

**IPAA  
VICTORIA  
ANNUAL  
REPORT**

**2022-2023**

# ACKNOWLEDGEMENT

## ACKNOWLEDGEMENT OF COUNTRY

IPAA Victoria acknowledges the Traditional Owners of Country throughout Australia and their strength as the world's oldest continuous cultures. We pay our respects to Elders past and present, and extend that respect to all First Nations peoples, including those who are our members and those who work in the public purpose sector.

Please note: This report contains the names of First Nations people who are deceased.

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## MESSAGE FROM THE PRESIDENT

The 2022–23 IPAA Victoria Annual Report reflects an exceptionally diverse range of activities by IPAA Victoria's dedicated staff, Fellows, networks and Communities of Practice working with members across the sector.

The past financial year has required our public purpose sector to focus on the 'important' as well as the 'urgent' priorities of service delivery. During 2022–23 our sector has taken stock of significant transformational factors from climate change risk and resilience, progress towards self determination for First Nations People, the implications and opportunities of artificial intelligence, and the challenges of supporting well-being and psychological safety of all staff in inclusive organisations.

IPAA Victoria's networks have supported resilience across the sector. The work of our staff and volunteers have contributed to public sector capability and a sense of pride and purpose as the sector collaborates and celebrates innovation.

Throughout 2022–23, I am proud that IPAA Victoria continued to focus on ensuring that its members and partners could collaborate and connect in a myriad of ways to grow and support each other.

IPAA Victoria generated an operating surplus of \$265k due to increased participation in professional development courses and events such as our International Women's Day Gala Dinner, as it continued to consolidate and expand its service offering.

Throughout the year, in response to the needs of the evolving sector, IPAA Victoria developed three strategic themes to provide focus for our offerings over the next 18 months. These themes have been developed through extensive stakeholder feedback and deep listening of the sector. The themes were then assembled into accessible, relevant and dynamic series covering a range of relevant topics critical to the public purpose sector. The themes, explored in detail in this report, cover: connection; trust, integrity and dialogue; treaty, truth and voice.

I would like to thank our Chief Executive Officer, Nina Cullen, for her dedication and considered leadership in supporting the hard working IPAA Victoria team. I thank all staff, my fellow Board members, committees, communities of practice, Young IPAA's, members and partners for their ongoing support to IPAA Victoria and the broader public purpose sector.

In the coming year, I am looking forward to seeing IPAA Victoria continuing to respond to ongoing and emerging challenges, celebrate thought leadership and excellence, and work in new and innovative ways to support our members and the broader public purpose sector.

**John Bradley**  
President



## MESSAGE FROM THE CEO

As I reflect on another year of supporting all our members across the public purpose sector, I am grateful for the support of the IPAA Victoria Board, advisory committees, communities of practice, YIPAA's, partners and the IPAA Victoria team.

Among many of our achievements this year, IPAA Victoria moved offices, from where we had been located at in Little Bourke Street for fifteen years, to 150 Lonsdale Street.

We are thrilled to have celebrated the accomplishments of many outstanding teams and individuals at our Leadership in the Public Sector Awards in June 2023.

I am proud that IPAA Victoria has continued to implement our Innovate Reconciliation Action Plan (RAP). Our RAP continues to be an opportunity for IPAA Victoria to consolidate its role as an ally in advancing Aboriginal self-determination, continue nurturing relationships and support the public purpose sector to facilitate better outcomes for all Aboriginal people.

IPAA Victoria's Oration series, named the Uncle Reg and Auntie Walda Blow Oration for 2022–23, recognised the enormous legacies that these two people left through their important work within the public sector and for community. Our 2023 International Women's Day Gala Dinner featured an all First Nations women line up, speaking to the theme of treaty, truth-telling and self-determination.

Looking ahead, I am both excited and humbled by the opportunities and challenges. Challenges such as climate change, growing the understanding of the value of having pro-integrity cultures across organisations, and advancing diversity in leadership, to name just a few. These challenges continue to shape our everyday lives and bring exciting opportunities for change. IPAA Victoria looks forward to continuing to engage with all our networks to support the dynamic public purpose sector.

**Nina Cullen**  
Chief Executive Officer



# WHO WE ARE

## WHO WE ARE

IPAA Victoria is Victoria's peak public purpose sector professional association. As a trusted provider and partner, IPAA Victoria connects, empowers and celebrates professionals of the public purpose sector. IPAA Victoria strives to strengthen the capability and impact of Victoria's public purpose sector, and is a voice of the sector, uniting over 90 future-focused organisations, comprising a diverse community of senior leaders, experts and professionals.

All employees of member organisations, including all VPS departments, are IPAA Victoria members. All our members have the opportunity to learn, accelerate and develop their career through events, professional learning courses, networking opportunities, thought leadership materials, prestigious awards and expert Communities of Practice (CoP).

## Our Values



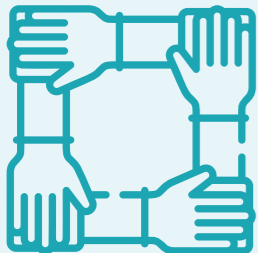
### Innovation

Together, we contribute to shaping a stronger public purpose sector



### Inclusivity & Safety

We provide a safe place for multiple voices



### 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



### Connection

We build and grow strong reciprocal relationships and networks

## IPAA VICTORIA STRATEGIC REFRESH 2020-2026

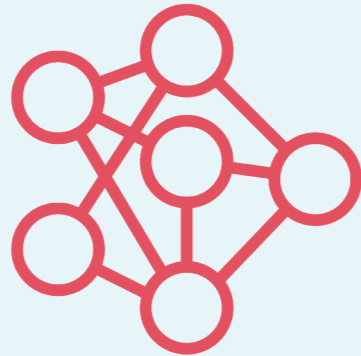
IPAA Victoria's Strategic Refresh guides our strategic direction through six strategic priorities. It outlines our important role in advancing public purpose professionals, their spirit of service, the role of the sector, and inspiring outstanding leadership.

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.

## Strategic Themes

Through stakeholder feedback and deep listening of the sector, IPAA Victoria developed three strategic themes to support the implementation of the Strategic Refresh.



### Connection through collaboration, new skills and celebration

Working collaboratively to address complex challenges, promote diversity, build capabilities, and celebrate achievements across the public purpose sector.



### Trust, integrity and dialogue

Fostering dialogue on the changing needs of the public purpose sector and upholding ethical governance and leadership.



### Treaty, truth and voice

Amplifying First Nations voices to help progress Aboriginal self-determination and support the implementation of Victorian processes and Uluru Statement from the Heart.

## Our Vision for Reconciliation

IPAA Victoria's vision for reconciliation is that Aboriginal and Torres Strait Islander peoples' right to self-determination will be recognised, respected, and empowered across Victoria and Australia, particularly through Treaty and truth-telling processes. In committing ourselves as strong allies supporting First Nations employees across the public purpose sector, we developed a strategic theme on the topic of treaty, truth and voice.

IPAA Victoria thanks its Aboriginal Advisory Committee for its valuable guidance and support as we implement our third [Reconciliation Action Plan](#), as well as many other initiatives that support First Nations employees across the public purpose sector.

At an Innovate level, the RAP documents our reconciliation journey and efforts in promoting awareness and respect for all Aboriginal and

Torres Strait Islander peoples. Whether it be through our [National Reconciliation Week Statement](#) and associated resources, the [International Women's Day Gala Dinner](#) or the [Uncle Reg and Aunty Walda Blow Oration](#), we invite all of our members, partners, networks and supporters to seek collaborative opportunities with Aboriginal communities on initiatives that enhance the experiences for Aboriginal people across the public purpose sector, increase employment and retention of Aboriginal people, and involve more Aboriginal people in decision-making.





# IPAA VICTORIA BOARD OF DIRECTORS

The IPAA Victoria Board comprises 11 members including the Chief Executive Officer (ex officio). Our Board members are engaged across 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 ENERGY, ENVIRONMENT AND CLIMATE ACTION**

President  
Chair, Executive Committee

Co-opted August 2020  
Elected 2020  
Re-elected 2022



## Tracey Slatter

**CHIEF EXECUTIVE OFFICER, TRANSPORT ACCIDENT COMMISSION**

Deputy President  
Member, Awards Advisory Committee  
Member, Executive Committee

Elected 2019  
Re-elected 2021

IPAA Victoria Fellow 2013



## 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  
Appointed 2022

IPAA Victoria Fellow 2010  
IPAA National Fellow 2019



## Clare Amies

**CHIEF EXECUTIVE OFFICER, GENU**

Member, Audit, Finance and Risk Committee  
Member, Strategic Advisory Committee

Appointed 2018  
Elected 2019  
Re-elected 2021

IPAA Victoria Fellow 2021



## William Babington

**CHIEF DATA OFFICER, SALVATION ARMY**

Member, Strategic Advisory Committee

Elected 2022



## Nicole Brady

**DEPUTY SECRETARY, REFORM & MEDICAL RESEARCH, DEPARTMENT OF HEALTH**

Member, Awards Advisory Committee

Elected 2022



## Graeme Emonson PSM

**ADMINISTRATOR, MOIRA SHIRE COUNCIL**

Chair, Strategic Advisory Committee

Elected 2019  
Re-elected 2021

IPAA Victoria Fellow 2011



## Entsar Hamid

**FORMER DEPUTY PRESIDENT, IPAA VICTORIA**

Co-opted December 2019  
Appointed November 2020  
Elected 2021

IPAA Victoria Fellow 2022  
Resigned November 2022



## Josef Oduwo

**EXECUTIVE PROGRAM DIRECTOR, CHANGE & TRANSFORMATION, DEPARTMENT OF HEALTH**

Member, Audit, Finance and Risk Committee  
Member, Strategic Advisory Committee

Elected 2021



## Ben Rimmer

**DEPUTY SECRETARY, HIGHER EDUCATION, RESEARCH AND INTERNATIONAL**

Australia Government Department of Education  
Member, Audit, Finance and Risk Committee  
Member, Strategic Advisory Committee

Appointed 2018  
Elected 2019  
Re-elected 2021

IPAA Victoria Fellow 2015  
IPAA National Fellow 2017  
Resigned April 2023



## Angela Singh

**REGIONAL DIRECTOR - NORTH WESTERN VICTORIA REGION, SCHOOLS AND REGIONAL SERVICE, DEPARTMENT OF EDUCATION**

Chair, Aboriginal Advisory Committee  
Member, Awards Advisory Committee

Co-opted 2019  
Elected 2019  
Re-elected 2021

IPAA Victoria Fellow 2014



## Jennifer Wolcott

Chair, Awards Advisory Committee  
Chair, Women's 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



# OUR

# 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.



# OUR REACH

## Membership

IPAA Victoria's members are the voice of Victoria's public purpose sector and the lifeblood of IPAA Victoria. Our members represent a diverse range of people across a number of industries and organisations, and their guidance has helped shape the products and services we offer today. Through our membership offerings, IPAA Victoria supports our members to connect, learn and grow at every stage of their career.

IPAA Victoria unites more than 90 future focused organisations and over 230 personal members from all across the public purpose sector, representing 400,000+ individuals and employees of organisations.

Our reach includes:

100,000+

website, course and event interactions

13,000+

newsletter subscribers

7,600+

LinkedIn followers

25,000+

average website visits per month

18,000+

average LinkedIn impressions per month

7,000+

average Twitter impressions per month

40+

thought leadership articles, videos and podcast episodes

## New website project

IPAA Victoria launched a new website to provide members and other users an intuitive, user-friendly and dynamic interface. The new website showcases the breadth of services and offerings IPAA Victoria provides to the sector. It conveys IPAA Victoria's unique value proposition and brand messaging with a modern look and feel, and ensures the website showcases "the people" we serve, presenting content in an easy-to-access way. Some of the enhancements include search functionality so users can determine if their organisation is a current IPAA Victoria member and course filtering so users can view professional learning courses by date, category, job seniority and delivery mode.



# OUR IMPACT

## HIGHLIGHTS AND OUR IMPACT

Our strategic themes were assembled into accessible, relevant and dynamic series that have empowered our members across the sector with opportunities to:

- **discover** the latest trends and best practice insights pertaining to the public purpose sector
- **expand and strengthen** the capability of the public purpose sector and the professionals who work within it
- **foster** robust dialogue and be ahead of the curve to meet the diverse and ever-evolving needs of the sector
- **celebrate** exceptional and outstanding work of organisations, teams and individuals and **acknowledge** the positive outcomes the diversity of work has for the Victorian community.

In this section, we highlight some of the key outcomes and impacts of our series delivery, which is a small snapshot into how our series have supported the broader public purpose sector to consider and discuss critical and emerging topics including:

- Diversity and Inclusion in Leadership
- Future of Work
- Leadership and Integrity
- Sustainability and Climate Change
- Treaty and Truth-Telling
- Wellbeing and Mental Health



# THEME: CONNECTION THROUGH COLLABORATION, NEW SKILLS AND CELEBRATION

## Acknowledging the exceptional effort of the Victorian public purpose sector in 2022

IPAA Victoria held its Leadership in the Public Sector Awards ceremony on 22 June 2023, coinciding with the United Nations Public Service Day (observed on 23 June) and celebrating exceptional work from across the sector that significantly impacts the community, both now and into the future. Under the theme 'Innovation, inspiration, impact', this flagship event saw over 300 people come together at ZINC in Federation Square.

An exceptionally high number of nominations were received across all categories, which was a glimpse into the diverse, essential and often unseen work of the public sector, yet reflective of the dedication, innovation and a strong commitment to serving

Victorian communities. For the first time, IPAA Victoria held a People's Choice Award, which saw over 1,000 votes with the Victorian Public Sector (VPS) Women of Colour Network (WoCN) being the resounding winner for this category. This is a powerful reflection on the importance of ensuring safe and equitable workplaces for culturally diverse people and the positive impacts that arise when inclusive spaces are created.

IPAA Victoria congratulates the following organisations and individuals that received awards across the 11 categories:

**Better Outcomes Through Regulation:** Communications and Media Authority - Combating Scams Teams

**Citizen-Centred Service Design:** Magistrates' Court of Victoria - Service Centre

**Climate Change Impact and Adaptation:** Barwon Water - Geelong regional climate adaptation partnership

**Emergency Management:** Coliban Water - Caring for Customers in Extreme Events: Coliban Water's 2022 Flood Response

**Evidence-Based Policy:** Department of Energy, Environment and Climate Action - Goulburn to Murray Rivers Trade and Operating Review

**Governance and Integrity:** Land Use Victoria, Department of Transport and Planning - Independent probity assurance of government agency land transactions

**Leading Employer:** Cenitex - Cenitex Employee Experience uplift

**Communications and Engagement:** Small Business Victoria - Aboriginal and CALD Engagement Team - Small Business Victoria

**Implementing Aboriginal Self-Determination:** Department of Transport and Planning - Transport Portfolio Aboriginal Self-Determination Plan 2020-23

**People's Choice Award:** Victorian Public Sector (VPS) Women of Colour Network (WoCN) - Transforming inclusion for the Victorian Public Sector

**Emerging Aboriginal Leader Scholarship:** Jared Poland, Senior Policy Officer, Traditional Owner Policy and Programs, Traditional Owner Relationships and Heritage, Department of Premier and Cabinet

You can watch our highlight reel from this event [online](#) as well as the interviews from each of the award winners [here](#).

We thank our partners Department of Premier and Cabinet; Department of Energy, Environment and Climate Action; Victorian Public Sector Commission; Department of Health; Australia Post; Emergency Recovery Victoria and Department of Education for their contribution towards this successful event.





## CELEBRATION OF COMMITMENT AND SERVICE TO THE SECTOR

IPAA Victoria is thrilled to acknowledge several individuals that have been recognised for their long-standing and unwavering commitment to supporting IPAA Victoria and the broader public purpose sector. Congratulations to the following individuals:

### IPAA Victoria Fellows 2022

**Brigid Sunderland**, Department of Justice and Community Safety

**Entsar Hamid**, Former Deputy President, IPAA Victoria

**Karen Lau**, General Manger, South East Water

**Katrina McKenzie**, General Manager, City of Melbourne

**Mark Duckworth PSM**, Senior Research Fellow, Deakin University

**Sally Curtain**, Chief Executive Officer, Bendigo Kangan Institute

### National Fellow 2022

**Elaine Carbines AM**, Non-Executive Director, various government and non-profit organisations

### Honorary Life Member

**Adam Fennessy PSM**, Secretary, Department of Agriculture, Fisheries and Forestry



## Diversity and Inclusion in Leadership series

We celebrated Africa Day on 25 May alongside the African-Australian Community of Practice, which held its annual Africa Day Forum, a hybrid panel discussion on 'How African Australians can succeed in the workplace'. Over 80 attendees online and in-person participated to hear the experiences of distinguished African Australian public purpose and corporate leaders.

## Future of Work series

The evolving and contemporary workforce continues to be a critical and emerging trend, and in response, Young IPAA's (YIPAA's) and different communities of practice held a variety of events to explore this trend. From the power and practice of communications, how lived and diverse experiences can shape a career in government communications and leadership, to overcoming imposter syndrome, and developing tools and techniques to support the professional development of leaders, IPAA Victoria's YIPAA's and communities of practice continued to provide a range of offerings to meet the interests and needs of the broader public purpose sector.

In supporting early to mid-career professionals and emerging leaders in the public purpose sector, YIPAA continued its Careers Club sessions regularly, which provided connection and support for each other to grow and develop their careers. It has been an excellent platform where emerging leaders network and gain insights on a range of topics.

The IPAA Young Professionals Networks from NSW, ACT, Victoria and Western Australia held 'Coffee Without Borders' to bring together the emerging

leaders networks across Australia. It was a great initiative where early to mid-career professionals had the opportunity to network across jurisdictions, connect and support each other.

## Wellbeing and Mental Health series

The People and Culture Community of Practice organised an event focusing on wellbeing and culture redefined in the post-covid workplace. This event brought together a group of over 40 experts in wellbeing and culture to explore the big changes the modern workplace has seen recently. In addition, between August and November 2022, a range of [podcasts](#) and [articles](#) were created to provide ongoing access to relevant content and support continued discussion on wellbeing.

## Learning & Development Programs

We ran 80 public professional development courses throughout the financial year, with many at capacity. Examples of sought after courses included Writing Briefs for Decision Makers, Public Sector Writing, Policy Skills and the flagship Gain the Policy Edge.

Gain the Policy Edge was reviewed and updated to cover the 5-day course over two weeks, aligning with attendees' preferred learning styles. We also introduced Maria Katsonis as a new facilitator to the program bringing a wealth of knowledge and new case studies.

The strong demand for in-house professional development programs continued with 151 in-house professional development programs delivered to a total of 2,712 participants.





## Testimonials from participants attending public professional development courses

Gain the Policy Edge:

*“An exceptional pair of facilitators who brought the course and subject matter to life. An enriching course for working professionals.”*

Writing Briefs for Decision Makers:

*“Outstanding. Gave me knowledge (how) and understanding (why) to write briefs and the confidence to actually do it well (tools).”*

*“The learning goes beyond briefs and many concepts can be applied to other writing tasks eg emails and letters.”*

*“Loved the tools and real life examples in an interactive work shop format which worked well even in an online setting.”*

## Testimonials from participants attending in-house professional development courses

Stakeholder Engagement

*“The Stakeholder Engagement training workshop was an excellent session that was informative, comprehensive and beneficial to anyone working in Government looking to build on their stakeholder skills and knowledge. Sofia was an amazing facilitator and expertly guided the training. Genuinely one of the most interesting and enjoyable all-day trainings I’ve done.”*

## THEME: TRUST, INTEGRITY AND DIALOGUE

### State Budget Briefing

Over 300 participants attended IPAA Victoria’s flagship State Budget Briefing Lunch on 24 May 2023. Participants had a valuable opportunity to hear a keynote address from Andrew Davies, CEO, Victorian Managed Insurance Authority (VMIA), and from David Martine PSM, Secretary of the Department of Treasury and Finance, who presented on the 2023–24 Budget, outlining exclusive insights on how the Budget was shaped, and sharing a first-look deep dive analysis.

Following on from this, David and his other panel speakers, Helen Silver, Independent Chair of Australian Children’s Television Foundation (ACTF), Non Executive Director, PEXA, and Non Executive Director of Crown; and Dean Yates, IPAA Victoria Board member and EY Partner, Oceania Central Agencies and Victorian Government Leader, dissected the State Budget to find out immediate and valuable insights and discussed what the Budget meant from a macro view, from a service delivery and public service perspective.

We thank our event partner, VMIA, for their valuable support in the delivery of this event.





## Leadership and Integrity series

The IELP Senior Executive and Manager program each ran with a full cohort of outstanding participants. A newly designed customised program called Elevate: Advancing Project Leadership was developed in partnership with Department of Health and The WellBeing Outfit for 30 participants. IPAA Victoria also transitioned to a Learning Management System (Moodle) to host all program materials, which has enhanced the learning experience for participants by centrally locating all course materials.

## Climate Change and Sustainability series

Led by the Sustainability Community of Practice, a series of podcasts, interviews and articles were released this year to explore the topic of sustainability across a variety of areas including risk, public policy, finance, and infrastructure.

An in-depth conversation with Carl Obst, Director at the Institute for the Development of Environmental-Economic Accounting (IDEAA) was an exciting opportunity to hear insights into just how much we all rely on nature for our growth and prosperity and discussed why it is important that we improve our understanding of the value of nature and why this has not been well understood in the past. The series also included interview with Stuart Toplis, Manager Industry Support, Department of Jobs, Skills, Industry and Regions, who has a long-term interest in how we can better incorporate sustainability into the tourism sector and has focused a lot of work in this area; as well as podcasts featuring Jonathan Masom, VMIA, and Lynette Smith, gramma consultancy. Together, they explored risk, sustainability and public policy.



## THEME: TREATY, TRUTH AND VOICE

### Treaty and Truth-telling series

### International Women's Day 2023

With the work of Yoorrook well underway and the forthcoming commencement of treaty negotiations between the Victorian Government and Aboriginal Victorian communities, over 1,300 people came together to celebrate International Women's Day (IWD) on 8 March 2023. For the first time, IPAA Victoria's International Women's Day Gala Dinner had all-First Nations women headlining the event. This flagship event featured speakers Magistrate Rose Falla, Magistrate and Supervising Magistrate for Koori Justice; Geraldine Atkinson,

first elected Co-Chair of the First Peoples' Assembly of Victoria; Professor Eleanor Bourke AM, Chair of the Yoorrook Justice Commission; and Elly Patira, former Deputy Secretary, First Peoples-State Relations, Department of Premier and Cabinet.

This truly memorable event was an important opportunity to celebrate and reflect on the critical role First Nations women have in not only Aboriginal communities, but broader society, and their critical involvement in driving positive change and improving gender inequality. In showcasing the unique status, cultures and contributions of Aboriginal and Torres Strait Islander women, IPAA Victoria and its Aboriginal Advisory Committee invited eminent First Nations women to speak to the topics of treaty and truth-telling.

IPAA Victoria thanks its event partners for their valuable support in delivering this event: KPMG, Maddocks, Fisher Leadership, and Aware Super.



## Amplifying the voices of First Nations leaders

Following the powerful conversation at IWD, IPAA Victoria delivered two podcasts featuring the esteemed speakers. The first podcast episode featured a special conversation between Aunty Geraldine Atkinson, first elected Co-Chair of the First Peoples' Assembly of Victoria and Chair Eleanor Bourke AM, Chair of the Yoorrook Justice Commission. Together, they responded to the unanswered questions the audience had on the night and explored themes of treaty, truth-telling and self-determination. The second podcast episode featured Elly Patira, former Deputy Secretary, First Peoples – State Relations, Department of Premier and Cabinet, who explored the Treaty Framework in Victoria and the opportunities that exist for First Nations women in the public service.

## Uncle Reg and Aunty Walda Blow Oration

IPAA Victoria's Uncle Reg and Aunty Walda Blow Oration event acknowledged and honoured the significant contributions Uncle Reg and Aunty Walda Blow made to Victorian First Nations Peoples and Victoria's public administration.

The 2022 Oration was given by Uncle Reg and Aunty Walda Blow's family members and friends, with family members present.

This event featured a panel discussion facilitated by Terry Garwood PSM, Deputy Secretary, Department of Premier and Cabinet, and featured speakers Marcus Stewart, first elected Co-chair of the First People's Assembly of Victoria, and Professor Eleanor Bourke AM, Chair of the Yoorrook Justice Commission. Speakers reflected on the themes of Treaty, self-determination and truth-telling and explored the cross relationship of the two organisations for Aboriginal people, Treaty and Victoria's opportunities for change.

IPAA Victoria thanks the Aboriginal Advisory Committee for their valuable guidance, and event partner PwC for hosting this important Oration.

## Winner of the 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 First Nations 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 and consists of a 12-month professional development package tailored to the needs of the award recipient.

IPAA Victoria congratulates Jared Poland, Senior Policy Officer, Traditional Owner Policy and Programs, Traditional Owner Relationships and Heritage, Department of Premier and Cabinet, on receiving the Emerging Aboriginal Leader Scholarship.

We thank our award partner in supporting this category, the Koorie Outcomes Division at the Department of Education.





# LOOKING FORWARD

## LOOKING FORWARD

As the voice of the public purpose sector, IPAA Victoria is proud of its achievements over 2022-2023. Looking ahead, IPAA Victoria will continue to innovate, collaborate, and adapt to support people across the public purpose sector to respond to critical challenges and emerging trends. We will continue to do this through our three strategic themes:

1. Connection through collaboration, new skills and celebration
2. Trust, integrity and dialogue
3. Treaty, truth and voice

We look forward to continuing to connect, empower and celebrate professionals of the public purpose sector, alongside our members, advisory committees, CoPs and YIPAA's, partners and networks.

# ADVISORY COMMITTEES

## Aboriginal Advisory Committee

Angela Singh, Chair

Stephen Alexander (from February 2023)

Suzanne Coates

Mick Coombes (from February 2023)

Chaise Egan

Curt Garwood

Ward Garwood

Tim McCartney

Charles O'Leary (from April 2023)

Mikala Purton

Elke Smirl (from December 2022)

## Awards Advisory Committee

Jennifer Wolcott, Chair

Tracey Slatter, Deputy Chair

Kathryn Anderson

Fin Bird

Nicole Brady (from November 2022)

Simon Corden

Angela Singh

Helen Vaughan

Darren Whitelaw

## Audit, Finance and Risk Committee

Dean Yates, Chair

Clare Amies

Paul Broderick PSM

Entsar Hamid (to October 2022)

Shawn Leong (from February 2023)

Josef Oduwo (from May 2023)

Ben Rimmer (to April 2023)

## Executive Committee

John Bradley

Tracey Slatter

Dean Yates

## Strategic Advisory Committee

Dr Graeme Emonson PSM, Chair

Clare Amies

Gary Atherton

Will Babington (from November 2022)

Sam Hannah-Rankin

Wendy Jones (to February 2023)

Professor Jenny Lewis

Josef Oduwo

# PARTNERS



# THE NUMBERS

## SUMMARY FINANCIAL REPORT

# INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA (VICTORIAN DIVISION) INC

ABN: 49 012 662 861

## STATEMENT OF PROFIT AND LOSS

For the year ended 30 June 2023

	2023 \$	2022 \$
<b>Operating activities</b>		
<b>Revenue</b>	<b>4,081,926</b>	4,100,227
<b>Expenditure</b>		
Employee benefits	(1,894,531)	(1,333,597)
Seminars, workshops and events	(1,351,530)	(1,347,882)
Fringe benefits tax	(123,225)	(83,657)
Depreciation and amortisation	(95,636)	(126,526)
Contract staff	(73,236)	(177,145)
Rent and occupancy	(87,085)	(58,093)
IT and communications	(72,004)	(68,741)
Payroll tax	(42,016)	(20,711)
Consultants and professional fees	(48,922)	(78,023)
Advertising and marketing	(22,872)	(34,658)
Doubtful debts (expense) / recovery	4,540	(2,238)
Other expenses	(139,937)	(120,964)
<b>Total expenditure</b>	<b>(3,946,454)</b>	(3,452,235)
<b>Surplus/(deficit) from operating activities</b>	<b>135,472</b>	647,992
<b>Capital activities</b>		
Capital gain/(loss) on financial assets	129,270	(269,913)
<b>Surplus/(deficit) from capital activities</b>	<b>129,270</b>	(269,913)
<b>Surplus / (deficit) for the year</b>	<b>264,742</b>	378,079

# INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA (VICTORIAN DIVISION) INC

ABN: 49 012 662 861

## STATEMENT OF FINANCIAL POSITION

As at 30 June 2023

	2023 \$	2022 \$
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	2,107,133	1,399,577
Trade and other receivables	628,945	998,000
Financial assets	121,801	-
Other assets	32,213	18,424
<b>Total current assets</b>	<b>2,890,092</b>	2,416,001
<b>Non-current assets</b>		
Financial assets	2,140,452	1,931,446
Property, plant and equipment	14,020	20,758
Intangible assets	58,582	57,124
Right of use assets	-	51,598
<b>Total non-current assets</b>	<b>2,213,054</b>	2,060,926
<b>Total assets</b>	<b>5,103,146</b>	4,476,927
<b>Liabilities</b>		
<b>Current liabilities</b>		
Trade and other payables	589,442	420,353
Lease liabilities	-	70,276
Provisions	213,753	167,732
Other liabilities	2,056,584	1,833,259
<b>Total current liabilities</b>	<b>2,859,779</b>	2,491,620
<b>Non-current liabilities</b>		
Provisions	7,255	13,937
<b>Total non-current liabilities</b>	<b>7,255</b>	13,937
<b>Total liabilities</b>	<b>2,867,034</b>	2,505,557
<b>Net assets</b>	<b>2,236,112</b>	1,971,370
<b>Equity</b>		
Retained earnings	2,236,112	1,971,370
<b>Total equity</b>	<b>2,236,112</b>	1,971,370



# INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA (VICTORIAN DIVISION) INC

ABN: 49 012 662 861

## STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2023

### 2023

	Retained earnings \$	Total \$
<b>Balance at 1 July 2022</b>	<b>1,971,370</b>	<b>1,971,370</b>
Surplus / (deficit) for the year	264,742	264,742
<b>Balance at 30 June 2023</b>	<b>2,236,112</b>	<b>2,236,112</b>

### 2022

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

This financial report is an extract of the full financial report for the year ended 30 June 2023. 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](http://www.vic.ipaa.org.au)

## COMMENTARY

IPAA Victoria has continued to expand its operational capacity to provide support for our members, fostering connectivity, empowerment, and celebration within the public purpose sector.

The audited financial statements of IPAA Victoria for the year ended 30 June 2023 show we achieved an overall surplus of \$265k, compared to a surplus of \$378k for the previous year.

Reflecting on the financial year, overall revenue remained comparable to the previous year, totalling \$4.082m (\$4.100m for FY 2021-22), with incremental increases in seminar, workshop, and event revenue, amounting to \$52k due to recent growth in the delivery of in-house programs and a sell out International Women’s Day event. This was offset by slight decreases in membership subscription revenue (by \$38k) and revenue from other sources (by \$32k).

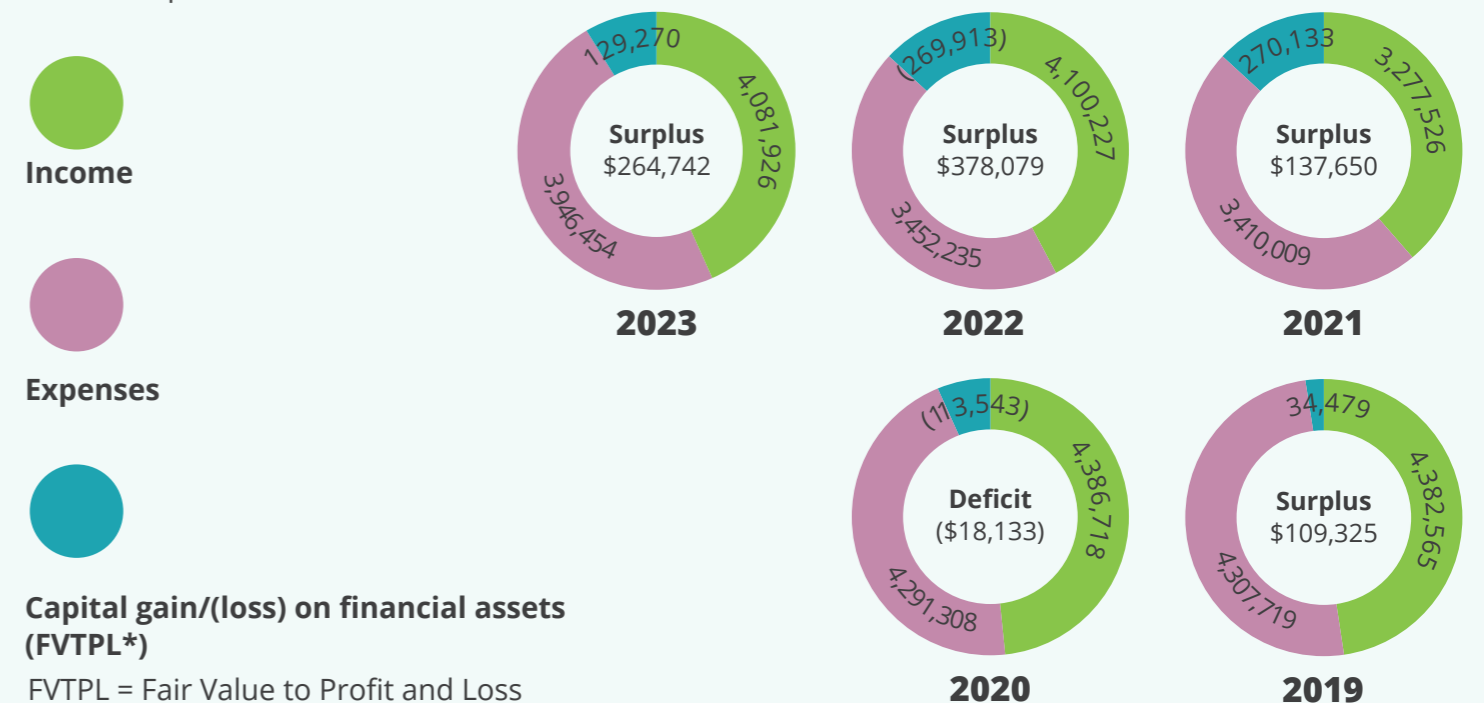
Total expenditure increased by 14% or \$494k, reaching \$3.947m. This increase in expenditure is predominantly due to the increase in employee benefits of \$561k and associated FBT of \$40k. The Board’s strategic investment in cultivating a diverse and proficient team underscores our commitment to supporting the sector’s evolving needs. This intentional growth aims to fortify IPAA Victoria’s capacity to deliver heightened value to its members. This is also reflected in the decrease in contract staff, consultants and professional fees when compared to FY 2021-22.

Total assets experienced a significant increase of \$626k from the preceding year, reaching \$5.103m. This increase was primarily attributed to positive movements in cash and cash equivalents (\$708k), investments in listed securities and managed funds (non-current financial assets \$209k). The increase in current financial assets by \$121k reflects the term deposit held as a lease guarantee for our new Lonsdale Street premises. These increases are offset by the decrease in trade and other receivables of \$369k due to the timing of payments from members.

Total liabilities increased by \$361k, a 14% increase to \$2.867m. This increase was primarily due to unearned revenue received for future professional development training.

The overall net assets result of \$2.236m is a strong balance sheet to move into the new financial year and maintain our sustainable footing necessary to continue funding and investing in important services and initiatives for the public purpose sector going forward.

We express our gratitude to the IPAA Victoria team for their dedication, commitment and agility and look forward to further collaboration with our members, partners, and supporters to continue fostering connectivity, empowerment, and celebration within the public purpose sector.



# INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA (VICTORIAN DIVISION) INC

ABN: 49 012 662 861

## BOARD MEMBER'S DECLARATION

The board member declares that in the board member's 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 2023 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 .....

Date: 3/11/2023

# 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 2023 annual report that contains a summary financial report, which comprises the statement of financial position as at 30 June 2023, 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) Inc for the year ended 30 June 2023.

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 14 November 2023.

### 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: 21 November 2023

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THANK

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