

Some of our key highlights for the 2012/13 reporting period were:

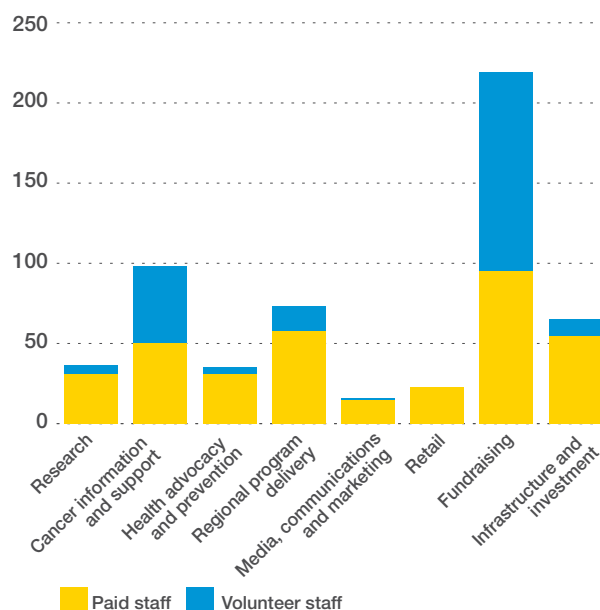
- 80% of total overall employees are female
- 29% are employed on a part-time basis
- The Executive leadership team comprises of a 20:80 male-to-female ratio. Other management groups include Divisional Heads (25:75 ratio), Senior Managers (20:80 ratio) and Managers (38:62 ratio).

Changes to the Executive team

We saw changes within the Executive team in 2012/13. In October 2012, Dr Andrew Penman AM left Cancer Council NSW after 14 years as Chief Executive Officer (CEO), and the Board appointed Regina Sutton as CEO. She held this role until June 2013, when she made the difficult decision to leave Australia and her role at Cancer Council NSW for family reasons. The Board appointed Jim L'Estrange in June 2013 to the position of CEO for an interim period until December 2013.

Sally Chatterjee, Chief Operating Officer (COO), also departed Cancer Council NSW in April 2013. The Heads of the operational areas that had previously reported to the COO were elevated to the Executive level to facilitate a flatter reporting structure. The new structure is reflected on page 28.

Our people's contribution – paid staff and volunteer staff (FTEs*)



Recognising the value of our volunteers

Cancer Council NSW thanks each and every one of our 2,744 registered volunteers. Without them, we would not be able to achieve all that we do.

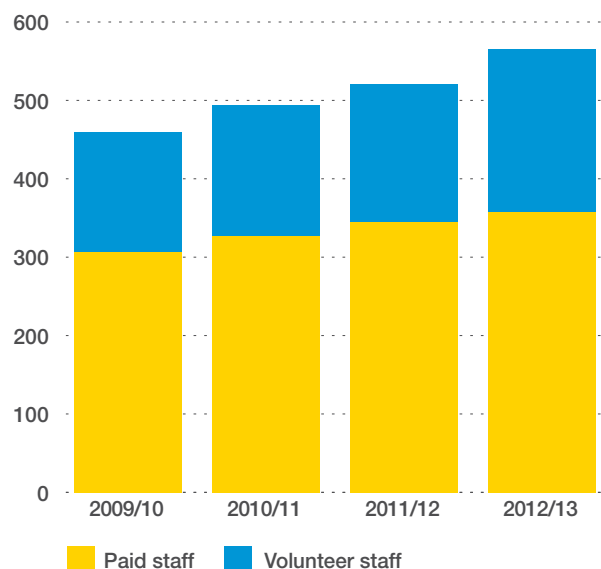
Working across every area of the organisation, including the Chair and members of the Board who oversee the

governance of Cancer Council NSW, our volunteers bring significant value to our organisation and form a key part of our workforce.

Since developing our **Volunteer Strategic Plan** in 2011, we have implemented a number of initiatives to continually enhance our management and engagement of Cancer Council NSW volunteers. We have implemented Volunteer Management Training for staff, and created a Volunteer Coordinators Network to support our offices with volunteer management and recruitment, to streamline processes and to ensure consistency. With these new systems in place, we are currently reviewing the Volunteer Strategic Plan for the coming year.

This year, we also implemented the **Cancer Council NSW Star Awards** to recognise the commitment and value of our volunteers. Staff, volunteers or members of the public can nominate candidates for these awards, with the winner being announced each month on our website, in our internal newsletter and in the *Volunteer Voice* newsletter.

Staff totals at 30 June (FTEs*)



We also recognise that we need to support and develop our volunteers. New volunteers are encouraged to attend our orientation program and training courses as appropriate for their role. For some of our volunteers in program-delivery roles, additional support is needed. In March 2013, 207 volunteers involved with our information and support programs attended Cancer Council NSW's inaugural **Leaders in Supportive Care: Linking us together** conference. This three-day conference covered topics to develop both the knowledge and skills of our volunteers across a range of areas. A survey of participants found that 93% reported an increase in their knowledge through attending the conference, whilst 77% had learned new skills.

*FTE = Full-time equivalent staff member

The volunteer contribution graph above reflects the results of an organisational-wide survey of staff who worked with volunteers during 2012/13. The survey sought insights into the nature of volunteering activity, the hours contributed and the estimated dollar value of the contribution made (including one-off volunteering for fundraising events). We have converted estimated volunteer hours into full-time equivalent staff (based on a 35-hour working week).

Our organisation

