



ABOUTUS

The Institute of Public Administration Australia (IPAA) ACT Division is the not-for-profit professional association of the wider public sector, including public servants and other public sector professionals working in the community, tertiary and private sectors.

OURMISSION

To promote excellence and professionalism in public administration.

CONTACTUS

PO Box 4349 Kingston ACT 2617 02 6154 9800 admin@act.ipaa.org.au www.act.ipaa.org.au ANNUAL REPORT AWARDS: THE ASSESSMENT AND JUDGING PROCESS

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The Annual Report Awards aim to encourage excellence and good governance in public sector administration.

Each year around October, the President of IPAA ACT invites Australian Government and ACT Government agencies to participate in the Awards by registering their latest report and by encouraging members of their staff to undergo assessor training.

This year a total of 55 agencies registered their reports for assessment, while 65 individuals from 32 public and private sector agencies attended assessor training workshops and then completed at least one assessment report.

Assessors are required to assess at least one annual report, both the hard copy and online version, against specified criteria. They are then required to consult with a paired assessor and produce a single agreed assessment report for submission to IPAA ACT.

Assessments involve compliance checks based on government reporting guidelines, and quality checks based on two sets of criteria known as 'CAPABLE' and 'ADEPT', as outlined on the following pages.

The judging process begins once all assessments have been finalised. The independent judges are provided with assessment reports and summary material. The judges decide the Awards by considering assessor reports and the onlineannual reports.

Following announcement of the Awards, de-identified assessment reports are provided to all participating agencies. These reports are emailed to the person who registered the report for review.¹

ANNUAL REPORT WORKSHOPS

IPAA ACT ran one-day assessor training workshops in late January and early February and with the help of Ms Helen Lewis, three Quality Annual Reports workshops in April. Topics covered in the latter workshops included: the purpose and legal requirements of annual reporting; project planning and management; best practice in performance reporting; writing, editing and indexing; the principles of good design; and accessibility and epublishing formats.

It is anticipated that these workshops will be held around the same time in 2017.

^{1.} Agencies that do not receive this feedback within a few days of the presentation dinner should contact the Awards Coordinator, Richard Liljak (email: Richard.liljak@act.ipaa.org.au phone: 02 6154 9800)

'CAPABLE' QUALITY ASSESSMENT CRITERIA

С	Coherence	Does the report provide an integrated, concise and clear presentation of the nature and purpose of the organisation in the context of policy, strategy and the environment in which it operates?
Α	Accessibility	Is the report written in plain English, freeof jargon? Is it accessible to people with special needs, such as those with visual impairment? Does it come with useful navigation aids, such as a well-considered index?
Ρ	Performance	Is there a clear line-of-sight between the performance information and the Portfolio Budget Statement or the agency's strategic plan? Does the report contain clear, precise, reliable and timely information on the results achieved by the agency and the agency's contribution to desired outcomes? Are results compared with targets and discrepancies explained? Is under-performance adequately addressed? Is there any discussion of challenges, risks and
Α	Appearance	What of stylistic consistency? That is, is there a consistent approach to such things as the use of abbreviations, bullets, capitals, headings, spacing, margins and table formats? Do the pages look too crowded? Is there too muchwhitespace? Are tables, graphs, diagrams and photographs of good quality and relevant?
В	Balanced	Does the report provide a fair and honest account of achievements and areas in need of improvement, with comparisons over time and against budget?
L	Learning	Does the report demonstrate improvement based on learning from the past, from others and for the
Е	Engaging	How does the agency engage with clients and other stakeholders? Does the report identify and discuss the contribution of clients and other stakeholders to agency performance and outcomes?

'ADEPT' QUALITY ASSESSMENT CRITERIA FOR ONLINE REPORTS

A	Accessible	Is the report provided in at least HTML and PDF format? Does the PDF download version include bookmarks, hyperlinks and other aids? Can the report be accessed by people with special needs (including people with visual impairment)?
D	Discoverable	Can the report be found on the agency's home and/or publications page? Is it easy for readers to navigate from one part of the report to another without losing track of where they are in terms of the report as a whole? Does the report have its own search engine?
E	Easy to read	Is it easy to navigate from the report to the main website and vice versa? Can the report's financial tables be read easily on screen? Is there a need for left-right scrollingand/or back-forward movements?
Ρ	Presentation	Does the report's presentation enhance key messages? Is progression through the report both logical and intuitive? Does it include material developed specifically for online use?
т	Technically sound	Do all icons, links and buttons work correctly? Do picture files and graphics display without error? Has any attempt been made to cater to the needs of readers with limited or slow internet access? Is there any evidence of leading edge practices in website design?

AWARD CATEGORIES

IPAA Annual Report Awards are open to Australian Government and ACT Government agencies and bodies. The following four categories are judged separately but along similar lines.

- Large PGPA entities (Australian Government entities covered by the PGPA Act with more than 500 staff)
- Medium PGPA entities (Australian Government entities covered by the PGPA Act with between 100 and 500 staff)
- Small PGPA entities –

 (Australian Government entities covered by the PGPA Act with less than 100 staff)
- ACT Government agencies

This year's awards are based on the online version of the annual report only in recognition that most people access an agency's report online.

Potentially four awards are available in each category.

The awards and associated standards are shown in the following table.

Table 1. Annual Report Awardcategories and standards

Category	Standard
GOLD	High standard against all criteria
▶ SILVER	High standard against most criteria
BRONZE	High standard against some criteria, or generally good standard overall
COMMENDED	Awarded at the discretion of the judges

Note: Not all awards are presented each year.

THE AWARD WINNERS 2014–15

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LARGE PGPA ENTITIES

GOLD	Defence Housing Australia
▶ SILVER	Austrade
BRONZE	Department of Industry, Innovation and Science
	Civil Aviation Safety Authority

MEDIUM PGPA ENTITIES

GOLD	Australian Transport Safety Bureau
▶ SILVER	Australian Maritime Safety Authority
► BRONZE	Food Standards Australia New Zealand

SMALL PGPA ENTITIES

▶ GOLD	Clean Energy Finance Corporation
▶ SILVER	National Health Performance Authority
BRONZE	National Blood Authority
	Australian Commission for Law Enforcement Integrity

ACT GOVERNMENT AGENCIES

GOLD	Health Directorate
▶ SILVER	Education and TrainingDirectorate
BRONZE	Justice and Community Safety Directorate

2014–15 ANNUAL REPORT JUDGING



The annual reports of Australian Government entities formerly covered by the FMA Act were assessed against the *Requirements* for Annual Reports issued by the Department of the Prime Minister and Cabinet, while those for entities previously covered by the CAC Act were assessed against the Commonwealth Authorities (Annual *Reporting*) Orders 2011 and the Commonwealth Companies (Annual *Reporting*) *Orders* 2011 issued by the Department of Finance. ACT Government Annual Reports were assessed against the Chief Minister's Annual Reports (Government Agencies) Notice 2015.

All judges were asked to make a declaration about connections or potential conflicts of interest with any departments or agencies. If there was a connection or perceived conflict, they did not take part in the assessment(s) of the related annual reports.

The judges were unanimous in their final decisions and were very appreciative of the time and effort by the assessors who volunteered to assess the annual reports against compliance, content and online criteria. Without their work the judges' task would be extremely difficult and time consuming.

COMMENTS OF PGPA JUDGING PANEL

GENERALCOMMENTS

The Judges noted that this was the first year where the IPAA ACT Annual Report Awards were restricted to the on-line versions only. This reflects the reality that online access has now become the default way that clients and stakeholders can read annual reports.

Perhaps more importantly, providing annual reports in this way means that they are more accessible and available to a wider audience. The change in focus meant that assessments of annual reports had to strike a balance between content and online functionality and quality.

This is also the first year where the Awards have been determined according to the size of the department or agency – large, medium and small.

The production, tabling and publication of annual reports is a key accountability and transparency mechanism to the parliament and to clients, stakeholders and the community more generally.

Apart from meeting legal and administrative requirements, annual reports are a valuable source of information and provide an opportunity for departments and agencies to tell the story of what they do, how they do it, the challenges and opportunities they face, what they achieve, the difference they make to the Australian community and lessons learnt for the future. In this way annual reports can help inform the public policy dialogue and future program design. In this context the judges encourage secretaries of departments and heads of agencies to take a personal interest in the functionality and quality of their online annual reports over and beyond their formal reporting responsibilities.

The judges welcome and commend departments and agencies for their continuing interest and commitment to submitting their annual reports for external and critical assessment as part of the IPAA ACT Annual Awards process.

While there are notable exceptions, the judges' impression is that generally the 2014-15 online annual reports did not show any significant improvement over the previous year and that areas of better practice had not been taken up on a consistent basis.

In particular, the judges would urge departments and agencies to enhance their online annual reports by adopting better practice and giving more consideration to client and stakeholder needs both in terms of substantive content and on-line accessibility and functionality.

The judges recognise that there are resource implications involved but in many cases relatively little additional effort would be required and costs can be minimised by sharing and mentoring through communities of practice.

The Australian Government Public Data Policy requires that department and agencies publish appropriately anonymised government data. Annual reports are not exempt from this requirement and will often incorporate data that is particularly relevant and valuable. This policy requires that agencies, at a minimum, make data available by default:

- on or linked through data.gov.au for discoverability and availability;
- in a machine-readable, spatially-enabled format;
- with high quality, easy to use and freely available API access;
- with descriptive metadata;
- using agreed openstandards;
- kept up to date in an automated way; and
- under a Creative Commons By Attribution License (unless a clear case is made to the Department of the Prime Minister and Cabinet for another open license).

Further work is needed to consider how best to comply with this policy in relation to annual reports. There may be an opportunity for agencies to work together and agree on common standards for data typically including in Annual reports that would, for example, allow it to be consistently compared across years and between agencies. Such data might, for example, include financial, HR and program performance metrics.

In the context of the comments above and in the spirit of encouraging continuous improvement, the judges considered that it could be helpful to provide some more concrete guidance rather than general commentary.

Based on their examination of online annual reports and their own knowledge and networks, the judges consider that while not comprehensive, the following characteristics and functional attributes represent elements of better practice that could be generally adopted: **Discoverability** – annual reports should be easy to find and accessible from department and agencies' home page, with a minimum of 'clicks' required to get to the document. While some departments and agencies had a link on their home page, and others were logically nested, there were cases where a deal of searching had to be done to locate the annual report.

Annual reports for past years must continue to be available within an 'archive' or similar link. In situations where Machinery of Government changes see functions split amongst a number of (new) agencies, it is likely that this could lead to confusion about which agency websites might hold a past annual reports. To address this receiving agencies should add links or copies of past annual reports within their online archive.

Content - In addition to meeting formal legislative, administrative and parliamentary requirements, departments and agencies should put themselves in the shoes of clients and stakeholders in terms of drafting the content of their annual reports. The judges saw examples of where a few additional explanatory sentences could turn an otherwise uninspiring list of activities into something interesting and powerful.

There were other cases where the meaning and purpose of what was being reported was difficult to discern. Consistent with the philosophy of the Public Governance, Performance and Accountability Act and in the interests of greater transparency, the judges consider that more emphasis should be given to discussion of activities that did not proceed as expected or failed to achieve expected outcomes, lessons learnt and areas for improvement. This is particularly the case where there has been public interest in the issue and a simple explanation of what went wrong and corrective action taken would enhance the usefulness of the annualreport.

Readability – There were many cases where the choice of font, size, line and paragraph spacing and general layout made the text dense, unappealing and difficult to read and comprehend. Being able to quickly scan and find information is important to time poor actual and potential users of annual reports. In short, annual reports should be designed with the online readers' experience inmind.

Functionality – It is apparent that better use could be made of the powerful functionality that is available in both HTML and PDF formats. In many cases what is presented falls short of the functionality that online users now expect when accessing documents, whether they be from government, business or the not- for- profit and community sectors. A 'design for online' approach would readily address many of these issues.

Formats - offering both HTML and PDF (preferably in whole and in parts) formats of an annual report should be considered as the minimum requirement. As each format has functionality that is useful for different readers and purposes, providing both enhances the users' choice and experience. While provision of both formats is now common it is not universal. Agencies wishing to provide more extensive access to their annual report data should consider options such as an interactive website that incorporates features such as multimedia and/or through a standaloneapp.

Navigation - Ease of navigation should be a fundamental design criteria and there are examples of where it is done verywell. Simple things such as having a visible index bar that allows the reader to know where they are within a document and to move readily from one section to another saves time and frustration. Use of previous/next page and section buttons, return to top and home buttons are valuable aids to rapidly moving within a document. While HTML allows for greater flexibility, enhanced navigation features are also available in PDF format with many of the features suggested here are incorporated in various PDF authoring tools.

Hyperlinks – This is an important feature both as a navigation tool but also to access other relevant documents, explanatory materials and websites. As an annual report is essentially a summary of an organisations activities, operations and financial outcomes a user who wishes to obtain further information will need to go to other sources, with which they may be unfamiliar. Giving thought to and providing hyperlinks throughout an annual report is a great aid to users. Hyperlinks can also be embedded in PDF documents.

Features – Online users' expectations and needs are evolving and the provision of text, photos, case studies, vignettes, infographics and so on are now regarded as par for the course. Annual reports can be readily enhanced in HTML format by adding QR codes and embedded or direct links to supplementary video and other materials. These can be very effective in getting key messages across to readers.

Maintenance – the judges found a number of examples where links were broken or otherwise not available at the time of judging, when earlier assessor reports had indicated otherwise. There were also cases of the reverse situation. This suggests that there may be an issue with ongoing monitoring and maintenance of websites.

GOLD AWARD

Defence Housing Australia



This is a high quality and engaging annual report. The key

objectives are easy to locate and understand. It is comprehensive in its description of the nature and purpose of the organisation.

The report is easy to read and accessible with good use of nonverbal elements such as info graphics, tables and photographs to convey performance and outcome information. There is a good description of performance against key indicators and it notes where indicators are not met - though with limited explanation. The report is available in both HTML and whole PDF versions which are readily located on the website. The HTML version is very easy to navigate with sidebars and functionality for moving around sections, pages and to previous and subsequent pages. The PDF version is also clearly presented and easy to navigate with bookmarks and other aids. Hyperlinks worked well in both HTML and PDF formats.

Overall, a high quality, informative and well-presented annual report with very good online functionality.

SILVER AWARD

Austrade



The annual report is well focused on its client service and is easy to read and follow. It has "At a Glance" and summary content

which clearly outlines the nature and purpose of the organisation. This material explains the organisation and its goals, and gives the reader a good sense of the diversity of the organisation. Both the CEO and CFO provide an overview, which include some commentary on the year ahead. Performance is illustrated with graphs and tables and compared with the previous financial year to assist with context. There is good line of sight between performance targets and the outcomes and achievements delivered by the organisation. Staff and activity profiles enhance the outcome and performance reporting. The report is presented in HTML and PDF formats with good navigability around pages and with hyperlinks. Key messages are enhanced with appropriate formatting and information design.

Overall, this is a very good annual report, which has thoughtful content and good online features.

BRONZE AWARD

Department of Industry, Innovation and Science



This is a well written and comprehensi ve report covering the Department

itself, IP Australia and Geoscience Australia. The report makes good use of key themes, illustrative case studies, graphics and photos. There is a broad discussion of factors. trends and events that influence the environment in which the Department works and both quantitative and qualitative performance indicators are utilised. Opportunities for improvement are well drawn out in the report by the Director General of IPAustralia. The report has its own home page, including an introductory video, and is presented in both HTML and PDF formats. The HTML version includes a number of useful navigation features, including nested navigation bars and quick access to other materials. The design does, however, require quite a lot of 'clicks' to navigate. The PDF version is available in whole and in parts and is clearly presented.

Overall, a good annual report from a large and diverse Department, which also has good online functionality and an interesting new approach in the HTML version.

COMMENDED

Civil Aviation Safety Authority



This report provides a clear presentation of CASA's work and uses icons

and graphs to aid the reader. While a complex area of safety regulation, the report provides clear explanations for aviation jargon and easy access to performance information. Commendably, the report also discusses outcomes not achieved and challengesahead. There is a line of sight between performance reporting and the corporate plan. The report is available in HTML through an 'order online' tab and in whole and in parts in PDF format. The report would have been enhanced with clearer direction to important content in the opening pages and easier navigation for both the HTML and PDF versions.

Overall, a coherent and interesting report in a challenging subjectmatter area with adequate online functionality.

GOLD AWARD

Australian Transport Safety Bureau



This Annual Report provides a clear presentatio n of the

Bureau's role and performance within the context of domestic and international transport safety environments. The Annual Report on line versions, both PDF and HTML, are easy to locate, access and navigate and both contain adequate hyperlinks. The presentation is particularly professional, very well designed and stylistically consistent which adds to the appeal of this Annual Report. Tables are clear and readily understandable and photographs are of high quality and relevance. There is very good use of links to supporting material - in particular, video links, news links, website links and photo links. The Report is technically sound with all links working and photos displaying without error. There is a clear option for readers with visual impairment.

Overall, a highly professional Annual Report which can be used as a benchmark for others.

SILVER AWARD

Australian Maritime Safety Authority



The Annual Report provides a very clear, easy to understand and concise presentation of the activities and performance of the

organisation during 2014-15. The Report is written in plain English with limited but sensible use of technical terms. The 'maritime blue' colour theme throughout assists in integrating the various elements of the Report. The graphical presentations are particularly professional, especially the risk management graphs. The information provided on stakeholder engagement, including international and regional stakeholders, was comprehensive and provided a clear picture of the range of stakeholders and the means of the various engagements. The functionality was very good and the HTML version worked well in regard to accessibility and presentation. No technical glitches were encountered and photographs are clear and colourful and can be easily zoomed.

Overall, an engaging Annual Report which presents a clear picture of the Authority's performance during 2014-15.

BRONZE AWARD

Food Standards Australia New Zealand



The Annual Report provides a clear presentation of the nature

and purpose of the agency, together with easy to understand, timely information on the results achieved by the agency. Results are compared with targets and any delays are explained. The Report contains a comprehensive discussion of challenges, risks and opportunities. There is a clear 'line of sight' between the performance information and the corporate/budget data. A consistent style is maintained throughout the Report. Collaboration with other bodies and consumer consultation are comprehensively covered in the Report. Technical information is handled in a readable and readily understandable way. The Annual Report is listed on the agency's home page and so it is very easy to find. Both PDF and HTML versions are available. Information remains readable when zoomed at 200%. Hyperlinks are used well and work as expected.

Overall, a high standard Annual Report.

BRONZE AWARD

Indigenous Business Australia



The Annual Report clearly and articulately presents the purpose, the objectives

and the strategic directions of the organisation. The reader's appreciation of the operating context of the organisation is enhanced by a clear and jargon free presentation of the organisation's performance, including areas where targets have not been met. The Report makes very good use of navigational aids and has a polished and stylistically consistent theme utilising high quality and relevant graphics (including photographs, diagrams, tables and graphs). The Annual Report is located as a popular link on the organisation's home page. The PDF version is fully searchable with sufficient hyperlinks. The HTML version downloads as single page content, making it accessible for people with limited or slow internet access in regional areas.

Overall, an Annual Report which presents honestly and fairly and holds the reader's attention very well.

SMALL PGPA ACT REPORTS

GOLD AWARD

Clean Energy Finance Corporation



This is an easy to access, read and understand Annual

Report. The Report has a straight forward but attractive design. The well written Report provides an informative, integrated presentation of the Corporation's nature and purpose. It is written in plain English and is free of jargon. The navigation tools were particularly effective. An adequate number of hyperlinks were provided. The Annual Report is clearly visible on the Corporation's website home page. There was an interesting display inviting readers to browse the HTML version, search it, download the Report and share it via social media or email. This was considered one of the better on line versions of Annual Reports.

Overall, a high standard on line Annual Report which belies the small size of the Corporation.

SILVER AWARD

National Health Performance Authority



This is a very competent Annual Report

with minimal jargon and a very clear and comprehensive overview of the Authority's activities during 2014-15. Design quality is well above average and the use of images, figures and infographics is excellent. The Report focuses on achievements, with both timelines and snapshots. Challenges were touched upon but risks, opportunities, areas for improvement and some analysis of performance over time could have been elaborated in more detail. Both PDF and HTML versions are provided. The PDF version is attractive, clear and consistent and the navigation is logical. The HTML version is presented very simply but more attention could have been paid to accessibility.

Overall, a competent Annual Report which successfully avoids bureaucratic language.

BRONZE AWARD

National Blood Authority



This Annual Report is well presented with good performance information scattered

throughout the Report. In particular, the Report included good information and analysis demonstrating improvement based on learning from the past. Photographs were high quality and graphs and tables were easy to read. Client and stakeholder engagement was well covered in the Report and clearly demonstrated the dependence of the Authority on other stakeholders to achieve its objectives. The PDF version of the Report could be enhanced to provide greater accessibility. The HTML is more readable than the PDF version, mainly as a result of improved navigation. The Report provided a fair and honest account of achievements and areas in need of improvement for 2014-15.

Overall, an engaging Annual Report which presents well, despite a high use of statistics.

COMMENDED

Australian Commission for Law Enforcement Integrity



This Annual Report is clear and well written. It uses a consistent tone and style. The

performance information is thorough, detailed and includes comparative analyses and challenges, as well as very good explanations of the reasoning behind the Key Performance Indicators. Tables and diagrams are relevant and very well presented. The Report could have made more use of colour and photographs to highlight activities and outcomes. The Commission provides a PDF version as well as a Word version of its Annual Report, which means that Word functionality can be used to search for topics, navigate to headings and sub-headings and view thumbnails of pages. Greater use of in-text navigation aids such as hyperlinks would be helpful. Unfortunately, there was no HTML version of the Report - had there been a HTML version, this Report may have received a higher Award.

Overall, an Annual Report which scores very highly for content but lacks a HTML version.

COMMENTS OF ACT GOVERNMENT JUDGING PANEL

OVERALL COMMENTS

The ACT Government 2014-15 Annual Reports represent a high standard in annual reporting, pitched to the needs of key stakeholders. The reports were well written and easy to understand. The focus of judging was on ensuring that the annual reports met the intended purpose, which is to provide a historical view of government and policy decisions, achievements and analysis.

Many annual reports provided information on activities undertaken during the year including decisions made. Performance reporting was comprehensive with explanations and links between initiatives and outcomes. As with previous years, the role of directorates was clear and presented in an easy to digest manner.

Consistent with the previous year there was a high level of detail in the ACT Government annual reports relating to community engagement and support, in line with the strong connection that ACT Government directorates have with their respective key stakeholders.

While awards for only online annual reports are available this year, each annual report was required to comply with the ACT Government's annual report standards. The reports continued to be assessed against content requirements including coherence, accessibility, performance, appearance, balance, learning and engagement. In addition, the specific online assessment criteria included accessibility, discoverability, easy reading, presentation and technical soundness. This multi-level assessment supporting the judging of the online awards resulted in a high all-round standard being demonstrated by the online award winners.

The ACT Government online annual reports considered during judging are easy to locate and highly accessible. In most cases, the online versions were both PDF and HTML. Increasing use of functionality such as hyperlinks and bookmarks greatly aided navigation by readers. Online annual reports that included links to internal and external resources added much greater value to the reader's experience and provided easy exploration of related information.

Community expectations relating to presentation and usefulness of online information presented by government is growing and this year it was great to see ACT Government directorates responding to these expectations.

In recognition of this high standard and in response to the creativity demonstrated by directorates in the presentation of their online annual reports, Gold, Silver and Bronze awards were presented.

GOLD AWARD

Health Directorate



Presentation of an online annual report goes well beyond placing HTML and PDF versions on a website.

ACT raises the bar in online annual reporting. The annual report scores highly across all criteria and very highly with respect to the online criteria of accessibility, ease of reading and presentation.

The online presentation of this annual report was dynamic and visually interesting for the reader. The use of animation to display key performance outcomes was both very helpful and engaging.

The effort and creativity that ACT Health has applied to the online presentation of its 2014-15 annual report demonstrates a strong understanding of the innovation needed to engage audiences online.

SILVER AWARD

Education and Training Directorate



As with previous years, the Directorate presented a high quality online annual report

that met all the requirements to a high level. In particular, the navigation functionality through bookmarks and hyperlinks for the HTML versions is positive, and the progression through topics workedwell.

The online report was enhanced by presenting information in a variety ways including text, tables, graphs and photographs.

The video message by the Director-General provided a personable and engaging connection with viewer, and encouraged the reader to further explore the annual report.

BRONZE AWARD

Justice and Community Safety Directorate



Justice and Community Safety is another diverse ACT Directorate

and this annual report conveys that diversity while also meeting the mandatory requirements and content expectations to a high level.

The easy online access and the use of multiple online navigation aids for the HTML version were positive additions. In particular, the detailed menu options allowed the reader to move in and out of sections easily, retrace steps and advance forward. Engaging creatively with the opportunity that online reporting allows would establish Justice and Community Safety as a contender for higher level awards.

ASSESSOR CUP

National Blood Authority

The Assessor Cup is awarded to the department or agency that supplies the highest number of assessors, as a proportion of the total staff of the department or agency.

The winner for 2014-15 is the National Blood Authority.

DEPARTMENTAL SHEILD

Australian Taxation Office

The Department Shield recognises the department or agency that supplies the highest number of assessors, who not only complete assessor training, but also complete the assessmenttasks.

The winner for 2014-15 is the Australian Taxation Office.

JUDGES ANDASSESSORS

IPAA ACT would like to thank all judges and assessors for their professional approach, assistance, time and hard work.

JUDGES

PGPA Awards

Mr Grahame Cook PSM (Chair) Mr Geoff Gorrie PSM Mr Peter Yuile Mr Michael D'Ascenzo AO

ACT Government Awards

Ms Gill Savage

ASSESSORS

Assessors completing at

least one assessment: Jenny Adams (DHS) Manzoor Ahmed (ACT Health) Yolanda Applebee (ATO) Kerry Apted (ACT E&TD) Kim Bartush (ATO) Richard Bolto (Education and Training) Lisa Boyle (ACT E&TD) Veronique Briggs (ATO) Magdalena Carrasco (Environment) **Rochelle Christian** (Environment) Sandra Daly (ATO) Kathie Dent (ARC) Swati Dev (Industry, Innovation and Science) Kylie Evans (Biotext) Zainab Farouk (ATO) Denise Fowler (MDBA) Helen Frost (ANAO) Penny Gibson (ACT E&SD) Lesley Gillis (Defence) Cara Goodwin (AIHW) Harish Gowrinsankar (ATO)

Jessica Griffiths (Defence) Kim Hargest (Austrac) Kathy Humphries (Food Standards Australia and New Zealand) Philip Ide (ATO) Gary Isaar (ATO) Sonia Jimenez Malfraz (Finance) Samantha Mannette (Hse of Reps) Slavisa Marinkovic (ATO) Jason Naumovski (Austrade) Miranda Ng (Communications and the Arts) Holly Noble (IP Australia) Mano Nugapitiya (Endstate) Sarah Page (ACT E&TD) Rachel Palmer (DHS) Bronwyn Payne (IP Australia) Ivona Pecarski (ATO) Tulip Penney (AIHW) Allison Peters (NBA) Krista Pocknall (NFSA) Geeta Sarathy (ATO) Melissa Savage (ATO) Hayley Sciberras (NAA) Malcolm Scott (Infrastructure and Regional Development) Kathryn Scully (FWBC) Sonja Shaw (DHS) Rachel Stanford (ATO) Annie Stephenson (ACT E&TD) Maria Theoharous (AACQA) Allannah Traill (ATO) Jenny Trustrum (ATO) Lisa Tutalo (ATO) Sarah Tyrrell (DHA) Christie Wallis (ACT E&TD) Jacquie Walton (CER) Sebastian Yuen (Education)

Eliza Zekalo (Austrade)

