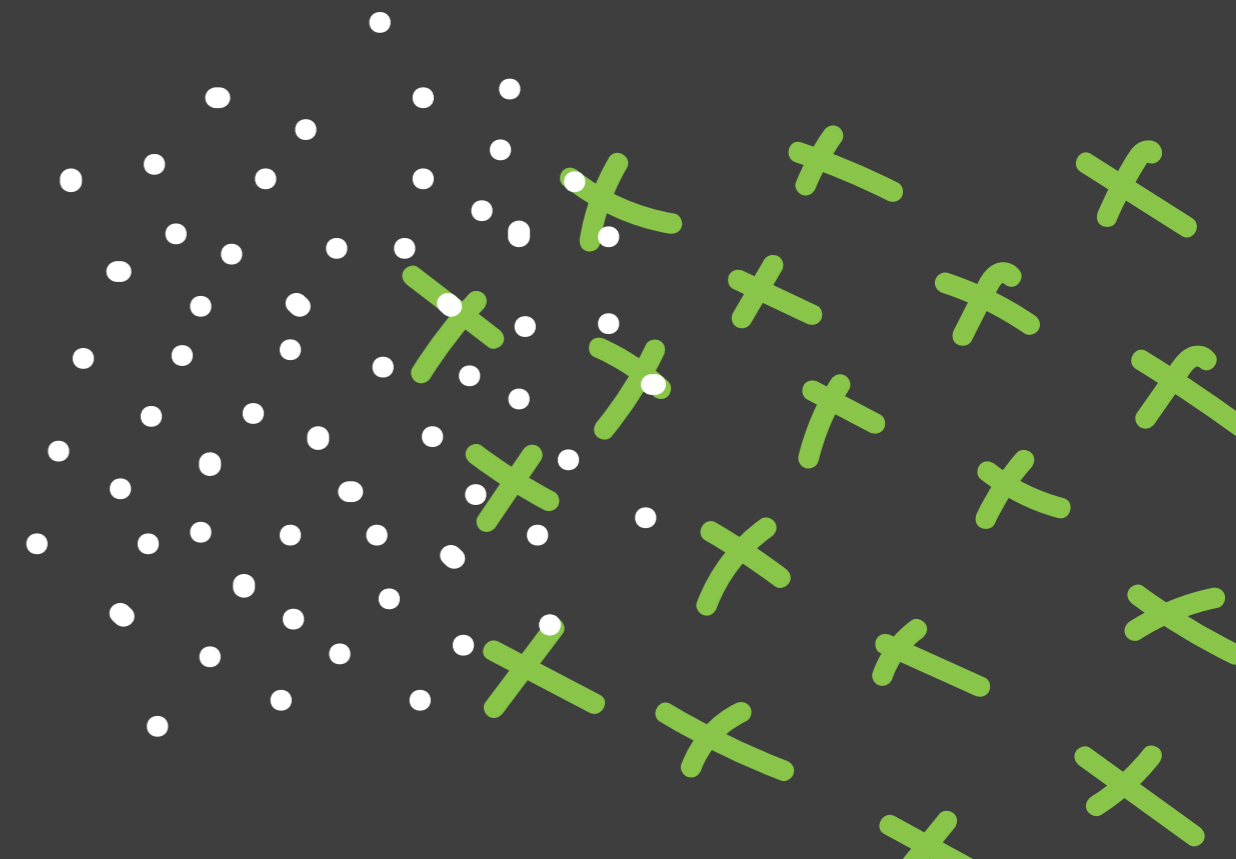




IPAA Victoria Annual Report

2021-22

IPAA Victoria acknowledges the Traditional Owners of the lands across the state of Victoria and pays respects to all Elders past and present. We wish to extend our deepest respect and gratitude to their ancestors who have cared for Country and protected the waterways, skies and land. We extend that respect and gratitude to all Elders and their descendants, for they hold and reflect the memories, traditions, culture and hopes of all First Peoples across Victoria.



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Message from our President

The last twelve months have been a busy yet successful year for IPAA Victoria as it continued to focus on supporting its members to meet a variety of challenges in our everchanging world.

Despite disruptions from COVID-19, I am proud to report that IPAA Victoria and its members, partners and supporters have yet again risen to the challenge of hybrid working and returning to the office, while still supporting staff wellbeing, connections, and professional development.

IPAA Victoria generated an operating profit of \$648k (\$378k after capital loss on financial assets marked to fair value). This positive outcome is a testament to IPAA Victoria's ability to pivot and adapt and ensure continued delivery of services to the sector it supports. Equally the IPAA Victoria Board is cognisant the extraordinary service delivery and strong financial management was achieved with very limited resources. This has consequences, impacts on individuals, and is long term unsustainable. As such we are pleased to have invested further in building a diverse and capable team to continue to support the sector and grow the value IPAA Victoria can achieve for its members.

Throughout this past year, IPAA Victoria has heard from its networks an increasing demand for better career support, enhanced opportunities for networking and connections, and opportunity for personal growth. In

an era with lingering COVID-19 concerns, enhancing social capital by growing networks and building trust is more important than ever. Our events this past year continue to meet the growing interest in attending in-person events to build face-to-face connections, while still delivering some events online to ensure accessibility regardless of geographical location.

These achievements are a credit to the small team of IPAA Victoria staff and all those who have supported and continue to support IPAA Victoria. I am immensely grateful to my colleagues on the IPAA Victoria Board, our advisory committees, communities of practice, Young IPAA network, members and partners for your active and dedicated involvement to supporting IPAA Victoria and contributing towards a broader public purpose sector attracts and retains great talent.

In the year ahead, IPAA Victoria is looking forward to continuing its support for the public purpose sector. We have great interest in continuing to collaborate with all our members, partners, and supporters to ensure IPAA Victoria continues to stay at the forefront of thought leadership, innovation, and cross-sector collaboration across the dynamic public purpose sector.

John Bradley
President



Message from our Chief Executive Officer

I am proud of IPAA Victoria's accomplishments throughout 2021-22. Like many organisations across the public purpose sector, IPAA Victoria has had to adapt and evolve in response to the challenging environment.

In line with IPAA Victoria's priority focus areas launched this year, we have continued to sharpen our focus on supporting our members to develop their knowledge, capability, resilience and courage to respond and adapt to challenges and changes in the dynamic public purpose sector.

Our accomplishments this year demonstrate our commitment to our members and our drive to connect, empower and celebrate the public purpose sector. These accomplishments and their impact are detailed in this report and are testament to outstanding contributions from our members, partners, advisory committees, communities of practice, young IPAA network, and dedicated team.

Importantly, with the support of the IPAA Victoria Board, we have further invested in our staffing profile, which will enhance our capacity and capability to respond to pressing issues for the sector and deliver new, innovative and thought-provoking events, courses, and resources relevant to our members and the public purpose sector more broadly.

As a professional association, we are passionate about co-creation. With the strong relationships we have built and the connections we have, we will continue to increase our offerings, bring thought leaders together on the most pressing issues for the sector, and focus on the full breadth of opportunities to provide positive impact for our members.

The future of work is about flexible workplaces, prioritising the wellbeing and professional development of employees, and maintaining productivity and corporate knowledge while supporting staff mobility. We are excited to co-design tools, courses and events that respond to these needs.

I would like to recognise the amazing support I have received during the year from the members of the Board, advisory committees, communities of practice, YIPAA's, and the IPAA Victoria team.

I would also like to thank those who have been critical to making our work successful, our partners, facilitators, and volunteers.

I look forward to continuing to work with everyone and ensuring we have further impact in the public purpose sector.

Nina Cullen
Chief Executive Officer

Who we are

IPAA Victoria is Victoria's peak public sector professional association. As a trusted provider and partner, IPAA Victoria connects, empowers and celebrates Victoria's public purpose sector. We have a unique ability to bring together all three levels of government in Victoria with relevant sections of the tertiary education, not-for-profit, business and community sectors.

IPAA Victoria is the voice of the sector. We assist our members to meet the challenges of a rapidly evolving public purpose sector landscape, and connect them with other professionals who can assist in building their career.

Members are at the heart of everything we do, and we are proud to deliver a curated yet an increasingly diverse offering of professional development programs alongside cross sectoral and thought-provoking events and seminars to our members and the broader public purpose sector.

Our Values



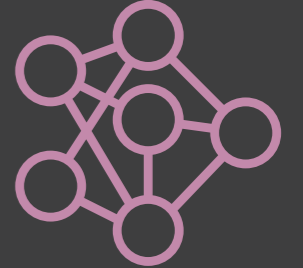
Innovation

Together, we contribute to shaping a stronger public purpose sector



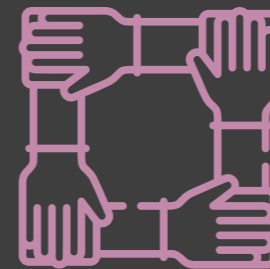
Inclusivity & Safety

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

IPAA Victoria Strategic Refresh 2020-2023

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, build knowledge and capability.
5. Celebrate achievements in the public purpose sector and enable member-to-member support to learn from, share experience and expertise.
6. Expand the suite and value of the offerings and services we deliver.

IPAA Victoria Board of Directors

The IPAA Victoria Board consists of 11 members including the Chief Executive Officer (ex officio). Our Board members are engaged across the the public purpose sector in Victoria including federal, state, and local governments and the corporate sector.

The Board meets at least six times a year and comprises the following Members:



John Bradley

SECRETARY, DEPARTMENT OF ENVIRONMENT, LAND, WATER AND PLANNING

President

Co-opted August 2020
Elected 2020



Entsar Hamid

GENERAL MANAGER, GOVERNMENT & STAKEHOLDER ENGAGEMENT AND REGISTRY SERVICES REGISTRATIONS, SECURE ELECTRONIC REGISTRIES VICTORIA

Deputy President

Co-opted December 2019
Appointed November 2020
Elected 2021



Dean Yates

PARTNER, OCEANIA CENTRAL AGENCIES LEADER AND VICTORIAN GOVERNMENT LEADER AND FINANCIAL ACCOUNTING ADVISORY SERVICES, EY

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

Elected 2016
Re-elected 2020

IPAA Victoria Fellow 2010
IPAA National Fellow 2019



Clare Amies

CHIEF EXECUTIVE OFFICER, GENU

Member, Audit, Finance and Risk Committee

Appointed 2018
Elected 2019
Re-elected 2021

IPAA Victoria Fellow 2021



Graeme Emonson PSM

DEPUTY SECRETARY, CORPORATE SERVICES DEPARTMENT OF ENVIRONMENT, LAND, WATER AND PLANNING

Elected 2019
Re-elected 2021

IPAA Victoria Fellow 2011



Josef Oduwo

DIRECTOR, COVID VACCINATION PROGRAM MANAGEMENT OFFICE, DEPARTMENT OF HEALTH

Elected 2021



Ben Rimmer

ASSOCIATE SECRETARY OF THE DEPARTMENT OF FAMILIES, FAIRNESS AND HOUSING VICTORIA AND CHIEF EXECUTIVE OFFICER OF HOMES VICTORIA

Member, Audit, Finance and Risk Committee

Member, Strategic Program Committee

Appointed 2018
Elected 2019
Re-elected 2021

IPAA Victoria Fellow 2015
IPAA National Fellow 2017



Angela Singh

REGIONAL DIRECTOR – NORTH WESTERN VICTORIA REGION, SCHOOLS AND REGIONAL SERVICE, DEPARTMENT OF EDUCATION AND TRAINING

Chair, Aboriginal Advisory Committee

Member, Awards Advisory Committee

Co-opted 2019
Elected 2019
Re-elected 2021

IPAA Victoria Fellow 2014



Tracey Slatter

MANAGING DIRECTOR, BARWON WATER

Member, Awards Advisory Committee

Elected 2019
Re-elected 2021

IPAA Victoria Fellow 2013



Jennifer Wolcott

Chair, Awards Advisory Committee
Chair, Women's Network Advisory Committee

Co-opted 2016
Elected 2017
Re-elected 2021

IPAA Victoria Fellow 2021



Nina Cullen

CHIEF EXECUTIVE OFFICER, IPAA VICTORIA

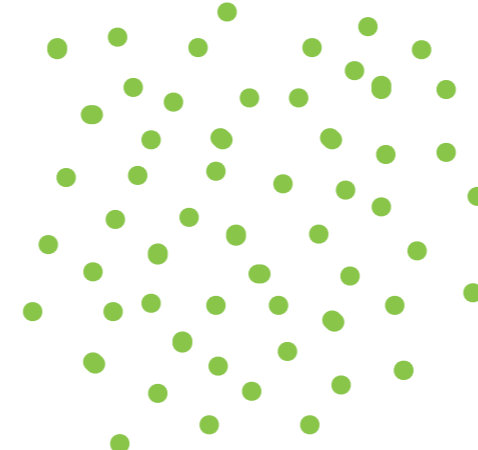
COMPANY SECRETARY

Appointed May 2021

IPAA Victoria staff

The IPAA Victoria team is proud to work with and alongside our Board, advisory committees, communities of practice, YIPAA's and partners, to support the public purpose sector.





Highlights and our impact

Our Members

Members are at the centre of IPAA Victoria and represent the breadth and diversity of the public purpose sector. We extend our deepest gratitude to our members for being the core of Victoria's public purpose sector, driving action and being the leaders of change. In 2021-2022, IPAA Victoria continued to support its members to connect, learn and grow at every stage of their career.

256 Personal members

Personal members who continued to support each other in person and online, sharing thought leadership and new ideas, and translating these into action

17 Honorary Life Members

Honorary Life Members who have contributed to the depth and knowledge that is ingrained within the core of the public purpose sector

342 Fellows

Victorian Fellows are recognised for their outstanding contribution to public administration; the creation of public value; the achievement of the IPAA Victoria's objectives and service to IPAA Victoria as well as the wider Victorian community

13 retired members

Retired members who have given their insight and knowledge to the public purpose sector across many organisations for many years

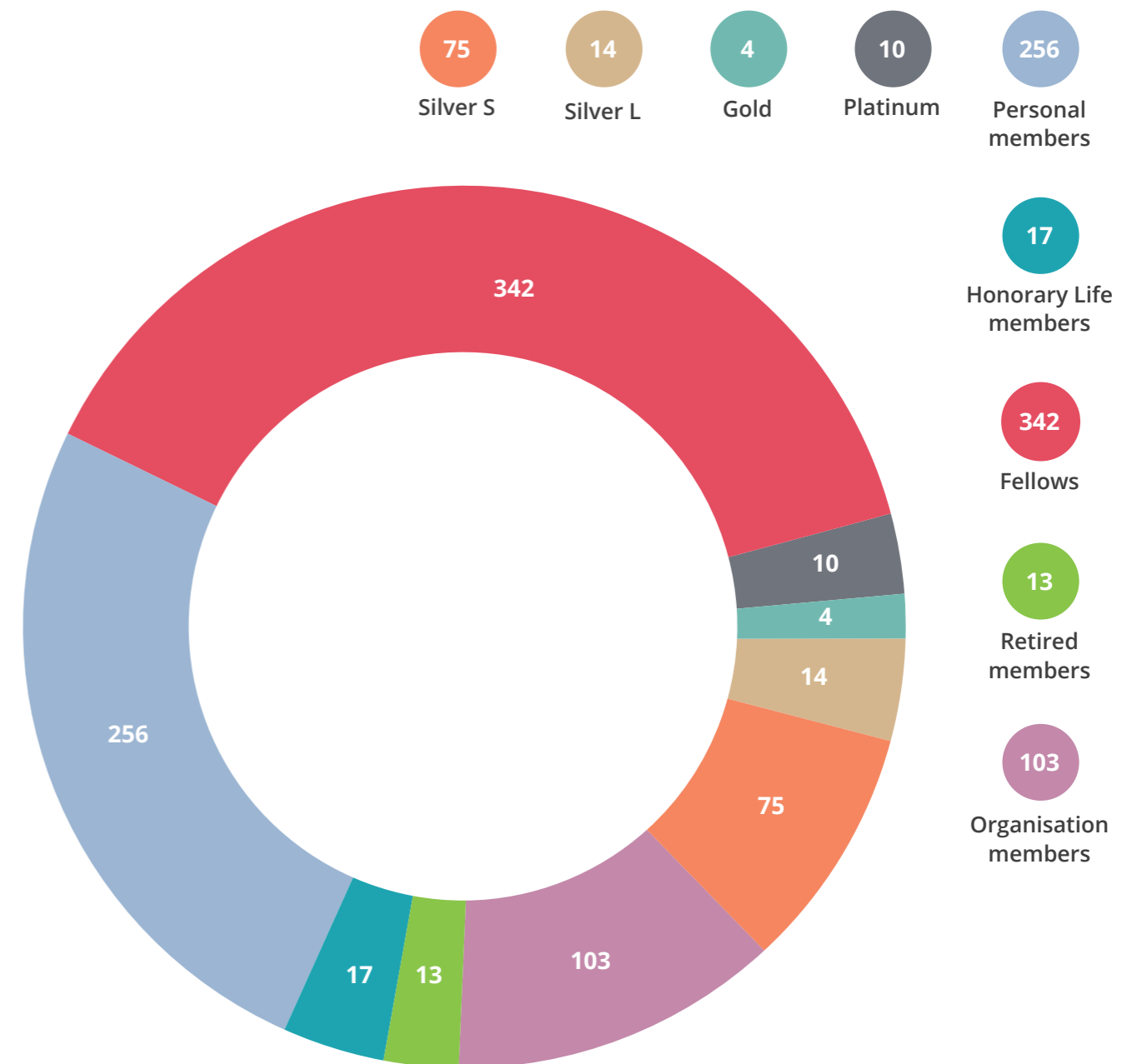
103 organisation members

75 Silver S

14 Silver L

4 Gold

10 Platinum



IPAA Victoria Fellowship

IPAA Victoria congratulates the following individuals awarded Victorian Fellowship, in recognition of their longstanding and unwavering commitment to supporting IPAA Victoria and the broader public purpose sector.

Clare Amies
Chief Executive Officer, genU

Jennifer Wolcott
Non-executive Director; and Principal,
Monsoon Communication

Jeremi Moule
Secretary, Department of Premier and Cabinet

Katherine Whetton
Deputy Secretary, Department of Health

Sara Harbidge
Executive Director, Department of Environment,
Land, Water and Planning



13,406
participants

Events and Professional Development programs

255 separate events and professional development programs were held, with 13,406 participants in total, our highest total number of participants to date.

With many of our members starting to return to their office, IPAA Victoria held flagship in-person events while many professional development programs continued to be delivered in online formats. This combination of in-person and online delivery has met members' growing interest in attending in-person events, but also enabled those in the public purpose sector to access learning and key information regardless of geographical location.

IPAA Victoria's thought leadership events and professional development programs continue to be regarded by our members and the broader public sector as valued platforms to share knowledge and experience, promote thought leadership, and celebrate achievements in the sector. The events listed in this annual report are a small selection of events, with many more held and highlighted on our [website](#).



State Budget Briefing Lunch

IPAA Victoria's annual State Budget Briefing was held on 4 May 2022 at ZINC in Federation Square, as a lunchtime format for the first time, and attracted 327 attendees.

Following an introduction by Andrew Davies, CEO, Victorian Managed Insurance Authority (VMIA), our esteemed keynote speaker, David Martine PSM, Secretary of the Department of Treasury and Finance, delivered a comprehensive and in-depth analysis of the Budget and the impacts on the public sector.

Attendees had the privilege of also hearing from Danielle Wood, CEO of the Grattan Institute, to provide an external perspective of the Budget and evaluate its effectiveness in responding to the state's challenges.

Dean Yates, IPAA Victoria Board member and Partner, Oceania Central Agencies Leader and Victorian

Government Leader and Financial Accounting Advisory Services, Ernst & Young, led an interactive and lively panel discussion with David, Danielle and Sandy Pitcher, Deputy Secretary, Social Service Workforce Reform, Department of Premier and Cabinet, to answer a series of questions generated from the audience. Throughout the Q&A, it became clearer how the Budget is more than an instrument that allocates funding priorities – it tells a story of priorities and opportunity to change the shape of the Victorian community.

IPAA Victoria thanks its event sponsor Department of Treasury and Finance and event partner VMIA for their valued contributions towards this successful event.

The Victorian Public Sector in 2022

IPAA Victoria was excited to host an online event featuring the head of the Victorian Public Service – Jeremi Moule, Secretary, Department of Premier and Cabinet – as he discussed his views and perspectives on the opportunities and challenges that may emerge for the Victorian public sector in 2022.

The event explored what we learned in 2021 that can be applied 2022, and the importance of delivering excellence in public administration through a period of change and disruption. This event attracted IPAA Victoria's largest ever audience for an online event with 2,711 attendees.

Jeremi was joined by several other Departmental Secretaries for a panel discussion exploring what this will mean for the delivery of a range of initiatives and services for the community in 2022.

IPAA Victoria thanks Jeremi for sharing his insights, along with the other esteemed panelists:

- Sandy Pitcher, then Secretary, Department of Families, Fairness and Housing
- Simon Phemister, Secretary, Department of Jobs, Precincts and Regions
- Jenny Atta, Secretary, Department of Education and Training
- John Bradley, Secretary, Department of Environment, Land, Water and Planning, and President, IPAA Victoria

Frank and Fair Series

IPAA Victoria, in partnership with the Victorian Public Sector Commission (VPSC), held its Frank and Fair series, which featured two webinars: 'Full and Frank Advice: what you need to know as a public servant' with Adam Fennessy, then Victorian Public Sector Commissioner; and 'Frank and Fair: Staying Impartial in the Public Sector' with Deborah Glass OBE, Victorian Ombudsman, Adam Fennessy, and facilitated by Marlo Baragwanath, Chief Executive Officer, Independent Broad-based Anti-Corruption Commission.

These two webinars discussed the role and responsibilities as a public servant and the public service's contribution to responsible government. These events explored the themes of public trust, integrity, impartiality, and accountability, recognising that these values are critical to the role of the Victorian public sector in delivering policies, programs and outcomes that affect the lives of all Victorians.

IPAA Victoria is grateful for the opportunity to collaborate with the VPSC, IBAC, and Victorian Ombudsman, to deliver two highly relevant and critical topics to the public purpose sector, both of which saw a high number of registrations with a combined total of 2,066 over two online sessions.

United Nations Public Service Day

Celebrated on 23 June, United Nations Public Service Day acknowledges the value and virtue of public service to the community and recognises the work of public servants.

IPAA Victoria celebrated UN Public Service Day by launching a new campaign celebrating the work of the public purpose sector here in Victoria. The campaign showcased peoples own stories and demonstrated the diverse range of things that people can do when working in the service, why people love the work, the skills that get developed, and the deep sense of commitment to making things better for individuals, and community.

The campaign launch featured a short video message from IPAA President John Bradley, who also provided some of his reflections on what it means to be a public servant. John commended the standout efforts of the public service in working through and innovating during the pandemic to support the community during the most challenging and disruptive time.



Professional Development programs

Our in-house and professional development programs were instrumental in building capability and providing opportunities for much needed connection across the public purpose sector. The strong demand for in-house professional development programs continued in 2021-2022 with 122 in-house professional development programs delivered to a total of 2462 participants.

In 2021-2022, IPAA Victoria delivered 89 public professional development programs to a total of 1,468 participants. Our professional development programs focus on capability building, skill development, and expanding knowledge, to equip them to better adapt to new challenges. Professional development topics included brief writing, policy skills, exploring how modern government works, project management and stakeholder engagement.

"I thoroughly enjoyed the [policy skills] program. The facilitator was engaging, and there was a good balance between delivery of content and group activities to reinforce learning. The long breaks were also appreciated given the online format can be quite tiring."

- Participant, Policy Skills

"I enjoyed this program [stakeholder engagement]. The use of break-out rooms to facilitate small group discussion and to work through examples was very effective."

- Participant, Stakeholder Engagement

Highlights from the Communities of Practice and YIPAA

IPAA Victoria is proud to continue strongly support all of its Communities of Practice (CoP) and Young IPAA Network (YIPAA), which collectively reach hundreds of professionals working in the public purpose sector.

Sustainability CoP

The Sustainability CoP ended its Sustainability Starter series with the last episode "Unpacking challenges at local level". This series sought to broaden the discussion across the public purpose sector around the issues of Sustainability.

On 26 May 2022, the Sustainability CoP organised a visit to Terrace House, a showcase for sustainable building practices. 15 members participated in this visit. The guided tour was a unique opportunity for professionals to explore sustainability-focused urban renewal at different scales - state, local council, community, apartment dwellings and households. Winner of the Australian Institute of Architects 2022 Sustainable Architecture Award, Terrace House is a residential development designed and developed by [Austin Maynard Architects](#). Situated on the iconic Sydney Road, Brunswick, Terrace House is an 8.1-star, fossil-fuel-free apartment building and an exemplar of environmental, financial, and socially sustainable housing.



People and Culture CoP

People and Culture CoP continued its Leadership Drop series and held several events surrounding current challenges regarding the lockdowns. These covered topics such as lockdown, burn-out, hybrid working leadership development, and internal consulting skills for people and culture practitioners.

Communications CoP

The Communications CoP welcomed six new members, updated its strategic plan and developed a new delivery program which included running several impactful online events designed to illuminate the contemporary challenges of government communications and share tips practitioners would find immediately useful.

Events included an exploration of the lessons learned for communicating with multicultural communities during COVID-19; a deep dive into government advertising during COVID-19 with Russel Howcroft (ABC TV, 3AW); and a keynote with Department of Premier and Cabinet's Secretary, Jeremi Moule, himself a former communications professional and journalist, who shared his thoughts on immediate and future challenges communications professionals in government should consider.

African Australian CoP

The African Australian (AA) CoP launched its first AA Mentoring Program, with 28 participants in the program.

On 25 May 2022, the AA CoP organised the Africa Day Forum, 'My Heritage, My Journey', an important day to celebrate the diversity of professionals of African descent working in the public purpose sector. Seeing close to 100 members join the forum online was a reminder of the importance of creating culturally safe environments to exchange ideas and build and enhance connections for African-Australian professionals. IPAA Victoria and the AA CoP are incredibly grateful to speakers Tanya Williams, Fred Alale, Bruce Djité and Florence Mauwa and MC Charmaine Hunzwi, for sharing their insights on how to break the glass ceiling and achieve leadership advancement.



Connections across early to mid-career professionals

YIPAA welcomed 14 new members and delivered a series of events that connected early to mid-career professionals not only within Victoria, but across New South Wales, Western Australia and the Australian Capital Territory. YIPAA collaborated with IPAA ACT on an episode of their 'Work with Purpose' podcast, which focused on working across jurisdictions on environmental policy. YIPAA, along with the young professional networks of IPAA NSW and IPAA WA, also established 'Coffee Without Borders' – a coffee roulette that attracted 245 early to mid-career professionals to meet online and share experiences and knowledge from their own sectors and individual roles.

In collaboration with Fisher Leadership, YIPAA hosted an online event titled 'Your Career as a constellation' on 16 November 2021. With almost 100 early to mid-career professionals in attendance, this interactive event featured David Baber, Partner, Fisher Leadership, and explored the world of less linear careers including aspects such as personal branding, the value of mentorship and building capability outside work.

In March 2022, with KPMG Australia as its event host, YIPAA launched Careers Club, a community of early to mid-career professionals that want to support each other to grow and develop their careers in the public purpose sector. Meeting monthly, the Careers Club groups discuss pre-determined topics relating to careers and employment, providing peer support and sharing expertise.

Quote from Miles Hutchinson, YIPAA Chair:

"I'm really proud of all of YIPAA's events and initiatives. They give the membership an opportunity to build their networks, to hear from experts, and (critically) to share their growing experience and expertise with one another. Our work also gives Committee members an opportunity to demonstrate their leadership skills and build something valuable for the broader public purpose sector. This year, I've been especially impressed by our 'Careers Club' program. This brought small groups together each month to reflect on podcasts or articles about a particular issue they might be finding in their early public purpose sector careers."



The Peer Plus Mentoring programs:

The Peer Plus Mentoring program is a collective initiative that brought together 29 mentors and 31 mentees this year. Since 2008, the Peer Plus Mentoring Program has provided career and professional development support to over 450 young professionals in the public sector in Victoria. Meanwhile it has built a pool of experienced mentors, many of whom have continued for five years or more.

Quote from Ruth Robles McColl, long term mentor in Peer Plus Mentoring:

"The reason this program works is that IPAA provides a much needed space for participants to work together in a safe environment where experiences of working in the public purpose sector can be shared between mentors and mentees. A very rewarding experience for all involved. I've been a volunteer mentor with this program for many years now and keep coming back to it because I learn so much from my mentees, it's wonderful making new connections, and IPAA supports us through a great framework that strengthens capability."

Quote from Nick Oats, long term mentor in Peer Plus Mentoring:

"I've enjoyed being involved in the Peer Plus program for many years now. It's a great way to meet people from across the sector, and to hopefully share some of my experiences and insights in a way that can support mentee growth. Selfishly, I value the self-reflection that being a mentor affords, and enjoy expanding my own understanding of the sector by getting a sense of roles and organisations that I may not otherwise engage closely with."





Celebrating diversity in the public purpose sector

IPAA Victoria recognises that inclusion is key to unleashing the power of diversity. We strive to foster belonging and empowerment through celebrating and working alongside our diverse communities, members and partners. IPAA Victoria is proud to celebrate and promote the stories, successes and strengths of people and communities from reflecting any form of diversity and intersectionality.



International Women's Day Gala Dinner

IPAA Victoria's International Women's Day Gala Dinner was held on 8 March 2022, which was a sold out event with 687 members of the public purpose sector in attendance. We adopted the international campaign theme of #BreakTheBias in celebration of a gender equal world, free of bias, stereotypes and discrimination; one that is diverse, equitable and inclusive; and where difference is valued and celebrated.

Captain Mona Shindy CSC, Reserve Naval officer, presented a highly engaging keynote address that explored the layers of bias that women of diverse cultural and ethnic backgrounds have to overcome to succeed and options for senior leaders and organisations in the public purpose sector need to address to drive systemic change for all women.

We were thrilled that Tasneem Chopra OAM led an inspiring panel discussion featuring Moana Weir, Local Jobs First Commissioner and Chair of the Victorian Equal Opportunity and Human Rights Commission, Molina Asthana, President of the Law Institute of Victoria and National President of the Asian Australian Lawyers Association, and Captain Mona Shindy and their wealth of senior career experience in local government, public and private sector roles, as Board Directors across a variety of sectors and in law, social justice and housing and women's sport.

Importantly, for many attendees, this was their first time attending an event featuring a panel comprised entirely of women of colour. One attendee described the event:

"Great venue, great conversations. Most of all as a woman of colour I never really felt I belonged. For the first time ever I felt like feminism in the Australian Public Service includes me too".

IPAA Victoria's priority focus on supporting and advancing women in the public sector recognises that while women must be actively supported, including through formal and informal leadership and career development, more needs to be done to address the systemic barriers to women's advancement.

IPAA Victoria thanks its event partners, KPMG, Fisher Leadership and Maddocks, for their valued support in delivering this event.





Top 50 Women in the Public Sector

The Top 50 Women in the Public Sector Awards event was held on 29 April 2022 at the Melbourne Town Hall, celebrating the theme of COVID-19 Heroes. More than 330 attendees convened at the Melbourne Town Hall to acknowledge and celebrate the awardees in the Established and Emerging leader categories. Whether in front line work, supporting teams, rapidly adjusting business as usual programs, or working behind the scenes, IPAA Victoria recognised exceptional women leaders in the public sector during COVID-19. In recognition of the critical work undertaken by so many women to support the COVID-19 response across Victoria, we were delighted to award a total of 80 women this award.

Judging panel Co-chair Entsar Hamid, IPAA Victoria Deputy President, reminded the audience that the awards recognise women who have shown great initiative, agility, and will be the next generation of public sector leaders.

The keynote address by Rebecca Falkingham, then Secretary, Department of Justice and Community Safety, acknowledged the women in the sector for their outstanding contributions during a period of rapid change and uncertainty and provided insights on managing major operations during the COVID-19 crisis.

“It was great to meet so many high calibre people, particular women from the public sector, and celebrate their collective success in their role during pandemic”

We thank our event partners Davidson, Victorian Public Sector Commission, Department of Premier and Cabinet, Aware Super and our event host City of Melbourne, for contributing towards the success of this important occasion.



Heal Country! NAIDOC Week 2021

The theme ‘Heal Country!’ during NAIDOC Week 2021 highlighted the importance for all of us to continue to seek greater protection for our lands, our waters, our sacred sites and our cultural heritage from exploitation, desecration, and destruction.

IPAA Victoria and its Aboriginal Advisory Committee celebrated NAIDOC Week through an online event with Trent Nelson, a proud Dja Dja Wurrung and Yorta Yorta man, Regional Cultural Fire and Heritage Coordinator for Loddon Mallee Region, Department of Environment, Land, Water and Planning; Donna Wright,

a proud Kerrupmara/Gunditjmara Nation and Kamilaroi woman, Director at Gunditj Mirring Traditional Owners Aboriginal Corporation and Member for the South-west, First Peoples’ Assembly of Victoria; and Scott Falconer, Deputy Chief Fire Officer, Loddon Mallee, Department of Environment, Land, Water and Planning.

This event focused on the theme of cultural burning and healing country, with our expert speakers exploring case studies in the public sector that highlighted learning from Aboriginal traditional knowledge and empowering Traditional Owners in decision-making.



Looking forward

IPAA Victoria is proud of its achievements in 2021-2022, having delivered a wide variety of thought-provoking and engaging initiatives and events in line with our three strategic themes:

1. **A Story of Delivery for the Community:** Telling the delivery story of the public purpose sector – COVID, challenges, change.
2. **Trust, Integrity and Accountability:** Keeping the system intact – acknowledging the role of the public service (and servant).
3. **Connection, Collaboration and Capabilities:** Harnessing the best of both worlds to drive collaboration and skills growth.

In 2023, IPAA Victoria will continue towards meeting its ambitious strategic priorities as outlined in our Strategic Refresh 2020-2023. IPAA Victoria will continue to deliver initiatives and activities that support our members, partners, advisory committees, CoPs and YIPAAAs, to navigate our ever changing environment.

Advisory Committees and Partners

IPAA Victoria Board Advisory Committees from 1 July 2021 to 30 June 2022.

Aboriginal Advisory Committee

Angela Singh (Chair)
Bonnie Cavanagh (to November 2021)
Chaise Egan
Curt Garwood
Justin Mohamed (from August 2022)
Mason Atkinson (to May 2022)
Mikala Purton
Sandra Bell (to August 2022)
Suzie Coates
Tim McCartney (from August 2022)
Ward Garwood

Audit, Finance and Risk Committee

Dean Yates (Chair)
Ben Rimmer
Clare Amies
Entsar Hamid (to November 2022)
Nina Cullen (CEO)
Paul Broderick PSM
Shawn Leong (from 2023)

Awards Advisory Committee

Jennifer Wolcott (Chair)
Angela Singh
Darren Whitelaw
Genevieve Dolan (to September 2021)
Helen Vaughan
Fin Bird (from October 2022)
Kathryn Anderson
Tanya Smith (to September 2021)
Tracey Slatter

Executive Committee

John Bradley (Chair)
Dean Yates
Entsar Hamid (to November 2022)
Nina Cullen (CEO)

Strategic Programs Committee (merged with IELP Steering Committee)

Dr Graeme Emonson (Chair since January 2022)
Jenny Lewis (Chair to December 2021)
Clare Amies (from May 2022)
Dr Dahle Suggett (to November 2021)
Gary Atherton
Josef Oduwo (from May 2022)
Natasha Thompson (to December 2021)
Noelene Duff (to August 2021)
Sam Hannah-Rankin
Wendy Jones (from June 2022)

Women's Advisory Committee

Jennifer Wolcott (Co-Chair)
Entsar Hamid (Co-Chair)
Adam Fennessy PSM (to October 2022)
Charlotte Fox
Christabelle Adjoyan
Christine Nixon APM
Lisa Ippolito
Rebecca McKenzie
Shawn Wilkey

Our Partners

IPAA Victoria values the strong relationships we have built with our partners. Over the past year, the major events, programs, and forums held by IPAA Victoria and its Advisory Committees, Communities of Practice and YIPAAAs have drawn a diverse field of public and private sector organisations. Our partners have seen their profiles raised as their brands are prominently displayed alongside some of the most renowned and distinguished public purpose sector leaders.

THANK YOU TO ALL OUR PARTNERS.



Summary Financial Report



Institute of Public Administration Australia (Victorian Division) Inc

ABN: 49 012 662 861

Statement of profit or loss

For the year ended 30 June 2022

Operating activities	2022 \$	2021 \$
Revenue	4,100,227	3,277,526
Expenditure		
Employee benefits	(1,333,597)	(1,631,945)
Seminars, workshops and events	(1,347,882)	(873,990)
Contract staff	(177,145)	(164,748)
Depreciation	(126,526)	(123,115)
Fringe benefits tax	(83,657)	(106,523)
IT and communications	(68,741)	(82,012)
Consultants and professional fees	(78,023)	(104,080)
Rent and occupancy	(58,093)	(21,182)
Advertising and marketing	(34,658)	(120,340)
Payroll tax	(20,711)	(31,430)
Program development	-	(42,960)
Doubtful debts (expense) / recovery	(2,238)	9,974
Other expenses	(120,964)	(117,658)
Total expenditure	(3,452,235)	(3,410,009)
Surplus / (deficit) from operating activities	647,992	(132,483)
Capital activities		
Capital gain / (loss) on financial assets	(269,913)	270,133
Surplus / (deficit) from capital activities	(269,913)	270,133
Surplus / (deficit) for the year	378,079	137,650

Institute of Public Administration Australia (Victorian Division) Inc

ABN: 49 012 662 861

Statement of financial position

For the year ended 30 June 2022

Assets	2022 \$	2021 \$
Current Assets		
Cash and cash equivalents	1,399,577	1,538,363
Trade and other receivables	998,000	943,316
Other assets	18,424	41,240
Total current assets	2,416,001	2,522,919
Non-current assets		
Financial assets	1,931,446	2,081,641
Property, plant and equipment	20,758	24,261
Intangible assets	57,124	81,238
Right-of-use assets	51,598	140,051
Total non-current assets	2,060,926	2,327,191
Total assets	4,476,927	4,850,110
Liabilities		
Current liabilities		
Trade and other payables	420,353	433,203
Lease liabilities	70,276	87,333
Provisions	167,732	167,123
Other liabilities	1,833,259	2,471,701
Total current liabilities	2,491,620	3,159,360
Non-current liabilities		
Lease liabilities	-	70,276
Provisions	13,937	27,183
Total non-current liabilities	13,937	97,459
Total liabilities	2,505,557	3,256,819
Net assets	1,971,370	1,593,291
Equity		
Retained earnings	1,971,370	1,593,291
Total equity	1,971,370	1,593,291

Institute of Public Administration Australia (Victorian Division) Inc

ABN: 49 012 662 861

Statement of changes in equity

For the year ended 30 June 2022

2022

	Retained earnings \$	Total \$
Balance at 1 July 2021	1,593,291	1,593,291
Surplus / (deficit) for the year	378,079	378,079
Balance at 30 June 2022	1,971,370	1,971,370

2021

	Retained earnings \$	Total \$
Balance at 1 July 2020	1,455,641	1,455,641
Surplus / (deficit) for the year	137,650	137,650
Balance at 30 June 2021	1,593,291	1,593,291

Notes on the Summary Financial Report

This financial report is an extract of the full financial report for the year ended 30 June 2022. This summary financial report cannot be expected to provide a full understanding of the financial performance, financial position and financing and investing activities of IPAA Victoria as compared to the full financial report. 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

Despite the COVID-19 pandemic continuing to have an impact on our lives, IPAA Victoria has stood strong and continued to pivot to new ways of working to support our members and connect, empower and celebrate the public purpose sector.

The audited financial statements of IPAA Victoria for the year ended 30 June 2022 show we achieved an overall surplus of \$378k, when compared to a surplus of \$138k for the previous year. This positive financial outcome is a testament to the IPAA Victoria team and the extraordinary efforts undertaken whilst facing the challenges of resourcing and the impacts of the recruitment market.

Reflecting on the financial year, overall revenue increased by 25% or \$823k to \$4,100k with an increase to seminar, workshops and events revenue of \$958k due to growth in the delivery of our inhouse programs, and an increase to membership subscriptions revenue of \$200k. This year we did not receive further support in the way of COVID-19 government grants such as JobKeeper, cash flow boost and business support, which totalled \$409k in 2021.

Total expenditure increased by 1% or \$42k to \$3,452k. This was predominantly due to an increase in seminar, workshops and events costs of \$474k : consistent with the corresponding increase in income. A reduction in employee expense and contractors of \$312k is due to vacancies and market resource shortages.

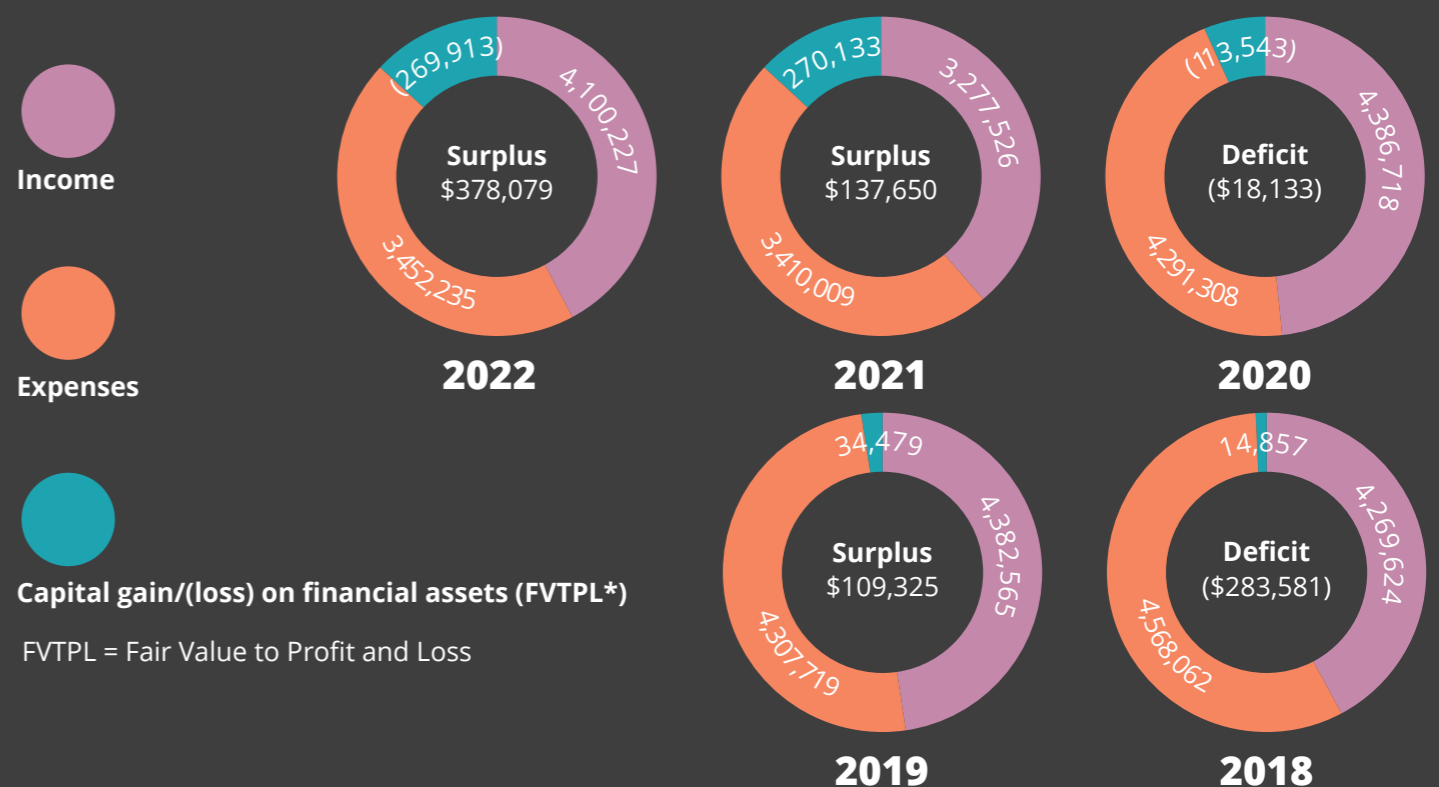
The IPAA Victoria Board is cognisant of the extraordinary service delivery and strong financial management that was achieved with very limited resources and have invested in building a diverse and capable team to continue to support the sector and grow the value IPAA Victoria can achieve for its members.

Total assets decreased by \$373k from the previous year (2022: \$4,477k, 2021: \$4,850k), predominantly due to movements in financial assets as we experienced an unrealised downward movement in our investment portfolio and cash transferred to financial assets for investment. Other assets also decreased by \$139k as the office lease obligations come to conclusion.

Total liabilities decreased by \$751k (2022: \$2,506k 2021: \$3,257k) due to unearned revenue for future professional development training and events.

The overall net assets result of \$1,971k is a strong balance sheet to move into the new financial year and maintain our sustainable footing required to continue to fund and invest in important services and initiatives for the public purpose sector going forward.

We thank the IPAA Victoria team for their dedication, commitment and agility and look forward to continuing to work together with our members, partners and supporters to connect, empower and celebrate the public purpose sector.



Institute of Public Administration Australia (Victorian Division) Inc

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 2022 and of its financial performance for the year ended;
- (ii) complying with Australian Accounting Standards - Simplified Disclosures 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: 27 October 2022



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 2022 annual report that contains a summary financial report, which comprises the statement of financial position as at 30 June 2022, 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 2022.

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 21 November 2022.

Board's Responsibility for the Summary Financial Statements

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

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**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**



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: 21 November 2022

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*Thank
you!*