality of Fyli is classified as the poorest region of Attica.

The current economic situation of Greece has an impact on the entire population -and especially on less developed areas and populations who were already facing socio-economic integration difficulties.

A critical issue is the number of uninsured people who is constantly growing, along with the rapid increase of unemployment rate since 2010. It is estimated that 800,000 people are potential beneficiaries as they are deprived of unemployment benefits and health coverage. Additionally, the decline in disposable income has had a negative impact on health.

Greece ranks 5th in the EU in failing to meet citizens' needs for medical visit. Expenditure on prevention and public health is steadily decreasing, while it remains stable on chronic diseases. In recent years, Primary Health Care has experienced spending cuts, the gradual weakening of public structures, and the institutionalization of the dominant role of the private sector.

Study of Attica Region: Regional Strategy for Social Inclusion and Poverty Fighting

Programme approach

Activity 1. Providing ADYM to all pupils of Primary Education in the Municipality of Fyli

The Individual Health Student Card (ADYM) is a necessary accompanying document for enrolling children in kindergarten and First grade of Elementary School, as well as it constitutes a medical certificate of student health attendance during their studies at primary and secondary schools, ensuring equal access to health and education. In the Municipality of Fyli, ADYM either is completed by a private physician or its completion is postponed in long hospital appointments. Especially for the families of ROMA students, this process is even more difficult to be accomplished and is considered to be a barrier to student enrollment.

Issuance of Individual Health Student Card (ADYM) free of charge for the 1st and 4th grade students of the Municipality of Fyli followed by Health Screening of all students by pediatricians and nurses (permission of their parents is required) that will include:

- Taking medical history (completed by parent)
- Cardiologic test
- Receiving vital signs
- Eye examination (Control color blindness, visual acuity, strabismus)

- Vertebral column control
- Dentistry assessment
- Somatometric estimation (weight, height, BMI (body mass index))
- Control vaccination coverage

Expected results

- Strengthening students and their parents in prevention
- Detection of discrepancies of health and further referrals to specialists
- Interconnection with public health structures and facilitation of Roma parents in the appointment process
- Planning of new activities for vaccination coverage of unvaccinated children

Indicators

- a) 450 ADYM
- b) 450 families informed and involved in the activity
- c) ### Families who received pediatric advice
- d) ### Families who contacted EHS for counseling
- e) ### Families who have visited EHS for counseling

Activity 2: Personal Hygiene and Accident Prevention Training / First Aid at School

Personal Hygiene and Accident Prevention / First Aid program at School aims to benefit students of all grades through teaching, experiential methods of learning and training in Hygiene, First Aid and Accident Prevention

Personal Hygiene Training to promote health will be provided in the 1st, 2nd and 3rd grades of participating schools (March - June 2020).

In-school Accident Prevention and First Aid Trainings will take place in 5th and 6th grades of participating schools (March - June 2020).

Programme approach

- Personal hygiene training through interactive methods
- Accident Prevention Training at school
- Interactive First Aid Training

Expected results

- Empowering students with personal hygiene knowledge and promoting their health
- Reduce potential risks in the school environment
- Creating a safer school environment
- Providing teachers with a sense of security
- Providing parents with a sense of security

Indicators

- 500 students to be trained in personal hygiene
- 500 students to be trained in First Aid
- 500 family members who will receive informational material

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Meeting with school Directors'												
Procurement of equipment for training												
Procurement of consumable												
Preparation of training material												
Creation of leaflets on personal hygiene												
Preparation for the training of students'												
Volunteers' training												
Draw up a formal document for the Health Region to approve actions in schools and implementing the health cards(ADYM) / needs assessment / training plan												
Meetings with school principals to inform about the action and implementation of health cards(ADYM) / educational and health promotion / needs assessment / training plan development												
Interactive training in personal hygiene												
Training for students healthy lifestyle and hygiene												
Accident prevention training at school												
First Aid Training through interactive methods of 5 th and 6 th Elementary												
Screening of all pupils' health by pediatricians and nurses with the consent of the parent												
Document Individual Health Cards Student free, for students A' and C' PRIMARY EDUCATION PUPILS												
Kick-off of the programme (press release, posters)												
Interim progress report												
Evaluation of the programme (Questionnaires – Groups)												
Final report of the programme												
Announcement of the project results in scientific conferences												

4.1.3. “Creation of Health Clubs”

Target group: people over 50 years old, participants to the Health Clubs

Area of implementation: 13 HRC Branches with geographic diaspora in mainland and islands (Mesologgi, Agrinio, Igoumenitsa, Ioannina, Florina and Amindeo, Kozani, Katerini, Alexandroupoli, Samos, Kalamata, Argos, Volos).

Duration: 12 months

Total budget: 184,619.19 €

Strategic Goal: A

Action Field: Health

Objective: 1

Strategy/tactic: 2

Needs analysis and assessment

According to the World Health Organization (W.H.O.) life expectancy is increasing all over the world. In Greece the percentage of people over 65 years of age from 20,9% which exists today, will reach 25,6% in the year 2030 and 30,5% in 2040. Many of the years after the age of 65 may have many chronic diseases and disabilities. Due to the life expectancy increase and the low fertility rate more than one out of five (22%) people in Greece are 65 years old and over, a rate that is predicted will increase by more than one third (34%) by the year 2070. In 2017 life expectancy at age 1: The index “years of healthy life” counts the years that the individuals expect to live without disabilities at different ages. At 65 years old it was 20,1 years, slightly higher than the total of all the European countries. However, the Greeks are expected to live only 40% of those years without disabilities, as opposed to 50% of that in the European Union, which implies 2 less years of healthy life¹. The percentage of Greeks who state that they do not suffer from a chronic disease (47%) is similar to the European Union average (46%), however a smaller percentage mentions that it faces limitations in basic daily activities such as dressing, taking a shower (one out of nine Greeks 65 years of age and over, compared to one out of six in the European Union)¹.

The risk factor rate which is slightly higher than 40% of deaths in Greece may be attributed to behavioral risk factors (over 39% which the European Union average) with smoking being the main factor.

Programme approach

The Healthcare sector of the Hellenic Red Cross following the targets of the 2020-2025 Health Strategies, aiming to face the needs of the most vulnerable individuals from great humanitarian challenges, focuses on the prevention and treatment of the vulnerable groups from threats and possible diseases.

The Health Services of the Regional Sectors of the Hellenic Red Cross will create: “Health Clubs” implementing activities with the aim to promote health and wellness of people through targeted information and awareness campaigns for the population.

The program is addressed to people over the age of 50 who will be informed on matters that deal with daily health threats and how to empower their physical and mental health, as well as the improvement of their quality of life.

Activities under the “Health Club” initiative include:

- Health Counseling in individual meetings or small groups
- Targeted information campaigns
- Interconnection and reference in specialized units
- Raising public awareness and mobilizing the community
- Accident prevention training and reduction of possible threats
- Training for a safer home environment
- Reinforcing a sense of independence and social participation

Weekly meetings at the Health Clubs of the HRC Branches will have the following indicative agenda:

- a. *Information on preventive health services*

- b. Diet (diet consultation, high blood pressure management, reducing cholesterol and having a healthy heart)*
- c. Physical activities (dance, physical exercise)*
- d. Preventing accidents and First Aid*
- e. Transmitted and non-transmitted diseases (Prevention of viruses, seasonal flu, osteoporosis prevention and management, managing diabetes, anemia, constipation)*
- f. Use and abuse of medicine*
- g. Substance use/abuse (campaigns)*
- h. Environment and prevention from weather changes*
- i. Mental health*

Expected results

- Adopting healthy behavior patterns
- Raising public awareness
- Preventing health problems from environmental changes
- Preventing accidents and creating a safer home environment
- Improving the level of awareness and behaviors that improve prevention
- Use of Primary Health Services
- Providing a sense of security to senior citizens
- Reinforcing the sense of independence and social participation
- Repositioning the HRC locally
- Enhancing the identity and public image of HRC

Indicators

- 1200 participants to the Health Clubs in 12 HRC Branches (100 participants per Health Club)
- # of people who changed at least one unhealthy habit
- # of people who influenced and brought other family members to the Health Club

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Activity 1: Educational Activities In Health Clubs												
Communication of the program (Press Releases, Poster) / Announcement of the program through the HRC Branches to be implemented and in collaboration with the Municipalities and Communities of the Region to inform individuals												
Needs Assessment and Evaluation (includes CEA activities)												
Preparation of the modules												
Create Informative and educational material (manuals, brochures, posters, tables, videos, power point)												
Procurement of training equipment												
Procurement of supplies												
Create a manual												
Activity 2: Integrated Educational Meetings "Taking Care of My Health"												
Inclusion of individuals in the program												
Weekly meetings (2, morning and afternoon meetings) at the HRC Branch												
Interactive Trainings (Role Play, Working Groups, etc.)												
Participation of volunteers to support the activities												
Outreach activities												
Monitoring and Evaluation												
Interim progress report												
Monitoring (questionnaires – FGD)												
Volunteers Debriefing												
Evaluation – Dissemination of results program												
Final report of the program												

4.1.3.1. “Conditional Cash Transfer Programming (CTP) for Health”

Target group: vulnerable elderly with chronic diseases (such as diabetes, high blood pressure, etc.)

Area of implementation: Florina and Amindeo, West Macedonia (activity integrated into the HRC Health Clubs)

Duration: 6 months

Total budget: 99,257.42 €

Strategic Goal: A

Action Field: Health

Objective: 1

Strategy/tactic: 1, 2

Needs analysis and assessment

The economic crisis in Greece could not leave public health unaffected. Greeks’ number of years of healthy living without serious problems reduced from 2007 to 2016 by more than two years. This fact links with the large proportion of the medical cost patients need to pay from own money. In Greece, only 61% of health care spending comes from public sources, while 35% is directly covered by households (the fourth largest in the EU). This rate ranged from, the lowest, 28% in 2010, to the highest 37% in 2014.

In addition, informal payments represent more than a quarter of direct private payments, raising serious concerns about equality and barriers to access to healthcare (WHO, Regional Office for Europe, 2018).

Note: ESF regional per capita funding for developing the primary care network in the first six months of 2018. Source: WHO, Regional Office for Europe (2019a)

Programme approach

The objective of the cash intervention is to contribute to the improvement of health of people with chronic diseases in particular. Aiming at the proper management of health care for older people, the intervention focuses to vulnerable elderly in order to support their health and provide a better quality of life, increasing their life expectancy and healthy years of life. As part of the design, people with limited financial resources and inadequate social security coverage, (or with no social security coverage), will be provided with a conditional cash assistance of 100 € per month to cover the cost of medication (percentage not covered by social security contributions), purchase of healthcare consumables and cost of clinical examinations.

The conditional cash assistance for health will assist the beneficiaries to improve their general health by taking care of their condition with the support of the Hellenic Red Cross. The cash intervention is part of a larger programme; the “HRC Health Clubs” at a Branch level, which intend to change beneficiaries’ mindset and influence them to follow trends that will help them avoid lifestyle threats. It will be implemented by the health teams of the HRC Branches in Florina and Amindeo, a region of Northern Greece with high poverty percentages. The beneficiaries of the cash assistance for health will be selected after the assessment of their health condition and based on social and economic criteria. The HRC nurses will prepare a plan of health care for each beneficiary of the cash assistance. This plan will be personalized according to the health condition of the beneficiary and will have to be followed. The nurses will follow up all registered cases under the cash assistance and will check the beneficiaries’ a plan of health care every month. The beneficiaries will be informed before the cash assistance starts that there is a condition they have to fulfil each month in order for the next instalment to be transferred. This is, a) to follow the personalized instructions given in the health plan (measurements, diagnostic tests, etc.) and b) to visit the HRC nurse at the Branch each month according to the schedule. The HRC nurse will check and verify with a signature that the health plan

has been followed. Then the beneficiary will sign in the beneficiary list. The lists with the physical signatures will be submitted to the CTP Office for process and preparedness of the payment files before the transfers are executed by HRC Finance. The transfer mechanism will be either direct bank transfers or a prepaid card.

In addition to the conditional cash assistance, the beneficiaries will be provided with health care and accident prevention training, through taking part to the initiative "Taking Care of My Health" implemented by the local Branch Health Club.

Expected results

- Vulnerable people are able to cover regular expenses for health care and medicines and have regular checks by the HRC nurse
- Beneficiaries are empowered and improve their quality of life
- Beneficiaries learn to take care of themselves and their health condition. Have better management of their health problems

Indicators

- 100 people receive conditional cash assistance for health care
- # of beneficiaries who report change of attitude related to the management of their health condition

Minimum Expenditure Basket (MEB) containing (pharmacy costs, consumables, diagnostic tests, tickets, other)

*To be finalized after consultation with the beneficiaries.

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Announcement of the umbrella programme “Health Clubs”	■											
Assessment of participants’ health condition/needs		■	■	■	■							
Finalization of the MEB					■							
Request potential beneficiaries to submit the necessary documents			■	■								
Final selection of beneficiaries (based on social and economic criteria)						■						
Prepare the beneficiaries list						■						
Prepare the personalized health plans						■						
Info sessions about the Cash assistance and the conditionality – information material						■						
Distribution of cards (if this is the mechanism) / signature						■						
Prepare the payment files						■						
Transfer of the 1 st instalment							■					
Follow up on the health plan							■	■	■	■	■	■
Monthly visits to the HRC nurse / verification							■	■	■	■	■	■
Preparation of the payment files							■	■	■	■	■	■
Execute payments							■	■	■	■	■	■
Post-Distribution Monitoring (PDM)									■			
Lessons Learnt - Evaluation												■
Final report												■

4.1.4. "Enhance the operation of HRC Blood Donation Bank (BDB)"

Target group: HRC staff and volunteers of Local Branches

Area of implementation: HRC Local Branches

Duration: 12 months

Total budget: 23,191.32 €

Strategic Goal: A

Action Field: Health

Objective: 1

Strategy/tactic: 1, 2

Needs analysis and assessment

According to National Blood Donation Center data, 52% of the units collected in Greece come from volunteer blood donors, and 45% from "replacement" donors (as they are called relatives and friends of patients to be operated on, who will be called on to donate blood). 2% comes from donations from the Armed Forces and 25,000 units per year are imported from the Swiss Red Cross.

In the last 2 years, there has been a significant decline in the collected blood units. In the past, they were reaching the amount of 600,000. Nevertheless, last year, were collected 50,000 less units. The number of blood units required to meet the needs is not fixed. A continuous necessity is related to patients with Thalassemia, who need 120,000 blood units for their transfusions. These people, especially during summer period, live in uncertainty whether there will be sufficient blood units for their cure.

Programme approach

The Nursing Division took the initiative, on September 21, 2017, to create a Blood Bank, which operates in cooperation with the National Blood Center (EKEA) and "Korgialenio-Benakeio Hospital". HRC Blood Bank aims to meet the urgent blood needs of Hellenic Red Cross staff and volunteers and encourage people to become regular blood donors. A prerequisite for the effective planning of interventions and the maintenance/growth of volunteer blood donors is the proper understanding of factors that mobilize or discourage blood donation on a regular basis.

The aim of the program will be to enhance HRC BDB equipment and awareness-raising activities on the importance of voluntary blood donation; And to support Groups and Associations in the blood collection process. More specifically, the program will focus on:

1. Awareness-raising and information campaigns in all Local Branches of the HRC
2. Attracting new blood donors
3. Informing and encouraging people to become volunteer blood donors on a regular basis.
4. Flyer printing

Expected results

- Increase in the number of HRC new volunteer donors
- Increase the percentage of regular HRC volunteer donors
- Strengthening the spirit of solidarity and volunteering among members of the National Society
- Issue of a Multimember Voluntary Blood Donor Card

Indicators

- # of new volunteer blood donors
- # of regular volunteer blood donors

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Announcement of the program through the Local Departments to be implemented in cooperation with the Municipalities and Communities of the Region to inform individuals												
Ordering program communication equipment (posters, flyers), Public Awareness												
Procurement equipment												
Procurement supplies												
Procurement hardware equipment												
Creating a blood donation manual												
On public awareness campaigns												
Blood Bank Support Every 6 Months at HRC Headquarters Awareness Campaign												
Informing the public about the functioning of the HRC Blood Bank Recommendation												
Celebration of June 14th in all regional departments with awareness raising campaigns supported by the HRC												
Kick-off of the programme (press release, posters)												
Interim progress report												
Evaluation of the programme (Questionnaires)												
Final report of the programme												
Announcement of the project results in scientific conferences												

4.1.5. “Strengthening Elderly & Carers”- Health Care at home and Training

Target group: vulnerable elderly and their caregivers

Area of implementation: Athens, Thessaloniki and Patras Branches

Duration: 12 months

Total budget: 220,862.46 €

Strategic Goal: A

Action Field: Health

Objective: 1

Strategy/tactic: 1, 2

Needs analysis and assessment

According to the European Statistical Office (2016), the percentage of people over 65 in Greece is 21.3%, one of the highest in Europe. Also, the Healthy Life Time Index is at 63 years, which means that a large proportion of people over 65 years of age will potentially have health problems that will require care and support from others.

In addition, data from the Hellenic Statistical Service show that less than 1% of people over 65 live in Elderly Care Centers, 16% live alone at home while the remaining 83% live with their spouse or children or a paid carer.

The HRC has been operating Nursing at Home Services since 1985 and offer free high quality and integrated medical services.

Providing free health and training services to vulnerable elderly with health problems and home care needs by HRC Services would improve their quality of life by ensuring equal access to health, significantly improve their health and reducing their sense of insecurity. In addition, caring for their caregivers would empower them to provide safer care. This will have the immediate effect of reducing the deteriorating health status of the elderly they caring for and preventing other health complications and problems. It will also result in better physical and mental health of the caregivers themselves and reduce occupational health problems such as back pain, occupational exhaustion, etc.

In recent years, the financial crisis has brought about a significant reduction in public spending on health and pensions, limiting the ability of Greeks, especially the elderly, to cover their own cost of care with own resources. All this has created a growing gap between the health needs of the population and their capacity to meet the health system.

Programme approach

The program will be developed in accordance with the following actions:

1. Integrated nursing and physiotherapeutic interventions, with home visits
2. Empowering the elderly and their carers
3. Lending support material related to the health needs of the elderly
4. Training of volunteers to support the implementation of the program
5. Strengthening the capacity of the Athens, Thessaloniki and Patras 'Nursing Services'

Expected results

- The health status of 100 vulnerable elderly will be improved and / or restored accordingly
- Carers (salaried and / or relatives) of the elderly served will be empowered to better manage the health problems facing the elderly and to prevent possible complications and health problems that may arise in the future.

- The quality of life of 100 vulnerable elderly people and their carers will be improved, in the short and long term, by joining a network that can support them in health and thus help them develop a sense of security.
- Carers will improve their quality of life after being empowered to protect their physical and mental health.
- Leaflets with care and prevention measures for the most common health problems of the elderly will be produced
- The Lending Material Bank will be strengthened through the program
- Material will be prepared, aimed at the care of the elderly at home, for the training of volunteers and Carers, respectively.
- 50 HRC health volunteers will be trained specifically for the needs of the program

Indicators

- 100 vulnerable people who received health services
- # people trained in self-care management
- 100 carers (salaried and / or relatives) trained in the management of aged care services
- 50 volunteers trained to support the program
- # people who used the lending material
- 100 Questionnaires: Fill in a questionnaire with targeted indicators to assess people's quality of life.

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Physical Therapist Recruitment (Ad-Interviews - Final Selection)												
Order of consumables (for hospitalization & rehabilitation interventions)												
Visits of professionals to clients' homes (for nursing, rehabilitation / physiotherapy interventions, personalized training, follow-up)												
Delivery of brochures with care and prevention measures												
Preparing material for the carers manual												
Production of a handbook for carers												
Preparing for carer training (presentations, speaker invitations)												
Training of 100 carers (3 "Home Care" Services)												
Volunteer home visits to beneficiaries (for follow-up, personalized training and simple interventions)												
Lending support material to program beneficiaries												
Preparing an assessment form of elderly needs												
Preparing an elder care plan form												
Preparing for volunteer training (presentations, speaker invitations)												
Training of 50 volunteers (in 3 groups of 16 & 17 people) to support "Home Nursing" services												
Preparing material for care leaflets												
Production of care booklets (ordering - creative - printing forms)												
Preparation of material for prevention leaflets												
Production of prevention leaflets (ordering - creative - printing forms)												
Ordering support material												
Beginning of Program (Press Releases, Poster)												
Final report of program activities and results												

4.2. Social Care

4.2.1. “Tutoring & Psychosocial support for Students & Parents in Attica”

Target group: primary and secondary school students of vulnerable families and their parents

Area of implementation: Athens

Duration: 12 months

Total budget: 177,830.00 €

Strategic Goal: A

Action Field: Social Care

Objective: 1

Strategy/tactic: 1

Needs analysis and assessment

The HRC Counseling and Psychosocial Support Service (CPSS) for individuals and families provides assistance to a large and ever-increasing number of cases of individuals and families, who experience the negative effects of the socio-economic situation occurring in our country. It focuses mainly on supporting the family and children, since the majority of requests are coming from unemployed parents with minors, of a low educational level. About 470 families of Greeks and foreigners are supported by the service. There is estimated to be 190 minors between 6 to 12 years old, while there are 280 children between 12 and 17 years old. The result of the serious socio-economic problems faced by the beneficiary families is high levels of stress in children and reduced school performance, as well as the inability of families to meet the cost of fees as far as after school private tutorial classes are concerned.

Programme approach

On the basis of the above, it is suggested that after school tutorial classes be offered to primary and secondary school students of the most vulnerable families supported by the HRC Social Services in Athens. These supportive teaching classes will be operated by age group, educational level and cognitive level.

This programme will also provide assistance to their parents, as they will be provided with counseling, psychological support and information to enhance their parental role and / or cope with specific difficulties in the family.

Expected results

- Supporting children in their educational process in the public education system.
- Developing skills and their overall potential.
- Empowering families who cannot meet the financial requirements of the after school private tutorial classes.
- Supporting and empowering parents through counseling, psychological support and information.

Indicators

- # beneficiary families
- # students participating in the programme and in individual activities
- # individual and group sessions
- # students admitted to higher education

PROPOSED ACTIVITIES

Activity 1: After school tutorial learning

Aim: Support in the study and comprehension of educational materials with the help of a professional teacher and volunteers from the HRC Social Welfare Division

Beneficiaries: 50 students

Methodology: The enrollment of the children in the after school tutorial classes will be arranged on the basis of age / class who are attending in the public education system as well as by subject matter, e.g. mathematics, language, etc. Courses will also include English language learning.

Place and timeframe: The activity will take place at the Multifunctional Centre of the HRC on a weekly basis.

Activity 2: Coverage of costs for the participation to English language certification exams

Aim: Financial support for the costs of children participation in English language certification exams

Beneficiaries: 10 students

Methodology: Lump sum payment by presenting proof of enrollment in exams

Activity 3: Organization of entertainment events and educational visits

Aim: Support for children and their families

Beneficiaries: All participants in the programme (both children and parents)

Methodology: Organisation of visits to cultural sites, theatre and excursions

Activity 4: Psychosocial support of parents

Aim: Provision of counseling, psychological support and information to parents

Beneficiaries: Beneficiaries families

Methodology: Individual and group parent meetings

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
After school tutorial learning												
Coverage of costs for the participation in English language certification exams												
Organization of entertainment events and educational visits												
Psychosocial support of parents												
Final report / programme evaluation												

4.2.2. “Financial & Psychosocial Support for Students”

Target group: students of High schools 17-18 years old, who wish to participate in the national exams system and their parents
Area of implementation: HRC Branch Office in Heraklion - Crete
Duration: 11 months
Total budget: 132,325.00 €

Strategic Goal: A
Action Field: Social Care
Objective: 1
Strategy/tactic: 1

Needs analysis and assessment

According to the official data from Hellenic Statistical Authority (ELSTAT) based on a survey conducted on 2018, 18,5% of the country's population is at risk of poverty or social exclusion, while 33% of children (aged 0-17) are facing with the threat of poverty.

In the administrative region of Crete, the threat of poverty is reaching 26.9%. In Heraklion (the biggest town in Crete) the relevant percentage is 22.6% appx. Based on a survey carried out by the National Center for Social Research (2014), unemployment in the Prefecture of Heraklion is 24.00% and long-term unemployment is 63.3%. It is particularly interesting that in the high-risk groups, the highest proportion is the one of the ages of 0 to 18 with 31.4%. In addition, Heraklion has one of the highest dropout rates in secondary schools (2.4%) compared to the rest of Greece (Educational Policy Institute 2014 - 2017). Moreover, as families' ability to cover the needs of their own members has weakened, their values and sense of dignity have become threatened, creating serious disappointment for parents and children.

Programme approach

Since the majority of the students aim to succeed in accessing to a higher education institute, the preparation for the national examinations is very important and at the same time expensive for families that have limited financial resources. Usually the total cost for each family is estimated at 4,000.00 euros per year for each student. The cost includes the summer and the whole year preparation.

The project aims to ensure all the necessary conditions towards equal access to higher education for students belonging to families with high rates of poverty and social exclusion. More specifically, it will provide assistance to 25 students of High schools 17-18 years old, who wish to participate in the national exams system, in order to enter higher education institutes. The target group will be students that belong to families facing with financial difficulties and social exclusion and are supported by the social service of the HRC Branch of Heraklion Crete. Specifically, tuition fees for tutoring (July 2020 – February 2021) will be covered through project.

The project will also provide assistance to their parents, as they will be provided with counseling, psychological support and information to enhance their parental role and / or cope with specific difficulties in the family.

Selection criteria:

- low annual family income: for multimember families up to 16.000€
- annual family income for single-parent or four-member families up to 11.000€
- good student performance: graduation grade from the 2nd class of High School, preferably over 15/20.

- family vulnerability assessment (chronic health problems, disability, long-term unemployment, etc.) which will be carried out by the social service of the HRC Branch of Heraklion Crete.

Expected results

- Developing skills and overall potential of students in order to enroll in higher education
- Empowering families who cannot meet the financial requirements of the after school private tutorial classes.
- Supporting and empowering parents through counseling, psychological support and information.

Indicators

- # students
- # families supported
- # individual and group sessions with students and parents
- # succeeded student in the national exams process

DRAFT

Activities schedule	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Preparation of the program	■										
Informing the Ministry of Education and the relevant Primary and Secondary Education in Hraklion		■									
Cooperation with school principals, social services of schools (if any), social services of the relevant municipalities		■									
Information of preselected families		■									
Interviews			■								
Selection of applicants			■								
Meeting with beneficiaries			■								
Fees instalments				■	■	■	■	■	■	■	■
Psychosocial support to families and children				■	■	■	■	■	■	■	■
Interim and final evaluation						■					■
Dissemination of questionnaires											■

4.2.3. “Support & Mobilization of the most deprived Elderly”

Target group: Elderly people who suffer the consequences of the financial crisis

Area of implementation: Athens

Duration: 9 months

Total budget: 416,326.90 €

Strategic Goal: A

Action Field: Social Care

Objective: 1

Strategy/tactic: 2

Needs analysis and assessment

According to recent surveys, Greece is the 2nd most ageing country in the European Union, as 33.6% of the total Greek population is over 65 years. Older people, and especially lonely elders, have suffered drastic cuts both in their pensions and their social benefits due to the impact of the multiyear economic crisis that Greece experienced in the last decade. More specifically, pension cuts, tax burdens, increased financial participation in health care, reduced welfare benefits, have aggravated the physical and mental health of the elderly population. As their only income is often a lower pension of around € 340, their daily living becomes particularly difficult, being unable to meet not only basic obligations (rent payment, loan payments, monthly bills) but also daily needs (nutrition, paying medicines, medical and diagnostic tests). The above-mentioned context has as an effect the degradation of their quality of life to multiple levels.

The elderly population has been supported by the HRC Services “Home Aid” (operating since the late 1980s in Athens), at the districts of a) Patision – Exarcheia - Kypseli & b) Kolonos – Botanikos – Akademia Platonos¹. Indicatively, in the period 2018-2019, the number of elderly benefiting from HRC services exceeded 700, while the frequency of benefits ranged from 2 to 5 times per month.

Programme approach

Elderly people suffer the consequences of the financial crisis (especially pensions reduction and increased taxes).

The proposed activities will have the aim to:

- support the elderly with lower pensions
- mobilizing them /engaging them active

The beneficiaries of the "Home Aid" services will be the main recipients of the proposed activities. Cooperation with Municipality of Athens social services will give the opportunity to identify and integrate a larger number of beneficiaries residing in the above mentioned geographical areas.

The Criteria for beneficiary selection will be:

- Lonely Elderly:
 - Annual income up to 6,500 euros, according to the latest tax clearance.
- Elderly Couples:
 - Annual income: up to 10,500 euros, according to the latest tax clearance.

A priority will be given to people with additional financial burdens, such as rent or first home mortgage.

¹ The urban areas covered by "Home Aid" services are considered to be one of the most densely populated and degraded areas of the capital. Residents -and especially the elders- face day-to-day survival strains ascertained by home visits conducted by "Home Aid" professionals.

Proposed activities

Activity 1: Cash assistance to support the elderly

Objective: To provide financial assistance to older people so they meet basic living needs. Food aid, payment of bills, main residence rent or mortgage coverage, heating costs, etc.

Beneficiaries: elderly over 65 years. A total of 290 lonely individuals or couples with low incomes, with a priority given to those who are deprived of family environment and are beneficiaries of "Home Aid" services.

Method: Monthly provision of cash assistance for a period of 6 months, depending on their family size.

MEB and transfer value to be finalized.

Activity 2: Recreational and cultural activities

Objective: entertainment and cultural activities/events for older people

Beneficiaries: Elderly over 65 years. In total, 300 people (individuals or elderly couples) not being financially able to attend recreational or cultural events.

Method: Organization of daily walks and excursions in Attica; attendance of theatrical plays.

Activity 3: Summer vacation program

Objective: to provide the opportunity for five-day summer vacations, with full coverage of the costs of accommodation, travel and nutrition

Beneficiaries: elderly over 65 years. A total of 10 couples and 5 lonely people, with low incomes, with a priority given to those who are deprived of family environment and are beneficiaries of "Home Aid" services.

The program will be implemented in June and September 2020 and beneficiaries will be able to choose one of two periods.

Activity 4: Social washing machines

Objective: to take care of the clothing of people lacking washing machines or being unable to take care of their clothing due to health problems.

Beneficiaries: elderly over 65 years. All beneficiaries of the "Home Aid" services who are not able to take care of their clothing.

Expected results

- strengthening social solidarity and social cohesion
- support and alleviation for the elderly
- enhancing the sense of financial security in the elderly
- improving the quality of life of older people

- prevention of loneliness and isolation of the elderly
- Relief from obligations caused by financial difficulties in the elderly
- providing affordable services to enhance the maintenance of older people in their social environment

Indicators

- Number of elders who will receive financial assistance
- Number of elders who will participate in recreational and cultural events
- Number of elders who will participate in summer vacation program
- Number of elders who will make use of the social washing machine

DRAFT

Activities schedule		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Financial assistance	Information and selection of beneficiaries	■	■	■						
	Monthly cash assistance payments				■	■	■	■	■	■
Organization of recreational and cultural activities	Information and selection of beneficiaries	■								
	Recreational and cultural activities		■	■				■		■
Summer vacation program	Information and selection of beneficiaries		■							
	Implementation of the activity			■			■			
Social washing machine	Arrangement of the space - Supply of devices	■	■							
	Information and selection of beneficiaries		■	■						
	Implementation of the activity				■	■	■	■	■	■
Evaluation of activities						■				■

4.2.4. “Recreational & Entertainment activities for children attending Pr. & Sec. school”

Target group: Children attending Primary & Secondary school and their parents
Area of implementation: Thessaloniki HRC Branch, North Greece
Duration: 12 months
Total budget: 45,280.00 €

Strategic Goal: A
Action Field: Social Care
Objective: 1
Strategy/tactic: 1

Needs analysis and assessment

HRC Social Services in Thessaloniki Branch Office provides continuous support to families who are facing with unemployment and/or other critical family issues, such as single headed families, families with adult members facing serious health issues or disabilities, multi-membered families, etc.

In 2017, the HRC Social Services in Thessaloniki assisted 1017 families, out of whom 250 were single-parent ones. During the next two years there was an increase of 50% in requests of assistance from the Service.

The economic difficulties that the families face with, has a certain impact related to parent’s inability to secure opportunities to their children as far as regards recreational activities, activities towards, chances and support to be familiar with cultural events and activities within their residence place/city, participation to educational, sports and various social events. Since 2012, the Service runs entertainment/recreational programs & activities for children attending primary & secondary school, aiming to their socialization, provision of psychosocial support, mobilization and spending their free time on a constructive way.

Programme approach

The children empowerment and the emotional support through their participation to recreational/entertainment groups will mobilize them to deal effectively with their everyday tasks. The activities will be supported with HRC volunteers.

The program will be implemented in two core axes:

- Entertainment groups for children attending primary & secondary school
- Psychosocial support to parents through parent supporting groups

Expected results

- Provision of opportunities for attaining and developing social skills and interests
- Familiarization with the city and participation in activities
- Provision of support to families that are unable to cover financially their children entertainment
- Support and empowerment of parents, through counseling, psychosocial support and accurate information provision

Indicators

- # students that participate in the program and the activities
- # families who received psychosocial support
- # activities and actions
- # parents who participate in the parent support groups

PROPOSED ACTIVITIES

Activity 1: Recreational & entertainment activities for children attending primary school

Aim: Support pupils and parents through their participation to cultural, educational and sports activities & events

Participants: 24 primary school students (7-12 years old)

Methodology: Two groups every 15 days

Location: City center and suburbs of Thessaloniki

Activity 2: Recreational & entertainment in the city for children attending secondary school

Aim: Support students and parents through their participation to cultural, educational and sports activities

Participants: 16 students (13-15 years old)

Methodology: Two groups every 15 days

Location: City center and suburbs of Thessaloniki

Activity 3: Parents psychosocial support

Aim: Provision of PSS, counseling and accurate information to the parents

Participants: Families with children participating to implemented recreational activities

Methodology: Individual and group meeting for the parents

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Recreational & entertainment activities for children attending primary and secondary school	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Parents psychosocial support	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow
Final report / program evaluation	White	White	White	White	White	White	Yellow	White	White	White	White	Yellow

4.2.5. “Skills Development and Empowerment for Unemployed Women in Athens”

Target group: Unemployed women

Area of implementation: Athens

Duration: 12 months

Total budget: 76,938.00 €

Strategic Goal: A

Action Field: Social Care

Objective: 1

Strategy/tactic: 1

Needs analysis and assessment

According to data from the Hellenic Statistical Authority (ELSTAT) on Living Conditions in Greece (3 January 2020), the population of the country at risk of poverty or social exclusion for the period 2007 - 2018 reaches 31.8% of the population, while the unemployment rate stands at 19.3%.

This is also backed up by the data provided from the registry of beneficiaries of the HRC Counseling and Psychosocial Support Service (CPSS) for individuals and families in Athens, service that falls under the Social Welfare Division of the Hellenic Red Cross. It shows that for the year 2019, 470 families, Greeks and foreigners, single parents and large families were hit by unemployment and social exclusion. Also, a large number of solitary women of over 50 years old without a social environment were unemployed or part-timers.

It has been observed that, women who are supported by the actions of the CPSS face with serious difficulties in finding work due to their social, economic and educational level, to the lack of qualifications & skills, to psychological problems they face, to social and cultural standards, etc. Due to their living conditions, these women do not have the opportunity to develop skills, to channel their creativity outside their home, to participate in groups, or to be trained and to search for work.

Programme approach

The aim of the programme is to subsidize the cut-and-sew tuition fees of 20 unemployed women who are on the beneficiaries' registry of the CPSS, mentioned above, as well as the purchase of a sewing machine for each of the participants, with the ultimate aim of training them with the skills needed for a gainful livelihood in the future.

Methodology

- Dissemination of information to unemployed women from registered in the registry of the CPSS in regard to the programme
- Selection of candidates for the programme
- Creation of 2 groups of 10 women each in order to prepare and familiarize them with tailoring by HRC Welfare Volunteers. **Topics:** include familiarization with the sewing machine and its proper handling as well as learning various types of stitches, utilizing different types of fabrics, designing creations/ideas, etc. The aim is to train the participants to repair clothing, to recycling and reuse of materials, to manufacturing of stylish elegant fabric creations and exchange experiences.
- Cooperation with a certified training center (Small Polytechnic) for the creation of two cut-and-sew courses.
- Attendance of said courses by the selected women.
- Coordination of activities throughout the programme with weekly meetings.
- Support from a Social Worker through individual or group counseling sessions on topics such as job search, CV writing, interviewing, family relations, children issues, etc.

- Purchase of sewing machine for those who graduate from the training courses.
- Provision of guidance on skills development.
- Promotion of the programme.
- Organization of events for the whole group such as lunch, theater or excursion.
- Organization of a fashion show with the creations of the trainees, as well as with other offers, and the use of the revenues of the show to their benefit.

This programme offers the opportunity to the participants to exchange experiences, views and opinions not only in relation to the subject of the programme, but also about their day-to-day lives, e.g. on children's issues and their progress, financial difficulties they face, as well as their desires.

Expected results

- ✓ Socialisation
- ✓ Skills development
- ✓ Enhancement of self-esteem.
- ✓ Creative exploitation of free (leisure) time.
- ✓ Expression of feelings and emotions.
- ✓ Making use of sewing learning for livelihood purposes as well.

Indicators

- # women informed
- # women selected
- # women trained
- # women who participated in the psychosocial support sessions
- # women who completed the process
- # women who made use of the gained skill as means of living

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
FINDING PARTICIPANTS												
Dissemination of information and selection of unemployed women	■	■	■									
PREPARATORY ORGANIZATION OF THE TEAM												
Creation of 2 groups of 10 women each in order to prepare and familiarize them with tailoring. Implementation of a pre-training (with volunteers)			■	■	■							
DESIGN & IMPLEMENTATION OF A CUTTING SEWING TRAINING PROGRAMME												
Preparation of the training content - Cooperation with a certified training center			■									
Implementation of the training programme							■	■	■			
ORGANISATION OF EVENTS												
Organization of entertainment events				■				■				
Organization of an event presenting the creations of the group											■	
PSYCHOSOCIAL SUPPORT OF THE BENEFICIARIES												
Individual or group meetings with a social worker				■	■	■	■	■	■	■	■	■
PROMOTION OF THE PROGRAMME												
Creation of promotion materials									■	■	■	
COORDINATION AND EVALUATION												
Programme evaluation							■					■

4.2.6. “Tutoring & Psychosocial support for Students & Parents in Piraeus”

Target group: Primary and secondary school children and their parents; Migrant women
Area of implementation: city of Piraeus
Duration: 12 months
Total budget: 204,828.00 €

Strategic Goal: A
Action Field: Social Care
Objective: 1
Strategy/tactic: 1

Needs analysis and assessment

The Social Service of HRC Branch in Piraeus provides support to 432 families on an annual basis [2019 reports], of which 274 are of Greek origin while 158 of foreign one. In particular, 80% of the people who seek assistance either for them or their families are women aged 31-50, with children. The majority of these women are members of nuclear families; however, 31% of women beneficiaries are single mothers or run single headed families. They are unemployed or underemployed in 81%. In addition, 39% of Greek parents are elementary school graduates or have attended the first year of secondary school, and only 7% of foreign-born parents fall into the same category. Furthermore, they are weak in Greek language, and their acquaintance with Greek language is rather limited to everyday contexts. As a consequence, children who receive limited support are less likely to meet academic targets, but more likely to feel discouraged by persistent underperformance and eventually drop out of school. Therefore, the Social Service of HRC Branch in Piraeus has continuously been providing learning opportunities and social tutoring for students of all levels who fall behind in education due to learning difficulties or poor Greek proficiency since 2009.

Programme approach

Social tutoring and counseling services are designed for:

1. primary and secondary school children at a distinct disadvantage whose families are supported by the Social Service of HRC Branch Office in Piraeus -tutorial classes grouped by age accord, educational grade and cognitive level
2. migrant women -Greek language courses
3. parents-counseling sessions, psychosocial support and information enhancement to improve their parenting skills and/or develop their problem-solving skills in family settings

Expected results

The proposed program aims to:

- helping children succeed in school and enter higher education
- developing youth skills and talents and revealing their potential
- supporting families that cannot afford a tutor
- empowering mothers to increase their parental input
- encouraging mothers to advance their knowledge, skills and abilities to access the labor market

Indicators

- # of families benefited by the program
- # of students participating in the program and separate actions
- # of individual and group counseling sessions
- # of students going into higher education
- # of women beneficiaries with migrant background

PROPOSED ACTIVITIES

Activity 1: Social tutoring

Objective: Assistance to students in order to focus on their studies with the support of professional tutors and the HRC Social Welfare volunteers

Beneficiaries: 86 students

Approach: Tutorial classes grouped by age accord/ educational grade as well as by subject [e.g. maths], including English language courses. Classes will be taking place at the Social Service of HRC Branch Office in Piraeus

Activity 2: Greek lessons

Objective: Boost Greek language skills, depending on the needs of the participants, to enable social inclusion

Beneficiaries: 30 mothers

Activity 3: Educational and recreational activities

Objective: Give support to families

Beneficiaries: All students and their parents

Approach: Visits to heritage sites, presence in cultural events, excursions

Activity 4: Parent counseling

Objective: Offer parents accessible counseling, psychological support and information

Beneficiaries: All parents and their children

Approach: Individual and family meetings

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Social tutoring												
Greek lessons												
Educational and recreational activities												
Parent counseling												
Program evaluation and final report												

4.2.7. “Homeless Support”

Target group: Individuals, families or groups living on the street or in temporary/precarious accommodation centers in central Athens and the wider geographical area.

Area of implementation: Athens

Duration:

Total budget: 398,230.00 €

Strategic Goal: A

Action Field: Social Care

Objective: 1

Strategy/tactic: 1

Needs analysis and assessment

In recent years the number of homeless people has increased due to the deep impact of Greek economic crisis and to increased inflows to the mainland (as for homeless foreign population). Specifically, the percentage of people facing 'Poverty Risk and Social Exclusion' in Greece is 31.8%, compared to the rest of the EU countries (average number: 21.9%) (source: ' LIVING CONDITIONS IN GREECE - 3 January 2020, ELSTAT)

Feantsa (European Federation of National Homelessness) has estimated that the total number of homeless people nationwide is approximately 40,000. Half of them are living in Attica. 62% of the homeless are Greeks, while the majority (57%) belongs to the age group 35-55. A large number has been living in the street for the last 5 years (71%), with 47% reporting loss of employment as the reason for falling into homelessness.

Since 2007, the HRC has an extensive experience and know-how in actively approaching and supporting people living on the street in the context of the operation of the HRC “Social Shelter for Homeless” and “Street Work” activities during extreme weather conditions (low temperatures, snowfall, heat waves). Building on the experience and good practices that have been accumulated so far, an updated model of intervention and holistic approach is proposed that will ensure interdisciplinary team work and liaison of street work activities to support services. The aim is to empower homeless people to regain their autonomy.

Programme approach

The purpose of the Program is to prevent the beneficiaries from remaining on the streets and support their smooth social reintegration through a support network of services. Specifically, by:

- Actively approaching homelessness
- Providing direct material assistance and information
- Providing psychosocial support
- Providing Nursing Care

The Program will be developed in two pillars:

1. Operation of a Mobile Psychosocial Support Unit for an active approach to homelessness

The Unit will be staffed by professional social workers, psychologists, nurses and volunteers who will operate in downtown Athens and the wider urban area, in collaboration with the Social Services of the Municipality of Athens.

The Unit will be operating twice a week providing on-site registration, information, First Aid, Psychological First Aid, direct material assistance. The Unit will support and mobilize towards an independent living.

2. Operation of a Homeless service

The service will be housed in an HRC building (central Athens) and will be staffed by:

- Social Workers: providing counseling and psychosocial support, developing an individual action plan, liaising with other services, coordinating the mobile unit.
- Psychologist: providing Psychological assessment and individual and / or group sessions
- Nurse: providing First Aid, medical history recording, health services liaison
- The objective of the proposed Program is to support and empower the beneficiaries to be mobilized, utilize available social benefits and services, be interconnected with the labor market and obtain housing in order to be self-sufficient. While in the process of finding a home, there will be given an opportunity to rental assistance.

Expected results

- Empowering and mobilizing beneficiaries to utilize social benefits and services, be interconnected with the labor market and obtain housing in order to be self-sufficient.
- Reduction of the existing homeless population (job search, rent assistance)

Indicators

- Number of homeless people registered by the service
- Number of homeless people approached by the mobile unit
- Number of beneficiaries supported by mobile unit activities
- Amount of material distributed
- Number of people who became self-sufficient in their living
- Number of people who benefited from the rent assistance
- Number of people who found a job

Activities schedule	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Mapping, target group needs assessment	■						■					■
Collaboration with agencies	■	■	■	■	■	■	■	■	■	■	■	■
Deployment of the Mobile Unit	■	■	■	■	■	■	■	■	■	■	■	■
Supply of essentials	■	■										
Operation of a Homelessness service	■	■	■	■	■	■	■	■	■	■	■	■
Production of printed material	■	■	■									
Rental assistance						■	■	■	■	■	■	
Program evaluation						■						■

4.3. Disasters/Crises

4.3.1. Development targets for Disaster Management

Target group: HRC staff and volunteers, vulnerable communities
Area of implementation: HRC Branches, vulnerable communities (TBD)
Duration: 12 months
Budget: 32,900.00 €

Strategic Goal: A
Action Field: Disasters/Crises
Objective: 2
Strategy/tactic: 3, 4, 6

Needs analysis and assessment

Since May 2018 the HRC has begun to develop its capacity to respond to critical / emergency situations and disasters through the creation of a unified disaster response mechanism. This mechanism is built on the standards and specifications of the IFRC as well as those of other National Societies. One of the essential parts of such a mechanism is the National Disaster Response Team (NDRT) and Branch Disaster Response Team (BDRT) and the Emergency Response Units (ERU). To date, the HRC has created an NDRT and one BDRT at the Branch of Thessaloniki. At the same time the HRC has created an Emergency Health Unit (Health ERU) and an Emergency Psychosocial Support Unit (PSS ERU). In addition to the above team building needs, by the end of 2018 it has been recognized that there is a great need for the HRC to disseminate basic disaster management knowledge to its staff and volunteers. The reasons for this are the lack of a unified response philosophy to the disaster so far, the lack of up-to-date knowledge on disaster response structures and the uneven level of training among volunteers of different backgrounds and HRC staff.

This need has begun to be addressed through the creation and implementation of a Basic Disaster Management Training Program (BDMTP) for volunteers and staff of the HRC Branches. However, there is a need for faster dissemination of this knowledge through a network of suitably trained personnel. Finally, the need to help the disaster preparation of remote and / or vulnerable Greek communities in which the HRC has no presence or significant potential has been recognized. Providing citizens with knowledge and setting up Community Disaster Response Teams (CDRT) will significantly enhance the ability of these communities to analyze their needs, plan and prepare their response to a disaster appropriately and respond appropriately and efficiently.

Programme approach

The actions needed to develop the HRC Disaster Response Mechanism can be approached in different ways as discussed below:

- Continuation and acceleration of BDMTP in the HRC Branches in order to cover the maximum possible population of volunteers and staff in the year 2020
- Conduct a DM ToT whose main task will be to disseminate basic disaster response knowledge and the structure of the HRC Unified Disaster Management Mechanism. This will rapidly meet the objectives set and there will be a permanent disaster preparedness and training structure for HRC staff.
- Creation of more BDRTs in HRC Branches which will enhance the HRC's local capacity for responding to critical events and disasters.
- The development of Community Disaster Response Teams in remote and / or vulnerable Greek communities by the HRC will help maximize the impact of the HRC on Greek disaster response.

Expected results

- HRC volunteers and staff will have up-to- date and homogeneous basic disaster management knowledge and be ready to join the HRC's developing Disaster Response Mechanism.

- The Disaster Response Mechanism will have more response teams integrated into it and thus greater operational capacity locally and nationally
- Branches will be at a higher level ready to prepare for and deal with catastrophic and critical events.
- There will be a pool of personnel specializing in the creation and staffing of individual parts of the HRC's Unified Disaster Management Facility
- Some remote and / or vulnerable Greek communities will have a basic disaster preparedness and management capability.

Indicators

- Number of Branches received the BDMTP
- Number of Volunteers and staff attending BDMTP
- Number of Disaster Response Facilitators Created
- Number of BDRTs in HRC Branches
- Number of remote and/or vulnerable communities having basic disaster management knowledge
- Number of people from remote and / or vulnerable communities who received basic disaster response skills
- Number of Community Disaster Response Teams (CDRTs)

Action Plan

- Assisting of 4 HRC Branches in the development of Contingency Plans and relevant SOPs
- Training 4 BDRTs in selected branches of the HRC (80 HRC staff / volunteers)
- CDRT Training 3 in selected communities (60 community members)
- Identification of and communication with Greek isolated and/or vulnerable communities in respect to the creation of CDRTs
- Disaster Management ToT (20 HRC Personnel / Volunteers)
- BDMTP Training in 4 HRC Branches
- Development of a handbook for DM staff and volunteers

Activities schedule for HRC DM	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Assisting of 4 HRC Branches in the development of Contingency Plans and relevant SOPs	Yellow	Yellow		Yellow	Yellow		Yellow	Yellow		Yellow	Yellow	
Training 4 BDRTs in selected branches of the HRC (80 HRC staff / volunteers)			Yellow				Yellow		Yellow			Yellow
Identification of and communication with Greek isolated and/or vulnerable communities in respect to the creation of CDRTs	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow						
CDRT Training 3 in selected communities (60 community members)								Yellow		Yellow		Yellow
Disaster Management ToT (20 HRC Personnel / Volunteers)				Yellow	Yellow							
BDMTP Training in 4 HRC Branches			Yellow	Yellow					Yellow	Yellow		
Development of a handbook for DM staff and volunteers					Yellow							

4.3.2. Cash Transfer Programming (CTP) orientation to Hellenic Red Cross Branches

Target group: HRC staff and volunteers at Branch level

Area of implementation: 3 HRC Branches (TBD)

Duration: 7 months

Total budget: 2,100.00 €

Strategic Goal: A

Action Field: Disasters/Crises

Objective: 2

Strategy/tactic: 4

Needs analysis and assessment

Greece is a country prone to disasters. The Hellenic Red Cross has implemented cash interventions in disaster response in the recent past. However, this experience is mainly based at the HQs level. To be able to act effectively at the Branch level, HRC should seek to improve capacity and provide orientation so that information flows quickly in case of a disaster. Based on the experience gained so far, HRC intends to extend its capacity at the Branch level and train staff and volunteers.

Programme approach

The Hellenic Red Cross will develop the capacity of its network of branches to deliver cash programs and services. As part of the plan CTP orientation will be provided to staff and volunteers of 3 HRC Branches. The selection of the Branches will be done in coordination with the HRC Disaster Management. The CTP orientation will be focusing on a Cash in Emergencies context. Needs assessment to feed preparation for a Cash intervention in Disaster Response will also be part of the orientation. It will aim at improving Branches' capacity to actively participate to the rapid needs assessment after an emergency and provide CTP at the HQs level with important information for planning a cash intervention. Participants

DM and CTP will develop a common needs assessment form, which will be tested with the participants and will be used on an electronic format (on tablets). One tablet (already available at the HQs) will be given at the end to each of the 3 Branches. Cash activities will be also tested as part of a scenario based on the current HRC SOPs for Cash in Emergencies (registration – selection of beneficiaries – distribution – PDM, help desk, crowd control and queues management, etc.)

Each Branch will receive one tablet with a number of forms to be used in case of an emergency for mobile data collection (standard needs assessment form, registration form, PDM form, etc.)

Expected results

- Branches have at least one staff member to organize the local volunteers in case of a Cash in Emergency intervention.
- HRC Disaster Management and CTP have commonly prepared training material and implemented basic orientation on CTP based on a worked example or scenario.
- HRC staff and volunteers at Branch level are able to provide HQs with immediate needs assessment information for planning purposes.

Indicators

- # of branches staff received CTP orientation.
- # of branch volunteers received CTP orientation.
- # of HRC staff at Branch level to act as CTP focal point

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Coordination with DM – Selection of Branches												
Preparation of orientation material												
Preparation of the emergency scenario												
Finalize the list of participants – coordination with the Branches												
Conduct the CTP orientation – (printing material for participants)												
Appoint a CTP focal point to the Branches selected												
Potential revision of the orientation material												

5. Cross-cutting services and tools

The Hellenic Red Cross has started to institutionalize all cross-cutting services and tools by establishing structures, preparing materials, conducting trainings of staff and volunteers. In this context CTP, CEA, RFL, PSS and Protection have started to be visible in the planning the HRC projects and activities.

5.1. Restoring Family Links (RFL)

Target group: HRC staff and volunteers at Branch level

Area of implementation: 3 HRC Branches (TBD)

Duration: 7 months

Total budget: 504,990.00 €

Needs analysis and assessment

Because of the advanced RFL needs related to migration and with the support of the ICRC that since 2015, has been supporting the HRC Tracing Service (TS) to provide RFL Services to migrants², the HRC TS has managed to:

- ✓ Improve its liaison to the international RFL network
 - ✓ Fully engage to the RFL e-tool environment
 - ✓ Increase its mobility and ensure RFL presence (till April 2019) in key -related to migration- places with field officers (external staff) and RFL volunteers
 - ✓ Introduce RFL volunteers for Greece
 - ✓ Introduced 3' minutes phone calls and telephone charging for migrants in the EC
- Furthermore, the overall migration experience and relevant international and national trainings allowed the TS to
- ✓ Increase its knowhow and capacity (mobility, tools and equipment) to respond to emergencies
- The aforementioned developments however, have proved not to be sustainable, while they come hand in hand with many challenges:

- The TS is not well positioned within the NS and this is a drawback to RFL potentials, especially those not related to migration
- There is lack of necessary human resources and cooperation agreements within and outside the NS to allow for TS engagement to the full spectrum of RFL activities according to Movement standards and country/beneficiary needs
- The integration of RFL activities to the overall HRC action is only partial, resulting in restricted accessibility and limited support for RFL beneficiaries
- RFL presence, mobility and flexibility are limited, focused on migration and fully depended on external support (the ICRC) and therefore are not sustainable, while RFL coverage is only possible in a few places with a migration related interest
- RFL volunteers' selection is restricted among volunteers already engaged with the HRC and there is not a coherent and consistent approach/methodology for their recruitment, training, development and deployment

² A relative cooperation agreement based on a one year strategy focusing on RFL to/for migrants is expected to be signed between the ICRC and the HRC in April 2020

- HRC RFL volunteer status and positioning with the HRC are not defined and that affects their deployment, especially in times of emergencies (availability, overlapping tasks, limited capacity, coordination issues, etc.)
- Not all operational actors with the HRC are aware of RFL and its potentials nor of the RFL code of conduct and the protection considerations involved; fear of relative violations and doing harm is alarming
- RFL emergency response is ad hoc and restricted. Although, RFL/DM is integrated in the NS disaster response plan and is currently on a capacity building phase, relative tools, resources and capacity are limited

Programme approach

The aim and the purpose of the proposed action plan is to turn current RFL challenges into opportunities, by further capitalizing on the developments and the capacity building accomplished in the area of RFL for migrants (and following the wild fires in Greece back in 2018).

Overall goal: Strengthen RFL capacity for Greece in coherence to the standards of the international RFL Network and the provisions of the new RFL Strategy of the Movement (adopted during the 33th international conference); enabling gradually: a. the engagement of the NS to the full spectrum of RFL activities taking into consideration the country/beneficiaries' need; b. consistency and sustainability of the RFL presence across the country with well trained and properly equipped staff and volunteers, as part of a transversal and holistic HRC plan of action considering protection, gender equality and vulnerability and respecting the RFL code of conduct and the do no harm principle; c. RFL resilience on community/local level and capacity for rapid and flexible RFL response in emergencies.

To accomplish so, the plan in consideration targets 4 interrelated and complimentary axis of intervention that however, can also be addressed as individual projects:

Activity 1: Coherent, sustainable, accessible, effective and efficient RFL Services for all

Strategic Goal: A & B

Action Field: Protection, Capacity Building, CEA

Objective: B1 & B2, (A1 & A2)

Strategy: A 4, 5, 6 & B 1, 2, 3, 4, 5, 6, 8, 9

Increase RFL awareness and consideration within the NS and across the country; advance RFL positioning within the HRC and consequently the HRC positioning within the RFL network

Enable gradual and by prioritization engagement to the full spectrum of RFL activities considering country/beneficiaries' needs (i.e. RFL in Disasters, active tracing, RFL-PSS, family reunification, helpline in emergencies, re-mote tracing, advocacy and so on)

Encourage cooperation and synergies within and outside the HRC

Increase RFL country coverage with well trained and equipped staff and RFL volunteers (pilot by establishing RFL focal persons in 3-4 places – prioritize and select places according to needs and local HRC capacity)

Result 1.2 under Axis 1: Develop a coherent and structured RFL training module adapted to the Greek context for both staff and volunteers is the key element for the accomplishment of objectives under Axis 1 and can also stand alone, as an independent capacity building project

Expected results

- Result 1.1: Updated and context related RFL Services
 - RFL awareness and commitment with the HRC and adequately positioning of the TS

- Full respect to the RFL code of conduct, the dignity of the individual and the do no harm principle on NS level
- Result 1.2: A consistent and structured RFL training methodology
 - A well-structured RFL curriculum supported by adequate RFL trainers/instructors
 - Introduction of RFL specialties (RFL/DM, active & remote tracing, archiving, etc.)
- Result 1.3: Gradually Increased RFL coverage for Greece (pilot 3-4 areas of interest)
 - Increase RFL accessibility (by gender & vulnerability friendly RFL services)
 - Advanced coordination, monitoring and accountability
 - Enhance cooperation and synergies
 - Strengthening RFL Network for Greece and for the region

Indicators

Activity 1

Indicator 1: The TS is well liaised to FL Network

Indicator 2: The TS is adequately positioned within the HRC

Indicator 3: The RFL code of conduct is adopted and respected on NS level

Indicator 4: HRC actors consider RFL and respect related protection concerns

Indicator 5: Beneficiary centered RFL program analysis and planning capacity on local/community level is possible

Indicator 6: The HRC TS has identified and introduced/strengthened 2 RFL activities/intervention mechanisms by the end of 2020 (refer also to axis 3 &4)

Indicator 7: Stakeholders are identified and engaged to RFL

Indicator 8: RFL focal persons have been introduced in 3-4 places outside Athens (pilot)

Indicator 9: Increased RFL awareness and preparedness on local level

Indicator 10: All have access to RFL Services as needed = over 50% coverage (for the pilots)

Indicator 12: Remote tracing is possible (quantitative)

Indicator 13: Clear RFL Job/role descriptions & sustainable communication lines are available

Indicator 14: RFL coordination, monitoring & accountability standardize procedures & tools are present & respected by the HRC actors

Activity 1.2: RFL training

Indicator 15: A first version of a consistent and well-structured RFL curriculum is available with the NS by the end of June 2020

Indicator 16: An RFL introduction & sensitization course for all the HRC operational actors

Indicator 18: At the end of the period there are available >4 RFL instructors/trainers

Activity 2: Development of a sustainable & structured network of RFL volunteers

The aim is to set in cooperation to the Volunteering Division the ground for the gradual development of a RFL volunteers network for country coverage; proposed actions can be complimentary to Axis 1, while it should be ideally based on result 1.2 (RFL training) under Axis 1

Pilot: Introducing and developing RFL volunteering in 3-4 selected areas, ideally not supported in the framework of RFL migration programs to avoid overlapping and enable more extended coverage of the country

Strategic Goal: A & B

Action Field: Protection, Capacity Building, Disaster Crisis, CEA

Objective: A2 & B1, B2

Strategy: A 3, 4,5, 6 & B 1, 3, 5, 6, 8, 9,10

A sustainable and structures RFL volunteers network will enable a stronger RFL Network for both Greece and the region, while it will increase RFL resilience on community/local level and will

contribute in the incorporation of RFL to DM preparedness and emergency response, which is already a strategic commitment for the HRC (refer also to Axis 4)

Expected results

- Result 2.1: RFL Volunteer Status & enrollment procedures available with the HRC
- Result 2.2: A coherent RFL volunteering mechanism
- Result 2.3: Operational capacity of RFL volunteers - expanded RFL coverage for the country (pilot 3-4 places)
 - Increased accessibility to beneficiaries & community resilience & preparedness
- Result 2.4: Safety & security
- Result 2.5: Smooth RFL volunteers development, deployment & follow up
 - Administration, coordination, monitoring & accountability mechanisms (Axis 1)

Indicators

Indicator 1: RFL volunteer Status is established with the HRC and an RFL volunteer non-discriminatory enrollment mechanism is in place

Indicator 3: RFL volunteer integration and specialization system in place (multitasking volunteering capacity)

Indicator 5: Increased RFL presence with volunteers; 3-4 RFL volunteers minimum in Key areas (pilot 3- 4 areas for 2020)

Indicator 6: RFL volunteers are visible & equipped, ready to assess their environment & be deployed under the coordination of the TS

Indicator 7: RFL volunteers with no previous liaison to the HRC are present (and quantitative)

Indicator 8: Ad hoc expertise volunteering with RFL is possible

Indicator 9: RFL volunteers are incarnated in the TS and RFL/DM coordination & monitoring mechanisms as needed

Indicator 10: RFL awareness & capacity to respond has increased with volunteers on local level (refer also to Axis 4-emergencies/DM)

Activity 3: Strengthen RFL-PSS capacity for both the beneficiaries and RFL actors

The action is based on relevant international training module ³

Strategic Goal: A & B

Action Field: Protection, Social Care, Capacity Building, CEA

Objective: A2 & B1, B2

Strategy: A 1, 3, 4, 5, 6 & B 1, 2, 4, 9, 10

Enable access of HRC actors to RFL-PSS training and provide more beneficiaries friendly services by considering areas of further RFL-PSS engagement (i.e. valid referrals, increased gender and vulnerability accessibility to RFL, RFL-PSS in emergencies, etc.)

Expected results

- Result 3.1: Increased RFL-PSS synergy and awareness
- Result 3.2: RFL-PSS training
 - An international RFL-PSS training configured for Greece - Piloted in >4 places
- Result 3.3: Advanced RFL-PSS interaction and operational dynamics
 - More efficient, beneficiary centered and actor friendly Services by RFL-PSS engagement
 - Resilient and empathetic actors

³ With ICRC support the TS and the Social Welfare Division are expected to participate in a RFL-PSS Training of Trainers course to be held in April 2020 in a EC country.

Indicators

Indicator 1: At least one RFL-PSS training configured for Greece

Indicator 2: At least 4 RFL-PSS trainers with the NS (2+2)

Indicator 3: More efficient, beneficiary centered services

Indicator 4: A briefing and debriefing PSS sensitive mechanism for RFL actors is available and used – more resilient and empathetic actors

Indicator 5: RFL-PSS synergy has advanced (and quantitative – relative programs developed)

Indicator 6: RFL-PSS capacity in emergency response has advanced

Activity 4: RFL/DM

Strategic Goal: A & B

Action Field: Disasters/Crises, Protection, Capacity Building

Objective: A1, A2 & B1

Strategy: A 6 & B 1, 2, 3, 4, 6, 10

Better understanding of RFL and RFL in Disasters within the HRC; enabling also the NS to be aware of the relative tools available on Movement level and ensuring consideration of RFL related protection concerns for all operational actors and in emergencies.

Increase RFL resilience and response to emergencies with adequately trained and equipped RFL staff and volunteers, advanced synergies with key stakeholders and by promoting RFL awareness and preparedness on community/beneficiary level.

Expected results

- Result 4.1: The NS is aware of the role and the tools of RFL in emergencies and is engaged and committed
- Result 4.2: RFL preparedness & capacity for rapid & flexible response in emergencies gradually advances
- Result 4.3: Increased RFL emergency capacity on local level – community resilience and local autonomy during the first phase of the response
 - Advanced coordination and consistency between NS/RFL actors in emergencies
 - Properly equipped mobile RFL focal persons and teams able to work in the field; enabling RFL rapid assessment & quick deployment - in line to NS DM mechanisms)
 - Stakeholder's engagement to RFL and relative protection concerns (local & regional level)

Indicators

- Indicator 1: The HRC is aware of and can take advantage of relevant tools and mechanism on Movement's level
- Indicator 2: RFL is part of the emergency response mechanisms of the NS and included in relevant agreements on NS and local level
- Indicator 3: The HRC first responders & DM actors receive an RFL awareness & sensitization course (avoid mal practice, consider RFL protection) – (prepared in Axis 1)
- Indicator 4: Advanced coordination and consistency between NS/RFL - RFL is deeply imbedded into the DM
- Indicator 5: RFL resilience and response capacity has advanced in local level (autonomy during the first response period is possible) – 3-4 pilot places
- Indicator 6: RFL focal persons and preparedness are the case in key places (3-4 pilot places)

Activities schedule										
Activity 1: Coherent effective and efficient beneficiary centered RFL presence across the country										
Result 1.1: Updated and context related RFL Services										
Action	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Keep track of relevant developments on Movement's level	■	■	■	■	■	■	■	■		
Disseminate RFL to HRC governance & management; keep them committed				■	■	■	■	■		
Assess RFL with at least two national societies (consider at least one exchange visit - include training & volunteer development know-how)				■	■	■	■	■		
Beneficiaries /community participation in need and program analysis (organize relevant assessment in 3 different environments)				■	■	■	■			
Translate, adopt and disseminate the RFL code of conduct for the NS				■	■	■	■	■		
Adopt and adapt RFL activities & trends to the Greek context as needed - identify and introduce or advance at least 2 activities/intervention methods in 2020 - by priority RFL/DM, RFL-PSS (action 2 & 3)					■	■	■	■		
Result 1.2: A consistent and structured RFL training methodology										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Develop an RFL curriculum covering the whole range of RFL activities		■	■	■						
The RFL curriculum is gradually available to RFL actors as needed/according to their responsibilities - pilot in minimum 3 places and revise					■	■				
The RFL curriculum includes an updated RFL introductory/sensitization course for all HRC volunteers and operational staff					■	■				
Gradual development of RFL guidelines and manuals are developed					■	■	■			
Development of RFL trainers/instructors (3 day sessions and testing)					■	■	■			
Result 1.2: A consistent and structured RFL training methodology										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Introduce RFL specializations and different levels of RFL				■	■	■				

Result 1.3: Gradually Increased RFL coverage for Greece (4 areas of interest)										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Improve RFL - Positioning in the HRC (commit governance and management)										
Establish RFL focal persons/teams (staff & volunteers) in strategically selected places to gradually increase RFL presence - prioritize 3 RFL prone areas										
Define sustainable communication lines										
Advance coordination and administration capacity (at least one staff)										
Develop and promote a standardized RFL accountability & monitoring mechanism										
Identify relevant stakeholders on local and national level - promote cooperation										
Enable remote tracing (consider a helpline - a separated project)										
Enable service mobility and flexibility										
Engage new tools (radio, internet, etc)										
Activity 2: A consistent RFL Volunteer Network										
Result 2.1: RFL Volunteer Status & engagement procedures available with the HRC										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
RFL is officially acknowledged as a distinct volunteer service within the NS										
Define RFL volunteer profile RFL & a coherent RFL volunteer recruitment & enrollment procedure										
Enable flexible RFL volunteer engagement (recruit form outside of the HRC, enable ad hoc/expert & multitasking volunteering, etc)										
Result 2.2: Coherent RFL volunteering										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Integrate existing RFL-volunteers to the new system (update roles/training)										

Result 2.2: Coherent RFL volunteering										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
RFL training & RFL sensitization course for all (see also result 1.2)										
Result 2.3: Operational capacity of RFL volunteers – extend RFL coverage with volunteers (pilot 3-4 places)										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Gradually expand the range of RFL volunteer activities (active tracing, archiving, community preparedness, referrals, etc) to better meet the needs of beneficiaries										
Assess and select 3-4 areas to pilot RFL volunteer engagement (prioritize)										
Develop 3-4 person RFL volunteers in the selected areas and pilot their action										
Provide updated RFL volunteer trainings as needed										
Provide functional equipment and visibility for RFL volunteers										
Make agreements and synergies as needed on local and national level										
Result 2.4: Safety and security for all RFL volunteers (all RFL actors are expected to benefit by relevant training, provisions and protocol)										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Assess the situation with relevant HRC actors and proceed on relevant actions										
Result 2.4: Safety and security for all RFL volunteers (all RFL actors are expected to benefit by relevant training, provisions and protocol)										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
A safety and security protocol for RFL related action is available with the NS										
Result 2.5: Advanced RFL coordination, administration & accountability mechanisms - smooth RFL volunteers development, deployment & follow up										
Action	Mar	April	May	June	July	Aug	Sept	Oct	Nov	Dec
Advance RFL coordination capacity on NS level (see also goal 1.3)										
RFL volunteers are trained to follow the coordination, monitoring & reporting system of the TS (developed at Axis 1)										

6. Strengthening the Hellenic Red Cross (Volunteering - Capacity Building – Networking)

6.1. Volunteering management framework

Budget:	175,054.00 €
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Needs analysis and assessment

The HRC Volunteering Division was formed in August 2019, in order to create and support rules policies that would promote volunteering engagement within the NS and the communities.

Its purpose is to develop a volunteering management framework that will include: recruit, train, promote, manage, supervise, guide and support volunteers.

The training of volunteers is a key step in diminishing potential risks and in disseminating basic information on RCRC principles and procedures.

Nowadays, we have more than 5,500 active volunteers, who have been trained by the existing divisions of HRC (Nursing, Social Welfare, Samaritans-Rescuers & Youth) in similar and/or different topics. For that reason, there is not a common management system, including a common data base, that will include all of them. Thus, and because of the lack of a systemic managing system, with the right tools, such as a data base with full data protection aspects, the tracking, guidance and support of the volunteers in Athens and especially in the branches is not as efficient as should be.

Programme approach

The Volunteering Division is referring to the active volunteers and to new recruitments. With the approval of the Operating Regulations of the Sector by the HRC Board:

- Mechanisms, procedures and a unified management system will be established that will cover the total of HRC volunteers regionally according to their registration, training, recruitment, support and supervision.
- A user-friendly system (for information dissemination, referrals, recording and evaluation of planned actions) will be developed, in order to enhance transparency and evaluate the program's effectiveness.
- New basic training, for all the persons who will be interesting to become RCRC volunteers, will be organized. The specific training will be tested in 2 branches and fully implemented from October.

To make it happen we have to implement a Training of Trainers (ToT) in 7 geographical apartments of Greece, in order to have trainers in every Branch of HRC (86) and in the HQ. The ToT duration will take up to 50 hours and it will have to be completed in 5-days (each area). According to this program and taking into consideration the limited number of staff, the assumption is that it will have been completed in a period of 4 to 5 months starting from May 2020.

Expected results

- Gradually integrate all volunteers into the Volunteering Sector, with the aim of achieving a holistic approach to the provision of HRC services.
- Creation of a volunteer's management system (data Protection)
- Recruitment/screening of volunteers ensuring diversity and non-discrimination
- Volunteers agreement-a commitment to the Code of Conduct

- Raise awareness in the local communities for the NS, the fundamental principles and the vision of the movement and also prevent incidents of misuse of the emblem.
- Train volunteers in promoting and accepting the organization's standards
- Train volunteers in the key issues that they need to be aware, when they assist vulnerable people.
- Creation of a safe and caring environment
- Establish policies and procedures for communications lines, referral paths, rewards and penalties

Indicators

As soon as the regulation for the Volunteering Division will be established, we will be able to calculate the results by checking:

- The number of the branches that will implement the new procedures according to the time frame (checklists, evaluation forms, visits and workgroups in the branches)
- The number of the active volunteers and trainers that will attend the training (attendance sheets for the participation in the training and questionnaires in order to have feedback for their experiences in working together)
- Percentage of the number of volunteers that will be interested to attend the basic training in comparison to the past.

DRAFT

PLAN OF ACTION			
	ACTIONS	TIME/FRAME	PREREQUISITES
FIRST ACTION	Work group in order to share our development frame work with all the Divisions of the HRC	End of March	
SECOND ACTION	Peer support in establishing a volunteer's management system	Starting immediately after the partnership meeting	
THIRD ACTION	Creation of a regional data base- software/data protection	when sufficient resources and trained staff are available	
FORTH ACTION	Translation of IFRC e-learning training (Stay Safe Volunteer Security, Volunteering –basic training) Formalization of training material		
FIFTH ACTION	Testing /pilot implementation of NEW basic training in 2 branches	APRIL /MAY 14X4=56 h in each one	30-40 NEW VOLUNTEERS
SIXTH ACTION	Professional Development /TOT	June /October 7 TOT (6 days training 50 hours)	180 TRAINERS

6.2. Familiarize youth with the spirit of the Red Cross and Red Crescent Movement

6.2.1. Comprehensive courses for students of elementary, secondary and high schools

Budget:	89,000.00 €
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Programme approach

To familiarize children and adolescents with the spirit of Red Cross through constructive trainings and to provide them with opportunities to keep their energy and idealism focused on worthwhile humanitarian values.

Comprehensive courses will be conducted during visits to elementary, secondary, or high schools. Relevant promotional material will be distributed.

Courses content:

- Dissemination of the 7 fundamental principles of Red Cross
- Road Safety / Road Behavior (Risks, Safety and Accident Prevention)
- Natural Disaster Prevention and response
- Climate Change
- Dissemination of IHL

Beneficiaries:

- Average Students in Attica per year: 7,500
- Average Volunteers per year: 500

Expected results

- Increasing youth awareness in humanitarian issues
- Increasing the number of youth volunteers
- Promotion of Red Cross Ideas
- Red Cross Visibility

Sponsoring opportunities:

- Material for International Humanitarian Law
- Material for Road Safety
- Material for Climate Change
- Material for the R.C./R.C. Movement
- Material for Red Cross Fundamental Principles

6.2.2. Participation of Youth Volunteers to Solferino 2020

Budget:	3,000.00 €
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Programme approach

Solferino 2020 (June 22nd - June 28th) will be a very special event full of meaning, where thousands of Red Cross and Red Crescent volunteers from all over the world will meet to demonstrate with their

presence, the value and importance of our humanitarian network! It would be very constructive for HRC Youth volunteers to participate in Solferino 2020 activities in order to:

- Share good practices, experiences and knowledge on youth governance and development programming
- Strengthen communication with global RC/RC youth Network

Beneficiaries: 5 Red Cross Youth Volunteers

Expected results

- Share good practices, experiences and knowledge with all Hellenic Red Cross Youth volunteers.
- Increasing Hellenic Red Cross visibility among other RC National Societies

6.2.3. “Helpman Time” - Paidon-Agia Sofia” Children's Hospital

Budget:	7,500 €
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Programme approach

The “Paidon-Agia Sofia” Children's Hospital (Athens) was founded in 1896 and opened to public in 1901. It is the largest pediatric hospital in the country and one of Europe's largest pediatric hospitals having seven hundred fifty (750) hospital beds. It serves children up to 14 years of age but also in special cases older children.

“Helpman Time” would be a voluntary action that will be carried out by Youth Volunteers. Volunteers over the age of 18 will visit on a regular basis, twice a week for two hours, children who are hospitalized at Agia Sophia Children's Hospital. This activity will take place in the evenings after having parents’ expressed invitation and consultation. The HRC should proceed in making the necessary arrangements with the Hospital Nursing Service, which is responsible for coordinating and utilizing volunteers' offer.

Each volunteer within this two-hour visit will be able to get in touch with four children. (spending half an hour with each child).

This activity could be materialized initially by two Youth Students / Volunteers, who have completed their internship in the HRC and have already expressed their interest to participate in the activity.

Based on the above, Volunteers will cover a total of 16 children on a weekly basis.

Beneficiaries:

- 16 children on a weekly basis
- 450 children in a 7 months’ period

The main target is through creative activity to help children who are hospitalized to deal with the stressful situation they face caused by an illness or accident and to make their staying in this hospital more pleasant.

Children creative activity includes:

- Storytelling
- Painting crayons
- Gift (RC balloon & RC teddy bear)

Expected results

- Support children during their staying in the hospital
- Visibility of Red Cross
- Increasing the number of youth volunteers

6.3. Enhance HRC Public Relations activities

Budget:	100,000.00 €
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Proactive communication needs to be at the heart of a Humanitarian Organization. Since August 2019, Public Relations Office became a separate Department of Press, Communication, PR and Social Media with the aim to constantly improve HRC communications efforts.

Activity 1: Reconstruct the Hellenic Red Cross website

A new website should be formed in accordance with modern technology since the previous one is too old to be updated

The Hellenic Red Cross Website- apart from Facebook-is our main contact with the Internet world and therefore, is the presentation of the HRC work, thus, the best way to attract donors, volunteers and members even online. A professional company is necessary to undertake its reconstruction and deliver a new modern website which meets all necessary requirements of the National Society.

Activity 2: training of Communications staff

Training of the Communications Dept. staff by a social media expert is necessary in order to be in the position to meet the needs of modern technology. The training should include the following:

- an update on A/V, material production (leaflets, banners etc.)
- an update to cultivate presentation skills and to obtain specific media skills that would make HRC pr staff as compatible as ones that the rest of National Societies.

Activity 3: training of HRC volunteers on communication issues

The HRC volunteers should be trained on field communication issues so that they are able to adapt in every situation they face, since when they are not always accompanied by HRC staff.

Expected results:

- Improve H.RC Public image and visibility that had been seriously damaged in the previous years.
- Attract donors, members and volunteers who will see a more trustworthy face of the HRC
- Live presence of HRC all over the Hellenic territory.

6.4. Strengthening the HRC Search and Rescue Team capacities (Samaritans Division)

Budget:	69,480.00 €
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A. Expansion and organization of volunteer Samaritan Divisions to all Local Branches (86) of the HRC (March – December)

B. Reorganization of the existing Divisions (March – December)

C. Coverage of Divisions means of transport (rescue equipment & vehicles) for the safer mobilization of volunteers on the field (April – December)

Programme approach

A. Expansion and organization of volunteer Samaritan Divisions to all Local Branches (86) of the HRC

- Printing and distribution of leaflets to attract people to join new Samaritan Divisions (3 new Divisions for 2020)
- Training of volunteers of new Divisions

B. Reorganization of existing Divisions

- Training of Volunteer Divisions Management in order to be more effective and better organized.
- Implementation of a new electronic volunteer management system in order to:
 - o manage missions more efficiently
 - o exchange information faster
 - o be mobilized in a more flexible way
 - o reduce necessary mobilization time

C. Coverage of Divisions means of transport (rescue equipment & vehicles) for the safer mobilization of volunteers on the field: There will be an effort to equip in 2020 at least two Divisions with a rescue vehicle for the safer mobilization of volunteers on the field.

Expected results

- Increase our volunteer potential
- Better organize our volunteer potential

Indicators

- Number of new volunteers
- Number of completed missions

6.5. Proposal writing and resource mobilization training at Branch level

Target group: HRC staff (Branches and HQ)

Area of implementation: 5 HRC Branches (TBD)

Duration: 4 months

Total budget: 7,200 €

Strategic Goal: B

Action Field: Capacity Building

Objective: 2

Strategy/tactic: 2, 4, 6

Needs analysis and assessment

The Hellenic Red Cross has the ability to design and develop projects and activities at the HQ level. However, this needs to be further developed at the HQs level and has never been presented at the Branch level. Branches are implementing remarkable activities, however, the majority of them is not in the form of projects, but rather of a traditional and fragmentary character such as collecting food and non-food items, supporting health and welfare beneficiaries, etc.

Programme approach

The aim is to build capacity at a Branch level, selecting to empower first those based in cities with active social and economic life, to be able to plan the activities they want to implement and seek for funding locally with remote guidance by the HQs.

This could be implemented by organizing a 3-day workshop in Athens with the support of external experts to train HRC staff in proposal writing and resource mobilization techniques. The participants will be 5 staff from a respective number of Branches and 12 staff from the HQs (new and old members of the *programmes design team*, RM, PMER, Finance). Participants coming from Branches will be requested beforehand to propose to the HRC Programmes Dept. ideas for the design of small scale projects, which could be future funding proposals to be implemented by the HRC Branch where they are based. Emphasis will be given on ideas for income generating projects for either the regional Branch or the beneficiaries, or others encouraging the cash transfer programming (CTP) that could replace the traditional food items distributions with local agreements with traders/stores and use of cash assistance or vouchers instead.

The workshop will outline the basics of designing a small or medium scale project, the key parts of a proposal and its writing, fundraising techniques, funding approach and presentation. Examples of income generation projects, basic principles of Cash Transfer Programming and examples of related activities. Participants will be invited to work on the ideas they have already prepared and elaborated with the ultimate goal of creating funding proposals in groups. The training material could be organized and presented to participants in collaboration between the HRC Programmes Dept. and the external partner, with the aim of further empowering HRC staff to provide relevant trainings in the future.

Expected results

- 5 HRC Branches staff is empowered
- HQs participants are empowered
- New ideas are presented and worked in team
- Programmes Dept is empowered to facilitate respective internal trainings
- 5 HRC Branches have the tools to approach potential donors locally, create synergies and stronger bonds with the local community.
- Remote support will be enough for future proposals coming from the trained Branches

Indicators

- # of funding proposals drafted
- # of funding proposals submitted/presented to local donors

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Selection of Branches												
Request and receive project ideas												
Selection of the external partner(s)												
Preparation of the workshop material												
Conduct the workshop												
Submit and present the ideas to potential local donors												
Training report												

DRAFT

6.6. Learning Platform – translation of courses into Greek

Target group: HRC staff and volunteers
(Branches and HQ)
Area of implementation: HQ
Duration: 6 months
Total budget: 25,000 €

Strategic Goal: B
Action Field: Capacity Building
Objective: 2
Strategy/tactic: 2, 3

The Hellenic Red Cross customized the IFRC Learning Platform in 2015. Since then it has been identified that the learning platform courses can be really effective and provide a very good orientation especially to trainings related to volunteers. Participants can obtain a better overview of the Movement and time can be saved by trainers. However, in order to be able to reach a higher number of volunteers who do not have the language skills to follow the English version, HRC needs to translate into Greek a number of courses, which can be integrated into various trainings.

The following courses have been identified: “Stay Safe”, “Emergency Needs Assessment (ENA)”, “Volunteering”.

The cost to customize these courses cannot be precisely calculated as it depends on the length of the text to be translated and the audiovisual work that needs to be adjusted.

Estimated budget: approx. 25,000 €

DRAFT

Activities schedule	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb
Follow up on context updates with the IFRC HR Dept Geneva												
Check for local suppliers												
Translation												
Adjustment of audiovisual content												
Launch of the Greek versions												

Budget

DRAFT

Appendices

DRAFT

3.1 Brief Depiction of the HRC Strategy

Strategic Goals

A. To address the needs of the most vulnerable due to contemporary humanitarian challenges

B. To develop organisationally in order to be sustainable and effective in its humanitarian role

Action Fields

Health

Social care

Disasters - Crises

Protection

Community Engagement & Accountability

Capacity Building

Relief

Objectives - outputs

FOR STRATEGIC GOAL A

1. Vulnerable people live with safety, health and dignity.
2. People and communities are better prepared in order to respond better to a disaster.

FOR STRATEGIC GOAL B

1. The functional efficiency of HRC is improved.
2. The sustainable development of HRC is ensured.

Strategies-tactics

1. Support the most vulnerable due to migration and the economic crisis (as well as the consequent inequalities in health/social inclusion).
2. Focus on preventing and addressing vulnerabilities due to threats by the contemporary lifestyle, ageing of population and potential outbreaks/epidemics.
3. Support vulnerable people during a disaster/crisis, including the consequences of climate change.
4. Develop and/or improve the approaches and tools of the HRC for the support of vulnerable people.
5. Build the HRC capacity for advocacy interventions and humanitarian diplomacy.
6. Strengthen people's and communities' resilience towards possible crises/disasters and the consequences of climate change.

1. Expand the HRC services targeting the community and their relevance to it.
2. Strengthen the HRC staff.
3. Improve the organisation and internal functioning of HRC.
4. Enhance/develop partnerships.
5. Enhance the identity and public image of HRC.
6. Strengthen the HRC resource mobilisation capacity.
7. Strengthen the HRC financial management.
8. Enhance the HRC PMER capacity.
9. Measure the social impact of the HRC programs.
10. Implement activities to promote social cohesion and social and environmental responsibility.

BUDGET DETAILS

Currency: EURO

Date: 20/2/2019

Remove or add lines as necessary

Description	Quantity	Unit	Cost	Times	Times descriptio	Total
Health						658.864,77
Budget Blood Bank Workers HRC						
HRC Nurse Salary cost 50% (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	2.057,47	12,00	months	12.344,82
Medical Equipment	1,00	lumpsum	281,20	1,00	time	281,20
Healthy Snacks Blood HRC	1,00	lumpsum	145,00	2,00	time	290,00
Information materials	1,00	lumpsum	4.820,00	1,00	time	4.820,00
Strationery	1,00	lumpsum	2.615,30	1,00	time	2.615,30
Equipment	1,00	lumpsum	500,00	1,00	time	500,00
Contingencies transportation volunteers (10 per)	1,00	FTE/period	100,00	12,00	months	1.200,00
Volunteer equipment (10persons)	10,00	persons	84,00	1,00	time	840,00
Debriefing 10 volunteers	1,00	lumpsum	150,00	2,00	time	300,00
SUB TOTAL						23.191,32
Safe Pregancy and Family Planning for Adolescent and Young Roma Women						
HRC Nurse Salary 50 % (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	1.582,70	12,00	months	9.496,20
HRC gynecologist Salary HRC cost (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	1.292,76	12,00	months	7.756,56
HRC Driver Salary 50% cost	0,50	persons	2.000,00	12,00	months	12.000,00
Portable ultrasound pregnancy (Samsung SonoAce R3)	1,00	lumpsum	15.000,00	1,00	time	15.000,00
Ultrasound head for colposcopy and breast examination	2,00	lumpsum	2.500,00	1,00	time	5.000,00
Medical Equipment	1,00	lumpsum	670,10	1,00	time	670,10
Servises Ultrasound	1,00	lumpsum	250,00	1,00	time	250,00
Medical Consumable materials	1,00	lumpsum	562,78	1,00	time	562,78
Stationery	1,00	lumpsum	727,74	1,00	time	727,74
Equipment for training	1,00	lumpsum	1.035,11	1,00	time	1.035,11
Information materials	1,00	lumpsum	1.100,00	1,00	time	1.100,00
HRC vehicle fuel cost	1,00	FTE/period	100,00	12,00	months	1.200,00
HRC vehicle other cost (insurance, service)	1,00	FTE/period	650,00	2,00	time	1.300,00
Healthy Snack/ juice 10 persons (2 educational meetings/monts)	2,00	FTE/period	10,00	12,00	months	240,00
Movements 5 for supporting volunteers	1,00	FTE/period	100,00	12,00	months	1.200,00
Volunteer equipment (5persons)	5,00	persons	84,00	1,00	time	420,00
Debriefing 10 volunteers	1,00	FTE/period	150,00	2,00	time	300,00
SUB TOTAL						58.258,49
Promotion of healthy lifestyle and hygiene to primary education pupils in the Municipality of Fyli						
HRC Nurse Salary HRC (includes Christmas,Easter, Annual Leave benefits)	1,00	persons	2.047,85	12,00	months	24.574,20
HRC Nurse Salary HRC 50% cost (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	1.582,70	12,00	months	9.496,20
HRC Doctor Salary HRC 50% cost (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	1.135,06	12,00	months	6.810,36
HRC Driver Salary HRC 50% cost (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	2.000,00	12,00	months	12.000,00
Medical Equipment	1,00	lumpsum	1.860,23	1,00	time	1.860,23
Oral health materials	1,00	lumpsum	2.220,00	1,00	time	2.220,00
Consumable materials	1,00	lumpsum	2.725,00	1,00	time	2.725,00
Information material	1,00	lumpsum	4.700,00	1,00	time	4.700,00
Stationery	1,00	lumpsum	669,90	1,00	time	669,90
Equipment	1,00	lumpsum	950,00	1,00	time	950,00
HRC vehicle fuel cost	1,00	FTE/period	100,00	12,00	months	1.200,00
HRC vehicle other cost (insurance, service)	1,00	FTE/period	650,00	2,00	time	1.300,00
Commemorative for Scools (First Aid "School Excursion")	15,00	piece	150,00	1,00	time	2.250,00
Contingencies travellers volunteers	1,00	FTE/period	100,00	12,00	months	1.200,00
Volunteer equipment (5persons)	5,00	persons	84,00	1,00	months	420,00
Debriefing 10 volunteers	1,00	FTE/period	150,00	2,00	time	300,00
SUB TOTAL						72.675,89
Creation of Health Clubs						
HRC Nurse Salary 50% cost (includes Christmas,Easter, Annual Leave benefits)	5,50	persons	2.057,47	12,00	months	135.793,02
Medical Equipment	1,00	lumpsum	1.863,62	1,00	time	1.863,62
Consumable Materials/Medicin	1,00	lumpsum	2.453,88	1,00	time	2.453,88
Healthy Snack/ juice 10 persons (60 educational meetings/localDepartment)	11,00	branches	10,00	96,00	time	10.560,00
Communication and information materials	1,00	lumpsum	14.666,17	1,00	time	14.666,17
Stationery	1,00	lumpsum	2.392,50	1,00	time	2.392,50
Equipment for training (printer)	11,00	piece	100,00	1,00	time	1.100,00
Volunteer equipment (110 vol)	110,00	persons	84,00	1,00	months	9.240,00
Debriefing volunteers	11,00	branches	150,00	2,00	time	3.300,00
Travel cost -Movements of the coordinator's programme	13,00	branches	250,00	1,00	time	3.250,00
SUB TOTAL						184.619,19
Conditional Cash Transfer Programming (CTP) for Health						
HRC Nurse Salary (includes Christmas,Easter, Annual Leave benefits)	1,00	persons	2.057,47	12,00	months	24.689,64
Medical Equipment	1,00	lumpsum	338,84	1,00	time	338,84
Consumable Materials/Medicin	1,00	lumpsum	441,86	1,00	time	441,86
Healthy Snack/ juice 10 persons (60 educational meetings/localDepartment)	60,00	branches	10,00	2,00	time	1.200,00
Communication and information materials	1,00	lumpsum	2.712,08	1,00	time	2.712,08

Stationery	1,00	lumpsum	435,00	1,00	time	435,00
Equipment for training (printer)	2,00	piece	100,00	1,00	time	200,00
Cash Grants - grants for 100 persons for 6 months	100,00	persons	100,00	6,00	months	60.000,00
Cash Grants - grants for 100 persons for 6 months (financial charges)	1,00	lumpsum	170,00	6,00	months	1.020,00
CTP mechanism	100,00	persons	16,00	1,00	time	1.600,00
Contingencies travel expenses (nurse)	1,00	FTE/period	100,00	6,00	months	600,00
Cost hotlines dedicated	1,00	FTE/period	40,00	6,00	months	240,00
Travel cost -Movements of the coordinator's programme/social worker for ATHENS	1,00	FTE/period	250,00	6,00	months	1.500,00
Travel cost - Movements of the coordinator's programme from Florina to Amuntaio (twice a we	1,00	FTE/period	150,00	12,00	months	1.800,00
Volunteer equipment (20persons)	20,00	persons	84,00	1,00	months	1.680,00
Debriefing 10 volunteers	1,00	FTE/period	200,00	4,00	time	800,00
SUB TOTAL						99.257,42
Strengthening Elderly & Carers - Health care at home and Training						
HRC head of Services Salary 50%, Athens, Thessaloniki, Patra (includes Christmas,Easter, An	1,50	persons	2.138,60	12,00	months	38.494,80
HRC Nurse Salary 50% Athens, Thessaloniki, Patra(includes Christmas,Easter, Annual Leave	1,50	persons	1.905,10	12,00	months	34.291,80
HRC physiotherapis Salary 50% cost Athens, Thessaloniki, Patra (includes Christmas,Easter,)	1,50	persons	1.000,00	12,00	months	18.000,00
HRC Driver Salary cost 50%(includes Christmas,Easter, Annual Leave benefits)	1,50	persons	1.434,77	12,00	months	25.825,86
Medical Consumable materials	3,00	branches	520,00	12,00	months	18.720,00
Medical Equipment	3,00	branches	3.500,00	1,00	time	10.500,00
Information materials	3,00	branches	5.200,00	1,00	time	15.600,00
Stationery	3,00	branches	50,00	11,00	months	1.650,00
Training of 35 carers – 2 days (consumable sanitary material, folder, pen, coffee/snack)	3,00	branches	1.000,00	12,00	months	36.000,00
Debriefing 10 volunteers	3,00	branches	200,00	2,00	time	1.200,00
Training of 50 volunteers (consumable sanitary material, folder, pen, coffee/snack) (at 3 HRC	3,00	branches	150,00	1,00	time	450,00
Cost associated with moving nurses for home visits (public transport tickets, petrol)	3,00	branches	250,00	11,00	months	8.250,00
Cost associated with moving physiotherapist for home visits (public transport tickets petrol)	3,00	branches	100,00	11,00	months	3.300,00
Cost associated with moving volunteers for home visits (public transport tickets)	3,00	branches	200,00	11,00	months	6.600,00
Communication cost : 3 people (2 nurses, 1 physiotherapist) X 20 €	3,00	branches	60,00	11,00	months	1.980,00
SUB TOTAL						220.862,46
Social Care						1.451.757,90
Tutoring & Psychosocial support for Students & Parents in Attica						
Transportation costs - students: (50 students X 1,40 / ticket X 15 days/month)	750,00	FTE/period	1,40	10,00	months	10.500,00
Transportation costs - parents (30 persons X 2,80/ticket X 15 days / month)	450,00	FTE/period	2,80	10,00	months	12.600,00
Exams fees: (10 students X 250,00 €/students)	10,00	persons	250,00	1,00	time	2.500,00
Two (2) theater visits 80 persons: (50 students & 30 parents)	80,00	persons	15,00	2,00	time	2.400,00
Bus rental / transportation to theater	1,00	lumpsum	500,00	2,00	time	1.000,00
Bus rental / 2 excursions	1,00	lumpsum	700,00	2,00	time	1.400,00
Recreational event: buffet for 120 persons, presents for students, recreational and music serv	1,00	lumpsum	2.850,00	1,00	time	2.850,00
HRC Staff Social Worker 50% Salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	2.110,00	12,00	months	12.660,00
Educators 100% Salary (includes Christmas,Easter, Annual Leave benefits)	5,00	persons	1.875,00	12,00	months	112.500,00
HRC Staff Secretary 50% salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	2.070,00	12,00	months	12.420,00
Running costs (stationary, utilities,etc)	1,00	FTE/period	583,33	12,00	months	7.000,00
SUB TOTAL						177.830,00
Financial & Psychosocial Support for Students & Parents in Heraklion, Crete						
Two Focus Group (2) meetings of 80 persons (rental cost, audiovisual, buffet)	1,00	lumpsum	1.500,00	2,00	time	3.000,00
Awards event cost for succeeded students (rental cost, audiovisual, buffet, presents, etc)	1,00	lumpsum	2.000,00	1,00	time	2.000,00
Publication Costs (3 local press releases)	1,00	lumpsum	150,00	3,00	time	450,00
Stationery for 25 students	25,00	persons	80,00	1,00	time	2.000,00
Tutoring fee costs (25 students)	25,00	persons	3.500,00	1,00	time	87.500,00
Scholarship for succeeded sudents: (15 student)	15,00	persons	1.500,00	1,00	time	22.500,00
Office equipment & furniture (pc set, desk, office, closet, office chair, cabinte, etc)	1,00	lumpsum	2.500,00	1,00	time	2.500,00
HRC Staff Social Worker 50% Salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	1.850,00	11,00	months	10.175,00
Running costs (stationary, utilities,etc)	1,00	lumpsum	200,00	11,00	months	2.200,00
SUB TOTAL						132.325,00
Support & Mobilization of the most deprived Elderly in Athens						
Subsistence Allowance 130 elderly couples	130,00	persons	250,00	6,00	months	195.000,00
Subsistence Allowance 150 lonely elders	150,00	persons	150,00	6,00	months	135.000,00
HRC Staff Social Worker 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	2.356,00	9,00	months	6.361,20
HRC Staff Social Worker 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	2.062,00	9,00	months	5.567,40
HRC Staff Procurement Officer 50% Salary (includes Christmas,Easter, Annual Leave benefi	0,50	persons	2.324,00	1,00	months	1.162,00
HRC Staff Secretary 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	1.835,00	9,00	months	4.954,50
Running costs (stationary, etc)	1,00	lumpsum	1.000,00	1,00	time	1.000,00
Excursions for the elderly - Bus rental	1,00	lumpsum	300,00	4,00	time	1.200,00
Excursions for the elderly - Lunch for 50 persons	50,00	persons	12,00	4,00	time	2.400,00
Theater visits Ticket costs (100 tickets X 20,00)	100,00	persons	20,00	1,00	time	2.000,00
Theater visits Bus rental (2 times X 200,00 € / per time)	1,00	FTE/period	200,00	2,00	time	400,00
HRC Staff Social Worker 50% Salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	1.960,00	5,00	months	4.900,00
HRC Staff Secretary 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	1.870,00	5,00	months	2.805,00
Summer Vacations for 10 elderly couples Accomodation and food cost	10,00	couples	80,00	5,00	days	4.000,00
Summer Vacations for 10 elderly couples Transportation cost (20 persons)	20,00	couples	50,00	1,00	time	1.000,00
Summer Vacations for 5 lonely elders Accomodation and food cost5	5,00	persons	60,00	5,00	days	1.500,00
Summer Vacations for 5 lonely elders Transportation cost	5,00	persons	50,00	1,00	time	250,00
HRC Staff Social Worker 50% Salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	1.970,00	3,00	months	2.955,00
HRC Staff Secretary 20% Salary (includes Christmas,Easter, Annual Leave benefits)	0,20	persons	1.878,00	3,00	months	1.126,80
Equipment (washing machines)	3,00	item	1.000,00	1,00	time	3.000,00
Equipment (dryers)	2,00	item	750,00	1,00	time	1.500,00

Electrical & plumbing renovation cost	1,00	lumpsum	5.000,00	1,00	time	5.000,00
Cleaning material cost (detergents, etc)	1,00	lumpsum	4.000,00	1,00	time	4.000,00
Transportation Costs (bus tickets, fuel, insurance-repairing HRC car costs, etc for transportatio	1,00	lumpsum	4.000,00	1,00	time	4.000,00
HRC Staff Social Worker 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	1.950,00	9,00	months	5.265,00
Family Assistants 50% (3 pers X 50%)	1,50	persons	1.480,00	9,00	months	19.980,00
SUB TOTAL						416.326,90
Recreational & Entertainment activities for children attending Primary & Secondary school in Thessaloniki						
Recreational & entertainment activities for 24 elementary school children	1,00	lumpsum	10.000,00	1,00	time	10.000,00
Recreational & entertainment activities for 16 high school children	1,00	lumpsum	6.000,00	1,00	time	6.000,00
HRC Staff Social Worker 50% Salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	2.325,00	12,00	months	13.950,00
HRC Staff Secretary 50% Salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	2.135,00	12,00	months	12.810,00
Running costs (stationary, utilities,etc)	1,00	FTE/period	210,00	12,00	time	2.520,00
SUB TOTAL						45.280,00
Skills Development and Empowerment for Unemployed Women in Athens						
Preparation course for 20 unemployed women - Two (2) sewing machines and material purcha	1,00	lumpsum	1.900,00	1,00	time	1.900,00
Sewing training program fees for 20 trainees (1200,00 /fees per trainee X 20 trainees)	20,00	fees	1.200,00	1,00	time	24.000,00
Sewing machines cost (450,00 € /sewing machine X 20 sewing machines)	20,00	piece	450,00	1,00	time	9.000,00
Recreational activities cost (meal, theater visit or excursion: 40,00 € / person X 20 persons)	20,00	persons	40,00	1,00	time	800,00
Program promotion (production of promotion material, implementation of fashion event)	1,00	lumpsum	15.000,00	1,00	time	15.000,00
Social Worker 50% (2.027,00 X 12 months X 50%)	0,50	persons	2.027,00	12,00	months	12.162,00
Secretary 50% (1.946,00 X 12 months X 50%)	0,50	persons	1.946,00	12,00	months	11.676,00
Running costs (stationary, utilities,etc)	1,00	FTE/period	200,00	12,00	time	2.400,00
SUB TOTAL						76.938,00
Tutoring & Psychosocial support for Students & Parents in Piraeus						
Transportation costs - students: (86 students X 1,40 / ticket X 15 days/month)	1.290,00	FTE/period	1,40	10,00	months	18.060,00
Transportation costs - parents (40 persons X 2,80/ticket X 15 days / month)	600,00	FTE/period	2,80	10,00	months	16.800,00
Greek language courses to immigrant mothers Transportation cost: (30 persons X 2,80/ticket X	360,00	persons	2,80	12,00	months	12.096,00
Two (2) theater visits 126 persons: (86 students & 40 parents)	126,00	persons	15,00	2,00	time	3.780,00
Bus rental / transportation to theater	1,00	lumpsum	750,00	2,00	time	1.500,00
Bus rental / 2 excursions	1,00	lumpsum	1.050,00	2,00	time	2.100,00
Recreational event: buffet for 200 persons, presents for students, recreational and music servid	1,00	lumpsum	4.250,00	1,00	time	4.250,00
HRC Staff Social Worker 50% Salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	2.387,00	12,00	months	14.322,00
Educators 100% Salary (includes Christmas,Easter, Annual Leave benefits)	5,00	persons	1.875,00	12,00	months	112.500,00
HRC Staff Secretary 50% salary (includes Christmas,Easter, Annual Leave benefits)	0,50	persons	2.070,00	12,00	months	12.420,00
Running costs (stationary, utilities,etc)	1,00	FTE/period	700,00	10,00	months	7.000,00
SUB TOTAL						204.828,00
Homeless Support in Athens						
Provision of relief packages (1200 packs X 35,00 € / per pack)	1.200,00	piece	35,00	1,00	time	42.000,00
Sleeping Bags (1200 pieces X 40,00 € / per piece)	1.200,00	piece	40,00	1,00	time	48.000,00
Mobile Unit transportation cost (fuel, insurance, repairing for HRC car, etc)	1,00	lumpsum	4.000,00	1,00	time	4.000,00
Promotion material	1,00	lumpsum	1.500,00	1,00	time	1.500,00
Pharmaceutical material	1,00	lumpsum	5.000,00	1,00	time	5.000,00
Homeless clothing cost	1,00	lumpsum	8.000,00	1,00	time	8.000,00
HRC Staff Social Worker 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	2.112,00	12,00	months	7.603,20
HRC Staff Social Worker 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	1.776,00	12,00	months	6.393,60
HRC Staff Social Nurse 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	2.128,00	12,00	months	7.660,80
Psychologist 30% - New recruitmant (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	1.875,00	12,00	months	6.750,00
HRC Staff Driver 30% Salary (includes Christmas,Easter, Annual Leave benefits)	0,30	persons	1.887,00	12,00	months	6.793,20
HRC Staff Fin. Manager 15% (includes Christmas,Easter, Annual Leave benefits)	0,15	persons	2.139,00	12,00	months	3.850,20
Running costs (stationary, utilities,etc)	1,00	FTE/period	90,00	12,00	months	1.080,00
Rent subsidy (7months X 300,00/ month X 30 persons)	30,00	persons	300,00	7,00	months	63.000,00
Household items Subsidy (2.000,00/ person X 30 persons)	30,00	persons	2.000,00	1,00	time	60.000,00
Homeless Service / Office equipment (PC's, printers, phones, etc & furniture: desks, chairs, clc	1,00	lumpsum	7.000,00	1,00	time	7.000,00
Stationary	1,00	lumpsum	3.000,00	1,00	time	3.000,00
HRC Staff Social Worker 70% Salary (includes Christmas,Easter, Annual Leave benefits)	0,70	persons	2.112,00	12,00	time	17.740,80
HRC Staff Social Worker 70% Salary (includes Christmas,Easter, Annual Leave benefits)	0,70	persons	1.776,00	12,00	months	14.918,40
HRC Staff Social Nurse 70% Salary (includes Christmas,Easter, Annual Leave benefits)	0,70	persons	2.128,00	12,00	months	17.875,20
Psychologist 70% - New recruitment (includes Christmas,Easter, Annual Leave benefits)	0,70	persons	1.875,00	12,00	months	15.750,00
HRC Staff Driver 70% Salary (includes Christmas,Easter, Annual Leave benefits)	0,70	persons	1.887,00	12,00	months	15.850,80
HRC Staff Fin. Manager 35% (includes Christmas,Easter, Annual Leave benefits)	0,35	persons	2.139,00	12,00	months	8.983,80
HRC Staff Admin (includes Christmas,Easter, Annual Leave benefits)	1,00	persons	1.540,00	12,00	months	18.480,00
Running costs (utilities, maintenance costs, etc)	1,00	FTE/period	583,33	12,00	months	7.000,00
SUB TOTAL						398.230,00
Disasters/Crises						35.000,00
Disaster Management						
Training 4 BDRTs in selected branches of the HRC (80 HRC staff / volunteers)	4,00	branches	5.000,00	1,00	time	20.000,00
CDRT Training 3 in selected communities (60 community members)	3,00	training	2.250,00	1,00	time	6.750,00
Disaster Management ToT (20 HRC Personnel / Volunteers)	1,00	lumpsum	4.750,00	1,00	time	4.750,00
BDMTP Training in 4 HRC Branches	4,00	branches	350,00	1,00	time	1.400,00
SUB TOTAL						32.900,00
Cash Transfer Programming (CTP) orientation to Hellenic Red Cross Branches						
CTP Coordinator Accomodation (2 days)	3,00	branches	160,00	1,00	time	480,00
CTP Coordinator Per Diem (3 days)	3,00	branches	180,00	1,00	time	540,00
CTP Coordinator Transportation	3,00	branches	220,00	1,00	time	660,00

CTP Coordinator Training Material	3,00	branches	100,00	1,00	time	300,00
Unforeseen Expenses	3,00	branches	40,00	1,00	time	120,00
SUB TOTAL						2.100,00
Strengthening the Hellenic Red Cross (Capacity Building – Networking)						491.234,00
HRC volunteering management framework						
Creation of a regional data base- software/data protection	1,00	lumpsum	30.000,00	1,00	time	30.000,00
Formalization of training material	1,00	lumpsum	5.000,00	1,00	time	5.000,00
Training equipment/5 sets (defibrillator, manikin rescue Anne)	5,00	sets	1.000,00	1,00	time	5.000,00
Testing /pilot implementation of NEW basic training in 2 branches (per diem, accomodation,tra	2,00	branches	1.750,00	2,00	months	7.000,00
Professional development / TOT Attica Central Greece	1,00	lumpsum	13.672,00	1,00	time	13.672,00
Professional development / TOT Thessaly/Epirous/West Macedonia	1,00	lumpsum	17.922,00	1,00	time	17.922,00
Professional development / TOT Peloponnese/Western Grrrce/Ionian Islands	1,00	lumpsum	18.722,00	1,00	time	18.722,00
Professional development / TOT Central Macedonia	1,00	lumpsum	17.322,00	1,00	time	17.322,00
Professional development / TOT Estern Macedona /Thrace	1,00	lumpsum	17.922,00	1,00	time	17.922,00
Professional development / TOT Nortyh & South Aegean	1,00	lumpsum	24.572,00	1,00	time	24.572,00
Professional development / TOT Crete	1,00	lumpsum	17.922,00	1,00	time	17.922,00
SUB TOTAL						175.054,00
YOUTH						
1st Red Cross Youth Branches Meeting						
Travel Cost	40,00	persons	150,00	1,00	time	6.000,00
Cost of Accomodation	40,00	persons	60,00	2,00	time	4.800,00
Catering (4 coffees + 2 lunches)	1,00	lumpsum	2.000,00	1,00	time	2.000,00
Promotion Material	40,00	item	30,00	1,00	time	1.200,00
Event	1,00	lumpsum	1.000,00	1,00	time	1.000,00
						15.000,00
Familiarize Youth with the Spirit of Red Cross						
Travel cost (Athens-Venice) for 5 persons	5,00	persons	400,00	1,00	time	2.000,00
Accomodation Cost (Red Cross camp) 5per for 6 days	5,00	persons	60,00	1,00	time	300,00
Meals for 5 persons 7 days X 20 € (Lunch & Dinner)	5,00	persons	140,00	1,00	time	700,00
						3.000,00
Paidon-Agia Sofia Children's Hospital "Helpman Time"						
Fairytales for Children	2.000,00	item	0,60	1,00	time	1.200,00
Teddy bears for Children	2.000,00	item	2,55	1,00	time	5.100,00
Supplies for Childrens creative work	1,00	lumpsum	1.200,00	1,00	time	1.200,00
						7.500,00
Promotional Material for Youth Volunteers						
Flyers / Brochures of the Emblem (8.000)	1,00	lumpsum	13.000,00	1,00	time	13.000,00
Brochures/Workbook of Road Safety (8.000)	1,00	lumpsum	18.000,00	1,00	time	18.000,00
Brochures of Fundamental Principles (8.000)	1,00	lumpsum	13.000,00	1,00	time	13.000,00
Brochures of Climate Change (8.000)	1,00	lumpsum	14.000,00	1,00	time	14.000,00
Brochures of R.C./R.C. Movement (8.000)	1,00	lumpsum	15.000,00	1,00	time	15.000,00
A' Aid Kits (6.000)	1,00	lumpsum	14.000,00	1,00	time	14.000,00
Games for Prevention and response to natural disaster (snake) 5 pieces	5,00	piece	400,00	1,00	time	2.000,00
						89.000,00
SUB TOTAL FOR YOUTH						114.500,00
Enhance HRC Public Relations Activities						
Creation Website	1,00	lumpsum	15.000,00	1,00	time	15.000,00
Training Staff (coms, media & P.R. Technics)	1,00	lumpsum	10.000,00	1,00	time	10.000,00
Training Volunteers (puplic speaking & communication skills) 100 pers. (20/division)	1,00	lumpsum	5.000,00	1,00	time	5.000,00
Information Material (leaflets, banners, booklet)	1,00	lumpsum	20.000,00	1,00	time	20.000,00
HRC Museum (renovation of a place & digitizing of the archives)	1,00	lumpsum	50.000,00	1,00	time	50.000,00
SUB TOTAL						100.000,00
Samaritans						
Information Material (leaflets) for Branches	1,00	lumpsum	2.000,00	1,00	time	2.000,00
Travel cost for Trainers & Volunteers (4X85€X12monts) (expansion)	1,00	FTE/period	340,00	12,00	months	4.080,00
Travel cost for Trainers & Volunteers (4X85€X10branches)	10,00	branches	85,00	4,00	time	3.400,00
Procurement of 2 new rescue vehicles for branches	2,00	branches	30.000,00	1,00	time	60.000,00
SUB TOTAL						69.480,00
Proposal Writing and Resource Mobilization training						
External partner(s)	2,00	persons	1.500,00	1,00	time	3.000,00
Workshop light lunch (3X 6 X 20)	20,00	persons	6,00	3,00	time	360,00
Workshop coffee breaks	1,00	lumpsum	100,00	1,00	time	100,00
Stationary/printing	1,00	lumpsum	140,00	1,00	time	140,00
Travel cost (Tickets)	5,00	persons	200,00	1,00	time	1.000,00
Accommodation (5X80X3)	5,00	persons	80,00	3,00	time	1.200,00
Per diem (5X65X4)	5,00	persons	65,00	4,00	time	1.300,00
Transportation (metro from /to the airport)	5,00	persons	20,00	1,00	time	100,00
SUB TOTAL						7.200,00
Learning Platform						
Translation of 3 courses into Greek (Stay safe, Emergency Needs Assessment ,Volunteering)	1,00	lumpsum	25.000,00	1,00	time	25.000,00
SUB TOTAL						25.000,00
RFL						504.990,00
Coherent and Efficient RFL across the country						
HRC staff salary (coordinator, admin, trainer of trainers)	3,00	persons	1.700,00	10,00	months	51.000,00
Overtime (up to 35 hours/person/month)	8,00	persons	150,00	10,00	months	12.000,00

Training development cost	1,00	lumpsum	11.000,00	1,00	time	11.000,00
Non migration related RFL Services (printing/stationary/consumables, etc)	1,00	lumpsum	15.700,00	1,00	time	15.700,00
Visibility and outreach (leaflets, visibility & operational material, etc)	1,00	lumpsum	12.800,00	1,00	time	12.800,00
Transportation (flight ticket/boat/train)	1,00	person	150,00	10,00	times	1.500,00
Accommodation	1,00	person	100,00	30,00	days	3.000,00
Per diem staff & volunteers	1,00	person	55,00	30,00	days	1.650,00
Car rental	1,00	lumpsum	100,00	30,00	days	3.000,00
Transportation (gass, tickets etc)	1,00	lumpsum	2.000,00	1,00	time	2.000,00
Operational Equipmet (RFL backpacks,etc)	1,00	lumpsum	3.600,00	1,00	time	3.600,00
SUB TOTAL						117.250,00
RFL Training						
HRC staff salary (coordinator, admin, trainer of trainers)	3,00	persons	1.700,00	10,00	months	51.000,00
Overtime (up to 35 hours/person/month)	2,00	persons	200,00	10,00	months	4.000,00
Training cost (equipment, stationary, etc)	1,00	lumpsum	20.800,00	1,00	time	20.800,00
Visibility and outreach (leaflets, visibility & operational material, etc)	1,00	lumpsum	10.700,00	1,00	time	10.700,00
Training & operational mobility (4 units)	1,00	lumpsum	12.720,00	1,00	time	12.720,00
Operational Equipmet (RFL backpacks, RFL kits, etc)	1,00	lumpsum	11.200,00	1,00	time	11.200,00
SUB TOTAL						110.420,00
RFL Volunteers -3 to 4 places						
HRC staff salary (2 volunteers trainers 50%,coordinator 100%)	2,00	persons	1.700,00	10,00	months	34.000,00
Overtime (up to 35 hours/person/month)	4,00	persons	200,00	8,00	months	6.400,00
Operational / coordination Expenses (printing/stationary/consumables,manuals)	1,00	lumpsum	23.600,00	1,00	time	23.600,00
Training curriculum and tutorial material development	1,00	lumpsum	11.000,00	1,00	time	11.000,00
Visibility and outreach (leaflets, RFL Uniforms)	1,00	lumpsum	11.800,00	1,00	time	11.800,00
National meeting (60 persons)	1,00	lumpsum	23.000,00	1,00	time	23.000,00
Mobility (unless thenational meeting)	1,00	lumpsum	11.150,00	1,00	time	11.150,00
Operational Equipmet (RFL backpacks, notebooks)	1,00	lumpsum	8.400,00	1,00	time	8.400,00
SUB TOTAL						129.350,00
RFL PSS						
HRC staff salary (2 trainers RFL& DM 50%)	1,00	persons	1.600,00	8,00	months	12.800,00
Training cost (equipment, stationary, etc)	1,00	lumpsum	9.200,00	1,00	time	9.200,00
Visibility and outreach (Translation e-learning, leaflets/booklets, etc)	1,00	lumpsum	5.500,00	1,00	time	5.500,00
Delivering training mobility costs (PD,Accommodation, transportation)	1,00	lumpsum	10.050,00	1,00	time	10.050,00
SUB TOTAL						37.550,00
RFL/DM						
HRC staff salary (coordinator, admin, trainer of trainers)	3,00	persons	1.700,00	10,00	months	51.000,00
Overtime (up to 35 hours/person/month)	2,00	persons	200,00	10,00	months	4.000,00
Training cost (equipment, stationary, etc)	1,00	lumpsum	20.800,00	1,00	time	20.800,00
Visibility and outreach (leaflets, RFL Uniforms)	1,00	lumpsum	10.700,00	1,00	time	10.700,00
Training & operational mobility (4 units) (PD,Accommodation, transportation)	1,00	lumpsum	12.720,00	1,00	time	12.720,00
Operational Equipmet (RFL backpacks, RFL Kits)	1,00	lumpsum	11.200,00	1,00	time	11.200,00
SUB TOTAL						110.420,00

SUB TOTAL BUDGET: 3.141.846,67

Programme support: 188.510,80

TOTAL BUDGET: 3.330.357,47