

2.5 – REVIEW AND DEVELOPMENT OF LEADER APPOINTMENTS

Background

1. The World, National and ACT Branch policies call for a review of all Adult Leader appointments in Scouting. The review is to be undertaken to ensure that the needs of: the individual Leader, the Team the Leader is a part of, and ultimately that of the Branch, are being met. Every three years the Leader's current appointment is to be reviewed with the aim to renew, retire or reassign the Leader's appointment.
2. In accordance with National Policy & Rules, Policy 5.1 (Personnel Management – Review and Evaluation), a review of the Leader's position in the team is to take place three years after a Leader's appointment and then every successive third year (triennial).
3. It is appropriate that part of the Scouting ethos is that all Leaders are provided with support and guidance to assist in their ongoing development. The Scouts ACT Adult Review and Development Plan (AR&DP) is a practical application of the Movement's commitment to all Adult Leaders in providing role and personal support as they develop as a Leader. It ensures that all Leaders have an opportunity to talk to their Scouting Manager, about their role and what they see as some achievable goals for the next three years.
4. Therefore the AR&DP should form part of an ongoing dialog between the Leader and their Scouting Manager (i.e. Group Leader or Commissioner). An AR&DP may be undertaken more frequently, should the need arise.

Purpose

5. The AR&DP focuses on both the Scout leadership role and a plan for the Leader's personal development as an adult in scouting. By looking at both aspects, it has direct benefits in helping the Leader to assist young people to develop physically, spiritually, emotionally, intellectually and socially. This directly contributes to the Team and Branch performance in delivering the Scout program.
6. The AR&DP should be considered an adjunct to assist the Scouting Manager's ongoing management and development of their team.
7. The AR&DP should form the basis of any recommendation for change in a Leader's appointment status.

Guidance

8. The attached Guidelines for development of the AR&DP may be amended by the Chief Commissioner as necessary.

AUTHORITY

9. This policy statement was approved by the Branch Executive Committee on 26 November 1997 and amended on 26 July 2000, 22 February 2012 and 24 May 2013.