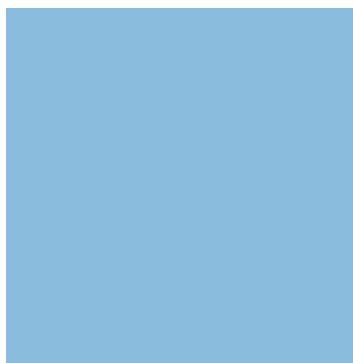


IPA GROUP INTEGRATED REPORT 2024



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The IPA Group

In 2023 the Institute of Public Accountants (IPA) celebrated 100 years since it was established in Melbourne, Australia. The Institute of Financial Accountants (IFA) reached its centenary in 2016. However, the changes we have seen in the last 12 months may prove to be transformational for the IPA Group, both as an organisation and as part of an evolving profession in a fast-moving world experiencing significant change.

We are grappling with unprecedented challenges, from economic uncertainties to technological disruption to climate change, the role of accountants has never been more critical. But now we have a further challenge – we must restore trust in our profession. Trust is the bedrock on which financial stability and investor confidence are based, it underpins the integrity of markets, the efficacy of governance and the resilience of our economy. This is the time when accountants are needed more than ever. Instead, we are facing a ‘crisis of trust.’

The past year has tested our resolve and commitment to ethical standards. High-profile ethical failures have cast a shadow over the profession, calling into question the reliability of financial reporting and the adequacy of accountability and regulatory oversight. These events, of which there have been many across different countries (not just Australia), underscore the urgent need for a renewed focus on transparency, accountability and ethical conduct. As the IPA Group leadership has repeatedly stated – we didn’t create the problem, but we need to be part of the solution.

We stand together at the crossroads, as one united profession. We must take the opportunity to redefine our path and reinforce the trust that stakeholders, including the public, place in us. In this second integrated report, the IPA Group highlights our collective effort to regain trust. We must strengthen our regulatory frameworks, enhance ethical and professional education, improve accountability and adopt innovative technologies to enable these requirements and also to ensure accurate and transparent reporting, including financial, integrated and climate reporting.

At the IPA Group we have embarked on initiatives aimed at fostering a culture of integrity and playing our part to restore trust. We have reviewed and strengthened our risk management and audit frameworks and strategies; updated our professional and ethical training in light of recent events; participated in an extensive number of consultations, including making submissions and appearing before Parliamentary inquiries; and focused member communications on ethical standards and behaviour.

Overall, we are engaging with stakeholders, including government, regulators, standard setters, other professional associations, media and the public to build a collaborative environment where trust can be restored and maintained.

Through the process of restoring trust we have continued to build value for our members. Our focus on improving professionalism and ethical standards and behaviour has been achieved by reinforcing our five strategic themes. In turn this has involved ongoing and targeted investment in our education transformation and ICT transformation across the whole of the IPA Group. Like many other organisations, of all sizes and types, we cannot operate and support members without investment in the fundamentals of education and technology. These are the foundation for our co-regulatory function as a professional accounting association and enable us to undertake quality assurance of members (especially those in practice) and to impose a disciplinary system to enforce professional and ethical standards across our membership. At the same time, we continue to build value for members by advocating in their best interests on topics of relevance across a broad range of topics, including but by no means limited to taxation, financial advice, accounting and auditing standards, financial reporting, sustainability/ climate reporting and much more. Competence is a guiding ethical principle, and the IPA Group recognises this through providing continuing professional development, tools and resources, expanding our technical information, relevant publications, events, digital platforms as well as numerous discussion groups and networking opportunities. In the last 12 months we have further developed and enhanced all of these member services and support with a view to creating value through the restoration of trust.

In conclusion, as we reflect on the path ahead, we must reaffirm our commitment to the principles that define our profession. Restoring trust is not the end game and it’s not optional. It’s an ongoing journey that requires an unwavering commitment from everyone in the profession and our collective action. Trust is vital to the existence of the profession and the broader economy and community.

A global accountancy membership group

We are an active member of the International Federation of Accountants (IFAC) and one of the larger professional accounting organisations in the world.

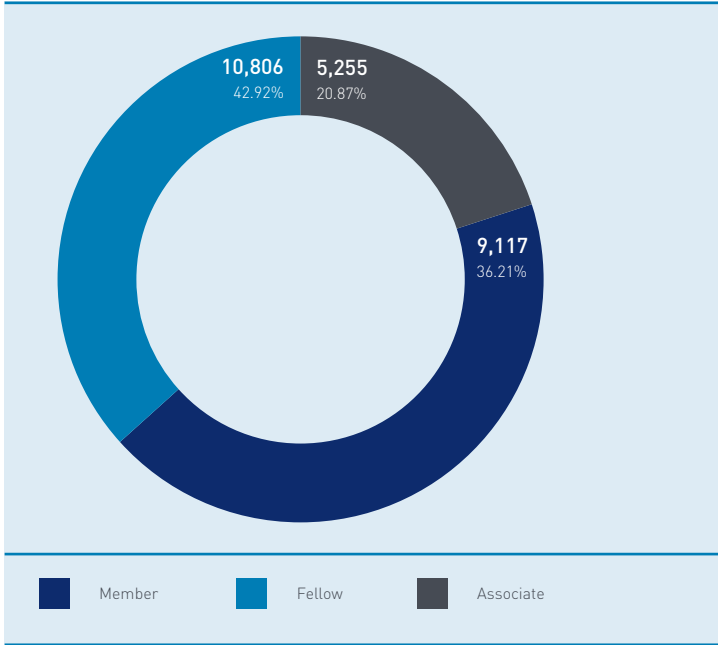
The IPA Group has divisional offices in the following cities: Melbourne | Sydney | Brisbane | Adelaide | Perth | London | Beijing | Kuala Lumpur

<p>1 Australia 27,497 ↑ FY2023: 26,925</p>	<p>6 Pakistan 683 ↓ FY2023: 713</p>
<p>2 China 6,997 ↑ FY2023: 6,307</p>	<p>7 New Zealand 377 ↑ FY2023: 254</p>
<p>3 United Kingdom 5,599 ↑ FY2023: 5,571</p>	<p>8 Kazakhstan 362 ↓ FY2023: 362</p>
<p>4 Hong Kong 789 ↓ FY2023: 796</p>	<p>9 Sri Lanka 305 ↑ FY2023: 255</p>
<p>5 Malaysia 776 ↑ FY2023: 770</p>	<p>10 United Arab Emirates 273 ↓ FY2023: 286</p>

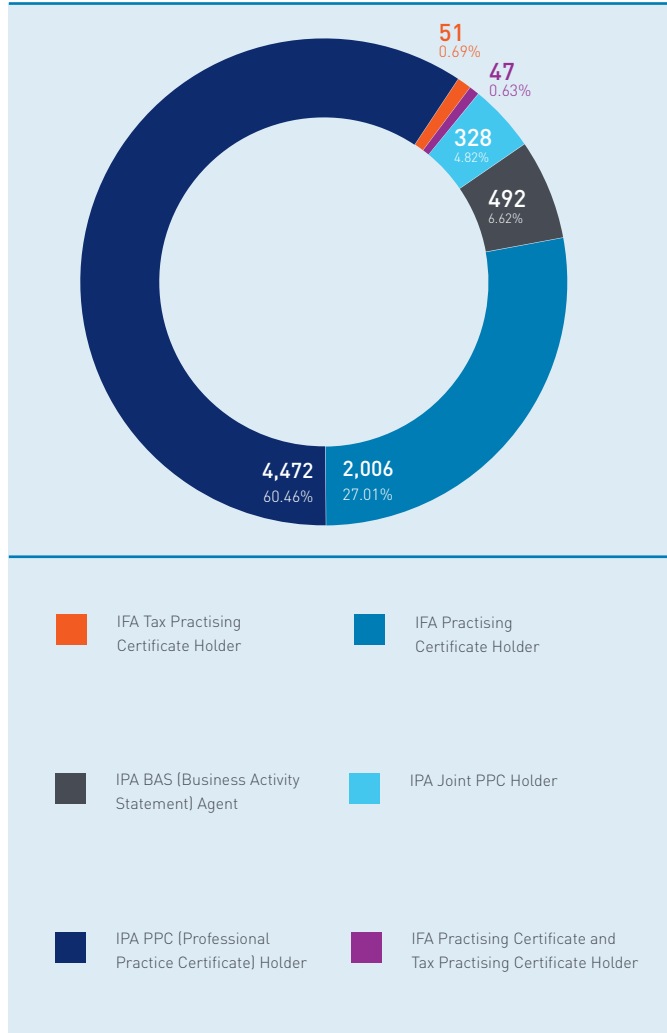


* IPA Group statistics above are as at 30th June 2024 and 30th June 2023. This includes all financial member, student and affiliate categories as governed by the IPA Constitution and By-Laws

Member Count by Type

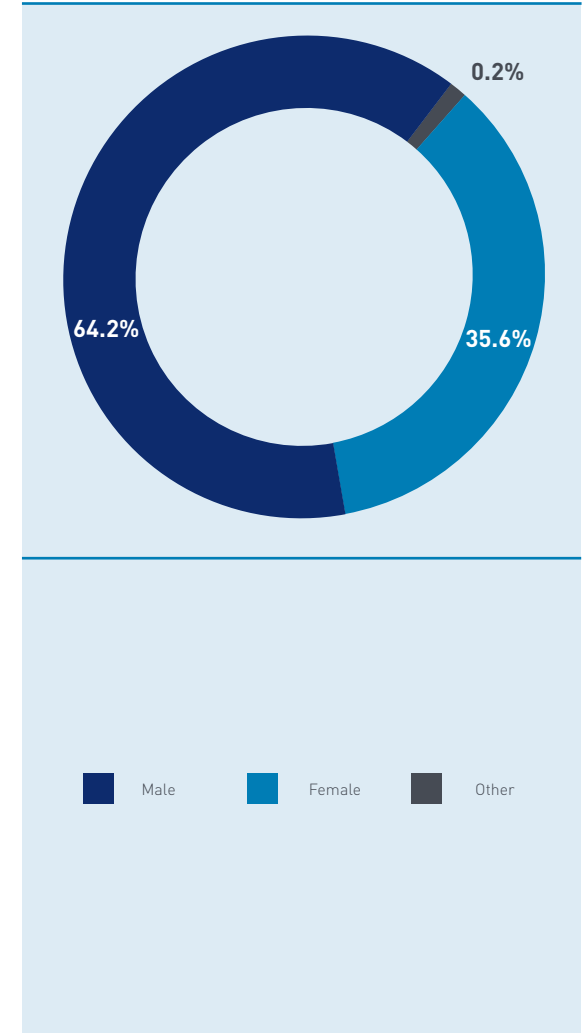


Member Count by Category



Member Demographic Information

* other category includes other and non-disclosed genders



Average Member Age
51 years' old

Average Length of Membership
11 years

* IPA Group statistics as of 30th June 2024

This Report

Integrated Reporting

The IPA Group uses integrated reporting as a strategic approach to provide a comprehensive view of the organisational value-creation process through corporate reporting. This is different to traditional financial reporting as it incorporates non-financial factors, mostly focused on environmental, social, and governance (ESG) factors. Integrated reporting is based on integrated thinking and at the IPA Group we have sought to embed this approach into our day-to-day activities through linking our work back to the value we are creating for members and stakeholders. In the 2023 financial year, the IPA Group made significant strides to transition to integrated reporting. During this time, we developed a comprehensive IPA Group <IR> framework that encompasses the eight core elements of the International Financial Reporting Standards (IFRS) Foundation's integrated reporting framework.

The IPA Group <IR> Framework captures input from members, students, employees, regulators, partners, and other key stakeholders. The principle of materiality has been applied to assess all content within the <IR> Framework, and ensure it has the potential to:

- **Substantively affect value creation**
- **Link to strategy, governance, performance, or prospect**
- **Be relevant for key stakeholders**
- **Mitigate risk from missed opportunities**

Likewise in the 2024 financial year, the <IR> team within the IPA Group enhanced its approach and interviewed key stakeholders to develop a comprehensive narrative that communicates value creation for members and stakeholders.

Our <IR> content submission and metric selection processes undergo thorough internal validation and approval to ensure the report's integrity.

The IPA Group Board of Directors acknowledges its responsibility for maintaining the integrity of the annual integrated report, which concludes on page 58.

The IPA Group Board of Directors has been guiding the <IR> transition process since it was endorsed at a meeting in November 2020. The Board also reviewed and approved the <IR> fundamental principles and capital at subsequent meetings.

The IPA Group Board of Directors approved the <IR> report at a meeting in September 2024 and affirms that the report adheres to the integrated reporting framework. The <IR> has obtained limited assurance based on this premise.

This Integrated Report provides an overview of IPA Group operations in Australia, Asia, the United Kingdom, and other parts of the world for the financial year ending 30th June 2024.

The purpose of this report is to:

- Highlight the links between different organisational operations and how they contribute to value-creation outcomes.
- Provide a comprehensive and balanced assessment of organisational performance, outcomes, risks, and opportunities.
- Disclose relevant information in a clear, concise, and accessible manner to enable stakeholders to make informed decisions about long-term organisational sustainability.

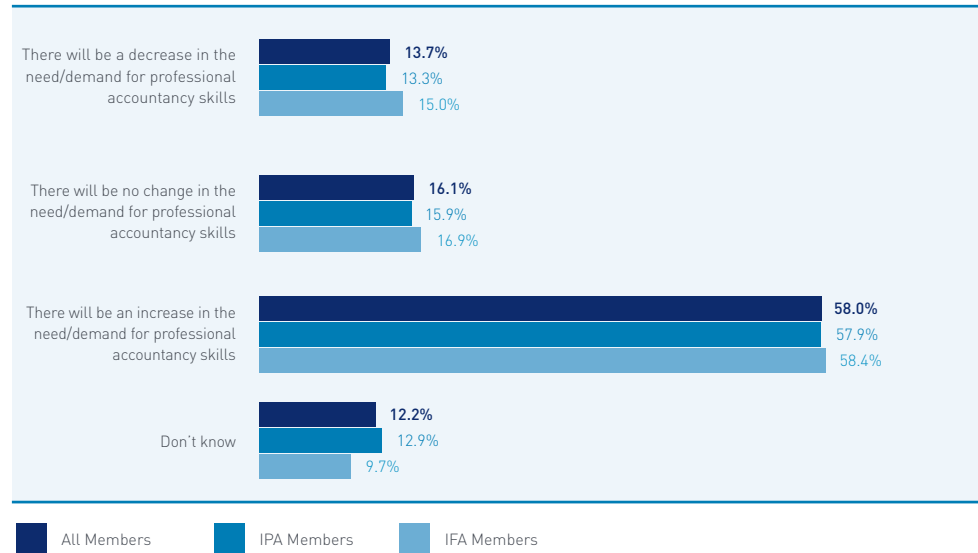
Our External Environment

The IPA Group identifies key issues that directly impact our stakeholders. In April 2024, we launched a survey to obtain feedback from our members. Out of 2,440 responses received (2,026 complete, 414 partial), more than 50% of respondents felt an increasing need/demand for professional accountancy skills. The top external challenges identified by members were:

- Keeping up with new technologies (e.g. ChatGPT)
- Cyber security issues
- Changes to regulations, compliance and legislation

How do you think the need/demand for professional accountancy skills with change in the next 3 years?

Base = 2,158 respondents (1,725 IPA Members, 433 IFA Members)



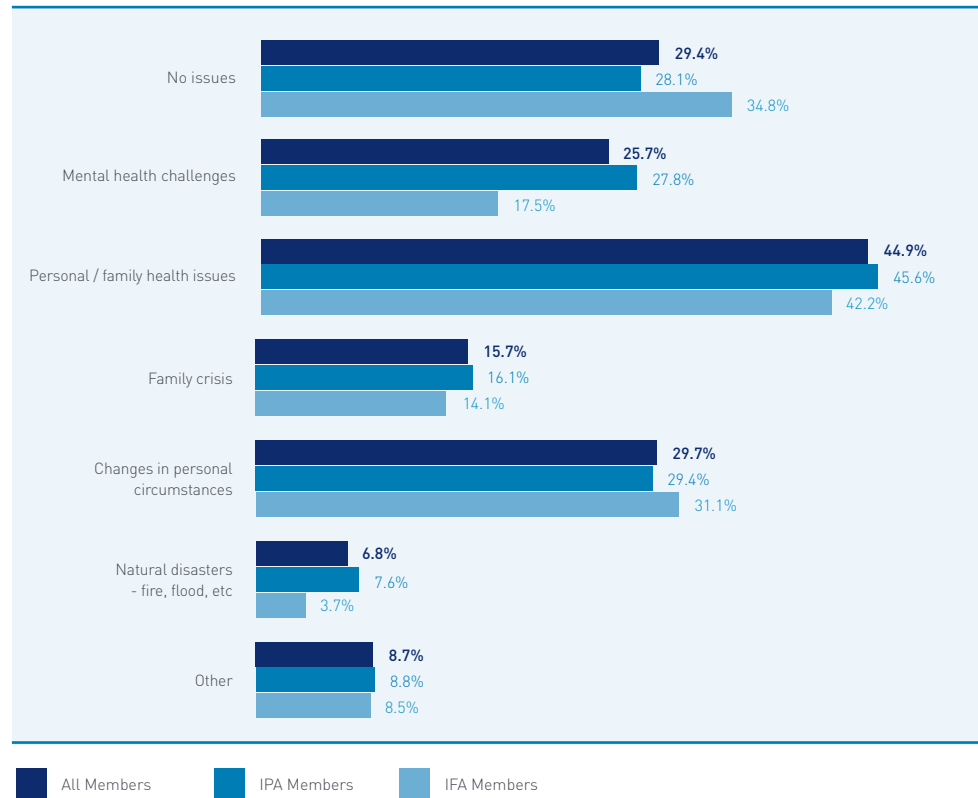
A significantly greater proportion of respondents this year (13.7%) than last year (8%) felt there will be a decrease in the need/demand for accountancy skills. This rose to 17.4% amongst respondents in the 25-40 age bracket and fell to less than 10% of respondents aged 65 and over. Suggesting that while the majority feel the demand for their skills will continue to grow, there is increased uncertainty amongst some members about the future of accountancy.

When asked about the issues that affect them or their business, 45% of respondents reported personal/family health issues as the most frequently selected. Of the 'other' issues specified, the largest proportion of these cited the COVID pandemic, the economic situation and cost of living, and staffing issues.

Members encounter diverse challenges, and the majority expressed an interest in accessing potential support to address these issues. This presents an opportunity for the IPA Group to further explore the most effective type of support for members.

Which of the following issues have you experienced that have impacted you or your business?

Base = 2,164 respondents (1,730 IPA Members, 434 IFA Members)



Members were then asked to list the top three areas of additional support that the IPA Group could provide, to help them address the challenges they are facing and undertake their job more effectively. Those most selected were:

Technology

- AI and automation
- Updates/training on software developments

Compliance and legislation updates

- Including IFRS

Tax-related support

- Updates on tax changes
- Consulting/influencing ATO and HMRC

Training/HR related support

- Increased training and CPD across a range of topics
- Recruitment

Recognition

- Improved recognition of IPA Group globally

How the IPA Group is Responding to External Factors

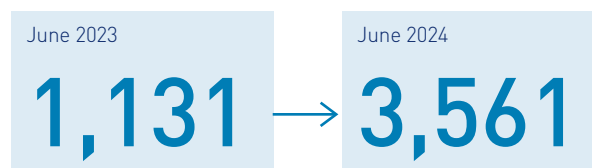
As a professional body, the IPA Group seeks to support its members to continuously update their skills and succeed in an increasingly uncertain and changing business environment. Consistent with this goal, in early 2022, the IPA Group embarked on an Education Transformation project leading to the introduction of a global microcredential framework. Demonstration of the competencies covered by the microcredentials leads to the professional qualification of Global Certified Public Accountant (GCPA). The purpose of the microcredential framework is to provide a new approach to the development of accounting professionals to address the significant trends and challenges for future workplace and practice.

The resulting framework represents the first use of microcredentials as a direct pathway to the achievement of a qualified professional status for accountants. Consistent with the National Microcredential Framework (2022), the microcredentials that make up the GCPA are competency based, requiring demonstration of the skills described in the learning objectives. To set the context for this development, the IPA Group undertook extensive research on the competencies required of a professional accountant to arrive at the IPA Global Competency Framework (GCF). The GCPA microcredentials are future focused, not limited to the activities of accountants today but including skills that will become core over the next decade. Over the last year, we have continued to develop the GCPA, especially content for the first tranche of microcredentials.

Ongoing use of MyCommunity

Since the MyCommunity platform launched in June 2023, we have seen a steady increase in the number of users each month. It is a secure platform designed to empower members with valuable opportunities, including sharing knowledge, accessing resources, building professional networks, and engaging with fellow accountants. There is also a focus on creating a professional community for small and medium enterprise (SME) and small and medium practice (SMP) members. The platform was designed to provide members with another way to communicate with one another. Understanding that our members are time poor, MyCommunity is an easy way for members to collaborate and support each other.

Total Community Members Agreed to Terms



The IPA Group has taken a significant step to support its members in times of need by creating the IPA Group Benevolent Fund. Given the current financial climate, where many individuals face challenges, this fund aims to assist members who require financial relief. Building on the success of the IFA Benevolent Fund, this new initiative extends its support to all members across the IPA Group.

The IPA Group demonstrates its commitment to further supporting its members in meeting the challenges presented by external factors, by strategically investing in education and information and communication technologies (ICT).

As a professional accounting membership body, the IPA Group places great importance on consumer protection. It co-regulates member activities with governments, regulators, and other stakeholders. It also enforces laws, regulations, standards, and rules. The IPA Group monitors member activity to ensure members adhere to ethical conduct, which instils confidence and trust for clients seeking accounting services. This commitment to consumer protection reinforces professional credibility and upholds the highest standards of professionalism and accountability within the IPA Group community.

To reinforce this approach, the IPA Group has three competency areas that members should focus on during their continuing professional development (CPD) activities. These areas include technical and product knowledge, management and professional skills, and professional and ethical standards. The IPA Group runs CPD events for members to help develop and enhance their technical knowledge, improve management and professional skills, and demonstrate a deep understanding of professional and ethical standards. These CPD requirements aim to provide a comprehensive approach to continuing professional development, ensuring members' competence, professionalism, and adherence to ethical standards in the accounting profession. As part of our focus on restoring trust the IPA Group has offered more training on ethics and professional standards and has strengthened and updated its core ethics training module.

President's Column

Upholding Standards, Investing in Trust



Cheryl Mallett
IPA Group President

I am honoured to recognise the vital role that our members play in the small and medium enterprise (SME) sector. Approximately three-quarters of IPA Group members work in the SME sector, which greatly impacts their clients' and employers' businesses and lives.

The IPA's commitment as a professional accountancy membership body goes beyond serving our members. We are dedicated to acting in the public interest, ensuring our members adhere to the highest professional and ethical standards and contributing to a well-functioning professional services market.

The recent failings in the accounting profession and consultancy industry have been well documented. In response to the PwC matter, the Australian Government announced a series of reviews, in addition to various Parliamentary inquiries and reviews. In the last 12 months the Government has introduced legislation and regulations to address some of the issues, including strengthening the powers of the Tax Practitioners Board with a lot more to come. The IPA has participated in the Parliamentary Joint Committee on Corporations and Financial Services and Senate inquiries with submissions, consultation and giving evidence at Parliamentary hearings. In addition, there are various Treasury consultations and reviews, which are ongoing. We are hopeful that all of this effort will go a long way to restoring trust in the profession.

At the IPA, we firmly believe that any reform should be holistic and coordinated. A fragmented approach will not achieve the effective and cohesive outcomes necessary to restore confidence and improve governance.

It is essential to recognise that while some organisations and individuals have engaged in egregious actions, the vast majority of accountants maintain high professional and ethical standards. These professionals diligently serve small businesses and individuals, contributing daily to their communities.

The IPA is committed not only to maintaining these standards but also to actively ensuring trust and confidence. Part of this process is our regular reporting to multiple regulators and standard setters including the Financial Reporting Council, Professional Standards Councils, Tax Practitioners Board, Accounting Professional and Ethical Standards Board and the International Federation of Accountants. Our quality review program, complaints and disciplinary system, CPD requirements, and other functions are regularly assessed to ensure they meet best practice levels. Reports also include member results, trends, emerging issues and so on. These measures are crucial in maintaining trust and confidence through appropriate regulatory frameworks.

In March 2024, the IPA Group CEO, Andrew Conway, and I undertook the annual member roadshow at which we engaged directly with hundreds of IPA members.

This gave us the opportunity to present and discuss with members, our five-point plan to help restore trust:

- Transparency
- Independence
- Public interest
- Governance
- Inclusivity

Our commitment to members means advocating for reforms to enable open and transparent information sharing between and with regulators; enhancing whistleblower protections; strengthening our investigative powers; proportionate and appropriate regulation of the accounting and auditing professions; closing regulatory gaps; and reducing or removing regulatory overlap; whilst advocating in the public interest.

The IPA's role as a professional accountancy membership body and co-regulator is pivotal in a landscape increasingly burdened by regulation, competition, and digital disruption. By adhering to these principles and advocating for necessary reforms, we strive to restore trust in our profession. We must all be committed to this critical goal.

CEO's Column

Empowering the Future of Accounting Through Education and Transparency



Andrew Conway

IPA Group Chief Executive Officer

The IPA Group understands how crucial effective leadership is in promoting good governance. Strong governance practices are key to achieving high performance and building stakeholder trust.

Following each jurisdiction's constitution, by-laws, and legal requirements ensure our processes are transparent and responsible. It is essential in the current landscape, where we advocate for transparency and ethics.

Our leaders work within set guidelines and agreements, ensuring everyone knows their roles, responsibilities, and who is accountable. These guidelines help us clearly understand what's expected, set objectives, measure performance, manage risks, and handle reporting. Following these principles keeps our organisation strong and protects our brand and reputation.

At the IPA Group, we believe that transparency and education lead to improved ethics and fair practices.

We understand the challenges emerging professionals face when it comes to rapidly changing educational demands. That's why the IPA Group is committed to making education more accessible. We are investing and advancing our education transformation

program to address these demands. This includes implementing microcredentials—concise, focused certifications that validate specific skills and knowledge areas—helping accountants stay relevant and competitive.

Last year, the IPA Group conducted global research to identify accountants' work scope, skills, and competencies. We have found three critical gaps in accounting education. One is the urgent need for digital skills across various platforms, including AI and cybersecurity, to add value in a tech-driven society.

Members are also concerned about supporting their staff, clients, and stakeholders in mental health and broader societal challenges, which requires a well-rounded skill set beyond technical expertise.

Professional development and education should focus on dynamic skills that enable accountants to thrive in a rapidly changing world. The education transformation project addresses both immediate and future needs. It provides services that foster holistic development, encompassing both technical and non-technical skills. By introducing competency-based learning, we prioritise practical skill application, ensuring members can effectively use their knowledge in real-world scenarios.

Our competency framework will offer flexible and affordable learning opportunities, enabling members to continually enhance their skills and stay relevant in an ever-changing landscape.

This is an exciting opportunity for our members to take control of their career paths and stay ahead in the profession.

Our commitment to educational transformation and robust governance is paving the way for a stronger, more resilient, and ethical future for the accounting profession and its members.

Together, we are shaping the future of accounting, ensuring its relevance and sustainability in the ever-evolving business landscape.

Our Strategy

The IPA Group’s strategy is driven by a forward-thinking mindset, recognising the need to adapt and thrive in an ever-changing world. With a focus on sustainability, ethics, and technology, we are committed to helping our members and students navigate the challenges and opportunities brought about by digital, social, and economic transformation.

The IPA Group has identified five strategic themes that guide our approach for each financial year and future strategic plans. These themes represent our core focus areas and provide a framework for aligning our activities with our outputs and outcomes. The strategic themes are designed to ensure that we remain future-ready, adaptable, and well-prepared to address the challenges and opportunities presented by the dynamic and evolving landscape of the accounting profession.

	<p>Strategic Theme 1</p> <p>Build a professional community for SME and SMP sectors.</p>
	<p>Strategic Theme 2</p> <p>Recognised as the provider of the highest quality and most innovative professional accounting pathways.</p>
	<p>Strategic Theme 3</p> <p>Actively promote the IPA Group to grow membership and revenues.</p>
	<p>Strategic Theme 4</p> <p>Continually enhance our influence on the profession.</p>
	<p>Strategic Theme 5</p> <p>Ensure we have the best people using the right resources.</p>

Our strategic plan is regularly reviewed to ensure its relevance and effectiveness, and we have identified five key areas of professional interest: sustainability, CPD, attracting new generations to accounting, digitalisation, and supporting the emotional wellbeing of our members and staff.

The IPA Group has significantly invested in transforming our ICT and education systems to deliver greater value to our members. By upgrading and modernising our technology infrastructure, we aim to streamline operations, improve accessibility, and deliver more efficient and effective services to our members. Additionally, our focus on education systems allows us to offer cutting-edge learning opportunities, keeping our members equipped with the latest knowledge and skills to excel in their professional careers.

Through these strategic investments, we are committed to staying at the forefront of the accounting profession and providing our members with the best possible support and resources.

Strategic Themes 2021-2025



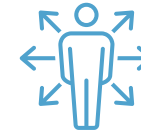
Build a professional community for SME and SMP sectors



Recognised as the providers of the highest quality and most innovative professional accounting pathways



Actively promote the Institute to grow membership and revenues

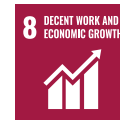


Continually enhance our influence on the profession



Ensure we have the best people using the right resources

Sustainable Development Goals





















Strategic Objectives

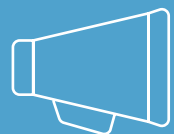
- Improve and increase technical support services.
- Improve member services and partnerships.
- Increase member support and engagement.
- Increase partnerships with education institutions.
- Improve our education portfolio to accommodate the future of public accounting and accounting technicians.
- Improve accessibility to information and member and student experiences.
- Improve the delivery of high-quality CPD programs for members.
- Grow IPA Group membership.
- Grow revenue.
- Strengthen our approach to international markets.
- Improve member offerings and benefits.
- Improve recognition of the IPA Group.
- Improve recognition of IPA Group advocacy.
- Build a focus on sustainability and the future of the profession.
- Strengthen our innovation and digitalisation strategies.
- Build on our new markets and alliances.
- Improve staff opportunities to grow and develop.
- Strengthen team member engagement and leadership at all levels.
- Improve group culture.
- Embrace flexible ways of working.
- Improve internal capacity to ensure the IPA Group is able to adequately fulfill its functions as a professional accounting body.

PEOPLE STRATEGY AND CULTURE STRATEGY

Our Value Statement

Capitals	Input	Strategy Pillars	Business Activities	Outputs	Outcomes
 <p>Funding The pool of funds that is available to the IPA Group for use in the provision of our services. These funds are obtained through our various revenue streams, including, but not limited to, membership fees, CPD, events, and QAI assessments.</p>	<p>Total Cash & Financial Assets \$17,909,979</p>	 Strategic Theme 3	 Advocacy	<ul style="list-style-type: none"> Steady revenue streams from core business activities (member subscriptions, CPD events, education, and QAI assessment services) Strong alliances with associations in Solomon Islands, Fiji, Philippines, International Council for Small Business <p>Total Revenue: \$25,285,705 Total Equity: \$4,217,182 Total Assets: \$24,764,227</p>	<p>Stakeholder Impact</p> <p>Employees & Board</p> <ul style="list-style-type: none"> Inclusive and diverse workforce Engaged workforce that embraces the IPA value Improve internal capacity to ensure the IPA Group is able to adequately fulfill its functions as a professional accounting membership body Equal opportunity to up skill and individually tailor professional development plans <p>Total comprehensive income/loss: -\$881,333</p> <p>Staff engagement: 75%</p> <p>Staff turnover: 12.5%</p> <p>Members & Students & Partners</p> <ul style="list-style-type: none"> Satisfied members who value to IPA Group membership Through marketing research members and students are receiving valuable benefits and enhanced support Global recognition for IPA Group members IPA Group members and students are well informed of regulatory changes and IPA Group responses to these IPA Group members and students are equipped with future ready knowledge and skills through our improved education portfolio IPA Group members and students are able to connect and network via the MyCommunity platform <p>Member satisfaction score: 3.13 out of 4</p> <p>General Public</p> <ul style="list-style-type: none"> Increase public confidence in the profession Influencing relevant standards, legislation and policy decisions in the public interest Assist to alleviate shortage in skilled candidates in the profession through our Qualification & Skilled Assessment services Drive our organisation towards a sustainable future through effective use of natural resources and embracing diversity & inclusive culture IPA Group stakeholders are provided with techniques and tools to assist with recognising and dealing with mental health and financial issues Maintain effective governance & management
 <p>Infrastructure The physical objects and systems that are available to the IPA Group for use in the provision of services. This includes our offices, equipment and digital infrastructure.</p>	<p>Total assets additions \$1,552,643</p> <p>Investment in ICT transformation \$645,339</p>	 Strategic Theme 4	 Integrity	<ul style="list-style-type: none"> Global presence with offices around the world Leases renewed for New South Wales, London & Beijing offices Strengthen innovation and digitisation strategies through delivery of ICT initiatives (across key areas business support, ICT excellence, innovation) <p>Property, plant and equipment: \$4,114,240</p>	
 <p>Knowledge Organisational, knowledge-based intangibles, ranging from the IPA Group's intellectual property to our tacit knowledge, systems, procedures, and protocols.</p>	<p>Investment in education transformation \$460,582</p> <p>Investment in market research \$28,815</p> <p>Investment in Centenary celebrations \$320,552</p>	 Strategic Theme 2	 Support	<ul style="list-style-type: none"> Global Certified Public Accountant (GCPA) program 50 micro-credential programs Alignment of IPA group processes and policies Release IPA Deakin SME Research Centre 1st Commonwealth Government Grants White Paper High-quality accredited education programs through Deakin University, ATHE and Monarch Institute Relevant and valued CPD offerings, high focus on ethics and professional standards training 	
 <p>People The competencies, capabilities, diversities, wellbeing, and experiences of the people working within the IPA Group.</p>	<p>Employees 94</p>	 Strategic Theme 5	 Innovation	<ul style="list-style-type: none"> Staff wellbeing themes, sessions, tools and measures Staff engagement survey conducted with CultureAmp Intensive training programs developed for employees and directors to met key competency areas: Growing utilisation and effectiveness of digital platforms to facilitate internal communications Continue efforts to reduce gender pay gap Training hours (Go1): 335 <p>Average training hour per employee (on Go1): 4</p>	
 <p>Members & Community The IPA Group's key stakeholder relationships, including members, partners, and the wider community. The maintenance of these relationships is also linked to the IPA Group's duty to act in the public interest.</p>		 Strategic Themes 1 & 4	 Education	<ul style="list-style-type: none"> Increase in public submissions Maintain professional standards and conduct through our Quality Review Program and Complaints and Disciplinary Systems Relevant and valuable member tools and technical support services Ongoing support of IPA Group Benevolent Fund Deliver Tech Ad, weekly newsletter and the daily article in Public Accountant and Financial Accountant across our digital publication platforms Growing utilisation of the MyCommunity platform <p>Active member & student base: 50,133 New members recruited (globally): 2,806</p>	
 <p>Environment Renewable and non-renewable environmental resources and processes that provide goods or services supporting the past, present, or future prosperity of the IPA Group.</p>	<p>Energy consumption: 183,795 kWh</p>	 Sustainable Development Goals	 Sustainability	<ul style="list-style-type: none"> Diversity and Inclusion Action Plan Embed SDG goals under our IPA Group strategy Refine our risk management, business continuity, cyber security, and data protection frameworks Submission to authorities on sustainability issues <p>% Online vs F2F events held: 81%</p>	

Our Business Activities



Advocacy

The IPA Group advocates to government, regulators, and standard setters, in the best interests of our members, the profession, small business, and in the public interest.



Integrity

The IPA Group upholds its integrity and fosters the integrity of its members.



Support

The IPA Group supports its members in enhancing their professional and personal growth.



Innovation

The IPA Group advances innovation by investing in ICT, education initiatives, and government innovation policy.



Education

The IPA Group prioritises the education of members to ensure they possess the highest level of competency in the accounting profession.



Sustainability

The IPA Group promotes the adoption of sustainable practices.



Advocacy

Value Impact

Contributing to knowledge, people, members and community and environment by advocating for members and the profession to government and regulators; leveraging members' experience to influence policy outcomes; supporting our community of members; and enhancing consumer protection. The IPA is proud to be a vocal advocate for our members and the wider business community. As one of the peak bodies for accountants in Australia, we are committed to shaping a positive future for the profession across the globe and fostering an environment that encourages economic growth and innovation.

Our advocacy efforts encompass a broad range of issues critical to our members, the profession, and the overall business landscape. Over the past financial year, a central focus of our advocacy has been on restoring public trust in the accounting profession.

We have participated in multiple Senate Inquiries, including the Economics Legislation Committee hearings on Treasury Law Amendment (Support for Small Business and Charities and Other Measures) Bill 2023 and Treasury Law Amendment (Better Targeted Superannuation Concessions and Other Measures) Bill 2023. In response to the PwC matter, in 2023, the Australian Government initiated nine inquiries over two years, and the IPA participated and provided evidence and recommendations to the Parliamentary Joint Committee on Corporations and Financial Services on Ethics and Professional Accountability: Structural Challenges in the Audit, Assurance and Consultancy Industry.

If adopted, these propositions will help strengthen ethical standards and rebuild public confidence. The IPA remains steadfast in its advocacy role and will continue to be a powerful voice for our members and the profession. We firmly believe that a strong and trusted accounting profession is not just important, but essential for a healthy and prosperous Australian economy.

Taxation

The IPA made its voice heard through submissions on various tax-related issues.

We actively participated in numerous forums and committees including:

- National Tax Liaison Group
- Tax Practitioners Stewardship Group
- Lodgement Payment Program Working Group
- Pay Day Superannuation Working Group
- Professional Bodies Tax Forum
- Tax Practitioners Governance and Standards Forum
- Client to Agent Linking Group
- ATO Small Business Stewardship Group
- Quarterly meetings with Treasury
- ATO BAS Agent Associations Group
- ATO SMSF Auditor Professional Associations Stakeholder Group
- Board of Taxation
- Inspector General of Taxation and Taxation Ombudsman

This ensured we represented our members' interests during critical decision-making times.

Senate Select Committee Hearings

The IPA closely monitored legislative developments and attended key hearings. We provided evidence and insights on proposed changes, such as the introduction of breach reporting obligations and superannuation reforms.

We attended the following:

- Management and Assurance of Integrity by Consulting Services
- Proposed NALI Amendments in Schedule 7 of the Treasury Laws Amendment (Support for Small Business and Charities and Other Measures) Bill 2023
- Treasury Laws Amendment (Better Targeted Superannuation Concessions and Other Measures) Bill 2023
- Superannuation (Better Targeted Superannuation Concessions) Imposition Bill 2023
- Inquiry into Management and Assurance of Integrity by Consulting Services



Advocacy

Other Advocacy Activities

- **Sensible timelines and clear regulations** – We advocated for a delay in implementing breach reporting to allow businesses to have a smooth transition.
- **Robust support in the budget** – The IPA argued for increased government assistance for small businesses in the federal budget.
- **Fair debt collection practices** – We raised concerns about aggressive debt recovery actions by the Australian Taxation Office (ATO) that could threaten business viability.

The IPA's advocacy efforts with positive outcomes:

- **Payday Superannuation** – This initiative ensures employers automatically contribute superannuation for eligible employees, improving retirement savings.
- **Small Business Energy Incentive** – This program provides a 20% tax deduction for investments in energy-efficient assets, promoting sustainability for small businesses.

IPA was also part of numerous joint submissions with other professional accounting and industry bodies, presenting a unified voice to government and regulators on issues of mutual concern. These included taxation, financial advice, mandated climate-related financial disclosures, migration policy and programs, and anti-money laundering. Our collaborative efforts are more likely to succeed in influencing government outcomes and have increased over the last year.

UK Advocacy

The IFA responded to eight UK consultations during the financial year 2024. In addition, the IFA is represented on several UK Government committees and forums including:

- **HMRC Agent Support Group,**
- **HMRC Compliance Reform Forum**
- **HMRC Guidance Strategy Forum**
- **HMRC Charter Stakeholder Group.**

Support and Resources

Various tools and resources were developed or updated for members, which are available on the IPA website. These include the Professional Practice Quality and Risk Management Manual and the Professional Practice Program Manual.

Our advocacy and thought leadership are extended through the IPA Group's publications, including Public Accountant (in Australia), which went completely digital last year and Financial Accountant (in the UK). The digital hub continues to support both Australian and United Kingdom-based audiences. This now includes a daily post of an article relating to a wide range of topics, including domestic and international issues. Our fortnightly newsletter (in Australia), Technical Advantage, continues to bring the latest news to members, and has been expanded to weekly with more topics being added in July 2023, including sustainability.



Integrity

Ensuring the Professionalism of IPA Group members

The IPA Group places great importance on consumer protection as a professional accounting membership body. Governments, regulators, consumers, and other stakeholders rely on the IPA Group to co-regulate member activities.

This ensures compliance with laws, regulations, standards, and rules that uphold consumer protection and confidence. Improving the professionalism of our members will contribute to restoring trust in the accounting and auditing professions.

Quality Review Program

Part of the IPA's co-regulatory function is managed through the IPA Quality Review Program (QRP). The QRP assesses the level of member compliance with the professional and ethical standards issued by Accounting Professional & Ethical Standards Board (APESB), as well as compliance with the IPA's constitution and by-laws.

The QRP has been designed based on the International Federation of Accountants (IFAC) risk management program in the Statement of Member Obligations-1 (SMO1). It also mandates the review cycle for the different types of IPA members.

The information and data derived from the reviews contributes to improved CPD, tools and resources and bespoke training for members who need assistance. It also shapes our member regulatory compliance risk management system.

IFAC

In the last financial year, the IPA Group updated its IFAC SMO dashboard. This involves reviewing every part of the business and organisation including our education services, systems and processes (including ICT), risk management framework, complaints and disciplinary and advocacy. IFAC, through its standard setter, the International Ethics Standards Board for Accountants (IESBA), is developing standards on firm culture and governance, tax planning and other services and sustainability. The first two of these standards are aimed at specifically addressing the erosion of trust in the profession globally and will set a strict framework for restoring trust. The IPA Group is involved in consultations which are ongoing. In May 2024, the Chair of IESBA visited Australia and was hosted by the APESB and the professional accounting bodies.

Professional Standards Scheme

The IPA Professional Standards Scheme (the Scheme) is a legal instrument that binds professional associations to monitor, enforce, and improve the professional and ethical standards of members to ensure adequate consumer protection.

The IPA reports annually to the Professional Standards Councils (PSC) on how the IPA has improved the professionalism of members. This includes root cause analysis of challenges and how we have addressed them.

In the last financial year we included an analysis of the response to the PwC matter and how our professional conduct review is addressing many of the issues which have been highlighted. Adherence to the requirements of the Scheme, including oversight of our members, is a key focal point in our regulatory compliance and reporting to government, regulators and standard setters. In turn, this makes it a focus for restoring trust in the profession.



Integrity

Complaints and Disciplinary

As a professional accounting membership body, we require our members to conduct themselves professionally and ethically under the constitution and by-laws. All complaints are subject to IPA Group investigations and disciplinary processes. The IPA Group publicly reports investigation statistics on its website, including the number of complaints received and the outcomes of disciplinary action against members. The recorded information includes reasons for decisions, including cases where there was a lack of evidence or non-compliance due to inadequate information.

Input for this year

The IPA has a comprehensive complaints and disciplinary process and is committed to handling complaints fairly, efficiently, and effectively. In 2022, the IPA commenced an Independent Professional Conduct Review to improve the effectiveness and efficiency of its investigations, disciplinary, and case management system. This review pre-dated the PwC matter, which has given rise to various government and Parliamentary inquiries and reviews. The IPA anticipates that these may result in changes to the regulatory and disciplinary systems and processes applicable to the accounting and auditing professions. We anticipate that the rest of the recommendations will be considered and implemented during the next financial year. The recent ‘scandals’ have placed a huge amount of scrutiny on the complaints and disciplinary function of all the professional accounting membership bodies. It is therefore imperative that if we are to restore trust then the review must be comprehensive and fully considered by the Board of Directors. In addition, the value creation for members is significant in terms of ensuring that the professionalism of members is adequately enforced, and thereby in turn enhancing the reputation of the IPA Group. In the last year we saw the implementation of some of the recommendations of the review including improvements to the complaints and disciplinary system through the appointment of more disciplinary tribunal members, with enhanced induction.

To ensure that the complaints and disciplinary processes were adequate, the IPA adopted the following guiding principles:

- **People focus** – IPA is committed to managing complaints appropriately and respectfully. IPA will deal with complaints within a reasonable time, and those making complaints will be treated with respect and actively involved in the complaint process.
- **No detriment to the complainant** – Reasonable steps will be taken to ensure that those making complaints are not adversely affected because a complaint has been made by them.
- **Visibility and transparency** – Information on how and where a complaint may be made is publicised on the IPA website Complaints About an IPA Member (publicaccountants.org.au) regarding the relevant complaints form.
- **Accessibility** – IPA ensures that its complaints management systems are easily understood and accessible. If a person requires another person or organisation to assist or represent them concerning the complaint, IPA will communicate with them through their representative with their consent.
- **No charges** – There is no fee for making a complaint.
- **Responsiveness** – IPA will acknowledge receipt of complaints promptly and deal with complaints efficiently.
- **Objectivity, fairness, and equity** – Complaints will be dealt with equitably, objectively, and unbiasedly.
- **Privacy** – Personally identifiable information about any individual will only be disclosed or used under relevant privacy laws.

The final recommendations will be implemented in the next financial year and are subject to Board approval.



Integrity



Other value

Six new Disciplinary Tribunal members were appointed in April 2024 (five of whom have a legal background). These new panel members were a mix of good-standing IPA members and lay persons. The new panel members will enhance independence during tribunal hearings and timeliness in finalising disciplinary matters.

The IPA Group increased awareness of self-reporting obligations through targeted communications to educate members about their compliance obligations. We also published communications around cost recovery fees in the corporate newsletter, reminding members to comply with professional and ethical standards outlined in the constitution, by-laws, and pronouncements.

Statistics

The IPA continues to report investigation statistics on the IPA website, including the number of complaints received and those that do not proceed where a complaint form has been received. Notices of findings and orders of the IPA's Disciplinary Tribunal are available on the IPA website. For members subject to an order of censure, suspension or forfeiture of membership, the notification sets out the member's name, the breach, and the findings of the IPA Disciplinary Tribunal. Given the severity and nature of the matter, this information is made known to the public, which further enhances IPA's co-regulation in the accounting profession.



Support

Global Operations

The IPA Group has experienced significant member growth globally. This can be attributed to increased brand awareness, recognition, and member loyalty.

2024 New Members

2,806

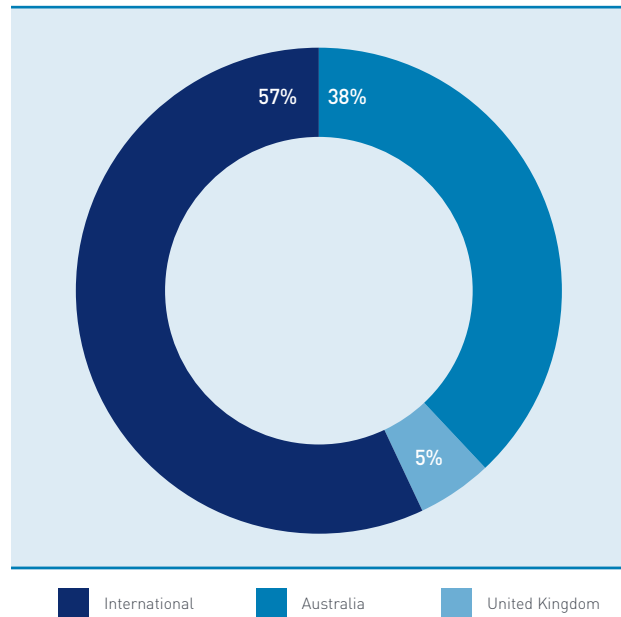
2023: 2,880 **-2.57%**

2024 No. of Member Advancement

265

2023: 246 **+7.72%**

2024 New Member Intake by Location



The introduction of the IFA AIPA dual membership has been positively received by associate members, providing them with new membership designations and expanded opportunities.

The IPA Group's reputation and recognition have been further enhanced, as evidenced by the growing number of new members joining from prominent accounting firms, including the Big Four, and top local firms.

The IPA Group achieved seven notable recognitions during the year, highlighting our commitment to excellence and professionalism. These recognitions include the government's acknowledgment of offshore qualifications, solidifying the international recognition of the IPA Group's educational programs. Additionally, the IPA Group established platinum employer partnerships, signifying its strong relationships with leading organisations that value and support IPA Group members.



Support

UK

The IFA organised impactful CPD events and conferences which included 64 webinars in the UK and overseas, providing members with valuable insights and updates on various topics including tax, financial reporting, AML, payroll, charities accounting and starting out in practice. Additionally, 25 regional networking events were conducted in the UK, facilitating a blend of learning and networking opportunities for members to connect and share knowledge.

The IFA hosted a London conference, attended by more than 200 members and accounting students, enabling them to engage in discussions and gain valuable industry insights.

Furthermore, five face-to-face events were held in Pakistan, the United Arab Emirates, Ghana, and Sri Lanka providing international members with professional development and networking opportunities. The IFA delivered its online international conference, which brought together 107 delegates from across the globe to exchange ideas and discuss emerging trends in the accounting profession. In May 2024 the IFA ran an inaugural AML online conference that was attended by 137 delegates, covering a range of important topics.

These events collectively contributed to the continuing professional growth and development of IFA members, ensuring they stay at the forefront of the profession.

The IFA produced two new videos. 'AML in 5 key questions' offers practical guidance and advice on how members can protect their firms and clients. 'IFA CPD explained: requirements, examples and planning' highlights how members can meet their annual regulatory requirements with the broad range of CPD the IFA offers.

In the financial year 2024, the IFA established a further eight membership pathways for graduates from several esteemed universities, facilitating their journey towards attaining IFA AIPA membership. These university agreements aim to promote the recognition and opportunities offered by IFA membership. In total, the IFA has 44 membership pathways agreed with universities in the UK and internationally. Through these agreements, graduates from these institutions were provided with a clear pathway to join the IFA and benefit from its professional network and resources.

IFA Direct, the IFA's education program, attracted 153 new students during the 2024 financial year. These students are studying a total of 474 units to be eligible to apply for membership and, where applicable, an IFA practising certificate. During the financial year, 70 of the 153 students completed their studies to be eligible to apply for membership. Five accredited centres internationally offer the IFA's Diploma in IFRS, and 65 learners were enrolled during the financial year 2024.

The IFA endorses nine training providers with 347 learners completing their programs.

United Kingdom Member and Firm Returns and Anti-Money Laundering (AML) Supervision

The IFA Compliance team monitors compliance with UK bye-laws, regulations and Code of Ethics applicable to IFA members. It achieves this by issuing and receiving firms' annual returns and reviewing their content and supporting documents. Members and firms are required by the UK bye-laws to provide such returns and information as are deemed necessary, in such form that the IFA shall determine from time to time. The compliance team supports the (AML) supervision process by ensuring that the information received is reflected in each firm's AML risk assessment. This process, the majority of which is automated due to the ICT transformation project, provides key information and is used to inform IFA AML monitoring activity.

The IFA is a professional body supervisor (PBS) recognised in the Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017 (the "Money Laundering Regulations"). The IFA is required to supervise members who are "relevant persons" under the Money Laundering Regulations – that is, members who are sole practitioners, IFA firms and contracted firms (where most principals in the firm are not IFA members). Supervision is designed to monitor AML compliance (including compliance with the Money Laundering Regulations). It seeks to minimise the risk of money laundering and terrorist financing going undetected and unreported. The IFA achieves this with due regard for the public interest and better regulation principles. The IFA's approach to supervision is robust and objective while recognising that monitoring reviews provide an opportunity to educate members and so raise standards of compliance. Nevertheless, the IFA holds members and firms accountable when the required standards are unmet.



Support

IFA investigations and discipline

The investigation of complaints and (where appropriate) the administration of the IFA's adjudication process falls to the IFA's two case managers. Complaints from within the Institute regarding IFA's bye-laws are processed by the regulatory case manager, who will usually refer the matter to the Regulatory Committee to determine whether there is a prima facie case to answer. All other complaints are handled by the disciplinary case manager, who not only refers matters to the Investigations Committee, Disciplinary Committee and Appeal Committee (as appropriate) but also administers the IFA's complaints policy to prepare each complaint for investigation or else determine that it is unsuitable for investigation.

The IFA has four Conduct Committees, and during 2024:

- the Regulatory Committee met five times and considered 27 cases
- the Investigations Committee did not meet during this period, although one case held in the previous year was referred to the Disciplinary Committee
- the Disciplinary Committee met five times and considered cases against five members referred by the Regulatory Committee or referred from external sources
- the Appeal Committee did not meet during this period.

Independent decision-making is crucial to the robust enforcement of the IFA's regulatory requirements, which must be seen as objective and worthy of public trust. All of the Conduct Committees require a lay majority, and committee members serve for a fixed term to ensure they do not become too closely aligned with the Institute.

Currently, 14 individuals are eligible to serve on the IFA's Conduct Committees, including five chairs.

New Markets and Global Presence

Institute of Solomon Islands

In the financial year 2023-24, the IPA Group saw the completion and graduation of the pilot cohort of the Professional Diploma in Accounting (PDA) for the Institute of Solomon Islands Accountants (ISIA).

The pilot resulted in 39 of the 58 students successfully graduating at a ceremony held in Honiara, Solomon Islands, in September 2023. The graduation ceremony included attendance by the Solomon Islands Auditor General, DFAT representatives, Monarch Institute, and the IPA Group.

Cohort 2 of the PDA commenced in early 2024 with 82 students enrolled, and Cohort 3 will commence in the 2024-25 financial year. The PDA consists of four modules covering important areas: financial reporting, management accounting, financial and business performance, internal control procedures, applied economic principles, taxation, and law.

This qualification is to be adopted by law into the Accountants Act, thus making it the only professional association qualification for accountants within the Solomon Islands.

Fiji Institute of Chartered Accountants

The relationship between the IPA Group and the Fiji Institute of Chartered Accountants (FICA) continues to strengthen with a mutual exchange of information and education, which included visits by FICA officials to Australia and IPA Group officials to Fiji.

In April 2024, a revised Mutual Recognition Agreement was signed by both organisations, which provided an updated membership pathway as a direct result of changes made to the Fiji Institute of Chartered Accountants Act (2021).

Business Assistance Fiji

In April 2024, a Memorandum of Understanding (MoU) was signed between the IPA Group and Business Assistance Fiji (BAF). BAF is a company limited by guarantee established to support economic growth by developing Fiji's micro, small and medium enterprises sector. This agreement focuses on developing a tailored BAF education program to be scoped and developed by the IPA Group for delivery by BAF to its members, partners and other interested parties in Fiji. The MoU will also provide a membership pathway and strategic student focus.



Support

Partnerships within the Philippines

A highlight of 2024 was the deepening of an existing partnership and the establishment of new partnerships with key organisations in the Philippines.

The IPA Group entered into an agreement with Cloudstaff in October 2023. The agreement provides opportunities for members in the region, initially leading out of the Philippines and supporting both Australian members (who utilise outsourcing) and the local industry through opportunity, educational standards, and ongoing professional development.

This innovative industry partnership will support IPA Group members with access to an outsourcing solution to support their needs and, more broadly enhance the accounting skills of Cloudstaff employees through education and membership pathways. Cloudstaff is a multi-skilled Business Process Outsourcing (BPO) company that provides professional services to customers worldwide. Cloudstaff customers are small-to medium-sized enterprises, which provides a natural synergy with the IPA Group, a leading global voice for the SME sector.

In February 2023 Ab², the education arm of leading talent solutions provider TOA Global, signed a partnership agreement that will continue to support the learning and development of professional bookkeepers and accountants in Southeast Asia.

This partnership is a deepening of a relationship the IPA Group has had with TOA Global over many years and aims to enhance the accounting skills of Ab² Institute of Accounting employees and students through education and membership pathways.

National Institute of Accounting Technicians – Philippines

In August 2022, the IPA Group signed a Memorandum of Understanding (MoU) with National Institute of Accounting Technicians (NIAT) Philippines. With over 30,000 accounting professionals represented, NIAT Philippines is the largest bookkeeping institute in the country. The partnership will offer a pathway and additional educational options for NIAT's extensive membership. The relationship has included visits from NIAT representatives to Australia. While initial marketing activities provided interest in the IPA Group, we believe the current economic climate has hindered the potential and membership growth. A review of the value proposition will be undertaken in the 2025 financial year and provide insight into barriers to membership.

International Council for Small Business (ICSB)

The ICSB is a global organisation founded in 1955 in the USA and based in Washington DC. It has four pillars being research, education, policy and practice. The IPA Group enhances and grows its global presence and influence as a credible voice for small business by participating ICSB events such as World MSME Day at the United Nations, webinars, panels, and other events for the Organisation for Economic Co-operation and Development (OECD) and ICSB, including the World Congress, which was held in South Korea in July 2023. The IPA Group is also represented on the board of the ICSB. Researchers from the IPA Deakin SME Research Centre have also benefited by being able to present research papers at the ICSB World Congress. Overall, the activities associated with the ICSB reinforce the IPA Group's reputation as a leading voice for small business and SMEs on a global scale. Given that the IPA Group is seeking to expand its global reach, it can benefit from the enhanced reputation and influence afforded by collaboration with ICSB.



Innovation

ICT Transformation

Our ICT team are dedicated to driving innovation and efficiency through the implementation of advanced technologies and streamlined processes. As we continue on our transformative journey, we remain committed to delivering seamless and exceptional service to our members and broader community supporting all current and future initiatives across the IPA Group.

ICT Strategy

Our ICT strategy is structured around three key initiatives: business support, ICT excellence, and innovation. These categories ensure that we remain at the forefront of technological advancements, provide robust support to all business functions, and uphold the highest standards of ICT operations.

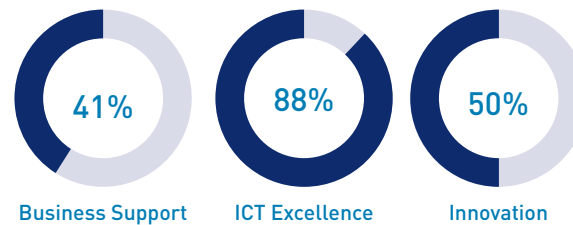
Business Support – each corporate initiative is supported by a major ICT project and each project has unique ICT challenges that require ICT support.

ICT Excellence – these projects will increase ICT process maturity and systematically improve ICT operational excellence.

Innovation – these projects will improve our future innovation capabilities and decrease risk by increasing our use of technology across key areas of the organisation.

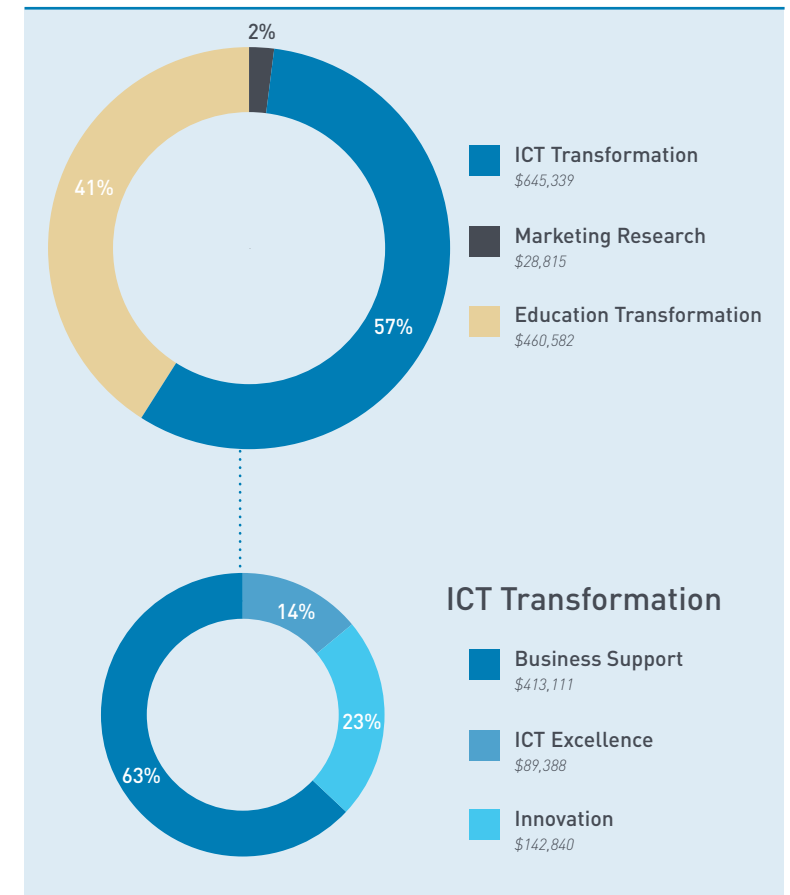
As the current ICT strategy approaches its conclusion, we will be undertaking a comprehensive review to align it with the broader IPA Group strategy. This revision will enable us to continue driving progress, supporting the evolving needs of our organisation and stakeholders.

How we are tracking against planned ICT initiatives



* % represents number of projects completed out of planned initiatives. This measure doesn't not consider the level of project complexity

Spend by Strategic Initiatives





Innovation

Business Support

The continuous improvement of our internal processes remains an important priority, the focus being on streamlining our workflows, enhancing collaboration, and providing better service to our members. This has been achieved by leveraging automation tools and integrating various systems and processes. This effort has led to a reduction in manual workloads, minimised errors, and improved response times.

Since the launch of our cloud-based private business exchange (PBX) telephone system, we have seen significant improvements in member service. This advanced system efficiently directs incoming calls to the appropriate departments, reducing wait times and ensuring that members reach the right staff member quickly. As a result, members experience a more streamlined and satisfactory interaction. Additionally, the PBX system has enhanced the internal workflow, allowing staff to focus on their core responsibilities without the distraction of misdirected calls. This efficiency not only improves productivity but also contributes to a more organised and effective working environment, ultimately benefiting both our members and our staff.

ICT Excellence

Following on from the successful launch of our quality assurance program (QAP) for the UK last year, we have now successfully developed the Quality Review Program (QRP) for our Australian-based members. This program has significantly improved the accuracy and reliability of our processes, ensuring compliance and enhancing member trust.

Key achievements include:

- **Enhanced Customer Experience** – By refining our review processes, members now enjoy faster and more accurate services, leading to higher satisfaction and trust.
- **Increased Efficiencies** – Automation and streamlined workflows have reduced manual interventions, cutting down processing time and operational costs.

Since the development of the QRP for Australia, we have been diligently working on implementing a new membership application form, the first of many to be brought online.

This initiative is expected to enhance efficiency, user experience, and data security. Key anticipated benefits of this implementation include:

- **Improved efficiency** – The new online form is expected to reduce processing time by automating data entry and validation, allowing staff to focus on more value-added activities.
- **Enhanced user experience** – A user-friendly interface aims to ensure a smooth and intuitive application process for new members, reducing drop-offs and increasing conversion rates.
- **Data security** – Robust security measures are anticipated to safeguard member information, comply with data protection regulations, and ensure member confidentiality.

No. of Calls Answered

11,403

General Support, Products, Services & Technical Enquiries

QRP Average Completion Time

94 minutes

Old System: 106 **-12**

Comparative of submissions completed in one session across two systems



Innovation

Innovation

Over the past year, we have extensively researched options for a suitable replacement of our core systems and website. This thorough evaluation process has involved identifying solutions that not only meet our specific needs but also make the most of our available budget. Our objective has been to ensure that the chosen systems will provide the transformational capabilities required to enhance our service offerings, improve customer experience, and secure our data. The project officially started in June 2024 and is the key focus for ICT as we move into the new financial year. This foundational work is crucial in paving the way for a seamless transition and successful implementation, ultimately enabling us to deliver greater value to our members.

As we look forward into 2025, our focus will be solely on replacing our core systems and implementing new websites for the IPA Group.

This investment will solidify our commitment to providing exceptional service and support to our members, paving the way for a brighter and more efficient future.

Education Transformation

Following the IPA Group's decision to transform accounting education, the extensive research, development, analyses and engagement work of the education team, alongside Incept Labs, the R&D arm, the first major milestone – the Global Certificate of Public Accounting (GCPA) program, will be implemented in August 2024.

The GCPA program will consist of competency-based microcredential frameworks that chart a road map for different career developments towards a future-oriented global public accounting certification.

Not only does it embrace the latest knowledge and skills for technical accounting competencies, but it also provides the learning opportunity for a set of transdisciplinary skills and professional competencies that are essential for the role of accounting.

To name a few advantages, the GCPA offers the following to our community who aspire to be trusted advisers for businesses and practices of the future:

- The key cornerstone of ethics and sustainability (in four microcredentials) highlights the significant contribution of accounting towards business integrity and sustainability for performance and resilience.
- To ensure that the accounting community is equipped with autonomous learning, members' wellbeing, emotional intelligence and mental health, the GCPA provides the tools for members to access a positive foundation to manage environmental, economic and social change.
- The GCPA, through its development, has kept key stakeholders such as the IFAC fully informed so that directors of education from around the world can share and provide constructive comments with an appreciation for global application.
- The flexible nature of microcredentials, in compliance with the Australian National Microcredential Framework, can be stacked and accumulated with different qualifications and learning opportunities. This provides a completely agile, targeted, fit-for-purpose and multi-dimensional pathway for future roles in accounting and related careers.
- The GCPA's 50 microcredentials with different levels of competencies support individuals' career change, upskilling and reskilling so that, either in part or in its entirety, they provide different avenues for CPD, training for trainers and underpinning MBAs, in addition to certifications.



Innovation

The first set of microcredential units will be available for enrolment in August 2024. The 50 microcredential units can be learned through a number of ways.

Once registered, learners may:

- Apply for recognition of prior learning for all structured and unstructured qualifications and experience, to be assessed as appropriate, to obtain maximum benefits of the flexible nature of the GCPA.
- The remaining part of the GCPA can be learned by groups of microcredentialists in professional certificates as follows:
 - *Sustainability and contemporary accounting;*
 - *Data Assurance and Risk;*
 - *Business Performance and Culture;*
 - *Digital Leadership and Wellbeing;*
 - *Professional Practice; or*
 - *The AIPA Professional Certificate; or*
 - *The MIPA Professional Certificate.*
- The GCPA can also be learned completely individually and in groups of one's choice.

Three microcredentialists, Ethics in Principle, Ethics in Practice, and The Accounting Profession are compulsory due to their fundamental nature. These microcredentialists are not subject to RPL, although the Deakin University Ethics bundle and assessments, designed by IPA and Deakin University, have been assessed for recognition of prior learning for the GCPA.

While the GCPA consists of 50 microcredentialists with different learning volumes, the complexity, knowledge, and cognitive skills are all at AQF levels 7-9. It is estimated that an individual will take around 3 years to complete without any RPL. The GCPA is an open-entry qualification for learners from schools to experienced professionals.

Today, IPA members may contact the IPA to have their qualifications and experience reviewed and assessed, register for the GCPA, and obtain maximum RPL. For example, a FIPA who has extensive accounting and management experience, an undergraduate degree, and/or a postgraduate degree may apply for RPL, taking a minimum number of microcredentialists to become a GCPA.

An MIPA may also register for the GCPA, take advantage of the available RPL for their qualifications and experience, and undertake the minimum necessary microcredentialists to become a GCPA. The advancement from MIPA to FIPA will be in accordance with policy BMC 2013 v.3.

IPA has engaged with a number of stakeholders to discuss the innovative nature and features of the GCPA. The consultation has extended to universities, external advisory groups, international accounting communities and members. The following comments are worth noting:

The GCPA is very relevant for the future that it should be considered for international adoption...

(from a Director of Education in Europe, 26 March 2024, IFAC Knowledge Exchange)

This is something we have been working on for a long time...

(14 March 2024, from the Global Learning Lead of an International Accounting Firm).

Consultations with university management have also resulted in interest from Australia and overseas in adopting the GCPA for postgraduate degrees and for the recognition of other certifications.

IPA will continue to work with educational institutions and universities for accreditation purposes and to assist these institutions in gaining complete competency-based accreditation to enhance their students' employment opportunities.



Education

The IPA Group introduced three competency areas that members should focus on during their CPD activities.



Technical and Product Knowledge

Members must develop and enhance their technical knowledge in core accounting areas. This involves staying up-to-date with changes in accounting principles, regulations, and best practices to maintain competence in their field.



Management and Professional Skills

Members must improve their management and professional skills. This includes developing the ability to lead and manage teams effectively, enhancing productivity, and ensuring smooth operations within their accounting environment.



Professional and Ethical Standards

Members are expected to demonstrate a deep understanding of professional and ethical standards in the public interest. This involves applying these standards to their practice or employment, promoting professionalism, and upholding the values of the accounting profession.

By incorporating these three competency areas, the CPD requirements aim to provide a comprehensive and well-rounded approach to continuing professional development for members. This ensures that members stay proficient in technical knowledge, enhance their professional skills, and adhere to high ethical standards, ultimately contributing to their continued growth and success in accounting.



Education

The IPA Group offers a diverse range of CPD opportunities for its members, including:

- IPA Group National and State conferences.
- IPA Group CPD seminars and workshops.
- IPA Group online CPD, which includes webinars (live or recorded) and podcasts.
- Completion of units as part of the IPA Group Program and IFA Direct education program.
- Lectures, presentations, tutorials, and studies delivered at a tertiary level by an IPA Group-recognized education provider.
- Participation in Discussion Groups (DG) and Divisional Advisory Council (DAC) meetings.
- Formal in-house training sessions.
- Serving as a mentor for the IPA Group Mentor Experience Program (limited to 40 hours per three-year CPD period).
- Research, writing, and presentation of technical papers (limited to 30 hours per three-year CPD period).
- Serving on a technical committee or working group (limited to 15 hours per 3-year CPD period).

These varied CPD options enable IPA Group members to continually enhance their professional skills and knowledge, ensuring they stay up-to-date with industry developments and maintain their competence as valued professionals in their respective fields.

The IPA Group bundles CPD to cover all three competency areas, making it more convenient for members to comply with the requirements. Additionally, more CPD opportunities, especially in ethics, are and will be offered free of charge. During the three-year transition period, we will evolve and adjust the processes and offerings.

Growth on Ethics Course Enrolment

1,725

2023: 453 **+281%**

Growth on Complimentary Attendees

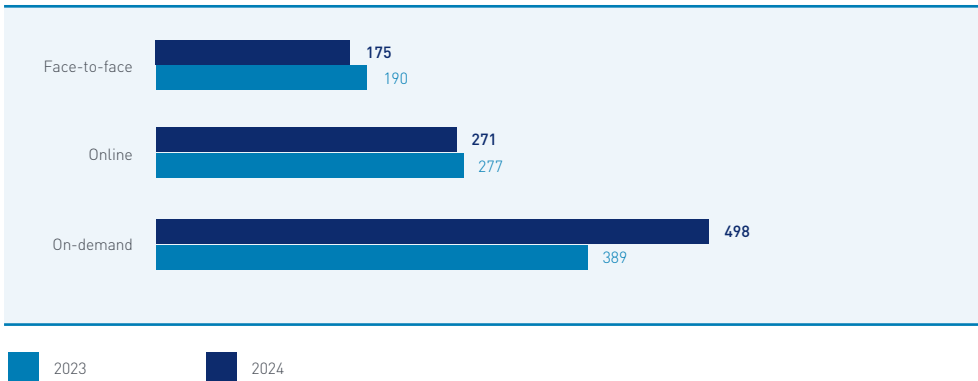
17,726

2023: 9,294 **+91%**



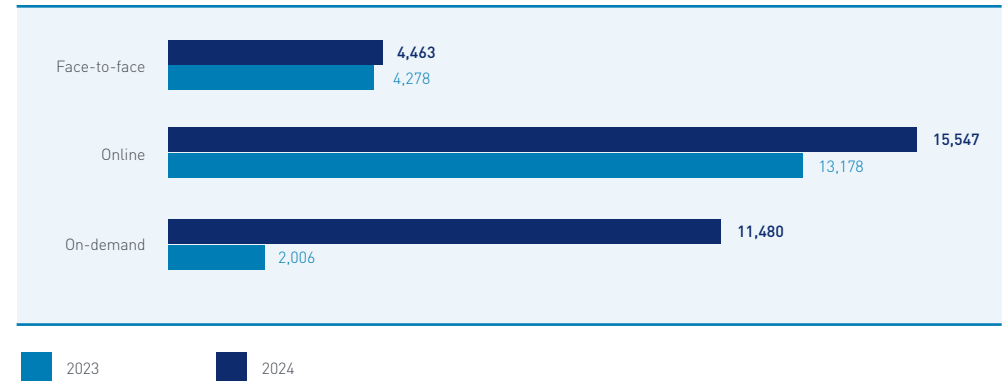
Education

CPD Events Held



In the financial year 2023, we conducted 190 face-to-face and 277 online sessions. The following year, we see a decrease in-person sessions to 175, while online sessions decrease to 271. There was a significant increase for on-demand sessions from 389 in 2023 to 498 in 2024. The ratio of online/on-demand to face-to-face sessions in 2023 was approximately 0.78, increasing to approximately 0.81 in 2024.

CPD Attendees



In the financial year 2023, we had 4,278 participants in face-to-face training and 15,184 participants across online/on-demand sessions. In 2024, the number of attendees for in-person sessions increased to 4,463, while the number for online/on-demand sessions rose to 27,027. The ratio of online to face-to-face attendees in 2023 was approximately 0.78; in 2024, it increased to approximately 0.86.

The Hong Kong and China offices have actively organised various CPD events, including face-to-face and online sessions and joint seminars to cater to local and potential members' needs. The Hong Kong office's participation in the Immi-Expo and the Malaysia Division's attendance at the MIA Conference demonstrate the IPA Group's commitment to engaging with professionals and promoting its offerings in these regions. The China Division provided 70 distinct events. These programs were attended by 2,015 participants, who collectively dedicated over 5,000 hours to their professional development.

These figures reflect our commitment to offering diverse and accessible learning opportunities for our members, with a growing emphasis on online education.



Sustainability

The IPA Group continues to actively contribute to the policy developments of Treasury, AASB, AUASB and APESB/IESBA relating to sustainability reporting, including lodging submissions, participating in outreach forums and meetings, such as:

AASB:

- AASB Exposure Draft SR1 Australian Sustainability Reporting Standards – Disclosure of Climate-related Financial Information (issued October 2023)
- AASB Roundtable (held February 2024)
- IPA submission (lodged March 2024)

Treasury Consultation Papers and Exposure Draft:

- Treasury Second Consultation Paper “Climate-related financial disclosure” (issued June 2023) – IPA submission (lodged July 2023)
- Exposure Draft Climate-related financial disclosure (issued January 2024) – IPA submission (lodged February 2024)
- Treasury Law Amendment (Financial Market Infrastructure and Other Measures Bill) 2024 (issued March 2024) – Joint media release with Peak Bodies of Australia (April 2024)

IPA continues to update our members through publications and the development of education sessions, such as:

- IPA Webinar “An overview of the new IFRS S1 and S2” (September 2023)
- “Sustainability Reporting Update and IPA Advocacy” (Article in IPA Technical Advantage October 2023)

Other Activities:

- AUASB Consultation Paper on Assurance over Climate and Other Sustainability Information.
- IESBA Exposure Draft Using the Work of an External Expert.
- IESBA Code of Ethics for Professional Accountants (including International Independence Standards) and the proposed introduction of Proposed International Ethics Standards for Sustainability Assurance (including International Independence Standards) (IESSA).

Given the impending enactment of the Australian Treasury’s legislation and the AASB’s finalisation of the Australian Accounting Standards on climate-related financial disclosure, IPA will be issuing more educational materials, guides and tools in 2025. This is despite the mandatory application of the climate reporting requirements commencing from 1 July 2027.

IPA-Deakin SME Research Centre

In 2024, the IPA-Deakin SME Research Centre released its first Commonwealth Government Grants White Paper. Each year, the government spends billions of taxpayers’ money on grants to community organisations and businesses. Between 2018 and 2022, the government handed out an average of about \$14 billion annually on 29,000 grants, for a total expenditure of around \$70 billion over the five years.

From 2018 to 2022, approximately 9% of all Commonwealth grants—about 2,600 annually—were provided for business purposes. The average annual expenditure on business grants was around \$600 million, or more than \$3 billion over the five years. Despite the significant expenditure, publicly available information about business grants, the selection processes for awarding them, and the businesses that receive them are very limited.

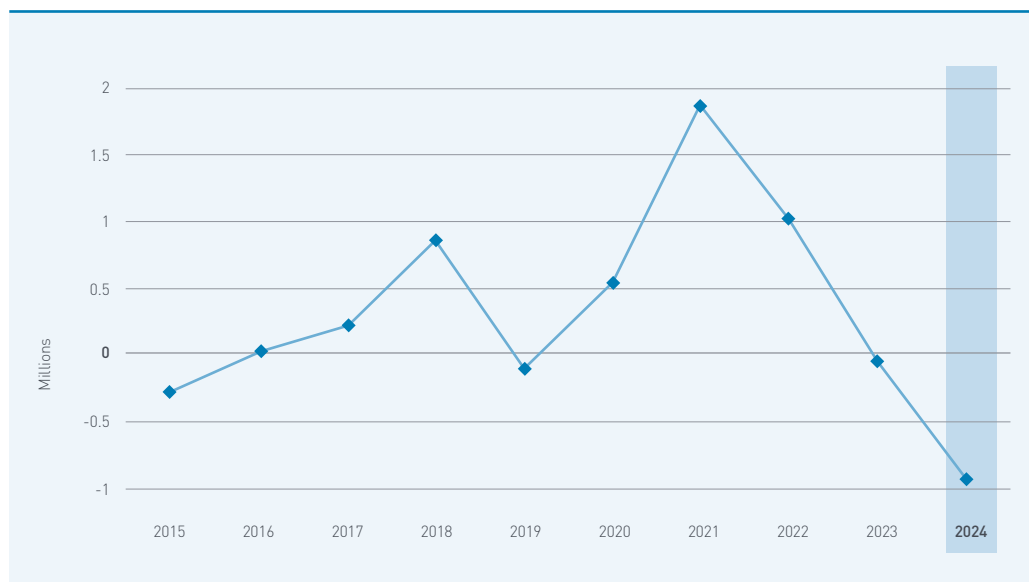
IPA has always advocated keeping the Australian Government accountable for resource allocation and taxpayer money expenditure.

The grants paper in particular has received major attention from the media and other stakeholders. We have referenced it in various submissions and consultations with government to highlight that government also needs to consider its own position on accountability and transparency.

For example, the Government Procurement Rules are overdue for a major review and need to be strengthened to prevent another PwC type situation. This is one part of the much larger picture of restoring trust.

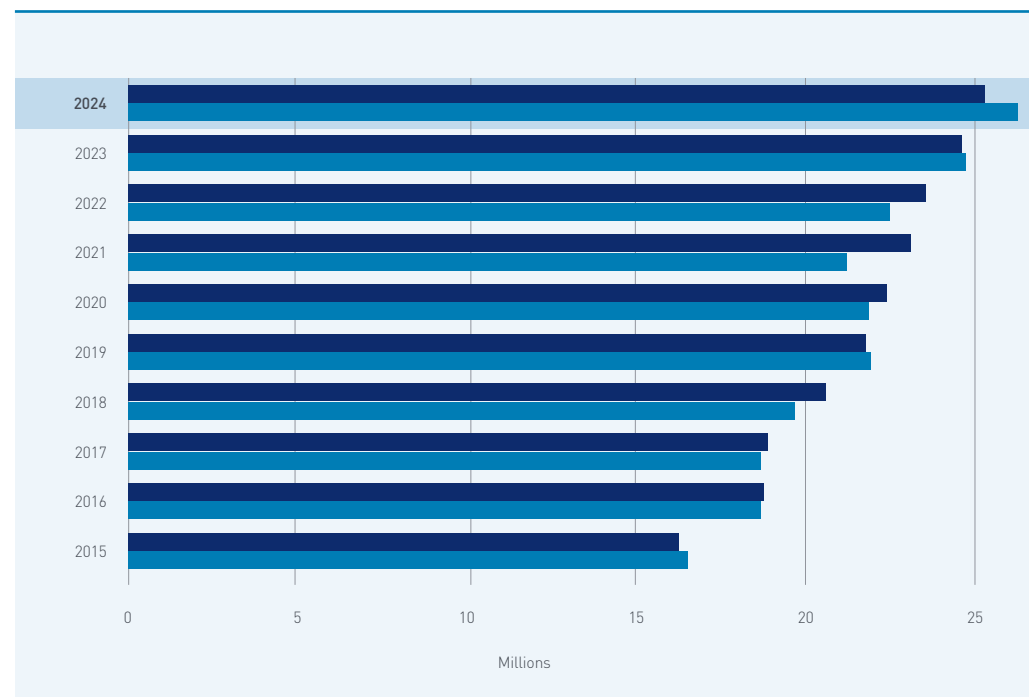
The IPA Group recorded a deficit of \$0.93 million (before other comprehensive income) in 2024 (2023 deficit \$0.056 million), as the result of our substantial transformational investments. This is a planned deficit post our consecutive three years of surplus (2020 to 2022) and is supported by our strategic objectives.

Net Surplus / Deficit



Operating results before other comprehensive income/loss

Revenue & Expense Trend

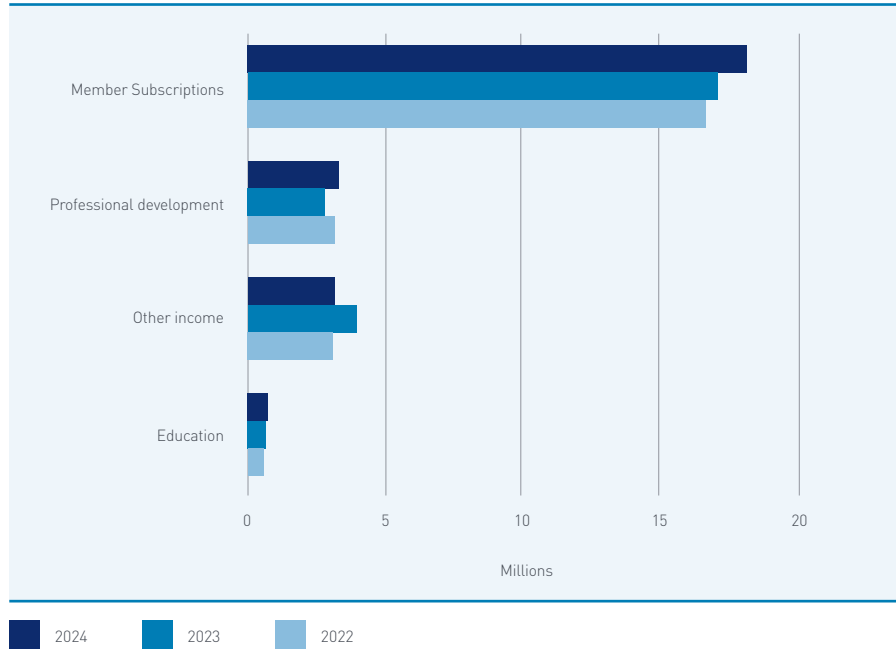


Revenue Expense

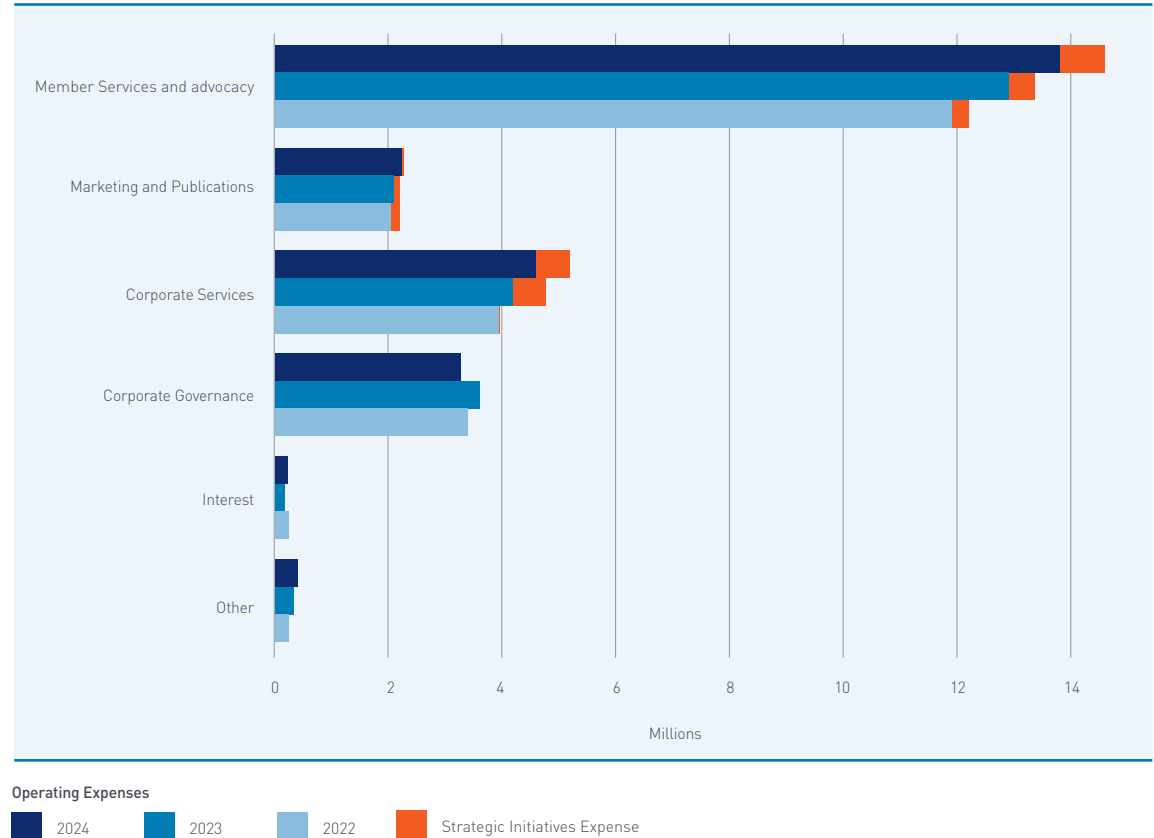
Continued revenue growth (3% increases YOY 2024: \$25.28 million, 2023: \$24.62 million) and a strong cash and financial assets holding position \$17.91 mil provide the IPA Group with resilience against future external trends that may negatively impact the business.

Overall expenditure for 2024 was 6% higher than in 2023 (2024: \$26.22 million, 2023: \$24.68 million). The major contributor is the increase in strategic spending across education, ICT transformation projects, marketing research and centenary celebrations (2024: \$1.46 million, 2023: \$1.14 million). The underlying operating performance (without strategic spend) is a positive outcome. Our \$1.46 million strategic spend includes costs that are one-off in nature (such as the centenary celebrations and ICT project and education development costs). These investments are to maintain a sustainable business model and deliver greater member benefits

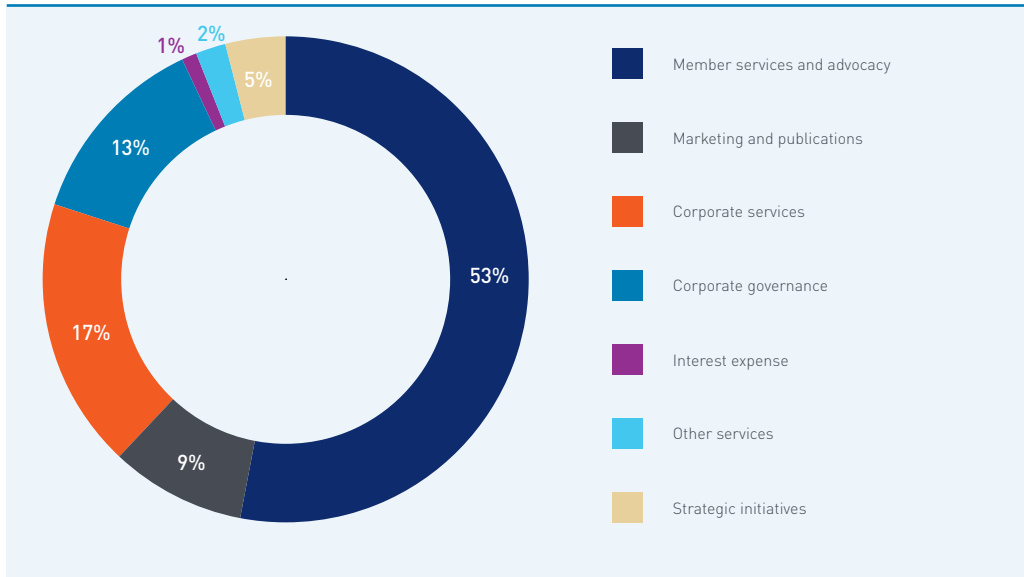
Revenue Breakdown



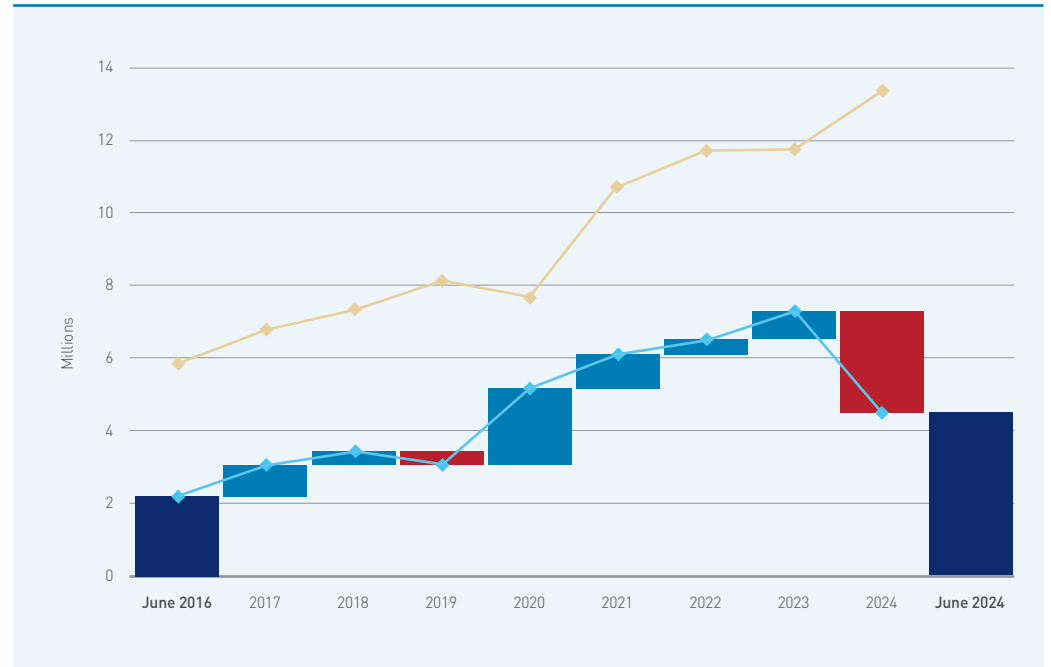
Expense Breakdown



2024 Expense by Type



Cash and Financial Assets Holding

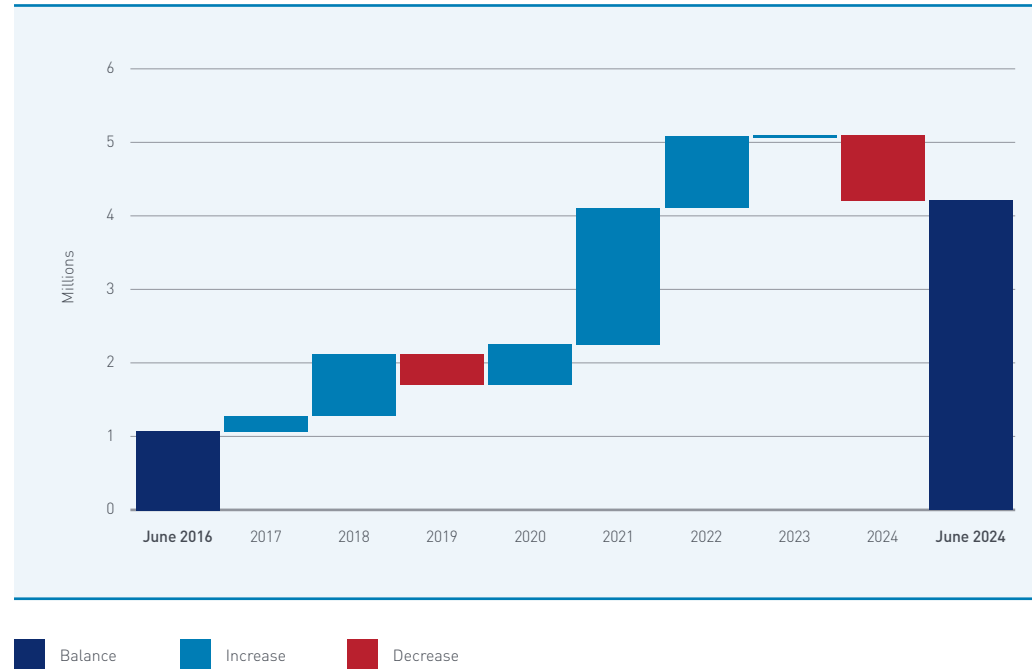


Balance Increase Decrease Cash Trend Current Financial Assets Trend

Financial Outlook

We anticipate that 2025 will be another year of investment, building for tomorrow. We expect that our strong balance sheet position (which has risen significantly over the last five years from 2019: \$1.71 million to 2024: \$4.22 million) will continue to buffer and aid us through the investment phase and deliver longer-term member benefits. As mentioned earlier in this report, we cannot continue to grow and support members without significant investment in the foundations of our organisation. In order to restore trust we must ensure that our education service and ICT platforms and systems are operating at best practice levels. To allow these to fall behind would cause long term detriment to our members which we believe would only serve to further erode trust rather than restoring it. In turn, this reinforces the value creation of a credible and accountable co-regulator of our members.

Retained Earnings Position



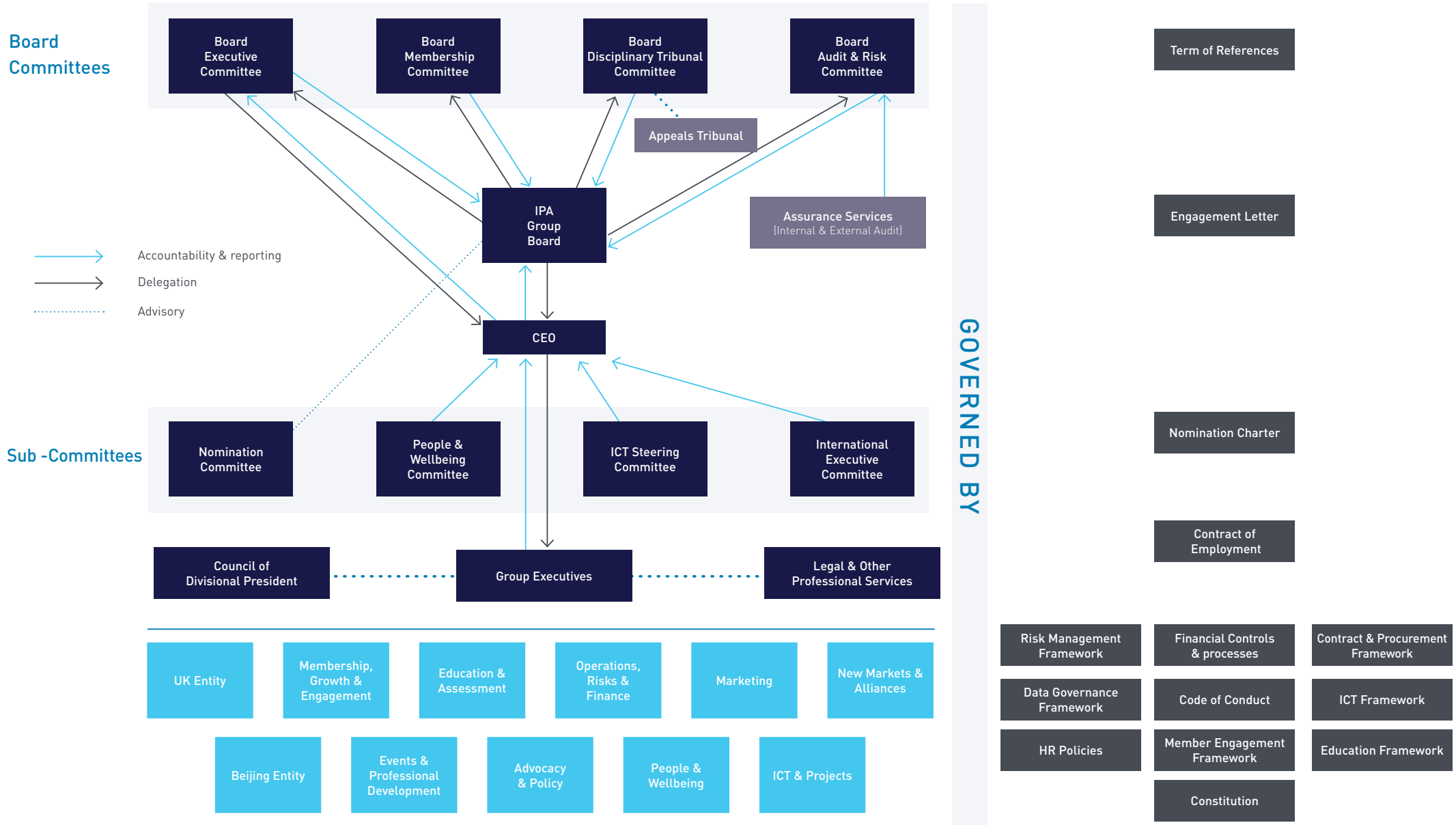
Our Governance

The IPA Group recognises the critical role of leadership in promoting effective governance. Strong governance practices are the foundation for achieving high performance and instilling trust in our stakeholders.

By adhering to the IPA Group's constitution, by-laws, and policies and each relevant jurisdiction's statutory and regulatory requirements, we ensure that our operations are conducted transparently and responsibly. Our leaders operate within defined frameworks and terms of engagement, which establish their roles, responsibilities, and accountability.

These frameworks provide a clear structure for leaders to understand and oversee expectations, objectives, performance measures, risk management, and reporting requirements. By upholding these governance principles, we maintain the integrity of our organisation and safeguard our brand and reputation.





Governing Bodies & Role

Key Activities

Value Added

Board

Our Board oversees the business and affairs of the IPA Group. It sets our strategic direction, oversees financial and non-financial performance and risk management, and provides leadership and direction on workforce culture and values.

- Strategy and policy
- Financial performance
- CEO appointment
- Provides guidance to the CEO in the discharge of his responsibilities
- Risk Strategy and Mitigation
- Corporate Governance and Culture

Through the discharge of its responsibilities, the Board ensures the IPA Group adds value to members and the community. By monitoring and delivering on strategy, the IPA Board safeguards public trust and confidence in the broader accounting profession.

Board Executive Committee

The purpose of the Board Executive Committee (BEC) is to manage the direction of the Institute between meetings of the IPA Group Board of Directors and to report to the full Board on its activities.

- Provide strategic advice to the IPA Group Board on matters pertaining to modern, efficient and effective resource management methodologies and to oversee the Institute's resources, including development of the Institute's investment strategy and operational budget.
- Monitor developments relating to the accounting profession, professional accounting standards, professional and ethical requirements.
- CEO performance review and setting of CEO KPIs. The President will make recommendations to the BEC for approval regarding the outcome of the CEO performance review.
- Review of CEO employment agreement, making recommendations to the IPA Group Board regarding the appointment or re-appointment of the CEO and remuneration policy for same.
- Review the determination of the Total Key Management Personnel Total Remuneration Pool.
- Review the ongoing appropriateness and relevance of the remuneration policy.
- Where required, obtain reliable and up-to-date information about the regulatory and legal frameworks relevant to remuneration in other entities of comparable scale and complexity.
- Ensure that contractual terms on termination, and any payments made, are fair to the individual, and the organisation.

Whilst not decision-making with the exception of performance review and remuneration, the Board Executive Committee is an important forum between Board meetings for the President, Deputy Presidents, Immediate Past President and CEO to meet regularly to discuss matters impacting the delivery of strategy. This ensures a clear line of communication in a structured way taking into account key items such as stakeholder engagement, advocacy, new and emerging risks, media engagement and performance metrics. This ensures that appropriate mechanisms are in place to manage the performance of management and adherence to policies and procedures. This also monitors Board mandates on Key Management Personnel remuneration.

Governing Bodies & Role	Key Activities	Value Added
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Board Audit and Risk Committee

The Board Audit and Risk Committee (BARC) is a sub-committee established by the IPA Group Board to assist the Board in the effective discharge of its responsibilities in relation to the matters set out in Key Activities.

- Financial reporting
- Internal and External Audit
- Risk and Internal Audit Function Performance
- Risk Management and Internal Controls
- Oversight of IPA PSC Internal Committee
- Administration of IPA Whistleblowing Policy

By effectively monitoring and managing risk, member resources are protected. This results in a greater capacity to provide enhanced support to members through investment and enhancements to member services.

Board Membership Committee

The Board Membership Committee (BMC) is a sub-committee established by the IPA Group Board. Its purpose is to review and recommend policy for the approval of the IPA Group Board of Directors on matters pertaining to the attraction, development and retention of IPA Group members according to pre-determined standards of education and professionalism. Provide education, professional experience, personal advice to management on emerging issues related to member education to inform the design of educational projects and services.

- Qualifications Assessment
- Quality Review Program.
- Group Education Competency Framework and Pathways.
- Support the development of policies and, where appropriate, recommend them for approval by the IPA Group Board.
- Recommend policies to ensure the appropriate, ongoing professional development of members within the IPA Group.
- Monitor and develop the educational and professional requirements of IFAC and provide guidance on how the IPA Group shall implement IFAC educational and professional requirements.
- Facilitate the sharing of information between the BMC and BARC regarding membership policy implications for the organisational Risk Management Framework.

The BMC adds value to the IPA Group through its monitoring of member policy, considering changes as required to respond to emerging issues in our profession and through the effective monitoring of the Professional Standards Scheme which serves to protect the public. This is critically important to build trust and confidence in the profession and to ensure we respond to the need for flexible entry pathways with the advent of sustainability reporting.

Governing Bodies & Role

Key Activities

Value Added

Board Disciplinary Tribunal Committee

The Board Disciplinary Tribunal Committee is a panel comprising IPA members and other non-accounting professionals. The Tribunal is constituted as a sub-committee of the IPA Board of Directors and is independent of the management of the IPA.

- Tribunal hearings are convened for the purpose of considering cases against IPA members and are generally held three times a year.
- The task of the Tribunal is to establish what has happened by taking documents and statements from the member and the IPA Advocate.
- The BDT may:
 - Find the member has breached the IPA Constitution and impose a penalty;
 - Find the member has not breached the IPA Constitution and dismiss the case; or
 - Defer making a decision on the case until further information can be presented to the Tribunal.

1. All IPA members are required to comply with the standards set in the IPA's Constitution, By-laws and Pronouncements, in addition to the standards promulgated by the Accounting Professional & Ethical Standards Board ("APESB"), the Australian Accounting Standards Board (AASB), and the Auditing and Assurance Standards Board Australia (AUASB). Where there are cases established of conduct that appears to breach the relevant standards, those cases may be referred to the BDT for determination.
2. The Chairman and Deputy Chair are IPA members in good standing and the other panel members are a mix of IPA members in good standing and lay persons, as prescribed in Chapter 7 of the By-laws.
3. The BDT panel comprises non-accounting professionals (ie non-IPA member) to enhance the independence of the Tribunal. The lay persons have backgrounds in legal practice including a barrister.
4. The findings and orders of the IPA Disciplinary Tribunal are published by the IPA on its website. For members subject to an order of censure, suspension or forfeiture of membership, the notification will set out the member's name, the breach, and findings of the IPA Disciplinary Tribunal. For members subject to an order of admonishment, fine or other order, the IPA determines what, if any, information is made known to the public and will consider the severity and nature of the matter, the public interest and any possible harm which could be caused to the member or their employer or clients.

Board Evaluation

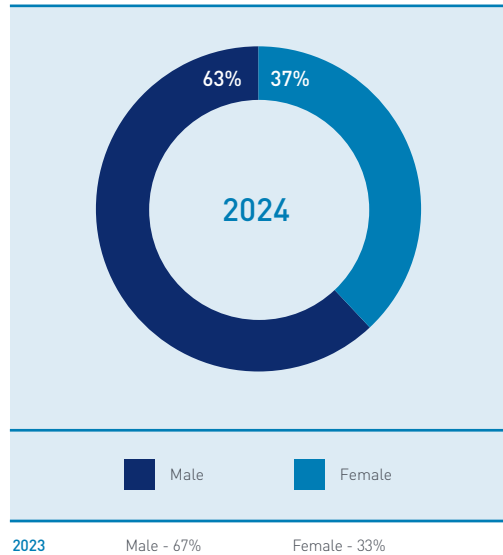
The IPA Group conducts an annual Board evaluation to continuously improve governance. Each director participates in a self-review assessment survey, assessing skills and competencies across six core components. The results help identify current board skills, inform the nominations committee in candidate selection, and aid the chair in evaluating overall Board performance. This evaluation ensures effective governance and leadership within the organisation.

The Board demonstrates competency in all knowledge areas and is expected to continuously improve its knowledge and expertise. The focus is on ensuring the Board's effectiveness and ability to address challenges and optimise opportunities.

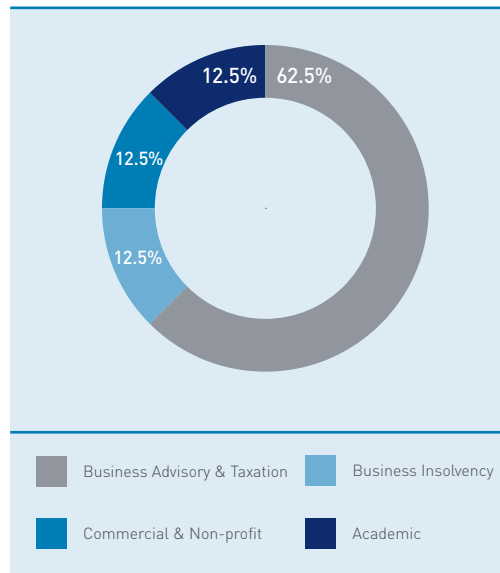
Skills Matrix		Competent / a lot of experience	Partly competent / some experience	No experience / unsure of skillset in this area
Strategy	Comprehensive understanding of the IPA Group's strategic plan	75%	25%	0%
	Considers the wider IPA Group geography in contribution and thoughts rather than supremacy of their division			
	Please rate yourself on your overall competency in Strategy Analysis Development			
Risk	Comprehensive understanding of risk, risk management strategies, risk management frameworks & associated treatment plans	91%	9%	0%
	Capable of verifying, sourcing and communicating risks clearly			
	Understands the risk environment relevant to professional bodies and the markets the IPA Group operates in			
	Rate yourself on your overall competency in Risk			
Compliance	Comprehensive understanding of the IPA's Governance structure	91%	9%	0%
	Comprehensive understanding of the IPA's Audit and Risk Structure			
	Comprehensive understanding of the IPA's Professional regulatory requirements			
	Rate yourself on your overall competency in Compliance			
Director / Board Behaviours	Has a stewardship mindset	96%	4%	0%
	Behaves with integrity and is always ethical			
	Engenders trust and respect			
	Displays independent and critical thinking			
	Displays critical decision making			
	Attends Board meetings (min 75%) having read & understood Board materials			
	Ability to question constructively and courageously			
	Effective team participation			
	High level of commitment and engagement			
	Fosters and engages in effective Board relationships			
	Communicates effectively			
	Patience to hear people through with thoughts or ideas			
	Makes good decisions based on a mixture of analysis, experience and judgement			
	Rate yourself on your overall competency in Director/Board Behaviours			
Financial & Technical	Relevant Executive, NED, Chair, Committee Chair experience	71%	29%	1%
	Wider commercial insight			
	Knowledge of industry drivers			
	Strategic and business planning			
	Business and commercial acumen			
	Basic level understanding of legal and other professional skills			
	Mergers and acquisitions of business			
	Finance management, audit and accountancy			
	Media, PR and Marketing - customer centric			
	ICT and Cyber Security			
	Digital transformation			
	People, culture and remuneration			
	Critical analysis of financial statements			
	Clear understanding of the difference between strategy and operations			
Rate yourself on your overall competency in Financial and Technical and Literacy				
Corporate Social Responsibility	Comprehensive understanding of Corporate Social Responsibility	63%	38%	0%
	Actively engages in activities to promote Corporate Social Responsibility			
	Consciously considers CSR when making decisions related to the IPA Group			
	Demonstrates commitment to equal opportunity and promoting diversity and inclusion			
	Rate yourself on your overall competency in Corporate Social Responsibility			

Board Composition

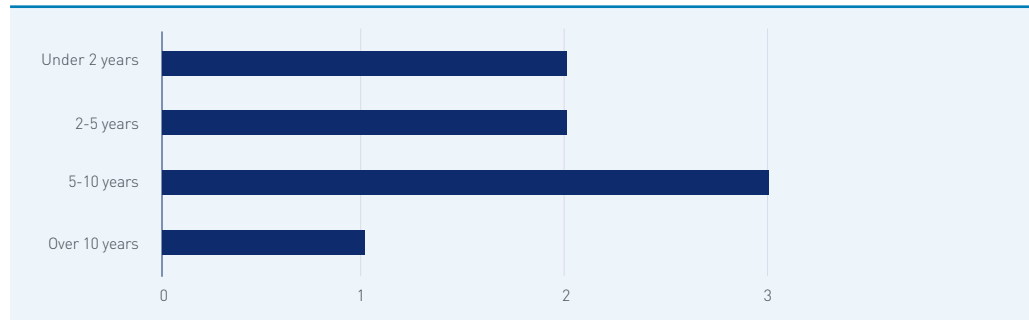
Gender



Sector



Board Tenure



Members Advisory Committees

In the past financial year, the IPA Group has continued to improve its management and collaboration with the Divisional Advisory Committees (DACs) to enhance its effectiveness and engagement.

These improvements include continually reviewing the documentation to maintain consistent agendas, minutes, and action plans for all six DACs in Australia. Additionally, DACs have connected with local constituents through town hall meetings to foster greater communication and engagement. The DAC members also engage with discussion groups to promote their work and encourage member nominations.

In addition, DAC members attend CPD and engagement events, including DAC Town Halls, to further connect with their constituents and gather their insights into the Institute and profession. Some DACs meet more than a minimum of four times a year to ensure that member feedback is addressed promptly. This change has led to greater member engagement, with 49 members actively participating and contributing to the DACs, an increase of 11% from last year.

DAC members contribute to various matters across compliance, regulatory, governance, and administration. This has resulted in several recommendations made to the board and senior management.

After discussions with the IFA Members Advisory Committee (MAC), a paper will be presented to the next IFA Board meeting proposing that from 2025, the MAC will align with the DAC structure in Australia and follow the nominations process.

Risk Management Framework

Introduction to Risks and Opportunities

With more than 100 years of service to the profession, the IPA Group continues to listen, represent, and serve its members, enabling them to navigate an increasingly complex environment.

We have evolved through ten decades of innovation. Today, the IPA Group continues to work on creating value for our members and our community and serving to ensure the profession remains one that the public can trust.

Whilst our core strategies have evolved over time, they have always been based not only on external factors but also on the interactions and communications with our members and considered in accordance with our members' voices. The aim is to focus on delivering our promises and adding value to our members. In this respect, the IPA Group has continued to work on two innovative and strategic projects in the past year.

During the year, core innovations being operationalised are:

Education Transformation

An immersion of work spanning three years to develop and deliver a world-first competency-based assessment in education for our members and communities. This is driven by the main objective of producing work-ready, high-quality graduates who are equipped and best fit for the profession, employers, and our members.

The succession to the IPA Program, the Global Certified Public Accountant (GCPA) has a flexible learning program of 50 microcredentials to suit any learner from all educational backgrounds. Potentially, it can cater to school leavers and those seeking a second career in the profession. It acknowledges that today's education, learning and assessment are no longer the same as 30 years ago. It addresses the importance of adapting to changes, including how we learn and practice what we learn and applying competencies-based frameworks for education assessments.

These outcomes will contribute towards professionalism and will, with time, restore and maintain the public's trust. These are the values the IPA Group is seeking to create for our members. Furthermore, the GCPA is adaptable internationally. It also has the unique feature of incorporating both technical and professional and interdisciplinary competencies in the courses.

Information and Communication Technology Transformation

The Information and Communication Technology (ICT) transformation aims to holistically enhance the connectivity, capabilities, efficiencies, and integration of workflow processes, with the main objective of delivering a seamless member experience no matter what stage they are in their membership.

It also supports all the endeavours of current and future programs, all for the benefit of our members, current and future. This project will connect all teams, including employees, external teams of providers and members during the build phases.

This ICT transformation program will enhance data security and personal privacy. Among the many parts of the program, improving system security and data protection are high priorities, as are enhancing secured workflows.

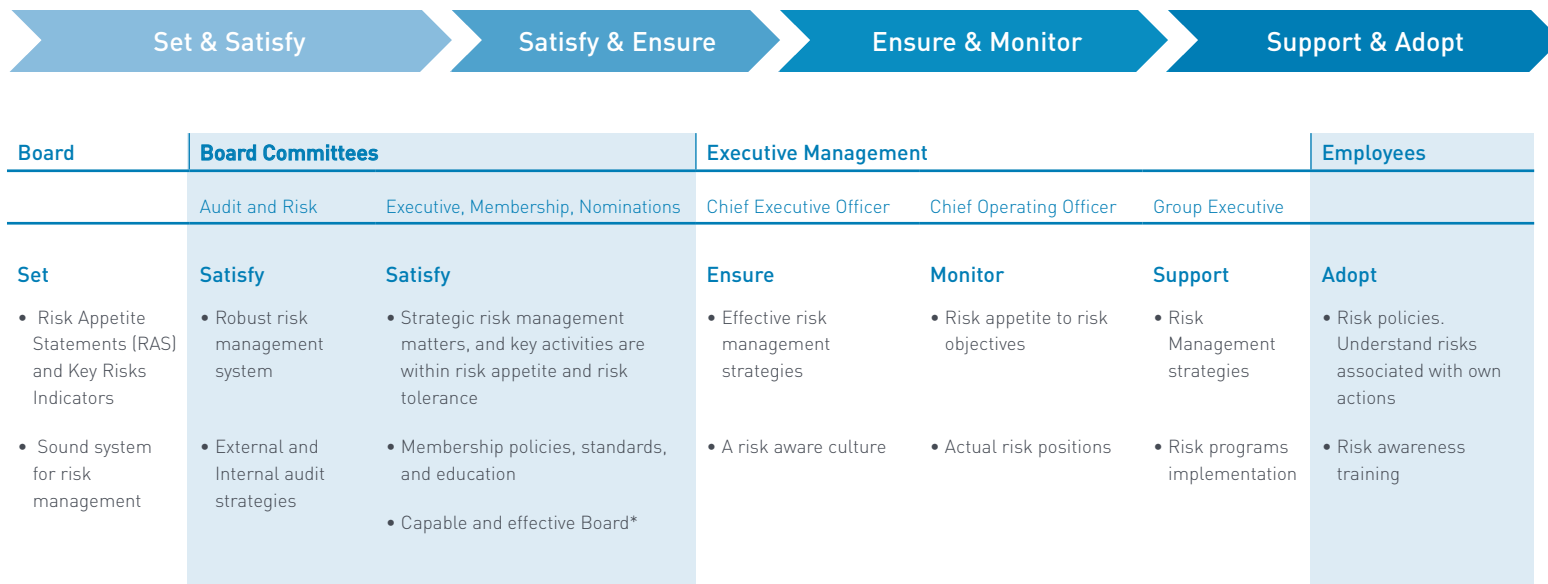
Above all, the ICT transformation relies on our value drivers to seek the outcomes for our stakeholders:

- Operating within risk appetite
- Enabler of innovation
- Delivering long-term value to members
- Adhering to our sustainable, environmental, and social governance objectives
- Fostering teams to achieve the optimal impact in delivery
- Connect our members on a community platform, and sharing real insights with each other

Risk and Governance

The achievement of strategic goals and the success of major projects, such as education and information and communication technology projects, can be associated with having an embedded risk governance in the organisation. Promoting a risk-aware culture through education and training programs, risk governance is innate at every layer of the organisation, from the Board to employees. There are responsibilities for ensuring a sound risk management system is in place with a robust risk process and mechanisms available to report, assess, and treat the risks with reference to established risk appetites and tolerance limits.

The governance in place ensures our risks are identified, managed, and treated to the extent possible.

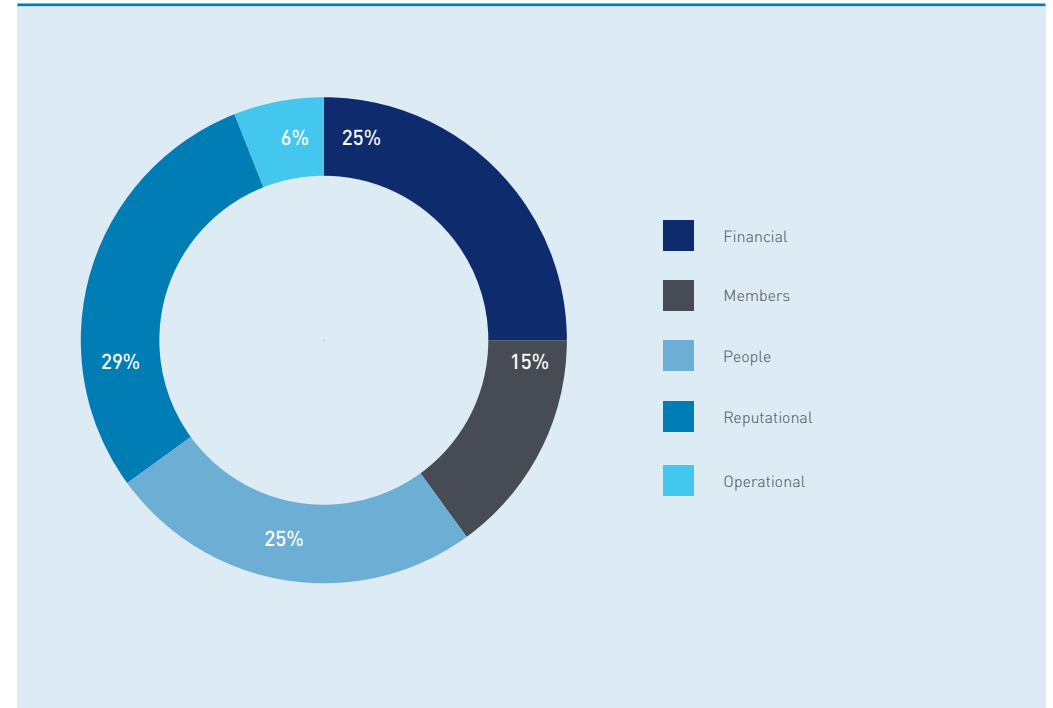


* Risk, governance, skills (technical & experience) and motivation are qualities the Board looks for in new candidates

In 2024, our material categories of risks included

	Financial Investment strategy and growth
	Members Ethics and regulatory compliance
	People Employees, contractors, providers
	Reputational Staying relevant for our members, and profession
	Operational Regulations domestic and international, cybersecurity and data protection

IPA Group Risk and Issues by Category



Internal, External and Emerging Risks

Risks Internal to the Business



- Strategic projects
- Innovation
- Optimal resource utilisation
- Change activities
- Human capital
- People and assets safety

Risks External to the Business


- Cyber and data security
- Extreme events (climate change impact)
- Regulatory - local and international
- Relevance



Risks Emerging to the Business

- Geopolitical
- Cost of living
- Environmental, Social and Governance



Opportunities	Risks	Key Responses	Movement on Risk Radar	Timeframe	Strategic Theme Impacted
Education Transformation					
<ul style="list-style-type: none"> • Global Certified Public Accountant Creating the opportunities and providing our members and potential members with innovative options for furthering their education and CPD will be a game changer in the accounting profession. The outcomes will improve our members' standing in the community through the completion of competency-based microcredential courses • The outcomes will benefit not only current members but also future members by the competency-based assessments when achieved, making them more employable and fit for the profession today, tomorrow and the future • Pathways to IPA memberships are built in. The competency-based education framework provides not only technical components, it also includes professional and interdisciplinary competencies to provide a holistic education certification • CPD compliance with Pronouncement 7 is supported. Example: A set of rigorous ethics microcredentials, which are compulsory to become IPA members should provide learners with a deep appreciation of ethical behaviour and professionalism, which is essential 	<ul style="list-style-type: none"> • The resistance and objections towards a new innovative product in the market may cause disruption to the launch and impede the success of the courses • Perception of value influenced by other factors including social media, community and competition • Transitioning to the Global Certified Public Accountant and what it entails needs to be managed effectively so that all stakeholders will not be confused • Learners may choose not to undertake microcredentials as CPD 	<ul style="list-style-type: none"> • Continuing engagement with experts in the education sector, who are part of the IPA Education Advisory Panel to advise on content, quality and relevance of the Education products in particular the Global Certified Public Accountant • Engaged with members on their crucial needs in CPD, Education, and for those who are also employers, their main requirements need to be satisfied • Recalibrate membership pathways in line with By-Laws and Membership policies, to offer maximum opportunities to become an IPA member • Restructure CPD offerings to align with the Global Certified Public Accountant • Provide unique CPD opportunities and guided delegations for members to experience the profession at various local and international levels 	<p>NO CHANGE</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">LONG TERM</p>	 <p>Strategic Theme 2</p>  <p>Strategic Theme 3</p>


Sustainability

<ul style="list-style-type: none"> • Taking members on the ESG journey • Educating our stakeholders including employees - The IPA Group has commissioned a sustainability course, ready by August 2024 and open to any learners and our members • Opportunity to work with suppliers sharing the same sustainability goals 	<ul style="list-style-type: none"> • Members may be reluctant to undertake ESG initiatives • Supplier selection may prove very difficult if not sharing common organisational values 	<ul style="list-style-type: none"> • Sustainable Development Goals (SDG) implementation starting with small scale initiatives • Be prepared for future sustainability reporting requirements by standard setters 	<p>NO CHANGE</p>	<p style="writing-mode: vertical-rl; transform: rotate(180deg);">LONG TERM</p>	 <p>Strategic Theme 4</p>
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Opportunities	Risks	Key Responses	Movement on Risk Radar	Timeframe	Strategic Theme Impacted
Information Communications and Technology (ICT) Transformation					
<ul style="list-style-type: none"> The target of excellence in ICT is an ongoing improvement process. Continuing to maintain and to create value for members, we continue to exploit our current in-house systems to minimise costs in delivering services We continue to explore new ways with current and new technology to connect our members, provide tools and education for them to stay in the profession Transformation in ICT - the main priority is to understand members' needs and experience. The opportunity for members to connect with the IPA Group and other members to be part of a community is a unique experience benefiting and supporting one another Drive technology innovation - aim for access to services and products anywhere anytime for our members. Utilising ICT to improve member touch-points and experiences Supporting other parts of the business with ICT such as our education products, finance and marketing with technology that improves members' experiences Support major business initiatives - each corporate initiative to be supported by a major ICT project Supporting each member to embrace their own chosen membership and professional journey 	<ul style="list-style-type: none"> Utilisation of multi systems requires diligence in ensuring compatibilities Security for accessing services and products are critical to ensure there is no room for security compromise Resource limitations emanating from a very tight employment market to oversee these major ICT projects Knowing what members' needs are in order to be provide value Potentially not reading their needs accurately 	<ul style="list-style-type: none"> ICT Strategic Road map - 3-5 year plan In line with cyber security strategies Strategic goals and reviewing annual business plan Investment in technology has ranged from a community platform to compliance system and more Exploring possibilities and investing in better ways of interfacing systems into an ecosystem within the organisation IPA Group member survey and IPA Group retired member survey These projects will systematically improve ICT process and maturity 	<p>NO CHANGE</p>	<p>MEDIUM TERM</p>	 <p>Strategic Theme 1 & 4</p>
					 <p>Strategic Theme 5</p>

Growth in New Markets vs. Growth in Existing Markets

<ul style="list-style-type: none"> Opportunities to grow in new markets with ICT transformation, an experienced team and education/CPD offerings emanating from Education Transformation Continues to grow memberships in existing markets 	<ul style="list-style-type: none"> Geopolitical friction makes the move into other markets a constant challenge, too risky and may not suit current risk appetite Potential members are hesitant due to financial commitments Post-COVID, conflicts, global inflation and cost of living pressure 	<ul style="list-style-type: none"> Analytics on markets and value for members Strengthened approach to international markets through the Education strategies IPA Group member survey and IPA Group retired member survey 	<p>NO CHANGE</p>	<p>LONG TERM</p>	 <p>Strategic Themes 1 & 4</p>	 <p>Strategic Theme 3</p>
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Opportunities	Risks	Key Responses	Movement on Risk Radar	Timeframe	Strategic Theme Impacted
Cyber Security and the Protection of Personal Data					
<ul style="list-style-type: none"> The threat of cyber security has led to more investment to protect our assets, our people, systems, and our members and personnel data. Leads to best practice and better housekeeping of sensitive information 	<ul style="list-style-type: none"> Globally cyber attacks are increasing and occurring more often than ever. In Australia, major breaches have occurred and increasing in frequency. The most extreme impact on a cyber security breach could affect business continuity. For those reasons the IPA Group has invested a significant amount of resource for protecting and improving the security of members and business sensitive data. With cyber threats increasing, any IT platforms have to be highly secured especially those accessible by externals. 	<ul style="list-style-type: none"> Annual cyber specialist audits and network penetrations testing. Employees Awareness Education and Training throughout the year. Board Ransom policy. Business Continuity and Disaster Recovery plans in place. Performing vulnerability patches. Data loss prevention policies embedded in operating systems. Data governance, classification and retention policies. Threat protection. 	<p>NO CHANGE</p> <p>HIGHEST RISK</p>	<p>LONG TERM & ONGOING</p>	 <p>Strategic Theme 5</p>

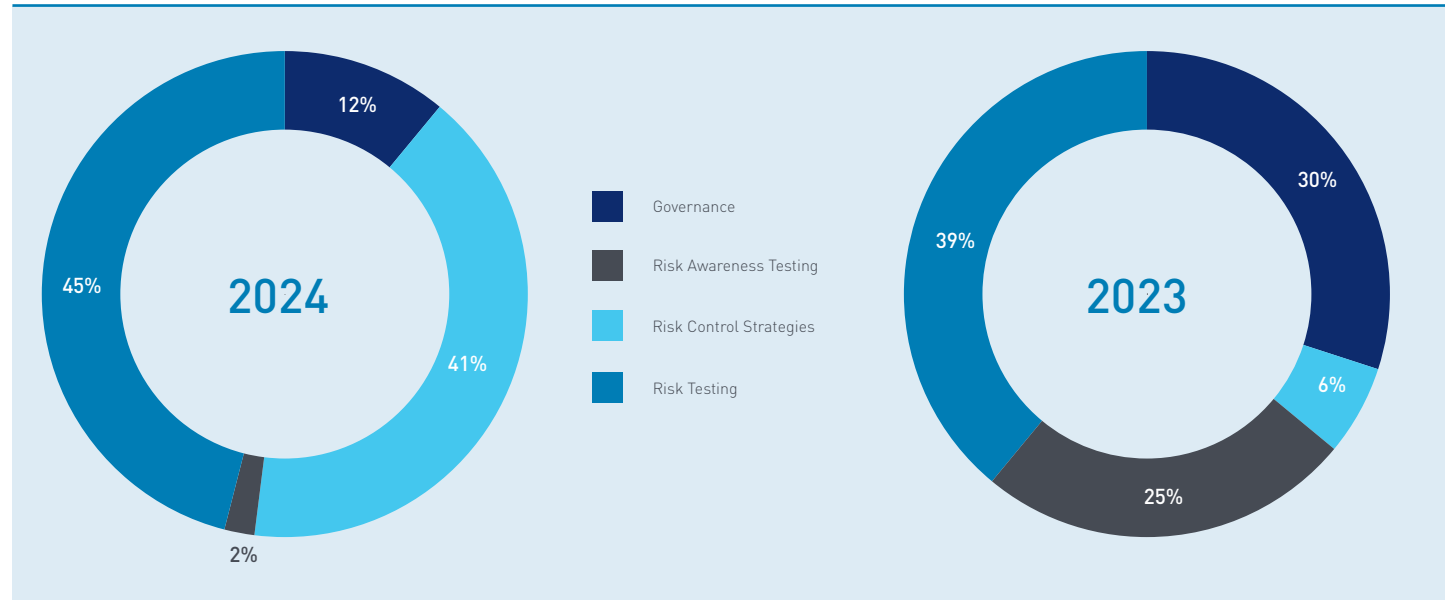
People

<ul style="list-style-type: none"> Recruitment strategies with an employee profile suited to each role as the IPA Group continues to grow. Opportunity to cultivate common goals with a growth mindset amongst the cohort. Strengthened team member engagement and leadership at all levels. Opportunities to grow and develop. Establishing mutual rewarding and respectful relationships with suppliers and contractors. Investing in members' experiences and equipping them as trusted advisors to the community. 	<ul style="list-style-type: none"> Retention of talent in a competitive employees market. Challenges of gender pay equity. Organisational values and policies may be in conflict in some cases. Proposition values must suit members. 	<ul style="list-style-type: none"> Strategic HR Lifecycle. People & Wellbeing Committee. Employee Satisfaction & Culture Survey. Reconciliation Action Plan. Human Resources Policy. Establish a supplier requirement criteria in line with strategic goals. IPA Group member survey and IPA Group retired member survey. 	<p>NO CHANGE</p>	<p>LONG TERM</p>	 <p>Strategic Theme 2</p>
 <p>Strategic Theme 5</p>					

Internal Audits

Our third risk management and mitigation line is an annual program of internal audits, which are risk improvement activities on the business processes.

Risk Improvement Activities



In 2024, two transformative and innovative projects, a data security and governance deployment project and a regulatory technology system, were implemented simultaneously while business operations continued. The vast volume of work is reflected by the risk improvement activities for the year compared to the prior year. With risk governance in place, internal audits focused on control strategies and risk testing on the major projects during the year. More resources were invested to enable risk testing.

Keeping our assets and our people safe from cybercrime

With cyber security and data breaches being our highest risks, we continue to provide awareness training to our staff. Amongst the cyber security strategies in place are:

- Interactive online education to keep our people safe from being hacked or phished at home and work.
- Systems and networks are regularly and independently tested.
- *Essential Eight* principles endorsed by the Australian Cyber Security Centre are the foundation guidelines for cyber security protection
- Data governance the IPA Group implemented and adapted to the Microsoft standard data classification to protect personal and sensitive data.

Members

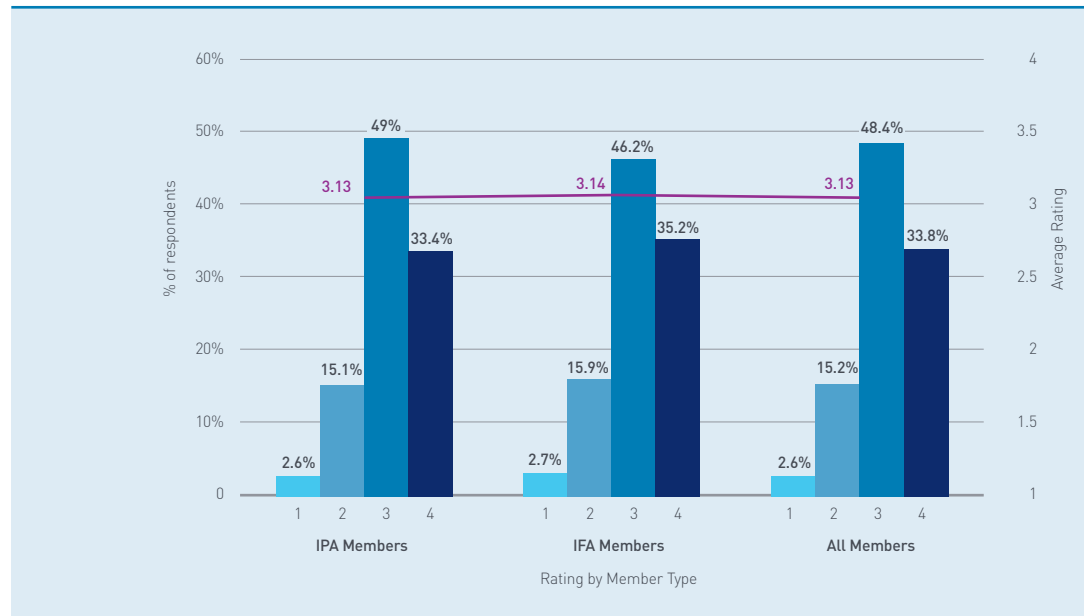
In March 2024 the IPA Group embarked on a membership survey, the core objectives from the survey were to provide the IPA Group with feedback from its members on:

- The skills and competencies required by the modern business and practice
- The key issues and challenges being faced by members
- The level of engagement of members within the IPA Group
- Feedback on IPA Group products, services, and communications
- Overall member satisfaction ratings

This produced 2,440 responses to the survey (2026 complete responses, 414 partial responses), which equates to a 13.1 % response rate.

Overall rating for membership experience

Base = 2,158 respondents (1,725 IPA Members, 433 IFA Members)



Other highlights include:

- More than 87% of respondents indicated that membership had addressed their reason for joining.
- Members were positive about the IPA Group being effective in building a professional community.
- Our customer service score was above average.
- Over three-quarters of members said they did not want additional benefits.
- The survey indicates an opportunity to improve awareness of member benefits and build on core membership benefits that members value most, such as templates and checklists, advocacy, and Professional Assist.


Social Media

Social media interactions enhance member engagement, build a sense of community, keeping members informed and connected.

 **788 Followers**
IPA Group - 788

 **47,435 Followers**
IPA - 36,863 | IFA - 10,572

 **2,625 Followers**
IPA - 1,970 | IFA - 655

 **14,836 Followers**
IPA - 9,599 | IFA - 5,237

 **32,822 Followers**
IPA - 19,531 | IFA - 13,291

Partners



In the financial year 2024, the IPA Group achieved a remarkable 93% retention rate of its partners, a notable accomplishment. We are delighted to continue collaborating with our current partners, including AB Phillips, Worrells, Officeworks, Thomson Reuters, BUPA, Wines Direct, Thryv, AMLCC, Vantage Fee Protect, Capium, AJ Gallagher, FA Simms and Nelson Croom.

In the next financial year we intend to strengthen these valuable relationships and consider potential new relationships.

The IPA Group frequently receives proposals from businesses seeking to align with us, making it crucial to establish a formal review process that ensures transparency, efficiency, and effectiveness in evaluating these proposals.

The membership base allows external organisations to reach our niche and target audience, which presents an appealing and potentially profitable opportunity for both the partner and the IPA Group.

Specific selection criteria assess our potential member service partners to ensure that our partnerships are mutually beneficial, providing value to our members while supporting the IPA Group's overall goals and sustainability.

Our selection process ensures alignment with IPA Group values and features reputable brands with robust due diligence procedures. Member insights play a crucial role in choosing business partners to cater to the needs of our members. Our partnerships encompass diverse offerings, such as accounting software and tax and compliance services.

Considering the post-COVID environment, we actively pursue health and lifestyle offerings, including those from Qantas and BUPA, to meet the changing needs of our members. Additionally, the significant presence of partners at events serves multiple purposes, including enhancing our corporate image through brand association, potentially garnering media coverage, connecting event attendees with valuable services/products, and facilitating networking opportunities for all involved.

People & Wellbeing

Staff Engagement Score

75%

2023: 74%

Top Areas we are doing well



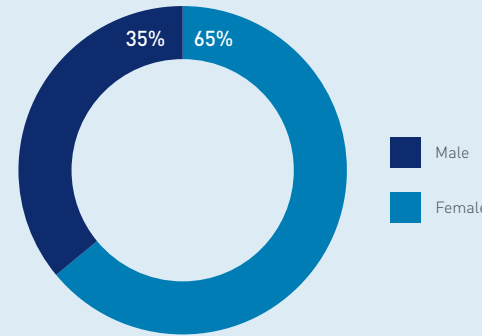
- I know how my work contributes to the goals of IPA.
- I know what I need to do to be successful in my role.
- We are genuinely supported if we choose to make use of flexible working arrangements.

Top Opportunities for Improvements

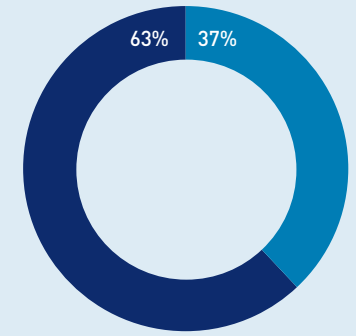


- I believe action will be taken as the result of this survey.
- Generally, the right people are rewarded and recognised at the IPA Group.
- The leaders at IPA Group demonstrate that people are important to the company's success.

2024 All Staff Gender



2024 Group Executive Gender



Australia	Male 18	Female 41
UK	Male 14	Female 12
China	Male 1	Female 8
Total	Male 33	Female 61



At the IPA Group, we understand that wellbeing extends beyond physical health and feeling good. We broadly define wellbeing as mental, physical, financial, and emotional factors. We are deeply committed to the health and wellbeing of our team members.

We aim to foster a workplace that supports every individual's physical, emotional, and psychological wellbeing. We acknowledge that promoting health and wellbeing in the workplace is a shared responsibility. As such, we will provide our team members with training and tools to empower them to take control of their wellbeing. Additionally, we will support our leaders in creating safe and supportive work environments.

People & Wellbeing Committee

The committee's key achievements include launching the IPA Group Wellbeing Channel on Microsoft Teams, which serves as a platform to facilitate the Wellbeing Calendar and other activities to promote wellbeing across the Group.

Achievements include:

- Providing education to build a healthy mind and body and encourage personal growth.
- Awareness on mental health.
- Education on what is available to our team through our Employee Value Proposition and internal policies, e.g., leave and training.
- Hybrid work model and flexibility.

Our hybrid model entails three days working from the office, and two days from home, with flexibility as needed. Additionally, we have designated an all-in day each week where we strive to have most of our team members present in the office. This day is designed to foster engagement and interaction among our staff.

Staff Turnover

Twelve employees initiated their resignations with the IPA during the financial year 2024. This represents an annualised turnover rate of 12.5%, lower than the previous 12-month period's 13%.

It is important to note that the turnover figures mentioned do not include employees who were employed on a casual basis. These figures specifically pertain to permanent or non-casual employees who left the organisation.

These turnover rates provide insight into the employee attrition experienced during the specified financial years and help to gauge retention efforts within the IPA Group.

Staff Turnover

12.5%

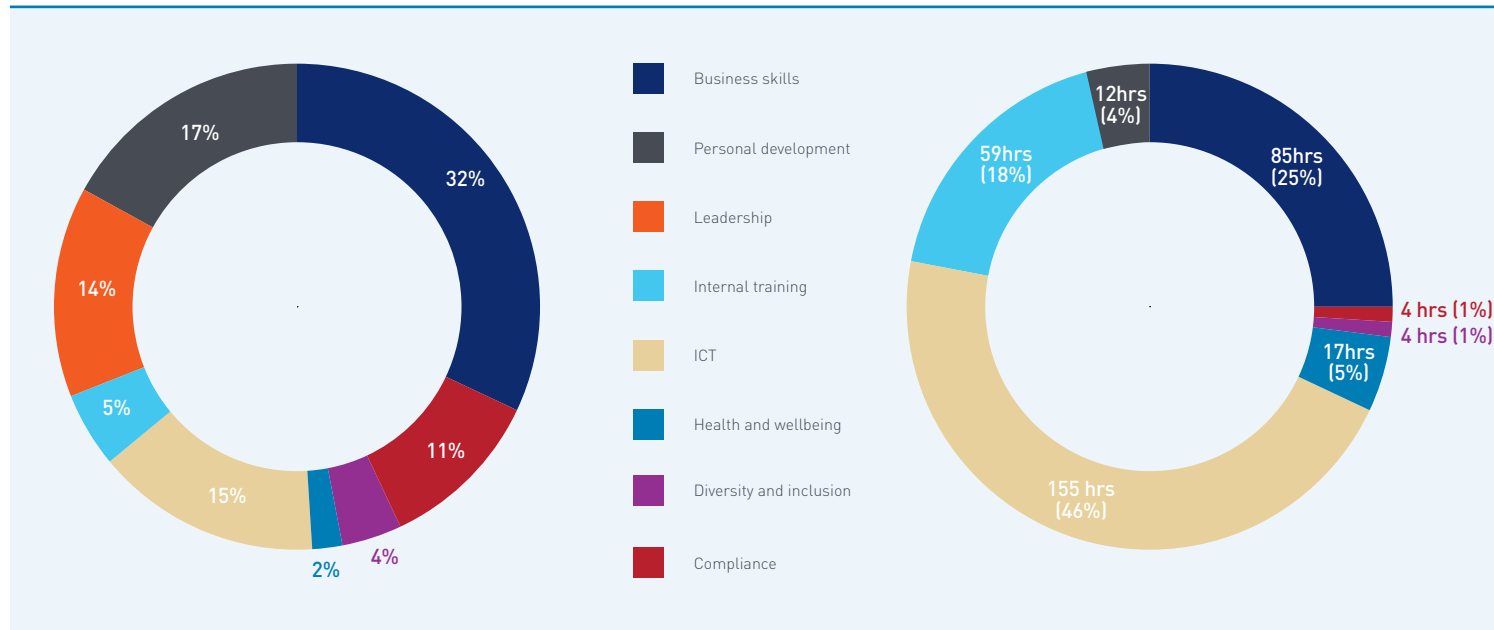
2023: 13.00%

Staff Training

We fully commit to supporting every team member’s ongoing training and development. We understand that continuous skill enhancement, both personally and professionally, is important to our team members. From 1 July 2023 to 30 June 2024, our team members across the group completed 335 hours of training using the Go1 platform.

2024 Staff Training Spend by Competency Area

2024 Go1 Training hours by Competency Area



This chart represents the top areas of training undertaken by our staff across the business. Our top core competency areas are ICT, Business skills & internal training (policies & processes).

UK Training

UK team members took full advantage of the learning opportunities available through Go1. In addition to G01, they attended two dedicated training days last year. The events focused on applying anti-money laundering legislation and reviewing the value proposition to members, including how to increase member engagement. Regular AML team training is essential to demonstrate our commitment to ongoing development to our regulators, OPBAS. Almost all team members could attend these training days (80% and 96% attendance, respectively).

One team member completed his ICA International Diploma in Anti-Money Laundering. Learning from that program has been cascaded down through his team, which has assisted in developing that team further.

Attending various conferences, including the Association of Regulatory and Disciplinary Lawyers and Digital Excellence conferences, provided further learning and networking opportunities for teams.

Arrilla Cultural Competency Training

As part of our IPA Group Reconciliation Action Plan (RAP) and our commitment to education and cultural competency, the RAP workgroup collaborated with Arrilla Consulting to provide online cultural competency training for our team. The purpose of this training is to enhance the confidence of IPA Group staff when engaging with and discussing topics related to Aboriginal and Torres Strait Islander peoples.

Gender Pay Gap

IPA Gender pay gap

15.7%

2023: 10.09%

National Average: 12.00%

How it was calculated in June 2024

We have conducted a comprehensive analysis of the gender pay gap for team members in both Australia and the UK.

Australia: We reviewed data for 55 employees, consisting of 39 females and 16 males (excluding the CEO). The gender pay gap was calculated to be 15.7%, favouring males.

In November 2023, Australia's total remuneration average gender pay gap was 21.7%. This gap includes base salary, overtime, bonuses and any additional payments. This data comes directly from the employers as part of the Workplace Gender Equality Agency's (WGEA) annual Employer Census. Under the Workplace Gender Equality Act 2012, all Australian employers with 100 or more employees must report their gender equality data to WGEA annually.

In January 2024, WGEA calculated the national gender pay gap, which is undertaken twice yearly (August & February) using the Australian Bureau of Statistics (ABS) survey of average weekly earnings. In January 2024, the data showed that the base salary gender pay gap is 12% [Source: Workplace Gender Equality Agency].

United Kingdom: We examined data for 24* employees, including 12 females and 12 males [*excluding the notional IFA CEO role] this data is for all UK employees with the exception of any casual employees. The gender pay gap in the UK is determined to be 5.91% in favour of males. For comparison, the gender pay gap in the UK is 7.7%, as reported in November 2023 by the UK government. It is important to note that the calculations include the annualised full-time equivalent salaries for part-time employees.

Across the IPA Group, we have seen an increase in the gender pay gap. In Australia, the gap increased to 15.7% from 10.09%; in the UK, it increased to 5.91% from 4.58%. The increase in the pay gap warranted further analysis of the underlying causes. The last 12 months have seen the IPA Group experience changes with our Group integration and alignment of functions, which has impacted roles in the UK and Australia, but in addition to that, the Group has seen a reduction in headcount in Australia. The reduction in headcount has significantly impacted the gender pay gap due to several interrelated factors, such as changes in the composition of our workforce and occupational segregation. The reduction in headcount has predominantly affected roles held by women, and as a result, the average earnings of our female employees is lower compared to our male employees.

Our key priority will be implementing strategies to address and close the pay gap across the IPA Group.

Our strategies will look at policy initiatives such as implementing and enforcing equal pay legislation and encouraging flexible working arrangements for all genders.

Other strategies will focus on our organisational practices, such as conducting regular pay audits and addressing disparities, implementing remuneration reviews, and communicating this process to our employees.

The gender pay gap is a complex issue influenced by multiple factors. We are committed to continuous effort and targeted strategies to understand the causes of our pay gap and implement solutions to help address and ultimately close the pay gap.

Future of Gender Pay Gap

In the next year, we undertake to:

- Demonstrate that we have awareness by continuing to monitor and report on the pay gap.
- Continue to discuss what we can do to address the gap internally and externally with some of the recruiters we have relationships with.
- Continue to review our internal processes to ensure the gap doesn't become greater than it is where possible, and continue to offer training and development opportunities to assist with closing the gap.
- Review our recruitment processes to ensure benchmarking and salary review are completed before recruitment.
- Enhance internal communications.

IFA Gender pay gap

5.91%

2023: 4.58%

National Average: 7.7%

Several factors will likely affect accountants and the accounting profession in the upcoming financial year

Building Trust and Responding to Regulatory Change

We have already seen legislative and regulatory changes being introduced which will start to restore trust in the profession. Over the next 12 months and in the medium term, more changes will be considered and we anticipate will be introduced. The oversight of the profession is likely to be restructured, penalties for breaching ethical standards are likely to increase and overall, measures to improve transparency and accountability will be implemented.

Focus on Driving Accounting Education Reform to Boost Pathways

The focus on driving accounting education reform is to address the sustainability of the value of accounting for the future. The accounting education systems, especially in the higher education sector, have not been able to produce accounting graduates who are work ready. There has been too much focus on the traditional technical aspects of accounting while a large part of these aspects may be impacted by the power and intelligence continuously developed by technology, such as artificial intelligence and machine learning. New roles performed by accountants such as in sustainability have not been developed in the traditional accounting curriculum. Furthermore, there is a converging of disciplines where for example, risks, analytics, social sciences and environmental sciences and accounting are entering into the practices. The traditional way of requiring only accounting degrees to be the base for eligibility for enrolling into professional accounting programs and training only in technical areas have become a limiting factor for the diverse role of accounting.

Hence IPA Group embarked on the education transformation – recreating what should be a broader foundation for the skill set for the future, and opening different pathways for individuals to earn an accounting certification by using a diverse set of professional technical skills, transdisciplinary skills and professional skills.

Emphasis on Sustainability Reporting

With the increasing focus on sustainability and environmental, social, and governance (ESG) factors, the IPA Group will prioritise sustainability reporting. As businesses face pressure from stakeholders to demonstrate their commitment to sustainable practices, accountants will need to develop skills in ESG reporting and related advisory services. The broader macro trend of sustainability and responsible business practices will continue to grow into the future and will convert from a competitive advantage to a necessity of doing business.

Adoption of Technology and Automation

The accounting profession is undergoing a digital transformation, driven by advancements in technology such as artificial intelligence (AI), machine learning, and blockchain. The IPA Group will focus on helping its members adapt to these changes by providing training and resources on the latest technologies. Automation of routine accounting tasks will allow accountants to focus on more strategic activities, reflecting the micro trend of increased efficiency and the macro trend of digital innovation.

Focus on Data Analytics

Data analytics is becoming increasingly important in the accounting profession. The IPA Group has emphasised the need for accountants to develop strong data analytics skills to interpret large volumes of financial and other data and provide actionable insights. This aligns with the macro trend of big data and the micro trend of data-driven decision-making within organisations.

Enhancing Cyber security Measures

With the rise of digitalisation comes the increased risk of cyber threats. The IPA Group will prioritise cyber security, providing guidance and best practices for protecting financial and other data. Accountants will need to be vigilant in implementing robust cyber security measures, reflecting the macro trend of heightened cyber security awareness and the micro trend of safeguarding sensitive information.

Increasing Focus on Advisory Services

The role of accountants is evolving from traditional accounting, bookkeeping and auditing to providing more strategic advisory services. The IPA Group will support its members in developing skills in areas such as business consulting, financial planning, and risk management. This shift aligns with the macro trend of value-added services and the micro trend of expanding the accountant's role beyond traditional boundaries.

Emphasis on Continuing Professional Development

As the accounting profession continues to evolve, the need for ongoing education and professional development becomes critical. The IPA Group will enhance its CPD programs to ensure members stay with the latest industry standards, regulations, and best practices. This focus on lifelong learning aligns with the macro trend of professional growth and the micro trend of maintaining competitive skills.

Navigating Regulatory Changes

The accounting profession is subject to constant legislative and regulatory changes. The IPA Group will provide its members with the resources and support needed to navigate these changes effectively. This includes updates on new accounting standards, tax laws, and compliance requirements, reflecting the macro trend of regulatory complexity and the micro trend of staying compliant.

Promoting Diversity and Inclusion

Diversity and inclusion are becoming increasingly important in the workplace. The IPA Group will promote diversity within the accounting profession, encouraging inclusive practices and providing support for underrepresented groups. This initiative aligns with the macro trend of social equality and the micro trend of fostering a diverse and inclusive work environment.

Supporting Small and Medium Enterprises

SMEs are a vital part of the economy, and the IPA Group will continue to support accountants working with and in these businesses. This includes providing tailored resources and guidance on financial management, growth strategies, and navigating economic challenges. This focus on SMEs aligns with the macro trend of supporting economic growth and the micro trend of strengthening local businesses.

Enhancing Global Collaboration

The accounting profession is increasingly global, with standards and practices that cross borders. The IPA Group will foster international collaboration by partnering with accounting bodies worldwide and participating in global forums. This initiative aligns with the macro trend of globalisation and the micro trend of sharing knowledge and best practices internationally. In conclusion, the IPA Group's outlook for the next 12 months involves a comprehensive approach to addressing both macro and micro trends in the accounting profession. By focusing on sustainability, technology, data analytics, cyber security, advisory services, CPD, regulatory changes, diversity, SME support, and global collaboration, the IPA Group aims to equip its members with the skills and knowledge needed to thrive in a rapidly evolving landscape.

Challenges

Despite extensive planning and preparation there are many challenges in our external environment that we cannot control or predict. Any one of these, or combination, may have a detrimental impact on the ability of the IPA Group to deliver its strategic objectives or to effectively undertake its day-to-day operations in supporting members.

Referring to our 2024 member survey (pages 7-9 inclusive) the major challenges identified by members were related to cyber threats, impact of technology (such as AI) and keeping up to date with changes to legislation and regulations. Other challenges that were identified related to mental health, other health issues, family crisis and natural disasters. In addition, the IPA Group faces headwinds in growing its international membership, including shifting global dynamics, worldwide staff shortages, ongoing economic uncertainty, war and conflict.

These various challenges and the increasing cost of living and cost of doing business may result in members needing to change business models, decrease investment in technology, reduce staff numbers or lose clients or employers to insolvency. It is also likely that to restore trust in the profession that legislative and regulatory changes will be introduced, resulting in increased compliance costs for the IPA and members. Other measures (eg anti-money laundering) will also increase compliance costs.

For the IPA Group this may result in members reducing their spending on education and training and resisting change to education pathways if it requires more training. Given IPA's reliance on small practitioners, there is added risk if these members resist diversification. Likewise, the IPA Group may need to diversify its membership base to remain relevant and grow. Set against an increasingly competitive market, where many of our competitors and collaborators are also transforming and investing in strategic initiatives to diversify and grow, there is heightened pressure on the IPA Group to continue evolving.



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INDEPENDENT LIMITED ASSURANCE REPORT

TO THE MEMBERS OF INSTITUTE OF PUBLIC ACCOUNTANTS LTD AND CONTROLLED ENTITIES

Conclusion

We have undertaken a limited assurance engagement on Institute of Public Accountants Limited and controlled entities' (the Group) Integrated Report (the "Report") period ended 1 July 2023 to 30 June 2024.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that, the Report is not prepared, in all material respects, in accordance with Integrated Reporting Framework (the "Framework") for the period ended 1 July 2023 to 30 June 2024.

Basis for Conclusion

We conducted our limited assurance engagement in accordance with Australian Standard on Assurance Engagements ASAE 3000 *Assurance Engagements Other than Audits or Reviews of Historical Financial Information* ("ASAE 3000"), issued by the Australian Auditing and Assurance Standards Board.

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

Responsibilities of the Directors

The Directors of the Group are responsible for:

- ensuring that the Report is prepared in accordance with the Framework;
- confirming the measurement or evaluation of the underlying subject matter against the applicable criteria, including that all relevant matters are reflected in the subject matter information;
- designing, establishing and maintaining an effective system of internal control over its operations and information gathering systems and its compliance with applicable laws and regulations; and
- conforming with the Framework and determining how they are going to demonstrate conformance with the criteria.

Our Independence and Quality Control

We have complied with the independence and other relevant ethical requirements relating to assurance engagements, and applied Auditing Standard ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements* in undertaking this assurance engagement.

Assurance Practitioner's Responsibilities

Our responsibility is to express a limited assurance conclusion on the Group's Report as evaluated against the Framework based on the procedures we have performed and the evidence we have obtained. ASAE 3000 requires that we plan and perform our procedures to obtain limited assurance about whether, anything has come to our attention that causes us to believe that the Report is not properly prepared, in all material respects, in accordance with the Framework.



A limited assurance engagement in accordance with ASAE 3000 involves identifying areas where a material misstatement of the Report is likely to arise, addressing the areas identified and considering the process used to prepare the Report. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion about whether the Report has been properly prepared, in all material respects, in accordance with the Standard.

Our procedures included:

- inquiries with management to obtain an understanding of IPA's processes and risk management protocols in place relevant to the Integrated Reporting;
- inquiries of key personnel responsible for the performance of the processes relating to conformance with the Framework and for preparation of the Report; and
- selection, on a sample basis items to test from the Report and agree to relevant supporting documentation.

Inherent Limitations

Because of the inherent limitations of an assurance engagement, together with the inherent limitations of any system of internal control there is an unavoidable risk that it is possible that fraud, error, or non-compliance with laws and regulations, where there has been concealment through collusion, forgery and other illegal acts may occur and not be detected, even though the engagement is properly planned and performed in accordance with Standards on Assurance Engagements.

Restricted Use

This report has been prepared for use by the Directors of IPA Group for the purpose of assisting IPA assist the Directors to fulfil their reporting obligations in accordance with the Framework. We disclaim any assumption of responsibility for any reliance on this report to any person other than the Directors or for any purpose other than that for which it was prepared.

Matters relating to electronic presentation of information

It is our understanding that IPA may publish a copy of the Integrated Report on their website. We do not accept responsibility for the electronic presentation of the report on their website. The security and controls over information on the website is not evaluated or addressed by the independent assurance practitioner. The examination of the controls over the electronic presentation of the Integrated Report on any website is beyond the scope of this engagement.

MOORE AUSTRALIA AUDIT (VIC)
ABN 16 847 721 257

George Dakis
Partner – Audit and Assurance
Moore Australia Audit (VIC)
Melbourne, Victoria

02 September 2024

Directors' Report

1. General information

The directors present their report, together with the financial statements of the Group, being the Company and its controlled entities, for the financial year ended 30 June 2024.

Information on directors

The names of each person who has been a director during the year and to the date of this report are:

- Alan Pecotic – **Appointed 28 November 2023**
- Annette Tasker
- Cheryl Mallett
- Jason Richard Parker
- Joel Schreiber – **Ceased 28 November 2023**
- Julie Williams
- Luckmika Perera – **Ceased 28 November 2023**
- Mark Pizzacalla – **Appointed 28 November 2023**
- Michael Colin
- Nordin Zain – **Ceased 28 November 2023**
- Richard Allen

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.



Cheryl Mallet

FIPA FFA CTA SSA GAICD

Deputy President

Division: Northern Territory

Cheryl has been an IPA member since 1996 and a Board member since November 2018. As a graduate of the Australian Institute of Company Directors, Cheryl has more than 30 years' experience as an income tax specialist/advisor. She is also an Accredited Specialist SMSF Advisor and SMSF Auditor. Winner of the 2016 IPA Northern Territory and National Practice of the Year and 2019 AMP Women in Finance - Regional Professional of the Year. Cheryl was appointed President and Board Chair in 2023, having previously held the positions of Deputy President of the IPA and Chair of the Board Audit and Risk Committee. She is Chair of the Board Executive and Nominations Committees. She has also been appointed as a Director of the Association of Accounting Technicians (AAT) which sits within the IPA.



Annette Tasker

FIPA FFA

Deputy President

Division: New South Wales

As a proud recipient of the NSW IPA Member of the Year award and a passionate FIPA, Annette has contributed in roles within the NSW Divisional Advisory Council and is a graduate of the Australian Institute of Company Directors. Her diverse career journey includes running a successful family manufacturing business, having a side hustle of a bookkeeping practice, and eventually transforming it into a thriving accounting and tax practice. Annette's experiences have come full circle, emphasizing the importance of sustainable business practices while managing work-life pressures. She serves on various community-based committees, including as a Patrol Captain at Cronulla Surf Club. Annette currently serves as a Deputy President, actively participates in the Board Executive Committee, and Chairs the Board Audit and Risk Committee. Additionally, she has lent her expertise to the ICT Steering Committee and previously served on the Board Membership Committee.



Julie Williams

FIPA FFA FCPA FARITA

Immediate Past President

Division: Queensland

Julie has been an IPA member since 2003 and a Board member since 2017. Julie has held various leadership roles in the IPA, including Board President and Group Chair for three years. She also held the positions of Deputy President, Chair of the Disciplinary Committee and the Nominations Committee. Julie is the current Chair of the Education Advisory Panel, President and Director of the IFA and serves on various committees. She has over 25 years of experience in Insolvency and was a partner in PPB before moving to public practice as a Registered Liquidator in 2006. Julie holds an MBA and an MPA, is a Fellow of the IPA, CPA and the Australian Restructuring Insolvency and Turnaround Association. She is a member of the Australian Institute of Company Directors, the Association of Independent Insolvency Practitioners and an affiliate of the Association of Certified Fraud Examiners.



Richard Allen

FIPA FFA

Deputy President

Division: South Australia

Richard has been a member of the IPA since 2005 and has been in public practice since 1986. He has served as the South Australian/Northern Territory Divisional President and as President of the Council of Divisional Presidents. Richard has degrees in Arts/Economics and Accounting and has been a Registered Tax Agent since 1995. He served on the Board of the Sturt Football Club for 11 years (including six as President) and continued serving football in SA as a Commissioner for the SANFL for a further 10 years. Richard started his own accounting firm 28 years ago. His firm had a joint venture with Johnston Grocke for three years where he was a Director of their Business Advisory & Accounting team. He is now practicing solely as Allen & Co Accountants. Richard is a Deputy President, sits on the Board Executive Committee, Chairs the Board Membership Committee and is a member of the Board Disciplinary Tribunal.



Jason Parker

FIPA FFA GAICD

Deputy President

Division: Tasmania

Jason served on the Tasmanian Division of the IPA as President for two years' prior to being elected to the IPA Board in 2008. Jason previously sat on the Board Executive Committee as President and Deputy President and currently Chairs the Board Disciplinary Tribunal. Jason is a graduate of the Australian Institute of Company Directors, a Registered Tax Agent, SMSF Auditor. He holds a Bachelor of Commerce degree, a Diploma in Financial Services, Graduate Certificate in Applied Finance, a Graduate Certificate in Australian Migration Law and Practice, a Bachelor of Laws, a Graduate Diploma of Legal Practice, and an MBA. He is an admitted legal practitioner in Tasmania, currently operating his own law firm Jason Parker Legal in Launceston.



Michael Colin

FCA FFA FIPA

Director

Division: United Kingdom

As a Chartered Accountant, Michael established a traditional UK regional accounting firm. His passion throughout his professional career has been the micro and small enterprise and not for profit sectors and in an academic career he taught in and researched aspects of the micro and small enterprise field. Whilst serving on the ICAEW Council, Michael was invited to join the pre-merger IFA Council and was subsequently co-opted and then elected to the IPA Board. Michael was Chief Executive of Make It Happen in Sierra Leone, an educationally focussed charity and now manages a Covid19, grant making fund in Manchester. Michael has previously Chaired the Board Audit and Risk Committee and currently sits on the Board Membership Committee.



Alan Pecotic

MIPA AFA

Director

Division: Western Australia

Alan is a Chartered Accountant and has over 25 years' experience in the accounting industry. He is a Director of Integrated Accounting Group, a Chartered Accounting and Business Advisory Firm that specialises in providing corporate advisory, taxation and wealth creation solutions to a wide range of small to medium sized enterprises, high net worth individuals and professional businesses. Alan is a non-executive director of many businesses and holds various roles within the WA Sporting Industry whilst also being a Board Member at Christ the King Primary School. Alan is a member of the Australian Institute of Company Directors, holds a Diploma in Financial Planning and was the IPA Member of the Year for Western Australia in 2021. Formerly the President of the WA Divisional Advisory Committee, Alan was appointed a Director of the IPA in 2023 and currently sits on the Board and Audit Risk Committee.



Dr Mark Pizzacalla

FIPA FFA

Director

Division: Victoria

Dr Mark Pizzacalla is a Senior Partner with BDO. Mark has over 30 years of business and tax experience, including being appointed by the Federal Government to Australia's Board of Taxation, providing 'real time' policy advice to the Federal Treasurer. Mark's business experience, including as Director for various corporates and for BDO's national practice, gives him strong insights into both the strategic and operational issues facing his clients, and provides relevance to the advice that he delivers. Mark is a regular expert commentator and presenter on business and tax issues, having contributed significant commentary through media and publications, including Lateline Business and The Australian Financial Review. Mark completed his PhD in relation to the taxation of SMEs in Australia and is one of the few tax practitioners whose work has been cited in Australia's Parliament. A number of Mark's recommendations have been adopted as law by the Federal Government. Mark was appointed a Director in November 2023 and currently sits on the Board Audit and Risk Committee.

Company Secretary

Andrew James Conway held the position of company secretary for the financial year.

Objectives

In the 2024 financial year, the IPA Group has set short term and long term objectives focused on restoring trust in the profession and enhancing its education portfolio to adapt to the changing landscape of accounting.

Looking ahead, the IPA Group aims to be part of the collective effort to restore trust in the profession by strengthening the ethical and professional standards of our members. This involves a genuine commitment at all levels of the organisation, including Board governance, advocacy, education and training, supervision and discipline of members, regulatory compliance, risk management, and always ensuring that the highest standards of ethics and professionalism are achieved and enforced. This effort and commitment will be necessary into next year and on an ongoing basis.

However, to achieve and maintain these levels of trust and professionalism will require a significant financial and capital investment by IPA Group into our infrastructure; from organisational processes and systems to education services, support for advocacy, to supervision of members and best practice disciplinary systems. No organisation, including IPA Group, is impervious to the constant need for investment, not just to stay ahead but to be an influential leader of the profession. This remains a key objective of the IPA Group.

Strategy for achieving the objectives

To achieve the short- and long- term objective of transforming the education portfolio, the IPA Group's strategy is to be recognised as the provider of the highest quality and most innovative professional accounting pathways. The Board of Directors of the IPA has set out a multi-year strategy based on significant but responsible investment to design and develop a world class innovative education pathway to meet the evolving needs of the accounting profession.

By promoting our new innovative and multi-disciplinary pathways, we aim to enhance our worldwide influence and reputation, and thereby grow membership and revenue. We are confident that this strategy will establish a solid foundation for the future growth of the IPA Group.

During the financial year, the primary focus and principal activity of the IPA Group were to operate as a professional association of accountants and accounting technicians.

Strategy for achieving the objectives

The IPA Group offered its members and students a wide range of services catering to their various professional needs in accounting.

These services aim to support and enhance our members' professional development, growth, and success, ensuring they stay updated with professional practices and standards.

Principal activities

The principal activity of IPA during the financial year was to operate as a professional association of accountants providing members and students with services to meet their professional needs. No significant change in the nature of these activities occurred during the year.

Performance measures

The IPA Group has set specific performance measures to assess its success and progress in various areas:

1. Successful introduction of micro-credential products
2. Delivery of relevant and valued CPD contributions
3. Advocating in the best interests of members and small business
4. Member satisfaction and enhanced support
5. Increase in global recognition for IPA members

By monitoring these performance measures, the IPA Group continuously improves its services, ensuring that it effectively meets its members' and stakeholders' needs and expectations while advancing the profession's standing in the global accounting community.

2. Operating results and review of operations for the year

Operating results

The consolidated loss (before other comprehensive income/loss) of the Group amounted to:

\$931,451

2024

\$56,066

2023

3. Other items

Significant changes in state of affairs

There have been no significant changes in the state of affairs of entities in the Group during the year.

Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations or the state of affairs of the Group in future financial years.

Post year end the organisation entered a joint venture called RiPLTEC. The joint venture was formed between IPA Technology Pty Ltd (wholly owned subsidiary of IPA) and Incept Education Systems Pty Ltd. The RiPLTEC concept arose as an outcome of the development of the IPA Group's new GCPA and Micro credential Framework and is seen as an opportunity to modernise and add scalability to traditional methods of Recognition of Prior Learning (RPL) which are often labour intensive.

Environmental Issues

The Group's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory of Australia.

Meetings of directors

The number of meetings of the company's Board of Directors ('the Board') during the year ended 30 June 2024, and the number of meetings attended by each director were:

Directors' Meetings

	NUMBER ELIGIBLE TO ATTEND	NUMBER ATTENDED
Alan Pecotic	2	2
Annette Tasker	5	5
Cheryl Mallett	5	5
Jason Parker	5	5
Joel Schreiber	3	3
Julie Williams	5	5
Luckmika Perera	3	3
Mark Pizzacalla	2	2
Michael Colin	5	5
Nordin Zain	3	3
Richard Allen	5	5

Eligible: represents the number of meetings held during the time the director held office or was a member of the relevant committee.

Indemnification and insurance of officers and auditors

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of Institute of Public Accountants Ltd and Controlled Entities.


Proceedings on Behalf of the Organisation

No person has applied for leave of Court to bring proceeding on behalf of IPA or intervene in any proceedings to which the organisation is a party for the purpose of taking responsibility on behalf of The Institute of Public Accounts limited and related entities for all or part of those proceedings. The Institute of Public Accounts limited and related entities were not a party to such proceedings during the year.

Auditor’s independence declaration

The lead auditor’s independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 30 June 2024 has been received and can be found on page 64 of the financial report.

Signed in accordance with a resolution of the Board of Directors:

President and Chair of the Board: 
Cheryl Mallett

Deputy President: 
Annette Tasker

Dated this 2nd day of September 2024



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**AUDITOR’S INDEPENDENCE DECLARATION
 UNDER S 307C OF THE CORPORATIONS ACT 2001
 TO THE DIRECTORS OF INSTITUTE OF PUBLIC ACCOUNTANTS LTD AND CONTROLLED
 ENTITIES**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024, there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.


 George Dakis
 Partner – Audit and Assurance
 Moore Australia Audit (VIC)
 Melbourne, Victoria
 02 September 2024


 Moore Australia Audit (VIC)
 ABN 16 847 721 257
 Chartered Accountants

Moore Australia Audit (VIC) ABN - 16 847 721 257. An independent member of Moore Global Network Limited - members in principal cities throughout the world. Liability limited by a scheme approved under Professional Standards Legislation.

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2024

	NOTE	CONSOLIDATED		PARENT	
		2024	2023	2024	2023
		\$	\$	\$	\$
Revenue					
Revenue	6	25,285,705	24,622,902	19,727,349	19,618,435
Expenses					
Marketing and publications expenses		(2,289,418)	(2,239,203)	(1,459,205)	(1,511,815)
Corporate services expenses		(5,260,970)	(4,807,686)	(4,120,658)	(3,735,086)
Corporate governance expenses		(3,318,868)	(3,662,742)	(2,958,606)	(3,306,297)
Members services and advocacy expenses		(14,641,328)	(13,363,740)	(11,453,199)	(10,558,733)
Interest expense		(266,330)	(233,764)	(239,162)	(223,174)
Other expenses		(440,242)	(371,833)	(439,273)	(371,833)
Total Expenses		(26,217,156)	(24,678,968)	(20,670,103)	(19,706,938)
Loss for the year		(931,451)	(56,066)	(942,754)	(88,503)
Other comprehensive income/(loss)					
Gains and losses on financial assets measured at fair value through other comprehensive income		56,940	4,031	53,790	4,031
Exchange differences on translating foreign owned subsidiaries		(6,822)	58,566	-	-
Total comprehensive income/(loss) for the year		(881,333)	6,531	(888,964)	(84,472)
Total comprehensive income/(loss) attributable to members		(881,333)	6,531	(888,964)	(84,472)

The accompanying notes form part of these financial statements

Consolidated Statement of Financial Position

As at 30 June 2024

	NOTE	CONSOLIDATED		PARENT	
		2024	2023	2024	2023
ASSETS		\$	\$	\$	\$
Current Assets					
Cash and cash equivalents	7	4,520,958	7,332,351	2,481,631	3,507,202
Trade and other receivables	8	472,080	401,003	262,134	242,813
Financial assets	9	13,389,021	11,776,980	11,626,226	11,776,980
Other assets	10	1,595,636	1,167,584	1,367,467	1,058,639
Total Current Assets		19,977,695	20,677,918	15,737,458	16,585,634
Non-Current Assets					
Financial assets	9	-	-	100	100
Other assets	10	33,511	-	-	-
Plant and equipment	11	1,114,407	1,754,470	1,067,557	1,688,586
Right-of-use assets	12	2,999,833	2,761,805	2,788,553	2,670,053
Intangible assets	13	638,781	715,274	339,218	398,595
Total Non-Current Assets		4,786,532	5,231,549	4,195,428	4,757,334
Total Assets		24,764,227	25,909,467	19,932,886	21,342,968

	NOTE	CONSOLIDATED		PARENT	
		2024	2023	2024	2023
LIABILITIES		\$	\$	\$	\$
Current Liabilities					
Trade and other payables	14	1,765,699	2,192,133	1,399,652	1,744,810
Subscriptions and other amounts received in advance	15	12,250,280	12,288,570	9,333,347	9,560,979
Deferred member application fees	16	91,585	81,767	32,073	34,760
Lease liabilities	12	1,173,087	990,635	956,119	885,472
Provisions	17	1,900,234	1,763,312	1,848,676	1,727,333
Total Current Liabilities		17,180,885	17,316,417	13,569,867	13,953,354
Non-Current Liabilities					
Lease liabilities	12	2,809,208	2,951,874	2,808,531	2,951,874
Deferred member application fees	16	201,833	215,978	138,148	160,873
Provisions	17	355,119	326,683	355,119	326,683
Total Non-Current Liabilities		3,366,160	3,494,535	3,301,798	3,439,430
Total Liabilities		20,547,045	20,810,952	16,871,665	17,392,784
Net Assets		4,217,182	5,098,515	3,061,221	3,950,184

Equity					
Retained earnings		4,243,064	5,174,515	3,003,400	3,946,153
Reserves	18	(25,882)	(76,000)	57,821	4,031
Total Equity		4,217,182	5,098,515	3,061,221	3,950,184

The accompanying notes form part of these financial statements

Consolidated Statement of Changes in Equity

For the Year Ended 30 June 2024

Consolidated	Retained Earnings	Reserves	Total
	\$	\$	\$
Balance at 1 July 2023	5,174,515	(76,000)	5,098,515
Loss for the year	(931,451)	-	(931,451)
Gains and losses on financial assets measured at fair value through other comprehensive income	-	56,940	56,940
Exchange differences on translating foreign owned subsidiary	-	(6,822)	(6,822)
Balance at 30 June 2024	4,243,064	(25,882)	4,217,182

Parent	Retained Earnings	Reserves	Total
	\$	\$	\$
Balance at 1 July 2023	3,946,154	4,031	3,950,185
Loss for the year	(942,754)	-	(942,754)
Gains and losses on financial assets measured at fair value through other comprehensive income	-	53,790	53,790
Balance at 30 June 2024	3,003,400	57,821	3,061,221

Consolidated	Retained Earnings	Reserves	Total
	\$	\$	\$
Balance at 1 July 2022	5,230,581	(138,597)	5,091,984
Loss for the year	(56,066)	-	(56,066)
Gains and losses on financial assets measured at fair value through other comprehensive income	-	4,031	4,031
Exchange differences on translating foreign owned subsidiary	-	58,566	58,566
Balance at 30 June 2023	5,174,515	(76,000)	5,098,515

Parent	Retained Earnings	Reserves	Total
	\$	\$	\$
Balance at 1 July 2022	4,034,656	-	4,034,656
Loss for the year	(88,503)	-	(88,503)
Gains and losses on financial assets measured at fair value through other comprehensive income	-	4,031	4,031
Balance at 30 June 2023	3,946,153	4,031	3,950,184

The accompanying notes form part of these financial statements

Consolidated Statement of Cash Flows

For the Year Ended 30 June 2024

	Note	CONSOLIDATED		PARENT	
		2024	2023	2024	2023
		\$	\$	\$	\$
Cash Flows From Operating Activities					
Receipts from members and customers		26,509,704	27,297,675	20,300,130	21,688,647
Payments to suppliers and employees		(26,313,460)	(24,807,749)	(20,403,413)	(19,823,811)
Interest received		406,289	280,085	388,197	277,923
Dividend received		-	47	-	47
Interest paid on lease liabilities		(266,330)	(233,764)	(239,162)	(223,174)
Net cash provided by/(used in) operating activities		336,203	2,536,294	45,752	1,919,632
Cash Flows From Investing Activities					
Proceeds from disposal of equipment		3,164	2,411	3,164	2,411
Purchase of plant and equipment		(74,532)	(458,702)	(50,446)	(429,894)
Payments for investments		2,550,471	(500,000)	(1,099,246)	(500,000)
Net transfers (to)/from bank term deposits		938,429	454,079	1,250,000	454,079
Net cash provided by/(used in) investing activities		(1,683,410)	(502,212)	103,472	(473,404)
Cash Flows From Financing Activities					
Payments of lease liabilities		(1,457,364)	(1,287,398)	(1,174,795)	(1,032,226)
Net cash used in financing activities		(1,457,364)	(1,287,398)	(1,174,795)	(1,032,226)
Effect of exchange rate changes on cash and cash equivalents		(6,822)	58,566	-	-
Net increase/(decrease) in cash and cash equivalents		(2,811,393)	805,250	(1,025,571)	414,002
Cash and cash equivalents at beginning of year		7,332,351	6,527,101	3,507,202	3,093,200
Cash and cash equivalents at end of financial year	7	4,520,958	7,332,351	2,481,631	3,507,202

The accompanying notes form part of these financial statements

The financial report includes the consolidated financial statements and notes of Institute of Public Accountants Ltd and Controlled Entities (the “consolidated group” or “group”), and the separate financial statements and notes of Institute of Public Accountants Ltd as an individual parent entity (“parent entity” or “parent”).

1. Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards. The company is incorporated and domiciled in Australia.

The financial statements were authorised for issue on 8th September 2024 by the directors of the company.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Material accounting policy information relating to the preparation of these financial statements are presented below, and are consistent with prior reporting periods unless otherwise stated.

Statement of Compliance

The organisation does not have ‘public accountability’ as defined in AASB 1053 Application of Tiers of Australian Accounting Standards and is therefore eligible to apply the ‘Tier 2’ reporting framework under Australian Accounting Standards.

The financial statements comply with the recognition and measurement requirements of Australian Accounting Standards, the presentation requirements in those Standards as modified by AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities (AASB 1060) and the disclosure requirements in AASB1060. Accordingly, the financial statements comply with Australian Accounting Standards – Simplified Disclosures.

2. Material Accounting Policy Information

Principles of consolidation

The consolidated financial statements incorporate the assets and liabilities of all subsidiaries of Institute of Public Accountants Ltd (‘company’ or ‘parent entity’) as at 30 June 2024 and the results of all subsidiaries for the year then ended. Institute of Public Accountants Ltd and its subsidiaries together are referred to in these financial statements as the ‘consolidated entity’.

Subsidiaries are all those entities over which the consolidated entity has control. The consolidated entity controls an entity when the consolidated entity is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity. Subsidiaries are fully consolidated from the date on which control is transferred to the consolidated entity. They are de-consolidated from the date that control ceases.

Intercompany transactions, balances and unrealised gains on transactions between entities in the consolidated entity are eliminated. Unrealised losses are also eliminated unless the transaction provides evidence of the impairment of the asset transferred. Accounting policies of subsidiaries have been changed where necessary to ensure consistency with the policies adopted by the consolidated entity.

The acquisition of subsidiaries is accounted for using the acquisition method of accounting. A change in ownership interest, without the loss of control, is accounted for as an equity transaction, where the difference between the consideration transferred and the book value of the share of the non-controlling interest acquired is recognised directly in equity attributable to the parent.

Non-controlling interest in the results and equity of subsidiaries are shown separately in the statement of profit or loss and other comprehensive income, statement of financial position and statement of changes in equity of the consolidated entity. Losses incurred by the consolidated entity are attributed to the non-controlling interest in full, even if that results in a deficit balance.

Where the consolidated entity loses control over a subsidiary, it derecognises the assets including goodwill, liabilities and non-controlling interest in the subsidiary together with any cumulative translation differences recognised in equity. The consolidated entity recognises the fair value of the consideration received and the fair value of any investment retained together with any gain or loss in profit or loss.

2. Material Accounting Policy Information

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows. Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

Foreign currency translation

The financial statements are presented in Australian dollars, which is Institute of Public Accountants Ltd's functional and presentation currency.

Foreign currency transactions

Foreign currency transactions are translated into Australian dollars using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at financial year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in profit or loss.

Foreign operations

The assets and liabilities of foreign operations are translated into Australian dollars using the exchange rates at the reporting date. The revenues and expenses of foreign operations are translated into Australian dollars using the average exchange rates, which approximate the rates at the dates of the transactions, for the period. All resulting foreign exchange differences are recognised in other comprehensive income through the foreign currency reserve in equity. This foreign currency translation reserve records exchange differences arising on translation of a foreign owned subsidiary.

Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

3. Critical Accounting Estimates and Judgments

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances. These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates. The significant estimates and judgements made have been described below.

Key estimates - impairment of intangible assets

Impairment testing is an area involving management judgement, requiring assessment as to whether the carrying value of assets can be supported by the net present value of future cash flows derived from such assets using cash flow projections which have been discounted at an appropriate rate and using a terminal value to incorporate expectations of growth thereafter. The Group tests annually, or more frequently, if events or changes in circumstances indicate impairment, whether goodwill and other indefinite life intangible assets have suffered any impairment, in accordance with the accounting policy stated in note 1. The recoverable amounts of cash-generating units have been determined based on value-in-use calculations. These calculations require the use of assumptions, including estimated discount rates based on the current cost of capital and growth rates of the estimated future cash flows.

Key estimates - revenue recognition

As described in the accounting policies, revenue is recognised having determined the nature, timing and amount of revenue across each individual revenue stream.

Key estimates - allowance for expected credit losses

The allowance for expected credit losses assessment requires a degree of estimation uncertainty and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience, historical collection rates and forward-looking information that is available. The allowance for expected credit losses, as disclosed in Note 8, is calculated based on the information available at the time of preparation. The actual credit losses in future years may be higher or lower.

Key estimates - employee benefits provision

The liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

4. Loss of the Year

The result for the year includes the following specific expenses:

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Employee benefits expense	12,406,704	11,292,270	9,390,611	8,489,558
Information and communication technology	1,441,957	1,261,969	1,282,656	1,088,894
Depreciation of right-of-use assets	1,258,020	1,079,161	826,449	842,212
Depreciation of plant and equipment	686,109	701,061	653,538	673,489
Interest expense on premise leases	266,330	233,764	239,162	223,174
Amortisation of intangible assets	76,493	75,710	59,377	59,791
Loss on disposal of plant and equipment	-	22,017	-	22,017
Professional Related Costs				
Australian Professional Ethical Standards Board contribution	540,000	520,000	540,000	520,000
International Federation of Accountants contribution	261,043	237,120	205,512	192,347
Confederation of Asian and Pacific Accountants (CAPA)	39,901	36,857	39,901	36,857

5. Income Tax Expense

IPA is a not-for-profit organisation to which the principle of mutuality applies. The principle of mutuality is a common law principle arising from the premise that a person cannot profit from himself. The effect of this is that IPA only pays income tax on net income, which is not derived from members. Income, which is derived from members, is exempt from income tax.

IPA is subject to income tax at 25% (2023: 25%).

The prima facie income tax expense/(benefit) attributable to the members of IPA of \$235,689 (2023: income tax/(benefit) of (\$22,126)) is offset by a permanent difference arising from mutual activities with members and unconfirmed tax losses.

At financial year end, unconfirmed accumulated tax losses of \$11,434,535 (2023: accumulated tax losses of \$9,863,483) existed, giving rise to a potential future tax benefit. The potential future tax benefit attributable to the tax losses is not recognised, as realisation is not probable.

6. Revenue

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Operating revenue				
Membership subscriptions	18,162,631	17,121,272	12,479,591	11,896,100
Professional development	3,248,045	2,893,520	2,987,246	2,693,213
Education	715,538	672,022	643,982	600,999
Interest income	486,399	291,997	468,307	289,835
Investment income	48,849	47	44,128	47
Profit on disposal of plant and equipment	3,164	-	3,164	-
Other revenue	2,621,079	3,644,044	3,100,931	4,138,241
	25,285,705	24,622,902	19,727,349	19,618,435

Revenue from contracts with members and non-members

Revenue is recognised at an amount that reflects the consideration to which the consolidated entity is expected to be entitled in exchange for transferring goods or services to a member and non member. For each contract with a member, the consolidated entity: identifies the contract with a member or non member; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the member or non member of the goods or services promised.

Membership fees and subscriptions

Revenue from member fees and subscriptions attributable to the current financial year are recognised as revenue over time. Fees receipts beyond the current financial year are shown in the statement of financial position as subscriptions in advance under the heading of current liabilities as subscriptions and other amounts received in advance.

Application fees

Application fees are deferred and recognised over the average duration of membership. Under AASB 15, the application fee, as currently defined, is not considered a distinct service but rather it is an advance payment for right to receive future services. The Group also recognises the residual deferred revenue relating to a member that exits during the period.

Application fees beyond the current financial year are shown in the statement of financial position, under the headings of current liabilities and non-current liabilities as deferred member application fees.

Other revenue generating activities

Revenue from the rendering of a service is recognised at a point in time upon the delivery of service and the associated performance obligations are satisfied.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Government grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met.

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

Disaggregation of operating revenue

Operating revenue has been disaggregated into geographical region and timing of revenue recognition, and the following table shows this breakdown:

	2024	2023
	\$	\$
Geographical Region		
Australia	18,713,064	18,723,902
United Kingdom	4,898,815	4,345,471
China	1,673,826	1,553,529
Total	25,285,705	24,622,902

	2024	2023
	\$	\$
Timing of Revenue Recognition		
Overtime	19,365,538	18,107,309
At a point in time	5,920,167	6,515,593
Total	25,285,705	24,622,902

7. Cash and Cash Equivalents

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Cash on at bank and on hand	4,020,958	5,832,161	1,981,631	2,007,202
Deposits at call	-	1,000,190	-	1,000,000
Short-term deposits	500,000	500,000	500,000	500,000
Total	4,520,958	7,332,351	2,481,631	3,507,202

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

8. Trade and Other Receivables

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Current				
Trade receivables	349,930	321,291	253,076	243,656
Provision for impairment of receivables	(43,665)	(47,670)	(7,000)	(13,000)
Trade receivables, net	306,265	273,621	246,076	230,656
Other receivables	165,815	127,382	16,058	12,157
Total	472,080	401,003	262,134	242,813

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days. An allowance for impairment is made when there is objective evidence that IPA will not be able to collect the debts

Provision for Impairment of Receivables

Movement in the provision for impairment of trade receivables between the beginning and the end of the current financial year is as follows:

	CONSOLIDATED	PARENT
	\$	\$
Balance at beginning of the year	47,670	13,000
Charge for the year	43,276	7,000
Written back	(2,353)	(13,000)
Written off	(44,928)	-
Balance at end of the year	43,665	7,000

9. Financial Assets

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Current				
Bank term deposits	10,334,520	11,272,949	10,022,949	11,272,949
Investments in managed funds	3,054,501	504,031	1,603,277	504,031
Total	13,389,021	11,776,980	11,626,226	11,776,980
Non-Current				
Investment in controlled entities	-	-	100	100

Information on Interests in Subsidiaries for year ended 30 June 2024 for the parent and the group is contained within Note 20.

10. Other Assets

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Current				
Deposits	178,359	97,378	142,127	97,378
Prepayments	1,272,588	1,041,624	1,064,804	873,019
Accrued income	144,689	28,582	160,536	88,242
Total	1,595,636	1,167,584	1,367,467	1,058,639
Non-Current				
Loan to other entities	33,511	-	-	-

11. Plant and Equipment

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Work in progress	-	79,926	-	70,403
Plan and equipment - at cost	2,915,605	2,867,018	2,674,681	2,630,527
Accumulated depreciation	(2,440,376)	(2,200,115)	(2,246,302)	(2,019,985)
Total plant and equipment	475,229	666,903	428,379	610,542
Leasehold improvements - at cost	2,479,196	2,471,958	2,466,887	2,459,649
Accumulated depreciation	(1,840,018)	(1,464,317)	(1,827,709)	(1,452,008)
Total leasehold improvements	639,178	1,007,641	639,178	1,007,641
Total plant and equipment	1,114,407	1,754,470	1,067,557	1,688,586

Plant and equipment stated as cost less accumulated depreciation and impairment. When impairment indicators are present, a formal assessment of recoverable amount is made. If the carrying values exceed the recoverable amount, the asset is written down immediately to the recoverable amount. Impairment losses are recognised either in profit or loss.

The estimated useful lives used for each class of depreciable asset are shown below:

Fixed asset class	Useful life
Leasehold improvements	2 - 10 years
Plant and Equipment	2.5 - 13 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are recognised in profit or loss in the period in which they arise. Depreciation is calculated on a straight-line basis over the asset's useful life from the time the asset is held ready for use. Leasehold improvements are depreciated over the remainder of the lease term or the estimated useful lives whichever is shorter.

Movements in carrying amounts

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year:

	Work in progress	Plant and Equipment	Leasehold improvements	Total
	\$	\$	\$	\$
Consolidated				
Year ended 30 June 2024				
Balance at the beginning of year	79,926	666,903	1,007,641	1,754,470
Additions	-	67,968	3,400	71,368
Disposals	-	(1,026)	-	(1,026)
Transfers	(79,926)	51,792	3,838	(24,296)
Depreciation expense	-	(310,408)	(375,701)	(686,109)
Balance at the end of the year	-	475,229	639,178	1,114,407
Parent				
Year ended 30 June 2024				
Balance at the beginning of year	70,403	610,542	1,007,641	1,688,586
Additions	-	43,882	3,400	47,282
Transfers	(70,403)	51,792	3,838	(14,773)
Depreciation expense	-	(277,837)	(375,701)	(653,538)
Balance at the end of the year	-	428,379	639,178	1,067,557

12. Leases

The Group as a lessee

The Group leases office premises in Melbourne, Sydney, Brisbane, Adelaide, Perth, Kuala Lumpur, London, and Beijing, as well as office equipment. At lease commencement, a right-of-use asset and a lease liability is recognised for all leases (except for low value assets and those with duration of 12 months or less).

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the consolidated entity expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The consolidated entity has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Right-of-use assets

	Buildings & Office Equipment
Parent	\$
Year ended 30 June 2024	
Balance at beginning of year	2,670,053
Depreciation charge	(826,449)
Additions to right-of-use assets	930,176
Transfers of right-of-use assets	14,773
Balance at end of year	2,788,553
	Buildings & Office Equipment
Consolidated	\$
Year ended 30 June 2024	
Balance at beginning of year	2,761,805
Depreciation charge	(1,258,020)
Additions to right-of-use assets	1,481,275
Transfers of right-of-use assets	14,773
Balance at end of year	2,999,833

Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	<1 year	1-5 years	> 5 years	Total undiscounted lease liabilities	Lease liabilities included in this Consolidated Statement Of Financial Position
	\$	\$	\$	\$	\$
Consolidated					
2024					
Lease liabilities	1,379,919	3,074,010	-	4,453,929	3,982,295
2023					
Lease liabilities	1,129,745	3,193,947	56,723	4,380,415	3,942,509
Parent					
2024					
Lease liabilities	1,158,755	3,073,329	-	4,232,084	3,764,650
2023					
Lease liabilities	1,070,653	3,193,947	56,723	4,321,323	3,837,347

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the consolidated entity's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

13. Intangible Assets

Intangible assets acquired as part of a business combination, other than goodwill, are initially measured at their fair value at the date of the acquisition. Intangible assets acquired separately are initially recognised at cost. Indefinite life intangible assets are not amortised and are subsequently measured at cost less any impairment. Finite life intangible assets are subsequently measured at cost less amortisation and any impairment. The gains or losses recognised in profit or loss arising from the derecognition of intangible assets are measured as the difference between net disposal proceeds and the carrying amount of the intangible asset. The method and useful lives of finite life intangible assets are reviewed annually.

Changes in the expected pattern of consumption or useful life are accounted for prospectively by changing the amortisation method or period.

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Patents - at cost	132,828	132,828	132,828	132,828
Accumulated amortisation	(132,078)	(129,113)	(132,078)	(129,113)
Net carrying value	750	3,715	750	3,715
Membership database - at cost	564,114	564,114	564,114	564,114
Accumulated amortisation	(225,646)	(169,234)	(225,646)	(169,234)
Net carrying value	338,468	394,880	338,468	394,880
Goodwill - at cost	197,274	197,274	-	-
Net carrying value	197,274	197,274	-	-
Brand name - at cost	184,449	184,449	-	-
Accumulated amortisation	(82,160)	(65,044)	-	-
Net carrying value	102,289	119,405	-	-
Development costs of training materials - at cost	-	91,475	-	-
Accumulated amortisation	-	(91,475)	-	-
Total Intangible assets	638,781	715,274	339,218	398,595

Movement in the carrying amounts for each class of intangibles between the beginning and the end of the current financial year are as follows:

Movement in Carrying Amount

	Patent	Membership database	Goodwill	FTA Brand	Total
Parent	\$	\$	\$	\$	\$
Year ended 30 June 2024					
Balance at the beginning of the year	3,715	394,880	-	-	398,595
Amortisation expense	(2,965)	(56,412)	-	-	(59,377)
Closing value at 30 June 2024	750	338,468	-	-	339,218

	Patent	Membership database	Goodwill	FTA Brand	Total
Consolidated	\$	\$	\$	\$	\$
Year ended 30 June 2024					
Balance at the beginning of the year	3,715	394,880	197,274	119,405	715,274
Amortisation expense	(2,965)	(56,412)	-	(17,116)	(76,493)
Closing value at 30 June 2024	750	338,468	197,274	102,289	638,781

13. Intangible Assets - continued

Goodwill

Goodwill on acquisition of subsidiaries is included in intangible assets.

Goodwill is carried at cost less any accumulated impairment losses.

Goodwill is calculated as the excess of the sum of:

- i. the consideration transferred;
- ii. any non-controlling interest (determined under either the full goodwill or proportionate interest method); and
- iii. the acquisition date fair value of any previously held equity interest; over the acquisition date fair value of net identifiable assets acquired.

Goodwill is tested for impairment annually and is allocated to the Group's cash-generating units or groups of cash-generating units, representing the lowest level at which goodwill is monitored being not larger than an operating segment. Gains and losses on the disposal of an entity include the carrying amount of goodwill related to the entity disposed of. The recoverable amount of each cash generating unit is determined based on value in use calculations. In assessing the value in use, the cash flow projections over a five year period is discounted to present value using:

Growth rate	2% to 5%
Discount rate	15%

Patents

The legal and patent costs incurred are capitalised and amortised over three years.

Development cost of training materials are capitalised and amortised over its useful life of three years.

Membership Database

Membership database acquired from AAT acquisition is capitalised and amortised over the average life of a member.

Impairment of non-financial assets

Goodwill and other intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other nonfinancial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

14. Trade and Other Payables

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Current				
Trade payables	364,493	700,233	229,789	539,658
Accrued expenses and other payables	817,046	939,338	607,665	668,987
GST/VAT payable	584,160	552,562	562,198	536,165
Total	1,765,699	2,192,133	1,399,652	1,744,810

Trade and other payables represent liabilities for goods and services provided to the consolidated entity prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

15. Subscriptions and other amounts received in advance

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Current				
Members subscriptions in advance	11,784,069	11,581,308	8,964,493	8,914,793
Other income in advance	466,211	707,262	368,854	646,186
Total	12,250,280	12,288,570	9,333,347	9,560,979

16. Deferred member application fees

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Current				
Deferred member application fees	91,585	81,767	32,073	34,760
Non-Current				
Deferred member application fees	201,833	215,978	138,148	160,873

Movement in deferred member application fees

	CONSOLIDATED	PARENT
	2024	2023
	\$	\$
Balance at the beginning of the year	297,746	195,633
- Revenue deferred during the year	112,374	34,872
- Revenue recognised during the year	(116,702)	(60,284)
Total	293,418	170,221

17. Provisions

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Current				
Employee entitlements	1,881,864	1,763,312	1,848,676	1,727,333
Lease restoration	18,370	-	-	-
Total	1,900,234	1,763,312	1,848,676	1,727,333
Current				
Employee entitlements	131,249	118,444	131,249	118,444
Lease restoration	223,870	208,239	223,870	208,239
Total	355,119	326,683	355,119	326,683

Consolidated

	Employee entitlements	Lease restoration	Total
	\$	\$	\$
Opening balance at 1 July 2023	1,881,756	208,239	2,089,995
Additional provisions	816,023	34,001	850,024
Provisions used	(684,666)	-	(684,666)
Balance at 30 June 2024	2,013,113	242,240	2,255,353

Parent

	Employee entitlements	Lease restoration	Total
	\$	\$	\$
Opening balance at 1 July 2023	1,845,777	208,239	2,054,016
Additional provisions	782,793	15,631	798,424
Provisions used	(648,645)	-	(648,645)
Balance at 30 June 2024	1,979,925	223,870	2,203,795

Provisions are recognised when the consolidated entity has a present (legal or constructive) obligation as a result of a past event, it is probable the consolidated entity will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting date, taking into account the risks and uncertainties surrounding the obligation. If the time value of money is material, provisions are discounted using a current pre-tax rate specific to the liability. The increase in the provision resulting from the passage of time is recognised as a finance cost.

Provision for Lease Restoration

Lease for Melbourne, Sydney, Perth, and Adelaide premises require restoration of the property to the condition to that when leases were commenced. This is recognised as a non-current provision discounted for the time value of money. The provision is reviewed annually and remeasured if required.

Employee benefit

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

18. Reserves

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Foreign currency translation reserve	(86,853)	(80,031)	-	-
Financial assets reserve	60,971	4,031	57,821	4,031
Total	(25,882)	(76,000)	57,821	4,031

Foreign currency translation reserve

This reserve records exchange differences arising on translation of a foreign owned subsidiary.

Financial assets reserve

The reserve is used to recognise increments and decrements in the fair value of financial assets at fair value through other comprehensive income.

19. Auditors' Remuneration

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Remuneration of Moore Australia for:				
- audit and other assurance services	62,000	-	62,000	-
Remuneration of other auditors of subsidiaries for:				
- audit and other assurance services	29,409	54,249	-	33,850
- taxation services	7,185	23,576	-	15,000
Total	98,594	77,825	62,000	48,850

20. Interests in Subsidiaries

The subsidiaries listed below are controlled by the parent entity. The assets, liabilities, income and expenses of the subsidiaries have been consolidated on a line-by-line basis in the consolidated financial statements of the Group.

	Country of Incorporation	Percentage Owned (%)*	Percentage Owned (%)*
		2024	2023
Subsidiaries:			
The Institute of Financial Accountants Ltd	United Kingdom	100	100
Institute of Public Accountants (Australia) China Pty Ltd	Australia	100	100
IPA Beijing Education Consultancy Co Ltd	China	100	100

Subsidiary financial statements used in the preparation of these consolidated financial statements have also been prepared as at the same reporting date as the Group's financial statements. The entities below are subsidiary undertakings of The Institute of Financial Accountants Limited, which have not been consolidated into the group financial statements:

	Status	Country of incorporation
Subsidiaries:		
The Institute of Financial Accountants in China Ltd	Dormant	Hong Kong
Federation of Tax Advisers Limited	Dormant	United Kingdom
IFA Institute of Public Accountants Limited	Dormant	United Kingdom
IFA (2014) Limited	Dormant	United Kingdom

The above dormant entities have no material assets or liabilities.

21. Key Management Personnel Compensation

Directors of the Institute (and its subsidiaries) do not receive a director fee, rather an amount is paid to the director's employer per annum per Note 22. These are GST exclusive (where applicable).

Director - \$15,000 per annum

Deputy President/Immediate Past President - \$22,500 per annum

President - \$45,000 per annum

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Key management personnel compensation	2,510,611	2,308,049	2,052,537	1,954,566

The total number of key management personnel for the year 30 June 2024 for the parent and group is 6 and 8 respectively (2023: 6 and 7)

Information related to the contract of the Group Chief Executive Officer

The fixed contract of the Group Chief Executive Officer for the year ended 30 June 2024 was \$645,000 with a capacity to earn a performance bonus of up to 5%.

22. Related Parties

Key management personnel

Disclosures relating to key management personnel are set out in Note 21.

Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

The following transactions occurred with related parties:

Director	Directors Employer	2024	2023
		\$	\$
Julie Williams	Insolvency & Turnaround Solutions	33,750	45,000
Cheryl Mallett	Vita Gustafson & Associates	33,750	22,500
Jason Parker	Parker Accounting & Financial Services	18,750	22,500
Richard Allen	Allen & Co Accountants	18,750	15,000
Annette Tasker	Alt Tax Accounting	18,750	15,000
Michael Colin	Michael Colin Associates	15,000	15,000
Nordin Zain	Prospect Alliance Consulting & Training	7,500	15,000
Luckmika Perera	Integrated Knowledge	7,500	15,000
Joel Schreiber	Joel Schreiber	7,500	15,000
Alan Pecotic	Integrated Accounting Group	7,500	-
Mark Pizzacalla	BDO Services	7,500	-
Damien Moore	-	-	11,250
Natasha Janssens	-	-	7,500

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

23. Contingencies

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Bank guarantee	772,949	772,949	772,949	772,949

Bank guarantee

Indemnities for bank guarantees to the lessors' of properties occupied under operating leases at 555 Lonsdale Street, Melbourne; 6 O'Connell Street, Sydney; 431 King William Street, Adelaide and 300 Queen Street, Brisbane.

24. Financial Risk Management

The group's financial instruments consist mainly of deposits with banks, short-term investments, managed funds, accounts receivable and payable and leases.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 9 as detailed in the accounting policies to these financial statements, are as follows:

	CONSOLIDATED		PARENT	
	2024	2023	2024	2023
	\$	\$	\$	\$
Financial assets				
Financial assets at amortised cost:				
Cash and cash equivalents	4,520,959	7,332,351	2,481,631	3,507,202
Loans and receivables	472,080	401,003	262,134	242,813
Financial assets and deposits	10,334,520	11,272,949	10,022,949	11,272,949
Fair value through Other Comprehensive Income (OCI)				
Managed funds	3,054,501	504,031	1,603,277	504,031
Total financial assets	18,382,060	19,510,334	14,369,991	15,526,995
Financial liabilities				
Financial liabilities at amortised cost:				
Trade and other payables	5,747,994	6,134,642	5,164,302	5,582,156
Total financial liabilities	5,747,994	6,134,642	5,164,302	5,582,156

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the entity commits itself to either the purchase or sale of the asset (ie trade date accounting is adopted).

Trade receivables are initially measured at the transaction price if the trade receivables do not contain significant financing component or if the practical expedient was applied as specified in AASB 15.63. Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs. Classification and subsequent measurement.

Financial liabilities

Financial liabilities are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

Financial assets

A financial asset is subsequently measured at amortised cost when it meets the following conditions:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

Equity instruments

At initial recognition, as long as the equity instrument is not held for trading or is not a contingent consideration recognised.

Indemnities for bank guarantees to the lessors' of properties occupied under operating leases at 555 Lonsdale Street, Melbourne; 6 O'Connell Street, Sydney; 431 King William Street, Adelaide and 300 Queen Street, Brisbane.

by an acquirer in a business combination to which AASB 3 applies, the Group made an irrevocable election to measure any subsequent changes in fair value of the equity instruments in other comprehensive income, while the dividend revenue received on underlying equity instruments investments will still be recognised in profit or loss.

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities

A liability is derecognised when it is extinguished (ie when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

Derecognition of financial assets

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All of the following criteria need to be satisfied for derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the entity no longer controls the asset (ie it has no practical ability to make unilateral decisions to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

Impairment

The entity recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- lease receivables;
- contract assets (eg amount due from members under contracts);
- loan commitments that are not measured at fair value through profit or loss; and financial guarantee contracts that are not measured at fair value through profit or loss.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

Indemnities for bank guarantees to the lessors' of properties occupied under operating leases at 555 Lonsdale Street, Melbourne; 6 O'Connell Street, Sydney; 431 King William Street, Adelaide and 300 Queen Street, Brisbane.

The entity used the simplified approaches to impairment, as applicable under AASB 9:

Simplified approach

The simplified approach does not require tracking of changes in credit risk in every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- trade receivables or contract assets that result from transactions that are within the scope of AASB 15, that contain a significant financing component; and
- lease receivables.

In measuring the expected credit loss, a provision matrix for trade receivables was used taking into consideration various data to get to an expected credit loss (ie diversity of its member base, appropriate groupings of its historical loss experience, etc).

Recognition of expected credit losses in financial statements

At each reporting date, the entity recognised the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income. The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

25. Events Occurring After the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years. Outside of the organisation entering into a joint venture whereby each party to the venture contributed \$350k.

The joint venture was formed between IPA Technology Pty Ltd (wholly owned subsidiary of IPA) and Incept Education Systems Pty Ltd. The RiPLTEC concept arose as an outcome of the development of the IPA Group's new GCPA and Micro credential Framework and is seen as an opportunity to modernise and add scalability to traditional methods of Recognition of Prior Learning (RPL) which are often labour intensive.

26. Limitation of Members Liability

IPA is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If IPA is wound up, in accordance with the constitution, each member is required to contribute a maximum of \$6.00 each towards meeting any outstanding obligations of IPA. At 30 June 2024, the total amount that members of the IPA are liable to contribute if IPA is wound up is \$151,068 (2023: \$151,032).

27. Statutory Information

The registered office and principal place of business of the company is:

Institute of Public Accountants Ltd
Level 6, 555 Lonsdale Street
Melbourne Vic 3001

Consolidated Entity Statement

For the Year Ended 30 June 2024

	2024 Country of Incorporation	Percentage owned %	Type of entity
Subsidiary			
Institute of Public Accountants (Australia) China Pty Ltd	Australia	100%	Body corporate
Institute of Financial Accountants	United Kingdom	100%	Body corporate
IPA Beijing Education Consultancy Co Ltd	China	100%	Body corporate
Institute of Financial Accountants in China Ltd	Hong Kong	100%	Body corporate
Federation of Tax Advisers Limited	United Kingdom	100%	Body corporate
IFA Institute of Public Accountants Limited	United Kingdom	100%	Body corporate
IFA (2014) Limited	United Kingdom	100%	Body corporate

	Trustee of a Trust or Partner in a Partnership or participant in a Joint Venture?	Australian or Foreign?	If foreign list each jurisdiction of tax residency
Subsidiary			
Institute of Public Accountants (Australia) China Pty Ltd	No	Australian	n/a
Institute of Financial Accountants	No	Foreign	United Kingdom
IPA Beijing Education Consultancy Co Ltd	No	Foreign	China
Institute of Financial Accountants in China Ltd	No	Foreign	Hong Kong
Federation of Tax Advisers Limited	No	Foreign	United Kingdom
IFA Institute of Public Accountants Limited	No	Foreign	United Kingdom
IFA (2014) Limited	No	Foreign	United Kingdom

Directors' Declaration

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 66 to 85, are in accordance with the Corporations Act 2001 and:

- a. comply with Australian Accounting Standards - Simplified Disclosure Standard;
- b. give a true and fair view of the financial position as at 30 June 2024 and of the performance for the year ended on that date of the Company and consolidated group; and
- c. the consolidated entity disclosure statement that is true and correct in accordance with the Corporations Act 2001

2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

President and Chair of the Board:



Cheryl Mallett

Deputy President:



Annette Tasker

Dated this 2nd day of September 2024



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INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF INSTITUTE OF PUBLIC ACCOUNTANTS LTD AND CONTROLLED ENTITIES

Opinion

We have audited the accompanying financial report of Institute of Public Accountants Limited (the Company) and its controlled entities (the Group), which comprises the consolidated statement of financial position as at 30 June 2024, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes comprising a summary of material accounting policy information, the consolidated entity disclosure statement and other explanatory notes and the directors' declaration.

In our opinion:

- a. the financial report of Group is in accordance with the *Corporations Act 2001*, including:
 - i. giving a true and fair view of the Company's financial position as at 30 June 2024 and of their performance for the year ended on that date; and
 - ii. complying with Australian Accounting Standards – Simplified Disclosure and the *Corporations Regulations 2001*;

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of *Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2024, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of:

- a. the financial report that gives a true and fair view in accordance with Australia Accounting Standards – Simplified Disclosure and the *Corporations Act 2001*; and
- b. the consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001*.

For such internal control as the directors determines is necessary to enable the preparation of:

- i. the financial report that is free from material misstatement, whether due to fraud or error.
- ii. the consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located on the Auditing and Assurance Standards Board website at: https://auasb.gov.au/auditors_responsibilities/ar3.pdf. This description forms part of our auditor's report.

George Dakis
Partner – Audit and Assurance
Moore Australia Audit (VIC)
Melbourne, Victoria

02 September 2024

Moore Australia Audit (VIC)
ABN 16 847 721 257
Chartered Accountants

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*Source : International Financial Reporting Standard (IFRS) Foundation's Integrated Reporting Framework