



2017-18 IPAA VICTORIA ANNUAL REPORT

INSTITUTE OF
PUBLIC ADMINISTRATION
AUSTRALIA

IPAA
VICTORIA

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ABOUT US



Founded in 1929, the Victorian division of the Institute of Public Administration Australia (IPAA Victoria) has a long and distinguished history of representing people who work in and with the public sector in Victoria.

We have a unique ability to bring together all three levels of government, as well as other public sector professionals working in the community, academic and private sectors.

IPAA Victoria is a self-funded, membership-based, not-for-profit organisation. Our corporate members employ more than 100,000 Victorians and our personal members and Fellows include many of the most senior and respected public administrators in Victoria.

FROM THE PRESIDENT

We are living in revolutionary times – socially, environmentally, technologically and economically.

Between automation, artificial intelligence, booming population growth and the widening gap between the rich and the poor, things are moving more rapidly than we've ever experienced.

In my mind, there has never been a greater need for a supportive, connected and community-minded public service.

I am so proud that in 2017-18, IPAA Victoria has continued to maintain and strengthen the flagship services and events we deliver to connect and strengthen the public service while also assessing and reviewing the environment to see what new activities need to be developed. In this report, you will find a summary of IPAA Victoria's response to the brave new world we're hurtling towards.

During 2017-18, the Board adopted a new Strategic Plan which shapes our work over the next three years. This annual report is structured around the four priorities of our Strategic Plan: Trust and Respect, Big Ideas, Proud and Strong, and Connected.

I also want to note two particularly important activities over the past 12 months that reflect our response to two specific challenges facing the public sector in Victoria.

In February 2018 we launched our new Integrity and Ethical Leadership Program, which is designed to embed a strong culture of integrity in public sector organisations. I want to offer the Board's thanks to all those who helped design and deliver the curriculum for this program. Over the next year, we will be adding further integrity programs that are tailored to other important cohorts working in the public sector and will work to align them with key career progression milestones.

The Board also adopted the new Advancing Women in the Public Sector Framework which sets out a range of actions designed to promote gender equality across the public sector in Victoria, including at senior levels. While there have been some improvements in this area, we still have some way to go. I believe having a leadership group that is diverse and balanced in its representation of our community is a pre-requisite for public sector organisations being 'fit for purpose'. Over the coming 12 months you will continue to see those actions rolling out in IPAA Victoria's activities.

In 2019 IPAA Victoria will celebrate its 90th anniversary. On behalf of the Board, I want to thank all our Personal and Corporate members and Corporate and other partners for their support of IPAA Victoria and gratefully acknowledge the many individuals and organisations who have worked with us over the past 12 months and over our long and successful history.

I feel privileged to lead such a unique and critical professional organisation that supports robust discussion, debate and professional development.

I know IPAA Victoria will continue to showcase in 2018-19 what a vital role our sector plays and how important we are to the central functioning and wellbeing of our society.



*Gill Callister, FIPAA
President, IPAA Victoria*

FROM THE CHIEF EXECUTIVE OFFICER



*David Ali FIPAA Vic
Chief Executive Officer,
IPAA Victoria*

This report provides a snapshot of the work of IPAA Victoria over the 12 months as we continue to refresh and reposition the organisation. Several priorities we focussed on beyond our business as usual during 2017-18 included:

- developed the Strategic Plan 2017-2020 in consultation with members and key stakeholders
- commenced an organisational realignment to better deliver against the Strategic Plan and be more member-focussed
- continuing to review the membership model, engagement model and offerings
- designed, developed and successfully delivered the pilot of the Senior Executive Program of our Integrity and Ethical Leadership Program in partnership with an EY-led consortium
- developed and commenced implementation of the Advancing Women in Leadership in the Public Sector Framework
- reviewed and redesigned our Leadership in the Public Sector Awards
- commenced the development of a new Programs Strategy in partnership with the Cube Group
- commenced the review of the current Constitution, last revised in 2009
- reviewed governance and operational policies
- delivered Public Sector Week in August
- hosted the Top 50 Public Sector Women Awards in partnership with Davidson
- reviewed internal systems and our website to better support members and the operation of the organisation
- commenced some work around reviewing our Communities of Practice
- developed and implemented a 'Stretch' level Reconciliation Action Plan
- commenced the development of a Diversity and Inclusion Plan
- developed and implemented on 1 July 2018 our new contemporary branding, which other IPAAAs have adapted.

These and other priorities will provide a stronger foundation to take IPAA Victoria well beyond its 90th year next year and in doing so ensure we remain focussed and committed to our members, partners, sponsors and everyone else who comes into contact with IPAA Victoria.

The four priorities of our new Strategic Plan are not just a framework for our planning over the next three years. As we move into our 90th anniversary, they are also a reminder of what makes a professional association for the public sector so important. I am delighted to be leading IPAA Victoria as we pass this important milestone and I look forward to working with all our members and supporters in the year ahead.

I am indebted to the IPAA Victoria Board, the team, our members and partners for a successful year that will provide a stronger foundation to take IPAA Victoria well beyond its 90th year.

BOARD OF DIRECTORS AS AT 30 JUNE



Gill Callister
Secretary, Department of
Education and Training (Vic)

President
Chair, Executive Committee

Appointed 2013
Re-elected 2015, 2017
IPAA Victoria Fellow 2005
National IPAA Fellow



Adrian Robb
Deputy President
Member, Executive Committee
Chair, Awards Committee
Member, Program Committee
Member, Public Sector Week
Sub-committee
Elected 2013
Re-elected 2015, 2017
IPAA Victoria Fellow 2012
National IPAA Fellow 2016



Elaine Carbines
CEO, Geelong Regional Alliance

Chair, Geelong Committee
Member, Public Sector Week
Sub-committee

Elected 2015
Re-elected 2017



Dr Jenny Gray
CEO, Zoos Victoria

Member, Executive Committee
Member, Audit, Finance & Risk
Committee

Co-opted 2014
Elected 2015
Re-elected 2017



Ian Hamm
Chief Executive Officer,
Victorian Aboriginal Community
Controlled Health Organisation

Chair, Indigenous Advisory
Committee

Elected 2016
On Leave of Absence from
IPAA Victoria Board and its
Committees since August 2018



Natalie James
Partner, Deloitte Australia

Elected 2016
IPAA Victoria Fellow 2015



Kym Peake
Secretary, Department of Health
& Human Services (Vic)

IPAA Victoria Fellow 2015
National IPAA Fellow 2016

Chair, Program Committee
Chair, Public Sector Week
Sub-committee

Elected 2013
Re-elected 2015, 2017
IPAA Victoria Fellow 2015
National IPAA Fellow 2017



Dr Emily Phillips
Chief Executive Agriculture Victoria
and Deputy Secretary, Agriculture
Energy and Resources, Department
of Economic Development, Jobs,
Transport and Resources (Vic)

IPAA Victoria Fellow 2014

Member, Audit, Finance & Risk
Committee

Co-opted 2014
Elected 2015
Re-elected 2017
IPAA Victoria Fellow 2014

BOARD OF DIRECTORS AS AT 30 JUNE



Dean Yates

Victorian Government & Public Sector Leader, Advisory EY

Member, Executive Committee Chair, Audit, Finance & Risk Committee

Elected 2016



Jennifer Wolcott

Director Risk and Resilience, Emergency Management Victoria

Member, Awards Committee

Co-opted 2016

Elected 2017



Amanda Catamole PSM

Deputy Secretary, Health and Aged Care, Department of Human Services (Cmlth)

Appointed 2018



Jenny Lewis

Professor of Public Policy & Director of the Policy Lab, School of Social and Political Sciences, University of Melbourne

Appointed 2018



Ben Rimmer

Chief Executive Officer, City of Melbourne
IPAA Victoria Fellow
IPAA National Fellow 2017

Appointed 2018



David Ali

Chief Executive Officer, IPAA Victoria
Ex officio Board Member

Appointed December 2016

IPAA Victoria Fellow 2013

BOARD COMMITTEES

The following committees reported to the Board of Directors in 2017-18

Executive Committee

Gill Callister (Chair)
Adam Fennessy
Dean Yates
Adrian Robb
David Ali (CEO)

Audit Finance and Risk Committee

Dean Yates (Chair)
Dr Jenny Gray
Dr Emily Phillips
Carolyn Jackson
Paul Broderick PSM
David Ali (CEO)

Indigenous Advisory Committee

Ian Hamm (Chair)
Mason Atkinson
James Atkinson
Kylie Belling
Simon Flagg
Antoinette Gentile
Andrew Jackomos PSM
Tim Kanoa
Dr Geraldine Kennett
Taryn Lee
Travis Lovett
Angela Singh
Elke Smirl
Josh Smith
James Van Smeedijk
Jamie Williamson

Public Sector Week Sub Committee

Kym Peake (Chair)
Adrian Robb
Elaine Carbines
David Ali (CEO)

Program Committee

Kym Peake (Chair)
David Ali (CEO)
Gary Atherton
Chris Corrigan
Prof Jenny Lewis
Alison McClelland
Sarah-Jane McCormack
Gabrielle Reilly
Adrian Robb
Dr Sonia Sharp
Dr Dahle Suggett
Andrew Wear
Kaylene Williamson

Awards Committee

Adrian Robb (Chair)
Kathryn Anderson
Tanya Smith
Dr Gillian Sparkes
Helen Vaughan
Guy Wilson-Browne

Geelong Advisory Committee

Elaine Carbines (Chair)
Keith Baillie
Leanne Barnes
Ashley Clearihan
Jennifer Cromarty
Kylie Grzybek
Jackie Halsey
Michael Harper
Deb Kearney
Kay Mills
Tim Naughtin
Dwane O'Brien
Georgia Quill
Dr Stephen Ryan
Helen Vaughan

Ballarat Advisory Committee

Anthony Schinck (Chair)
Christine Ferguson
Craig Findlay
Nicola Jeffers
Justine Linley
Paul O'Donohue

Bendigo Advisory Committee

Bernie O'Sullivan (Chair)
Ann-Maree Conners
Bruce Duncan
Aaron Gay
Sharon Morrison
Adrian Powell
Jeff Rigby
Robert Stephenson
Bev Sutherland
Stan Liacos
Kerryn Ellis

TRUST AND RESPECT

Aboriginal Employment



Department of Health and Human Services

In 2017-18, some highlights in this area of promoting the long-term interests and achievements of our sector included advancements in Aboriginal employment, a very successful Integrity forum in Geelong, recognising excellence with leadership awards and scholarships and the continuing success of our Peer Plus mentoring program.

IPAA Victoria has long been active in supporting and advocating for Aboriginal people's employment in the public sector. When the Victorian Public Sector Commission launched its new Aboriginal Employment Strategy, Barring Djinang this year, we applauded this tremendous development in a journey which had started with important research commissioned by IPAA!

Our Indigenous Advisory Committee, together with their colleagues on the IPAA Victoria Board, has been promoting the use of targets and inclusive approaches to employing more Aboriginal people in the public sector for many years as well as celebrating excellence through the annual Indigenous Employment Award. IPAA is very proud to be an avenue through which such important issues for our sector can be raised and championed, and we look forward to working with our many Aboriginal leaders in the Victorian public sector to continue this work.

The winners of the
Indigenous Employment
award, Department of
Health and Human Services

Integrity

"Integrity is what you do when you don't have to and when no one is looking Everyone in the public sector has their integrity moment. It's what you do next that counts."

Terry Garwood at IPAA Victoria Regional Conference, Geelong, 17 May 2017

TRUST AND RESPECT

Leadership in the Public Sector Awards

We congratulated these outstanding public sector organisations at the 2017 Leadership in the Public Sector Awards:

Category	Organisation	Initiative
Communication	Victoria Police	Million Dollar Cold Case Series
Environmental Sustainability	City of Port Phillip	Organic Waste Management
Indigenous Employment	Department of Health and Human Services	Aboriginal Employment Strategy 2016-21
Leading the Way in Health, Safety and Wellbeing	Ambulance Victoria	Occupational Violence Prevention Education Program
People Development	Department of Health and Human Services	People Strategy 2020
Policy Development	G21 - Geelong Regional Alliance	GROW - G21 Region Opportunities for Work
Risk Management	Victoria Police	Enhancing Police Responses to Family Violence project
Service Delivery	Service Victoria	Service Victoria



Indigenous Employment award winners, Department of Health and Human Services, February 2018

TRUST AND RESPECT

Leadership in the Public Sector Awards

IPAA Victoria's Leadership in the Public Sector Awards were established in 2008 to "celebrate excellence and innovation" in the public sector. From an initial two award categories, the awards have grown in the years since to comprise eight distinct categories ranging from policymaking and service delivery, to sustainability and communication.

Over the years we have heard – and awarded – the compelling stories and successes of the work taking place in Victoria's diverse public sector. The awards have been made possible by the support of our members, our sponsors, and our highly committed judges spend hours reviewing nominations and members of our Awards Committee. Above all, the awards would not be possible without the support of individuals, teams and organisations willing to share their stories and nominate – thank you.

In 2017, we celebrated 10 years of the awards and, quite fittingly, received a record of 85 nominations across our eight award categories. Winners were announced at a ceremony at Deakin Edge, Federation Square in February 2018. In June 2018, we unveiled a refreshed set of eight award categories, building on 10 years of success, and upholding our own commitment to innovation and to continuous improvement. Here's to another 10 years of the Leadership in the Public Sector Awards!

The JA Aird Memorial Prize in Public Policy is awarded to the student who receives the highest marks in the University of Melbourne's Master of Public Policy program. This award is named after John Allan Aird, a founding member and former president of IPAA Victoria and State Rivers and Water Supply Commissioner from 1949 to 1957. In 2017, the award recipient was Andriana Georgiou.



2017 JA Aird Memorial Prize in Public Policy award recipient, Andriana Georgiou.

BIG IDEAS

International Women's Day Gala

More than 1200 people attended to IPAA Victoria's 2018 International Women's Day celebration with the event being 'sold out' weeks before it was held. Our special guest speaker was Emeritus Professor Gillian Triggs, President of the Australian Human Rights Commission from 2012-2017 who discussed the important responsibility of all public servants to speak to truth to power.

In a powerful and moving speech, Professor Triggs reflected on the work she undertook as President of the AHRC and how that work was received by political leaders, the media and the broader community. Professor Triggs then joined a discussion with Inala Cooper, IPAA Victoria Award winner and University of Melbourne Atlantic Fellow for Social Equity, which was led by Penny Burke, CEO of Essence Communication.

The evening was also an opportunity to confer Honorary Life Membership on Elizabeth Proust AO in recognition of her major contribution to public administration and for her advocacy of gender equality in both the public and private spheres. During her long and distinguished public sector career, Ms Proust was a Secretary of the Department of Premier and Cabinet, Secretary of the Victorian Attorney General's Department and Deputy of the Director-General in the Department of Industry, Technology and Resources. She was also the first woman to head a Victorian Government department.



Emeritus Professor Gillian Triggs



BIG IDEAS

Public Sector Week

Public Sector Week was the biggest activities undertaken by IPAA Victoria in 2017/18.

The week-long series of functions, forums, professional development events, communities of practice meetings and thought leadership events was held 14-18 August 2018.

Over five days, 33 events in Melbourne brought together more than 3000 individuals and more than 100 speakers. Major thought leadership sessions focused on:

- Australia's place in Asia
- Using 'place' as an organizing principle in public policy
- Developing metropolitan areas in regional Victoria
- Using design thinking in policy making
- Governing in an era of distrust
- Hacking the public service workplace and workforce
- The journey towards Aboriginal self determination and a treaty
- Adapting the Westminster system for a more effective public sector.

A further 300 people attended six events in three regional centres.

Are we doing government ethically? was one of the stand-out sessions of Public Sector Week.

In a two hour session Professor Helen Sullivan (Director, Crawford School of Public Policy at the Australian National University) Dr Simon Longstaff, AO (Executive Director of The Ethics Centre) and Peter Collins (Vincent Fairfax Fellow and Director of Curriculum at the Centre for Ethical Leadership) explored the obligation that people working in the public sector have to treat individuals and groups ethically.

The presenters reflected on the potential of new policy tools, such as 'Nudging', to create ethical issues for public servants, including the risk of new forms of paternalism and the use of compliance systems that impose short-term costs to create long-term gains for citizens.

Their discussion also examined the ethical questions inherent in other common public policy tools, including the use of markets, individual choice and mutual obligation, and the level of responsibility that the public sector actually has for fairness and equity outcomes.

The engagement of the audience during the Q&A session reflects the reality that just because ethical issues may not be often discussed in public sector workplaces, it doesn't mean they are not there.



ONE WEEK
ONE LOCATION
#publicsectorweek

PROUD AND STRONG

Professional Development Courses

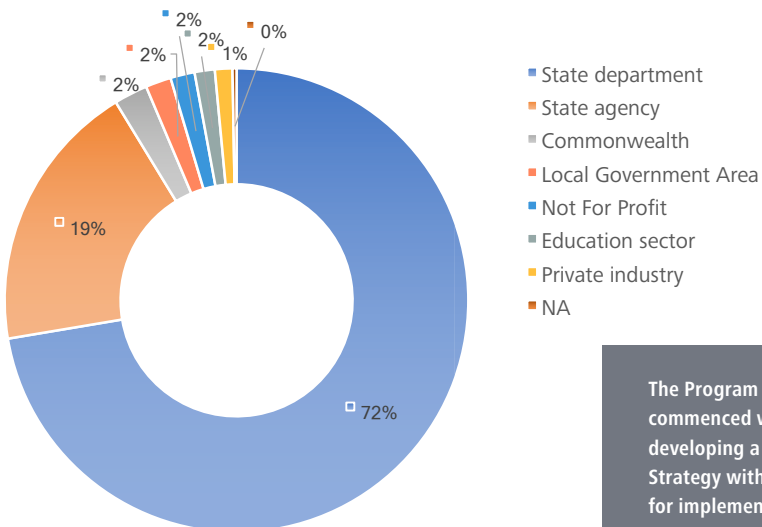
In 2017-2018, we continued to respond to our members' professional learning and development needs. We delivered 26 professional development courses to 1,067 public sector professionals, as well as countless in-house deliveries of our courses.



IPAA Victoria Leadership Awards, 2017

The large majority (91%) of attendees were drawn from the state government sector, following by attendees from the Commonwealth and local government tiers. There was a good varied work level and role distribution in attendance. A good example of this variation was the participation of both senior and non-senior positions, with 'officer/team members' representing 23.2% of all attendees and 'senior policy/officer/manager/analyst/advisor' representing 23.9%.

2017-2018 Participants, by employee type



The Program Committee commenced work on developing a new Programs Strategy with Cube Group for implementation in 2019.

PROUD AND STRONG

Fellowship

Fellowship recognises outstanding contributions to public administration, achievement of IPAA Victoria's objectives, and exemplary service to the Victorian community.

Our Fellows play a crucial role in supporting IPAA Victoria to achieve our strategic outcomes and deliver for our members. You will often see our Fellows hosting events, mentoring young professionals, providing strategic advice through sitting on one of our governance committees, and helping us further and build our network and connections.

At the Annual Dinner and Fellows' Oration in November 2017, we welcomed and awarded seven new Victorian Fellows:

Anna Burgess

Director, Cancer, Speciality Programs, Medical Research and International Health
Department of Health and Human Services

Simon Cohen

Deputy Secretary, Regulation and Director, Consumer Affairs
Victoria
Department of Justice and Regulation

Fiona Dowsley

Chief Statistician, Crime Statistics Agency
Department of Justice and Regulation

Dr Jenny Gray

Chief Executive Officer
Zoos Victoria

Lee Miezig

Deputy Secretary, Forest, Fire and Regions
Department of Environment, Land, Water and Planning

Jeanette Nagorcka

Regional Director, North Western Victoria
Department of Education and Training

Christine Owen

Area Director, Western Melbourne
Department of Health and Human Services

The following Victorian Fellows were awarded National Fellowship in 2017:

Ben Rimmer

Chief Executive Officer
City of Melbourne

Prof Helen Sullivan

Director, Crawford School of Public Policy
Australian National University

Two IPAA Victoria members were awarded the highest awarded presented by IPAA Victoria, Honorary Life Members. This award is bestowed on members whose careers have made a profound contribution to IPAA Victoria and the Victorian public sector over a number years:

Prof John Alford

Professor of Public Sector Management
ANZSOG

Elizabeth Proust AO

Chairman
AIDCD

PROUD AND STRONG

Fellowship

2017 IPAA Victoria Fellows at the Annual Dinner and Fellows' Oration.

"I am honoured to have been awarded an IPAA Victorian Fellowship. Having spent my entire career in the Victorian public sector, I appreciate the role IPAA Victoria plays in building the capacity, integrity and reputation of our sector and I am pleased to have this opportunity to contribute to these worthy goals. As a new Fellow, I have attended a number of IPAA Victoria events this year and introduced several young leaders in education to IPAA Victoria."

Jeanette Nagorcka

Regional Director, North Western Victoria Region

Department of Education and Training



Victorian Fellow, Jeanette Nagorcka with Gill Callister, November 2017



CONNECTED

Regional Committees

Throughout 2017-18, our Regional Advisory Committees connected public sector leaders in Geelong, Ballarat and Bendigo. The committees provided strategic input to the Board, supported the design and promotion of regional events and activities, and continued to develop IPAA Victoria's presence across our state.

IPAA Victoria acknowledges and thanks our 2017-18 Regional Partners for their great support towards our regional engagement.

IPAA Victoria Regional Events 2017-18

19 October 2017 – Bendigo - Driving an Innovation Culture

8 February 2018 – Geelong - Family Violence in 2018: State-wide Action and Barwon Perspectives

18 May 2018 – Bendigo - Regional Conference – Reimagining Regional Cities

18 May 2018 - Bendigo - Rural and Regional Leadership Dinner

Communities of Practice

Our Communities of Practice provided valuable learning opportunities to members seeking to explore specific public sector themes and competencies and we continued to support our regional committees to deliver events in local regional hubs.

This year we have supported nine different Communities of Practice (CoPs) to provide opportunities for public sector professionals with common interests to meet in a way that their ordinary working structures generally do not allow. Connecting public sector professionals from different levels of government and statutory bodies, together with some of our corporate members is a critical and unique role that IPAA Victoria plays in our sector.

The Communities of Practice committees also create events which explore themes and showcase ideas relevant to the specific community in the life of the public sector professional.



IPAA Victoria's suite of Communities of Practice active this year have covered the following fields:

- Asia Capability
- Communication
- Executive and Office Administration
- Information and Communication Technology
- People and Culture
- Professional Indigenous Network (PIN)
- Risk Professionals
- Sustainability
- Young Professionals Network (YIPPA)

More information about the Communities of Practice can be found at:
<https://www.vic.ipaa.org.au/>

CONNECTED

Membership Profile

By joining and actively engaging with IPAA Victoria, our members help ensure there is a formidable, inclusive and representative collective voice for the public sector. Our members enable us to help them meet the challenges of a rapidly evolving public sector landscape.

Our membership reflects the breadth and depth of the public sector in Victoria. It includes individuals with diverse backgrounds, skills and experiences, and organisations ranging in size from just a few staff to thousands of staff and volunteers.

Corporate membership is open to Victorian public sector entities, local government authorities, Australian public sector entities operating in Victoria, and private sector and not-for profit entities with an interest in and commitment to the public sector in Victoria.

Our 13 Honorary Life Members are individuals whose careers have made a profound contribution to IPAA Victoria and the Victorian public sector over a number of years. Our 159 Fellows are recognised for their outstanding contribution to IPAA Victoria, public administration, and the Victorian community. IPAA Victoria Life Membership and Fellowship are the two highest honours bestowed by us on a member.

Our 309 personal members and 18 retired members work or have worked across government, the public sector or the community, academic or private sectors.

New Members

Our 137 corporate members, which represent about 105,000 employees, comprise:

- 9 Platinum members
- 14 Silver members
- 7 Gold members
- 107 Bronze members

Peer Plus Mentor Program

Since 2008, the Peer Plus Mentoring Program has provided career and professional development support to over 350 young professionals in the public sector in Victoria. Meanwhile it has built a pool of experienced mentors, some of whom have continued for five years or more. In July 2017, IPAA Victoria celebrated the 10th year of our Peer Plus Mentoring Program. As part of the program's Mid-Year Workshop, 'alumni' mentees of our longest-serving mentors reconnected and shared their experiences with the 2017 program group.

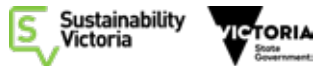
Building on this enduring success, in 2018 participation in the Peer Plus Mentoring Program grew to 39 mentors supporting the development of 49 mentees in partnerships and small groups. Participants have worked together in an informal, supportive environment, allowing the next generation of public sector leaders to explore career and professional pathways.

The unique value of the Peer Plus Mentoring Program is the ability to link mentees and mentors from across IPAA Victoria's diverse membership base. In 2018 the program attracted participants from all 3 levels of government, tertiary education, not-for-profit, and private sectors.



CONNECTED

Thank you to all our amazing sponsors for your support of IPAA Victoria throughout the year



FINANCIAL SNAPSHOT

Comparative Summary of Revenue and Expenditure

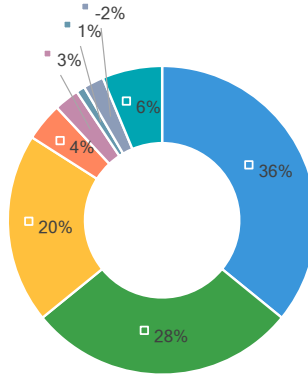
For the year ended 30 June 2018, the organisation delivered an operating deficit of \$283,581 compared to a surplus in 2017 of \$872,046.

The main reason for the 2018 deficit, is due to a strategic investment in program development, related to the Integrity and Ethical Leadership (IELP) program. During the 2017 financial year, IPAA Victoria received a contribution of total of \$400,000 (2018: \$0) from the Victorian Secretaries Board towards this program development cost. In 2018, the balance of the funds received from the Victorian Secretaries Board \$272,641 (2017: \$127,359) was used to meet these costs, with the balance of \$676,991 (2017: \$2,290) met by IPAA Victoria through surpluses created during the year.

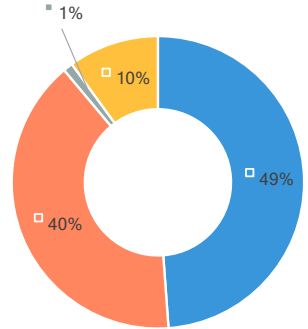
Overall revenue increased by \$249,613 (2017: \$1,457,863) or 6 per cent (2017: 57 per cent) over the 2018 financial year to \$4,284,481 (2017: \$4,034,868). Continued growth in the delivery of seminars, workshops and events was the key driver behind this result. However, this was partly offset by a reduction in other income relating to the Victorian Secretaries Board contribution to the IELP program, lower membership subscription retention levels and a change in membership categories.

Expenditure was \$1,405,239 or 44 per cent higher than 2017 at \$4,568,062 (2017: \$3,162,823). The increase is primarily attributable to program development of the IELP referred to above and costs associated with the increased delivery of seminars, workshops and events. Advertising and marketing were higher due to rebranding and increased number of seminars, workshops and events.

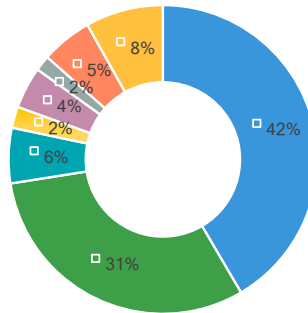
IPAA Victoria's balance sheet reflects net assets decreasing by \$283,581 or 17 per cent which is attributable to the deficit delivered in 2018.



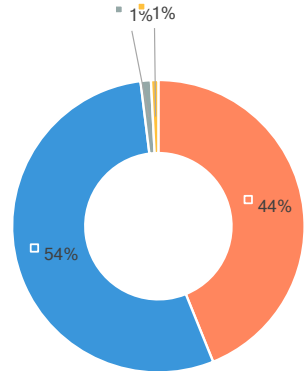
Expenses by source 2017-2018



Revenue by source 2017-2018



Expenses by source 2016-2017



Revenue by source 2016-2017

- Employee benefits expense
- Seminars, workshops and events
- Program development
- Advertising and marketing
- Rent and occupancy
- Depreciation
- Membership subscriptions
- Seminars workshops and events
- Investment revenue and bank interest
- Other income

FINANCIAL SNAPSHOT

Concise Financial Report 2017-2018

Notes on the concise Financial Report

Basis of preparation of the concise financial report.

This concise financial report is an extract of the full financial report for the year ended 30 June 2018.

The presentation currency used in this concise financial report is Australian dollars (AUD).

You can access the full financial report on our website:
www.vic.ipaa.org.au

Statement of Profit or Loss and Other Comprehensive Income

	2018 \$	2017 \$
Revenue		
Membership subscriptions	1,880,396	1,970,733
Seminars workshops and events	2,320,260	1,617,108
Bank interest	20,657	12,823
Investment revenue	13,502	9,556
Other income	34,809	404,425
Gains on FVTPL financial assets	14,857	20,222
Total revenue	4,284,481	4,034,868
Expenditure		
Employee benefits expense	1,712,106	1,314,039
Seminars, workshops and events	1,348,519	979,285
Program development	949,632	183,264
Advertising and marketing	191,583	70,473
Rent and occupancy	125,277	138,308
Depreciation	43,356	51,327
Doubtful debts	(102,240)	169,000
Other expenses	299,829	257,126
Total expenditure	4,568,062	3,162,822
Net operating (deficit)/surplus	(283,581)	872,046
Other comprehensive income	0	0
Total comprehensive (deficit)/surplus	(283,581)	872,046

FINANCIAL SNAPSHOT

Concise Financial Report 2017-2018

Statement by Members of the Board

FOR THE YEAR ENDED 30 JUNE 2018

In the opinion of the Board the accompanying financial statements and notes thereto:

1. Present a true and fair view of the financial position of the Institute of Public Administration Australia (Victorian Division) Incorporated as at 30 June 2018 and of its performance for the year ended on that date, in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board, the requirements of the Australian Charities and Not-for-profits Commission Act 2012 and the requirements of the Associations Incorporation Reform Act 2012 (Vic).

2. At the date of this statement, there are reasonable grounds to believe that the Institute of Public Administration Australia (Victorian Division) Incorporated will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:



Dean Yates

Chair, Audit, Finance and Risk Committee



Emily Phillips

Member, Audit, Finance and Risk Committee

Dated at Melbourne this
30 October 2018

Statement of Financial Position

	2018 \$	2017 \$
Current assets		
Cash and cash equivalents	1,362,983	1,380,045
Trade and other receivables	871,045	96,894
Other current assets	33,622	348,183
Total current assets	2,267,650	1,825,122
Non-current assets		
Plant and equipment	50,466	69,102
Financial assets	1,016,331	398,690
Total non-current assets	1,066,797	467,792
Total assets	3,334,447	2,292,914
Current liabilities		
Unearned revenue	1,028,857	340,729
Trade and other payables	874,547	262,890
Provision of employee entitlements	57,504	38,977
Total current liabilities	1,960,908	642,596
Non-current liabilities		
Provision for employee entitlements	9,090	2,288
Total non-current liabilities	9,090	2,288
Total liabilities	1,969,998	644,884
Net assets	1,364,449	1,648,030
Equity		
Retained surplus	1,364,449	1,648,030
Total equity	1,364,449	1,648,030

Statement of Changes in Equity

	Retained Surplus	Total Equity
Balance as at 30 June 2016	775,984	775,984
Total comprehensive surplus	872,046	872,046
Balance as at 30 June 2017	1,648,030	1,648,030
Total comprehensive deficit	(283,581)	(283,581)
Balance as at 30 June 2018	1,364,449	1,364,449

AUDITOR'S REPORT



Institute of Public Administration Australia (Victorian Division) Incorporated

ABN 49 012 662 861

Report of the Independent Auditor on the Summary Financial Report

Opinion

The 2018 annual report that contains a summary financial report, which comprise the statement of financial position as at 30 June 2018, the income statement and statement of changes in equity for the year then ended, and board declaration, are derived from the audited financial report of Institute of Public Administration Australia (Victorian Division) Incorporated for the year ended 30 June 2018.

In our opinion, the accompanying summary financial report is consistent, in all material respects, with the audited financial report.

Summary Financial Statements

The summary financial report does not contain all the disclosures required by Australian Accounting Standards and the Australian Charities and Not-for-profits Commission Act 2012. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon. The summary financial statements and the audited financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial report.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 30 October 2018.

Board's Responsibility for the Summary Financial Statements

The board is responsible for the preparation and presentation of the summary financial report.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

Saward Dawson

Jeffrey Tulk
Partner

Blackburn VIC

Date: 7 November 2018

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