

ANNUAL REPORT

INSTITUTE OF
PUBLIC ADMINISTRATION
AUSTRALIA

IPAA
VICTORIA

2019

2020

WE ACKNOWLEDGE THE TRADITIONAL OWNERS OF COUNTRY THROUGHOUT VICTORIA AND PAY RESPECT TO THE ONGOING LIVING CULTURES OF FIRST PEOPLES.

Images taken from Be Bold Be Brave – Treaty, Self-Determination and the Public Sector - 2019



2019
2020

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MESSAGES FROM OUR PRESIDENT AND CEO



KYM PEAKE
President

PRESIDENT'S MESSAGE:

This report looks back over a financial year that is divided in two by the emergence of COVID-19.

In the second half of 2019 and in early 2020, we delivered some of the signature events that IPAA Victoria is well-known for – including Public Sector Week 2019 and our International Women's Day Dinner.

But with the emergence of the COVID-19 pandemic, we have faced the imperatives experienced by many small businesses and community organisations.

We have had to radically change our operating model, create new methods of engagement, and deal with the uncertainty and stress that a pandemic creates; all of which is particularly challenging for a small organisation that depends heavily on the volunteer involvement of our members and supporters.

These changes have also created an enormous challenge to our business model and it is pleasing to note that - despite such a difficult operating environment – we are reporting a small deficit of \$18,133 on a turnover of almost \$4.3 million.

I therefore want to particularly thank our members and supporters who have maintained their commitment to IPAA Victoria over the last 12 months.

That commitment has meant that - despite the extraordinary events happening around us - we have also been able to complete our Strategic Refresh 2020-23 and establish six Strategic Priorities to guide our work over the next three years.

You can find more details about those priorities in this Annual Report – but fundamentally they aim to play a part in making sure that the public purpose sector in Victoria is 'future ready'.

'What strikes me is that the attributes of a 'future ready' sector that we identified in the Strategic Refresh are also at the heart of a successful pandemic response: capability, resilience, and courage.

Being President of IPAA Victoria is both a privilege and a responsibility.

I therefore want to offer my thanks to my IPAA Victoria Board colleagues and to our members for their support over the last year, and pay particular tribute to CEO David Ali and the IPAA Victoria team for their optimism, resilience and dedication during such difficult times.



DAVID ALI
Chief Executive Officer

CEO'S MESSAGE:

In many ways, IPAA Victoria has been a microcosm of the public purpose sector over the last 12 months.

We had Business-As-Usual operations up to March 2020, and then had to respond to the challenges of COVID-19 with agility, letting go of old ways of thinking and working and finding new ways of delivering and developing our services.

Like many other workplaces, our office team shifted to remote working - which brings fewer of the interactions that are the lifeblood of knowledge-sharing, innovation and support in all organisations.

That shift created a particular responsibility for us to care for the wellbeing of our staff during a period of extraordinary stress and uncertainty whilst also preparing for the recovery and rebuilding period that we know will be coming.

It has also meant that we have moved our entire suite of events and professional development opportunities into the online space and developed new products and services – such as the Isolation Buddy Support Program – that are designed help to our sector in the unique role it plays in protecting our community during the pandemic.

The fact that during the 12 months of this report, 7,294 people attended and participated in our events and professional development program shows the reach and value of IPAA Victoria's work.

That strength will be further developed by the initiatives that flow from the priorities set by our Strategic Refresh and that are supported by our new Implementation Plan and Evaluation Framework.

This work positions us well to support the public purpose sector as it moves into - and beyond - a COVID-normal Victoria.

Like many others, I am looking forward to the end of 2020 – but that anticipation does not diminish that gratitude I feel to everyone who has supported me during the 12 months of this report: our partners, sponsors, and members, our President Kym Peake, Board and Committee Members, and the IPAA Victoria team.

WE ARE
IPAA
VICTORIA
WE ARE
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WE ARE

WHO ARE WE?

IPAA Victoria is Victoria's peak public sector professional association. We are a trusted provider and partner, connecting, empowering and celebrating Victoria's public purpose sector. We provide platforms for public purpose sector professionals and organisations to thrive, strengthen their capability, share knowledge and expertise, and converse with opinion leaders and peers. Join us to network, engage with complex issues through thought leadership, renowned professional development programs, communities of practice and other inspirational opportunities.

DEFINITION OF PUBLIC PURPOSE SECTOR

People who are united around a common purpose to deliver an outcome that serves the community. Whether they are from the public, not-for-profit, community, tertiary or business sectors, they share a commitment to operating in true partnership, recognising the need to transfer to the common purpose some of their authority and/or knowledge, and holding themselves mutually accountable for delivery of the outcome.

OUR VALUES

- > **Innovation** - Together, we contribute to shaping a stronger public purpose sector
- > **Inclusivity & Safety** - We provide a safe place for multiple voices
- > **Connection** - We build and grow strong reciprocal relationships and networks
- > **Integrity** - We are consistent in demonstrating and promoting honesty, transparency and ethical behaviour
- > **Excellence** - We constantly seek to improve the quality of our service to members

OUR BOARD OF DIRECTORS

IPAA VICTORIA BOARD FROM 1 JULY 2019 TO AGM, 19 NOVEMBER 2019

David Ali
 Clare Amies
 Elaine Carbines
 Amanda Cattermole PSM
 Noelene Duff PSM
 Prof Jenny Lewis

Kym Peake
 Dr Emily Phillips
 Ben Rimmer
 Adrian Robb
 Angela Singh
 Jennifer Wolcott
 Dean Yates

19 NOVEMBER 2019 TO 30 JUNE 2020



KYM PEAKE
PRESIDENT

Secretary, Department of Health and Human Services (Vic)
 Chair Executive Committee
 Chair Programs Committee (until November 2018)
 Elected 2013
 Re-elected 2015, 2017
 IPAA Victoria Fellow 2015
 IPAA National Fellow 2016



AMANDA CATTERMOLÉ PSM

Chief Operating Officer, Services Australia
 Appointed February 2018
 Elected 2018



ENTSAR HAMID

Executive Operations Manager, Registrations
 Victorian Land Registry Services
 Co-opted December 2019



ANGELA SINGH

Executive Director, Koorie Outcomes Division, Department of Education and Training (Vic)
 Chair, Aboriginal Advisory Committee
 Co-opted February 2019
 Elected 2019



NOELENE DUFF PSM

Chief of Administrators, City of Casey
 Appointed December 2018
 Elected 2019
 IPAA Victoria Fellow 2007



PROF JENNY LEWIS

Professor of Public Policy, School of Social and Political Sciences University of Melbourne
 Chair, Strategic Programs Committee
 Appointed 2018
 Elected 2019



TRACEY SLATTER

Managing Director, Barwon Water
 IPAA Victoria Fellow 2013
 Elected 2019



DEAN YATES

Victorian Government & Public Sector Leader, Advisory, EY
 Chair, Audit, Finance & Risk Committee
 Member, Executive Committee
 Elected 2016
 Re-elected 2018
 IPAA Victoria Fellow 2010
 IPAA National Fellow 2019



GRAEME EMONSON PSM

Executive Director, Local Government Victoria, Department of Environment, Land, Water and Planning
 Elected 2019
 IPAA Victoria Fellow 2011



BEN RIMMER

Deputy Secretary, Housing Division, Department of Health and Human Services
 Member, Audit, Finance & Risk Committee
 Member, Strategic Programs Committee
 Appointed 2018
 Elected 2019
 IPAA Victoria Fellow 2015
 IPAA National Fellow 2017



JENNIFER WOLCOTT

Chair, Awards Committee
 Chair, Women's Network Advisory Committee
 Co-opted 2016
 Elected 2017, 2019



CLARE AMIES

Executive, Department of Justice and Community Safety
 Member, Audit, Finance & Risk Committee
 Appointed December 2018
 Elected 2019



DAVID ALI

Chief Executive Officer, IPAA Victoria
 Ex officio Board member
 Board Secretary
 Appointed December 2016
 IPAA Victoria Fellow 2013

IPAA VICTORIA STRATEGIC REFRESH 2020-23

We will support our members to strengthen Victoria's community by developing their capability, resilience and courage to respond to challenges and continually adapt. In partnership with Victoria's public purpose sector we will:

1. Be member-driven and provide experiences that our members find rich, engaging and relevant.
2. Continue to deepen the support we provide to further our members' capability and career development.
3. Facilitate collaboration and deepen engagement to enhance the impact of our members and their work.
4. Utilise thought leadership to share and build knowledge and capability.
5. Celebrate achievements in the public purpose sector and enable member-to-member support to learn from and share experience and expertise.
6. Expand the suite and value of the offerings and services we deliver.

www.vic.ipaa.org.au/strategic-refresh-2020-23





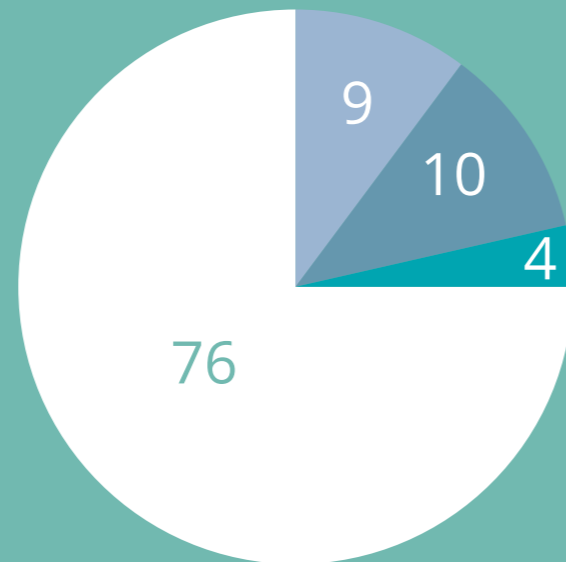
STRENGTHENING THE CAPABILITY OF VICTORIA'S PUBLIC PURPOSE SECTOR

In 2019-2020 Victoria's public purpose sector proudly, and strongly, responded to the extraordinary summer bushfire season, and adapted to the unprecedented necessities required to ride the COVID-19 rollercoaster.

Alongside the agile attitude displayed by the public purpose sector, IPAA Victoria worked to continue to strengthen the sector as COVID-19 played its part in impacting the working lives of most members, employees and stakeholders.

Together with our members, IPAA Victoria stood strong, adapted and pushed forward to better the public purpose sector, challenge the status quo and remain empathetic amidst uncertainty.

ORGANISATION MEMBER SNAPSHOT



9 PLATINUM MEMBERS

10 GOLD MEMBERS

4 SILVER (LARGE) MEMBERS

76 SILVER (SMALL) MEMBERS

OUR MEMBERS

IPAA Victoria’s members are the voice of Victoria’s public purpose sector. They strengthen ideas and transform them into conversations and action. After a year like never before, IPAA Victoria is humbled by its membership base which has seen a small growth from the previous financial year.

Representing a diverse range of people across a number of industries and organisations, IPAA Victoria members have adjusted to unprecedented work spaces, challenges and places with dignity and versatility.

Benefitting from the online IPAA Victoria membership system, IPAA Victoria members could choose a membership solution that best benefitted their current role, career prospects, and professional requirements.

FOR THE YEAR 2019-2020, IPAA VICTORIA HAD;

- 16 Honorary life members who have contributed to the depth and knowledge that is ingrained within the core of the public purpose sector.
- Over 230 professional members who continued to support each other online during unprecedented lockdowns and workplace re-arrangements.
- 9 retired members who have given their insight and knowledge to the public purpose sector across many organisations for many years.
- Approximately 250 Victorian Fellows.
- 99 Organisation members representing well over 100,000 individuals

“I strongly recommend you become a member of IPAA Victoria because it’s the best way of connecting with the latest ideas and knowledge on the role of the public sector, innovation and policy at all stages of your career.”



STAN KRPAN - IPAA VICTORIA FELLOW
Chief Executive Officer, Solar Victoria

THE WELLBEING SERIES

IPAA VICTORIA PEOPLE LEADERS’ WELLBEING LEADERSHIP SERIES

From mid-May to the final week of June, IPAA Victoria presented a four-part People Leaders’ Wellbeing Leadership Series which was delivered by wellbeing experts, The Wellbeing Outfit.

Across four online workshops, participants from across Victoria focused on the distinctively different yet current climate of work. These workshops explored:

- Understanding Leadership – Providing Direction in Challenging Times.
- Understanding Yourself as a Leader- Cognitive Tools for Wellbeing and Performance.
- Becoming a Resilient Leader- Developing Psychologically Safe Teams.
- Building your Leadership Styles.

YIPAA: WELLBEING IN TIMES OF UNCERTAINTY

IPAA Victoria’s Young IPAA (YIPAA) is an inclusive network of young professionals who work in or with the public purpose sector. On 13 May 2020, the “YIPAAs” held an online Q&A session to dive deeper into the unique issues faced by young professionals during times of uncertainty.

48 participants listened to Matthew Defina (Head of Programs at Man Cave) and Amelia Arnold (LGBTI+ Suicide Prevention Training Project Officer at Thorne Harbour Health and Board Member at Switchboard Victoria) explore how to manage wellbeing and support those around you.

LUNCHBOX SEMINAR SERIES

The IPAA Victoria Lunchbox Seminar Series created in April 2020 explored several topics including common problems being faced by those navigating the effects of COVID-19. Sessions held up to 30 June 2020 included:

- Advancing gender equity when working from home
- Government accountability during the response to coronavirus
- How do we stay connected when our people are dispersed?
- Learning from Crisis: Lessons from London
- Public Health emergency powers and the Coronavirus
- Risk and managing the impacts of COVID-19
- The future of Regulation- with Deloitte Access Economics
- The Future of Work
- Working between different worlds and sectors

Facilitating some of these important conversations were presenters from IPAA Victoria’s partners, Deloitte and Ernst & Young, who provided advice and knowledge that set them as experts in their field.

IPAA Victoria thanks all our members for their great support during a different year of events.

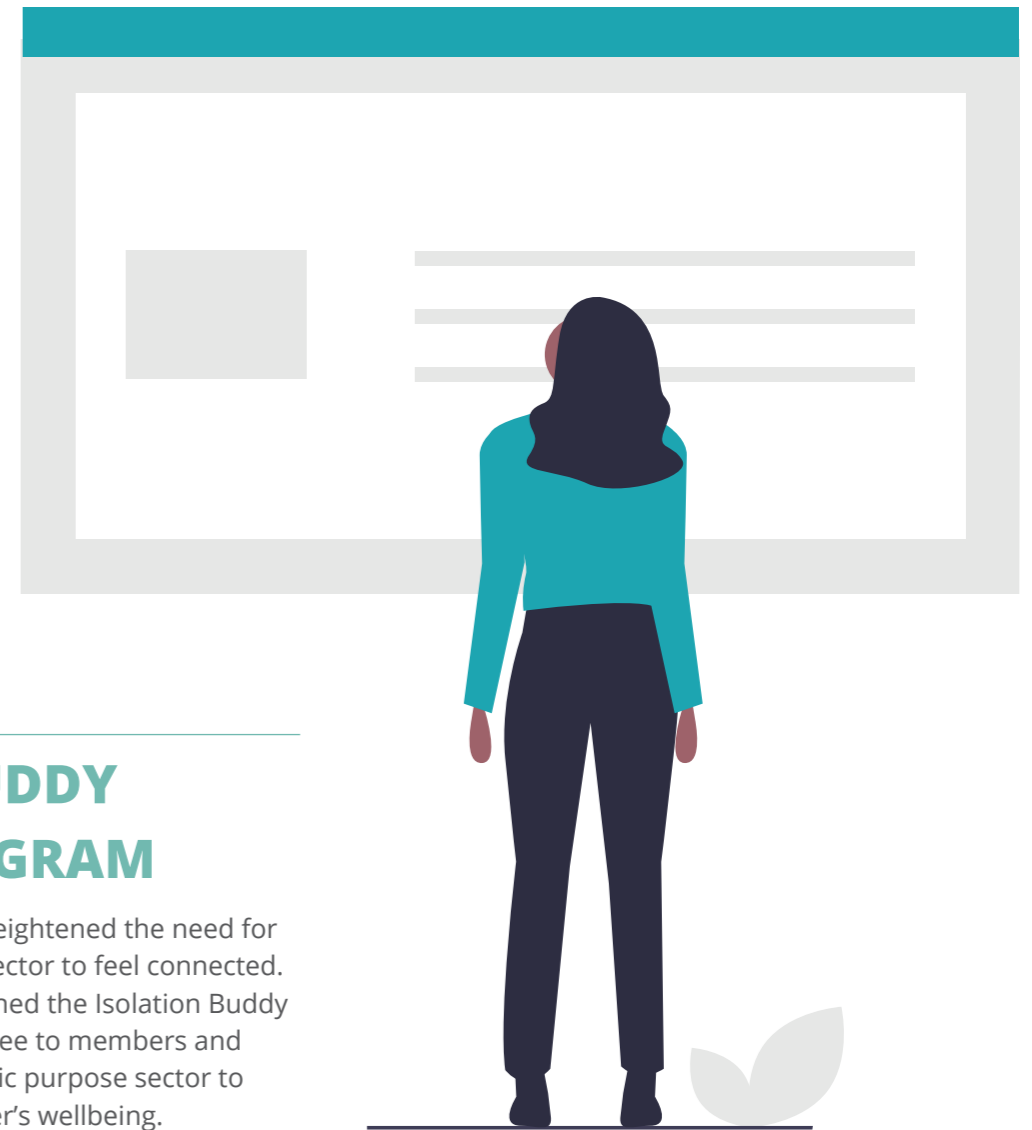
PROGRAMS & EVENTS

IPAA Victoria was able to grab hold of the online space to provide an extensive range of Programs and Events for the year 2019-2020.

From March onwards, programs and events were moved predominately into an online format where members of the public purpose sector were able to access information and insight from most locations across the country.

Driven by the idea of accessibility during trying times, most online programs and events became instrumental in maintaining a strong sense of community amongst the IPAA Victoria and wider public purpose sector ecosystem.

KEY EVENTS AND PROGRAMS HELD DURING 2019-2020 INCLUDE:



ISOLATION BUDDY SUPPORT PROGRAM

The first COVID-19 lockdown heightened the need for people in the public purpose sector to feel connected. That is why IPAA Victoria launched the Isolation Buddy Support Program, which was free to members and allowed people within the public purpose sector to connect and support each other's wellbeing.

The program paired public purpose sector colleagues to discuss shared challenges and solutions during rapid, extraordinary changes to the way we live and work.

It was a positive way to encourage empathy and connection during uncertain times.

You can find out more about the IPAA Victoria Isolation Buddy Support Program at www.vic.ipaa.org.au

COMMUNITIES OF PRACTICE ACTIVITIES

IPAA Victoria's Communities of Practice (CoPs) networks provided integral insight into the importance of community as they came together to celebrate common interests and provide further learning opportunities throughout 2019-2020. In addition, throughout the year, in partnership with the members of the CoPs, IPAA Victoria reflected critically upon and refreshed the overall approach to the CoPs operating model.

IPAA Victoria's CoPs activities allowed for individual and organisational members of IPAA Victoria to connect, learn and share their experiences.

The 2019-2020 CoPs included;

- African-Australian (NEW)
- Asia Capability
- Communication
- People and Culture
- ICT
- Risk
- Sustainability

PEER PLUS MENTORING PROGRAM

IPAA Victoria’s Peer Plus Mentoring program continued to align with its motto ‘Share. Support. Grow’ throughout 2019-2020 by building connections and developing the capability of public purpose sector professionals in Victoria.

In 2020, the program adapted with and adjusted to the COVID-19 pandemic, offering an online platform, informative digital webinars and resources to support a total of 47 mentees and 35 mentors.

As part of this unique development opportunity, participants completed a ‘Photovoice’ evaluation of their mentoring journey.

This program showcased the opportunities that have come with the COVID-19 transition within the working place, and shed a positive light on the importance of mentorship, especially when working from a distance.

LAURA RYAN (TOP RIGHT)

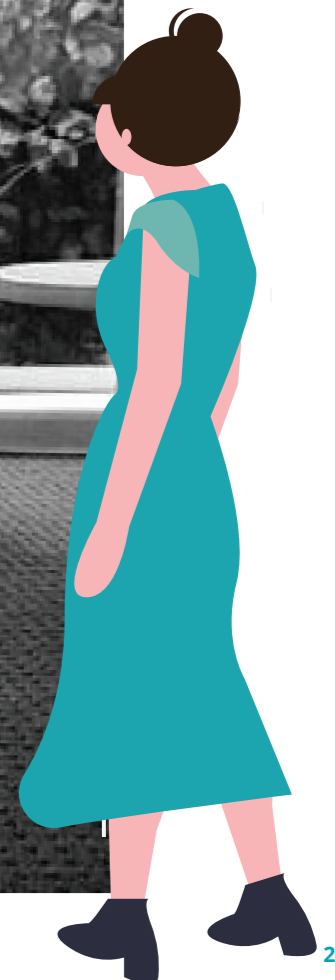
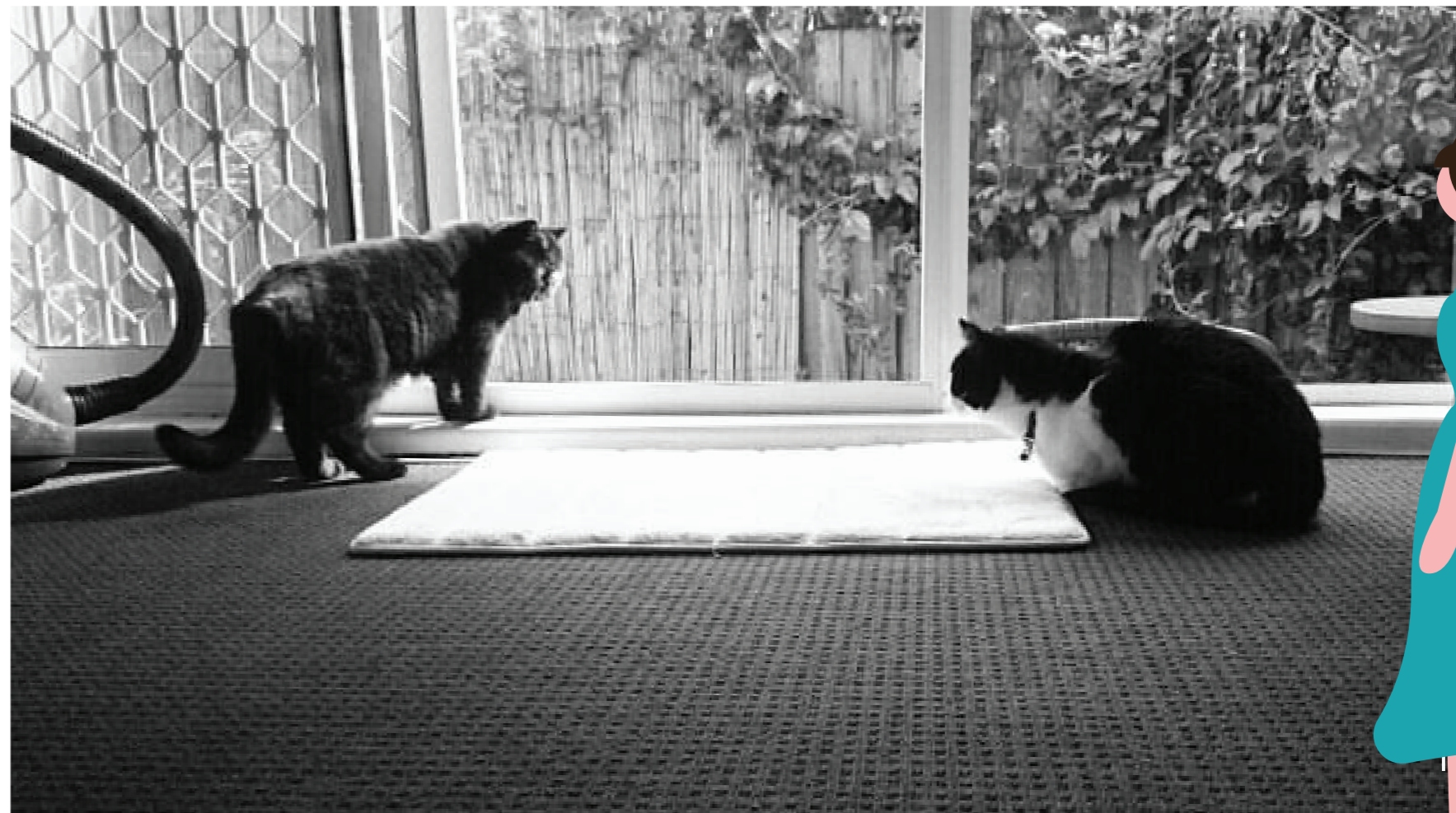
“Part of our conversations was about balancing with your career and getting that time to relax especially when work can be more demanding. I can still see my office but I’m away from it enough that I can step back and reflect on my work.”

LAURA RYAN (BOTTOM LEFT)

“This is in my office at work. We planted these at our team planning day. I look at it as a symbol of my growth throughout the year. I’ve grown a lot but still have some more growth to do. I’m just going to continue to nurture myself and look after myself and my peers and my career. You know sometimes it goes all over the place, but eventually it keeps growing.”

KASEY RYAN (BOTTOM RIGHT)

“Ellie was standing at the door looking at Chuckles being a bit like what are you doing? Are you coming and Chuckles just sort of sitting down being a bit pensive and he’s like, I’m really not sure. I’m a bit but I’m here. This is very very early on in the mentoring relationship and it was a big mind shift for me to reach out more than just at our catch ups.”



'BE BOLD BE BRAVE – TREATY, SELF-DETERMINATION AND THE PUBLIC SECTOR'

CONFERENCE AT THE ABORIGINAL ADVANCEMENT LEAGUE IN THORNBURY

On 20 November 2019, IPAA Victoria held the conference 'Be Bold be brave- Treaty, Self-determination and The Public Sector' at the Aboriginal Advancement League in Thornbury.

Developed by IPAA Victoria's Aboriginal Advisory Committee, the conference brought together public sector and community leaders to share insights into how the Victorian public sector can support Aboriginal self-determination.

IPAA Victoria is a strong advocate for Aboriginal people's employment in the public purpose sector and will continue to promote the use of accessible and inclusive resources that allow for Aboriginal people's to be fairly represented within the sector.

109
PARTICIPANTS FROM ACROSS
VICTORIA & INTERSTATE



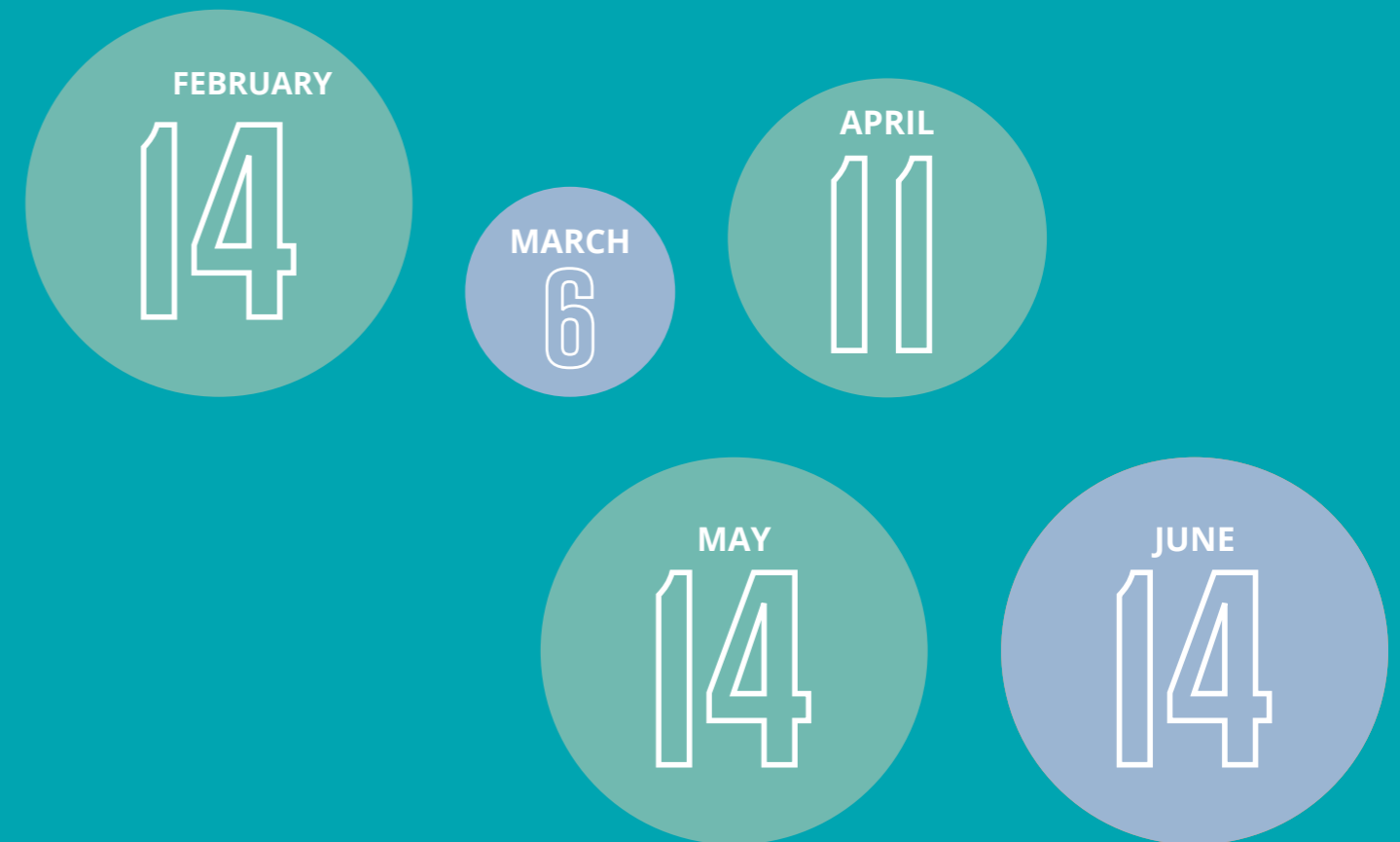
IN-HOUSE PROFESSIONAL DEVELOPMENT PROGRAMS

Amongst other services, IPAA Victoria provides professional development programs in workplaces thereby helping to reduce organisations' costs and maximise their training budgets. Onsite professional development programs are tailored to an organisation's specific needs with case studies, or other material specific to the organisation, helping to optimise the learning outcomes for all participants.

The last four months of 2019-2020 saw a shift in in-person attendance rates at IPAA Victoria in-house

professional development programs due to the inability to meet face-to-face and attend the programs as a cohort. Over the 12 months of this report, however, 1,242 people participated in over 90 in-house professional development programs – a 10 percent decrease on the previous year.

Although attendance rates were lower than previous years, IPAA Victoria was still able to introduce first-time programs that allowed for the development of Organisation members' staff offsite.



INTERNATIONAL DELIVERY

In 2019-2020, as part of the bespoke in-house professional development sessions for the Department of Jobs, Precincts and Regions (DJPR), IPAA Victoria delivered its Government Writing Series to DJPR staff and offices in China, North Asia, United Arab Emirates and the United States of America.

In 2019-2020, IPAA Victoria also initiated an expansion of its service delivery internationally through the commencement of a collaboration with Global Victoria.

The in-house sessions were a great way to showcase the power of digital learning and provide an accessible opportunity for staff to continue to learn and grow. It is anticipated that IPAA Victoria's ability to adapt and adjust using online resources will provide more opportunities for in-house programs to expand and grow in the future.



THE IMPACT

STRENGTHENING THE IMPACT OF VICTORIA'S PUBLIC PURPOSE SECTOR

“Through my membership of IPAA Victoria, I am proud to contribute to an organisation dedicated to advancing the public sector. In a rapidly changing and uncertain context, IPAA plays a critical role bringing together passionate public policy people to connect, learn and explore.”

ANDREW WEAR - IPAA VICTORIA FELLOW
Director Economic Development - City of Melbourne



INTEGRITY AND ETHICAL LEADERSHIP PROGRAM - IELP

During the year there was further expansion of IPAA Victoria's signature Integrity and Ethical Leadership Program (IELP) delivered in partnership with Ernst & Young.

IPAA Victoria held two IELP alumni events that allowed for deeper discussions, and also a thorough understanding of integrity and ethics within the public purpose sector during the much anticipated and well-received Public Sector Week 2019.

IELP also expanded through the introduction of two new IELP programs:

- **Manager IELP.** For public- purpose mid-level leaders and people managers. This was piloted pre-COVID and post-COVID with positive feedback.
- **Board IELP.** For intact public purpose boards and governance committees.

All IELP programs were redesigned for an online environment, which included changes to session duration and accessibility.

PUBLIC SECTOR WEEK 2019

Public Sector Week is always one of the largest events of the year for IPAA Victoria and this year was no different. Held 19 August to 23 August 2019, Public Sector Week attracted 1,306 attendees across 15 sessions to see the event as one of the year's most successful.

949 different individuals attended the event, with five sessions attracting more than 100 attendees.

72.7 per cent of attendees were IPAA Victoria members with 78 per cent of these attendees being from Victorian Government departments, agencies and public entities.

THE MOST POPULAR SESSIONS FOR PUBLIC SECTOR WEEK 2019 WERE;

- 1.
- 2.
- 3.
- 4.
- 5.

What does a high performing leader look like in 2030? With 202 Attendees

What does it take for young professionals to success in the public sector? With 142 attendees

Can the public sector collaborate and be innovative? With 118 attendees

How can the public sector support aboriginal self-determination? With 118 attendees

How can we navigate transformation and disruption in the public sector? With 115 attendees

The popularity of these topics provides a direct insight into the values of the IPAA Victoria community and pushes IPAA Victoria in the right direction when aligning topics that resonate with IPAA Victoria members in the future.



“What I value most about my membership with IPAA Victoria is the network of colleagues from across the public sector.”

DR JENNY GRAY PSM - IPAA VICTORIA FELLOW
Chief Executive Officer, Zoos Victoria

AN AGILE MOVE TO AN ONLINE WORLD

Over a two-week period at the end of March 2020, IPAA Victoria moved its operations remotely and all of its offerings online. The move was influenced by the COVID-19 pandemic, which meant that many businesses could no longer offer face-to-face services.

The nimble and agile move to an online world was something that transformed the way IPAA Victoria operated internally and engaged with, stakeholders, members and partners. However, this did not stop the determination of IPAA Victoria's members when it came to marching forward and continuing to participate and enrol in events and programs available to them.

The COVID-19 transition period saw;

- The ability to be agile and move quickly into an online professional development series and programs, and workings online, as well as online delivery of in-house programs.
- The ability to access the programs from anywhere in Australia, demonstrated in part by the increase in Aboriginal and/or Torres Strait Islander participation in our programs and events from 2.6 percent to 3.9 percent.

REACHING ACROSS BORDERS

One of the most positive effects of COVID-19 was the ability to engage beyond our borders. Given the shift to online offerings for the second half of the year, many people from interstate were able to actively participate in IPAA Victoria's events and programs online. IPAA Victoria looks forward to growing this participation further in future years.

The IPAA Divisions and IPAA National worked collaboratively to identify opportunities to share program and other content across jurisdictions, and expect this will continue post-COVID.

LUNCHBOX SEMINAR SERIES – ATTENDEES

The popular Lunchbox Seminar Series, held from April – June 2020, was one of IPAA Victoria's most successful online events. It saw 391 attendees with 302 of these being unique.

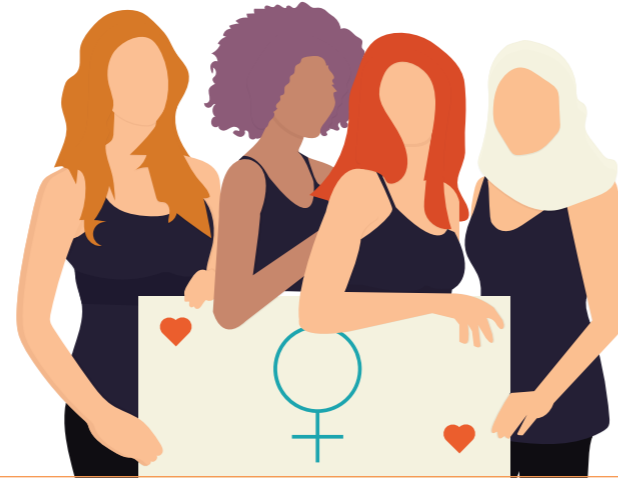
Gender equity continued to shine, as 77% of the seminar participants were female.

262, or 67%, of the attendees were members, 129 attendees were non-members and 56% of the attendees were from the Victorian Public Service. 36% of all attendees were IPAA Victoria Platinum members.

The most popular Seminar for the Series was 'Advancing Gender Equity when Working from Home' with 80 attendees.

Government accountability during the response to Coronavirus came in second at 56 attendees.

47 out of 58 interstate (81%) event attendees participated in the free Lunchbox seminars, showing how the shift to online events has expanded the IPAA Victoria audience.



WOMEN'S FRAMEWORK

IPAA Victoria believes that women are imperative in the positive development of the public purpose sector.

In March 2020, IPAA Victoria launched the Senior Executive Women's Network (SEWN) with the aim of contributing to cultural change and undertaking high level advocacy to reduce the systemic barriers for women to advance in the public sector.

The development of the Senior Executive Women's Network purposefully aligns with the Develop and Support (women holding leadership roles in the public sector across Victoria) priority of the Advancing Women in the Public Sector Framework that was showcased in 2018-2019. The Network is exclusive to senior executive women across the public purpose sector in Victoria.

IPAA Victoria recognises that there are challenges around ensuring women are supported in senior executive roles. This is particularly true for those who are new to a senior executive role or in a portfolio or part of the sector with fewer senior women.

In a world of increasingly horizontal and fluid work arrangements, executive level networking is important, both for getting things done and for longer-term career progression. These networks provide exposure to new ideas, access to information and the support, expand influence, and provide access to opportunities.

IPAA Victoria delivers the SEWN in partnership with Fisher Leadership.

THE TOP 50 PUBLIC SECTOR WOMEN OF 2019

On the 21 August 2019 during Public Sector Week, IPAA Victoria announced the Top 50 Public Sector Women for 2019.

The night was a celebration of the sector's most influential women.

The awards have grown since their inception, with this year seeing women being recognised in two different categories. These were the Established category and Emerging category.

Collectively, the awards;

- Recognise individual excellence and achievement of exceptional female leaders and their significant work.
- Provide a platform of support and encouragement to other women working in the public sector, and

- Showcase successful female leaders across the public sector in Victoria as role models for both men and women.

Chris Eccles AO, Secretary, Department of Premier and Cabinet, gave an address and presented the Established category recipients.

Clare McCartin, Senior Partner Executive & Boards, Davidson, gave an address and presented the Emerging category recipients.

The awards were carefully considered and judged by the IPAA Victoria Judging Panel. The Judging panel members were; Dr Emily Phillips, Dr Paul Grimes PSM, Justin Hanney, Clare McCartin, Rebecca McKenzie, Dr Gillian Sparkes.

Partners of the event were Davidson Executive & Boards and the Department of Premier and Cabinet.

CELEBRATING INTERNATIONAL WOMEN'S DAY- 5 MARCH 2020

More than 1,250 guests attended IPAA Victoria's international Women's Day Gala, and were completely impressed by the three remarkable female speakers for the evening.

In an annual event that celebrates the strength and possibilities of our female IPAA Victoria members and associates, this year IPAA Victoria invited Debra Abbott APM of Emergency Management Victoria, Sharon Houlihan of Wellington Shire Council and Dr Beth Roberts of Forest Fire Management Victoria based in Gippsland to share their stories and insights on the 2019 - 2020 bushfire emergency. The discussion was guided by panel host, Virginia Trioli.

The event was an opportunity to shine a light on the contribution many of the women within the public purpose sector have made toward gender equality which has often stemmed beyond the workplace, and beyond their own professional sectors.

The IPAA Victoria International Women's Day Gala major sponsor was KPMG.

The IPAA Victoria International Women's Day partners were Maddocks, Fisher Leadership and the Transport Accident Commission.



RECOGNISING THE LEADERS - LEADERSHIP AWARDS

On 18 February 2020, IPAA Victoria recognised and congratulated several talented and inspiring individuals for their contribution to the development of a better public purpose sector.

The night was celebrated in style as the winners of the eight categories were showcased to a room of IPAA Victoria members, Fellows and associates.

The JA Aird Memorial Prize, named after founding member and former president of IPAA Victoria, John Allen Aird, was awarded to Mr Hirtzi Putra Laksana for receiving the highest score in Public Policy Making at the University of Melbourne.

CATEGORY AWARD WINNERS

From an extraordinary field, the following organisations were congratulated for their innovative projects and contribution to the public purpose sector for the 2019-2020 year;

1. ADVANCING ABORIGINAL SELF-DETERMINATION AWARD

PARTNER - HALL AND WILCOX

WINNER

Aboriginal Children in Aboriginal Care Full Authorisation

Victorian Aboriginal Care Agency
Bendigo and District Aboriginal Cooperative
Office of the Deputy Secretary, North Division,
Department of Health and Human Services.

2. COMMUNICATION EXCELLENCE AWARD

PARTNER - AUSTRALIA POST

WINNER

Innovation Network

Public Sector Innovation Branch, Department of
Premier and Cabinet

3. EVIDENCE-BASED POLICY AWARD

PARTNER- DEPARTMENT OF PREMIER AND CABINET

WINNER

Automated and Zero Emission Vehicles Infrastructure Advice

Advisory Team, Infrastructure Victoria

4. HUMAN-CENTRED SERVICE DELIVERY AWARD

PARTNER - DEPARTMENT OF HEALTH AND HUMAN SERVICES

WINNER

Flemington Works

Planning and Development, Moonee Valley City Council

5. INNOVATIVE REGULATION AWARD

PARTNER - BETTER REGULATION VICTORIA

WINNER

Family Violence Assistance Program

Customer Engagement, Essential Services Commission

6. LEADING EMPLOYER AWARD

WINNER

People Strategy and Plan

People Plan Project Team, City of Whittlesea

7. ROBUST GOVERNANCE AND INTEGRITY AWARD

PARTNER - VICTORIAN PUBLIC SECTOR COMMISSION

WINNER

Establishment of an Aboriginal Representative Body to Advance Treaty Negotiations

Victorian Treaty Advancement Commission

8. SUSTAINABLE COMMUNITIES AND ENVIRONMENTS AWARD

PARTNER-THE DEPARTMENT OF ENVIRONMENT, LAND, WATER AND PLANNING

WINNER

Holistic Waste Management System

Cityworks, Yarra City Council

IPAA VICTORIA FELLOWSHIP (INDUCTED AT ANNUAL DINNER 19 NOVEMBER 2019)

IPAA Victoria congratulates the following Victorian Fellows, National Fellows and Honorary Life Member who are all recognised for their diverse and important contribution to the workings of IPAA Victoria and wider public purpose sector community.

VICTORIAN FELLOWS

Jenny Atta
Secretary, Department of Education and Training

Tony Bates PSM
Deputy Secretary, Financial Policy and Information Services, Department of Education and Training.

Claire Ferres Miles
Chief Executive Officer, Sustainability Victoria.

Colin Radford
Chief Executive Officer, Worksafe

Dr Cathy Wilkinson
Chief Executive Officer,
Environment Protection
Authority.

NATIONAL FELLOWS

Dr Gillian Sparkes
Victorian Commissioner for Environmental
Sustainability

Dean Yates
Partner Financial Accounting Advisory Services, EY.

HONORARY LIFE MEMBER

Gill Callister PSM
Associate Dean, The Australian and New Zealand
School of Government (ANZSOG)



IPAA VICTORIA BOARD ADVISORY COMMITTEES FROM 1 JULY 2019 TO AGM, 19 NOVEMBER 2019

Thank you to all our committee members who provided their time and expertise to support IPAA Victoria's governance.

<p>Executive Kym Peake, President Adrian Robb, Deputy President David Ali (CEO)</p> <p>Audit, Finance and Risk Committee Dean Yates, (Chair) Paul Broderick PSM Carolyn Jackson Ben Rimmer Adrian Robb David Ali (CEO)</p>	<p>Aboriginal Advisory Committee Angela Singh (Chair) Mason Atkinson Kylie Belling Bonnie Cavanagh Simon Flagg Curt Garwood Ward Garwood Antoinette Gentile Andrew Jackomos PSM Tim Kanoa Travis Lovett Mikala Purton Josh Smith Jana Stewart James van Smeerdijk</p>	<p>Awards Advisory Committee Jennifer Wolcott (Chair) Kathryn Anderson Genevieve Dolan Rebecca Koss Taryn Lee Adrian Robb Tanya Smith Helen Vaughan</p> <p>Women's Network Advisory Committee Dr Emily Phillips (Chair) Christabelle Adjoyan Charlotte Fox Adam Fennessy PSM Paul Grimes PSM Lisa Ippolito</p>	<p>Rebecca McKenzie Christine Nixon APM Zoe Thorn Shawn Wilkey Jennifer Wolcott</p> <p>Strategic Program Committee Prof. Jenny Lewis (Chair) Gary Atherton Dale Clarke Noelene Duff PSM Sam Hannah-Rankin Gabrielle Reilly Ben Rimmer Adrian Robb Dr Dahle Suggett Natasha Thompson</p>
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IPAA VICTORIA BOARD ADVISORY COMMITTEES FROM AGM, 19 NOVEMBER 2019 TO 30 JUNE 2020

<p>Executive Kym Peake, President Dean Yates, Deputy President David Ali, (CEO)</p> <p>Audit, Finance and Risk Committee Dean Yates, (Chair) Clare Amies Paul Broderick PSM Ben Rimmer David Ali (CEO)</p> <p>Aboriginal Advisory Committee Angela Singh (Chair) Mason Atkinson Kylie Belling Bonnie Cavanagh Simon Flagg</p>	<p>Curt Garwood Ward Garwood Antoinette Gentile Andrew Jackomos PSM Tim Kanoa Travis Lovett Mikala Purton Josh Smith Jana Stewart James van Smeerdijk</p> <p>Awards Advisory Committee Jennifer Wolcott (Chair) Kathryn Anderson Genevieve Dolan Tracey Slatter Tanya Smith Helen Vaughan</p>	<p>Women's Network Advisory Committee Jennifer Wolcott (Chair) Christabelle Adjoyan Adam Fennessy PSM Charlotte Fox Entsar Hamid Lisa Ippolito Rebecca McKenzie Christine Nixon APM Zoe Thorn Shawn Wilkey</p> <p>Strategic Program Committee Prof. Jenny Lewis (Chair) Gary Atherton Dale Clarke Noelene Duff PSM Sam Hannah-Rankin</p>	<p>Gabrielle Reilly Ben Rimmer Adrian Robb Dr Dahle Suggett Natasha Thompson</p>
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OUR PARTNERS

Thank you to all our partners.

Public Sector Week 2019



EY
Major Partner

Leadership in the Public Sector Awards 2019



Hall & Wilcox
Advancing Aboriginal Self-Determination Award Partner



Australia Post
Communication Excellence Award Partner



Victorian Public Sector Commission (VPSC)
Robust Governance and Integrity Award Partner



Department of Health and Human Services (DHHS)
Human-Centred Service Delivery Award Partner



Department of Environment, Land, Water and Planning (DELWP)
Sustainable Communities and Environments Award Partner



Department of Premier and Cabinet (DPC)
Evidence-Based Policy Award Partner



Better Regulation Victoria
Innovative Regulation Award Partner

International Women's Day Gala Dinner 2020



KPMG
Major Partner



Maddocks

Maddocks
Partner



Fisher Leadership
Partner



Transport Accident Commission (TAC)
Partner

Top 50 Public Sector Women 2019



Davidson Executive and Boards
Partner



Department of Premier and Cabinet (DPC)
Partner

Senior Executive Women's Network



Fisher Leadership
Partner



Maddocks

Maddocks
Partner

Managing Mental Health in the Workplace 2019



Worksafe
Partner

Risk



Victorian Managed Insurance Authority (VMIA)
Partner

SUMMARY FINANCIAL REPORT

LET'S TALK

NUMBERS

Statement of profit and loss and other comprehensive income For the year ended 30 June 2020

REVENUE

	2020 \$	2019 \$
Revenue from contracts with customers:		
Membership subscriptions	1,922,973	1,822,365
Seminars, workshops and events	2,224,619	2,508,383
	4,147,592	4,330,748
Revenue from other sources:		
Government grants (JobKeeper)	117,000	-
Government grants (cash flow boost)	62,500	-
Investment revenue	53,024	27,594
Interest revenue	6,475	24,223
Capital gain/(loss) on financial assets at FVTPL	(113,543)	34,479
Other revenue	127	-
	125,583	86,296
Total Revenue	4,273,175	4,417,044

EXPENDITURE

	2020 \$	2019 \$
Employee benefits	(1,641,750)	(1,638,214)
Seminars, workshops and events	(1,538,052)	(1,463,713)
Contract staff	(251,830)	(239,572)
Program development	(189,928)	(225,237)
Depreciation	(109,332)	(21,485)
Fringe benefits tax	(101,629)	(82,371)
Consultants and professional fees	(89,230)	(111,845)
IT and communications	(74,004)	(66,328)
Advertising and marketing	(62,326)	(90,218)
Rent and occupancy	(57,009)	(139,967)
Payroll tax	(2,252)	(38,154)
Doubtful debts (expense) / recovery	2,619	5,000
Other expenses	(176,585)	(195,615)
Total expenditure	(4,291,308)	(4,307,719)
Surplus / (deficit) for the year	(18,133)	109,325
Total comprehensive income for the year	(18,133)	109,325

Statement of financial position As at 30 June 2020

	2020 \$	2019 \$
Assets		
Current assets		
Cash and cash equivalents	1,470,560	1,615,136
Trade and other receivables	892,607	2,268,563
Financial assets	-	150,000
Other assets	59,617	42,013
Total current assets	2,422,784	4,075,712
Non current assets		
Financial assets	1,745,346	533,453
Property, plant and equipment	39,523	45,280
Right of use assets	228,504	-
Intangible assets	52,400	-
Total non current assets	2,065,773	578,733
Total assets	4,488,557	4,654,445
Liabilities		
Current liabilities		
Trade and other payables	660,721	885,553
Lease liabilities	82,151	-
Provisions	113,738	58,950
Other liabilities	1,979,960	2,209,048
Total current liabilities	2,836,570	3,153,551
Non current liabilities		
Lease liabilities	157,609	-
Provisions	38,737	27,120
Total non current liabilities	196,346	27,120
Total liabilities	3,032,916	3,180,671
Net assets	1,455,641	1,473,774
Equity		
Retained earnings	1,455,641	1,473,774
Total equity	1,455,641	1,473,774

Statement of changes in equity For the year ended 30 June 2020

2020	Retained earnings \$	Total \$
Balance at 1 July 2019	1,473,774	1,473,774
Surplus / (deficit) for the year	(18,133)	(18,133)
Balance at 30 June 2020	1,455,641	1,455,641

2019	Retained earnings \$	Total \$
Balance at 1 July 2018	1,364,449	1,364,449
Surplus / (deficit) for the year	109,325	109,325
Balance at 30 June 2019	1,473,774	1,473,774

NOTES ON THE SUMMARY FINANCIAL REPORT

This financial report is an extract of the full financial report for the year ended 30 June 2020. This summary financial report cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of IPAA Victoria as the full financial report, which is available on request. The presentation currency used in this summary financial report is Australian dollars (AUD).

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

Commentary

Since March 2020, the Australian economy has been significantly impacted with the disruption caused by the COVID-19 pandemic. IPAA Victoria’s operations have continued to the extent possible, with staff working from home as required. Professional development training and events have either been converted into an online delivery model, or postponed until a later time.

In July and August 2020, the Victorian Government imposed further movement restrictions and the shut down of businesses in Victoria to suppress recent virus outbreaks. These restrictions however did not have any additional significant impact on IPAA Victoria for the year ended 30 June 2020.

Under these difficult circumstances, IPAA Victoria reported a deficit of \$18k for the year, when compared to a surplus of \$109k for the previous year. This small deficit was achieved whilst continuing to invest in new tools and resources to support members and the following unusual and infrequent in nature items;

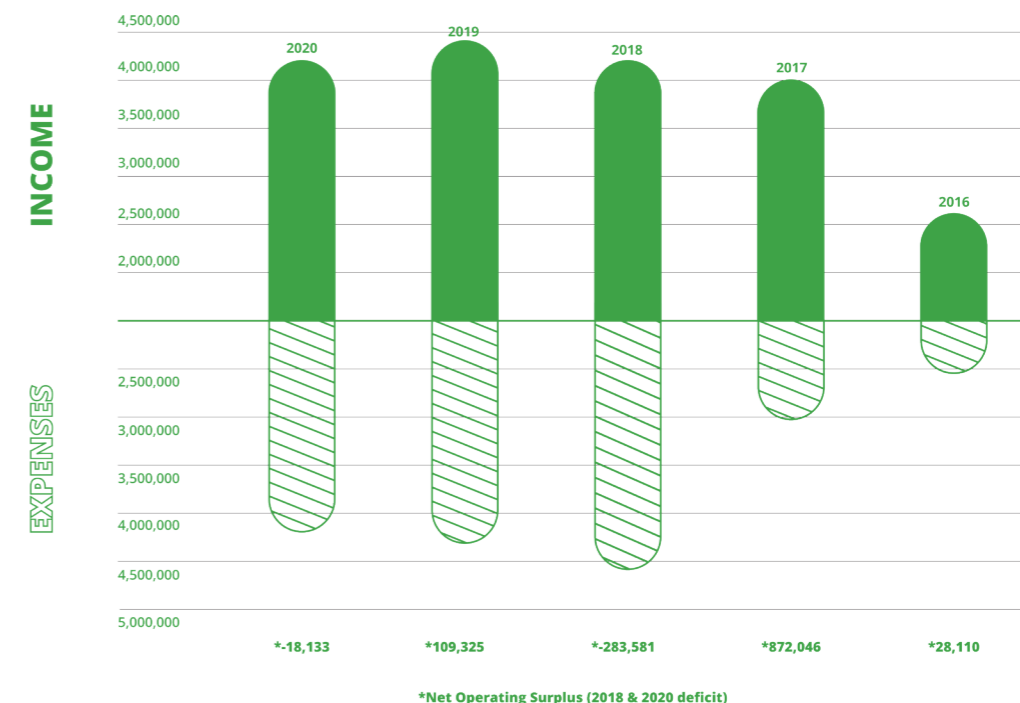
- capital loss of on financial assets marked to fair value of \$113.5k (2019: \$34k surplus)
- government grants (JobKeeper) \$117k (2019: nil)
- government grants (cash flow boost) \$62.5k (2019: nil).

A decrease in total revenue of \$144k was the result of the above mentioned unusual and infrequent items. The general decrease in seminar, workshops and events of \$284k or 11% was mainly due to the COVID-19 pandemic, partly offset by an increase in membership subscriptions of \$101k or 6%.

Total expenditure decreased by \$16k, mainly due to the finalisation of program development costs for the Integrity and Ethical Leadership suite of programs, a reduction in various expense lines due to the COVID-19 pandemic and the adoption of AASB 16 Leases. This accounting change increased depreciation by \$88k and decreased rent costs by \$86k and increased interest expense by \$8k.

Total current assets decreased by \$1,653k from the previous year of which \$1,212k was invested in non-current financial assets through Pitcher Partners. The adoption of the new AASB 16 Leases created a right of use asset of \$228.5k and lease liabilities of \$240k.

Total liabilities decreased by \$148k due to a reduction in unearned revenue from professional development training and events of \$229k and creditors and other payables of \$225k mainly due to the COVID-19 pandemic. The overall net assets result of \$1,456k is a strong balance sheet to move into the new financial year. This will allow IPAA Victoria to deliver on its Strategic Refresh 2020-2023 as well as continue to support members through the COVID-19 pandemic and beyond.



Board members' declaration

The board members declare that in the board members' opinion the financial report of IPAA Victoria has been prepared in accordance with Division 60 of the Australian Charities and Not for profits Commission Act 2012, including:

- (i) giving a true and fair view of IPAA Victoria's financial position as at 30 June 2020 and of its financial performance for the year ended;
- (ii) complying with Australian Accounting Standards Reduced Disclosure Requirements and Division 60 of the Australian Charities and Not for profits Commission Regulation 2013; and
- (iii) there are reasonable grounds to believe that IPAA Victoria is able to pay all of its debts, as and when they become due and payable; and

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not for profit Commission Regulation 2013.

Board member.....

Board member.....

Date: 28 October 2020

Auditors' Report



INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA (VICTORIAN DIVISION) INC

ABN: 49 012 662 861

Independent audit report to the members of Institute of Public Administration Australia (Victorian Division) Inc

Opinion

The 2020 annual report that contains a summary financial report, which comprises the statement of financial position as at 30 June 2020, 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 2020.

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

Summary Financial Report

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 28 October 2020.

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contact@sawarddawson.com.au
sawarddawson.com.au

Board's Responsibility for the Summary Financial Statements

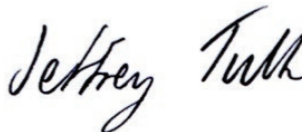
The board is responsible for the preparation and presentation of the summary financial report.

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

Date: 28 October 2020



 Russell Bedford
taking you further

Member of Russell Bedford International

Liability limited by a scheme approved under Professional Standards Legislation

THANK YOU!

THANK YOU!

THANK YOU!

THANK YOU!

**INSITUTE OF PUBLIC ADMINISTRATION
AUSTRALIA (VICTORIAN DIVISION) INC**

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INSTITUTE OF
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VICTORIA

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