



## **Statistical Society of Australia Volunteer Recognition Strategy**

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The Statistical Society of Australia relies on the contributions of engaged, enthusiastic and committed Society members to further the Society's aims of promoting the study, application and good practice of statistical theory and methods in all branches of learning and enterprise. As such, it is critical that the Society ensure that those members who do volunteer their time and energy know that their contributions are appreciated and valued by the Society. This document outlines a strategy for ensuring that the contributions of members are recognised and celebrated.

Members can contribute to the Society in a number of different ways. Some people may volunteer to be a member of the Executive Committee or Sub-committee, a Branch Council, or a Section or Network Committee. Others may contribute by presenting a webinar for the Society, helping to run Society events, or organizing a Society conference. There are many forms that volunteering may take at the SSA, and while some contributions may require a greater commitment than others, all contributions are valued and appreciated by the Society.

### **What is the purpose of this strategy?**

The aims of this Volunteer Recognition Strategy are to ensure that the SSA has a consistent strategy for recognizing contributions to the Society and to outline the ways in which the Society can show appreciation for these contributions. By applying this strategy, we hope to ensure that our volunteers are aware that their contributions are valued by the Society and that they feel appreciated by the Society. By ensuring that our volunteers feel valued, we hope that our members will feel encouraged to contribute their time and energy to the Society.

### **Volunteer activities versus remunerated activities**

Before discussing how the SSA can recognize the contributions of members, we first outline what sorts of activities may be remunerated.

Volunteering Australia defines volunteering as "time willingly given for the common good and without financial gain" (<https://www.volunteeringaustralia.org/wp->

<content/uploads/Definition-of-Volunteering-27-July-20151.pdf>). However, some activities should be conducted by paid staff rather than by volunteers. If the work would result in little or no benefit to the volunteer and is necessary for the running of the SSA or its activities, this work should be paid. For example, in 2020 the SSA recruited casual employees to monitor the discussion board and to help with the management of events. Such work is necessary for the SSA, but does little to boost the profiles of the people doing this work, and hence it is appropriate that people be paid for this work. On the other hand, roles on the Executive Committee, Branch Councils, or Conference organizing committees (for example), demonstrate engagement with the statistical community in Australia, can boost the profiles and professional networks of people in these roles, and thus provide benefits to the volunteer.

Whenever there is work required by the Society at a National level, whether this work should be paid or conducted voluntarily will be considered by the Executive Committee. Branch Councils are encouraged to consider this too.

### **How can the SSA recognize people who contribute to the Society?**

People who contribute to the SSA can be recognized in the following ways:

1. Inclusion on a "SSA Volunteers" page on the SSA website. This website would list volunteers (and their contributions) for each year, and would be updated throughout the year. This page would list those people who may not be listed elsewhere on the SSA website (i.e. members of the Executive Committee, Branch Councils, Section and Network Committees would be included on the pages associated with these groups, and people who present webinars would be included on the event page, not on the SSA Volunteers page). Volunteers will be able to opt out of having their name included on this list: in fact, volunteers should be asked if they wish to have their name included on this page by the person managing that volunteer.
2. Inclusion of "Previous members" pages for each of the Executive Committee, Branch Councils, Section and Network Committees. These pages would list previous members of these groups together with their years of service and position in the group, starting from 2020. Information from previous years may be included at the discretion of each Branch, Section and Network.
3. To recognize particular contributions, a letter of appreciation from the Section Chair, Branch President or National President, or a certificate signed by the person supervising the volunteer, may be appropriate. Such a letter or certificate may be requested by the person who is managing the volunteer. This letter should include mention of the specific contributions of the volunteer.
4. The SSA will aim to run two special events for key volunteers each year, where the Executive Committee and Branch and Section Councils will be asked to nominate people to participate in these events, in recognition of their service to the Society. For example, in 2020, a communication training workshop was presented by Dr Shane Huntington, and participation was limited to key

volunteers, nominated by the Executive Committee, Branch Councils, and Sections and Networks.

5. For notable contributions at the National level, the Executive Committee may wish to express its appreciation with a year's membership or by covering the registration fee for a Society event for the member. Members who have made such contributions should be brought to the attention of the Executive Committee, who will consider each on a case-by-case basis. Typically these rewards will be granted to members whose contributions may be otherwise unrecognized, and the Executive Committee would typically limit the funding available for such rewards to \$1000 or less each year.
6. This volunteer recognition strategy in no way replaces the Society Service Awards: instead, it is intended to complement these awards. If a member has made a sustained and significant contribution to the Society (generally over a number of years), it may be appropriate to nominate them for a Society Service Award in addition to recognising their contributions in other ways. The SSA encourages nominations of people who have made sustained and significant contributions to the SSA for SSA Service Awards.
7. Similarly, some members may have made contributions that would merit community service awards. For example, some local councils may present such awards. On occasion, nomination for honours such as Order of Australia awards may be appropriate. The Executive Committee of the Society may be able to provide support in the preparation of nominations.
8. "Volunteer Recognition" will be a standing sub-item of the "Any other business" item of each Executive Committee meeting agenda. There will thus be an opportunity to discuss volunteer-only events and recognition of particular volunteers at each Executive Committee meeting.

### **Who is responsible for implementing this strategy?**

Members may contribute to the SSA through groups that are overseen by the Executive Committee (e.g. Sections and Networks, sub-committees of the Executive Committee, conference organizing committees), or through groups that are overseen by a Branch Council. The Executive Committee of the SSA is responsible for implementing this strategy, with a focus on members who contribute at the National level. Branch Councils may wish to implement their own volunteer management strategies, but are encouraged to ensure that volunteers who wish to be recognized are recognized on the "SSA Volunteers" page on the SSA website. Branch Councils are also encouraged to nominate members for Society Service Awards.

### **Further resources:**

Volunteering Australia ([www.volunteeringaustralia.org](http://www.volunteeringaustralia.org)) provides additional information about volunteering and managing volunteers.