

Annual Report

23/24

INSTITUTE OF
PUBLIC ADMINISTRATION
AUSTRALIA

IPAA
SOUTH AUSTRALIA



IPAA SA wishes to acknowledge the Divisional Council Members, Facilitators, Speakers, Personal Members, South Australian Senior Leadership Committee 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 supplier or sponsor, please contact us.



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We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of this country throughout Australia and their connection to land and community. We pay our respects to them and their cultures and to Elders, both past and present.

Ngadlu tampinhi Yaitya Miyurnarlu Yaitya Yarta-Mathanyarna yainty yartaku Australia-arra, parnaku yarta kuma pirku tarraitpayinhi. Ngadlu tampinhi parnaku tapa purruna, parnkaku purkarna pukinangku kuma yalaka

Reporting period

The 2023/24 Annual Report has been produced to provide members with an outline of our performance and activities during this period. This report covers the period from 1 July 2023 - 30 June 2024.

About Us

Empowering South Australia's Public Sector

Who is IPAA SA? Since 1927, the Institute of Public Administration Australia, South Australian Division (IPAA SA) has stood as the professional association dedicated to public sector employees across Federal, State, and Local Government in South Australia.

As a non-political, not-for-profit association, IPAA SA offers an independent and unbiased platform for intellectual capital, insights, and informed discussion on key areas of government policy, innovation, and reform.

Our mission is simple yet powerful: to elevate the reputation, integrity, and capability of South Australia's public sector and to lead the way in shaping a high-quality, professional public service. The public sector plays an indispensable role in the lives of all Australians, and through our mission, we support this impact by delivering innovative, forward-thinking programs that empower public sector employees to grow, connect, and excel in their roles.

With a rich history and the trust of our dedicated members, IPAA SA continues to serve as an essential, independent voice for the public sector. This independence empowers us to deliver clear, balanced knowledge and insights from across the jurisdictions, benefiting both our members and the communities they serve.



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.

Erma Ranieri | President's report

Pride in Growth and Leadership

Reflecting on this past year, I am filled with immense pride for what IPAA SA has achieved and excitement for the path we are forging ahead. This has been a year of growth, change, and commitment to ensuring the public sector in South Australia is well-equipped to meet the challenges of an evolving world.



IPAA SA has demonstrated exceptional adaptability and purpose in its work, embracing opportunities to enhance its programs and extend its reach. The focus on professional development remains unwavering, underpinned by a determination to stay at the forefront of delivering practical, relevant, and impactful learning experiences.

We have also invested significantly in our infrastructure by commencing a significant office fit-out to include two new training rooms. Scheduled for completion in early February 2025, this redevelopment is a transformative milestone for IPAA SA.

Our events program continues to inspire, creating opportunities for dialogue and engagement on critical topics that matter to our members and the broader public sector. Initiatives such as the Premier's Address to the Public Sector and the launch of the South Australian Public Sector Anti-Racism Strategy have reinforced our commitment to thought leadership and inclusivity. These events exemplify what IPAA SA does best—bringing people together to learn, reflect, and drive positive change.

I want to acknowledge the exceptional leadership and vision of the Divisional Council. Their strategic insights and unwavering support of the IPAA SA team have been invaluable. Their willingness to step forward as speakers, facilitators, and MCs at key events embodies their dedication to this organisation and the public sector as a whole. Their leadership is setting IPAA SA on a path to an even brighter future.

The IPAA SA team deserves heartfelt thanks for their dedication and professionalism. Their tireless efforts and ability to go above and beyond are evident in every program delivered, every member interaction, and every step taken to innovate and improve. To the speakers, facilitators, organisations, and departments we have worked with this year, thank you for your collaboration and trust in IPAA SA. Your contributions help us make a meaningful impact on the South Australian public sector.

As I look forward, I am optimistic about the opportunities ahead for IPAA SA. With strong leadership, a growing network of support, and a deep commitment to excellence, we are shaping an organisation that will continue to inspire and empower the public sector for years to come.

Erma Ranieri PSM FIPAA
IPAA SA President

Renaë Haese | Executive Director's report

Driving Growth and Engagement

The past year has seen incredible operational success and growth for the Institute of Public Administration Australia, South Australian Division (IPAA SA). It is my pleasure to report on our work to deliver value to our members, address sector needs, and set a strong foundation for the future.



IPAA SA's Professional Development Program continues to be a pivotal element of our work. In 2023/24, the program generated a 29% increase in revenue compared to 2022/23. Additionally, the number of delegates attending our courses rose by 39%, with 3,751 participants engaging in 302 courses. These figures highlight the program's financial success and its ability to reach and benefit more public sector professionals than ever before.

In response to growing demand, we have expanded our team to ensure we can continue to deliver exceptional services to our members. Employment expenses increased by 22% from 2022/23, reflecting the growth in staff numbers needed to support the expansion of our training programs. Despite being a relatively new addition to the IPAA SA family, these team members have seamlessly blended into our culture and are highly dedicated to supporting the public sector. Their enthusiasm, expertise, and commitment have made them integral to our success this year.

IPAA SA's new facilities will expand our professional development capacity and include additional meeting rooms and spaces designed to accommodate members more effectively. The improved layout will give members more opportunities to connect, collaborate, and feel supported in a welcoming and professional environment. This

initiative reflects our commitment to meeting the needs of the public sector while supporting IPAA SA's long-term sustainability. Significantly, this investment will reduce our reliance on external venues, cutting associated costs and allowing us to channel resources into further expanding our programs.

Our events program also grew in reach and impact this year. From offerings like the First Nation's Voice sessions to high-profile events such as the Premier's Address to the Public Sector, our programs connected thousands of professionals, fostering engagement, dialogue, and professional growth. These events highlight IPAA SA's unique role in bringing people together to share knowledge, learn, and collaborate

Building and maintaining strong relationships with our members has remained a top priority. This year, we introduced new opportunities to connect with and support members, including exclusive networking events and professional opportunities tailored to the diverse needs of our community.

Our operational successes are underpinned by robust financial management, which resulted in a net surplus of \$274,305. These funds will allow us to reinvest in improving member services and expanding our offerings, ensuring we remain agile and responsive to sector needs.

We are excited about the opportunities to innovate further and grow. Plans include launching hybrid course delivery models, new professional development programs, and deeper engagement with emerging leaders across the public sector. Completing our office fit-out will mark a defining moment for IPAA SA, empowering us to elevate the experiences we offer to members and cementing our role as a leader in public administration knowledge.

I would like to take this opportunity to extend my heartfelt thanks to everyone who has supported IPAA SA throughout this year. Our Divisional Council demonstrates exceptional knowledge, insight, and strategic vision. Their unwavering support for the IPAA SA team, programs, and events has been invaluable, and they are always ready to step up as speakers or MCs, inspiring confidence and connection across our initiatives. I am deeply grateful to our incredible staff, whose professionalism, creativity, and tireless efforts ensure we consistently go above and beyond for our members. I also want to thank all the speakers, partner organisations, and facilitators we have worked with over the year and the many departments that partnered with us to deliver successful events and in-agency programs. You have all played a critical role in building a stronger, more engaged public sector.

Renaë Haese
Executive Director

Governance AS AT 30 JUNE 2024

The SA Division of the Institute is managed by a Divisional Council, consisting of up to seven elected and two nominated members. There is also an Executive Governance Committee who monitors IPAA SA's financial performance and legal obligations. The Executive of the Divisional Council is made up of the President, Vice-President, a Treasurer and a Company Secretary. Councillors are elected at the Annual General Meeting for a two-year term and serve until the second Annual General Meeting after their election, where they are eligible to nominate to seek re-election or retire.



Executive Committee
Erma Ranieri PSM FIPAA
President

Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment



Executive Committee
David Reynolds PSM FIPAA
Vice president

Chief Executive, Department for Trade and Investment



Natasha Lazic
Council member

Manager Business Services, South Australian Public Transport Authority



Billie-Jo Barbara
Company Secretary,
Executive Committee

Chief Human Resources Officer, Department for Child Protection



Brenton Caffin
Council member

Executive Director, Department of the Premier and Cabinet



Rick Perse FIPAA
Council member

Under Treasurer, Department of Treasury and Finance



Sandy Pitcher
Council member FIPAA

Chief Executive, Department for Human services



Katherine Winton
IPAA SA Treasurer,
Executive Committee

Workforce Strategist, Specialising in the Medical Practitioner Workforce



Renae Haese
Ex-officio
Council member

Executive Director, IPAA SA

Meet the team



**Chantelle
Bourlioufas**

Operations
Director



**Danuelle
Scott**

Projects
Manager



**Renae
Haese**

Executive
Director



**Layla
Rohrlach**

Professional
Development
Officer



**Athena
Wallbank**

Event
communications
and Engagement
Manager



**Eufemia
Alvaro**

Finance
Manager



**Lia
Murphy**

Professional
Development
Officer



**Nicky
Tran**

Program
Coordinator

Absent: Emily Girdwood, Leadership Development Coordinator

Year at a glance



3,751

delegates attended.
86 unique professional development courses delivered on **302** occasions.



2,987

attendees at **23** in-person events and **6,769** views of **14** Live streamed or digital events from **208** organisations.



55

in-agency courses delivered, **31** courses designed to **912** delegates for **23** agencies/organisations.



100K

public administration professionals represented by **37** Corporate and State Government Members.



80K

website visitors **260K** page views and **190K** user interactions **5,099** video views.



140

personal members, with the most popular category of membership being Emerging Leaders and YIPAA.



Membership AS AT 30 JUNE 2024

Personal Membership

Our Personal Members are the backbone of IPAA SA, embodying a commitment to excellence in public administration across South Australia.

They hail from diverse roles—ranging from customer service officers to senior executives—and represent a wide array of organisations, including government departments and public service entities. This diversity enriches our community, fostering a vibrant exchange of ideas and experiences.

During the 2023/24 financial year, IPAA SA maintained its focus on supporting the public sector community with a total of 140 financial members. While this reflects a slight decrease from the previous year's 148 members, it highlights a consistent engagement with key

member cohorts, particularly Emerging Leaders and YIPAA members.

Over the past four financial years, IPAA SA has seen fluctuations in member retention, reflecting shifts in engagement and the broader public sector environment. In FY 2023/24, the retention rate was 52%, a decrease from the 65% seen in FY 2022/23 but still above the 39% recorded in FY 2021/22. This trend highlights the ongoing challenge of member retention in a post-pandemic world while underscoring the importance of continually delivering value to our members. Despite this, IPAA SA maintained a solid base of 140 financial members this year, reflecting consistent engagement and a commitment to professional development within the sector.

These numbers underscore IPAA SA's ability to adapt and deliver value across diverse career stages, reinforcing our commitment to career development, thought leadership, and networking opportunities for South Australia's public sector professionals.

State Government Membership

As of 30 June 2024, IPAA SA proudly continues to support over 100,000 South Australian State Government Employees through our partnership with the Senior Leadership Committee (SLC).

This collaboration provides complimentary access to key events, preferential rates for professional development courses, and exclusive networking opportunities, reaffirming our commitment to excellence in public administration.

We extend our gratitude to our State Government Members, whose ongoing support drives innovation and collaboration within the public sector:

- 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 Housing and Urban Development
- Department of Human Services
- Department for Infrastructure and Transport
- Department of Primary Industries and Regions South Australia
- Department of the Premier and Cabinet
- Department of State Development
- Department of Treasury and Finance
- Environment Protection Authority
- Parliament SA
- South Australia Police
- South Australian Fire and Emergency Services Commission
- South Australian Country Fire Service



Membership

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Corporate Members

Our Corporate Membership represents organisations and not-for-profit groups with close ties and connections to the public sector. We offer our Corporate Members opportunities to access key people, programs and events, fostering cross-sector collaboration. Importantly, these memberships allow staff in agencies outside the SLC agreement to benefit from the IPAA SA program. We acknowledge and thank the following Corporate Members for their ongoing support:

- BDO
- City of Norwood Payneham & St Peters
- Department of Employment and Workplace Relations
- Department of Social Services
- KPMG
- National Centre for Vocational Education Research
- Pacific People Solutions
- Renewal SA
- ReturnToWorkSA
- SA Water
- South Australian Tourism Commission
- Super SA
- TAFE SA
- Teachers Registration Board
- Wirltu Yarlur Aboriginal Education



Professional development

Record-Breaking Growth in PD Program

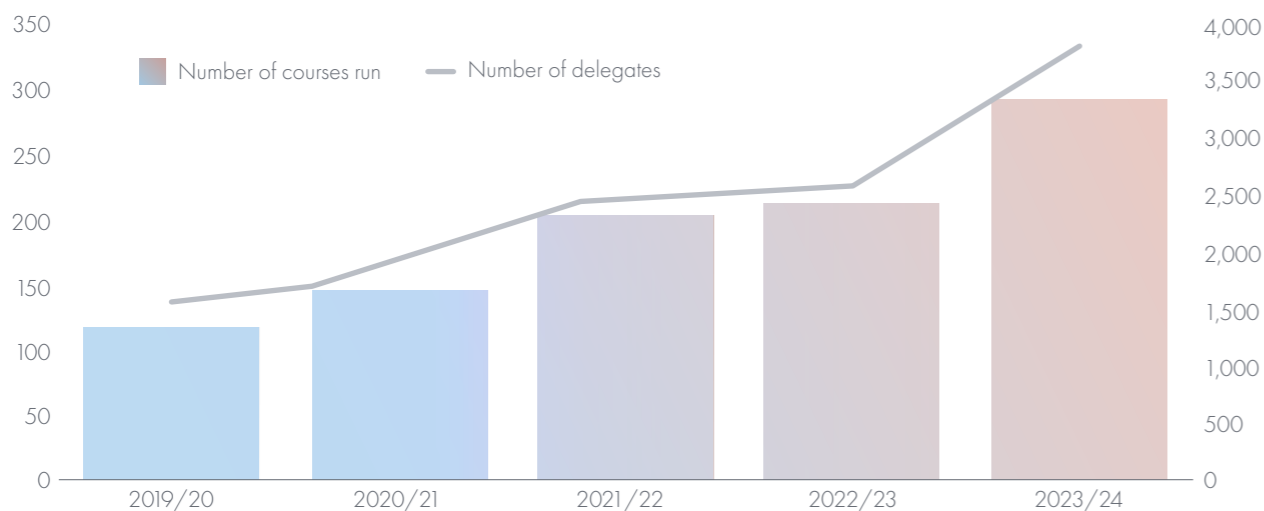
The 2023/24 Professional Development (PD) Program has been a resounding success, marked by significant growth across courses delivered, delegate participation, and program revenue.

This year, we delivered 302 courses, a 27% increase from the 238 courses offered in

2022/23 and an impressive 145% growth compared to the 123 courses delivered in 2019/20.

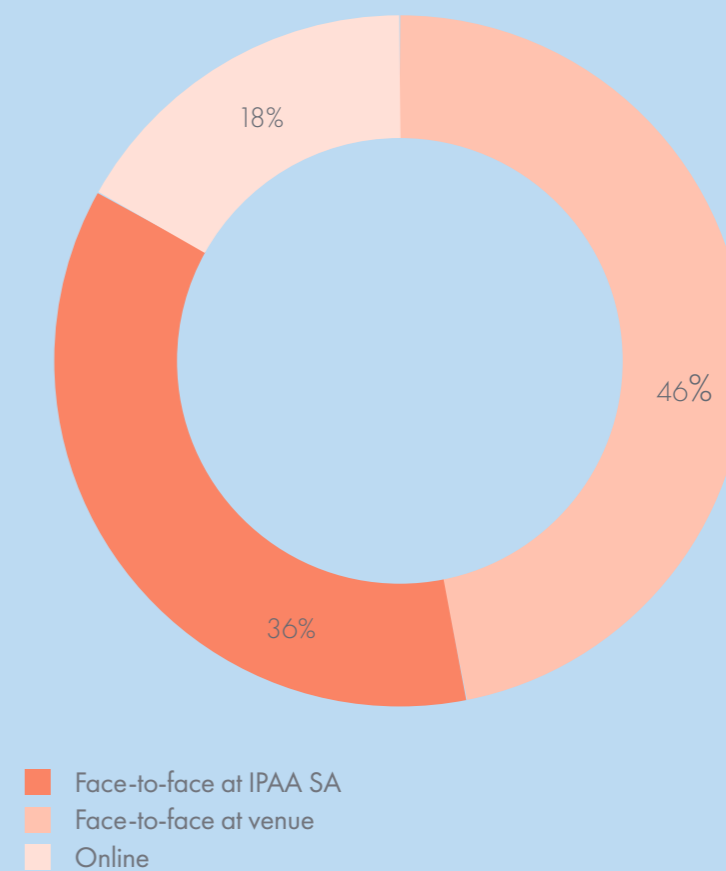
Delegate attendance also reached new heights, with 3,751 participants—an increase of 39% from the previous year. These results reflect the program’s continued relevance and ability to meet the rising demand for professional development across the public sector.

Five Years of Growth in IPAA SA’s Professional Development Program



Most courses (82%) were delivered face-to-face, with 36% hosted at IPAA SA’s in-house venue and 46% at external venues. The remaining 18% of courses were conducted online and distributed across platforms like Zoom, WebEx and Teams, providing flexibility and accessibility for remote participants. This balance of delivery modes highlights the program’s adaptability in catering to diverse participant needs. However, the reliance on external venues has come at a cost, with venue hire fees and staff travel impacting profit margins. These challenges arose because of the program’s exceptional growth, which saw more courses delivered than ever before.

Course Delivery Modes: Face-to-Face vs Online



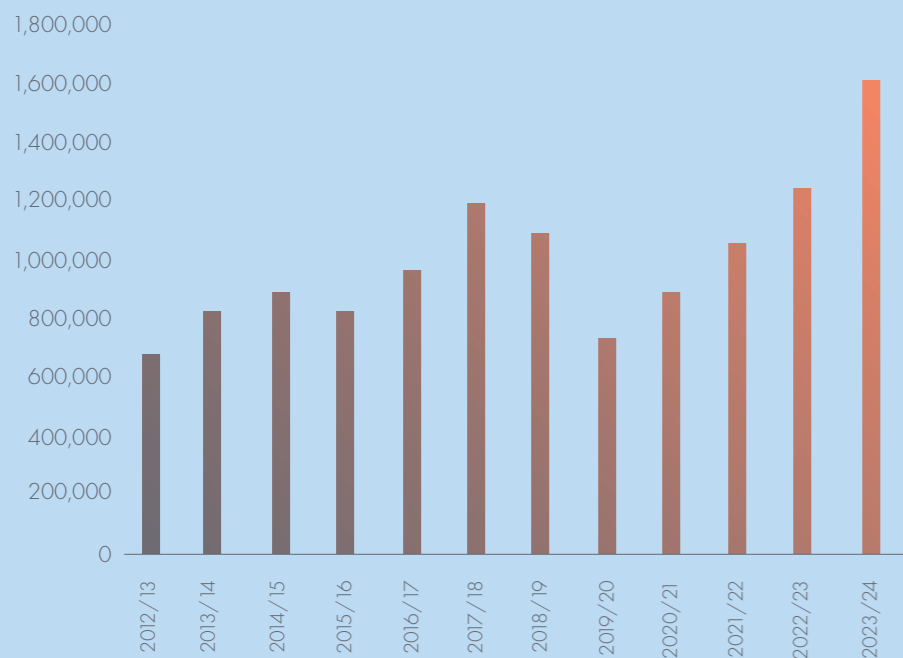
Professional development

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In response to this incredible growth, the Divisional Council has approved a significant fit out of IPAA SA's current office. This redevelopment includes adding two brand-new training rooms, eliminating the need to hire external venues and reducing staff travel. This investment is transformative—not only will it allow us to deliver more courses with greater efficiency and strengthen our financial sustainability by lowering operating costs. It reflects the trust and confidence in the program, built on years of outstanding results, and positions IPAA SA for continued growth and innovation.

Our course catalogue remained diverse, featuring short courses with targeted skill-building and extended courses for deeper professional development. Full-day sessions comprised 50% of all offerings, while half-day and multi-day courses accounted for 30% and 20%, respectively. Financially, the program achieved record-breaking revenue of \$1.75 million, a 150% increase from the pandemic-affected revenue levels of 2019/20.

Professional development revenue



July, September, and November were the busiest months for course delivery, reflecting demand peaks aligned with organisational planning cycles. Looking ahead, the Professional Development Program will continue to evolve to meet the needs of our members. Plans include expanding our course offerings to cover emerging areas such as digital transformation and workplace mental health, increasing the accessibility of courses through hybrid delivery models, and investing in training to maintain our high content delivery standards.

The 2023/24 program has exceeded expectations and reinforced its role as a cornerstone of professional development for the public sector. The new office fit out, driven by the program's success, marks a pivotal moment in IPAA SA's history. It reflects the strength of the program's past achievements and positions us to set new benchmarks of excellence in the years ahead.

New Courses for 2022/23

- Advanced Writing Policy
- Coaching Skills for Leaders
- Increasing Employee Engagement
- Introduction to Risk Management
- Managing Public Communication Risks
- Mediation Skills for Leaders
- Persuading Up
- Risk Culture
- Writing Policy: The Basics

Feedback

The 2023/24 Professional Development Program Feedback Report showcases the success of IPAA SA's commitment to delivering high-quality learning experiences for South Australia's public

sector professionals. Both online and face-to-face delivery methods were highly rated, achieving an overall satisfaction score of 4.69 out of 5. Over 92% of participants agreed they could apply what they had learned in the workplace, reflecting the programs' practical focus and relevance to real-world challenges. Additionally, 92% of respondents would recommend our courses to colleagues, underscoring the substantial perceived value and impact of IPAA SA's professional development offerings.

Participants praised facilitators for their expertise, engagement, and ability to deliver practical, actionable content tailored to public sector needs. Facilitators achieved ratings of 97% for knowledge, preparedness, and participant engagement, with feedback highlighting their use of real-world examples and collaborative teaching styles. Positive feedback extended to IPAA SA's supportive staff, efficient communication, and well-organised courses. While feedback was overwhelmingly positive, minor logistical concerns, such as venue comfort and session pacing, were noted as areas for improvement. Online learning platforms were rated highly for ease of use, with 93% of participants finding them accessible, though suggestions for additional technical resources and post-course support were provided. Thank you to our facilitators who have continued to support the Professional Development Program.

In their words

- > “The facilitator was amazing; he made the course very engaging and fun!”
- > “...what I did take away is a better understanding of my natural ‘comfortable’ way of operating... and an understanding of areas I can focus on and strengthen my competency to support and lead a team effectively”
- > “I walked away from the training confident and really enjoyed the day. The presenter was fabulous”



In-Agency Workshops

In-Agency Training Success

IPAA SA's In-Agency program is a tailored training solution designed to meet the unique needs of South Australian public sector organisations.

By partnering with leading facilitators, it delivers high-quality, customised workshops on a wide range of topics, including leadership, communication, technical skills, and government-specific training. The 2023/24 financial year marked a period of significant growth and financial success for IPAA SA's In-Agency program, building on the strong foundation established in 2022/23.

Over the year, 55 courses were delivered to 912 delegates across 23 agencies and organisations. While this reflects a decrease from the 70 courses and 1,227 delegates of the previous year, the program successfully expanded its reach, partnering with seven additional agencies compared to 2022/23. This broader reach underscores the program's growing reputation and value in the South Australian public sector. Financially, the program

excelled, generating \$253,984 in revenue. This impressive outcome highlights effective cost management and continued demand for high-quality, tailored training. The results suggest a strategic shift towards delivering more intensive or customised sessions, focusing on quality over quantity. Despite fewer courses and participants, the significant financial success and increased agency engagement demonstrate the program's ability to adapt and thrive. These outcomes lay a strong foundation for future growth and innovation, ensuring the program continues to meet the evolving needs of the public sector.

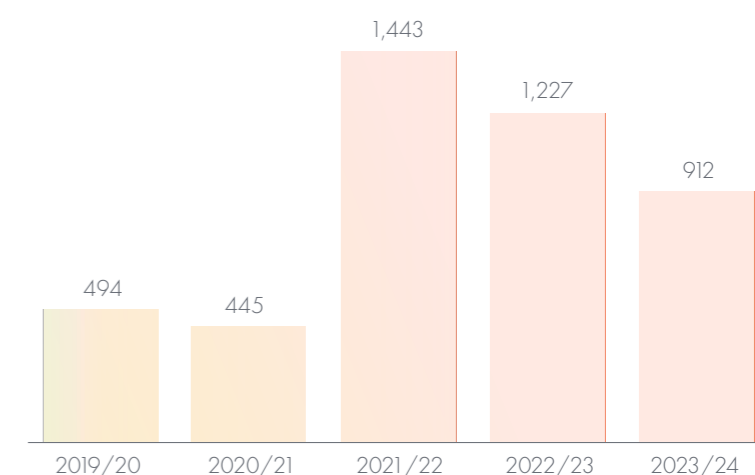
Some of the programs delivered in-agency include:

- Analysing and Presenting Data (Online)
- Applying and Interviewing for Public Sector Roles
- Coaching Skills for Leaders
- Communications Masterclass in Government
- Conflict Management and Mediation
- Creatures of Statute: Understanding Entities Established by Legislation
- Dealing with Difficult Clients + Customer Service Excellence

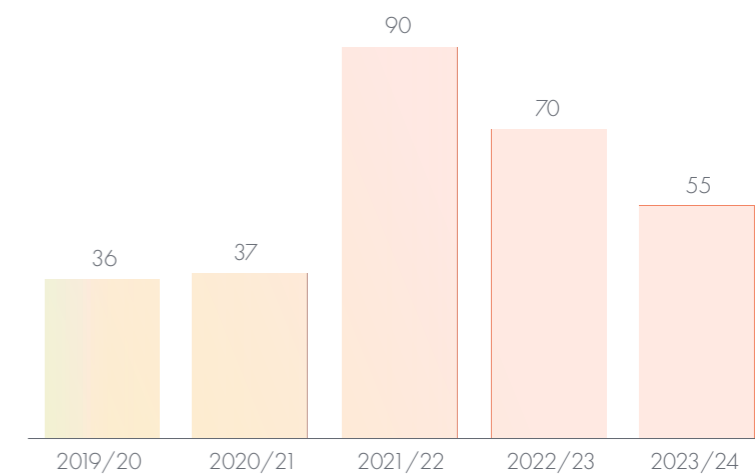


- Effective Communication Skills
- Effective Writing for Government
- Effective Writing for Government Refresher
- Emotional Intelligence and Beyond
- Having Difficult Conversations
- In Brief: Writing Briefs for Decision Makers (Online)
- Indigenous Cultural Awareness
- Introduction to Project Management
- Introduction to Risk Appetite
- Managing Public Sector Budgets
- Managing Your Project
- Mechanics of Government
- Polish Your Punctuation and Grammar
- Preparing Documents for Decision-Makers
- Produce Persuasive Reports and Proposals
- Strategies to Manage Your Time and Workload
- Telling Stories with Data
- Understanding the Public Sector
- WHS & Risk Management
- Write Clearly & Concisely
- Writing Briefings and Minutes

Number of delegates attending in-agency training courses



Number of in-agency workshops



I would say [the Communication and Coaching course] exceeded expectations. There were a few interesting concepts that came up. Examples of this was giving constructive criticism, and how to communicate when the wrong information is presented or there is inappropriate behaviour which I thought was interesting.

- CTP Insurance Regulator

Events report

Event Program Highlights

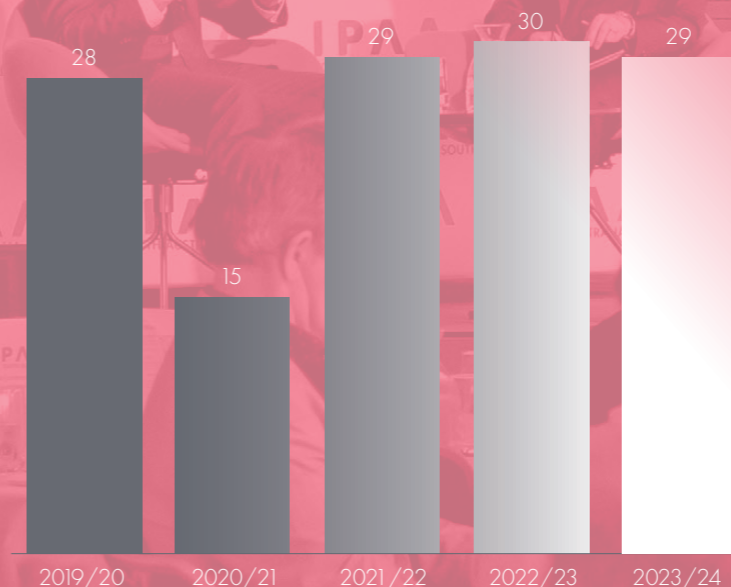
IPAA SA's 2023/24 events program demonstrated significant growth and impact, with **2,987** attendees at **23** in-person events and **6,769** views of **14** live-streamed or digital events – a remarkable increase from Last year.

- 121 SA State Government Agencies and Departments.**
- 32 Not for Profit Organisations and Associations.**
- 29 Private Sector Organisations.**
- 10 Local Government Councils.**
- 8 Federal Agencies.**
- 7 Education Organisations.**
- 1 Interstate State Government Agencies and Departments.**

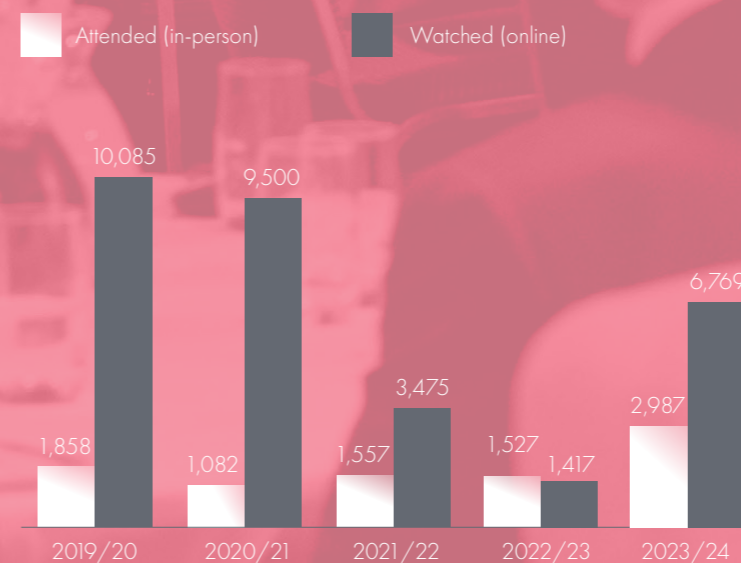
Compared to last year in-person attendance nearly doubled, and digital engagement increased by 377%, showcasing the increasing value delegates find in IPAA SA events. This growth reflects IPAA SA's expanding reach and relevance, drawing participation from 208 unique organisations, more than doubling last year's 78. Delegates came from diverse sectors, including 121 SA State Government Agencies and Departments, 32 Not-for-Profits, 29 private sector organisations, and 8 Federal Agencies, highlighting IPAA SA's broadening influence.

The 2023/24 IPAA SA strengthened our mission to build capability, inclusivity, and resilience

Number of events delivered



Event attendance



across the public sector. Events including the Premier's Address to the Public Sector and From Words to Action: Voice Sessions drew extensive attendance both in-person and online, reflecting members' keen interest in leadership priorities, strategic vision, and cultural inclusion. The program's distinguished speaker lineup featured senior government leaders, academics, and cultural advocates, including Premier Peter Malinauskas, Treasurer Stephen Mullighan, economic expert Danielle Wood, and Aboriginal leaders Uncle Mickey O'Brien and Commissioner April Lawrie. Events like the Economic Outlook Luncheon and Mental Health First Aid Training showcased IPAA SA's commitment to practical skills and informed decision-making, offering insights into strategy, policy, and workplace wellbeing. This blend of influential voices delivered a comprehensive perspective on public sector innovation and excellence, empowering members to meet the evolving demands of their roles and advancing IPAA SA's goal of fostering an empowered, inclusive, and forward-thinking public sector community.

The survey feedback from the year revealed that IPAA SA's event management and service delivery were rated exceptionally high, showcasing our commitment to excellence. An impressive 98.19% of attendees rated the registration and customer service experience

Events report

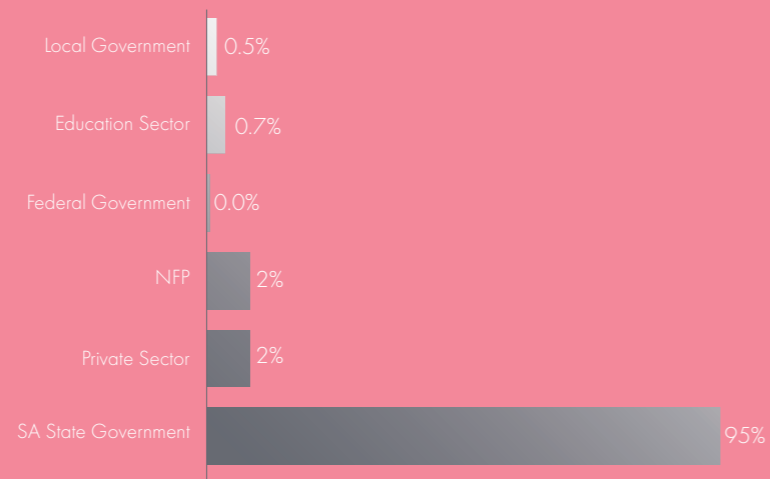
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favourably, highlighting the smooth and professional handling of pre-event logistics, from streamlined sign-ups to timely communication. This efficiency ensured attendees could focus entirely on the value of the events themselves. Likewise, 97.01% of respondents rated IPAA SA’s event management favourably, reflecting the meticulous attention to detail and seamless coordination that defined each event. Feedback consistently highlighted well-run schedules, comfortable venues, and engaging atmospheres. One delegate noted, “Well-run, timely, and comfortable—IPAA SA events are always a pleasure to attend.” These ratings underline IPAA SA’s ability to deliver not just events but experiences that resonate with public sector professionals and reinforce its position as a leader in public administration development.

The feedback snapshot

- **Future Engagement:** 100% of in-person delegates surveyed agreed they would attend another IPAA SA event.
- **Registration and Customer Service:** 98% of delegates surveyed rated the registration and customer service experience as excellent.
- **Event Management:** 97% of delegates surveyed commended the seamless event management process, reflecting meticulous attention to detail.
- **Overall Quality:** 96% of delegates surveyed agreed that the in-person IPAA SA events they attended were of high quality.
- **Usefulness:** 96% of delegates surveyed found the events useful, aligning with IPAA SA’s goal of delivering relevant and actionable insights.
- **Value:** 95% of in-person attendees agreed that attending IPAA SA events provided significant value.
- **Speakers and Presentations:** 94% of delegates surveyed praised the quality of speakers and presentations, affirming the calibre of IPAA SA’s events.
- **Recommendations:** 92% of delegates surveyed stated they would recommend IPAA SA events to friends or colleagues, showcasing strong advocacy for the organisation’s offerings.

Event attendance by sector



46
speakers



Event highlights

Say Cheese - Personal Member Event 2023

Date: 6 July 2023

Total Registered: 32

IPAA SA hosted a complimentary photo session for Personal Members, complete with professional lighting, a makeup artist, and a photographer, providing two high-resolution, downloadable headshots.

An Hour in the Room with Damien Walker

Date: 7 July 2023

Total Registered: 150

Total online views: 324

This event was an opportunity for our members to hear directly from Damien about the challenges and opportunities he has seen in the sector a year into his position as Chief Executive of the Department of Premier and Cabinet.

Speakers included:

- **Damien Walker**
Chief Executive, Department of the Premier and Cabinet
- **Erma Ranieri PSM FIPAA**
IPAA SA President, Commissioner for Public Sector Employment Office of the Commissioner for Public Sector Employment

2023 Annual Economic Outlook Luncheon

Date: 11 July 2023

Total Registered: 193

IPAA SA was honoured to host the Hon. Stephen Mullighan at our 2023 Economic Outlook Luncheon, where he delivered his second State Budget address, sharing the State Government's vision for South Australia's future. Attendees gained valuable insights into the budget's implications and departmental priorities, with Danielle Wood, Chief Executive Officer, Grattan Institute, guiding an in-depth discussion on the 2023-2024 budget's impact.

Speakers included:

- **Hon. Stephen Mulligan MP**
Treasurer of South Australia
- **Danielle Wood**
Chief Executive Officer, Grattan Institute
- **Erma Ranieri PSM FIPAA**
IPAA SA President, Commissioner for Public Sector Employment Office of the Commissioner for Public Sector Employment

Mental Health First Aid Training (In Person)

Date: 2 & 3 August 2023 + 14 & 15 February, 3 & 10 Apr. 12 & 19 June 2024

Registered to attend: 68

Using a practical, evidence-based Action Plan, this course draws on guidelines shaped by expert and lived experiences.

Topics include depression, anxiety, psychosis, and substance use issues

Facilitator: John Mannion
Chief Executive Officer
Breakthrough Mental Health Research Foundation

Mental Health First Aid Training (Online)

Date: 2 & 9 August 2023 + 2 & 9 February, 7 & 14 June 2024

Registered to attend: 37

The Blended Online + Self-Paced Mental Health First Aid for Public Sector Course trains participants to provide initial support to colleagues experiencing mental health issues or crises. The course follows an evidence-based Action Plan, developed with input from experts and those with lived experience.

Facilitator: David Moran
Director Mental Health Partners

Policy Making for Complexity and Resilience

Date: 25 August 2023

Total Registered: 188

IPAA SA welcomed Dave Snowden, creator of the Cynefin framework, which guides leaders in adapting decision-making to different situations. Participants engaged in insightful discussions with Snowden and a panel, exploring the framework's application within the South Australian Public Sector.

Speakers Included:

- **Prof Dave Snowden**
Director & Founder
The Cynefin Centre
- **Brenton Caffin**
Executive Director, Strategy and Policy
Department of the Premier and Cabinet
- **Dr Ariella Helfgott**
Director of Strategic Foresight
Department of the Premier and Cabinet
- **Emily Humphreys**
CEO + Cofounder

Wickedla Masterclass - Research Policy Partnerships 2023

Date: 29, 30 August + 23 October 2023

Total Registered: 26

This interactive event was designed to aid in the development of skills and expertise in collaboration for research-to-policy translation.

Participants explored opportunities for working across research-policy boundaries and building stronger networks.

Speakers included:

- **Carmel Williams**
Director, Centre for Health in All Policies Research Translation, Health Translation SA, Co-Director of the World Health Organization Collaborating Centre for Health in All Policies and the School of Public Health, University of Adelaide
- **Fran Baum**
Director, Health Equity, Stretton Institute, University of Adelaide
- **Adam Graycar**
Director and Professor of Public Policy, Stretton Institute, The University of Adelaide
- **Tracy Merlin**
Interim Head, School of Public Health Managing Director, Adelaide Health Technology Assessment, The University of Adelaide.
- **Dr Tahna Pettman**
Public Health Academic consultant; and Senior Research Fellow, College of Business Government and Law, and College of Nursing and Health Sciences, Flinders University.
- **James Smith**
Deputy Dean Rural and Remote Health – NT,

Matthew Flinders Professor (Health and Social Equity), College of Medicine & Public Health, Flinders University

From Words to Action: Voice Sessions

Date: 6, 7, 11 & 13

September

Registered to attend : 529

Total online views: 552

Delegates joined Commissioner Dale Agius on a journey across South Australia to hear insights from those who helped shape the First Nations Voice. The Commissioner outlined how the South Australian Voice to Parliament would operate and its interactions with the Parliament and executive government.

Speakers Included:

- **Commissioner Dale Agius**
Commissioner for First Nations Voice
Office of the Commissioner for First Nations Voice
- **Erma Ranieri PSM FIPAA**
IPAA SA President, Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment
- **Talitha Coulthard**
Director, Aboriginal Workforce Partnerships
Office of the Commissioner for Public Sector

Event highlights

CONTINUED

Accidental Counsellor for Public Sector

Date: 1 & 14 Sept 2023 + 20 & 27 February 2024

Registered to attend: 34

This workshop is designed to teach the skills needed to respond appropriately to someone experiencing a mental health crisis.

Speaker:

Liana Busoli

Psychotherapist

BigLife

Premier's Address to the Public Sector 2023

Date: 5 October 2023

Registered to attend: 838

Online Views: 626

In October, the South Australian Premier, the Hon. Peter Malinauskas, took to the stage to make his second 'Address to the Public Sector'. During this event, the Premier presented updates on the progress and his economic and policy priorities for 2023 and the future.

development policies, building and supporting the best-practice public service, and more.

Speakers included :

- **The Hon Peter Malinauskas MP**
Premier South Australia
- **Erma Ranieri PSM FIPAA**
IPAA SA President,

Commissioner for Public Sector Employment
Office of the Commissioner for Public Sector Employment

How to improve wellbeing and productivity at work: On the Couch with Professor Sharon K. Parker

Date: 10 October

Registered to attend: 124

Total online views:: 309

At this event, Professor Sharon K. Parker, an internationally renowned work design expert, shared how good work design principles can help teams thrive by supporting employees' psychological and physical health. She offered leaders practical, evidence-based steps to foster a healthier, more resilient workplace.

Speakers Included:

- **Professor Sharon Parker**
Director
The Centre for Transformative Work Design
- **Erma Ranieri PSM FIPAA**
IPAA SA President,
Commissioner for Public Sector Employment
Office of the Commissioner for Public Sector Employment

Anti-Racism Launch

Date: 8 November 2023

Registered to attend: 130

Online Views: 699

On 8th November 2023, the South Australian Public Sector Anti-Racism Strategy 2023-2028 was launched at the Adelaide Convention Centre.

Speakers Included:

- **Erma Ranieri,**
Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President
- **The Hon. Kyam Maher MLC**
Minister for Aboriginal Affairs
Minister for Industrial Relations and Public Sector Attorney General
- **Sandy Pitcher**
Chief Executive, Department for Human Services
- **Tanya McGregor**
Chief Aboriginal Health Officer SA Health
- **Mehdi Doroudi**
Chief Executive
Primary Industries and Regions SA
- **David Brown**
Chief Executive
Department of Corrections

IPAA SA Annual General Meeting

Date: 30 November 2023

Registered to attend: 14

The 2023 Annual General Meeting was a great opportunity for professional members to actively get involved in their association, meet fellow members and have their say on the leadership of the institute.

Speakers included:

- **Erma Ranieri,**
Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President
- **Mark Thomson,** Partner,
PwC, IPAA SA Treasurer

Don Dunstan Oration with the Hon Mike Rann

Date: 6 December 2023

Registered to attend: 74

At the 2023 IPAA SA Don Dunstan Oration, former Premier and Climate Group Chair Mike Rann shared insights on Don Dunstan's legacy and his impact on Rann's leadership approach. Reflecting on climate change, Rann highlighted the pressing issues of justice and the global push to mobilise communities, governments, and businesses to act. The event also featured a Q&A, allowing attendees to engage directly with him, facilitated by Commissioner Erma Ranieri.

Speakers Included:

- **Hon Mike Rann AC**
CNZM
UK Chair
Climate Group
- **Dr Jane Lomax-Smith**
The Lord Mayor of Adelaide
City of Adelaide
- **Erma Ranieri,**
Commissioner for Public Sector Employment, Office of the Commissioner for Public Sector Employment, IPAA SA President

Elevate your Online Image

Date: 25 June 2024

Total Registered: 22

IPAA SA offered Personal Members an exclusive, complimentary photo shoot session, complete with all the essentials. Members enjoyed professional lighting, on-site touch-ups from a make-up artist, and a professional photographer, resulting in two new high-resolution, downloadable headshots.

Public Sector Engagement Session

Date: 7 February 2024

Registered to attend: 17

Online Views: 32

Commissioner Dale Agius hosted an event where attendees had the opportunity to learn more about the First Nations Voice model in South Australia. The event focused

on informing Public Sector Aboriginal and Torres Strait Islander employees about the nomination and voting process for the upcoming election.

Speaker:

- **Commissioner Dale Agius**
Commissioner for First Nations Voice
Office of the Commissioner for First Nations Voice

2023 Premiers Excellence Awards

Date: 8 March 2024

Registered to attend: 220

Online Views: 509

On the 8th of March 2024, we were thrilled to witness the unveiling of finalists of the 2023 Premier's Excellence Awards, which celebrated outstanding individuals and teams within the South Australian public sector dedicated to achieving exceptional outcomes for the region while embodying the Public Sector Values.

Speakers included:

- **The Hon Peter Malinauskas**
MP, Premier
South Australia
- **Erma Ranieri PSM FIPAA**
IPAA SA President,
Commissioner for Public Sector Employment
Office of the Commissioner for Public Sector Employment

Event highlights

CONTINUED

Lobbying and Influence Public Sector Forum

Date: 9 May 2024

Registered to attend: 72

Online Views: 647

Speakers included:

- **The Hon Christopher Pyne**, Executive Chairman Pyne & Partners
- **Associate Professor Dr Yee-Fui Ng**, Monash University Deputy Commissioner David Wolf, Independent Broad-based Anti-corruption Commission, Victoria
- **Dr Catherine Williams**, Executive Director Centre for Public Integrity
- **David Washington**, Editorial Director Solstice Media
- **Ian Horne**, Board Member Tourism SA

PS Aboriginal Forum

Date: 20 & 21 May 2024

Registered to attend: 233

The Public Sector Aboriginal Staff Forum, held on 20-21 May 2024, united Aboriginal public sector employees for two days of connection and celebration. The forum featured keynotes, panels, and workshops on leadership, cultural safety, and career development. Prominent Aboriginal leaders shared insights, and interactive sessions encouraged participants to reflect on their purpose and career paths. The forum fostered an inclusive space for growth and support among Aboriginal professionals in the public sector.

Speakers included:

- **Uncle Mickey O'Brien** – Welcome to Country
- **Hon. Kyam Maher** – Minister
- **Commissioner April Lawrie**
- Panel Discussion Facilitators: **Shouwn Oosting** and **Rebecca Wessels**

Mental Health Awareness Training

Date: 23 May 2024

Registered to attend: 8

During this session, Emma Terry, Chief Executive South Australian Tourism Commission, shared with us some of the highlights of her career and goals for her current role and addressed questions from the audience in a Q&A session.

Speaker:

- **Sharn Elder Facilitator**, Breakthrough Research Foundation



Strategic communications

Digital Growth with Targeted Strategy

This year, IPAA SA communications continued to deliver value to our members through a variety of channels, including email, social media, and website updates. Efforts were centred on delivering meaningful and timely information tailored to our audience’s needs.

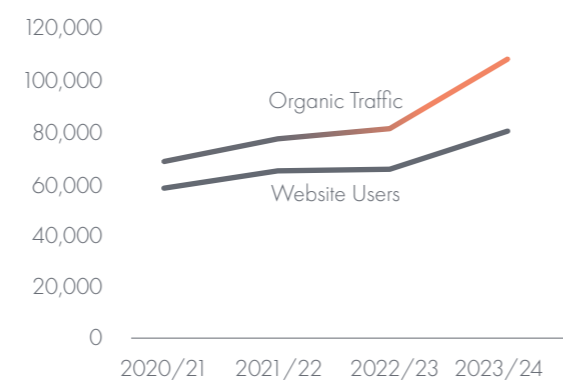
The 2023/24 financial year marked a period of significant achievements and challenges for IPAA SA’s marketing efforts. Our digital performance saw notable improvements in several areas, including website traffic, email engagement, and social media follower growth, while highlighting opportunities to address declining social media impressions and shares.

Website

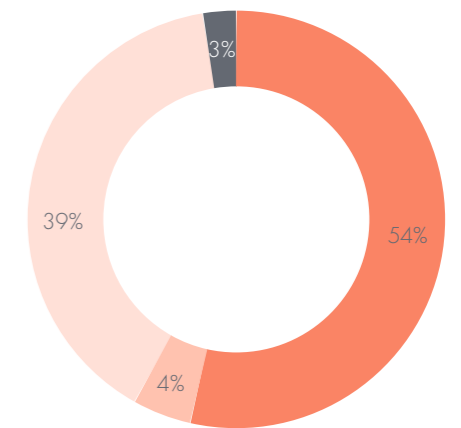
Website users increased to 80,000, representing a 22% growth compared to the previous year. Organic traffic nearly doubled, reaching 28,000 users, reflecting the success of targeted SEO strategies. Website engagement remained strong, with 260,000 page views and 190,000 user interactions, highlighting the ongoing demand for professional development content and training calendars.

The substantial growth in users and engagement underscores the effectiveness of the 2020 website overhaul and subsequent enhancements, particularly around content tailored to professional audiences. However, retention remains a challenge, with only 2.3% of users re-engaging after their first visit, presenting an opportunity to introduce personalised follow-ups and interactive tools to sustain engagement.

Website Users and Organic Traffic Over Time



Website User Interactions Breakdown



- Page Views
- Training Calendar Views
- User Engagement Events
- Clicks

Social Media

Social media performance showed mixed results this year. Total followers across platforms grew to 2,685, a steady increase from 2,403 in 2022/23. Engagement rates also rose significantly to 5.2%, the highest recorded in four years, indicating deeper connections with the audience. However, total post impressions declined sharply by 52%, from 77,717 to 37,222, likely due to reduced posting frequency, fewer video posts, and changes to platform algorithms.

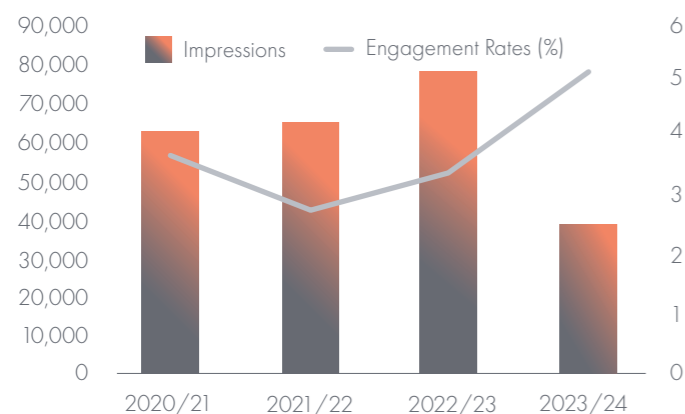
The continued growth in social media followers reflects the success of LinkedIn as a key platform for



Strategic communications

CONTINUED

Social Media Impressions and Engagement Rates



professional engagement. Meanwhile, video views, which fell from 1,509 to 405, highlight the need to reintroduce dynamic video content to maintain audience interest. Post shares also dropped to 25, underscoring the importance of creating more shareable and engaging posts. These challenges will be addressed in the next financial year by increasing posting frequency, leveraging paid campaigns, and revitalising content formats to regain visibility.

Email

Email campaigns remain a cornerstone of IPAA SA’s marketing strategy, with engagement metrics continuing to improve. The open rate increased to 40% (+8% YoY), while the click rate rose to

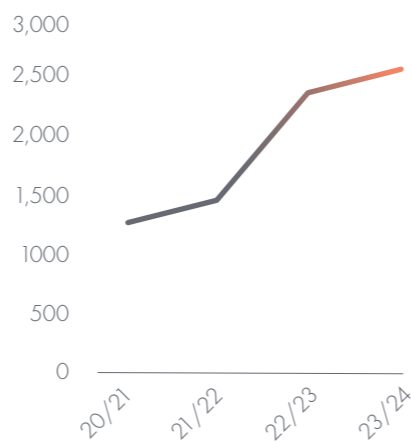
25% (+32% YoY), showcasing the success of more targeted and relevant content. Event-driven campaigns, such as the “July Event Blast,” delivered particularly strong results, achieving click rates of over 31%.

The drop in the unsubscribe rate to 0.08% further demonstrates that email content is well-aligned with audience expectations. However, there is an opportunity to build on this success by expanding segmentation and using email to promote underperforming content, such as video and social media posts.

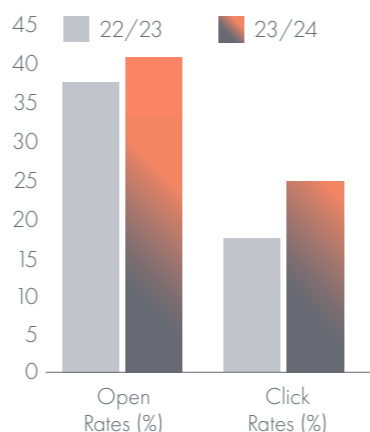
Video Content

Video performance rebounded from last year, with total views increasing by 39% to 5,099,

Social Media Followers



Email Opened and Click Rates

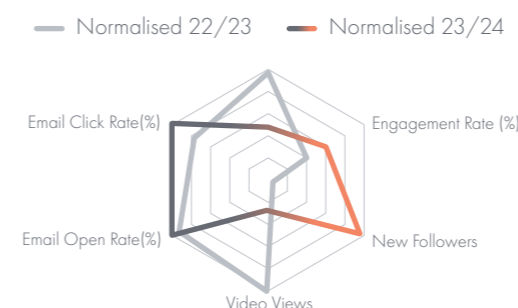


and watch time more than doubling to 1,712 minutes. This recovery highlights the potential for video to remain a core component of IPAA SA’s digital strategy. However, the significant declines in video views over the past few years indicate that more consistent investment in video creation is needed.

Achievements and Opportunities

- **Website Growth:** User growth of 22% and a near doubling of organic traffic confirm the website’s role as a central hub for engagement.
- **Social Media Engagement:** Despite declining impressions, engagement rates reached a four-year high, and total followers continued to grow steadily.
- **Email Success:** Improved open and click rates validate the effectiveness of targeted campaigns, such as event-driven communications.
- **Video Revival:** The rebound in watch time highlights opportunities to optimise video content for cross-platform use.

Comparative Metrics 22/23 vs. 23/24



In 2023/24, IPAA SA demonstrated adaptability and resilience, achieving strong growth in digital engagement while maintaining its role as a trusted resource for professional development. Moving forward, efforts will focus on addressing underperforming areas, such as social media impressions and video views, while building on successes in email and website engagement. With targeted investments and data-driven strategies, IPAA SA is well-positioned to continue supporting its members and achieving its strategic objectives.





Financials

Treasurer's 2023/24

Revenue Growth Powers FY2024 Success

Total income for the year was up \$498,977 to \$2,484,103 compared to the previous year.

Revenue growth was largely derived from increases in professional development activity. Professional development courses saw growth in both the demand for courses and the number of attendees per course, resulting in ~30% revenue growth. Although this growth was offset by a fall in demand of \$20,400 for In Agency Programs.

Whilst professional development activities dominated the revenue growth, encouragingly other markers of performance such as interest revenue also increased in FY2024. The Professional Development Management service increased from \$11,232 to \$81,139, an increase of \$69,907.

Increased overall activity levels saw a corresponding increase in the variable costs that comprise our cost of sales with actual costs for FY2024 of \$1,101,921 up from \$900,354 for the previous year. In general this reflected increases in underlying input costs, and increases in total salary costs in line with organisational growth.

The net effect of the above activities is net surplus for the year of \$274,305. Net assets, including cash, also increased throughout FY2024.

Combined with a strong operating model this will allow continued investment in growing the organisation.

Finally, a significant feature of the continued financial strength of IPAA SA was the agreement with the Senior Leadership Committee (SLC) of the State Government for reduced rates on Professional Development programs and free access to key events for their staff covering the financial period 1 July 2023 to 30 June 2024. This agreement continues for 2024/2025.

Katherine Winton
IPAA SA Treasurer

INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

For the year ended 30 June 2024

Income Statement for the year ended 30 June 2024

	Note	30 June 2024	30 June 2023
INCOME:			
Partnerships	4	3,338	34,732
Professional Development and General Events & Forums	5	2,075,175	1,609,863
Membership	6	347,054	324,999
Other Income	7	58,536	15,532
Total Income		2,484,103	1,985,126
EXPENSES:			
Employee benefits		774,512	634,506
Supplies and services	8	223,508	220,146
Seminars and other functions	9	1,101,921	900,354
Depreciation and Amortisation	10 & 11	100,161	73,944
Interest Expense	11	9,696	4,268
Total Expenses		2,209,798	1,833,218
NET SURPLUS/(DEFICIT)		274,305	151,908

Statement of Financial Position as at 30 June 2024

	Note	30 June 2024	30 June 2023
CURRENT ASSETS:			
Cash		2,262,970	1,578,209
Receivables	18	694,102	518,726
Prepayments & Stock		15,422	31,905
Total Current Assets		2,972,494	2,128,840
NON-CURRENT ASSETS:			
Plant and equipment	10	13,009	15,185
Right of use assets	11	406,009	34,530
Total Non-Current Assets		419,018	49,715
Total Assets		3,391,512	2,178,555
CURRENT LIABILITIES:			
Payables	12	173,920	109,514
Contract liabilities	13	1,146,153	650,637
Provision for employee benefits	14	39,642	38,270
Lease liabilities - Right of use assets	16	106,276	40,254
Total Current Liabilities		1,465,991	838,675
NON-CURRENT LIABILITIES:			
Provision for employee benefits	14	58,724	54,756
Lease liabilities - Right of use assets	16	307,368	-
Total Non-Current Liabilities		366,092	54,756
Total Liabilities		1,832,083	893,431
NET ASSETS		1,559,429	1,285,124
EQUITY:			
Retained Earnings	15	1,559,429	1,285,124
TOTAL EQUITY		1,559,429	1,285,124

INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

For the year ended 30 June 2024

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, as follows:
- AASB 101, *Presentation of Financial Statements*
AASB 108, *Accounting Policies, Changes in Accounting Estimates and Errors*
AASB 1048, *Interpretation of Standards*
AASB 1054, *Australian Additional Disclosures*
AASB 1058, *Income of Not-for-Profit Entities*

(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 Income Statement 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 contract liabilities 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 Income Statement 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.

INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

For the year ended 30 June 2024

(h) 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 approved remuneration rates effective 01 July 2024. 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 (Return to Work SA and superannuation) are recognised within the Provision for Employee Benefits.

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.

(i) Income tax - Not-for-profit self-assessment

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

In accordance with the new self-assessment requirements that were introduced from 1 July 2023, the Divisional Council has undertaken a review of its operations and financial activities to ensure compliance with the income tax exemption criteria. This review included an assessment of the organisation's purpose, governing documents, activities, and financial transactions. Based on the review, the Divisional Council confirms that the organisation remains eligible for income tax exemption under Section 50-5 of the Income Tax Assessment Act 1997. The Divisional Council will continue to monitor the organisation's activities and review its status annually to ensure ongoing compliance with the income tax exemption requirements.

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

Platinum/Gold/Bronze Partnerships

	30 June 2024	30 June 2023
	\$	\$
	3,338	34,732
	<u>3,338</u>	<u>34,732</u>

5 Professional Development and General Events & Forums

Professional Development
Professional Development Management SALA
Professional Development In Agencies
General Events & Forums

Professional Development	1,612,255	1,244,089
Professional Development Management SALA	81,139	11,232
Professional Development In Agencies	253,984	274,384
General Events & Forums	127,797	80,158
	<u>2,075,175</u>	<u>1,609,863</u>

6 Membership

Corporate Membership
Individual Membership

Corporate Membership	333,984	310,680
Individual Membership	13,070	14,319
	<u>347,054</u>	<u>324,999</u>

INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

For the year ended 30 June 2024

	30 June 2024	30 June 2023
7 Other Income		
Interest	57,534	15,532
Miscellaneous Income	1,002	-
	<u>58,536</u>	<u>15,532</u>
8 Supplies and Services		
Administration Costs	71,579	52,397
IT Costs	25,102	49,450
National Levy (Capitation)	12,249	12,249
Telephone	9,561	9,150
Marketing	33,915	26,983
Equipment Purchases	17,760	11,852
AJPA	5,812	5,812
Equipment Leases	5,064	5,064
Bank Charges	6,798	6,123
Rental of Premises	25,470	14,870
Postage	2,867	2,548
Staff Training	6,650	13,803
Divisional Council	311	531
National Conference	-	9,003
Parking	370	311
	<u>223,508</u>	<u>220,146</u>
9 Seminars & Other Functions		
Speakers Fees	811,131	686,531
Catering	120,074	88,516
Venue Costs	84,474	63,346
Printing	45,313	38,615
Equipment Hire	31,660	21,289
Accommodation & Transport	3,366	232
Publicity, Marketing & Other	5,903	1,825
	<u>1,101,921</u>	<u>900,354</u>
10 Plant and Equipment		
Gross Carrying Amount		
Balance at start of period	32,671	118,310
Year end adjustment	-	(98,475)
Additions	5,454	12,836
Disposals	-	-
Balance at end of period	<u>38,125</u>	<u>32,671</u>
Accumulated Depreciation		
Balance at start of period	17,486	111,075
Year end adjustment	-	(98,475)
Depreciation Expense	7,630	4,886
Balance at end of period	<u>25,116</u>	<u>17,486</u>
Net Book Value at end of period	<u>13,009</u>	<u>15,185</u>

The year end adjustment relates to the write off of fully depreciated assets which are no longer held by the Institute.

INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

For the year ended 30 June 2024

INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

For the year ended 30 June 2024

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 its 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 4.1%. This is based on the RBA borrowing rate at 1 January 2024 showing an average business loan rate of 3.7% 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

	30 June 2024	30 June 2023
Right of use assets	\$	\$
Leased premises	464,010	250,285
Adjustment to opening balance	-	64,886
Accumulated depreciation	(58,001)	(280,641)
Total right of use asset	<u>406,009</u>	<u>34,530</u>

Movement in carrying amounts

Opening Balance	34,530	103,588
Leased premises	464,010	-
Depreciation expenses	(92,531)	(69,058)
Net carrying amount	<u>406,009</u>	<u>34,530</u>

AASB 16 related amounts recognised in the statement of comprehensive income

Depreciation expense	92,531	69,058
Interest expense	9,696	4,268
	<u>102,227</u>	<u>73,326</u>

12 Payables

Creditors	100,550	77,685
GST Liability	39,666	3,192
Salaries Payable	-	-
PAYG Liability	12,493	13,556
Return to Work SA	-	-
Superannuation Payable	21,211	15,081
	<u>173,920</u>	<u>109,514</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 2024/25.

Prepaid Revenue totalling \$643,872 was recognised in 2023/24 that was included in contract liabilities at 30 June 2023.

Contract liabilities	<u>1,146,153</u>	<u>650,637</u>
	<u>1,146,153</u>	<u>650,637</u>

14 Provision for Employee Benefits**Current**

Annual Leave	35,327	34,255
Employment On-costs - Superannuation	4,063	3,768
Employment On-costs - Return to Work SA	252	247
	<u>39,642</u>	<u>38,270</u>

Non-Current

Long Service Leave	52,333	49,011
Employment On-costs - Superannuation	6,018	5,391
Employment On-costs - Return to Work SA	373	354
	<u>58,724</u>	<u>54,756</u>

Total

	<u>98,366</u>	<u>93,026</u>
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15 Retained Earnings

Balance at start of period	1,285,124	1,133,216
Net Result (as per Statement of Comprehensive Income)	274,305	151,908
Balance at end of period	<u>1,559,429</u>	<u>1,285,124</u>

16 Lease Liabilities**Current**

Lease liability - Right of use asset	<u>106,276</u>	<u>40,254</u>
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Non-Current

Lease liability - Right of use asset	<u>307,368</u>	<u>-</u>
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Total

	<u>413,644</u>	<u>40,254</u>
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17 Contingent Assets and Liabilities

There are no known contingent assets and liabilities as at 30 June 2024.

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.

Receivables	693,773	510,926
Accrued income	329	7,800
	<u>694,102</u>	<u>518,726</u>

INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

For the year ended 30 June 2024

19	Maturity Analysis	Statement of Financial Position line item	Note	2024 Contractual maturities		2023 Carrying amount/ fair value	
				2024 Carrying amount/ fair value	Within 1 year		1-5 years
Financial assets at amortised cost							
	Cash	Assets		2,262,970	2,262,970	-	1,578,209
	Receivables	Assets	18	694,102	694,102	-	518,726
	Total financial assets			2,957,072	2,957,072	-	2,096,935
Financial liabilities at amortised cost							
	Contract liabilities	Liabilities	13	1,146,153	1,146,153	-	650,637
	Lease liabilities	Lease Liabilities	16	413,644	106,276	307,368	40,254
	Total financial liabilities			1,559,797	1,252,429	307,368	690,891

INSTITUTE OF PUBLIC ADMINISTRATION AUSTRALIA - SA DIVISION

For the year ended 30 June 2024

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 2023 to 30 June 2024 and the position at that date.

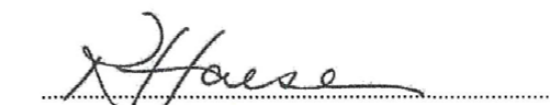
There are reasonable grounds to believe that Institute of Public Administration Australia South Australian Division Inc will be able to pay its debts as and when they fall due.



Erma Ranieri (President)

25/11/24

Date



Renae Haese (Executive Director)

22/11/24

Date



INSTITUTE OF
PUBLIC ADMINISTRATION
AUSTRALIA

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