

Inquiry into volunteering in Queensland

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From: [Tony GIBSON](#)
To: [Local Government, Small Business and Customer Service Committee](#)
Subject: Shaping Volunteering in Queensland
Date: Sunday, 23 February 2025 1:49:06 PM

Hi

Please see submission following:

Thanks Tony Gibson

Volunteering rates in Queensland have declined by 10% since 2020, and the Queensland Parliament is now conducting an inquiry to identify barriers and explore ways to improve support for volunteers. We strongly encourage you all to make a submission by **5pm, Friday 28 February 2025**.

(For more details or to make a submission, visit the [website](#) or contact the committee at (07) 3553 6657 / lgsbcsc@parliament.qld.gov.au).

Volunteering takes place through not-for-profit organisations or projects and is undertaken:

- To be of benefit to the community and the volunteer;
- of the volunteer's own free will and without coercion;
- for no financial payment; and
- in designated volunteer positions only.

Why Volunteer

There are many reasons why people volunteer and volunteering provides various rewards. People may volunteer:

- to meet new friends
- to learn new skills, develop existing skills, or to teach others your skills
- to contribute to the community
- to gain work experience for study or employment
- to pursue an interest
- to develop self confidence
- to have fun

Why organisations source volunteers

- Workforce planning to achieve their mission, vision and goals (e.g. Quadruple Bottom Line – Environmental, Cultural, Social and Economic objects)
- Sourcing capability-skills, knowledge and abilities
- Increasing diversity to develop culture to reflect the community they serve

- Succession planning to ensure ongoing leadership and capabilities are maintained
- Build and sustain healthy communities.
- Lack of investment in training and development such as mentoring.

Barriers to Volunteering

- Risk adverse culture (bureaucracy and regulations for workplace health and safety, blue cards, etc);
- User pay principle and business unit approach requiring corporate culture in not for profits reducing opportunities for a culture of kindness, reward and recognition. "ICARE" values including: Innovative and Continuously Improving, Collaborating, Accountable for Actions, Respect and Trust and Energy and Fun are becoming non-existent in corporate culture and should be encouraged in not for profit and profit sectors.
- People are time poor with the outsourcing of governments and corporations whether it is banking, insurance, government funding such as grants all require lots of time on the web or an app to meet their requirements.
- Double income families and the cost of living (housing, child care, food, etc) make it difficult for people to entertain unpaid work on top of child rearing duties.
- Older Australians providing caring support to grandchildren or the family pets.

Opportunities

- Increase the living wage and provide a Guaranteed Living Wage.
- More generous parental leave (2 years for either care giver) so parents can volunteer.
- Mandating in industrial agreements both unpaid and paid leave for volunteering for employees.
- Allowing greater flexibility to reward and recognise volunteers with access to training courses paid for by employer contributions to a national fund.
- A cultural change program that provides recognition of volunteers as doing real work and providing the respect to volunteer participants.
- Succession planning and mentoring programs to target volunteers with leadership and skill development programs offered by a registered training authority free of charge.

Thank you for the opportunity to make a submission.

Tony (Anthony) Gibson

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Grad Cert PSM (Griffith)

B Econ (Organisational Behaviour, Industrial Relations) (UQ)

[REDACTED]

I previously was a Human Resources Director and Industrial Relations Advocate in the Queensland Government totalling 35 years.

I have been a volunteer for Coolumb and North Shore Coast Care (incl 2 years as Vice President and Coordinator, Marooch (16 years total), Sunshine Coast Council, Seaside Shores Community Association committee, OSCAR Vice President, School P&Cs, Tennis Clubs, etc.

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