

Annual Report 2024-25

IPAA NT ACKNOWLEDGES THE TRADITIONAL CUSTODIANS OF COUNTRY THROUGHOUT THE NORTHERN TERRITORY AND PAYS RESPECT TO ELDERS PAST, PRESENT AND EMERGING.

President's report

It is my pleasure to present the Institute of Public Administration Australia Northern Territory (IPAA NT) Annual Report for 2024-25. This year has been one of growth, renewal and strengthened connections, underscoring the important role IPAA NT plays in supporting excellence in public administration across the Territory.

We are proud to report that our membership reached a record high of 139 financial members in 2024-25 – a remarkable 363% increase on 2023-24. This unprecedented growth our Committee's commitment to delivering a strong value proposition for members through high-quality events, professional development opportunities, and meaningful engagement across all levels of public service, as well as the Northern Territory Government agencies support of graduate memberships.

Our calendar of events reflected the breadth and depth of the issues facing public administrators today. Highlights included the annual Hawkes Oration delivered by Andrew Metcalfe AO FIPAA, who shared valuable insights on navigating complexity and uncertainty as a public servant, as well as our well-attended Lunchtime Learner, networking events, and participation in important forums such as the Positive Duty Oration in partnership with the Anti-Discrimination Commission. These activities reaffirm IPAA NT's role as a trusted platform for connection, reflection, and professional growth.

This year also marked an important transition for the Young Professionals Network (YPN), which moved from IPAA NT to Rotaract NT. While this closes one chapter, IPAA NT is committed to exploring how a new graduate and young professional network can be established in alignment with our constitutional objectives. Supporting the next generation of public servants remains central to our mission.

Sound governance continues to underpin our activities. Our financial results reflect prudent management, with revenue of \$25,005 and expenses of \$14,907, leaving us with an increased cash position of \$15,693 and net assets of \$145,314. These results provide a strong base for future investment in member services and strategic initiatives.

Looking ahead, the Management Committee has developed a new strategic plan that sharpens our focus on three priorities: supporting the professional growth of public servants, promoting best practice and professionalism, and strengthening connections across our membership and networks. Through flagship initiatives such as the Hawkes Oration, Public Service Day, and learning and networking opportunities, we are well placed to deliver on this vision.

I extend my sincere thanks to my fellow volunteer Committee members who contribute their time, expertise and enthusiasm to helping to support a professional, connected and forward-looking public service in the Northern Territory.

Nicole Hurwood
IPAA NT President



Finance

IPAA NT has continued implementation of sound corporate and financial governance arrangements, enabling us to meet our reporting obligations under the *Associations Act 2003* (NT) and in line with the Australian Accounting Standards.

Summary points to note from the 2024-25 financial statements are:

- **Revenue** – totalled \$25,005 for the year, with the largest contributor being membership fees followed by interest earned from investments.
- **Expenses** – totalled \$14,907 for the year and were primarily for professional development activities and events
- **Cash at bank** – increased to a total of \$15,693
- **Net assets** – increased to \$145,314.

A copy of the Financial Statements for the financial year ended 30 June 2025 can be found at the end of this report, along with the Independent Audit Report, prepared by Michael Martin OAM FCPA.

Brynne Hayward
IPAA NT Treasurer

Strategic Plan

IPAA NT's volunteer Management Committee met in January 2025 to plan and workshop ideas to increase the value proposition of being a member of IPAA NT and to develop an IPAA NT strategic plan.

IPAA NT supports professional public servants, and those delivering public services, to expand their networks, build connections, enhance their knowledge and create opportunities to foster professionalism and best practice.

Our Priorities

- Supporting professional growth of public servants.
- Promoting best practice and professionalism in public administration.
- Strengthening connections within our membership and extending our network to broaden opportunities for all.

Our Initiatives

- David Hawkes Oration
- IPAA NT lunchtime learners
- Networking events
- Public Service Day

Membership

IPAA NT had 139 financial members in 2024-25, a 363% increase from 2023-24 and the highest in IPAA NT's history.

The significant increase in membership is due to a combination of the Northern Territory Government's investment in IPAA NT membership for all its 2025 graduates, and the Committee's efforts in increasing the value proposition of becoming a member of IPAA NT, through delivering quality events and other opportunities.

Year	No. of members
2017-18	45
2018-19	28
2019-20	45
2020-21	25
2021-22	27
2022-23	26
2023-24	30
2024-25	139

Events

Hawkes Oration – Navigating through tricky times as a public servant

On 30 October 2024, IPAA NT delivered its annual Hawkes Oration at Hilton Darwin. The event featured Andrew Metcalfe AO FIPAA, former Secretary of multiple Australian government departments, including Agriculture and Immigration, discussing “Navigating through tricky times as a public servant – how to survive and thrive in uncertain and complex times” followed by a Q&A session facilitated by Nicole Hurwood, IPAA NT President and Commissioner for Public Employment.

The sold-out event was attended by almost 120 public servants and others, and explored the complex challenges public servants face, including navigating the balance between responsiveness to government directives and the provision of robust advice, even in the face of unwelcome recommendations.



End of 2024 networking event

IPAA NT held its end of year networking event at The Reserve on 28 November 2024.

Public Service Connect networking event

On 20 February 2025, IPAA NT held its first event of 2025 at bellaBar at the Darwin Waterfront. It was a great success with over 50 attendees, from new NTG graduates to agency CEOs and all levels in between.



Following the IPAA NT President's welcome, Julie Crisp, a Fellow of IPAA, Non-Executive Director for CPA Australia and former NT Auditor-General, provided reflections on her career and inspiring words to the group.



NTG Sponsorship of IPAA NT membership for graduates

At the Public Service Connect networking event in April 2025, Catherine Weber, CEO of the Department of Corporate and Digital Development announced the NTG is sponsoring IPAA NT membership as part of its Graduate Program. The initiative recognises the benefits IPAA NT membership brings and NTG's commitment to fostering professional growth.



IPAA NT support for Anti-Discrimination Commission Positive Duty Oration

IPAA NT proudly collaborated with the NT Anti-Discrimination Commission in organising its Positive Duty Oration, held on 2 April 2025, and the launch of the Positive Duty Regional Roadshow.

A number of IPAA NT members attended the Oration.

The speakers' words resonated with all who attended and reinforced the importance of taking positive action and eliminating discrimination, sexual harassment and victimisation.



IPAA hypothetical – Australia's future climate refugee scheme

On 30 April 2025, IPAA NT members joined together to watch a livestream that explored ethics and integrity in the public sector through a fictional scenario set in 2035 of a climate change refugee resettlement scheme. The hypothetical was held in Canberra and was hosted by respected journalist and former host of Q&A, Tony Jones.



Lunchtime Learner panel discussion – Adventures of a policy officer

More than 40 people came together on 13 May 2025 for an interactive panel discussion on the unexpected pathways to the policy profession. Salli Cohen, The Policy Room, chaired the panel, with members:

- Alastair Shields, CEO Darwin Waterfront Corporation
- Joanne Townsend, CEO Department of Lands, Planning and Environment
- Tom Leeming, DCEO Department of the Chief Minister and Cabinet



Young Professionals Network (YPN)

The IPAA NT Constitution provides for a Young Professionals Network, with YPN members required to subscribe to the objects of IPAA NT, which are the promotion of the study of public administration and the development of the public services as a recognised profession.

Over a number of years, the YPN membership and activities have drifted, with the majority of YPN event attendees from the private sector and YPN in effect operating independently of IPAA NT.

On 27 September 2024, the YPN Committee formally advised IPAA NT that TPN was merging with Rotaract NT. IPAA NT provided support to the YPN to enable the merger, including providing a reference and enabling the transfer of YPN's funds to Rotaract NT.

The IPAA NT Committee intends to survey Northern Territory Government graduates to gauge interest in establishing a new YPN that benefits and meets to needs of young professionals while being consistent with the objects of IPAA NT.

IPAA NT Management Committee

Committee Members as at 30 June 2025

The Committee members of the IPAA NT Management Committee as at 30 June 2025 were:

Nicole Hurwood	President
Brent Warren	Vice President
Kimberlee McKay	Secretary
Brynne Hayward	Treasurer
Kevin Thomas	Public Officer
Claire Brown	Member
Edwin Joseph	Member
Heather Dunkel	Member
Jason Schoolmeester	Member
Margaret Close	Member
Michelle Leonard	Member
Salli Cohen	Member

Committee meetings are generally held monthly on the first Monday of the month.

In 2023-24, there were ten Committee meetings.

Attachments



We confirm as follows:

a) The name and position of each committee member of the association during the 2024/2025 financial year were:

- | | |
|-----------------------|----------------|
| • Nicole Hurwood | President |
| • Brent Warren | Vice President |
| • Kimberlee McKay | Secretary |
| • Brynne Hayward | Treasurer |
| • Kevin Thomas | Public Officer |
| • Claire Brown | Member |
| • Edwin Joseph | Member |
| • Heather Dunkel | Member |
| • Jason Schoolmeester | Member |
| • Margaret Close | Member |
| • Michelle Leonard | Member |
| • Salli Cohen | Member |

b) The principal activities of the association during the relevant financial year were:

- Professional networking opportunities
- Professional development seminars

Independent Audit Report

Independent Auditor's Report to the Members of Institute of Public Administration NT Division Inc

I have audited the attached special purpose financial report of Institute of Public Administration NT Division Incorporated, which comprises the income statement for the year ended 30 June 2025 and the balance sheet as at 30 June 2025 as set out in this Report.

Committee Member's Responsibility for the financial Report

The Management Committee of the Association is responsible for the preparation and fair presentation of the financial report and has determined that the accounting policies used and described in Note 1 described to the financial statements, which form part of the financial report, are appropriate to meet the financial reporting requirements of the *Associations Act 2003* and are appropriate to meet the needs of the members.

Auditors Responsibility

I have also conducted an independent audit of the financial report in order to express an opinion to the members of the Association on their preparation and presentation. My responsibility is to express an opinion on the financial report based on my audit. No opinion is expressed as to whether the accounting policies used are appropriate to the needs of its members.

The financial report has been prepared for distribution to the members for the purpose of fulfilling the committee Member's financial reporting requirements under the *Associations Act*. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

I have conducted my audit in accordance with Australian Auditing Standards. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, I have considered internal controls relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of accounting policies used and the reasonableness of accounting estimates made by the committee as well as evaluating the overall presentation of the financial report.

The audit opinion expressed in this report has been formed on the above basis.

Independence

In conducting my audit, I have met the independence requirements of the Australian professional accounting bodies.

Qualifications

The Association only records amounts received when they are banked, as it is not practical to establish control over income prior to its initial entry. Revenue is paid into the relevant bank account. It is assumed

that all amounts banked in this fashion are received into the Bank Account. My audit relating to such income was therefore limited to ensuring that the amounts banked were properly recorded in the accounts. Accordingly, I do not express an opinion on whether all income banked is complete and I cannot determine the effects of such adjustments, if any, as might have been determined to be necessary had this limitation not existed.

Qualified Auditor's Opinion

In my opinion, except for the effects on the financial report of the matters referred to in the qualification paragraph, the financial report presents fairly, in all material respects, the financial position of the Institute of Public Administration Australia NT Division Inc. as of 30 June 2025 and the results of its operations as at 30 June 2025 in accordance with Australian Accounting Standards

Michael Martin

Michael Martin OAM FCPA

30 September 2025

PROFIT AND LOSS

	2024-25	2023-24
	\$	\$
Revenue		
IPAA Membership	17,891	3,863
YPN Membership	0	0
IPAA Activities	219	0
YPN Activities	1,013	0
Investment Interest – IPAA (PCCU)	2,655	1,092
Investment Interest – IPAA (BoQ)	3,227	533
Miscellaneous Revenue	0	15
Total Revenue	25,005	5,503
	2024-25	2023-24
	\$	\$
Expenses		
IPAA Activities	9,984	16,237
YPN Activities	2,652	631
Information Technology – IPAA	1,826	982
Post Office Box	424	360
Miscellaneous Expenses	21	0
Total Expenses	14,907	18,211
Surplus / (Loss)	10,098	(12,707)

BALANCE SHEET

	2024-25	2023-24
	\$	\$
CURRENT ASSETS		
Cash at Bank	15,693	11,476
Less – unrepresented cheques	0	0
Term Deposits	129,621	123,740
TOTAL ASSETS	145,314	135,216

	2024-25	2023-24
	\$	\$
CURRENT LIABILITIES		
	0	0
TOTAL LIABILITIES	0	0

NET ASSETS	145,314	135,216
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	2024-25	2023-24
	\$	\$
MEMBERS' FUNDS		
Balance at the start of the year	135,216	147,923
Surplus / (Deficit)	10,098	(12,707)
Total Revenue	145,314	135,216

Institute of Public Administration Australia NT Division Incorporated

Notes to the Financial Statements for the year ended 30 June 2025

1. Summary of Accounting Policies

The accounting policies adopted by the Association are stated in order to assist in a general understanding of the financial statements. These policies have been consistently applied except as otherwise indicated.

Reporting entity

The association is not a reporting entity because in the committee's opinion there are unlikely to exist users who are unable to command the preparation of reports tailored so as to satisfy all of their information needs, and these accounts are therefore 'special purpose accounts' that have been prepared solely to meet the requirements of the Constitution and the *Associations Act 2003*.

Accounting policies

The financial report has been prepared under the historical cost conventions and does not take into account changing money values. In order for the financial report to present fairly the state of affairs of the Association and the results of the Association for the year, Australian Accounting Standards have been adopted to the extent disclosed in this note.

Income tax

The Association is of the opinion that it is not subject to income tax and have undertaken new Australian Tax Office reporting requirements (which commenced from 1 July 2024) for self-assessing income tax exempt as a non-charitable, not-for-profits with an active Australian Business Number.