

LEADERSHIP IN THE
PUBLIC SECTOR
AWARDS

2022

AWARD CEREMONY DINNER

22 June 2023

INNOVATION
INSPIRATION
IMPACT

IPAA
VICTORIA

EVENT PARTNER



Victorian Public Sector Commission

The Victorian Public Sector Commission exists to strengthen the efficiency, effectiveness and capability of the state's public sector in order to meet existing and emerging needs and deliver high quality services to the people of Victoria. The Commission plays a key role in Victoria's integrity framework, maintaining and advocating for professionalism and integrity in the public sector of Victoria. Read more at vpsc.vic.gov.au.

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WELCOME



Jennifer Wolcott

Board Member,
Chair, Awards Advisory
Committee,
IPAA Victoria

IPAA Victoria's Leadership in the Public Sector Awards again give us a glimpse into the diverse, often unseen work of the public sector showcasing dedication, innovation and, foremost, commitment to serving our community.

Extensive floods, the long tail of the COVID-19 pandemic, a Federal and State election, cybersecurity threats, digital transformation and an increasingly difficult economic environment are some of the challenges we faced in 2022. As always – the public sector remained resilient, adaptable and focused on outcomes.

The 40 finalists and one special commendation in this year's Leadership in the Public Sector Awards include programs, projects and initiatives across all levels of government – local, regional, state and Commonwealth – in Victoria. They include organisations and teams large and small working across the State. In many instances, this year's finalists demonstrate the power of co-design, partnership and cross-agency collaboration. The finalists include teams of highly skilled and dedicated experts in fields ranging from information and data technology, regulatory and policy development to planning and program and service delivery.

IPAA Victoria was founded almost 100 years ago with the aim of improving the status and professionalisation of the Australian public sector, and over these years, we should be proud at the diversity, skill and dedication reflected in all those who nominate for these awards.

I encourage you to read about and be inspired by the finalists across our award categories whose work, often

unheralded, touches on and improves the lives of so many Victorians. IPAA Victoria will seek to continue to showcase these fine examples and share learnings across our range of programs and events.

I would like to commend the rigour of IPAA Victoria's Leadership in the Public Sector Awards. All finalists are peer assessed, over multiple rounds, by a wide range of judges who are experts in their respective fields. To all our judging panels, I would like to formally express my thanks for taking the time to recognise extraordinary work from the public sector.

On behalf of IPAA Victoria's Awards Advisory Committee, I would like to thank our award partners, event partners and IPAA Victoria staff who have made this event possible. Your support is critical in acknowledging and celebrating excellence.

Congratulations again to all our finalists.

WELCOME



John Bradley

President,
IPAA Victoria

Public sector organisations at Commonwealth, state and local levels are operating in an increasingly complex environment. Over the past twelve or so months, teams, organisations and individuals have grappled with multiple challenges, some ongoing and some unforeseen.

I am incredibly proud to be part of the public sector and this year's finalists are a testament to the ingenuity, innovation and impact that the sector achieves.

We are thrilled to have launched the People's Choice Award for the first time this year. It is a brilliant way to commend work conducted by the people for the people.

Good luck to all the finalists tonight.



Nina Cullen

Chief Executive Officer
IPAA Victoria

IPAA Victoria's Leadership in the Public Sector Awards present an exciting opportunity to acknowledge and celebrate excellence and demonstrable impact at a scale unique to the public sector. The value of IPAA Victoria, as a peak professional association, is to create an extraordinary space to connect, empower and celebrate the wide diversity of people and breadth of work that is undertaken in the sector.

The Leadership Awards coincide with the United Nations Public Service Day (observed on 23 June), a time to celebrate the value and importance of public service.

On behalf of IPAA Victoria, I warmly welcome you to the ceremony tonight.

IPAA VICTORIA AWARDS COMMITTEE



Jennifer Wolcott

IPAA Victoria Board Member
and Awards Advisory
Committee Chair



Tracey Slatter

IPAA Victoria Board Member
and Awards Advisory
Committee Deputy Chair
Managing Director,
Barwon Water



Kathryn Anderson

Partner
Cube Group



Fin Bird

Chief Communications Officer and
Chief of Protocol, Department of
Premier and Cabinet



Nicole Brady

IPAA Victoria Board Member,
Deputy Secretary, Reform &
Medical Research, Department
of Health



Simon Corden

Chief Communications Officer and
Chief of Protocol, Department of
Premier and Cabinet



Angela Singh

IPAA Victoria Board Member,
Regional Director – North
Western Victoria Region,
Schools and Regional Services,
Department of Education



Helen Vaughan

Deputy Secretary, Water and
Catchments, Department of
Energy, Environment and
Climate Action



Darren Whitelaw

Acting Chief Executive Officer,
Service Victoria

Communications and Engagement Excellence AWARD

Delivering public value through communication and engagement excellence

Strategic communications and engagement can achieve real and measurable outcomes and is essential to delivering meaningful change across government policies, programs and projects. This award recognises excellence in communication and engagement, both internal and external, that delivers innovative and creative campaigns that drive public value for the communities they serve.



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FINALISTS

Family Violence Coordination Tool (FVT), Magistrates' Court of Victoria



The Magistrates' Court of Victoria's Family Violence Coordination Tool (FVT) is a Microsoft-based system that enables information (including information inputted by court users via the Pre-Court Information (PCI) form) to be shared in real time between

the court, legal services, VPOL, TOD and family violence practitioners to coordinate the family violence intervention order (FVIO) court list.

The FVT has transformed how the court communicates with professional court users from a paper-based, handwritten system into an online portal and helps to link court users with services and ensures they do not have to repeat their whole story, improving their court experience and engagement with the family violence justice system.

Aboriginal and CALD Engagement Team – Small Business Victoria, Department of Jobs, Skills, Industry and Regions



The CALD and Aboriginal Engagement Team from Small Business Victoria (SBV) DJISIR exist to increase culturally and linguistically diverse (CALD), multicultural and Aboriginal business access to and participation in Government programs and services. The Team has worked collaboratively with partners to deliver bespoke, innovative engagement activities to more than 45 multicultural business cohorts across 18 Local Government Areas.

FINALISTS

October 2022 Flood Response: Trust-based communication, Coliban Water



Flooding and severe wet weather events across the Coliban Water region in October 2022 created catastrophic conditions for many communities. Given the direct impacts on customers' essential drinking water and sewer services, a clear and consistent communication program was required. Coliban Water's trusted communication program combined technology with a multi-channel approach and considered customer needs and reached a broad and diverse customer base during an emergency event.

STOPIT – Public Transport Passenger Notification Service and Campaign, Victoria Police



The user texts the word 'STOPIT' to 0499 455 455 and receives a link to a template which guides the user to provide the relevant information and where applicable, upload photographs and relevant videos.

The service is part of a broader strategy targeting unwanted sexual behaviour on public transport and is supported by an innovative marketing campaign with the slogan 'Text to tell us'.

STOPIT is a service enabling public transport users to notify Victoria Police of non-urgent incidents occurring on public transport.

FINALISTS

WhatsApp Community Leaders Group, Department of Families, Fairness and Housing



During the COVID-19 pandemic, many barriers including language and accessibility, were revealed for multicultural Victorians.

Identifying a common use of WhatsApp, the Culturally and Linguistically Diverse (CALD) Communities Taskforce created the WhatsApp Community Leaders Group.

More than two years since its creation, the group remains a great resource to promote government initiatives, respond to emergencies, such as the October 2022 floods, and provide community intelligence.

Evidence-Based Policy AWARD

Excellence in complex policymaking

Policymaking is the backbone of everything the public sector does, with good policymaking helping to address long-term and complex problems. This award recognises excellence in public policymaking, with respect to the approaches taken to develop proposals for government that are informed by meaningful engagement and collaboration.



FINALISTS

Menu of Evidence: Children and Family Services, Department of Families, Fairness and Housing



The Department of Families, Fairness and Housing's Menu of Evidence is an innovative online portal of searchable and independent information on evidence-based practices and programs that have been demonstrated to improve outcomes for children, young people and families experiencing vulnerability. It supports decision makers to quickly consider, develop and invest in evidence-based interventions that improve outcomes.

Modelling and Analytical Epidemiology – COVID-19 Response, Data and Intelligence, Department of Health



bespoke intelligence service to support public health policy, producing scenario modelling, insight into epidemiological activity and helping to predict the length, severity and impact of COVID-19 waves.

The team's success is underpinned by exemplary skills in analytical epidemiology, research methods, data linkage, and a strong desire to collaborate, share practice and innovate. The team works in partnership with the Burnet Institute, using COVASIM model technology.

The Modelling and Analytical Epidemiology Unit at the Department of Health is unique within government, providing an entirely

FINALISTS

Goulburn to Murray Rivers Trade and Operating Review, Department of Energy, Environment and Climate Action



Extreme drought in New South Wales triggered two years of record-high volumes of water allocation trade from the Goulburn River system to the Murray River system from 2017 to 2019. This caused sustained high flows during summer and autumn, damaging the lower Goulburn River and raising considerable concerns for its environmental, bio-cultural

and recreational values. The environmental damage included cold water pollution that impacted the breeding cycles of fish and eroded riverbanks. In response, the Victorian Government undertook the Goulburn to Murray Trade Rule Review initiative to strike the right balance of supporting trade that irrigators rely on without causing further environmental damage to the lower Goulburn River. This innovative program, by the Department of Energy, Environment and Climate Action, was undertaken in collaboration with river operators, Traditional Owners, waterway managers and scientists, which resulted in the establishment of the long-term river operating and trade rules, and a monitoring program.

Place-based agenda, Department of Jobs, Skills, Industry and Regions



The Place-based Agenda was formed to strengthen how government partners with place-based approaches (PBAs) to tackle long-term, complex issues in their local communities.

With this collaborative approach, the Place-based Agenda delivered a range of resources for the Victorian Public Sector, which can also be of benefit to others working in place, including a framework creating a common definition of Place-based Agendas, a first for Victoria; new guidance and tools strengthening how the VPS works in place; independent research providing Victorian-specific evidence; and pilot new ways of working with Place-based Agendas, including more flexible funding and improved access to government-held data.

FINALISTS

Schools Mental Health Fund and Menu, Department of Education



Schools Mental Health Menu

- [View all Schools Mental Health Menu Items... Tile View](#)
- [View all Schools Mental Health Menu Items... List View](#)

Use the buttons below to apply a filter to the Menu item and applied at once.

[Filter by Tier](#)

[Filter by Type of Intervention](#)

[Filter by Cost](#)

[Filter by Strength of Evidence](#)

Schools Mental Health Menu Tiles

[Return to Schools Mental Health Menu](#)

	Tier 1: Proactive Mental Health Promotion	Tier 2: Early Intervention cohort specific support	Tier 3: Targeted support
A whole school mental health and wellbeing system			
Aboriginal Community Connected Organisations (ACCOS)			
Achievement Programs			
Active Schools			
Additional mental health and wellbeing professionals			
Additional teachers			
Addressing Bullying			
All School Public Wellbeing			
An on-site course Building			

The creation of the new Schools Mental Health Fund and Menu implemented a key recommendation of the Royal Commission into Victoria's Mental Health

System, expanding student mental health support with a focus on evidence-based interventions.

The Mental Health Fund and Menu Unit at the Department of Education led the design of the Fund, including a successful business case of \$200 million for four years and \$87 million ongoing. The team also led the design of the Menu, and ran a large-scale competitive process for providers to be on the Menu, assessing applications on strength of evidence, usability by schools, capacity to reach across Victoria and value for money.

Citizen-centred Service Design AWARD

Placing people at the centre of public services

Public services are the interface between the public and government; people care about public services and depend on their delivery. This award recognises new and successful approaches to service delivery, adopting a citizen-centred approach to better engage citizens and achieve better public outcomes. It is about recognising those who put the 'public' into the public service.



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Establishment of Victoria Police's Sexual Offences and Family Violence Unit, Victoria Police



The establishment of Victoria Police's Sexual Offences and Family Violence Unit (SOFVU) in November 2021 is a standalone unit that investigates sexual assault, sexual harassment, predatory behaviours and family violence matters perpetrated by Victoria Police personnel.

The SOFVU mission is to provide a victim-centric response in the investigation of family violence, sexual offences and sexual harassment (including predatory behaviour) committed by employees of Victoria Police. SOFVU personnel are committed to reducing workplace harm and contributing to culture change across the organisation to ensure Victoria Police employees are supported and confident to call out unacceptable behaviour and criminal offending to achieve a safe, respectful and inclusive workplace.

GardenSafe, Environment Protection Authority Victoria

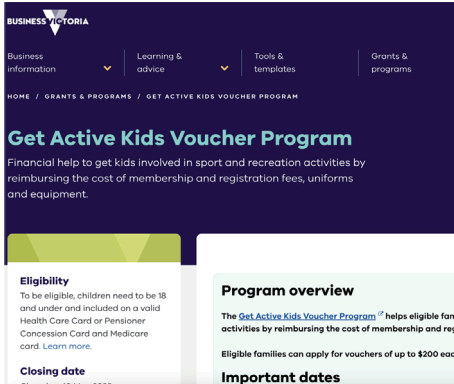


The GardenSafe program is the Environment Protection Authority's (EPA) low-cost, community science participation program that allows residents to supply samples of their soil for testing of trace metals and

metalloids. The program is EPA's tool to educate and empower Victorians to meet their General Environmental Duty (GED). To date, 1,117 Victorians have registered for GardenSafe, and 296 households have provided over 800 soil samples. GardenSafe is a citizen-centric program empowering the community to better understand the soil health of their garden.

FINALISTS

Get Active Kids, Program Centre and Sports and Recreation Victoria, Department of Jobs, Skills, Industry and Regions



Led by the Department of Jobs, Skills, Industry and Regions, The Get Active Kids (GAK) program supports children from low-income families and disadvantaged circumstances to participate in organised sport and recreation by helping fund their registration/membership, uniforms and equipment costs up to \$200.

Launched in 2022, GAK has made over 85,000 voucher payments totalling almost \$16 million, supporting low-income families and the community sports sector. Around half of the voucher recipients (40,000 children) reported they would not have been able to participate in their activity without the voucher.

MCV Service Centre, Magistrates' Court of Victoria



Due to population movements, and social, technology and legal changes, the Magistrates' Court of Victoria (MCV) has faced a range of challenges as to how it delivers public services, only increasing in magnitude with the global pandemic. In response, the MCV embarked on a

whole-of-organisation digital and service transformation program to modernise how public services are delivered across the state. A significant part of this was the establishment of the MCV Service Centre.

The Service Centre is a central contact (phone, email, web chat, SMS) and state-wide administrative service provider to MCV's 51 courts, removing digital contact and transactional work thereby allowing more time for in-person public servicing and matter readiness. Since March 2022, the Service Centre has responded to over 110,000 public enquiries, with an average 13-second call wait time and a first-time call resolution rate of 90%. The web chat service has a 92% public service 'Great or Good' rating.

FINALISTS

North Richmond Precinct Initiative, Department of Families, Fairness and Housing



The North Richmond Precinct Initiative is a unique place-based partnership between residents, businesses, local government, service providers and government departments – the goal is to build on

strengths and solve local issues, while operating in a complex environment with contested community views. North Richmond is a diverse and creative community, with Victoria's first medically supervised injecting room located in the area.

The Initiative has worked with many agencies to generate revitalisation (with a total investment exceeding \$206million) resulting in improved spaces (playgrounds, lighting, walking paths, community rooms and a youth hub), increased security and coordinated outreach services.

Better Outcomes Through Regulation

AWARD

**Smart approaches to regulating;
for a better community and stronger economy**

Regulation is essential for the proper functioning of our society and the economy, and has a flow-on to productivity and general community wellbeing. This award recognises innovation and excellence in approaches achieving better outcomes through projects or programmes that led to improvements in regulatory design and practice, including stakeholder consultation.

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A national solution to acetylene cylinder disposal, Environment Protection Authority Victoria



An interagency operations team comprising Environment Protection Authority (EPA), WorkSafe Victoria, Fire Rescue Victoria (FRV), the Department of Environment, Land, Water and Planning (DELWP) and local government conducted a risk assessment of the Lemon Springs site in late 2019.

The site was rated as an extremely high-risk site, with significant and unacceptable risks to public safety, human health, and the environment. During the remediation of a high-risk clean-up site, EPA identified a market gap and developed a tender process to implement a national-first solution.

EPA has entered into a contract with Enviropacific to recycle more than 50,000 acetylene cylinders recovered at the Lemon Springs site. To do this, the company will set up a new facility at Stawell, creating new jobs and providing a key piece of infrastructure for Victoria's circular economy. This facility will provide an ongoing national market solution for the gas industry.

Automatic approvals for councils through Service Victoria, Service Victoria



Service Victoria worked with the Department of Treasury and Finance, MAV and local government organisations to develop automatic approvals, saving customers, businesses and council staff

time, effort and money. These new online transactions can be quickly and easily accessed through Service Victoria. It enables local businesses to get immediate approval for permits for low-risk activities, including skip bins, fitness training and footpath trading.

Available since September 2022, five local councils currently offer automatic approvals for specific permits, with work underway to make more transactions available and include more councils in the future.

FINALISTS

Combating Scams Teams, Australian Communications and Media Authority



Since 2020, the Combating Scams Team at Australian Communications and Media Authority (ACMA) has worked tirelessly to understand how scammers are using Australia's telecommunications networks to perpetrate fraud and identity theft against Australians and to develop effective responses. Their actions have also significantly reduced mobile phone fraud, which had been dramatically impacting a large number of victims before the work.

Keeping kids safe in regional restaurants, Wage Inspectorate Victoria



In April 2022, the Wage Inspectorate and its Legal and Communications Teams, began a proactive compliance and education campaign to ensure the safety and

compliance of children under 15 employed in fast food outlets, restaurants and cafes in regional Victoria.

The campaign was directed at businesses in the Bass Coast, La Trobe City and Baw Baw Shires in the lead-up to the Easter holiday period when child employment typically increases.

In total, 225 compliance checks and 86 unannounced site visits were conducted, and 19 investigations and one prosecution were undertaken. Overall, the campaign shone a light on significant invisible harm.

FINALISTS

Operation River Gum, Conservation Regulator



Operation River Gum was a joint operation between the Conservation Regulator (CR) and Parks Victoria from 2021-22, targeting illegal commercial-scale removal of firewood from Victorian public land along the Murray River corridor and its southern tributaries.

The operation resulted in successful prosecutions in the Magistrates Court, with a majority for offences within the Lower Goulburn National Park. The operation aimed to inform the community on how to legally source firewood and was implemented through targeted advertising on Facebook and Gumtree, and through traditional media channels in print, online and radio.

Intelligence from 2022 indicates there has been a reduction in the frequency of illegal firewood removal from the target area.

Governance and Integrity AWARD

Smart approaches to regulating; for a better community and stronger economy

Good public sector governance not only ensures that a public entity achieves its objectives but that the community can have faith in the public sector to act with integrity. This award celebrates new and innovative approaches to public sector governance; the processes and structures by which public entities are directed, controlled and held to account.



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FINALISTS

Bendigo Kangan Institute's Integrity Program, Bendigo Kangan Institute

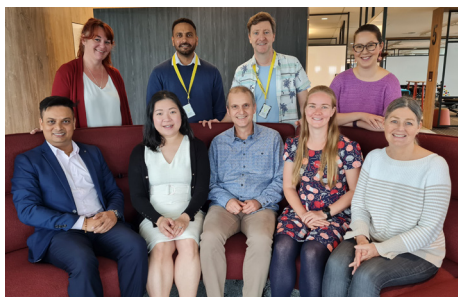


In 2017, IBAC handed down its findings into allegations of serious corruption in the education and training sector. Bendigo Kangan Institute (BKI) set

out to become an organisation that embodies integrity in all it does and to build a strong ethical culture based on integrity, transparency and accountability. This resulted in the introduction of BKI's Integrity Program in 2020.

Five years on from the finding, BKI's Integrity Program has delivered a significant uplift in leadership capability, increased employee understanding of what integrity looks like, enabled mechanisms for reporting suspected improper conduct and activated controls to manage fraud and corruption risks.

Establish a culture of continuous improvement, Department of Transport and Planning



On 1 July 2019, the Department of Transport (DoT) formally integrated three former public sector organisations: the former Department of Transport, Public Transport Victoria, and VicRoads. Several challenges DoT faced included multiple disconnected processes, a lack of process transparency,

and gaps in process improvement capabilities across its employees, all of which were critical to support achieving a truly integrated Department.

The Business Integration and Improvement (BII) function within DoT was tasked with driving process integration and improvement and establishing a culture of continuous improvement. The BII team developed a three-tiered framework to execute continuous process improvement projects, but also to build a sustainable continuous improvement culture based on cross-organisational continuous improvement capabilities and a mindset of continuous improvement.

FINALISTS

Independent probity assurance of government agency land transactions – Land Use Victoria



As the presiding Victorian Government Land Monitor (VGLM) since 2016, this initiative reflects the revolutionisation of the independent body responsible for providing assurance that Victorian government agencies act in accordance with the highest standards of behaviour when undertaking land transactions.

In a landmark 2022 event, the VGLM launched the most significant update to both this policy and its operating processes to date. The team undertook the comprehensive update reframing the policy as a practical guide for agencies seeking to transact land, in addition a VGLM Online Portal was built. The result includes a 99% compliance rate in addition to providing the highest standard of advice, approvals and education.

Climate Change Impact and Adaptation AWARD

Taking action to protect the environment and deliver solutions that mitigate climate change now

Mitigating climate change and creating sustainable environments has positive outcomes not only for our shared natural environment, but for the community at large. This award recognises the actions that are being taken now protect the environment from further global warming, including activities to reduce emissions and initiatives to adapt to the consequences of climate change.



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Brimbank Aquatic and Wellness Centre, Brimbank City Council



The Brimbank Aquatic and Wellness Centre (BAWC) is a brave, new and exemplar leisure centre that challenges the status quo of

building and operating gas-fuelled aquatic centres that are traditionally Australian Council's biggest energy consuming and greenhouse gas emitting facilities.

The sustainable redevelopment of BAWC has far exceeded environmental objectives within both Council's Climate Emergency Plan which includes a target of zero net emissions for Council operations by 2030.

Geelong regional climate adaptation partnership, Barwon Water



The nomination incorporates several partners that have collaborated to address climate change issues in the region through three key initiatives.

Barwon Water, GeelongPort and Barwon Health partnered on the Barwon Renewable Energy Partnership, accessing 68-gigawatt hours of renewable energy annually.

Barwon Water also partnered with five local councils on the Regional Renewable Organics Network, which will take local commercial, industrial and household organic waste and converts it safely into nutrient-rich agricultural products that capture carbon and create renewable energy and diverts waste from landfill.

The Colac Renewable Organics Network partnership, supported by Colac Otway Shire, sees the Colac water reclamation plant run on green energy by taking organic waste from the Australian Lamb Company and Bulla Dairy Foods and converting it to renewable electricity.

G21 Geelong Region Alliance has provided a forum for government, business and community leaders in the region to collaborate, creating the environment for these partnerships.

FINALISTS

Victorian Healthy Homes Program, Sustainability Victoria



The Victorian Healthy Homes Program (VHHP) has changed the lives of more than 1,000 at-risk Victorians, making them

healthier, happier, and more comfortable. Analysis from this randomised controlled trial indicated that a relatively minor home upgrade, at an average cost of \$2,809, had wide-ranging benefits over the winter period. Health benefits translated to cost savings, with \$887 per person saved in the healthcare system over winter. These outweighed energy savings: for every \$1 saved in energy costs, more than \$10 saved in healthcare costs. Cost-benefit analysis indicated that the upgrade is cost-saving within three years.

Water Cycle Adaptation Action Plan 2022–26, Department of Energy, Environment and Climate Action



The Department of Energy, Environment and Climate Action's Water Cycle Adaptation Action Plan (WCAAP) is one of seven plans prepared under the Climate Change Act 2017 by the Victorian Government. The WCAAP will guide statewide adaptation action over the next five years, based on our current scientific understanding, risk-informed needs and emerging opportunities. The WCAAP 2022–26 is the first system-wide adaptation plan to be prepared for the water cycle under the Climate Change Act 2017 and was the first of the seven legislated systems to complete the plan.

Emergency Management AWARD

Celebrating the commitment, excellence and innovation the public purpose sector in emergency management

The public sector has a unique, central and broad role in working with the community to prepare for, respond to and recover from all emergencies ranging from natural to manmade disasters. Emergency management engages the full range of functions of government from policy and planning to service delivery, and requires high levels of interdependency and collaboration across and with sectors including all levels of government, business and communities.



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Caring for Customers in Extreme Events: Coliban Water's 2022 Flood Response, Coliban Water



Coliban Water's 'Caring for Customers in Extreme Events: Coliban Water's 2022 Flood Response' encompassed the preparation, response and recovery for widespread flooding across its service region, with a particular focus on customer and community support and resilience. The mission was to prepare and respond to ensure the safety of customers and employees, prioritising the

protection of assets and the environment to achieve the best community outcomes, until the consequences of the rainfall and flood event passed.

Coliban Water's evaluation, incident planning, decision making and response was data-driven to provide increased situational awareness. Technology complemented human decision-making and the focus on a personal connection from door-knocking customers in affected communities to maintaining a psychologically safe and inclusive workplace. Setting up safe drinking water and sanitation for a long-term relief centre for displaced residents and delivering bill relief to approximately 10,000 customers were further examples of ongoing recovery efforts to support community resilience after the floods and headlines receded.

Deployment of Emergency Field Communications Officers, Emergency Services Telecommunications Authority (ESTA)



The Emergency Services Telecommunications Authority (ESTA) Field Dispatcher Deployment Initiative reflects an emergency-management

mindset in which frontline services reflect the characteristics of a responsive, scalable and agile emergency response agency.

This initiative considered the value of ESTA Emergency Communications Officers (ECO) being deployed to an incident control centre, which managed incidents and emergencies at a local level. A crucial element of success included the ability to provide real-time intelligence, and even dispatch resources, to respond to incidents at this local level, which undoubtedly saved lives.

FINALISTS

SynSurv Public Health Vigilance – Victorian Centre for Data Insights, Department of Government Services



The SynSurv Public Health Vigilance provides a world-first near real-time system to evaluate data from hospital emergency departments and provide early warning of possible public health events. Triage text collected during admission in emergency departments across

Victoria provides the earliest evidence of emerging public health threats. Advanced analytical tools developed by this project, and now deployed, monitor this triage text to identify the emergence of targeted public health risks. Health and emergency management authorities are alerted early of patterns of emergence across the state's health system that flag a potential need for the mobilisation of emergency and health services.

One example is thunderstorm asthma, where SynSurv detected a potential event on 9 November 2022 within an hour of the first cases appearing.

Victorian Pro-Bono Flood Assistance Project (VPFAP), Department of Jobs, Skills, Industry and Regions



Jobs, Skills,
Industry
and Regions

The Victorian Pro-Bono Flood Assistance project was a collaboration between Jobs Victoria, Local Government Victoria, professional services firms and councils following the October 2022 Victorian floods. Recognising the scale of the recovery effort

required, the project secured the pro-bono services of seven firms to support the councils most impacted by the floods between November 2022 and February 2023.

The model quickly met the common needs of councils and responded flexibly to emerging needs as the flood waters receded and priorities changed. The project was successful in achieving its goals to support councils and provided an innovative, scalable model that could be replicated for future emergencies.

Implementing Aboriginal Self-Determination

AWARD

Empowering Aboriginal communities to achieve long-term change and improved outcomes, through developing new relationships and new ways of working

Embedding the voice and agency of Aboriginal Victorians in decision making at all three levels of government and across agencies is critical to achieving long-term generational and improved outcomes for Aboriginal communities. This award celebrates Aboriginal self-determination as enshrined in the United Nations Declaration on the Rights of Indigenous Peoples through active partnerships that are transferring policy and program decision-making and resources to the Victorian Aboriginal community.



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First Peoples Directions Circle, Creative Victoria



The First Peoples Directions Circle embeds Aboriginal Self-Determination and community voice in the development and delivery of Creative Victoria programs and initiatives. The Directions Circle leads on all

First Peoples' actions, strategic initiatives, policy development and delivery to ensure a thriving First Peoples Creative Industries now and into the future. Following state-wide expressions of interest process in 2019, the inaugural First Peoples Directions Circle was appointed by a publicly named Selection Panel of esteemed First Peoples peers to form a partnership group (renamed a "Directions Circle") comprising 11 members to lead the development and implementation of all actions in Creative Victoria's most recent 'Creative State 2025' strategy with a First Peoples' focus and guide the delivery of Creative Victoria's First Peoples commitments.

Lilydale District and Yarra Valley Education Plan – North Eastern Victoria Region, Outer Eastern Melbourne Area, Department of Education



Lilydale District and Yarra Valley Education Plan schools have developed a Collaborative Indigenous Strategy, supporting needs of Koorie students, improving student knowledge, and targeting Aboriginal inclusion. The vision of the state-wide Marrung Aboriginal Education Plan 2016–2026 is at the centre. The strategy sees Aboriginal culture and history celebrated and embedded in the schools' curriculums. Koorie students feel sense of connection, are strong in cultural identity and engaged in secondary education to reach their goals.

FINALISTS

Transport Portfolio Aboriginal Self-Determination Plan 2020–23, Department of Transport and Planning



The Transport Portfolio Aboriginal Self-Determination Plan (the Plan) launched in November 2020 represents a milestone for the portfolio as it is the first time a whole-of-portfolio approach was taken to advance Aboriginal self-determination. The Plan establishes the Department of Transport and Planning's (DTP) commitment to self-determination through Aboriginal-led and informed work and celebration of Aboriginal culture, heritage and people.

Water is Life – Traditional Owner Access to Water Roadmap, Department of Energy, Environment and Climate Action



Water is Life – Traditional Owner Access to Water Roadmap is a nation-leading policy that establishes pathways to increase Traditional Owner roles, responsibilities and resourcing in water management in Victoria. Originally outlined in the Victorian Government's Water for Victoria 2016

policy commitments, this project forms a key pillar of the Department of Energy, Environment and Climate Action's Aboriginal Water Program. In addition to strengthened relationships between Traditional Owners and government, and an enhanced understanding of TO priorities, this approach resulted in the release of Water is Life – Traditional Owner Access to Water Roadmap, a groundbreaking, multi-lingual publication that places the government's policy position and Traditional Owner voices side by side. Notably, Water is Life includes twenty-seven Nation Statements from Traditional Owners across Victoria, outlining their aspirations for the future of water and waterway management in Victoria.

FINALISTS

Yuma Yirramboi Strategy, Department of Jobs, Skills, Industry and Regions



The Department of Jobs Skills Industry and Regions' Yuma Yirramboi Strategy is critical work that advocates self-determination. The contributions made are vital in ensuring endorsement and approval of the Strategy by both Cabinet and the Victorian Aboriginal Employment and Economic Council. Yuma Yirramboi will lead the way to support Aboriginal wealth creation and achieve economic parity within a generation.

Leading Employer AWARD

Creating the public sector workforces and workplaces
of the future

In an ever-changing world, the public sector employer has an eye to the future; cultivating and attracting a highly capable workforce to respond effectively to new challenges. This award recognises that the leading public sector employer takes an innovative and holistic approach to its people: creating a positive culture; strong leadership; smart recruitment practices; actively growing employee capabilities; rewarding and recognising success; encouraging innovation and making it safe to fail; creating robust and flexible systems and embracing new and digital technologies; creating safe, inclusive workplaces for all.



LEADERSHIP IN THE
PUBLIC SECTOR
AWARDS

2022

FINALISTS

Cenitex Employee Experience uplift, Cenitex



Over two years, Cenitex has transformed its approach to customers and employees by getting back to basics and treating people as humans first. Working with the business to understand the human experience of stakeholders, Cenitex implemented a mix of initiatives to uplift the employee lifecycle from attraction and onboarding, through development and inclusion, talent pipelines and graduates, and retention and succession.

Making the Wage Inspectorate a great place to work, Wage Inspectorate



A regulator of the Wage Inspectorate's size can typically expect to experience a higher rate of churn than larger agencies with more extensive career pathways. To retain staff, Wage Inspectorate have a strong focus on creating a positive, engaged culture and clearly outlines to all staff how they can positively contribute to the Victorian community to assist retention and attract good, talented people.

Operations Process Improvement Program, Environment Protection Authority Victoria



The Environment Protection Agency's (EPA) Process Improvement Program has used innovative approaches to deliver over \$4.5m of savings and significantly improve ways of working, allowing staff to focus on higher-value work. The solutions also reduce staff frustration with processes and make EPA a better place to work, not only because systems and processes are continuously improving, but because we empower staff with great ideas to make them a reality.

FINALISTS

Teacher Capability Uplift – Educator Passport and TAFE Incentive Program, Bendigo Kangan Institute



The Institute's Teacher Incentive Program is offered to industry professionals interested in pursuing a teaching career in TAFE. It provides mentorship opportunities and financial incentives to undertake and complete the required qualifications to become qualified teachers in vocational training and be employed in the TAFE sector by Bendigo Kangan Institute.

Bendigo Kangan Institute's Digital Teacher Capability Program provides foundational- to advanced-level teacher training. The program is unique due to its holistic and integrated plan, centrally supported to provide a sustainable and strategic operating model for teacher capability uplift.

SPECIAL COMMENDATION

Transforming inclusion for Victorian Public Sector, Victorian Public Sector (VPS) Women of Colour Network (WoCN)



The Victorian Public Sector (VPS) Women of Colour Network (WoCN) was established in January 2019 by a group of passionate leading women. It is a staff-led collective run by and for self-identifying Women of Colour within the VPS. Three pillars of Strategic Objectives are 'Connect and Grow', 'Amplify and Elevate', and 'Transform and Embed'. The Network has been an innovative leading team to strive in creating a safe and inclusive space for VPS WoC.

VPS WoCN launched the first ever VPS Diversity and Inclusion Survey in 2020. Its key recommendations emphasised the needs to capture intersectional data on cultural diversity and embed this in HR systems, and for systemic processes to create a safe and equitable workplace. This includes fair access to opportunities as career advancement, leadership positions, professional development and more. The Network provided a tailored Leadership Development and Mentoring Program for 95 participants in 2022.

EMERGING ABORIGINAL LEADER SCHOLARSHIP

The Emerging Aboriginal Leader Scholarship acknowledges and supports Aboriginal and Torres Strait Islander public sector employees by offering a professional development program to a high performing Aboriginal and/or Torres Strait Islander person who demonstrates significant leadership potential and dedication to the public sector. The award supports broad career pathways in the public sector for First Nations employees. The scholarship consists of a 12-month professional development package tailored to the needs of the award recipient.



People's Choice AWARD

For the first time, IPAA Victoria is running a People's Choice Award. We are inviting all Victorians, including our public sector colleagues, to have their say and vote for their favourite project.

This award seeks to recognise exceptional projects or initiatives as recognised by peers in the sector.

All finalists together with a special commendation in the Leadership In the Public Sector Awards will be eligible for the People's Choice award.

The nominee who receives the highest number of valid votes will be deemed the potential winner of the category.

In the event that two or more nominees receive the same number of votes, all will be deemed winners of the category.

The People's Choice Award will be announced at the ceremony.





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