

# 2019/2020 **ANNUAL REPORT**



INSTITUTE OF  
PUBLIC ADMINISTRATION  
AUSTRALIA

**IPAA**  
SOUTH AUSTRALIA





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## Reporting Period

The 2019/2020 Annual Report has been produced to provide members with an outline of our performance and activities during this period. This report covers the period 1 July 2019 - 30 June 2020.

STANDING **STRONG**

WITH THE

SA PUBLIC SECTOR

STANDING **STRONG**

WITH THE

SA PUBLIC SECTOR

STANDING **STRONG**

WITH THE

SA PUBLIC SECTOR



## WHO IS IPAA SA?

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Established in 1927, the Institute of Public Administration Australia (IPAA SA) is the professional association for public sector employees and is active across Federal, State and Local Government in South Australia. IPAA SA is both a non-political and non-for-profit incorporated association which allows us to serve as a source of intellectual capital information and opinion, on issues of government policy, innovation, reform and networking.

Our core mission is to enhance the reputation, integrity and capacity of the public sector, as well as to provide leadership in the development of high quality professional public service in South Australia. The public sector plays an essential role in the daily lives of all Australians and as part of our mission we constantly seek to provide a range of far-reaching and innovative programs to enhance the capabilities and efficacy of those working within the public sector.

With our long-standing history we have gained the support of many long-term members and contributors, providing us the independence to deliver unbiased information and knowledge from across the jurisdictions.

## OUR VALUES

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- **Leading Together** - We lead by example, helping to shape the public sector we need.
- **Looking Forward** - We provide new ideas and positive perspectives.
- **Legacy of Distinction** - We are building on a tradition of rigour and reliability
- **Big Picture Thinking** - We have a strategic approach across systems and networks.
- **Positive Relationships** - Respect and generosity are at the heart of everything we do.
- **Exceptional Contributors** - We are a principal community of effective and passionate people.

# PRESIDENT'S REVIEW

## FOR 2019/2020



The extraordinary challenges in 2019-20 from drought, bushfire and COVID-19 pandemic have tested South Australia's public sector workers at all levels of government like never before in peacetime.

As public sector workers, we should be proud of how we served our governments and the community during this time with resilience and ingenuity.

Like it has done since 1927, IPAA SA has unwaveringly supported the professional learning of public sector workers in South Australia.

COVID-19 has forced us to pivot quickly to new ways to support the public sector, with IPAA SA entering a new era of public service education by offering online training and event opportunities.

The 'Virtual on the Couch Series' has been a standout success. Offered in collaboration with the South Australian Leadership Academy (Office of the Commissioner for Public Sector Employment) and PwC, the series allowed members to submit questions to leaders at the forefront of decision making during the pandemic. Leaders who generously shared their insights included the Premier, Treasurer, Commissioner South Australia Police, Chief Executive of Department for Health and Wellbeing, and the Chief Public Health Officer.

The team also developed 'IPAA Connect' a communication tool to provide the sector with up-to-date information and resources to aid in the new environment. IPAA Connect focused on the importance of connecting with one another, mental health and wellbeing and championing those working hard through the pandemic.

As well as presenting South Australia's most prestigious public sector events and professional development programs, we finalised our 2020-2023 Strategic Plan, which will guide the development of new programs and initiatives to add value to the sector.

IPAA SA relies not only on its core team but also on the many people who give so generously to be speakers and presenters at our events. I, therefore, want to offer my thanks to the many who have devoted time to contributing to IPAA SA.

I would also like to thank my IPAA SA Divisional Council colleagues for their support over the last year and pay particular tribute to the IPAA SA team for their optimism, resilience and dedication.

Finally, I want to particularly thank our members and supporters who have maintained their commitment to IPAA SA over the last 12 months. That commitment has meant that despite the extraordinary events happening around us, we have supported the public sector through a crucial time.

**ERMA RANIERI PSM FIPAA**  
IPAA SA PRESIDENT

# EXECUTIVE DIRECTOR'S REPORT

## FOR 2019/2020

This report provides a snapshot of the work of IPAA SA over the 2019-20 financial year. In a year where the word 'disruption' seems like an understatement, the IPAA SA team met the challenges of the COVID-19 era head-on. Our small team of professionals worked from home when needed and innovated significantly to deliver seamless online events and training. It is a point of pride that we could transition our services within a remarkably short period.

As mentioned in the President's review, the team pivoted to radically change our operating model, create new methods of engagement, and deal with the uncertainty and stress that a pandemic creates.

While the COVID-19 pandemic caused the cancellation of many of our face-to-face activities, including events and professional development, over the last 12 months, a total of 30 events and 123 training programs have been delivered, compared to 26 and 186 in 2018-19. This is a tremendous achievement under the circumstances.

As a result of these significant disruptions, our income for this financial year is lower than the previous year. Just as other small businesses around the state have done, we have been vigilant in saving money wherever possible. Almost every area of discretionary spending and overall operational expenses are lower than in 2018-19. Even though we were vigilant in our spending, we still made an overall loss of \$67,778. However, we continue to be in a

strong financial position, allowing us to accommodate the predictable downturn in revenue.

There have been several other positives to come out of this period. We radically moved our services online, created a new range of virtual events in response to the needs of the sector, developed resources and communications, moved suddenly and at scale to remote working and developed an even deeper appreciation for the sector we serve.

I'd like to take this opportunity to also acknowledge the priorities beyond our COVID-19 pivots during 2019-20, including:

- Launching our new Personal Membership model
- Modernised our internal systems and our website to better support members and the operation of the organisation
- In conjunction with the Divisional Council, shaped and developed the 2020-2023 strategic plan
- Reviewed the governance and operational policies
- Reviewed the Professional Development Program to ensure it is evolving and supporting the needs of the future public sector

These and other priorities will provide a stronger foundation for IPAA SA into the future and ensure we remain focused and committed to our members.

I'd like to express my thanks to the IPAA SA President, Erma Ranieri. Her support of me, the team and the Institute over the last 12 months has been invaluable. I would also like to thank the entire Council for their ongoing commitment, dedication and support over the past year. It is a joy to work with the Council as they provide such valuable guidance and assistance to the Institute.

I take this opportunity to acknowledge the hard-working and dedicated team we have at IPAA SA. During an extremely busy, hectic and very stressful period, the IPAA SA team have done an exceptional job. They are passionate about the goals of the Institute and the contributions we strive to deliver for the sector, who in turn provide better outcomes for the community. I thank everyone for their determination and willingness to pitch in and get things done.

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

**RENAE HAESE**  
IPAA SA EXECUTIVE DIRECTOR



# GOVERNANCE

**AS AT 30 JUNE 2020**

## EXECUTIVE COMMITTEE



**ERMA RANIERI PSM FIPAA**  
**PRESIDENT**

Commissioner for Public Sector  
Employment

Office of the Commissioner for  
Public Sector Employment



**DAVID REYNOLDS FIPAA**  
**VICE PRESIDENT**

Chief Executive

Department of Treasury and  
Finance



**MARK THOMSON**  
**TREASURER**

Partner

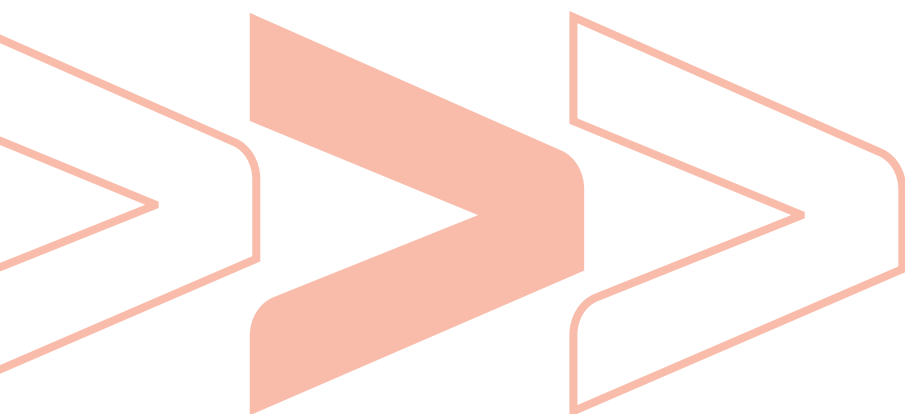
PwC



**KATHERINE WINTON**  
**COMPANY SECRETARY**

Team Leader, Administrative  
Support Unit

South Australia Police



## DIVISIONAL COUNCIL



### **ERMA RANIERI PSM FIPAA PRESIDENT**

Commissioner for Public Sector  
Employment

Office of the Commissioner for  
Public Sector Employment



### **DAVID REYNOLDS FIPAA VICE PRESIDENT**

Chief Executive

Department of Treasury and  
Finance



### **MARK THOMSON TREASURER**

Partner

PwC



### **KATHERINE WINTON COMPANY SECRETARY**

Team Leader, Administrative  
Support Unit

South Australia Police



### **MARK GOLDSTONE COUNCIL MEMBER**

Chief Executive

City of Adelaide



### **CAROLINE MEALOR COUNCIL MEMBER**

Chief Executive

Attorney-General's Department



### **CHARLES MOORE COUNCIL MEMBER**

Consultant

C Moore Solutions



### **RICK PERSSE COUNCIL MEMBER**

Chief Executive

Department for Education



### **CATHY TAYLOR FIPAA COUNCIL MEMBER**

Chief Executive

Department for Child Protection



### **RENAE HAESE EX-OFFICIO COUNCIL MEMBER**

Executive Director

IPAA SA

# IPAA SA STAFF

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**AS AT 30 JUNE 2020**



**RENAE HAESE**

Executive Director



**CHANTELLE  
DIXON**

Executive  
Officer



**EUFEMIA  
ALVARO**

Finance  
Manager



**ATHENA  
WALLBANK**

Event Manager



**KATHRYN  
OOSTHUIZEN**

Membership  
& Marketing  
Coordinator



**EMILY  
HILL**

Professional  
Development  
Coordinator



**LAYLA  
ROHRLACH**

Team Support  
Officer

MEET THE TEAM  
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# YEAR AT A GLANCE

# 39

CORPORATE AND STATE  
GOVERNMENT MEMBERS

Representing over

# 87,000+

public administration professionals



# 1,561

**REGISTRATIONS**

@ **123 PD** courses  
from **56** organisations

# 58,863

**WEBPAGE VISITS**

# 494

delegates  
@ **36** In-Agency  
training sessions



**91**

PERSONAL  
MEMBERS

**1,858**

ATTENDEES

@ 13 IN-PERSON  
EVENTS

from **149**  
Organisations

**10,085**

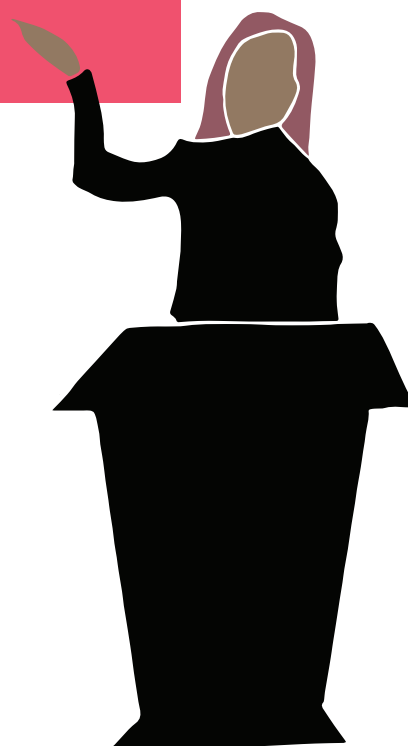
views of **17** Live  
streamed or  
digital events

**70+**  
SPEAKERS

**52**

**newsletters**  
sent with relevant  
information

**61,210** emails  
opened and  
**169,130** clicks



# PERSONAL MEMBERSHIP

Personal Membership with IPAA SA demonstrates a commitment to the public sector and to the best practice of public administration. Our members are proud, dedicated, passionate public servants striving to perform at their peak at every stage of their career.

A major component of IPAA SA's 2017/20 Strategic Plan was to increase the value of Personal Membership to develop a strong community of IPAA supporters who would promote the importance of public administration as a career. During this period a new membership system was introduced allowing members to receive relevant and tailored opportunities that reflect their goals and aspirations.

The implementation of the IPAA SA Personal Membership Strategy incorporated a five-step approach, as listed below.

1. **Value Proposition:** we redefined the way we communicate with our members by getting back to our purpose and showing both the tangible and intangible value of membership directed at the individual membership category's specific needs.
2. **Organisational Culture:** we enhanced our organisational culture to be member focused with a real customer service, and continuous improvement culture.
3. **Internal Membership Systems and Processes:** we improved our internal systems and processes to improve prospective member generation, relationship management, sales processes, new member integration, and ease of renewal processes.
4. **Segmentation of Membership Categories:** we developed categories that are well defined and have meaning to our members to ensure we provide them with the most value.
5. **Outputs of Products and Services:** we added additional member benefits to increase the value to member's careers and created an online and offline community for members.

IPAA SA offers seven levels of membership:

- **Graduate and Student** – Membership for those who want the best possible start to their career
- **Young IPAA (YIPAA)** – Membership for under 35's looking to build their career and network
- **Emerging Leader** – Membership for those ready to take the leap into leadership
- **Manager/Next-Exec** – Membership for those at a management level and those aspiring to executive level
- **Executive** – Membership for executives looking to connect and spread ideas while supporting their association
- **Professional** – Membership for public sector professionals wanting to build skills and champion the sector
- **Affiliate** – Membership for those who are no longer working in the sector but still want to keep in touch

Personal Membership did not increase in price from the previous structure and in some cases reduced the price for certain membership categories.

There was a total of 91 Personal Members as of 30 June 2020, compared to 68 the previous year (a 34% increase in members). At this time not all existing members had elected themselves to one of the above categories. The most populated membership categories were Executive Membership, Emerging Leadership Membership and Professional Membership.



# MEMBERSHIP SUMMARY

## STATE GOVERNMENT MEMBERSHIP

Over 80,000 State Government Employees in SA benefit from the partnership arrangement that the IPAA SA has with Senior Management Council (SMC) of the State Government. This is known as our State Government Membership which entitles free entry to most of IPAA SA's exclusive public sector events and forums, plus preferential rates on all courses within our Professional Development Program.

IPAA SA acknowledges and thanks the support of its State Government Members from the following departments under the SMC Agreement:

- Attorney-General's Department
- Auditor-General's Department
- Courts Administration Authority
- Defence SA
- Department for Child Protection
- Department for Correctional Services
- Department for Education
- Department for Energy and Mining
- Department for Environment and Water
- Department for Health and Wellbeing
- Department for Innovation and Skills
- Department for Trade, Tourism and Investment
- Department of Human Services
- Department of Planning, Transport and Infrastructure (now known as Department for Transport and Infrastructure)
- Department of Primary Industries and Regions
- Department of the Premier and Cabinet
- Department of Treasury and Finance
- Environment Protection Authority
- South Australia Police
- South Australian Fire and Emergency Services Commission
- South Australian Country Fire Service

## CORPORATE MEMBERSHIP

Our Corporate Members demonstrate their commitment to IPAA SA by supporting the services we provide such as unique opportunities to gain access to key people within the public sector through our events and forums, networking functions and the Professional Development Program; all specifically aligned to the public sector.

IPAA SA acknowledges and thanks the support of its Corporate Members from the following organisations:

- BDO
- City of Adelaide
- City of Charles Sturt
- Community Housing Limited
- Department of Employment, Skills, Small and Family Business (now known as Department of Education, Skills and Employment)
- Department of Social Services
- Education Standards Board
- Hays Specialist Recruitment
- KPMG
- Renewal SA
- ReturnToWorkSA
- Rubicor Group (now known as Pacific People Solutions)
- SA Water
- South Australian Country Fire Service
- Super SA
- Teachers Registration Board of SA
- Wudinna District Council

# PROFESSIONAL DEVELOPMENT PROGRAM





# PROFESSIONAL DEVELOPMENT REPORT

In early 2020, more than 400 IPAA SA training delegates were disrupted by COVID-19 Restrictions with the postponement of 75 training courses. This equated to being \$212,741 under budget over the three-month period from April to June. While this presented a significant challenge, it was also a turning point in the way IPAA SA has traditionally delivered its programs. It allowed IPAA SA to enter a new era of public service training, by offering training opportunities online.

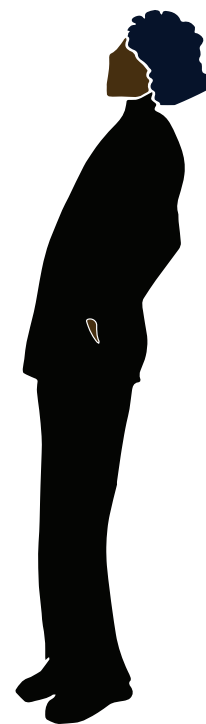
During this time flexibility was vital, and IPAA SA adapted quickly to the change. IPAA SA's training program now has reliable communication tools, firm processes in place, user-friendly videoconferencing software and the skilled team to offer online and face-to face delivery of IPAA SA's training programs moving forward.

Our aim will be to stay agile and welcome change. This is the strategy which will benefit all our learners who need to have steady access to learning and development in a variety of circumstances which will allow us to reach outside the boundaries of the Adelaide metro area, into remote and regional SA, and to other states and countries.

Our Professional Development (PD) program continues to deliver relevant, skills-based training for the public sector. A total of 123 professional development courses were delivered to 1,561 delegates, this is 63 less courses, and 855 less delegates than last financial year.

## New Courses for 2019/20

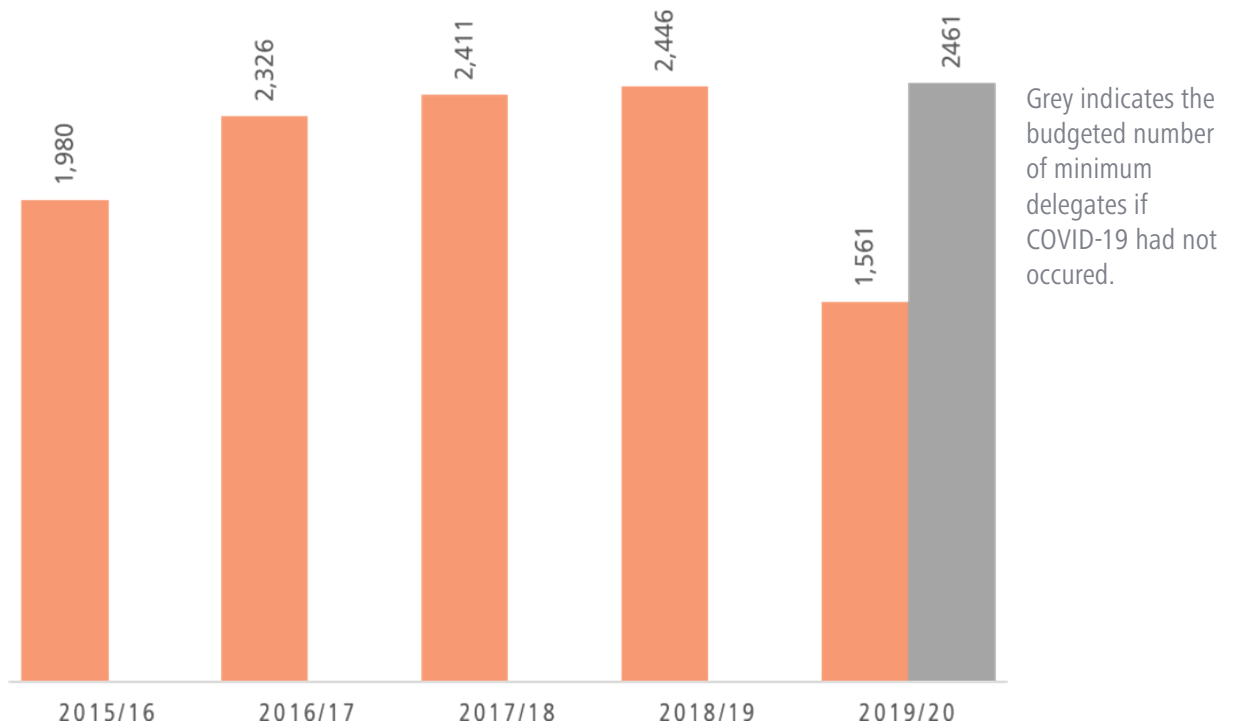
- Confident and Persuasive Presentations
- Maintaining Positive Focus in Changing Environments
- Online Writing Masterclass
- Performance Management for Leaders



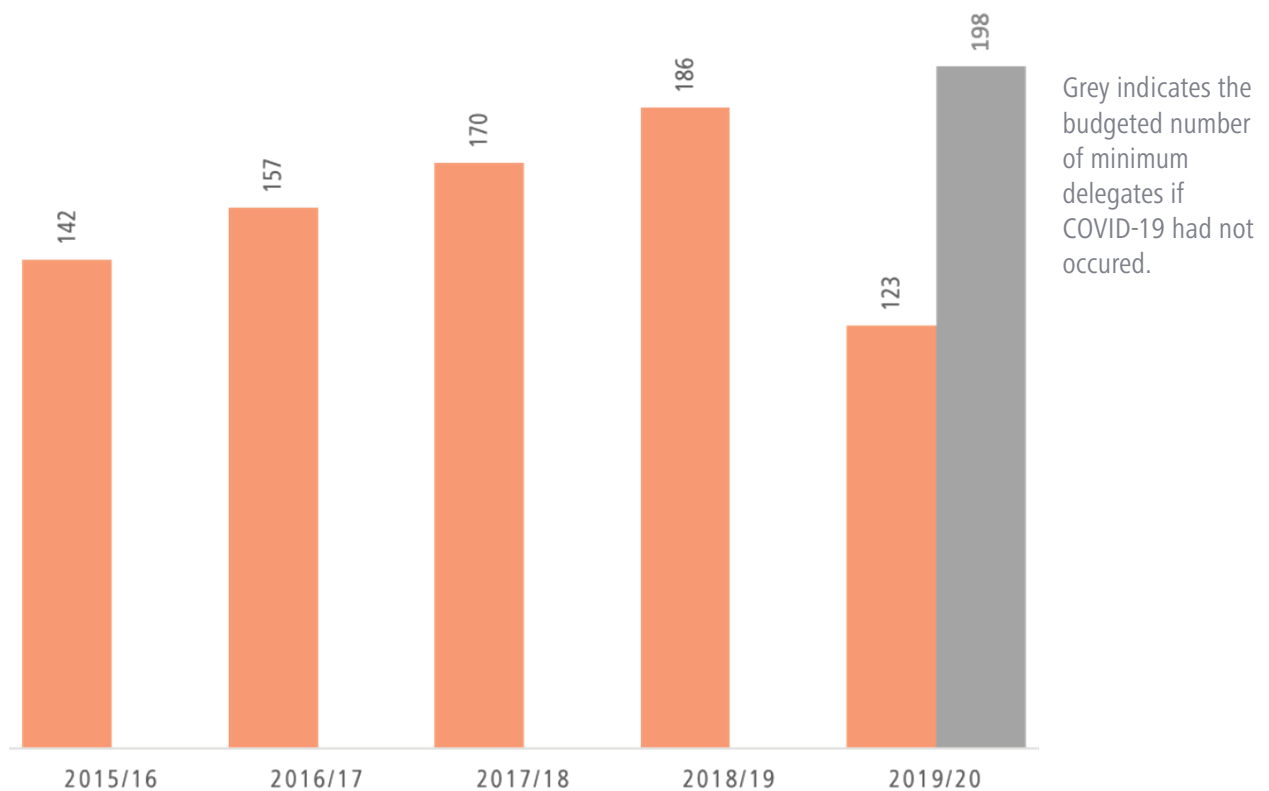
## TOP 6 MOST ATTENDED COURSES FOR 2019/20

<b>Managing Your Project: Introduction to Project Management</b>	<b>144</b>
In Brief: Writing Ministerials	80
How to Write Effective Meeting Minutes	69
Write on Target	64
Analysing and Presenting Data	62
Strategic Thinking	61

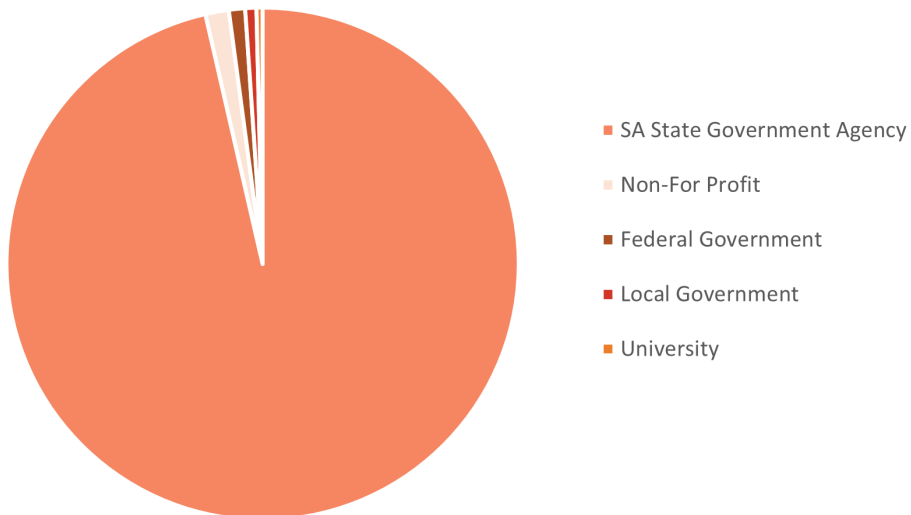
## NUMBER OF DELEGATES AT PROFESSIONAL DEVELOPMENT COURSE



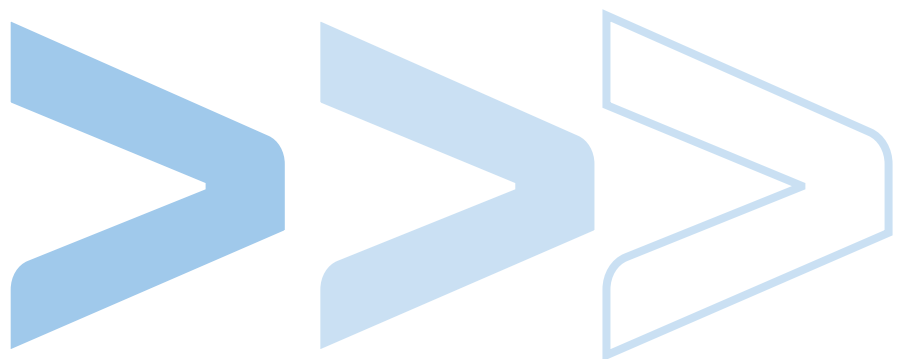
## NUMBER OF PROFESSIONAL DEVELOPMENT COURSES DELIVERED



## NUMBER OF PROFESSIONAL DEVELOPMENT COURSES DELIVERED

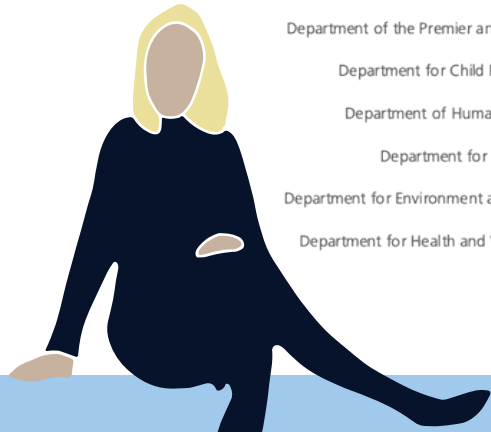
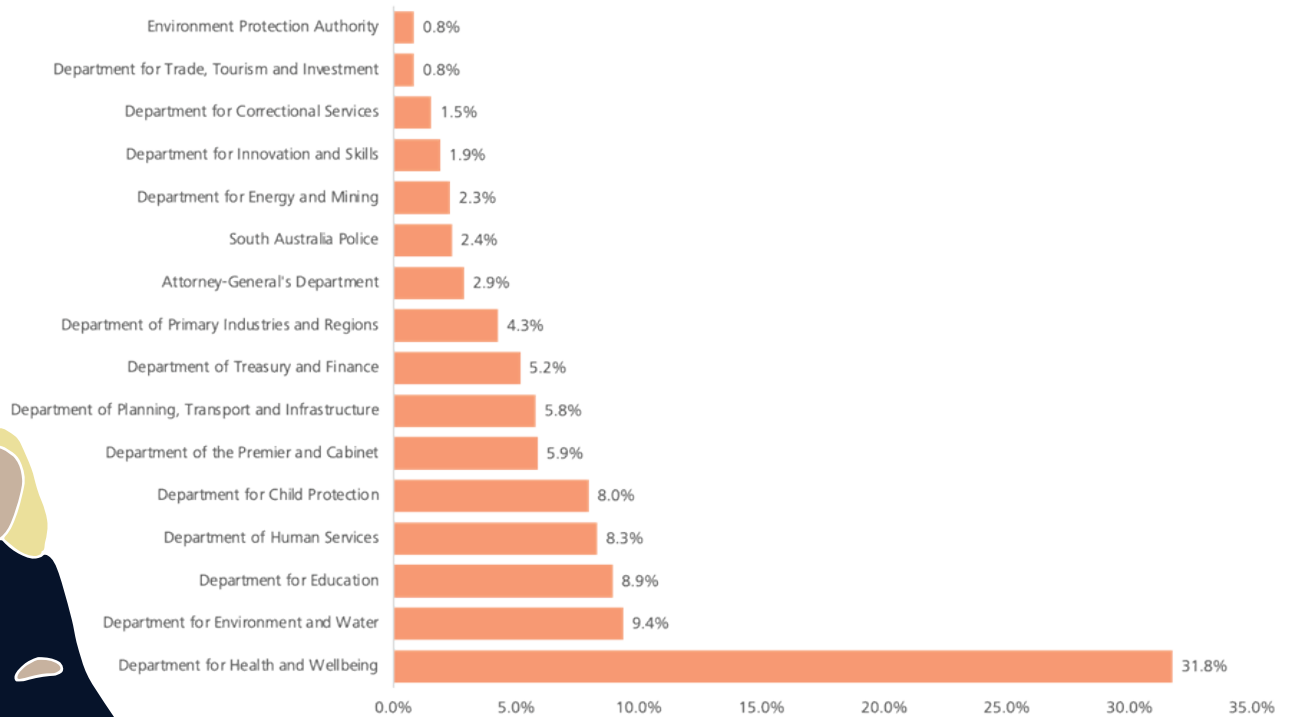


SECTOR	NUMBER	2019/20
SA State Government Agency	1,505	96.4%
Non-For-Profit	23	1.5%
Federal Government	16	1.0%
Local Government	11	0.7%
University	6	0.4%





## PROFESSIONAL DEVELOPMENT ATTENDANCE BY SMC STATE GOVERNMENT AGENCY



**1,561** delegates  
from **56** organisations  
attended

**52** Professional  
Development courses  
delivered on  
**123** occasions

Thank you to our facilitators who have continued to support the Professional Development Program;

- Sue Averay
- Luke Broomhall
- Jacky Dakin
- Sharon Ferrier
- David Griggs
- Rob Hall
- Cheryl Hill
- Thilan Legierse
- Dr Haydon Manning
- Dr Rob Manwaring
- Mark Priadko
- David Rawlings
- Associate Professor Cassandra Star
- Dr Nigel Starck
- Maree Upton
- Carolyn Vigar
- Scott Way
- Samantha Young



# **IN-AGENCY WORKSHOP PROGRAM**



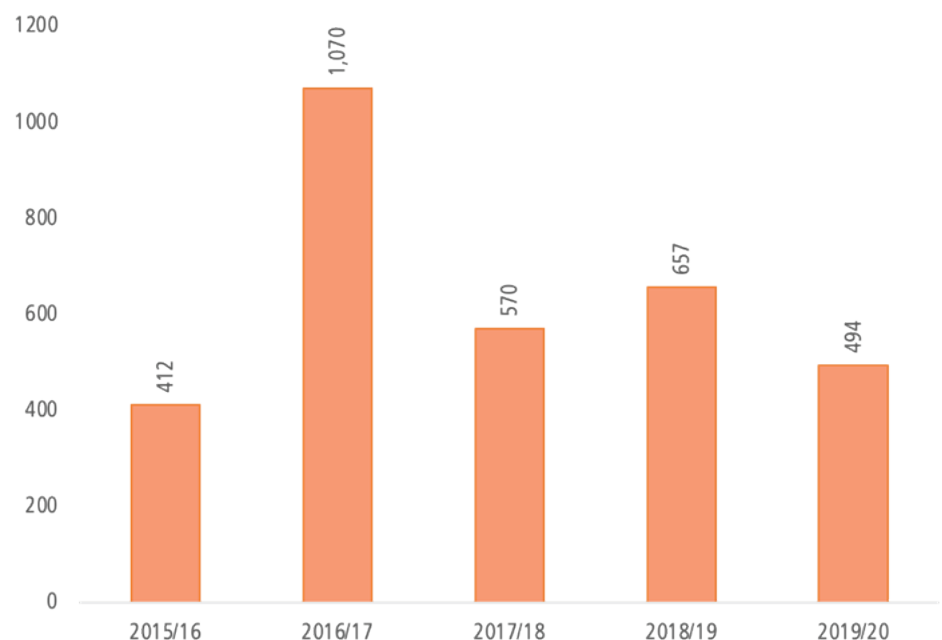
# IN-AGENCY WORKSHOP PROGRAM

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

The last four months of 2019-2020 saw a shift in in-person attendance rates at IPAA SA in-agency training due to the inability to meet face-to-face and attend the programs as a cohort. Over the 12 months of this report, however, 494 people participated in over 36 in-agency Professional Development programs.

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

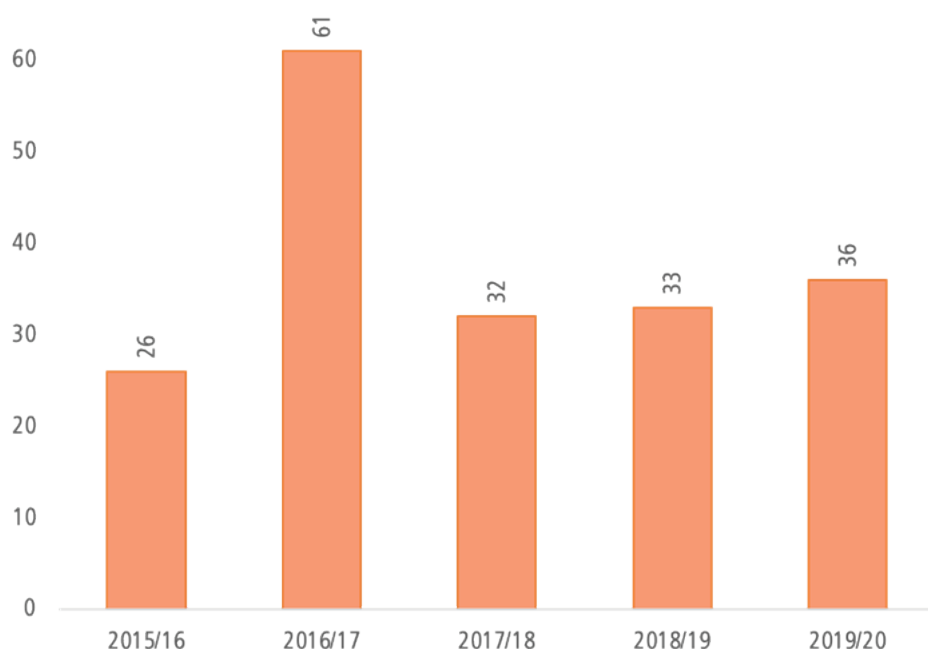
## NUMBER OF DELEGATES ATTENDING IN-AGENCY TRAINING COURSES



**24**  
IN-AGENCY  
COURSES  
DESIGNED  
**delivered**  
**36 times**  
To **494**  
delegates

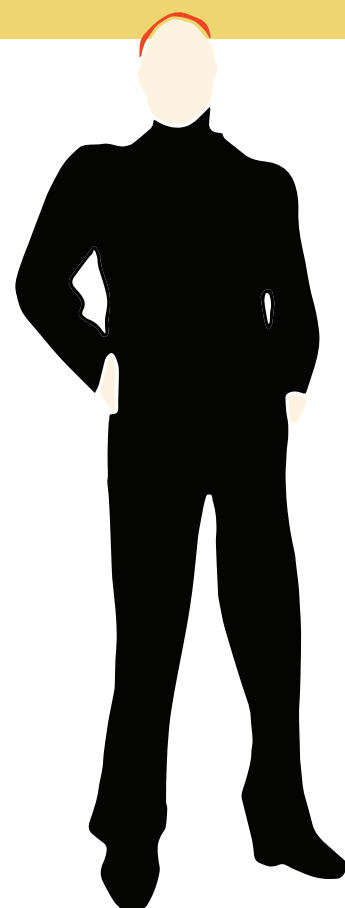
For **10**  
agencies/  
organisations

### NUMBER OF IN-AGENCY WORKSHOPS



### Some of the programs delivered in-agency include:

- 21st Century Manager Series – Core Skills for The New Millennium
- Business Acumen & Financial Management
- Career Development
- Confidence... The key to Success
- Confident and Persuasive Presentations
- Conflict Management
- How To Write Effective Meeting Minutes
- Introduction to Project Management
- Introduction to Risk Management
- Maintaining Positive Focus in Changing Environments
- Personal Resilience
- Producing Persuasive Business Cases
- Respectful Behaviours and Improving Focus at Work
- Understanding the Public Sector
- WHS Contractor Safety Management
- Writing Effective Business Cases



# EVENTS PROGRAM







# EVENTS REPORT

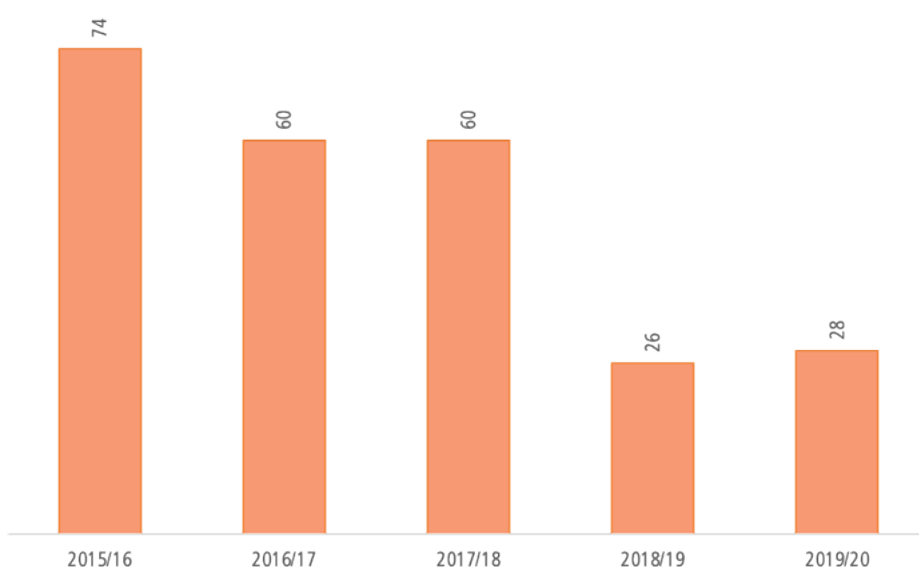
Over a two-week period at the end of March 2020, IPAA SA moved its operations remotely and all of its offerings online. The move was brought about by the COVID-19 pandemic, which meant that many businesses could no longer offer face-to-face services. The nimble and agile move to an online world transformed the way IPAA SA operated internally and engaged with stakeholders, members and partners.

The 'Virtual on the Couch Series' was developed with the South Australian Leadership Academy (Office of the Commissioner for Public Sector Employment) and PwC to support and provide expert knowledge and information to our members during untested times. Members had the opportunity to submit their questions to leaders who were at the forefront of decision making around the pandemic. These included leaders such as Erma Ranieri PSM FIPAA, Commissioner for Public Sector Employment, Grant Stevens, Commissioner South Australia Police, and Dr Chris McGowan, Chief Executive, Department for Health and Wellbeing.

IPAA SA was also on the forefront of bringing relevant, up to date information to our members by delivering two unprecedented addresses to the public sector from the Hon Steven Marshall MP, Premier of South Australia and The Hon Rob Lucas MLC, Treasurer of South Australia. Both the addresses praised the work of the public sector and provided members with a platform to ask direct questions in a time of uncertainty.

Recognising the stress and need to focus on wellbeing during such a turbulent time IPAA SA developed the COVID-19 Mental Wellbeing – Interview Series. The series discussed the mental health impacts of COVID-19, working from home and work-life balance with South Australia's Chief Psychiatrist Dr John Brayley and Forensic Psychologist, Luke Broomhall. The series provided our members with practical information on how to recognise stress and what to do about it.

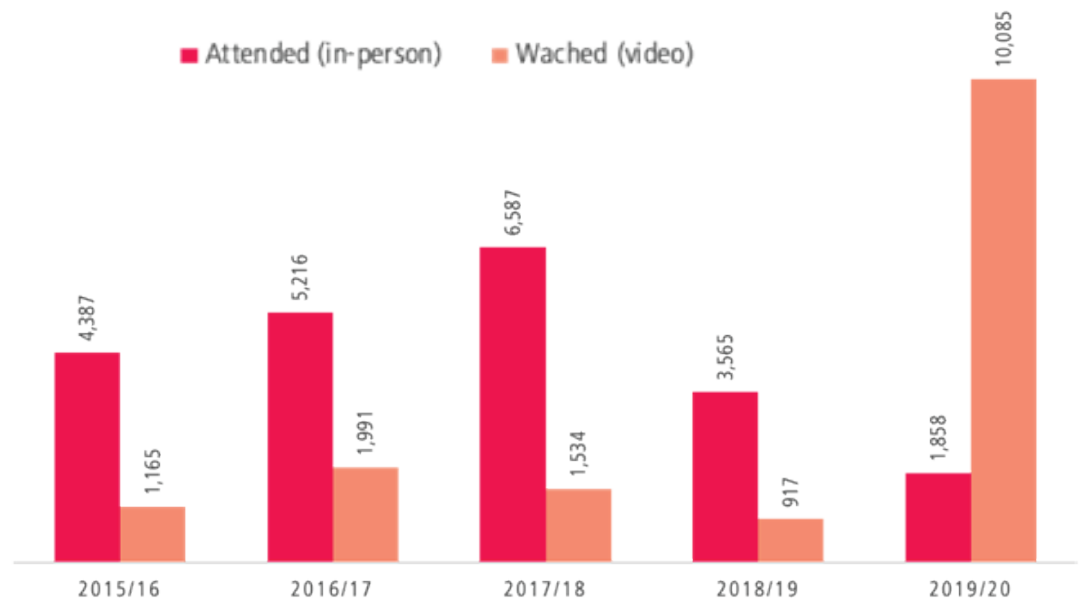
## NUMBER OF EVENTS RUN





During the July 2019 to June 2020 financial year IPAA SA delivered 28 events, forums and workshops attended in person by 1,858 delegates, and acquiring 10,085 online views. Of the events delivered 13 were delivered in person (1 was live streamed and 1 other available to watch post the event), and 15 were produced in a pre-recorded format. All the events, forums and workshops had a whole of government focus and aligned with the objectives of the State Government.

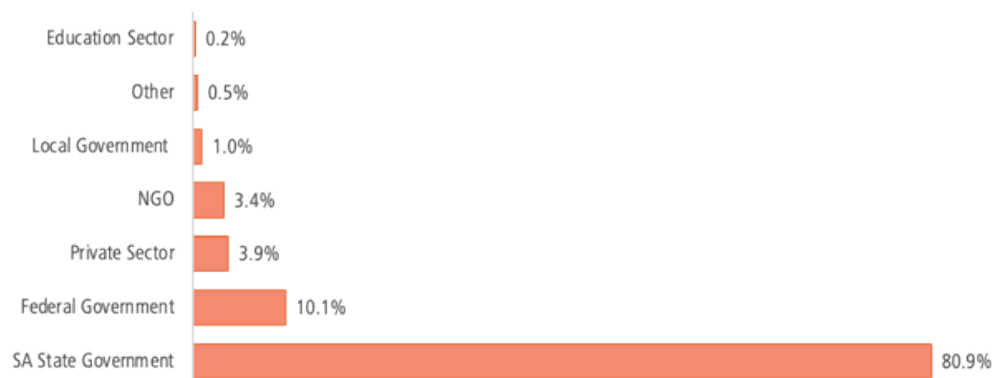
## EVENT ATTENDANCE



The 2019/20 Event Program did not reach the face-to-face attendance of previous years due to the postponement of four events. The Uluru Statement from the Heart, ICAC Awareness Sessions, 10 top tips series and the Annual Economic Outlook Breakfast 2020. The majority of events have been rescheduled for the 2020-21 financial year.

This year's in person delegation was drawn from 149 unique organisations, less than last year's figure of 202 organisations but this may be because fewer events were delivered face to face (13 face to face compared with 26 the previous year). There was an increase in Federal Government attendance from 1% of delegates last year to 10% this year. This was mainly because of the State of the Service roadshow which was hosted at the ATO and attracted a high number of federal delegates. The State public service still remains as our highest sector delegates (with 81%).

## EVENT ATTENDANCE BY SECTOR



SECTOR	NUMBER	PERCENTAGE
SA State Government	1,504	80.9%
Federal Government	188	10.1%
Private Sector	72	3.9%
NGO	63	3.4%
Local Government	18	1.0%
Other	9	0.5%

# EVENT HIGHLIGHTS

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## ON THE COUCH SERIES

**Date:** 4 sessions

**Registered:** 332

IPAA's 'On the Couch' Series are informal interview sessions where a high achieving, inspirational individual is informally interviewed by a peer about their public sector 'journey', their experiences and why they have chosen their career and current role. Since its inception, the IPAA SA 'On the Couch' series has hosted a significant number of former and current public sector leaders.

### 2019/2020 saw the following leaders interviewed:

- John Schutz, Chief Executive, Department for Environment and Water
- Dr Jane Lomax-Smith, Chair, Museum Board
- Jeremy Conway, Chief Executive, Infrastructure SA
- Leonie Muldoon, Chief Executive, Department for Trade and Investment

## ICAC AWARENESS SESSION FOR PUBLIC OFFICERS

**Date:** 3 September 2019

**Registered:** 69

These information and awareness seminars are conducted by the Commissioner, the Hon Bruce Lander QC, Independent Commissioner Against Corruption. The Commissioner

addressed ICAC's role and function, in addition to explaining what public officers are to report, how they are to report, when they are to report, and other rights and obligations imposed on South Australian public officers and public authorities under the ICAC Act.

### Speaker:

- The Hon. Bruce Lander QC, Independent Commissioner Against Corruption

## WOMEN IN LEADERSHIP

**Date:** 16 September 2019

**Registered:** 557

The Women in Leadership Summit invited men and women in the public sector to work together to achieve improved gender equality. The summit discussed what would be required to achieve 50% of the Senior Management Council being women and overall increases in gender equality across leadership roles. Delegates heard from our industry leaders and experts on the barriers to gender equality and gained practical tips, tools and advice on making the most of their opportunities to help make a change.

### Speakers included:

- Alison Llyodd-Wright, Executive Director, Population Strategy, Department of the Premier and Cabinet

- Grant Stevens APM, Commissioner, South Australia Police
- Pamela Melroy, Director, Space Technology and Policy, Nova Systems
- David Reynolds FIPAA, Chief Executive, Department of Treasury and Finance
- Nerida Saunders PSM, Executive Director, Aboriginal Affairs and Reconciliation, Department of the Premier and Cabinet
- Lois Boswell, Deputy Chief Executive, Department of Human Services

### Event MC:

- Ruth Ambler, Executive Director, Cabinet Office, Department of the Premier and Cabinet

## LIVING AT THE EDGE – PUBLIC ENTREPRENEURS OR ACTIVISTS

**Date:** 20 November 2019

**Registered:** 56

With our focus on the future, we partnered with SouthStart to deliver 'a Stream' as part of the conference, bringing new insights about entrepreneurship, creativity and innovation in government organisations to employees of the South Australian Public Sector.



### Speakers included:

- The Hon Steven Marshall MP, Premier of South Australia,
- Kathryn Anderson, Editor Knowledge in Action
- Jacqui McGill (BSc, MBA, DAdel (HC), Director of J E McGill Consulting, Council Member of the Premier's Economic Advisory Council
- Dr Matthew Butlin, Commissioner, South Australian Productivity Commission
- Doha Kahn, SA Climate Strike Coordinator, School Strike 4 Climate
- Charles Landry, International authority on the use of imagination and creativity in urban change, self-employed
- Greg Mackie OAM, Chief Executive Officer, History Trust of South Australia
- Clare Mockler, Deputy CEO (Director Culture), Adelaide City Council
- Erma Ranieri, Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President
- Jim Whalley, South Australian Chief Entrepreneur, Office of the South Australian Chief Entrepreneur
- Craig Wilkins, Chief Executive, Conservation Council of SA

### **SOUTH AUSTRALIAN PUBLIC SECTOR DIVERSITY AND INCLUSION STRATEGY 2019-21 LAUNCH**

**Date:** 5 December 2019

**Registered:** 277

We joined the Commissioner for Public Sector Employment, Erma Ranieri, for the launch of a whole-of-sector strategy. At this event, Erma shared how, as a sector, we can work together to implement the strategy's actions and further embed the principles of diversity and inclusion in our workplace.

We also heard from keynote speaker Claire Madden, who gave an interactive presentation on emerging trends in leading, managing and engaging generations in the workplace. Claire explored how diversity and inclusion underpin creating a contemporary and innovative public sector, which can better serve the community's needs.

### Speakers included:

- Claire Madden, Social Researcher, Demographer and the Voice on Generation Z MA (Lead), BA (Comms)
- Caroline Meador, Chief Executive, Attorney-General's Department
- Erma Ranieri, Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President

### **WOMEN IN LEADERSHIP - 10 THINGS YOU COULD DO TO ADVANCE YOUR CAREER**

**Date:** 5 December 2019

**Registered:** 118

In partnership with Chartered Accountants Australia and CPA Australia, IPAA SA was proud to present Women in Leadership – 10 things you could do to advance your career. At this forum delegates heard 10 practical tips from a panel of experts on how to advance their career and 'breakthrough the glass ceiling'.

### Speakers included:

- Kristen Raison, Principle Director, High Heel Consulting
- David Reynolds, Chief Executive, Department of Treasury and Finance
- Rika Warbanoff, CEO, Rika's Real Food



## STATE OF THE SERVICE ROADSHOW

**Date:** 19 February 2020

**Registered:** 162

In a national roadshow, leaders from the Australian Public Service Commission and the Department of the Prime Minister and Cabinet shared key insights into issues affecting all APS employees, including:

The State of the Service Report 2018-19, including a deep dive into state-specific APS employment data.

The APS reform agenda, including an update on the Independent Review of the APS.

### Speakers included:

- Emma Rosenzweig, (Facilitator) Acting Deputy Commissioner, ATO
- Mary Wiley-Smith, Deputy Commissioner, Australian Public Service Commission
- Stephanie Foster, Deputy Secretary Governance, Department of the Prime Minister and Cabinet
- Erma Ranieri, Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President

## VIRTUAL ON THE COUCH SERIES

**Release Dates:** 10 sessions

**Total Views:** 6,528

To help IPAA SA Members stay informed during COVID-19, IPAA SA, the South Australian Leadership Academy (Office of the Commissioner for Public Sector Employment) and PwC were pleased to offer IPAA's first Virtual on the Couch Series.

### Speakers included:

- Erma Ranieri, Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President
- Jim McDowell, Chief Executive, Department of the Prime Minister and Cabinet
- David Reynolds, Chief Executive, Department of Treasury and Finance
- Rick Persse, Chief Executive, Department for Education
- Grant Stevens APM, Police Commissioner, SA Police
- Lois Boswell, Chief Executive, Department of Human Services
- Cathy Taylor, Chief Executive, Department for Child Protection
- Caroline Meador, Chief Executive, Attorney-General's Department
- Dr Chris, McGowan, Chief Executive, SA Health
- Leonie Muldoon, Chief Executive, Department for Trade and Investment

## PREMIER MARSHALL'S ADDRESS TO THE PUBLIC SECTOR

**Release Date:** 5 May 2020

**Total Views:** 1,005

The Premier of South Australia, Steven Marshall addressed the public sector to share insights into managing COVID-19 in South Australia.



The Commissioner for Public Sector Employment, Erma Ranieri led the discussion with the Premier on the current and emerging impacts of the COVID-19 across the South Australian Public Sector and addressed questions from the audience.

### Speakers included:

- Hon Steven Marshall MP
- Erma Ranieri, Commissioner for Public Sector Employment, IPAA SA President

## COVID-19 MENTAL WELLBEING – INTERVIEW SERIES

**Release Date:** 9 & 29 June 2020

**Total Views:** 1,003

To help members stay informed during the COVID-19 pandemic, IPAA SA and the Office of the Commissioner for Public Sector Employment were pleased to offer the COVID-19 Mental Wellbeing – Interview Series.

### Speakers included:

- Dr John Brayley, Chief Psychiatrist, SA Health
- Erma Ranieri, Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President
- Luke Broomhall, Director, PsychCheck



## TREASURER'S ADDRESS TO THE PUBLIC SECTOR

**Release Date:** Thursday, 25 June 2020

**Total Views:** 346

The Hon Rob Lucas MLC joined us virtually to discuss the economic implications of COVID-19 on South Australia.

### Speaker:

- The Hon Rob Lucas MLC, Treasurer

### Event MC:

- Erma Ranieri, Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President

**1,858** attendees at **13** in-person events from **149** organisations

**10,085** views of **17** live streamed or digital events

### IN-PERSON ATTENDEES INCLUDED

**76** State Government Agencies and departments

**19** Federal Agencies

**12** Not for Profit organisations and associations

**6** Local Government Councils

**3** Private sector organisations

**2** Universities and colleges



# MARKETING & ENGAGEMENT

## SUMMARY OF MARKETING ACTIVITIES

Engaging with people working in or supporting the public sector is a key goal of IPAA SA's Strategic Plan. Significant work was undertaken in this period to grow our brand presence and alignment in accordance with IPAA SA values.

### WEBSITE

The IPAA SA website underwent significant redevelopment during the latter half of 2019 and early 2020, with a new front and backend and new features launched for users. This included a dedicated resource archive, a news portal, a live training calendar and an events homepage, to name a few. The website attracted 24,222 users and 58,863 pageviews over this period.

### SOCIAL MEDIA

There was significant growth on our social media channels, particularly across Linked In, which grew to include 581 followers (from 263).

Another key area for growth was observed on the IPAA SA YouTube Channel as a new scope of virtual events grew viewership to record highs. During the financial year there was 8,668 views, 1,600 hours of watch time, and 20 subscribers this is compared to 918 views, 84.4 hours of watch time, and 8 subscribers during 2018/19.

### EMAIL ENGAGEMENT

Email remains a vital platform for engagement within the IPAA SA community and also the broader public sector. This period saw the launch of a new IPAA SA e-communication entitled 'IPAA SA Connect', which emerged from the COVID-19 crisis as an adaptive and responsive tool to check in with our community and disseminate important information and resources to support the sector during this time. This communication replaced the IPAA SA e-news as a more streamlined approach to informing our community. Our most opened email during this period was sent in March of 2020 – on the topic of IPAA SA's COVID-19 Action Plan.



Hi Customer,

Welcome to the first edition of IPAA SA Connect, your weekly source of curated content, resources and thinking for public sector employees. Like you, we are adapting to the new circumstances and finding a new "normal" as your professional association. To better support you and bring you the most relevant and up-to-date information we will be delivering IPAA SA Connect on a weekly basis, with our previous monthly e-news and updates being paused for now.

# 52

emails of resources and key insights into the public sector sent to our e-list over the period.

Resulting in **61,210** emails opened and **169,130** clicks

# PARTNERS



**Government  
of South Australia**

## **Government of South Australia (Senior Management Council)**

IPAA SA has an agreement with the Senior Management Council (SMC) of the Government of South Australia. This agreement means that approximately 80,000+ State Government employees are members of IPAA SA. Our events, forums and training programs are designed in consultation with SMC.

## **PwC Australia (Platinum Partner)**

PwC firms assist organisations and individuals create the value they are looking for through their network of firms in 158 countries with close to 169,000 people who are committed to delivering quality in assurance, tax advisory services.



**pwc**



**Flinders**  
UNIVERSITY

## **Flinders University (Gold Partner)**

Flinders University enjoys a well-justified reputation for its excellence in teaching and research. It has long-standing commitment to enhancing educational opportunities for all and a proud record of community engagement.

# AWARDS

## IPAA SA'S NATIONAL FELLOW FOR 2019

### CATHY TAYLOR

CHIEF EXECUTIVE  
DEPARTMENT FOR CHILD PROTECTION

It was with great pleasure that the IPAA SA Division announced Cathy Taylor as a worthy recipient of the National Fellow Award for South Australia.

This award is in recognition of Ms Taylors' enduring commitment to excellent public administration and exceptional record in relation to child, youth and family policy, program and service delivery.



Ms Taylor has made significant contributions to the public sector through her experience as a senior public servant working in and across strategic policy, legislative reform, planning and service delivery roles in the areas of child protection, youth justice, disability services and domestic violence.

As the Chief Executive Ms Taylor established and led the new Department for Child Protection (DCP) in South Australia since October 2016. During this she has led the whole of Government strategy for reforming child protection, led organisational and cultural reform to become employer of choice and developed and drove improved outcomes for children and young people in out-of-home-care. Ms Taylor's outstanding contributions to not only the public service industry, but also in support of IPAA SA have been invaluable to the South Australian Public Sector.



Presented at the  
2018-19 AGM



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# TREASURER'S REPORT

## FOR 2019/2020



The 2019/20 financial year will undoubtedly be recalled as one of the most unusual in recorded history. The second half of the year was severely disrupted by the rapid international spread of COVID-19, with the World Health Organisation declaring a pandemic on 11 March 2020. In South Australia, this saw the government implement a range of measures to restrict both personal movement and business operations.

The timing of restrictions in South Australia coincided with IPAA's busiest time of the year and consequently had significant negative impacts for the March through June period. Further, given the importance of these operating periods to the financial performance of IPAA, the

full-year financial outcomes were also materially negatively impacted. The result at the bottom line was a net deficit in 2019/2020 of \$67,778.

Operations from March 2020 were significantly impacted by restrictions and uncertainty resulting from COVID-19. The most severely impacted was the Professional Development program with the cancellation or postponement of 75 courses. Most events were moved to an online format, but four events needed to be cancelled or postponed. This resulted in the total income for the year being \$1,293,153 compared to \$1,588,390 for the previous year, a reflection of the rapid cessation of activity from March onwards. Cost of sales for the year was \$587,896, down from \$795,722 in the prior year as marginal costs associated with cancelled activities were largely avoided.

Due to the impact of COVID-19, most staff members reduced their number of working days, which resulted in employment expenses for the year being \$527,904, down from \$537,733 for the previous year.

For the last three months of the financial year, a total of \$107,887 government assistance was received, including JobKeeper Subsidy \$70,350, SA Small Business Grant \$10,000, and Cash Flow Boost \$27,537. This assistance allowed IPAA to maintain employment arrangements, develop

online content and prepare for the delivery of professional development and events in the evolving operating environment.

Whilst the government assistance enabled IPAA to maintain its operations through the uncertainty created by COVID-19, restrictions on operations prevented the typical 'above average' revenue and profit results occurring over the March-June period and thus the final deficit position for the year.

A significant feature of the continued financial strength of IPAA SA is the agreement with the Senior Management Council (SMC) of the State Government for reduced rates on Professional Development programs and free access to key events for their staff. This agreement continues for 2020/2021, and prompt payment from the State Government departments kept cash flow strong in the closing months of 2019/20. Indeed IPAA remains in a strong financial position as it heads into 2020/21 with a year on year increase in cash reserves and a proven agile operating model.

**MARK THOMSON**  
IPAA SA TREASURER

# FINANCIAL STATEMENTS



## INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

## Statement of Comprehensive Income for the year ended 30 June 2020

		1/7/19 to 30/06/20	1/7/18 to 30/06/19
<b>INCOME:</b>	Note	\$	\$
Partnerships	4	24,441	24,441
Professional Development and General Events & Forums	5	857,328	1,270,713
Membership	6	302,338	288,808
Other Income	7	109,046	4,428
<b>Total Income</b>		<b>1,293,153</b>	<b>1,588,390</b>
<b>EXPENSES:</b>			
Employee benefits		527,903	537,733
Supplies and services	8	159,515	228,690
Seminars and other functions	9	587,896	795,721
Depreciation and Amortisation	10 & 11	72,954	3,000
Interest Expense	11	12,663	-
<b>Total Expenses</b>		<b>1,360,931</b>	<b>1,565,144</b>
<b>TOTAL COMPREHENSIVE RESULT</b>		<b>(67,778)</b>	<b>23,246</b>

## Statement of Financial Position as at 30 June 2020

		30 June 2020	30 June 2019
<b>CURRENT ASSETS:</b>		\$	\$
Cash		1,105,008	963,660
Receivables	18	61,621	38,692
Prepayments & Stock		39,828	22,644
<b>Total Current Assets</b>		<b>1,206,457</b>	<b>1,024,996</b>
<b>NON-CURRENT ASSETS:</b>			
Plant and equipment	10	1,386	2,830
Right of use assets	11	178,775	-
<b>Total Non-Current Assets</b>		<b>180,161</b>	<b>2,830</b>
<b>Total Assets</b>		<b>1,386,618</b>	<b>1,027,826</b>
<b>CURRENT LIABILITIES:</b>			
Payables	12	69,964	163,456
Revenue Received In Advance		-	126,994
Contract liabilities	13	440,288	-
Employee Benefits	14	27,355	21,866
Lease liabilities - Right of use assets	16	70,194	-
<b>Total Current Liabilities</b>		<b>607,801</b>	<b>312,316</b>
<b>NON-CURRENT LIABILITIES:</b>			
Employee Benefits	14	45,262	31,437
Lease liabilities - Right of use assets	16	117,260	-
<b>Total Non-Current Liabilities</b>		<b>162,522</b>	<b>31,437</b>
<b>Total Liabilities</b>		<b>770,323</b>	<b>343,753</b>
<b>NET ASSETS</b>		<b>616,295</b>	<b>684,073</b>
<b>EQUITY:</b>			
Retained Earnings	15	616,295	684,073
<b>TOTAL EQUITY</b>		<b>616,295</b>	<b>684,073</b>
Contingent assets and liabilities	17		

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

**1 Mission Statement**

The Institute aims to enhance the reputation, integrity and capacity of the public sector, and to provide leadership in the development of a high quality, professional public sector in South Australia.

**2 Significant Accounting Policies****(a) Statement of Compliance**

The Divisional Council has determined that the Institute is not a reporting entity.

The financial statements of the Institute are drawn up as special purpose financial statements, prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 1985. The financial statements contain only those disclosures considered necessary by the Divisional Council to meet the needs of its members.

The accounts have been prepared in accordance with the requirements of the Associations Incorporation Act 1985 and applicable Australian Accounting Standards.

**(b) Basis of Preparation**

The preparation of the financial statement requires the use of certain accounting estimates and requires management to exercise its judgement in the process of applying the Institute's accounting policies. The areas involving a higher degree of judgement or where assumptions and estimates are significant to the financial statements, are outlined in the applicable Notes.

The Institute's Statement of Comprehensive Income and Statement of Financial Position have been prepared on an accrual basis and are in accordance with historical cost convention. The financial statements have been prepared on a twelve month operating cycle and presented in Australian currency.

**(c) Revenue Recognition**

Individual membership subscription income is recognised on the date that membership commences.

Corporate membership subscription income is recognised on the date that the membership commences.

Receipts relating to periods beyond the current financial period are shown in the Statement of Financial Position as revenue received in advance under the heading of Current Liabilities. Income from seminars and other functions is recognised upon the delivery of service to attendees. Interest revenue is recognised on a proportional basis taking in to account the interest rates applicable to the financial assets.

**(d) Cash and cash equivalents**

Cash and cash equivalents includes cash on hand and deposits held at call with bank.

**(e) Receivables**

Receivables are recorded at their recoverable value. At the end of each reporting period, the Institute reviews the extent of its receivables and a provision is raised in respect of any balance where recovery is considered doubtful.

**(f) Plant and Equipment**

Minor items of plant and equipment with a value of less than \$2,000 are generally expensed in the Statement of Comprehensive Income at the time they are acquired. Plant and equipment, on acquisition, is deemed to be held at fair value.

**(g) Depreciation of Plant and Equipment**

Plant and equipment with an acquisition cost individually greater than \$2,000 is systematically depreciated using the straight line method of depreciation over their useful lives. This method is considered to reflect the consumption of their service potential.

Major depreciation periods are as follows:

Office equipment - PCs 3 years, Phone system 5 years

Furniture and Fittings - between 5 to 10 years.

## (h) New Accounting Standards Implemented

### Revenue from Contracts with Customers

AASB 15 Revenue from Contracts with Customers establishes a revenue recognition model for revenue arising from contracts with customers. It requires that revenue be recognised at an amount that reflects the consideration to which an entity expects to be entitled in exchange for transferring goods or services to a customer.

AASB 15 supersedes AASB 111 Construction contracts, AASB 118 Revenue and related Interpretations and applies to all revenue arising from contracts with customers.

#### Impact on retained earnings:

The total impact on the Institute's retained earnings as at 1 July 2019 is as follows:

	\$
Closed retained earnings 30 June 2019 - AASB 118	684,073
<b>Liabilities</b>	
Contract liabilities	(126,994)
Revenue Received in Advance	<u>126,994</u>
Opening retained earnings 1 July 2019 - AASB 15	<u><u>684,073</u></u>

#### Ongoing accounting policies

The Treasurer's Instructions (Accounting Policy Statements) specify requirements for public authorities in applying AASB 15.

These requirements are reflected in the Institute's accounting policies as follows:

- AASB 15 is applied to a portfolio contracts with similar characteristics
- there is no adjustment to the promised amount of consideration for the effects of a significant financing component if the period between the transfer of goods/services and the payment date is one year or less
- the incremental costs of obtaining a contract are expensed when incurred when the amortisation period of the asset that the Institute would have recognised is one year or less.

### Leases

Initial application of AASB 16

The Institute has adopted AASB 16 Leases retrospectively with the cumulative effect of initially applying AASB 16 recognised at 1 July 2019. In accordance with AASB 16, the comparatives for the 2019 reporting period have not been restated.

The Institute has recognised a lease liability and right-of-use asset for all leases (with the exception of short-term and low value leases) recognised as operating leases under AASB 117 Leases where the Institute is the lessee. The lease liabilities are measured at the present value of the remaining lease payments. The Institutes' incremental borrowing rate as at 1 July 2019 was used to discount the lease payments.

The right-of-use assets for equipment were measured at its carrying amount as if AASB 16: Leases had been applied since the commencement date but discounted using the Institute's incremental borrowing rate per lease term as at 1 July 2019.

#### Impact on retained earnings:

The total impact on the Institute's retained earnings as at 1 July 2019 is as follows:

	\$
Closed retained earnings 30 June 2019 - AASB 117	684,073
<b>Assets</b>	
Property, Plant and Equipment	250,285
<b>Liabilities</b>	
Financial liabilities	<u>(250,285)</u>
Opening retained earnings 1 July 2019 - AASB 16	<u><u>684,073</u></u>

**(i) Employee Benefits**

These benefits accrue for employees as a result of services provided up to the reporting date that remain unpaid. Short-term and long term benefits are measured at nominal amounts.

No provision has been made for sick leave as all sick leave is non-vesting and the average sick leave taken in future years by employees is estimated to be less than the annual entitlement of sick leave.

**Salaries and annual leave**

Liabilities for salaries and annual leave have been recognised as the amount unpaid at the reporting date. The liability for annual leave has been calculated at nominal amounts based on current remuneration rates as at reporting date. The annual leave liability is expected to be payable within twelve months.

**Long service leave**

The Institute recognised the long service leave for employees which the Institute believes will reach 7 years of service and become legally entitled to pro-rata long service leave.

**On-costs**

Employee benefit on-costs (Work Cover and superannuation) are recognised separately under payables.

**Superannuation**

Contributions are made by the Institute to a private sector superannuation scheme. These contributions are treated as an expense when they occur. There is no liability for payments to beneficiaries as they have been assumed by the superannuation scheme.

**(j) Income tax**

The Institute is a registered not-for-profit organisation and is exempt from income tax.

**3 Financial Risk Management**

The Institute has no significant concentration of credit risk. The Institute has policies and procedures in place to ensure that transactions occur with customers with appropriate credit history.

In relation to liquidity / funding risk, the continued existence of the Institute in its present form is dependent on its ability to attract members and attendees to seminars and other functions in order to provide an adequate cash inflow for the Institute's operations.

**4 Partnerships**

	1/7/19 to 30/06/20	1/7/18 to 30/06/19
	\$	\$
Platinum/Gold Partnerships	24,441	24,441
	<u>24,441</u>	<u>24,441</u>

**5 Professional Development and General Events & Forums**

Professional Development	571,563	908,529
IPAA & AICD Training	161,500	175,100
ICAC Workshops	900	3,600
Professional Development In Agencies	102,544	112,519
General Events & Forums	20,821	70,965
	<u>857,328</u>	<u>1,270,713</u>

**6 Membership**

Corporate Membership	293,468	281,646
Individual Membership	8,870	7,162
	<u>302,338</u>	<u>288,808</u>

7	Other Income	1/7/19 to 30/06/20	1/7/18 to 30/06/19
		\$	\$
	Interest	1,091	4,328
	Miscellaneous Income	107,955	100
		<u>109,046</u>	<u>4,428</u>
8	Supplies and Services	1/7/19 to 30/06/20	1/7/18 to 30/06/19
		\$	\$
	Rental of Premises	14,078	78,808
	Administration Costs	39,003	35,432
	Marketing	13,688	22,633
	IT Costs	27,781	16,286
	Equipment Purchases	10,758	13,024
	Telephone	10,919	12,390
	National Levy (Capitation)	14,795	11,340
	Staff Training	6,861	7,854
	Parking	145	7,379
	Equipment Leases	5,487	5,628
	National Conference	5,063	5,595
	AJPA	4,838	5,508
	Postage	3,663	3,605
	Bank Charges	2,272	2,492
	Divisional Council	164	716
		<u>159,515</u>	<u>228,690</u>
9	Seminars & Other Functions	1/7/19 to 30/06/20	1/7/18 to 30/06/19
		\$	\$
	Speakers Fees	444,942	585,261
	Catering	48,827	87,924
	Venue Costs	23,701	26,624
	Printing	29,952	46,817
	Equipment Hire	17,905	30,044
	Accommodation & Transport	3,306	12,542
	Gifts	200	1,750
	Publicity, Marketing & Other	19,063	4,759
		<u>587,896</u>	<u>795,721</u>



<b>10</b>	<b>Plant and Equipment</b>	<b>30/06/20</b>	<b>30/06/19</b>
	<b>Gross Carrying Amount</b>	<b>\$</b>	<b>\$</b>
	Balance at start of period	109,555	107,475
	Additions	-	2,080
	Disposals	-	-
	Balance at end of period	<u>109,555</u>	<u>109,555</u>
	<b>Accumulated Depreciation</b>		
	Balance at start of period	106,725	103,725
	Depreciation Expense	1,444	3,000
	Balance at end of period	<u>108,169</u>	<u>106,725</u>
	<b>Net Book Value at end of period</b>	<u>1,386</u>	<u>2,830</u>

# **11 Right of Use Assets**

The Institute's lease portfolio includes leasehold building. The lease has a lease term of 4 years.

The option to extend for a term of 2 years or terminate are contained in the property leases of the Institute. These clauses provide the Institute opportunities to manage leases in order to align with it's strategies. The extension options or termination options which were probable to be exercised have been included in the calculation of the Right of Use Asset.

The incremental borrowing rate used is 5.7%. This is based on the RBA borrowing rate at 1 July 2019 showing an average business loan rate of 4.2% and applying a 1.5% risk margin on top.

The lease is measured at cost in accordance with the Institute's accounting policy as outlined in Note 2.

## **AASB 16 related amounts recognised in the balance sheet**

Right of use assets	30/06/20	30/06/19
	\$	\$
Leased premises	250,285	-
Accumulated depreciation	(71,510)	-
Total right of use asset	<u>178,775</u>	<u>-</u>

## **Movement in carrying amounts**

Recongised on initial application of AASB 16	250,285	-
Depreciation expenses	(71,510)	-
Net carrying amount	<u>178,775</u>	<u>-</u>

## **AASB 16 related amounts recognised in the statement of comprehensive income**

Depreciation expense	71,510	-
Interest expense	12,663	-
	<u>84,173</u>	<u>-</u>

<b>12</b>	<b>Payables</b>	<b>30/06/20</b>	<b>30/06/19</b>
		<b>\$</b>	<b>\$</b>
	Creditors	32,116	165,182
	GST Liability	22,657	(16,893)
	PAYG Liability	8,329	9,799
	Employment On-costs - Superannuation	6,474	5,064
	Employment On-costs - Work Cover	388	304
		<u>69,964</u>	<u>163,456</u>

## **Interest Rate and Liquidity Risk**

Creditors are raised for all amounts billed but unpaid. Creditors are usually paid within 30 days. Employment on-costs are settled when the respective employee benefit is discharged. All payables are non-interest bearing. The carrying amount of payables approximates net fair value.

**13 Contract liabilities**

Contract liabilities relate to monies received in advance for goods and services, for which revenue is recognised when the goods and services are provided. It includes amounts invoiced in relation to Professional Development, General Events and Membership which relate to future periods. In the prior year this balance was classified as Revenue Received in Advance.

The revenue is expected to be recognised in the year 2020/21.

Revenue totalling \$109,595 was recognised in 2019/20 that was included in contract liabilities at 1 July 2019.

	30/06/20	30/06/19
	\$	\$
Contract liabilities	440,288	-
	<u>440,288</u>	<u>-</u>

**14 Employee Benefits****Current**

	30/06/20	30/06/19
	\$	\$
Annual Leave	22,882	21,866
Salaries Payable	3,363	-
Superannuation Payable	1,087	-
Work Cover	23	-
	<u>27,355</u>	<u>21,866</u>

**Non-Current**

	30/06/20	30/06/19
Long Service Leave	45,262	31,437
	<u>45,262</u>	<u>31,437</u>

**Total**

	<u>72,617</u>	<u>53,303</u>
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**15 Retained Earnings**

	30/06/20	30/06/19
	\$	\$
Balance at start of period	684,073	660,827
Net Result (as per Statement of Comprehensive Income)	(67,778)	23,246
<b>Balance at end of period</b>	<u>616,295</u>	<u>684,073</u>

**16 Lease Liabilities**

	30/06/20	30/06/19
	\$	\$
<b>Current</b>		
Lease liability - Right of use asset	70,194	-

**Non- Current**

Lease liability - Right of use asset	117,260	-
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**Total**

	<u>187,454</u>	<u>-</u>
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**17 Contingent Assets and Liabilities**

There are no known contingent assets and liabilities as at 30 June 2020.

**18 Receivables****Interest Rate and Credit Risk**

Receivables are raised for all goods and services provided for which payment has not been received. Receivables are normally settled within 30 days. Debtors are non-interest bearing. It is not anticipated that counterparties will fail to discharge their obligations.

The carrying amount of receivables approximates net fair value due. In addition, there is no concentration of credit risk.


**19 Maturity Analysis**


Category of financial asset and financial liability	Statement of Financial Position line item	Note	2020 Contractual maturities			2019 Carrying amount/ fair value
			2020 Carrying amount/ fair value	Within 1 year	1-5 years	
Financial liabilities at amortised cost						
Lease liabilities	Lease Liabilities	16	201,796	78,514	123,282	-
<b>Total financial liabilities</b>			<u>201,796</u>	<u>78,514</u>	<u>123,282</u>	<u>-</u>

## STATEMENT BY RESPONSIBLE OFFICE BEARERS

We certify that the above Financial Statements represent, to the best of our knowledge and belief, an accurate account of the affairs of IPAA SA Division Inc for the year 1 July 2019 to 30 June 2020 and the position at that date.

There are reasonable grounds to believe that Institute of Public Administration Australia South Australian Division Inc will be able to pay its debts as and when they fall due.

  
..... Erma Ranieri (President)

  
..... Renae Haese (Executive Director)

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## ACKNOWLEDGMENTS

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IPAA SA wishes to acknowledge the Committee Chairs, Committee Members, Facilitators, Speakers, Professional Members, South Australian Senior Management Team and organisations who generously contributed to our success over the past year.

We also wish to thank the many suppliers who have helped us deliver our range of services, often at a discounted or reduced rate.

If you are interested in working with IPAA SA, as a partner, supplier or sponsor, please contact us.

## CONTACTS

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