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Scouts NSW 2021 State Structure

Dear Scouting Colleagues and Supporters,

Last year I wrote to you about the work being led by my two Deputy Chief Commissioners, Bel Francis and Phil Crutchley, to review the Scouts NSW State structure. In December you were provided the opportunity to give your feedback on the draft proposed State structure. We received some excellent feedback – positive, constructive and helpful – which was considered in the adjustments to the proposed structure.

Thank you to everyone who submitted feedback on the structure. Your consideration of our future, your broad thinking, and your appreciation of our current focus on sustainability is valued by our Board, our leadership team and by me, as your Chief Commissioner. Being a sustainable and strong organisation will also be appreciated by the many young people and families who are current and who will be future members of the world-wide Scout Movement.

Last week I approved what we will refer to as the [2021 State structure](#). Based on your feedback and the recent and upcoming changes to our organisation, I believe the 2021 State structure will allow us to be agile in how we work and how we support our members at the frontline of Scouting.

I was pleased to see your feedback to the Member Experience Survey (MEX) also backed-up the 2021 State structure and the suggested changes to the draft. More about your MEX feedback in the coming weeks.

Your feedback and your questions – both to the draft proposed State structure and the MEX - have been used to develop some [Frequently Asked Questions](#).

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

- **Design Principles** to 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

Our structure will continue to evolve to meet the needs of the organisation.

Positions vacant

Soon you will see recruitment opening for 2021 State structure positions. This will be done in a priority order, first addressing the needs of our frontline of Scouting.

Importantly, every member and supporter is welcome to apply for any position that may interest them. If you have an area of expertise or interest and you can see a place for you in the 2021 State team structure, where you can make a positive difference, you are very welcome to submit your expression of interest. All vacancies will be promoted on the [Scouts NSW website](#); keep an eye out for positions that interest you.

I look forward to seeing you out and about as we get back to our outdoor activities.

Yours in Scouting,

A handwritten signature in black ink, appearing to read "N. Tomkins".

Neville Tomkins OAM JP
Chief Commissioner
Scouts Australia (NSW Branch)

To contact the Chief Commissioner, please email chief.commissioner@nsw.scouts.com.au.

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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