


## Inquiry into volunteering in Queensland

**Submission No:** 3  
**Submitted by:**   
**Publication:** Making the submission public but withholding your name  
**Attachments:** No attachment

### Submitter Comments:

Dear Inquiry Panel Thank you for the opportunity to provide a submission. I have over 25 years of employment and volunteerism in the sport industry. I'm sure you will receive a significant volume of submissions stating that red tape & compliance has driven volunteers out. Within that theme I'd like to recommend reviewing the significant issues caused by the complex and onerous compliance required under the Incorporated Association Act and the Work Safety Act. The risks to board, committee and general volunteers is far too great. We must begin to think of a new model for operating not for profit clubs. I have no doubt "experts" and legal counsel in those fields will have a reason for our ever increasing red tape, but at some point the greater good of the people must be considered. I'd also like to raise the issue of insurance. The cost burden on organisations and individuals in maintaining insurance is out of control. I have personally stopped volunteering because insurance increased to an extortionate level. We are chronically over insured with organisations and individuals needing to hold all or some of the following; public liability, professional indemnity, player protection, affiliation, event, building, contents, child protection, commercial vehicle, business continuity, income protection, death and disablement, and health insurance. I have personally observed a small sized sporting organisation audit the insurance expense of the organisation, its committee members and volunteer coaches and determine that over \$60,000 per annum was the cumulative insurance cost directly related to providing a sporting environment for 200 children. Please review and streamline insurance. Please consider a strict limited liability model used effectively in many countries. Lastly, I would like to draw the panel's attention to the rampant cost of living and decline in real wages crisis. The majority of my colleagues now have to work 10-12 hours per day and weekends. There is just simply no time left in the day.

When volunteers do find the time they are shouldering a cost burden that is crippling. Please consider a model of reimbursement or tax deduction/offset to reward volunteers and limit the crippling cost burden. Morning teas, certificates of appreciation and "national volunteer day" isn't worth the paper it's printed on. There are clearly many factors contributing to this issue but you can see these red tape and financial burdens are causing a definite cultural shift in this country away from community contribution, community focused philanthropy and therefore volunteerism. Thank you for your consideration. Name withheld.