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About Us

The Institute of Public Administration Australia WA (IPAA WA) was established in 1945 and is the only professional association for the public sector in WA. The Institute enables those with an interest in public administration and public sector reform to exchange ideas on trends, practices and innovations.

Vision

Excellence in the Public Sector.

Mission

As the preeminent professional body for all people in, or working with the public sector, IPAA WA supports the public sector to make a difference. IPAA WA provides a constructive voice for the sector, facilitates collaboration, connects members and provides high quality professional development and training programs.

Values

Our pursuit of excellence is underpinned by our core values.

1. **Innovation:** Generating and applying new ideas and better practice for the public sector.
2. **Learning:** Sharing and applying new knowledge to improve performance.
3. **Service:** Serving members and adding value to public sector institutions.

Strategic Plan

In July 2015, IPAA WA reviewed its previous Strategic Plan, and in October 2015 a new Strategic Plan for 2015-2018 was adopted. Pages 2-3 of this report contain IPAA WA's newly adopted strategic plan.

Services

- Membership
- Awards
- Professional Development
- Resources
- Events
- Event Administration

Patron



Her Excellency the Honourable Kerry Sanderson AC FIPAAWA
Governor of Western Australia

Vice Patrons

Hon. Colin Barnett MEd MLA
Premier of Western Australia

Hon. Mark McGowan MLA
Leader of the Opposition



Strategic Plan



STRATEGIC PLAN 2015 - 2018

Excellence in the Public Sector



www.wa.ipaa.org.au

IPAA WA VALUES

Our pursuit of excellence is underpinned by our core values.

Innovation

Generating and applying new ideas and better practice for the public sector.



Learning

Sharing and applying new knowledge to improve performance.

Service

Serving members and adding value to public sector institutions.



ABOUT IPAA WA

The Institute of Public Administration Australia WA (IPAA WA), established in 1945, is a not-for-profit professional association which enables those with an interest in public administration and public sector reform to exchange ideas on trends, practices and innovations.

As a strong membership organisation, we welcome new members from both the public and private sectors who are passionate about the professionalism and future of WA.

We promote healthy governance and excellence in public administration for all members of the public service across Western Australia. Our members are passionate individuals and organisations who enjoy expanding their professional networks, as well as developing their knowledge in order to contribute towards better outcomes for the public sector and the community.

IPAA WA THANKS OUR 2015/16 PREMIER AND GOLD CORPORATE PARTNERS

PREMIER



Government of Western Australia
Department of Mines and Petroleum



Formerly State Super Financial Services

GOLD

Government of Western Australia

Department of Transport

Housing Authority

Public Transport Authority



Building a better working world



Strategic Plan

STRATEGIC PLAN 2015 - 2018

STRATEGIC PLAN 2015 - 2018

OUR MISSION

As the preeminent professional body for all people in or working with the public sector, IPAA WA supports the public sector to make a difference. IPAA WA provides a constructive voice for the sector, facilitates collaboration, connects members and provides high quality professional development and training programs.

OUR OBJECTIVES FOR 2015 - 2018

| DEVELOP AND INSPIRE | INFORM AND INFLUENCE | CONNECT AND COLLABORATE | STRENGTHEN AND GROW |
|---|---|--|---|
| To provide high quality professional development and training programs relevant to the public sector. | To inform and influence public policy development and execution. | To enable and facilitate a connected and collaborative public sector. | To ensure IPAA WA's sustainability for the benefit of members. |
| <p>Public Training Courses Deliver relevant public training courses.</p> <p>In Agency Training Create and deliver tailored training programs within an agency.</p> <p>Celebrations / Awards Recognise and promote good governance and achievements throughout the public sector.</p> | <p>Events Provide relevant, desirable and inspirational events for the public sector.</p> <p>Publications Develop, distribute and promote relevant articles / papers / pieces regarding public administration.</p> <p>Communities of Practice Provide a platform to share expertise in specific areas.</p> | <p>Membership Provide exceptional products and services to our members, both individual and corporate.</p> <p>Networking Provide opportunities to bring together interested people from within and outside the public sector.</p> <p>Mentoring Provide opportunities to learn from experienced public sector leaders.</p> <p>Social Media Use and grow social media as a vehicle of communication.</p> | <p>Governance Govern within best practice guidelines.</p> <p>Management Manage a sustainable, flexible and efficient organisation.</p> <p>Communication Deliver all information to the relevant individuals and organisations in an innovative way.</p> <p>Financial Operate to yearly budgets within a longer term strategic plan.</p> <p>Partnerships Develop and foster partnerships with external organisations.</p> |

KEY INITIATIVES



Operational Structure

President's Report



The last year has been one of consolidation for the Institute. This follows on from a period of significant change in the structure and location of the IPAA office and the tremendously successful International Conference that we hosted here in our State the previous year.

In addition to delivering training and events to the high standard that our members have come to

expect, we have used this year to turn our focus to the future of the Institute, particularly through the development of a new Strategic Plan. This is further outlined by Gavin Lewis in his CEO Report.

During the year, the IPAA WA Council also took proactive steps to strengthen our governance processes to ensure that we can best perform our role as custodians of your professional association. This has included the development of a governance charter, a review of the templates used for reports at Council meetings and a council skills self-assessment and analysis. Usually, such governance reviews are triggered by an environment of dysfunction or a crisis. I am pleased to say that this is not the case here, as we are embarking on this process at a time when Council is operating effectively and professionally. Indeed, there is a palpable sense of shared

purpose among members of Council that makes discharging my role as President a privilege and a pleasure. To me, this is the best possible time to undertake a proactive review of governance so that we provide a solid foundation for success into the future.

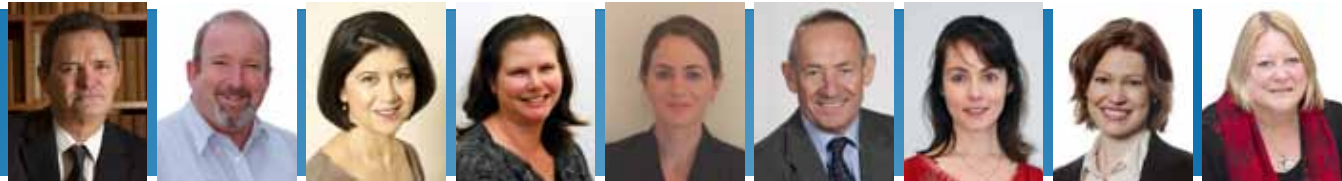
One of the challenges for the organisation in the past year has been the growing pressure on agency budgets. This is not unexpected and, indeed, IPAA WA has been actively planning for this situation. Budgetary pressure will continue and may increase in the future. The biggest concern is that agencies will be tempted to reduce the investment they make in the ongoing development of their people. In this regard, I am pleased to say that demand for our courses and events remains at a sustainable level. This is largely due to the efforts of IPAA WA staff who manage to develop, coordinate and deliver training and events that present a compelling value proposition. As the Institute operates purely for the benefit of members, we are able to use our resources to deliver products at more competitive rates than commercial providers. In addition, the very nature of the relationship between IPAA WA and the public sector means that we are able to listen to the sector and ensure we deliver what the sector wants. In these tough times, it is more important than ever to ensure that our public servants are skilled, competent professionals who can deliver outcomes for the people of Western Australia in a world of increasing demand, complexity and unpredictability.

In last year's report, I noted that one of my personal goals as President is to increase personal membership of the Institute. This remains a work in progress and is not helped by tougher financial times. While we have fallen short of our membership target this year, many of those individuals who choose to take the next step in their professional career by joining IPAA WA as a personal member tell me that they do so not only to reap the tangible benefits but also to be a part of something meaningful by deepening the level of engagement between professionals and their profession. As I said last year, this to me is the essence of personal membership.

I would like to thank my fellow Councillors for their ongoing support of, and dedication to, the Institute. I would particularly like to thank those Councillors whose term concludes this year and to welcome the new faces who will join us after the next Annual General Meeting. As always, I would also like to thank all the staff of IPAA WA whose great work and dedication makes all of this possible.

Sven Bluemmel
President

Operational Structure



Chris Avent Andrew Brien Cathrin Cassarchis Kylie Coulson Adele Coyne Rob Delane Emma Forrest Cathryn Greville Toni Walkington

Council

The IPAA WA Council is responsible for governance and strategic planning. Councillors are Personal Members and we encourage all Individual Members to nominate to join the Council as a great way to learn new skills and increase networks.

Councillors



President
Sven Bluemmel MIPAA
 Information Commissioner,
 Office of the Information Commissioner



Vice President
Dr Yvonne Haigh MIPAA
 Lecturer,
 Murdoch University



Vice President
Colin Murphy FIPAA FIPAAWA
 Auditor General,
 Office of the Auditor General



Secretary
Josephine Harrison-Ward MIPAA
 Management Consultant,
 Public Sector Commission



Treasurer
Alan Abraham MIPAA
 Chief Financial Officer Business Management,
 Department of Lands

Chris Avent MIPAA
 Deputy Electoral Commissioner,
 WA Electoral Commission

Andrew Brien MIPAA
 Chief Executive Officer,
 City of Bunbury

Cathrin Cassarchis MIPAA
 State Archivist and Executive Director,
 State Records Office

Dr Kylie Coulson MIPAA
 Assistant Director, Strategic Policy and Evaluation,
 Department of Treasury

Adele Coyne MIPAA
 Projects Manager,
 The University of Notre Dame Australia

Rob Delane PSM MIPAA
 Special Adviser Agribusiness Expansion,
 Department of State Development

Emma Forrest MIPAA
 Senior Analyst,
 Department of Treasury

Kal Greenaway MIPAA
 Senior Sergeant
 Western Australia Police

Cathryn Greville MIPAA
 Assistant Director,
 Economic Regulation Authority

Toni Walkington MIPAA
 WA State Secretary/General Secretary,
 CPSU / CSA

Attendance

| Councillors 2015/16 | Attendance |
|-------------------------|------------|
| Alan Abraham | 1 out of 6 |
| Chris Avent | 6 out of 6 |
| Sven Bluemmel | 5 out of 6 |
| Andrew Brien | 3 out of 6 |
| Cathrin Cassarchis | 3 out of 6 |
| Kylie Coulson | 6 out of 6 |
| Adele Coyne | 4 out of 6 |
| Rob Delane | 2 out of 6 |
| Emma Forrest | 6 out of 6 |
| Cathryn Greville | 5 out of 6 |
| Kal Greenaway | 3 out of 6 |
| Yvonne Haigh | 3 out of 6 |
| Josephine Harrison-Ward | 5 out of 6 |
| Colin Murphy | 3 out of 6 |
| Toni Walkington | 4 out of 6 |

Outgoing Councillors

We would like to thank all outgoing councillors listed below for their time and commitment to the Institute:

- Chris Avent MIPAA
- Andrew Brien MIPAA
- Dr Kylie Coulson MIPAA
- Adele Coyne MIPAA
- Rob Delane PSM MIPAA

Operational Structure

Chief Executive Officer's Report



It is my pleasure to submit the annual report for the 2015 – 2016 financial year for the Institute of Public Administration Australia – Western Australian Division (IPAA WA) to our members and stakeholders.

After a uniquely busy 2014 – 2015, this year was a return to 'normal' business operations for IPAA WA. During the previous financial year, in addition to its normal operations, IPAA WA implemented a new organisational structure and strategic plan; organised an office relocation from the CBD to Murdoch University; and planned and organised the IPAA National Conference. As reported in last year's report, these activities were

a great success. Also in the preceding year, we made a number of changes within the organisation in terms of aligning structures, budgets and processes.

With a return to a more regulated working environment, we had the opportunity to enhance our core services. The operational restructure has resulted in a reallocation of resources which has enabled us to focus on improving processes and outputs. An example is the balancing of resources to reflect return on investments such as increasing resources for the training division of IPAA WA

The 2015 – 2018 Strategic Plan identifies the following objectives for IPAA WA (for the full Strategic Plan – please refer to page 2 of this report);

- Develop and Inspire
- Inform and Influence
- Connect and Collaborate
- Strengthen and Grow

The core services of IPAA WA are summarised as;

- Membership
- Training (Public and In-Agency)
- Events - Thought Leadership (including the WS Lonnie Awards, Achievement Awards and Event Administration)
- Resources / Information

The Annual Report discusses the Key Performance Indicators (KPIs) for these services in greater detail, however, as a summary I can say the following.

Training excelled in the 2015 – 2016 financial year. The number of activities held and the number of delegates attending was well beyond predicted numbers. IPAA WA's products were refined and expanded to meet the needs of our stakeholders. The introduction of a Business Development Manager role, responsible for the promotion of the training products, was a great success. The increase is also a reflection on the fact the community, (especially the public sector), value the importance of professional development.

Events also had an excellent year in 2015 – 2016. The number of attendees, and therefore revenue received, was consistent with the predicted figures. With a slight restructuring of the event products, IPAA WA was able to make substantial cost savings while providing our stakeholders with outstanding services.

The customer feedback scores for both training and events was outstanding.

There has been a restructure in the core service of "Resources / Information". IPAA WA is constantly reviewing the use of technology and other mediums to convey the important ideas and trends affecting public administrators. It is difficult to measure the success of the resources / information service that IPAA WA provides our members as there is not an attributed dollar value. I can report that non-financial key measures were met and exceeded in this area. The Institute does not only want to be a provider of training and events, but we have as a key objective the goal of being a provider of resources – Inform and Influence.

One of the core services which did not do as well as the other services was our membership. IPAA WA has two general forms of membership – corporate and individual membership. Corporate membership and individual membership did not increase as anticipated. IPAA WA has a major goal of increasing individual membership. Due to not

meeting our membership goals we are currently reviewing strategies to increase the number of individual members, maintain corporate members and improve the already high value of IPAA WA membership.

We thank all our corporate and individual members. Their support of the Institute is vital for the on-going success of IPAA WA, and its ability to provide these essential services to the public, not for profit and academic sectors. IPAA WA was formed by the public sector to service public administrators, and we rely on the continued support of our members.

IPAA WA is aware of the tighter economic climate our members find themselves operating in, and as an acknowledgment of this fact, we operate on very strict budgets and strive to maintain a low cost for our members. As a result we have not increased our training, event and membership costs for four years.

The return to a more typical operating year also allowed IPAA WA and the Council to review and implement a number of governance initiatives; this has provided stronger management of the Institute, and has enabled us to achieve the key objective – Strengthen and Grow.

Thank you to the IPAA WA President, Mr Sven Bluemmel, and the whole Council for their ongoing commitment, dedication and support over the past year. As a strong advocate for IPAA WA and the benefits the Institute brings to its members, Sven constantly reminds and encourages those in the public sector to join IPAA WA, as it is the sectors' professional association. I would like to take this opportunity to acknowledge the hard working and dedicated staffing team we have at IPAA WA. In an extremely busy period, the staff have done an exceptional job.

The Institute plays an essential role developing the sector and celebrating its successes. I am very proud to be the CEO of such a valuable organisation to the community of Western Australia.

Gavin Lewis
Chief Executive Officer

Operational Structure

IPAA WA Staff



Gavin Lewis
Chief Executive Officer



Laura Heys
Events Coordinator
(From January 2016)



Jenni Ogilvy
Training Support Officer
(From April 2016)



Amy Bouckley
Manager | Organisational
Development and Corporate
Member Relations



Nicole Ieraci
Professional Development
Coordinator
(From September 2015)



Ekaterina Tenerova
Finance Officer



Andrew Dunkin
Program Development Manager



Nadia Khalaf
Events Coordinator
(Until February 2016 Maternity
Leave)



Naomi Tong
Administration and Training Assistant



Yohan Fernando
Marketing & Communications
Coordinator



Bevan Long
Training & Business Development
Coordinator
(Until April 2016)

Key Performance Indicators

Highlights

Events & Awards

1,460
delegates

@ **22** events seminars and awards ceremonies

Record number of nominations for the 2016 Achievement Awards

610 delegates across the W.S. Lonnie Awards and Achievement Awards

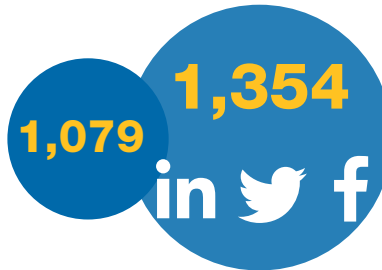
40 awards presented to organisations and individuals in the public, local and NFP sectors

featuring **41**

presenters including Ministers, Directors General, CEOs, Executive Directors, Academics and Industry Experts

Social Media

25% Increase



from last financial year

Public Training & In-Agency

10% in the number of delegates attending our public training courses

22% in the number of organisations using our in-agency service

146% in the number of in-agency training courses delivered

Increase
from last financial year



260+ individual members from **136** organisations

INDIVIDUAL MEMBERSHIP

Membership

CORPORATE MEMBERSHIP

92
Corporate Members



representing over

110,000+
public, private, not-for-profit and tertiary professionals

91% corporate member retention rate

Key Performance Indicators

Performance Objectives

| DEVELOP AND INSPIRE | | | | |
|--|---|---------------------------|-----------|-----|
| Initiative | Key Indicator | Target | Actual | |
| To deliver relevant public training courses. | Number of courses organised is greater or the same as the previous year. | 138 | 167 | |
| | Number of courses conducted is greater or the same as the previous year. | 99 | 102 | |
| | Number of delegates is greater or the same as the previous year's number. | 906 | 999 | |
| To create and deliver tailored training programs within an agency. | Number of courses organised and conducted meets budgeted numbers. | 54 | 121 | |
| To recognise and promote good governance and achievements throughout the public sector. | Achievement Awards and WS Lonnie Awards are conducted. | 2 | 2 | |
| INFORM AND INFLUENCE | | | | |
| Initiative | Key Indicator | Target | Actual | |
| Develop, distribute and promote relevant articles / papers / pieces regarding public administration. | iNews is published and distributed monthly | 12 | 12 | |
| Provide a platform to share expertise in specific areas. | "Sharing of expertise" events are conducted. | 4 | 4 | |
| CONNECT AND COLLABORATE | | | | |
| Initiative | Key Indicator | Target | Actual | |
| Provide exceptional products and services to our members, both individual and corporate. | Individual Membership numbers continue to grow each year. | 330 | 275 | |
| | Corporate Membership numbers are maintained or increased. | 97 | 92 | |
| Provide opportunities to bring together interested people from within and outside the public sector. | Number of networking activities held each year. | 4 | 4 | |
| | YPAC and PDSIG are maintained. | 2/2 | 2/2 | |
| Use and grow social media as a vehicle of communication. | Users of IPAA WA social media vehicles increases yearly. | Facebook | 122 | 136 |
| | | LinkedIn Corporate | 135 | 248 |
| | | LinkedIn Discussion Group | 228 | 296 |
| | | Twitter | 594 | 674 |
| STRENGTHEN AND GROW | | | | |
| Initiative | Key Indicator | Target | Actual | |
| Deliver all information to the relevant individuals and organisations in an innovative way. | Website receives above satisfactory feedback score from users (out of 7). | 5 | 5.5 | |
| | Email database is maintained and updated. | 100% | 100% | |
| Operate to yearly budgets within a longer term strategic plan. | Approved budget is achieved and regularly reported against. | \$(77,324) | \$225,283 | |
| Develop and foster partnerships with external organisations. | Number of new partnerships. | 1 | 2 | |
| | Existing partnerships are maintained. | 100 % | 92% | |

Membership

Summary

In response to the continued difficult economic environment, IPAA WA did not increase any of its Individual or Corporate Membership fees for the 2015/16 financial year. A total of 88 organisations renewed their membership and IPAA WA gained 4 new corporate members – Total Corporate Members for 2015/16 were 92; down 5% from the previous financial year.

For the 2015/16 financial year, IPAA WA had 275 Individual Members, 10% down on last year. The member retention rate was 43%, this is up from 35% in the previous year.

All members receive a range of benefits including discounts on our entire learning and development program, free publications and access to exclusive member events. Individual Members received complimentary or up to 50% off a number of professional development and networking events as follows:

- Insights with Lorissa Kelly: A Chief of Staff's Perspective (Cost recovery rate for members)
- Member Mentoring with Michelle Reynolds (Personal Member benefit only)
- Member Meet and Greet Annual General Meeting (complimentary)
- Insights Series: The Future of Innovation (Cost recovery rate for members)
- Members Christmas Party (Complimentary for members)
- Young Professionals Christmas Party (Cost recovery rate for members)
- Insights Series: The young professional in WA's changing economy (Cost recovery rate for members)
- Member Mentoring with Auditor General Colin

Murphy (Personal Member benefit only)

- 2016/17 Federal Budget: What it means for your savings and super plans (Members only event)
- Achievement Awards (Only members can nominate for an award)

Survey Results

Our annual member and non-member survey was distributed over 3 weeks from 20 April 2016 until 13 May 2016. Respondents went into the draw to receive a 12 month Personal Membership.

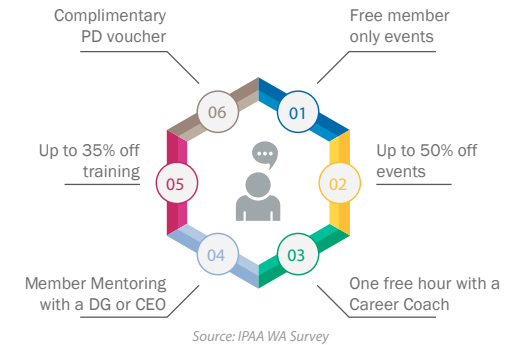
A total of 260 people completed the survey, some of the highlights include:

- 78% of Member respondents agreed that their IPAA WA membership offered enough benefits to members
- 91% of respondents who attended an event indicated it either met or exceeded their expectations
- 93% of respondents said that the frequency of IPAA WA communications was about right
- 89% of respondents found iNews content relevant and of interest
- When asked "How likely is it that you would recommend an IPAA WA Individual Membership to a friend or colleague?", Members gave an average rating of 6.67 out of 10 (with 10 being highly recommend)
- When asked "How likely is it that you would recommend an IPAA WA Training course to a friend or colleague?", respondents gave an average rating of 7.8 out of 10 (with 10 being extremely likely)



Which of the following would you consider of value if you were to join IPAA WA?

Top six responses from Non-Members



How do you usually hear about our events/training?

| | |
|----------------------------|-----|
| Email | 93% |
| IPAA WA Website | 17% |
| Word of Mouth | 15% |
| PS News | 12% |
| Intersector | 7% |
| Rolling Banners | 7% |
| Handout at events/training | 5% |
| IPAA WA PST Guide | 3% |
| Social Media | 2% |
| Other | 5% |

(including Business News, Org. Intranet or web search)

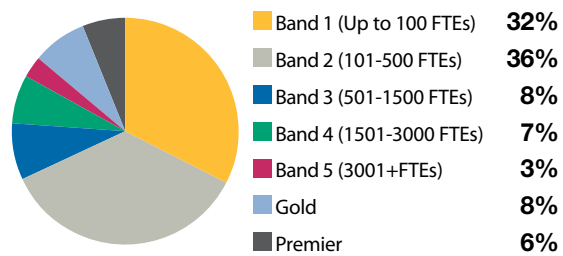
On a scale of 1 – 5 (1 is poor and 5 is excellent), IPAA WA rated...



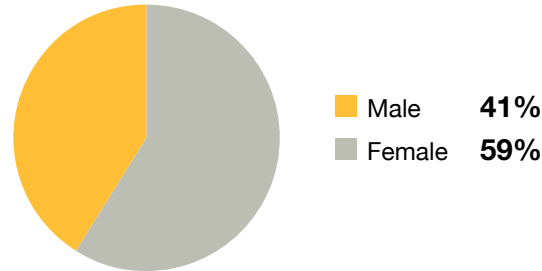
Membership

Member Profile

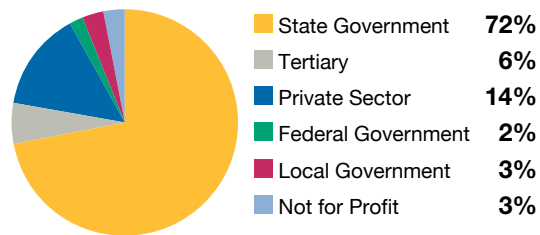
CORPORATE MEMBERSHIP BY BAND LEVEL



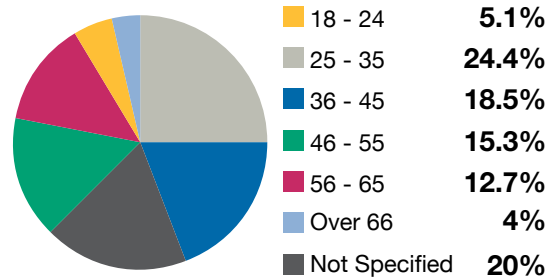
INDIVIDUAL MEMBERSHIP BY GENDER



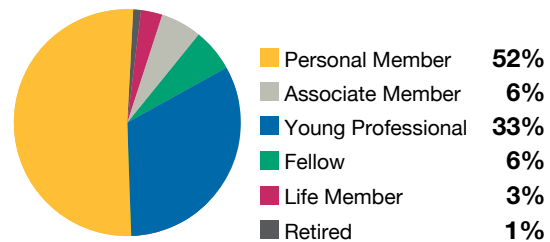
CORPORATE MEMBERSHIP BY SECTOR



INDIVIDUAL MEMBERSHIP AGE RANGE

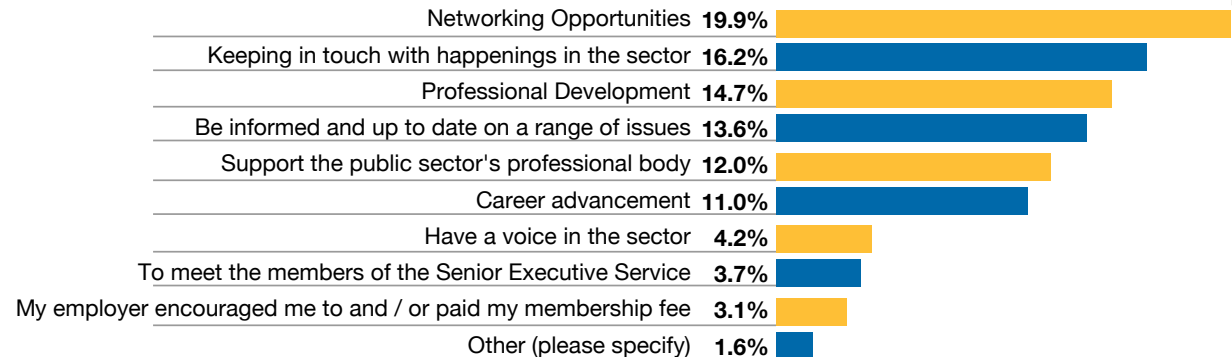


INDIVIDUAL MEMBERSHIP BY CATEGORY



*39 complimentary Young Professional memberships were provided to Corporate Member organisations (decrease from 66 in 2014/15 financial year)

REASON INDIVIDUAL MEMBERS JOINED THE INSTITUTE



Membership

Individual Membership

For 2015/16, Individual Membership (Associate and Personal) was 10% lower than the previous financial year. As identified in the survey results, the main barrier of entry for individual membership remains the cost. The survey also revealed that people didn't see the value of Individual Membership when their organisation was a Corporate Member. In March 2016, IPAA WA formed a membership sub-committee to formulate objectives and strategies to help boost Individual Membership numbers.

PERSONAL MEMBERSHIP

Personal Members are fully engaged with the Institute and value networking and keeping in touch with the public sector.

Personal Membership represented 52% of total Individual Membership, up from 46% last financial year. Despite overall membership dropping, Personal Membership was up 0.7% from last year.

ASSOCIATE MEMBERSHIP

Associate members are friends of the Institute and keep up to date with their professional development through the Institute's learning and development program.

Associate Membership represented 9% of total Individual Membership (4% of Young Professional Members were Associate Members). The take-up of Associate Membership has dropped by 7% in the 2015/16 financial year.

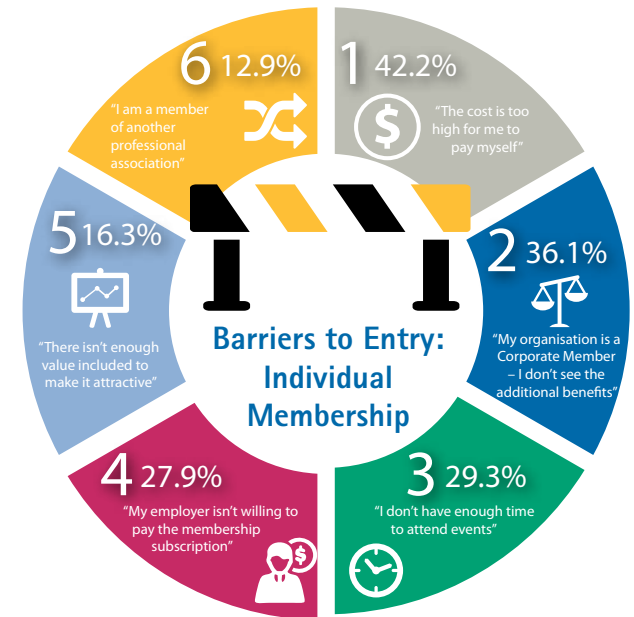
YOUNG PROFESSIONAL MEMBERSHIP

Young Professional (YP) members remain one of the most active membership groups. They have helped develop many of the Institute's learning and development programs for young professionals across the sector.

YP membership is open to any individual aged 35 or under, with an interest in the practice of public administration, or who is interested in the teaching or study of public administration or related subjects. During the 2015/16 financial year, a total of 90 YP Memberships were taken up, representing 33% of total membership. Complimentary YP memberships were provided again this year as a benefit to Corporate Members. Of the total YP Memberships, 43% were complimentary YP memberships, and represented 47 of IPAA WA's Corporate Members.

Young Professional Membership decreased by 28% this financial year. This largely attributed to the 41%

decrease in take-up of complimentary YP Memberships. Paid Young Professional Memberships decreased by 14% from last year.



Membership

Young Professional Advisory Committee (YPAC)

The Young Professional Advisory Committee (YPAC) is made up of up to 15 nominated Young Professional (YP) members and act as an advisory committee to the Council of Western Australia's Institute of Public Administration Australia.

YPAC have developed five goals:

1. **Support and promote** the interests of Young Professionals who are working in or working with the public sector in Western Australia;
2. **Connect Young Professionals** from across the public sector as well as other young professional groups through networking opportunities;
3. **Inform and share knowledge** regarding public sector issues through facilitating networking opportunities, providing access to senior leaders, organising events with relevant guest speakers and facilitating social media platforms and forums where Young Professionals can discuss key public sector issues and share innovative ideas;
4. **Inspire and empower** Young Professionals to contribute to public policy discussion, and to ultimately influence public policy development and implementation in Western Australia; and
5. **Promote IPAA WA** and its value to all of its stakeholders.

2015/2016 YPAC COMMITTEE

Chair

Rachel Collins
Department of Treasury

Vice Chair

Adele Coyne
Department of Lands
(Until December 2015)

Anya-Jane Statham
Richmond Wellbeing
(From January 2016)

Communications Advisor

Kathryn Carew-Hopkins
Main Roads WA
(Until September 2015)

Cassie Harrison
Housing Authority
(From October 2015)

Program Coordinator

Carina Uehr
Department of Training and Workforce Development
(Until September 2015)

Amy Mayer
Department of Health WA
(From October 2015)

Secretary

Position Vacant

YPAC COMMITTEE MEMBERS

Kate Buck - WA Police
(Until September 2015)

Francine Goss – Public Sector Commission
(Until September 2015)

Ruby Johnston – Department of Fisheries
(Until January 2016)

Alastair Kirkby – Department of Finance
(Until January 2016)

Elizabeth Potter - Department of Local Government and Communities
(From April 2016)

Kieran Rayney - Department of Treasury
(From May 2016)

Julie-Anne Riseborough - Department of State Development
(From October 2015)

Rebecca Rosher - Public Sector Commission
(Until September 2015)

Sean Simpson - City of Subiaco
(From October 2015)

Adela Tang – Department of Health
(Until September 2015)

Felicia Wong - Public Sector Commission
(Until February 2016)





EVENTS DEVELOPED BY YPAC

23 July 2015

Insights with Lorissa Kelly: A Chief of Staff's Perspective

Lorissa Kelly, Chief of Staff to the Western Australian Minister for Planning; Culture and the Arts; Leader of the House provided young professionals with insights on her career, and provided sound advice on public sector career progression.

27 August 2015

The Western Australian Frank and Fearless Legendary Debate

Two teams of young professionals led by Rob Delane (Director General of Agriculture and Food) and Jodi Cant (General Manager of Landgate) provided a laugh a minute entertainment, as they courageously debated over the topic "It's a good time to be a public servant".

18 September 2015

Battle of The Agencies Quiz Night

Hosted at the Subiaco Football Club, over 150 young professionals from across the sector battled it out for a chance to be crowned the winner. Tickets for the Quiz Night sold out for the second year in a row.

26 November 2015

Insights Series: The Future of Innovation

This event explored a hot topic amongst young professionals – the future of innovation. The event featured a panel of three highly regarded public sector leaders, Giles Nunis (Government Chief Information Officer), Susan Mylne (Director of Culture, Innovation and

Change at WA Health) and Richard Wilkinson (Assistant State Manager, AusIndustry at Commonwealth's Department of Industry, Innovation and Science).

10 December 2015

2015 Young Professionals Christmas Party

Hosted at the PICA Bar, YPAC invited Young Professionals and their guests to join them as they celebrated the year that was, and to hear about the exciting events planned for Young Professionals in the New Year.

10 March 2016

Insights Series: The Young Professional in WA's Changing Economy

As many Young Professionals may be experiencing an economic downturn for the first time in their career, this event provided them the opportunity to discuss with two senior leaders, David Flanagan (Managing Director of Atlas Iron) and Nicky Cusworth (Deputy Director General of Department of State Development) on what to expect from here, and where the WA economy may be heading in the future.



PLANS FOR THE FUTURE

Since its commencement in 2011, the YPAC has been developing bigger and better events each year and providing professional development opportunities for young professionals from across the public sector. Building on this success, a number of events currently planned to be delivered in 2016-17 include:

- Another edition of the Western Australian Frank and Fearless Legendary Debate and the third annual Battle of the Agencies Quiz Night (September 2016)
- Continued Insights Series breakfast events with senior leaders discussing topics of interest to Young Professionals; and
- Annual Networking Christmas Party (December 2016), where young professionals from across the sector can meet like-minded people and share their experiences from 2015.

YPAC's success is attributed to all those that contributed to the actions of the committee over the past year and who continue to assist in the development of event

Membership

Life Members

Life Members are Personal Members of the Institute who are honoured at the discretion of the Council and have demonstrated a strong commitment and contribution to the Institute.

WA LIFE MEMBERS

Mr Tim Benjamin*
 Mr Brian Burgess*
 Dr Wally Cox PSM FIPAA
 Mr Mike Culmsee
 Ms Lyn Genoni
 Mr Keith Graham*
 Dr Barbara Meddin
 Mr John Persse
 Ms Marion Seboa
 Ms Margaret Stockton
 Ms Jan Stuart
 Dr Mike Wood
 *Deceased

Fellows

NATIONAL FELLOWS

Every year the IPAA National Council announces National Fellows from Personal members across the country who have made an outstanding contribution to the study and /or practice of public administration. Members are nominated by their jurisdiction and judged by a national panel of their peers.



2015 WA NATIONAL FELLOW RECIPIENT



Mrs Cheryl Gwilliam FIPAA
 Director General
 Department of the Attorney General
(Position at the time of receiving award)

IPAA NATIONAL FELLOWS (WA)

Mrs Cheryl Gwilliam FIPAA
 Mr Richard Sellers FIPAA
 Mr Colin Murphy PSM FIPAA
 Mr Grahame Searle FIPAA
 Dr Peter Wilkins FIPAA
 Mr Eric Lumsden PSM FIPAA
 Mr Christopher Williams FIPAA
 Dr Wally Cox PSM FIPAA
 Dr Lynn Allen FIPAA
 Ms Maxine Murray FIPAA
 Dr Geoff Gallop FIPAA
 Dr Frank Harman FIPAA
 Mr Des Pearson FIPAA
 Mr Chris Whitaker FIPAA
 Dr Elizabeth Harman FIPAA
 Dr Martin Forrest FIPAA
 Dr Michael Wood FIPAA
 Mr Alan Peachment FIPAA
 Mr Allan Skinner PSM FIPAA
 Mr Robert MacKenzie FIPAA
 Mr Digby Blight FIPAA
 Mr Brian Burgess FIPAA
 Mr Ronald Robertson FIPAA



WA FELLOWS (FIPAAWA)

The IPAA WA National Fellows was launched in 2012, and is proudly supported by Ernst & Young. The Western Australian Fellowship is awarded in recognition of outstanding contribution to public administration and the achievement of the Institute's objectives.



2015/16 IPAA WA FELLOWS

Mr Dale Stewart FIPAAWA
 Ms Sue Ash AO FIPAAWA
 Mr Sandy Clarkson FIPPAAWA
 Mr Craig Comrie FIPAAWA
 Dr Wally Cox PSM FIPAA FIPAAWA
 Mr Wayne Gregson FIPAAWA
 Ms Susan Hunt PSM FIPAAWA
 Ms Sue McCarrey FCILT FIPAAWA
 Mr Colin Murphy PSM FIPAA FIPAAWA
 Dr Jim Rhoads FIPAAWA
 Her Excellency the Honourable Kerry Sanderson AC FIPAAWA
 Mr Grahame Searle FIPAA FIPAAWA
 Mr Richard Sellers FIPAA
 Dr Ruth Shean FIPAAWA
 Dr Shayne Silcox PSM FIPAAWA
 Dr Lesley van Schoubroeck FIPAAWA
 Mr Reece Waldock FIPAAWA
 Dr Peter Wilkins FIPAAWA
 Dr Mike Wood FIPAA

Corporate Members

PREMIER



Government of **Western Australia**
Department of **Mines and Petroleum**



StatePlus

Formerly State Super Financial Services

GOLD

Government of **Western Australia**

Department of **Transport**

Housing Authority

Public Transport Authority



BAND ONE

Building & Construction Industry Training Fund

Bureau of Meteorology

Chartered Accountants Australia and New Zealand

Commissioner For Children & Young People

Department of Education Services

Department of the Registrar (WA Industrial Relations Commission)

Economic Regulation Authority

Equal Opportunity Commission

Gascoyne Development Commission

Goldfields Institute of Technology

Independent Market Operator

Kimberley Development Commission

Legal Practice Board

Metropolitan Redevelopment Authority

MyLeave

Office of the Auditor General

Office of the Information Commissioner

Ombudsman Western Australian

Pilbara Development Commission

Potato Marketing Corporation of WA

Regional Development Australia - South West

Richmond Wellbeing

Rural Health West

Small Business Development Corporation

South West Development Commission

State Heritage Office

VenuesWest

WA Electoral Commission

Western Australian Treasury Corporation

BAND TWO

ChemCentre

City of Bunbury

City of Gosnells

City of South Perth

Corruption & Crime Commission

Deloitte Services Pty Ltd

Department of Aboriginal Affairs

Department of Environment Regulation

Department of Fisheries

Department of Lands

Department of Local Government and Communities

Department of Planning

Department of Racing, Gaming and Liquor

Department of Regional Development

Department of Sport And Recreation

Department of State Development

Department of Treasury

Department of Water

Director of Public Prosecutions (WA)

Fremantle Ports

Insurance Commission of WA

KPMG

LandCorp

Lotterywest

Mental Health Commission

Metropolitan Cemeteries Board of WA

Parliament House WA

Perth Zoo

South West Institute of Technology

Tourism WA

West Coast Institute of Training

WorkCover WA

BAND THREE

Department of Commerce

Department of Culture & The Arts

Department of Finance

Horizon Power

Landgate

North Metropolitan TAFE

PricewaterhouseCoopers Services

BAND FOUR

Department for Child Protection and Family Support

Department of Agriculture & Food

Department of Fire and Emergency Services

Department of the Attorney General

Disability Services Commission

Main Roads WA

BAND FIVE

Department of Education

Department of Health

WA Police

Membership

Member Benefits, Discounts & Special Offers

| | Personal | Associate | CORPORATE MEMBER |
|---|----------|-----------|--|
| PROFESSIONAL DEVELOPMENT | | | |
| Demonstrate your professionalism by using the post nominal MIPAA | ✓ | ✓ | Membership Certificate |
| Track your own professional development through the members only online resource centre iConnect & access career enhancing tools/articles/ member news & AJPA Journals online | ✓ | ✗ | Partnership opportunities for specific purpose seminars and courses, including sponsoring of events, research or awards (Premier & Gold Members) |
| Be involved and nominate or vote for Institute Council Members | ✓ | ✗ | Vote for Institute Council Members |
| Invitation to nominate for IPAA WA's Achievement Awards | ✓ | ✓ | Invitation to nominate for IPAA WA's Achievement Awards |
| Group Member Mentoring (small groups of up to 8 members) | ✓ | ✗ | |
| NETWORKING | | | |
| Priority invitation to member only events | ✓ | ✗ | Invitation to FREE member only networking events |
| Priority invitation to free member only events | ✓ | ✗ | |
| Join a special interest group - Young Professional Advisory Committee | ✓ | ✓ | |
| DISCOUNTS | | | |
| Up to 50% off all Institute events and conferences | ✓ | ✓ | Up to 30% off all Institute events and conferences |
| Up to 25% off all Institute training courses | ✓ | ✓ | Up to 20% off all Institute training courses |
| Access discounted coaching services | ✓ | ✗ | 20% off in-agency training |
| \$75 PD Voucher | ✓ | ✗ | Complimentary Young Professional Memberships (YP) in accordance with Band level |
| \$25 PD Voucher | ✗ | ✓ | |
| Referral Reward - \$25 CREDIT | ✓ | ✓ | |
| SUBSCRIPTIONS | | | |
| Australian Journal of Public Administration (AJPA) Peer review journal - Posted quarterly to members | ✓ | ✗ | Nominated staff receive AJPA |
| Free six month subscription to Business News | ✓ | ✓ | Access to the Institute's Event Administration service |

Scholarship and Sponsored Awards

Education Awards

The Institute is proud to support outstanding academic achievements in public administration with ongoing partnerships with Murdoch University and Curtin University.

Students were awarded with 12 month complimentary memberships to the Institute and professional development vouchers. Congratulations to the following students who graduated with top marks in their relevant courses for 2015.



Mr Mark Bain (left) with Dean of the Sir Walter Murdoch School of Public Policy and International Affairs, Professor Ben Reilly, received the Institute of Public Administration Australia Prize for best academic performance in 'Public Policy Analysis' – Murdoch University.

Mr Ronald George Maidment received the Institute of Public Administration Australia WA Prize for best student in Advanced Public Sector Accounting – Curtin University.

Young Professional
2016 Expand Your Horizons

SCHOLARSHIP



SCHOLARSHIP WINNER

Cassie Harrison, Housing Authority

Expand Your Horizons Scholarship

Recognising up and coming leaders, the Young Professional 'Expand Your Horizons Scholarship' is awarded annually to one Young Professional (YP) member, aged 35 and years and under.

The scholarship provides return flights and full conference registration for the Institute's National Conference. IPAA's National Conference provides a forum for debate, discussion and promotion of the public sector, and is an opportunity for those who are passionate about the public sector to connect and engage with peers and colleagues.

The 2015 Expand Your Horizons Scholarship was awarded to one IPAA WA Young Professional (YP) member, to attend the IPAA 2015 National Conference in Sydney on 14 & 15 October 2015.

On review of her experience at the conference, Cassie said, "The experience was so valuable to me for many reasons: housing was a key issue being discussed; it contributed to my understanding of the Federation in general; and it highlighted the need for a more effective communication direction for long term policy initiatives. The theme of the conference was Federation reform; around resetting the relationship between the Commonwealth and the States that was originally set up at Federation. I was particularly keen to attend because housing and homelessness was one of the four key themes being addressed, along with health, education and tax reform. Health, education and tax reform are usually the top issues for any government to have on the top of their agenda, but it was pleasantly surprising that housing and homelessness was also recognised as a key issue."

Events

Thought Leadership

PROGRAM AND THE IPAA WA STRATEGIC PLAN

The Institute's program of Thought Leadership seminars and Award Ceremonies serve two strategic objectives (IPAA WA Strategic Plan 2015-18):

- To inform and influence public policy development and execution, and
- To enable and facilitate a connected and collaborative public sector.

This year we have chosen two proxy measures to assess our performance against both objectives; number of unique delegates, and number of organisations represented by delegates. These have been chosen as they are indicators of reach, and point to the potential for ideas raised in our sessions to be discussed with a wider secondary audience.

Unique delegates are defined as those who attend only one session in the year. Of a total of 1460 delegates to our seminars and awards ceremonies, 1196 were unique delegates. This high level of single session attendance is attributed to the disparate nature of topics covered in the series. The breadth of topics is deliberate in seeking to reflect the scope of work undertaken by the public sector and its scale as the largest employer in the state. This level of unique visitation is considered a strength in having reached a wider group than if we repeatedly attracted a smaller group of people.



8 out of 10
Unique delegates
at Events

Our 2015/16 delegation was drawn from 154 organisations of which:

- 93 were state government,
- 10 local governments,
- 8 federal (including universities),
- 14 not-for-profit organisations and associations, and;
- 29 private sector organisations.

ORGANISATIONS REPRESENTED AT EVENTS



The 93 state government agencies accounted for 1150 delegates or 79% of the total delegation. Interestingly private sector organisations provided the second highest number of delegates with 86, or just over 6% of the total delegation. The Budget Briefing event was a significant factor in this result having attracted a number of large corporations. That the state agencies dominated our delegations is in line with the IPAA's long standing focus on state government matters but also points to an opportunity to increase our service offering and relevance to local and federal government agencies in years to come.

These numbers may be viewed in the context of the 141 state public sector agencies considered for the W.S. Lonnie Awards, and a workforce of 138,440 as reported in the Public Sector commission's 2015 'State of the Sector' report.

A number of IPAA WA surveys have highlighted that individual members (Personal and Associate) place a strong emphasis upon value for money. In response, the 2015/16 program featured five sessions in which personal member registration fees were reduced to \$90 in contrast to 2014/15 in which only two seminars

offered fees of less than \$100. Individual member attendance as a percentage of the total delegation increased from 6.1% in 2014/15 to 7.6% in this financial year. A strong indication that the lower price played a role in this increase is that the '\$90 sessions' attracted higher average attendance of individual members (10.2% of delegation) compared to 7% for those priced over \$100. The success of this policy in increasing engagement of personal members with their professional association will see the sub-\$100 registration fee offered wherever possible in 2015-16.

PROGRAM PERFORMANCE

The 2015/16 program delivered a stronger than forecast surplus due to a number of sessions performing significantly above expectations, the Budget Briefing being of particular note. This year's program consisted of eight seminars in addition to the two awards' ceremonies and addressed a range of topics as detailed below.

| Topic(s) | Session |
|---|--|
| Innovation | The Innovation Imperative |
| Innovation systems | Innovation Series: How to implement successful innovation programs |
| Insights driven service design | Citizen Insights: Better understanding, better services |
| Culture | Culture Change: Building a future ready public sector |
| Flexible work practices, 'leaning-out' | Women in Leadership: It is everybody's business |
| Policy environment for the year ahead | President's Address |
| Regulation, sharing economy, technological disruption | Achtung! New Economy Ahead |
| State finances | Budget Briefing |

AWARDS, FELLOWS, MEMBER MENTORING AND YPAC

The program and event team delivered eight feature length seminars, two Awards ceremonies; the IPAA WA EY Fellow's series; facilitated two Group Mentoring sessions; and provided support to the Young Professional's program.

Our two Awards ceremonies require considerable management effort and this year they attracted a total of 610 delegates. This compares favourably to the 2015 result of 522 delegates for both ceremonies.

The IPAA WA EY Fellows series provided our Fellows and senior public sector leaders with three thought provoking sessions in conjunction with series sponsor EY. Of note was the presentation by former chief of the Australian Defence Force, ACM Angus Houston AFC (Ret'd) AK.

Two Member Mentoring sessions hosted by Michelle Reynolds and IPAA WA Fellow and Vice-President, Colin Murphy, respectively each attracted a full complement of eight engaged individual members. To maintain a level of personal engagement, a maximum of eight members are invited to participate per session.

Highlighting the continuing market preference for low cost professional development opportunities, the Young Professional Advisory Committee again drew solid audiences to their program. The second Battle of the Agencies Quiz Night moved to a bigger venue and sold out again, while the Christmas Sundowner at the Perth Institute for Contemporary Art (PICA) bar was reasonably well attended. The Insights series continued with a well-received briefing on the state of the economy delivered by respected economist, Ms Nicky Cusworth, and Managing Director of Atlas Iron, Mr David Flanagan.

Reid Oration

The annual Reid Oration is a free public lecture, established by IPAA WA in 1991 to honour Professor Gordon Reid's contribution to public life. The Oration has been in abeyance since UWA withdrew support in 2015. Work is continuing to resume the oration, with IPAA WA exploring other options.



Event Administration

The Institute has continued to offer a comprehensive event management service for our Corporate Members. This year several request for quotes were sent out, however, they were unsuccessful due to situations beyond the Institute's control.

Special Interest Groups

PROGRAM DEVELOPMENT SPECIAL INTEREST GROUP (PDSIG)

The PDSIG help to ensure the IPAA WA program reflects the contemporary issues facing public administration in Western Australia. In the 2015-16 financial year, the PDSIG have continued to provide a valued contribution to the development of the IPAA WA program.

We wish to thank the PDSIG members listed below for their contributions in 2015-16.

| | |
|-----------------------|--|
| Mr Jason Banks | Director General, Department of Environment Regulation |
| Mr Sven Bluemmel | Commissioner, Office of the Information Commissioner |
| Mr Michael Bradford | Chief Executive Officer, Landgate |
| Ms Stephanie Buckland | Chief Executive Officer, Tourism WA |
| Mr Joe Calleja | Chief Executive Officer, Richmond Fellowship of Western Australia |
| Dr Ron Chalmers | Director General, Disability Services Commission |
| Mr Peter Deague | Chief Executive Officer, Metropolitan Cemeteries Board |
| Mr Robert Delane | Director General, Department of Agriculture and Food |
| Mr Chris Field | Ombudsman, Ombudsman of Western Australia |
| Ms Susan Hunt PSM | Chief Executive Officer, Zoological Parks Authority |
| Ms Allanah Lucas | Commissioner, Equal Opportunities Commission |
| Dr Karl O'Callaghan | Commissioner of Police, Western Australia Police |
| Ms Michelle Reynolds | Chief Executive Officer, WorkCover Western Australia Authority |
| Mr Richard Sellers | Director General, Department of Mines and Petroleum |
| Dr Ruth Shean | Director General, Department of Training and Workforce Development |
| Dr Shayne Silcox | Chief Executive Officer, City of Melville |
| Mr Cliff Weeks | Director General, Department of Aboriginal Affairs |

Awards

W. S. Lonnie Awards

The Institute of Public Administration Australia WA (IPAA WA) welcomed special guest Her Excellency the Honourable Kerry Sanderson AC, Governor of Western Australia, to the Hyatt Regency Perth on Friday 1st of April 2016, for the 31st annual W.S. Lonnie Awards presentation. Premier's representative, the Honourable Peter Katsambanis MLC, Member for North Metropolitan Region, opened proceedings as agencies from across the public sector in WA gathered to acknowledge excellence and accountability in annual reporting.

IPAA WA President and WA's Information Commissioner Sven Bluemmel highlighted the significance of these awards as he welcomed guests to the awards presentation. "Receiving a W.S. Lonnie Award is a high accolade for public sector agencies as it demonstrates their commitment to transparency, authenticity and integrity in annual reporting. The production of a public sector agency annual report is a major team effort and I know that many CEOs see today's event as an opportunity to recognise and acknowledge the work of their agency's reporting team" he said.

State Heritage Office was the big winner on the day, taking home four awards including two major awards - the coveted W.S. Lonnie Memorial Trophy and the Margaret McAleer Special Commendation Award, as well as the Public Sector Commission Award for Good Governance and the Gold Category Award for agencies with under 100 FTEs. The judging panel commended the State Heritage Office's report, commenting that it "demonstrated a clear appreciation of how layout, style and graphics can serve to communicate critical information about performance management and achievement of KPIs. It was an outstanding report."

Main Roads Western Australia were also successful on the day, taking home three of the specialist awards and the Bronze award for agencies with over 1000 FTEs for its annual report. "Main Roads Western Australia's 2014-15 annual report presents an excellent account of the



agency's work to maintain its information management infrastructure and ensure employees have the relevant skills to capture and manage business information", one panel of judges commented.

This year's Chartered Accountants Australia and New Zealand Chief Financial Officer of the Year Award went to Damon DeNooyer from the Insurance Commission of Western Australia. Judges commented that "despite operating in a very complex environment, Damon has personally identified and pursued a number of key strategic, innovation and leadership initiatives."

The primary vehicle for accountability in the Public Sector has been and always will be the way public sector agencies report their performance to Parliament and the people of Western Australia. The Awards were established in honour of Mr. William Scott Lonnie, recognised for his long and distinguished career in the State public service, culminating in his final post as Under Secretary, Premier's Department during the premiership of Sir Charles Court.



Judging Panel

Thank you to the 2016 W.S. Lonnie Judging Panel:

CHAIR

Commenced

2011 **Professor Christopher Doepel PSM**
Executive Dean College of Business,
University of Notre Dame

JUDGES

Commenced

2013 **Hon. Cheryl Edwards**
Strategic Project Advisor, Atlas Iron Ltd

2013 **Ms Sheryl Fewster**
Director, Communications Directorate,
Department of Health

2010 **Dr Jim Rhoads**
Director, Rhoads Bird & Associates

2010 **Mr Grant Robinson**
Partner, KPMG

2016 **Ms Leanne Abrams**
Manager, KPMG

THANK YOU TO OUR 2016 W. S. LONNIE SPECIALIST AWARDS SPONSORS:





MAJOR AWARD WINNERS

The WS Lonnie Memorial Trophy
State Heritage Office

Margaret McAleer Special Commendation
State Heritage Office

The Allan Skinner Trophy
Office of the Auditor General

The Margaret Nadebaum Trophy
Fremantle Port Authority

SPECIALIST AWARDS

Office of the Auditor General Award for
Transparency and Accountability
Main Roads WA

Joint Award led by the Department of Commerce for
Occupational Safety, Health and Injury Management
Department of Transport

State Records Commission Award for
Excellence in Compliance Reporting
Main Roads WA

Ombudsman Western Australia Award for
Complaints Handling
Main Roads WA

CPA Australia Award for Performance Reporting
WorkCover WA

Public Sector Commission Award for Good Governance
State Heritage Office

Department of Agriculture and Food AE Gaby VC
Memorial Award for Achievement of Objectives
Reporting
Mental Health Commission

Chartered Accountants Australia and New Zealand
Award for Chief Financial Officer of the Year
Damon DeNooyer, Insurance Commission of WA

CATEGORY AWARDS

| AWARD | CATEGORY 1 <i>Under 100 FTEs</i> | CATEGORY 2 <i>101-1000 FTEs</i> | CATEGORY 3 <i>Over 1000 FTEs</i> | CATEGORY 4 <i>Government Trading Enterprises</i> |
|---------------|--|------------------------------------|--|---|
| GOLD | State Heritage Office | Office of the Auditor General | Department of Agriculture and Food | Fremantle Port Authority |
| SILVER | Ombudsman Western Australia | Landgate | Department of Finance | Western Australian Treasury Corporation |
| BRONZE | Commissioner for Children and Young People | Zoological Parks Authority | 2 Winners Department of Fire and Emergency Services Main Roads WA | Water Corporation |

Awards

Achievement Awards

The Institute of Public Administration Australia WA (IPAA WA) celebrated individual and organisational excellence at its fifth annual Achievement Awards presentation ceremony on Friday 24th June 2016 at the Hyatt Regency Perth.

The Achievement Awards is the only awards system in Western Australia to recognise both individual and organisational achievements across all three tiers of government, the not-for-profit and tertiary education sectors.

A total of 54 nominations were received this year (up from 47 last year), 29 for the individual awards and 25 for the organisational awards, with an overwhelming and high calibre of nominations received for both the collaboration awards (Best Practice in Collaboration Between Government and Non-Government Organisations and Best Practice in Collaboration Across Government Agencies in the Same Jurisdiction).

A total of 230 delegates attended the awards in 2016, which is the same number that attended in 2015. Responding to the continual tightening of Government agency budgets, IPAA WA continued the discounted pricing introduced last year for table bookings, offering a table booking of 10 for the price of 9. This initiative continued to prove popular, with 10 organisations taking up this offer.



Judging Panel

Thank you to the 2016 Achievement Awards Judging Panels:

CO-CHAIRS

Commenced

- 2012 **Mr Mal Wauchope**
Commissioner, Public Sector Commission
- 2012 **Mr Sven Bluemmel**
President, Institute of Public Administration Australia – WA;
- 2015 **Information Commissioner, Office of the Information Commissioner**

JUDGES

Commenced

- 2012 **Mr Joe Calleja**
Chief Executive Officer, Richmond Wellbeing
- 2012 **Ms Alison Gaines**
General Manager Asia Pacific, Gerard-Daniels
- 2012 **Ms Lyn Genoni**
Executive Director Strategic Policy, Department of Premier and Cabinet; IPAA WA Life Member
- 2012 **Dr Yvonne Haigh**
Lecturer, Murdoch University
- 2014 **Mr Stuart Hicks AO**
Chairman, South West Development Commission
- 2016 **Ms Jodie Holbrook**
Acting Executive Manager Planning and Community Development, Western Australian Local Government Association
- 2012 **Ms Susan Hunt PSM**
Chief Executive Officer, Perth Zoo

- 2015 **Mr Terry Murphy**
Director, Resolutions Consultancy
- 2012 **Ms Maxine Murray FIPAA**
Chair, PerthALIVE; IPAA WA Life Member
- 2015 **Ms Michelle Reynolds**
Chief Executive Officer, WorkCover WA
- 2012 **Ms Margaret Stockton**
Consultant; IPAA WA Life Member
- 2013 **Prof. Tarun Weeramanthri**
Executive Director, Public Health and Clinical Services Division, Department of Health

THANK YOU TO OUR 2016 ACHIEVEMENT AWARDS SPONSORS:





CONGRATULATIONS TO THE FOLLOWING 2016 ACHIEVEMENT AWARD WINNERS:

IPAA WA Patrons Award
Ms Sharyn O'Neill

Director General, Department of Education

Murdoch University Award
Leader of the Year State or Federal Government
Mr Graeme Gammie

Executive Director, Department of the State Heritage Office

Leader of the Year Working within a Division / Team / Organisation
Mr Malcolm Robb
Branch Manager Water Science, Department of Water

Hyatt Regency Perth Award
Leader of the Year Not-for-Profit Sector
Mr Chris Hall
Chief Executive Officer, MercyCare

Corruption and Crime Commission Award
Leader of the Year Local Government
Mrs Joanne Trezona
Chief Executive Officer, Shire of Broomehill-Tambellup

Public Sector Commission Award
Young Leader of the Year
Mr Petro Scafidas
A/Principal Project Officer, Department of Mines and Petroleum

Department of Fisheries Award
Policy Practitioner of the Year
Mr Ben Whitehouse
Director Out of Home Care Reform, Department for Child Protection and Family Support

Information Technology Practitioner of the Year
Mr Martin Jackson
A/Director, Strategic Business Development, Department of the Attorney General

Department of Finance Award
Finance Practitioner of the Year
Ms Carolyn Gibbon
Financial Reporting Manager, Department of Agriculture and Food, Western Australia

Randstad Award
Human Resource Management Practitioner of the Year
Mr Damien Miles
Director, Human Resources, Pilbara Ports Authority

Best Practice in Corporate Social Values
Department for Child Protection and Family Support
White Ribbon Workplace Accreditation

Business News Award
Innovation in the Not-for-Profit Sector
South West Metropolitan Partnership Forum

Department of Health Award
Best Practice in Health and Wellbeing
Department of Fire and Emergency Services
The Peer Support Program - Prepare to Care

Award for Best Practice in Collaboration Across Government Agencies in the Same Jurisdiction
Department of the Attorney General
Sunday Courts

Award for Best Practice in Collaboration Between Government and Non-Government Organisations (two winners)

Disability Services Commission
Changing Places WA

South West Metropolitan Partnership Forum



Training

Public Service Training

Our Public Service Training program continues to deliver relevant, skills-based training for the public sector.

This year saw an increase in the number of public training workshops delivered, with a total of 102 public workshops delivered to 999 delegates, up from 906 the previous year.

IPAA WA planned a total of 167 courses, up from last year's 138.

In 2015/2016 we continued to receive support from State Plus, to utilise their boardroom for training purposes. This has helped to assist in delivering courses in the Perth CBD and we are very appreciative of the partnership between IPAA WA and Stateplus.

Overall we delivered:

- 102 courses, from our suite of 41 public training courses to 999 delegates
- 3 new courses

NEW COURSES FOR 2015/2016

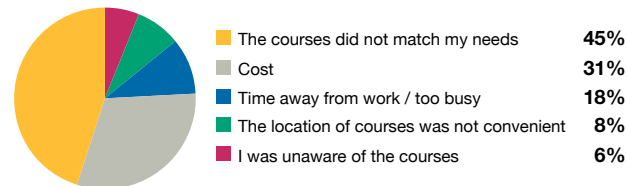
- Excellence in Annual Reporting
- Speed Reading
- Developing Good Communication Skills in the Workplace



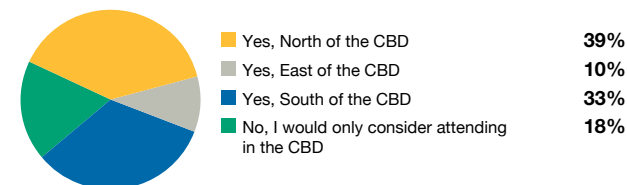
TOP 5 PERFORMING PUBLIC COURSES

| COURSE | # DELIVERED | ATTENDANCE |
|---------------------------------------|-------------|------------|
| Writing Skills for Government | 6 | 55 |
| Writing Policy Documents | 5 | 54 |
| Introduction to Policy Work | 5 | 52 |
| Getting Started in Project Management | 4 | 46 |
| Policy Evaluation | 5 | 45 |

WHAT IS THE MAIN REASON FOR NOT ATTENDING A TRAINING COURSE?



WOULD YOU CONSIDER ATTENDING A TRAINING COURSE LOCATED OUTSIDE OF THE CBD?



The above results were taken from our annual survey.

FACILITATORS

Thank you to our facilitators and partners who have continued to support the Public Service Training Program:

- Susan Barrera
- Greg Bayne
- Alistair Box
- Carina Calzoni
- Professor Rick Cummings
- Vivian Garde
- Alison Gaines
- Dr Alan Hancock
- Professor Phil Hancock
- John Harman
- Mark Kelly
- Susan Kurtjak
- Joel Levin
- Gloria McQuillan
- Nous Group
- Kath Polglase
- Dr Jim Rhoads
- Jan Rodgers
- Jan Siggers
- Dr Kim Schofield
- Karen Schwenke
- Jan Stuart
- Hannah van Didden



In-Agency Program

In 2015/16 we delivered 121 programs for 33 organisations. Compared with the previous year this is a 146% increase on the number of programs delivered and a 22% increase in the number of organisations we delivered them for.

NEW BUSINESS DEVELOPMENT ROLE AND TRAINING RESOURCES

In late 2015 we developed a new focused business development role. This investment was made to increase awareness of our services and the benefits in Corporate Membership. The increased resources has allowed us to extend our in-agency service to more agencies and larger programs.

SOME OF THE IN-AGENCY PROGRAMS DELIVERED THAT WERE NOT IN OUR PUBLIC SERVICE TRAINING PROGRAM INCLUDED:

- Facilitation of Strategic and Operational Planning Session
- Accountable and Ethical Decision Making
- SMART Goals
- Performance Review Training
- Coaching
- Creating Future Leaders
- Good Decision Making for Boards
- Mentoring Program
- Individual and small group coaching



AGENCIES THAT USED OUR IN-AGENCY SERVICES INCLUDED:

- Australian Health Practitioner Regulation Agency
- BreastScreen WA
- Catholic Education
- Charles Darwin University
- City of Rockingham
- City of Vincent
- Department of Commerce
- Department of Education Services
- Department of Education
- Department of Environment Regulation
- Department of Finance
- Department of Fire and Emergency Services
- Department of Immigration and Border Protection
- Department of Lands
- Department of Local Government and Communities
- Department of Mines & Petroleum
- Department of Parks and Wildlife
- Department of Regional Development
- Department of Sport and Recreation
- Department of State Development
- Department of the Attorney General
- Disability Services Commission

- Independent Market Operator
- Insurance Commission of WA
- Legal Practice Board of WA
- Main Roads WA
- National Disability Insurance Agency
- Office of the Director of Public Prosecutions for Western Australia
- Polytechnic West
- Shire of Denmark
- State Solicitors Office
- WA Police
- WorkCover WA



Public Service Training

2015/16 Public Service Training Courses

| Course | Career Stage |
|---|--------------|
| Business & Finance | |
| Budget Process, Cycle and Preparation | N S M |
| NEW! Excellence in Annual Reporting | N S M |
| Financial Statements in the Public Sector | N |
| Communication Skills | |
| Administration Skills: Supporting Committees and Boards | N S |
| Advanced Writing Skills | S M L |
| Brushing Up On Your Grammar and Punctuation | N S |
| NEW! Developing Good Communication Skills in the Workplace | N S |
| Developing Resilience | N S M L |
| Honing Editing and Proofreading Skills For Government | N S |
| Executive Writing Skills | N S M |
| Facilitation Tools and Techniques | N S M L |
| Grammar and Punctuation Essentials | N S |
| How to Develop Good Report Writing Skills | N S M |

| | |
|--|---------|
| Presenting to Influence and Persuade with Confidence | N S |
| Supporting High Level Committees and Boards | S M L |
| NEW! Speed Reading | N S M L |
| Writing an Effective Business Case | N S M L |
| Writing Ministerial Letters and Briefings | N |
| Writing Skills for Government | N |
| Writing with Style: The Power of Plain English | N S M L |
| Community & Stakeholder Engagement | |
| Embedding Engagement | S M L |
| Engaging Your Stakeholders and the Community | N S M L |
| Understanding Community and Stakeholder Outrage | S M L |
| Government & Policy | |
| Introduction to Policy Work | N |
| Policy Evaluation | S M L |
| Writing Policy Documents | N |
| Human Resources | |
| Getting The Application Right | S M L |
| Managing The Recruitment Relationship | S M L |

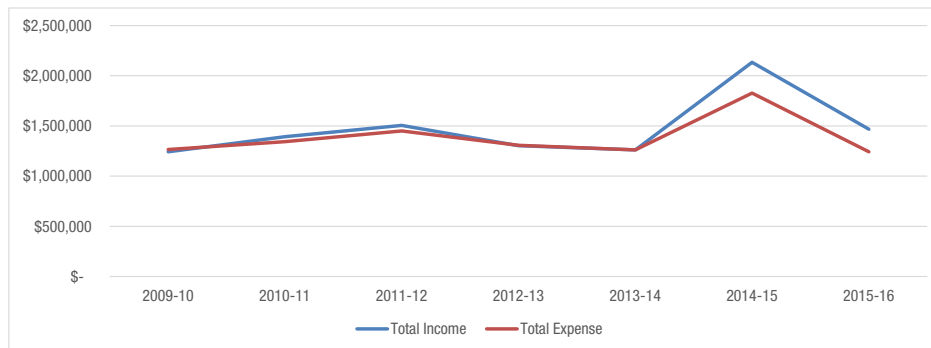
| Leadership & Management | |
|--|---------|
| Building a Culture of Accountability | M L |
| Building and Leading High Performance Teams | M L |
| Change Management for Team Leaders | S M L |
| Coaching Style of Leadership | S M L |
| Conflict Management | S M L |
| Hard Conversations: Effective Feedback in Performance Management | S M L |
| Influencing Without the Power Card | S M L |
| Leadership: What Every New and Experienced Manager Needs to Know | S M L |
| Mental Health in the Workplace | S M L |
| Strategic Planning | S M L |
| Monitoring & Evaluation | |
| Introduction to Monitoring and Evaluation | N S M L |
| Introduction to Program Logic | S M L |
| Project Management | |
| Getting Started in Project Management | N S |

| | |
|--------------------------|----------|
| New Recruits / Graduates | N |
| Supervisors | S |
| Managers | M |
| Leadership | L |

Financial Report

Treasurer's Financial Report

Council advises members that the financial outcome for the 2015-16 financial year is a surplus of **\$225,283**. This is primarily because of growth in professional development training provided by IPAA WA to the WA public sector and the impacts of various cost reductions. The graph below shows the relationship between total income against expenses since 2009-10.



INCOME

Total income in 2015-16 **decreased** by \$666,685 or 31.2% from the previous year for the following reasons:

- 'Once-only' income from the 2014-15 IPAA National Conference held in Perth.
- Professional Development income **increased** by \$125,362 or 13.3%.
- Sponsorship income **increased** by \$7,500 or 15.4%.

Membership subscriptions **decreased** by \$21,956 or 9.0% mainly as a result of a decrease in corporate and individual membership.

- WS Lonnie Awards income **increased** by \$6,728 or 19.0% mainly as a result of increased participation of the event by the WA public sector.
- Other income **decreased** by \$7,937 or 24.7% mainly due to a decrease in miscellaneous income related to the previous year's National Conference.

After adjusting for the 2014-15 IPAA National Conference, total income in 2015-16 **increased** by \$111,187 or 8.5%.

EXPENSES

Total expenses in 2015-16 **decreased** by \$584,929 or 32.0% from the previous year for the following reasons:

- 'Once-only' expenses from the 2014-15 IPAA National Conference held in Perth.
- Professional Development expenses **increased** by \$43,134 or 6.1% mainly as a result of operating more professional development courses and events and higher costs associated with this operation.
- Office Rent expenses on premises **decreased** by \$40,203 or 58.3% mainly due to a "make good" payment made the previous year as per the previous lease.
- Employment expenses **increased** by \$40,338 or 14.3%, mainly as a result of a workforce restructure of the office and the creation of a new position.
- Journal and capitation fees **decreased** by \$10,706 or 27.9% mainly as a result of IPAA ACT ceasing the production of the Public Administration Today magazine.
- Merchant fees decreased by \$5,828 or 38.2%.

After adjusting for the 2014-15 IPAA National Conference, total expenses in 2015-16 **increased** by \$36,572 or 3.0%.

BALANCE SHEET

Total equity in the organization has **increased** by \$225,283 or 18.2% from \$685,253 to \$910,536 mainly as a result of the surplus generated this financial year.

- Total Assets **increased** by \$158,889 or 12.0% mainly as a result of **increased** cash and cash equivalents and higher trade and other receivables held at year-end.
- Total Liabilities **decreased** by \$66,394 or 10.5%.

Once again, Council is appreciative of the efforts of the CEO and staff in maintaining due diligence on the financial accountability of the organization in a tight fiscal environment.

Alan L W Abraham BBus CPA
TREASURER

Financial Report

Statement by Members of the Council

The Council has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the Council as set in the accompanying financial report;

1. Presents a true and fair view of the financial position of the Institute of Public Administration Australia Western Australian Division Inc as at 30 June 2016 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that the Institute of Public Administration Australia Western Australian Division Inc will be able to pay its debts as and when they fall due.

This statement is signed for and on behalf of the Council by:



President: Sven Bluemmel



Treasurer: Alan Abraham

Dated 7th day of October 2016

Independent Auditor's Report to the Members of Institute of Public Administration Australia Western Australian Division

REPORT ON THE FINANCIAL REPORT

We have audited the accompanying financial report of Institute of Public Administration Australia WA Division, including the balance sheet, income statement and associated notes comprising a summary of significant accounting policies and other explanatory information, for the year ended 30 June 2016.

GOVERNING BODY'S RESPONSIBILITY FOR THE FINANCIAL REPORT

The Council of the Institute of Public Administration Australia WA Division is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and relevant reporting framework, and for such internal control as the governing body determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error.

In making those risks assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Management council as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

OPINION

In our opinion, the financial report of Institute of Public Administration Australia WA Division presents fairly in all material respects the financial position as at 30 June 2016, and its financial performance for the year then ended in accordance with Australian Accounting Standards and relevant reporting framework.

Signature of approved auditor



Mr Arthur John Griffiths FCPA
CPA Australia Registration 480012

Date: 03/08/2016

Financial Report

Income and Expenditure Statement for the Year Ended 30 June 2016

| | Note | 2016 \$ | 2015 \$ |
|--|------|------------------|------------------|
| Income | | | |
| Members Subscription | | 221,849 | 243,805 |
| Professional Development | | 1,066,075 | 940,713 |
| WS Lonnie Awards | | 39,305 | 33,027 |
| Sponsorship | | 56,000 | 48,500 |
| Achievement Awards | | 29,295 | 27,445 |
| Other Income | | 24,234 | 32,171 |
| 2014 Conference | | 31,135 | 688,917 |
| 2014 Conference Management Fee | | - | 120,000 |
| | | <u>1,467,893</u> | <u>2,134,578</u> |
| Less Direct Expenses | | | |
| Membership Subscription | | 33,494 | 32,190 |
| Professional Development | | 745,335 | 702,201 |
| National Conference Expenses | | - | 621,501 |
| Journals and Capitation Fees | | 27,695 | 38,401 |
| Merchant Fees | | 9,439 | 15,267 |
| | 2 | <u>815,963</u> | <u>1,409,560</u> |
| Gross Income from Business Activity | | 651,930 | 725,018 |
| Other Expenses | | | |
| Auditor's Remuneration | | 3,000 | 4,000 |
| Bank Charges | | 409 | 831 |
| Depreciation | | - | - |
| Insurance Cost | | 5,029 | 4,487 |
| Office Expenses | | 6,673 | 8,081 |
| Printing & Stationary | | 3,217 | 5,333 |
| Rent | | 28,799 | 69,002 |

| | Note | 2016 \$ | 2015 \$ |
|---|------|----------------|----------------|
| Sundry Equipment | | 8,257 | - |
| Office Relocation | | - | 6,536 |
| Salaries | | 271,871 | 237,539 |
| Staff Amenities & Training | | 2,603 | 1,280 |
| Subscriptions | | - | - |
| Superannuation Contribution | | 49,675 | 43,669 |
| Telephone | | 2,247 | 2,058 |
| Marketing, Promotion & Advertising | | 1,431 | 1,811 |
| Other Expenses | | 2,270 | 1,880 |
| IT Expenses | | 21,814 | 21,551 |
| National Conference | | 592 | - |
| Development of Course Material | | 6,760 | 9,920 |
| Miscellaneous Expenses | | 12,000 | - |
| | 2 | <u>426,647</u> | <u>417,979</u> |
| Net Surplus (Deficit) for Year | | 225,283 | 307,039 |
| Accumulated Surplus at the beginning of the year | | 685,253 | 378,213 |
| | | <u>910,536</u> | <u>685,253</u> |
| Accumulated Surplus at the end of the year | | 910,536 | 685,253 |

Balance Sheet as at 30 June 2016

| | Note | 2016 \$ | 2015 \$ |
|----------------------------------|------|------------|------------|
| Current Asset | | | |
| Cash and Cash Equivalents | 3 | 1,276,679 | 1,057,588 |
| Trade and Other Receivables | 4 | 202,055 | 262,257 |
| Total Current Assets | | 1,478,734 | 1,319,845 |
| Non-Current Assets | | | |
| Cash and Cash Equivalents | 5 | - | - |
| Property, Plant and Equipment | 6 | - | - |
| Total Non-Current Assets | | - | - |
| Total Assets | | 1,478,734 | 1,319,845 |
| Current Liabilities | | | |
| Trade and Other Payables | 7 | 327,097 | 466,413 |
| Short-Term Financial Liabilities | 8 | 201,740 | 134,157 |
| Provisions | 9 | 39,361 | 34,022 |
| Total Current Liabilities | | 568,198 | 634,592 |
| Total Liabilities | | 568,198 | 634,592 |
| Net Assets | | 910,536 | 685,253 |
| Equity | | | |
| Retained Surplus | | 910,536 | 685,253 |
| Total Equity | | 910,536 | 685,253 |

Notes to the Financial Statements for the Year ended 30 June 2016

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial Statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act (WA). The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where specifically stated, current valuations of non-current assets. The following material accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of the financial statements.

(a) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowing in current liabilities on the balance sheet.

(b) Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(c) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

(d) Property, Plant and Equipment

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation. The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

Financial Report

Notes to the Financial Statements for the Year ended 30 June 2016

(e) Trade and Other Receivables

Trade receivables are recognised initially at the transaction price (i.e. cost) and are subsequently measured at cost less provision for impairment. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

At the end of each reporting period, the carrying amount of trade and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognised immediately in the income and expenditure statement.

(f) Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument.

Revenue from the provision of membership subscription is recognised over the financial year.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customer.

All revenue is stated net of the amount of goods and services tax (GST).

(g) Trade and other Payables

Trade and other payables represent the liabilities at the end of the reporting period for goods and services received by the association that remain unpaid. Trade payables are recognised at their transaction price. Trade Payables are obligations on the basis of normal credit terms.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

| | 2016 \$ | 2015 \$ |
|---|------------|------------|
| 2. EXPENSES | | |
| COGS | 1,137,508 | 1,409,560 |
| Employee Benefits Expense | - | - |
| Depreciation and Amortisation | - | - |
| Bank Charges | 409 | 831 |
| Insurance Cost | 5,029 | 4,487 |
| Printing & Stationery | 3,218 | 5,333 |
| Rent | 28,799 | 69,002 |
| Sundry Equipment | 8,257 | - |
| Office Relocation | - | - |
| Telephone | 2,247 | 2,058 |
| Other Expenses | 2,270 | 1,880 |
| Auditor's Remuneration | 3,000 | 4,000 |
| Office Expenses | 6,673 | 8,081 |
| Subscriptions | - | - |
| Development of Course Material | 6,760 | 9,920 |
| Staff Amenities & Training | 2,603 | 1,280 |
| Marketing, Promotion & Advertising | 1,431 | 1,811 |
| IT Expenses | 21,814 | 21,551 |
| National Conference Expenses | 592 | - |
| Miscellaneous Expenses | 12,000 | - |
| | 1,242,610 | 1,827,539 |
| 3. CASH AND CASH EQUIVALENTS - CURRENT | | |
| Cash on Hand | 500 | 500 |
| Term Deposit at Bank NAB | 401,525 | 391,546 |
| Cash at Bank NAB | 345,050 | 345,125 |
| PFA Account at Bank NAB | 529,604 | 320,417 |
| | 1,276,679 | 1,057,588 |

Notes to the Financial Statements for the Year ended 30 June 2016

| | 2016 \$ | 2015 \$ |
|---|----------------|----------------|
| 4. TRADE AND OTHER RECEIVABLES | | |
| Current | | |
| Accounts Receivables Events Pro | 26,273 | 17,988 |
| Prepaid Deposit/Expenses | 2,000 | 15,818 |
| Debtors | 173,782 | 228,451 |
| | <u>202,055</u> | <u>262,257</u> |
| 5. CASH AND CASH EQUIVALENTS – NON CURRENT | | |
| Bank Guarantee Deposit with NAB | - | - |
| Deposit paid | - | - |
| Prepaid Expense | - | - |
| | <u>-</u> | <u>-</u> |
| 6. PROPERTY, PLANT AND EQUIPMENT | | |
| Plant and Equipment | | |
| Plant and Equipment | 202,376 | 202,376 |
| Less Accumulated Depreciation & Impairment | 202,376 | 202,376 |
| | <u>-</u> | <u>-</u> |
| Furniture & Fittings | 15,747 | 15,747 |
| Less Accumulated Depreciation & Impairment | 15,747 | 15,747 |
| | <u>-</u> | <u>-</u> |
| Total Property, Plant and Equipment | <u>-</u> | <u>-</u> |

| | 2016 \$ | 2015 \$ |
|--------------------------------------|----------------|----------------|
| 7. TRADE AND OTHER PAYABLES | | |
| Current | | |
| Sundry Creditors | 10,060 | 24,536 |
| Accounts Payable | 76,558 | 91,779 |
| Payroll Liabilities | 14,282 | 23,423 |
| GST Liabilities | 24,052 | 43,869 |
| Revenue Received in Advance of Event | 202,145 | 282,806 |
| | <u>327,097</u> | <u>466,413</u> |
| 8. FINANCIAL LIABILITIES | | |
| ED VISA | 892 | 883 |
| Superannuation Payable | 13,309 | 9,812 |
| Membership Income in Advance | 187,539 | 123,462 |
| | <u>201,740</u> | <u>134,157</u> |
| 9. PROVISIONS | | |
| Current | 29,361 | 28,022 |
| Employee Leave Entitlements | 10,000 | 6,000 |
| Provision for Old Expenses | 39,361 | 34,022 |
| | <u>78,722</u> | <u>68,044</u> |



GOLD CORPORATE MEMBERS 2015/16

Government of **Western Australia**

Department of **Transport**

Housing Authority

Public Transport Authority

nous group

Ajilon



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