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Feedback on Proposed State Uniformed Team Structure

Dear Scouting Colleagues and Supporters,

In February 2017, following several months of development, socialisation and opportunities for feedback, our Chief Commissioner announced the finalisation of the (uniformed) organisational structure. While this structure was the right one for that time, changes in the economy, environment and our Scouting organisation, require us to review our structure and implement some reforms in how we work together to deliver the Scouting experience.

Using your feedback from the Member Experience Survey 2019, informal feedback provided to our Region Commissioners and directly to the Chief Commissioner, Chief Executive Officer and Deputy Chief Commissioners, and exit surveys of our youth and adult members, we've worked with a Reform Reference Group to develop a new structure for the Scouts NSW State uniformed team.

The structure is one component of a Reform Package that has been developed. The other important elements are:

- **Design principles** that will ensure we are considering the future of the Movement and aligning efforts to avoid duplication, best meet the needs of our members, and prioritise for the health of the organisation
- **Relationship mapping** to remove duplication of efforts and double handling in processes and actions
- **Cultural reform** to continue to drive out harmful behaviours and negative actions within the organisation

We invite your feedback

From 16 December through until the end of 2020, you have the opportunity to [review the proposed new structure for the State uniformed team](#), and to provide your feedback.

If you have comments or suggestions – or an alternate point of view – you can submit this using [this form](#).

We ask that your comments be constructive and considerate of our strategic priorities:

- **Membership growth** through recruitment and retention
- **Positive member experiences** that influence a satisfying Scouting career
- **Financial sustainability** to maintain our organisational health.

What happens to your feedback?

All feedback will be reviewed and considered in terms of our strategic priorities and our ability to implement a 'best practice' structure.

We look forward to receiving your thoughtful feedback on our proposed structure.

Yours in Scouting,

Belinda Francis
Deputy Chief Commissioner -
Program, Youth Safety and Support

Phil Crutchley
Deputy Chief Commissioner -
Operations

Youth Safety in Scouting

Scouts Australia NSW is committed to operating as a youth safe organisation and implementing youth safe policies and practices in accordance with the elements of a child safe institution outlined by the Royal Commission into Institutional Responses to Child Sexual Abuse report entitled Creating Child Safe Institutions.

Remember

All suspicions, concerns or allegations about criminal matters or child protection matters should be reported directly to the Chief Commissioner, the Deputy Chief Commissioner (Youth Safety, Compliance and Support), the CEO or the Child Protection Officer at the NSW State Office. To make a report use the [online youth protection form](#), call 02 9735 9000 or email youthprotection@nsw.scouts.com.au.

Imminent Danger

If someone is in danger NOW, the matter should be reported directly to NSW Police on 000. Where a report is made to the Police, you must also subsequently notify Scouts NSW State Office.

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