

VicHealth (Victorian Health Promotion Foundation)

# Annual Report

2022–2023



**VicHealth acknowledges the  
Traditional Custodians of the  
land. We pay our respects to all  
Elders past, present and future.**

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## Declaration by Chair of the Responsible

In accordance with the *Financial Management Act 1994*, I am pleased to present the Victorian Health Promotion Foundation's Annual Report for the year ending 30 June 2023.

**The Hon Nicola Roxon**  
Chair of the Board

25 August 2023



# ABOUT Us

## Who we are

Since 1987, VicHealth has been making a difference. For the communities we support, the organisations we partner with, and the people of Victoria.

We believe that everyone deserves the right to live a healthy life. Our mission is to improve the health and wellbeing of all Victorians.

We promote good health and help prevent chronic disease. We look towards the next big health challenges and work with others to overcome them. And we're incredibly proud of the work we do.

We're the people behind world-class health interventions, key health and wellbeing research, and behaviour change campaigns. As leaders in health promotion, we work closely with government and communities to share our expertise and insights, and bring global best practice approaches to Victoria.

Our partners include many different people and organisations across health, education, community, sport, arts, food sectors and the media. We work collaboratively with them as a trusted, independent source of evidence-informed practice and advice.

We're here to reshape the systems that affect our health, support our community, influence conversations about health and wellbeing in Victoria, and take action when it's needed most.

By working in this way, we can achieve our vision for a healthier, fairer Victoria.



Historical image – smoke-free advertisement

## Innovating for impact. It's in our DNA.

VicHealth was established by the Victorian Parliament as part of the *Tobacco Act 1987*.

This Act started a ripple of change across the country and set the standard for international best practice. It banned tobacco advertising and used cigarette taxes to fund anti-smoking campaigns and 'buy out' tobacco sponsorships. And it worked.

Tobacco companies no longer sponsor sports and arts events. They no longer advertise in media or at sporting fields. Ultimately, branding was removed from packaging. Today, most workplaces and public spaces in Victoria are smoke-free, the legal age to buy tobacco is 18 years, and the number of adult smokers has almost halved.

It's an amazing success story from the efforts of many, and was the start of health promotion foundations being set up across Australia and in countries such as Thailand, Switzerland, Austria, the Philippines, Tonga and Malaysia.

Today, we continue our focus on preventing tobacco use – as well as focusing on other important elements of health and wellbeing.

## What is health promotion?

What does it mean to promote good health? It's more than just telling people how to be healthy. It's about reshaping systems and encouraging the actions that people, communities, organisations and governments can take to improve health and wellbeing. It's about looking to the future and identifying emerging health challenges, and innovating and investing to find solutions. It's about:

- reshaping systems and encouraging the actions that people, communities, organisations and governments can take to improve health and wellbeing
- looking to the future and identifying emerging health challenges, and innovating and investing to find solutions
- creating the places, spaces, neighbourhoods and communities that lead to good health
- helping people discover ways to enjoy a happy, healthy life.

## Our Action Agenda 2013–2023

Under these strategic imperatives, we created and funded world-class interventions, conducted vital research to advance Victoria’s population health, produced and supported public campaigns to promote a healthier Victoria, and provided transformational expertise and insights to government. This work continues today.

These focus areas were consistent with our obligations under the *Tobacco Act*. They also aligned with Victorian Government policy and program directions, national and international health promotion priorities, policies and research, such as the World Health Organization (WHO) charters and declarations for health promotion.

The Action Agenda also outlined 3 themes – gender, youth and community – across our work and showed how we’re strengthening our work in health equity, research and the arts.



## The VicHealth Action Agenda for Health Promotion 2013–2023 focused on 5 strategic areas:



1 Encourage regular physical activity



2 Promote healthy eating



3 Improve mental wellbeing



4 Prevent tobacco use



5 Prevent harm from alcohol



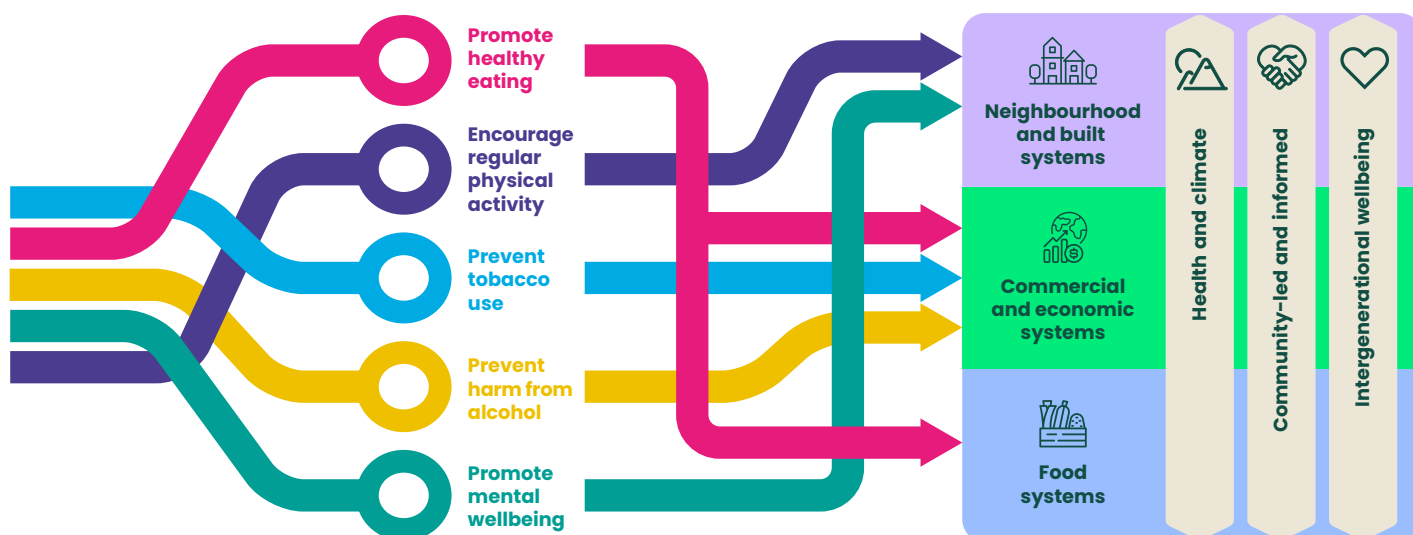
## FROM STRATEGIC IMPERATIVES TO A SYSTEMS APPROACH

We know that today’s health issues are becoming more complex and it’s going to take collaboration, partnerships, and new and innovative ways of working to tackle them.

The strategic imperatives helped to focus our work on areas of need and where we could achieve the greatest impact – targeted issues, behaviours, determinants and/or risk factors aligned to deliver better health outcomes – and acted as a valuable guide to shape the investment and actions of VicHealth.

In the context of increasing complexity, VicHealth recognises the need to evolve this approach, shifting from a focus on the individual risk factors to taking a systems approach, prioritising and targeting the systems that underpin the barriers to health equity.

In 2023, significant work began on our new 10-year strategy, which will take a systems approach. This recognises the many actors and factors shaping health, and seeks to better understand and respond to multiple points of influence and impact.



# CHAIR'S *Report*

Since its creation in 1987, VicHealth has been a pioneer in promoting good health, both locally and globally.

Over the last 12 months, VicHealth has proudly continued its mission to enhance the health and wellbeing of the people of Victoria.

## REFLECTING ON OUR ACTION AGENDA

This year, we reflect not only on the past year but also on the 2013–2023 VicHealth Action Agenda for Health Promotion.

The Action Agenda outlined 5 strategic imperatives and contributed to key Victorian Government health and wellbeing priorities. Our work over the past 10 years solidified VicHealth's reputation as a leading independent statutory authority and health promotion foundation. One that aligns with Victorian Government policy and program directions, as well as national and international health promotion priorities, policies and research.

VicHealth will build on this legacy in the coming decade as it strives to understand the lived experiences of diverse communities across Victoria.

## RESHAPING SYSTEMS FOR A HEALTHIER, FAIRER VICTORIA

We need new ways of thinking and working together to address the increasingly complex health challenges that we face.

Our new strategy acknowledges this changing landscape, evolving VicHealth to a systems approach for the next 10 years.



We will continue working on priority health areas, with renewed focus on reshaping societal systems that have the biggest influence on our health and wellbeing.

Engaging deeply with communities ensures we'll continue to provide support where we can have the greatest impact across Victoria.

## ORGANISATIONAL GOVERNANCE

I would like to welcome Kathleen Matthews-Ward MP and Dr Tim Read MP to the VicHealth Board and welcome back Bridget Vallence MP for a second term. All bring diverse experience and knowledge to position VicHealth to continue its vision for a healthier, fairer Victoria.

Finally, thank you to outgoing Board members Catherine Harding, Dr Sally Fawkes, Andy Meddick MP and Sarah Connolly MP for their dedication and commitment during their tenure.

I look forward to working with the Board, CEO Dr Sandro Demaio and VicHealth staff, along with our many community partners, as we continue to strive towards achieving better health and wellbeing for the people of Victoria.

A handwritten signature in black ink that reads "Nicola Roxon". The signature is fluid and cursive.

**The Honourable Nicola Roxon**  
Chair of the Board  
VicHealth

# CHIEF EXECUTIVE OFFICER'S *Report*

For over 35 years, VicHealth has worked hard to support and improve the health of all Victorians. This commitment was again reflected in our work with partners and local communities throughout the past year.

It was a year filled with collective achievements and important progress, all in service of our vision to create a healthier, fairer Victoria.

## LANDMARK VAPING REFORMS

The Australian Government's landmark vaping reforms announcement on 2 May 2023 is crucial to ensure we continue to make positive headway on this urgent health issue.

We partnered with Quit on Victoria's first and Australia's largest awareness campaign about the dangers of e-cigarettes. This coincided with a Scienceworks installation showcasing 10 toxic chemicals commonly found in e-cigarettes, which is expected to reach almost 100,000 young people as they visit this iconic museum.

We will continue to work with government, young people, clinicians, parents and teachers as we address the serious and growing health harms posed by vaping.

## COMMUNITY-LED PROGRAMS

Last year, our This Girl Can campaign inspired approximately 273,000 women to get active.

Our Future Healthy program continues to flourish, with thousands of young people participating in programs involving the arts, food, social connection and sport.



We also commenced our 'Kids Building Future Healthy' Minecraft partnership with Monash University, which enables kids aged 8 to 12 years to share their perspectives about how to make their neighbourhoods healthier by using the gaming platform to showcase their thinking. We look forward to seeing and sharing their incredible ideas in the coming months.

## EVOLVING OUR SYSTEMS APPROACH

As a convenor, investor and steward, VicHealth recognises the many actors and factors that shape health and wellbeing.

We work with our partners to learn from communities' lived experiences and we share decision-making to maximise health impacts.

The Victorian Health Promotion Hub continues to grow, with over 100 organisations now using this contemporary, free co-working space for Victorian health promotion organisations.

In the community, we invested in hundreds of local programs across Victoria. Our VicHealth Local Government Partnership supports 36 partner councils to deliver world-class health promotion work.

As a World Health Organization (WHO) Collaborating Centre for Leadership in Health Promotion, we continued to learn from and inform global ambitions in health.

Contributing to and building these networks creates new conversations and opportunities, which will see stronger and longer-lasting health outcomes for Victorians.

### ENHANCING CULTURAL SAFETY AND INCLUSIVE PRACTICES

We are working with a committee of young Aboriginal and Torres Strait Islander peoples to amplify the voices of young mob living in Victoria, so that they can self-determine their pathways towards better health and wellbeing.

The Strong Young Mob Plan is being developed and will outline priority actions VicHealth can implement. We acknowledge there is more work to be done to build meaningful, ongoing relationships with First Nations organisations and communities.

### REFLECTING ON OUR ACTION AGENDA

VicHealth has completed its Action Agenda for Health Promotion 2013–2023.

In that time, VicHealth transformed from a funding body to a strategic investor, partner and sector collaborator.

Over the last 10 years, VicHealth and its partners:

- created and invested in world-class interventions
- conducted vital research
- produced public campaigns
- provided transformational expertise and insights to governments.

We can all be proud of the work achieved by our partners and communities to improve the health and wellbeing of the people of Victoria.



The Hon. Mary-Anne Thomas, Minister of Health for Victoria, launching *This Girl Can - Victoria 2022*

### BUILDING TOWARDS OUR NEXT 10 YEARS ALONGSIDE OUR PARTNERS

Looking to the future, we recently unveiled a bold new strategy.

We're aiming to reduce chronic diseases affecting Victorians, further strengthen our commitment to address health inequities and generate economic benefits to the Victorian health system and economy.

This will only be possible through deep collaboration across sport, arts, culture, research, community and food sectors.

I'd like to thank our partners and the VicHealth team for continuing your tireless commitment to health promotion. Your work helps to support our vision of a healthier Victoria as we look towards 2024 with a huge sense of anticipation and optimism.

**Dr Sandro Demaio**  
CEO  
VicHealth



1.



2.



3.



4.



5.



6.

**1. Magda’s Big National Health Check**

ABC partnered with VicHealth and other organisations to discover what health looks like in Australia today.

1 million Australians watched Magda’s Big National Health Check on TV, with 3 million reached through media or ignited via conversation on social media, with over 78.8 million impressions.

**2. Well-Nourished Victoria**

Convening partners for new conversations about food systems, at the Festival for a Well-Nourished Victoria.

**3. Parliamentary MPs event**

Showcasing health and wellbeing policies and programs at Parliament.

**4. This Girl Can – Victoria**

273,000 women became more active – and stayed more active – as a result of our This Girl Can – Victoria campaign.

**5. Fed Square Wellbeing Village**

Connecting with people at the Federation Square Wellbeing Village.

**6. ABC Takeover Mildura**

Empowering young people to share their stories as part of ABC Takeover Mildura.



## Where we Invested

**649**

Number of organisations funded

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**\$29.439m**

Total funding amount

(excluding expenses and project support costs)

This is the highest health promotion spend in VicHealth's history, up \$1.0m from 2021-22.

**\$3.9m**

to organisations in outer regional Victoria

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**\$29.4m**

to organisations in Metro Melbourne

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**\$5.1m**

to organisations in inner regional Victoria

### Did you know?

For every \$1 invested, health protection and promotion interventions return an average of \$14.30 in benefits.

Source: Masters R, Anwar E, Collins B, Cookson R, Capewell S (2017) Return on investment of public health interventions: a systematic review. *Journal of Epidemiology and Community Health*, 71(8): 827-834.

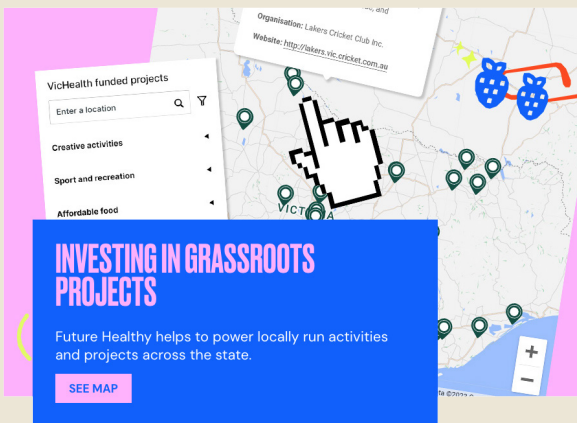


**Working with the**  
*Community*

## Future Healthy

We have a vision for a Victoria where no young person is denied a healthy future. We see a future with vibrant communities, where young people are connected, active, enjoy wholesome food and feel great. A future inspired by, shaped by and shared by the people of Victoria.

Future Healthy is working with hundreds of organisations right across Victoria to make a difference in local communities.



[futurehealthy.vichealth.vic.gov.au/projects](http://futurehealthy.vichealth.vic.gov.au/projects)





## The Big Connect

We've invested \$5m in 27 programs that will create more than 100,000 new social connection opportunities for Victoria's young people.

We're working with a range of organisations to deliver place-based and youth-led programs across Victoria's sports, active recreation, arts, cultural, youth, health promotion and community food sectors.

The Big Connect is an integrated health promotion package, including funded partnerships, sector capability building, educational support for families and a public-facing health promotion campaign.

Young people have told us that they want more opportunities to connect with their peers and their community and that opportunities for social connection have been interrupted in a big way.

These programs, delivered as part of The Big Connect investment, will provide this to our young communities who need it most.



**Surfing Victoria** is delivering Community Connects, a program aimed at supporting the mental wellbeing of young people.

To achieve this, it's connecting and amplifying the voices of regional multicultural youth through stand up paddleboarding (SUP).

This program will provide unreached youth with a chance to connect with each other and nature, and enjoy physical activity in a safe and fun environment.



## Future Reset: anchoring wellbeing through creativity and connection

We are using creative expression to drive social connection by harnessing the power of creativity and collaborating with 9 arts organisations and 9 young creative leaders. Future Reset gives young people a voice to create their own artistic vision for their communities and with their communities – supporting mental wellbeing in the process.

Participants are supported by a dedicated Future Reset digital platform, which documents the process, relationships and artistic outputs created by the 9

arts organisations. The digital platform has updates on all the art projects in development, upcoming events and resources devoted to the relationship between the arts and mental wellbeing.

The Future Reset program is part of a growing body of public health initiatives around the world that seek to increase social connectedness and wellbeing more generally through community-based art projects. From now and into 2024, across 26 locations in Victoria, we're so excited to see the amazing work that's to come from these incredible organisations, created through Future Reset. The digital platform will act as a virtual gallery and a space for online engagement.

“Future Reset has made me realise what a thriving and healthy arts sector could be – reciprocal, gentle, deep, slow and emergent, slowly evolving and responding to the nuances of communities, young people and arts audiences. It's a game changer. Period.”

**Penny Harpham, CEO Western Edge**



Celebrating the Future Reset launch in Mildura

## Future Active: activating underutilised spaces

VicHealth, together with Reclink Australia, continued its Future Active program to empower young people (aged 16 to 25) to get more physically active in their community.

We're transforming spaces in communities that are not currently being used to their full potential by removing the barriers to physical activity, providing access to new spaces and offering more no cost and low-cost activities.

This supports more young people to do the activities they enjoy, in spaces they feel comfortable in.

Future Active is also providing local training and employment opportunities for young people.



# FUTURE ACTIVE IS HERE!

GET ACTIVE  
CONNECT WITH YOUR MATES

TRY SOMETHING DIFFERENT!  
ALL PROGRAMS BY YOUNG PEOPLE, FOR YOUNG PEOPLE.

CHECK OUT WHAT SPORT AND RECREATION PROGRAMS ARE ON NEAR YOU!

ARE YOU 16-25 YEARS OLD?

Get in touch with your local Reclink Sports Coordinator for more information:  
[www.reclink.org/programs/vichealth-future-active](http://www.reclink.org/programs/vichealth-future-active)  
 f ReclinkAustralia @reclinkau @futurehealthyvic

# INTRODUCING FUTURE ACTIVE

Reclink Australia is partnering with VicHealth on a multi-year project called Future Active, to empower young people aged 16-25 to get physically active in their community.

Future Active enables young people to engage in sport and recreation activities in their local community by:

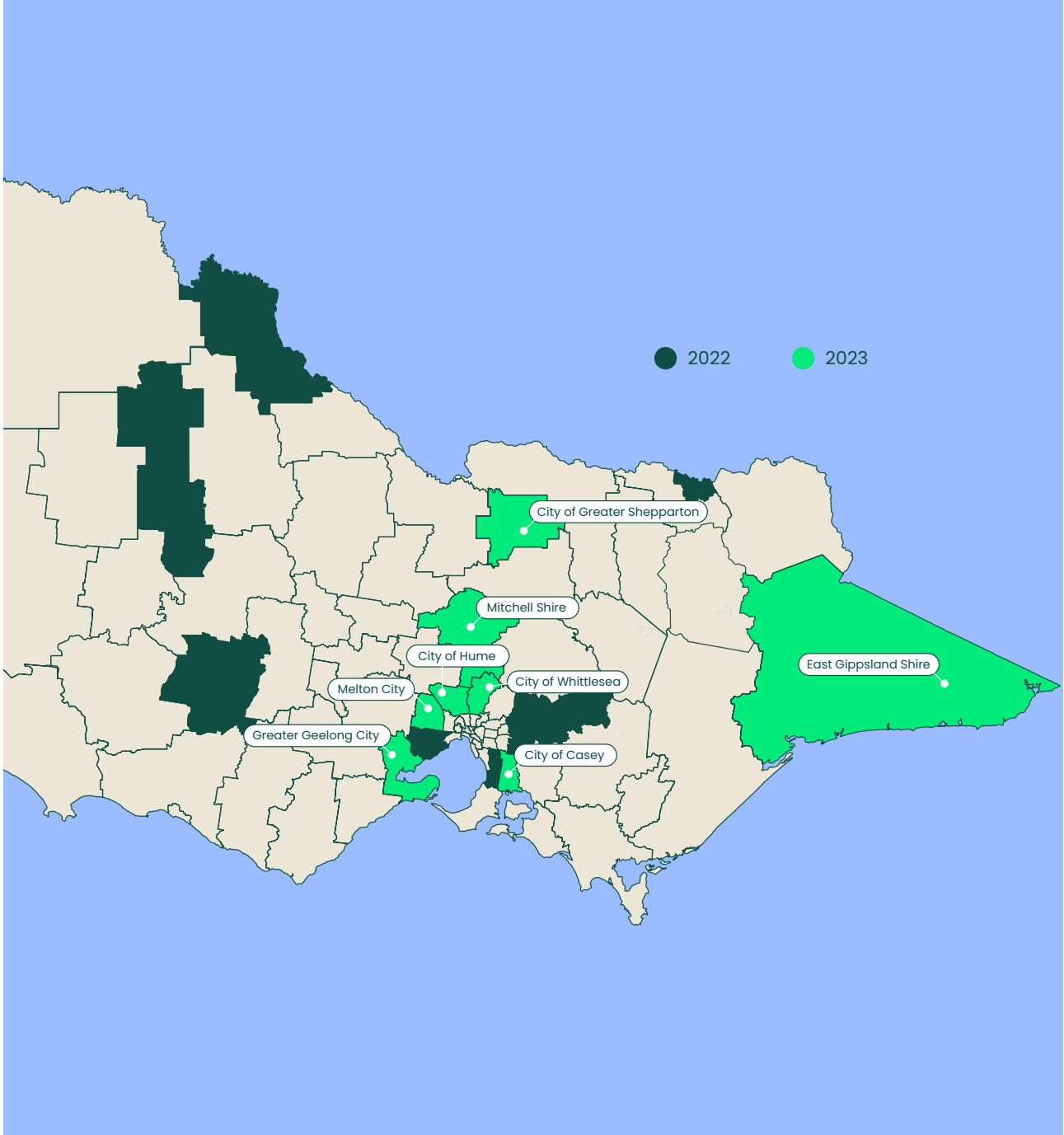
- increasing access to new and underutilised spaces
- creating free and low-cost activity opportunities for young people
- offering activities young people will enjoy, in spaces where they feel comfortable
- providing programs co-designed with young people, for young people

Future Active also offers volunteering, training and employment opportunities to local young people. Contact your local Reclink Sports Coordinator to discuss collaboration opportunities in your region.

**WHERE TO FIND FUTURE ACTIVE PROGRAMS**

- Ararat Rural City
- City of Wodonga
- City of Wyndham
- City of Frankston
- Swan Hill Rural City
- Yarra Ranges Shire
- Yarramback Shire
- City of Casey
- City of Melton
- City of Whittlesea
- City of Greater Geelong
- City of Greater Dandenong
- City of Greater Shepparton
- City of Hume
- East Gippsland Shire
- Mitchell Shire

**MORE INFORMATION:**  
[www.reclink.org/programs/vichealth-future-active](http://www.reclink.org/programs/vichealth-future-active)  
 f ReclinkAustralia @reclinkau @futurehealthyvic



## Future Active is working with the following local government areas:

- Ararat Rural City Council
- City of Wodonga
- City of Wyndham
- City of Frankston
- City of Greater Dandenong
- Swan Hill Rural City Council
- Yarra Ranges Shire
- Yarriambiack Shire
- City of Casey
- Greater Geelong City
- City of Greater Shepparton
- City of Hume
- Melton City
- City of Whittlesea
- East Gippsland Shire
- Mitchell Shire.

## Future Healthy Food Hubs

We're working with 7 new and existing Future Healthy Food Hub Partners to revolutionise the way we buy, grow and share food.

We've invested in the following Food Hubs:

- Nourish Sunraysia, Mildura
- Grow Cook Share Food Hub, Greater Bendigo
- Whittlesea Food Collective, Whittlesea
- Acres and Acres Food Hub, Towong
- Common Ground Project Food Hub, Surf Coast
- Ubuntu Food Hub, Cardinia Shire
- Wimmera Food Collective, Horsham

This investment totals over \$4m and helps communities enjoy locally produced, healthy foods, together.



### UNITED AFRICAN FARM

We welcomed United African Farm's Ubuntu Food Hub as a partner, a community-based initiative founded and run by members of African descent.

The UAF aims to bridge intergenerational and intercultural gaps through adopting a farming model, cultural exchange and access to culturally appropriate fresh food.

This partnership will build over the next year as we look to expand, increase food production and offer youth traineeships and capacity building on the farm.

Engaging with more youth and transferring intergenerational knowledge will ensure a long-lasting legacy and cultural heritage for the United African Farm.

## These food hubs will:



Connect up to 50,000 shoppers

per hub to locally grown food – that's over 400,000 people per year!



Provide meaningful employment

for 125 people across Victoria



Support 150

local growers and producers



Deliver 20

unique paid traineeship opportunities over 2 years for young people.

## Future Healthy Community Champions

Our Future Healthy Community Champions continued to share their stories and ideas to help shape solutions for the future.

Our 12 ambassadors represent Victoria's young people as part of the Future Healthy initiative. They host events, speak to media, and connect with communities to share their lived experiences and encourage conversations about the importance of including young people in decision-making.



Manahil and Zahra at Lyndhurst Secondary College as part of the Safer Cities Symposium



Felicia, Jet, Manahil, Danica and James visiting the VicHealth office



James, Danica, Jessi, Felicia and Mitch at Future Healthy Wellbeing Village, Federation Square



Danica, James and Manahil at the Minus 18 Queer Formal



Victorian Health Promotion Awards 2022



### Community visits

Throughout the year, we had the privilege of visiting communities and partner organisations across Victoria to see amazing health promotion work in action.



## This Girl Can – Victoria

The This Girl Can – Victoria campaign inspired over 273,000 women across Victoria to get active and stay active.

### CAMPAIGN FINDINGS

Research by La Trobe University\* into our 2022 This Girl Can – Victoria campaign showed:

**1 in 7**

women aged 18 to 65

in Victoria got active after seeing the This Girl Can – Victoria campaign

**62.5**

minutes

is the average additional time women who did something active spent each week doing sport or exercise

**1 in 2 (47%)**

of the women

who were inspired to get active and were committed to continuing this change throughout the rest of the year.

\* La Trobe University 2022, This Girl Can Campaign Tracker, VicHealth, Melbourne



## About This Girl Can – Victoria

The This Girl Can – Victoria campaign is about celebrating everyday women getting active however, wherever and whenever they choose. The campaign is designed to encourage, motivate and inspire women to become more active, as well as challenging traditional stereotypes.

We know moving more and sitting less benefits our overall health and wellbeing. Alarmingly, one in 5 Victorian women don't do any physical activity at all in a typical week. A common barrier is fear of judgement. The campaign is just one element of VicHealth's broader work to support gender equality and to both empower and enable Victorian women and girls to be more physically active.

### ANGELA'S STORY

Burnside Heights cricketer Angela Dalla Rosa knows all about the power of the This Girl Can – Victoria campaign.

Angela was never interested in sport, thinking she was too uncoordinated to play. That all changed after watching her sister run a marathon and her son play football.

A switch flicked and Angela began trying her hand at everything. She took up running, completed a marathon, played football and has now settled on cricket as her sport of choice.

Achieving this goal made her realise she could do anything if she set her mind to it. 'I realised it wasn't like I was bad at sport, it's just that I never gave myself the chance to be any good.'

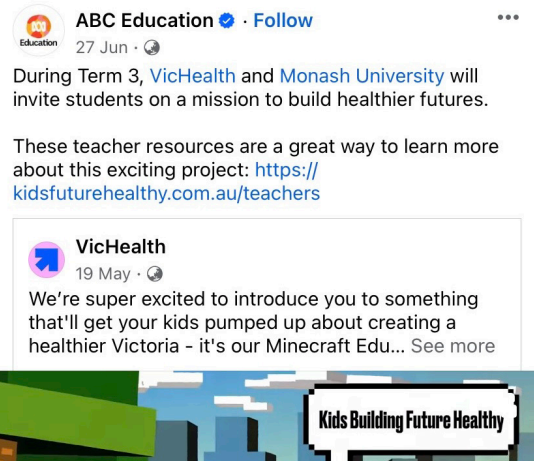
As she's playing, she alternates between, 'absolute exhilaration and fear of making a fool of myself.'

But she's determined to continue pushing herself and getting out of her comfort zone, inspiring others around her to take the plunge and be active.



THIS  
GIRL  
CAN

#ThisGirlCanVIC



# Partnering for Greater Impact

We partner with a wide range of organisations to achieve our mission of improving health and wellbeing for all Victorians.

These include local community groups, peak bodies, other government departments and agencies, universities and research institutes,

and even international organisations, such as UNICEF and the World Health Organization.

These partnerships implement impactful programs, create opportunities for knowledge exchange and capability building, and enable us to deliver better health outcomes for all.

## VicHealth Local Government Partnership

VicHealth is partnering with 36 Victorian councils to set our kids up for their best possible futures by creating communities where children and young people grow up active, socially connected and healthy.

The VicHealth Local Government Partnership (VLGP) brings together resources and consolidates the practice knowledge, experiences and research developed over VicHealth's many years working in close collaboration with local governments and other expert partners.

Through the VLGP, councils amplify the voices, ideas and experiences of children and young people in their community, embedding this work in council strategies to create a healthier future.

The VLGP provides councils with tailored knowledge, tools and support to be able to deliver on health promotion work in their local communities.

These partnerships build on existing relationships and the influential work that VicHealth has delivered with local councils since it was established.

Our evidence-based health promotion modules support councils to embed the needs of young people into their Municipal Public Health and Wellbeing Plans. Each module includes detailed information to help councils implement health promotion programs in their communities.

All Victorian councils have access to the modules, providing the foundations for effective health promotion work in their communities. This comprehensive suite of resources enables councils to tailor their work to suit evolving community needs.

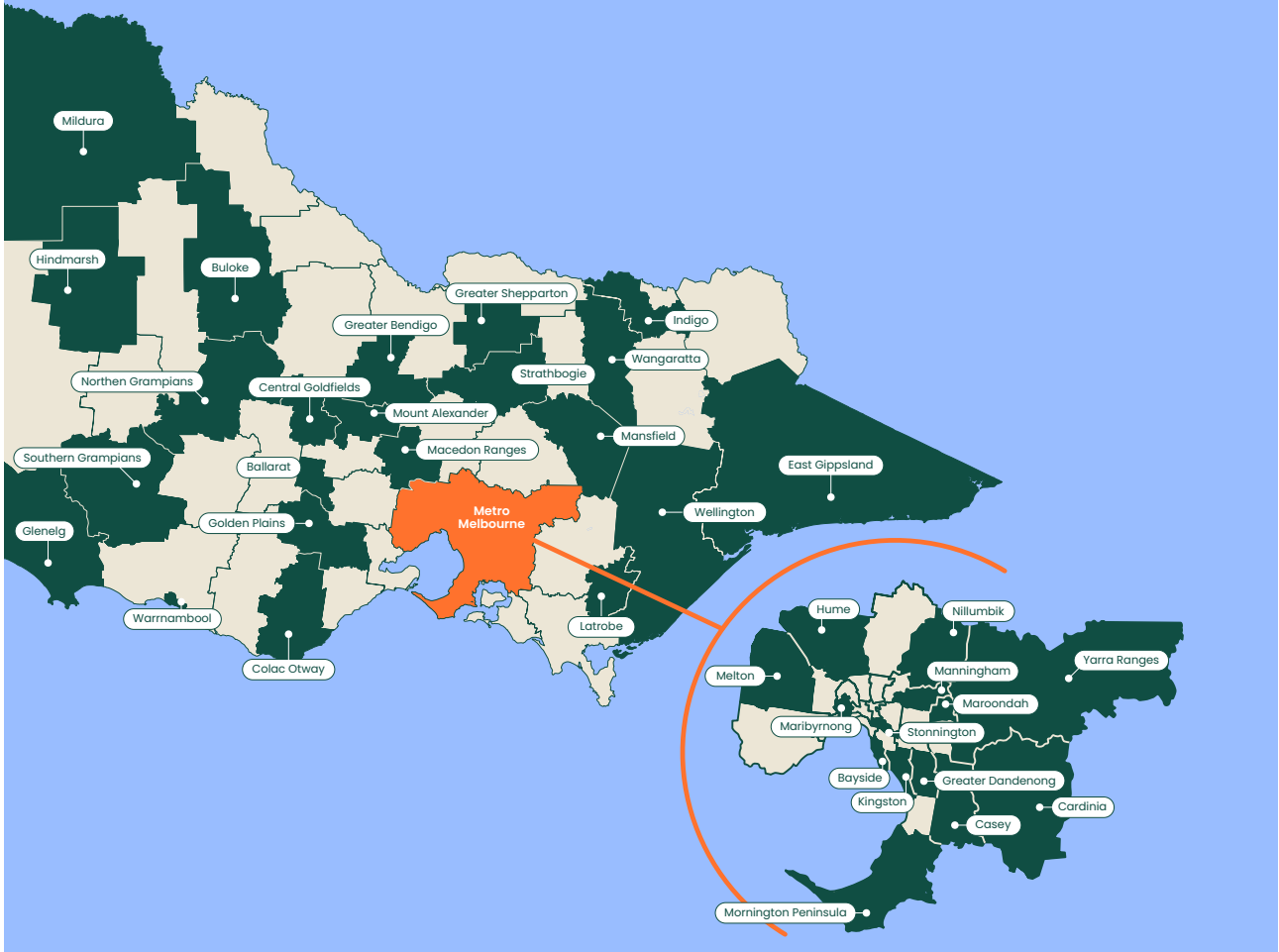


The **Glenelg Shire Council** partnered with Heywood and District Basketball Association to showcase the importance of how reducing barriers can allow a community to thrive.

Budding basketball players in the community basketball group got a significant boost thanks to a series of new initiatives aimed at introducing young people to the sport.

Heywood has revitalised its volunteer-run basketball association, introducing a successful 10-week Junior Hoops Program, launching a junior basketball competition, training young referees, improving the basketball stadium and providing new equipment and jerseys.

The Glenelg Shire Council is one of 5 councils in Barwon South West participating in the VicHealth Local Government Partnership (VLGP).



## Our partner councils

- Ballarat City Council
- Bayside City Council
- Buloke Shire Council
- Cardinia Shire Council
- Casey City Council
- Central Goldfields Shire Council
- City of Greater Bendigo
- City of Kingston
- City of Stonnington
- Colac Otway Shire Council
- East Gippsland Shire Council
- Glenelg Shire Council
- Golden Plains Shire
- Greater Dandenong Council
- Greater Shepparton City Council
- Hindmarsh Shire Council
- Hume City Council
- Indigo Shire Council
- Latrobe City Council
- Macedon Ranges Shire Council
- Manningham City Council
- Mansfield Shire Council
- Maribyrnong City Council
- Maroondah City Council
- Melton City Council
- Mildura Rural City Council
- Mornington Peninsula Shire Council
- Mount Alexander Shire Council
- Nillumbik Shire Council
- Northern Grampians Shire Council
- Rural City of Wangaratta
- Southern Grampians Shire Council
- Strathbogie Shire Council
- Warrnambool City Council
- Wellington Shire Council
- Yarra Ranges Council

## Funding world-class research

Research is at the heart of what we do, and VicHealth will continue investing in leading scientists, experts and thinkers to help shape a healthier future.

Our research investments are critical in boosting knowledge about what drives preventable disease, and the interventions needed to make change happen.

Through our Impact Research Grants we are investing almost \$1.5m over the next 2 years in groundbreaking research initiatives.

We will also invest \$1m over the next 2 years in our research fellowship program. This program enables early-career researchers to be part of our work, networks and communities while contributing world-class research in line with our strategic priorities.

The VicHealth team also made valuable contributions to the research base, regularly writing and publishing research papers, and commissioning reports from academic institutions. We also shared our research and our findings widely – so that others can also use evidence to support health and wellbeing right across Victoria.

We're proud to be investing in and undertaking research projects that are designed to create a healthier future for Victorians.

# Youth Engagement Evaluation Framework

Centre for Program Evaluation  
Melbourne Graduate School of Education

Prepared for The Victorian Health Promotion Foundation  
10 June 2022



[vichealth.vic.gov.au](http://vichealth.vic.gov.au)



## Gender Equality Through the Arts Program Evaluation

Dr Kim Shearson  
Professor Christopher Sonn  
Associate Professor Gavin Ivey  
Professor Jenny Sharples  
Ms Liana Brassacchio  
Ms Elise Bryant  
Ms Bernadette Durkan



[vichealth.vic.gov.au](http://vichealth.vic.gov.au)



## Meet our Postdoctoral Research Fellows 2022-24



**DR CHRISTINA ZORBAS,  
DEAKIN UNIVERSITY**

Dr Zorbas is identifying food policy options that better reflect the voices and values of those who experience health inequities, including Aboriginal and Torres Strait Islander peoples, migrant and refugee communities, people living in regional or rural areas, and people receiving low or no income.



**DR HANNAH PITT,  
DEAKIN UNIVERSITY**

Dr Pitt is exploring how local governments can effectively engage young people in public health advocacy strategies aimed at responding to the health threats posed by harmful industries, including tobacco, alcohol, gambling and unhealthy food.



**DR ALEXANDRA CHUNG,  
MONASH UNIVERSITY**

Dr Chung is looking at food and drink marketing that targets parents and young children.



**DR JENN LACY-NICHOLS,  
UNIVERSITY OF MELBOURNE**

Dr Lacy-Nichols is investigating the political influence of the alcohol, gambling and ultra-processed food industries.



**DR FLORENTINE MARTINO,  
DEAKIN UNIVERSITY**

Dr Martino is focusing on reducing health inequities caused by harmful industries to then improve children's wellbeing.

## Introducing our 3 new research fellows



**DR AURÉLIE PANKOWIAK,  
VICTORIA UNIVERSITY**

Engaging children and young people in organised sport is at the core of Dr Aurélie Pankowiak's research. Aurélie will be exploring a strategy that emphasises enjoyment and wellbeing instead of competition and skills. It will focus on creating safe and inclusive environments, with the aim to attract and retain underrepresented demographics in sport.



**DR ADYYA GUPTA,  
DEAKIN UNIVERSITY**

Dr Adyya Gupta's research will investigate the impact of online food delivery platforms on youth's food choices in real time through youth engagement. The research will highlight how food marketing techniques are used within online food delivery platforms, how youth engage with these platforms and how this influences their food purchasing decisions. Novel screengrab methods will be applied to better understand the influence marketing has on young people.



**DR RONGBIN XU,  
MONASH UNIVERSITY**

Dr Rongbin Xu's research aims to better understand health risks from environmental factors caused by climate change, like bushfires and extreme heat across Victoria. This will provide projections of the burden of disease across a range of different scenarios, allowing for an evaluation of current strategies. The research aims to contribute to health guidelines, health promotion materials and policy advice for local governments.





## CivVic Labs

VicHealth partnered with LaunchVic to connect with the startup community and create locally led health-tech solutions.

As part of the CivVic challenge, health-tech innovators developed technology to improve young people's access to healthy food and expose sneaky digital marketing practices by harmful industries.

At the pitch event, the 3 most innovative prototypes received seed funding of \$25k per challenge to bring their ideas to market:

### WIRL

We are in the midst of a global mental health crisis and scientists are finding answers in the gut-brain link, but there are no tools to support implementation in a relatable and scalable way. WIRL is the world's first mental wellbeing platform driven by the gut-brain axis.

### E-MOJO

E-mojo is an app that will turn up the volume on young people's voices to deliver critical information to adult 'enablers' so that they can identify young people who need intervention and support and ensure their basic wellbeing needs are being met and protected.

### PRODUCT FORGE

Product Forge is a technology startup that wants to build solutions to public policy challenges through leveraging cutting-edge modern technology. They specifically focus on the rapid pace of innovation made possible by modern open-source tech, and on helping speed up the historically slow rate of innovation within government 'from the outside'.



## VicHealth x Museums Victoria x Quit

VicHealth's partnerships with Quit Victoria and Museums Victoria continued to shine a spotlight on the importance of creating healthy environments that support the health and wellbeing of children and families.

Together, we unveiled a sculpture in the form of a vape cloud at Scienceworks, detailing the harms of e-cigarettes.

The joint initiative explained the health impacts to young people and their families so they could prevent future harm, detailing the toxic chemicals found in e-cigarettes.

The display aligned with the launch of Quit Victoria's new online hub 'Get the Facts on Vaping' – a new resource with information for parents and influential adults to have conversations about the risks of vaping with young people, with healthy lifestyle messages throughout its narrative.



VicHealth continues its longstanding investment in Quit Victoria, providing \$3m in 2022-23 to reduce the uptake to smoking among Victorians, increase successful quit attempts among people who smoke and reduce exposure to second-hand tobacco smoke. A key focus of our investment with Quit Victoria is to increase the reach and impact of smoking cessation with high smoking rate populations.

## The Lancet Series

The Lancet Series is a collaboration written collectively by global health experts. It launched in Melbourne to highlight the urgent need to prioritise health over profit.

The series focused on commercial organisations and their behaviours that contribute to growing health problems. Examples include industries that produce tobacco, alcohol, highly processed foods and fossil fuels, responsible for over a third of preventable global deaths each year.

This world-class research, supported and contributed to by VicHealth, provides evidence-driven insights from global health experts to create a future roadmap for addressing health challenges.

This continues to be critically relevant given chronic disease is Australia's biggest killer, contributing to 9 in 10 deaths nationally.



Australian launch of The Lancet Series on commercial determinants of health, State Library of Victoria, March 2023

## Youth Peak Partnerships

We continued partnering with key youth organisations to ensure that children and young people are included at the centre of health solutions.

These partnerships enable us to understand young people’s needs and ensure their voices are centred when shaping health initiatives that affect young Victorians.

In particular, these partnerships ensure we are listening to and amplifying the voices of young people with diverse lived experiences. This includes people from Aboriginal and Torres Strait Islander backgrounds, culturally and linguistically diverse communities, LGBTIQ+ backgrounds, people living with disabilities and those from regional areas.

These partnerships support our vision to create a healthier, fairer Victoria.



| Berry Street



| Centre for Multicultural Youth (CMY)



| Ethnic Communities Council of Victoria (ECCV)



| Koorie Youth Council



| Minus 18



| YLab (Foundation for Young Australians)



| Youth Affairs Council Victoria (YACVic)



| Youth Disability Advocacy Service (YDAS)

## Introducing our Youth Engagement Evaluation Framework

In recognition of our ongoing commitment to working with young people, VicHealth partnered with the Department of Health’s Healthy Kids, Healthy Futures to develop a [Youth Engagement Evaluation Framework](#).

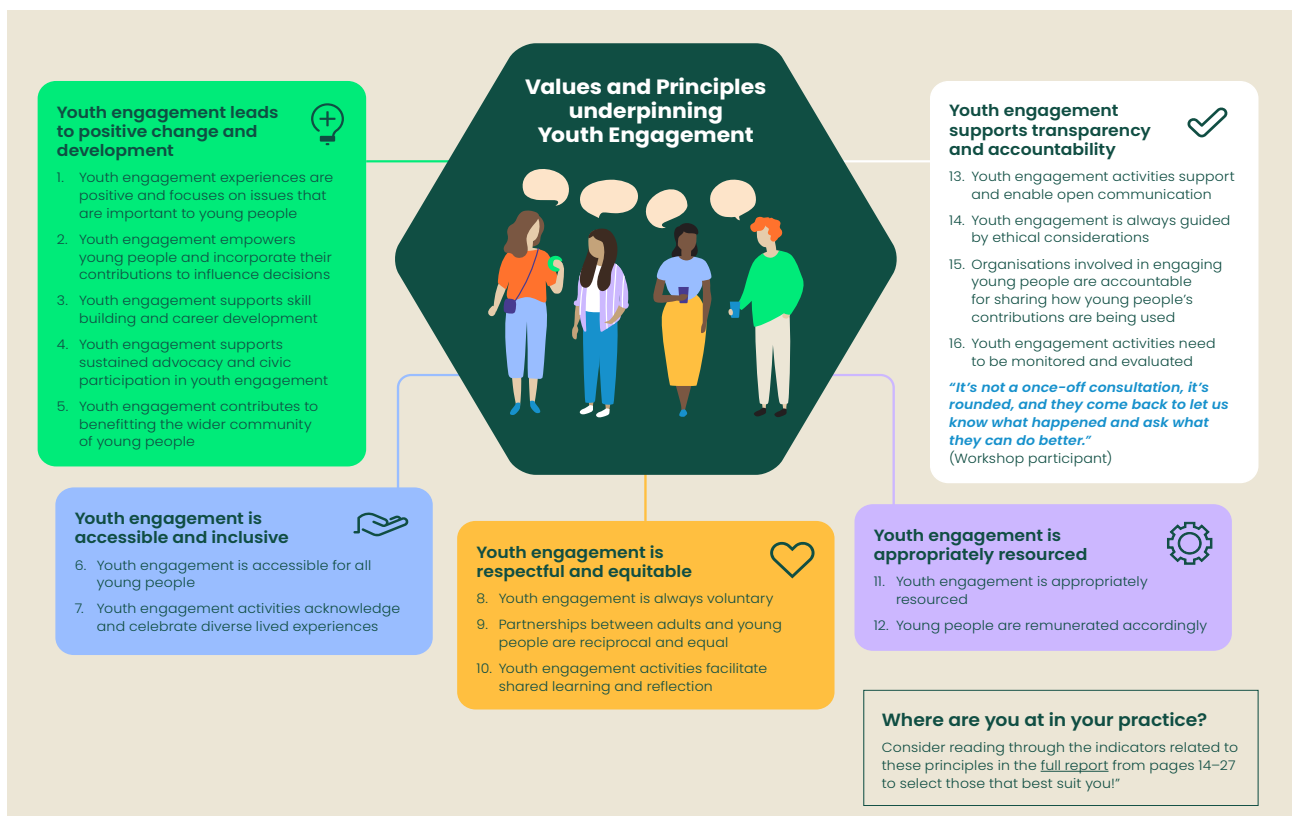
VicHealth commissioned the framework in collaboration with the University of Melbourne, and the 8 organisations in our Youth Peak Partnership.

The framework formally acknowledges young people’s right to be involved and values the knowledge they contribute. It outlines a set of principles, processes and enabling conditions that organisations and programs should follow to ensure effective youth engagement occurs.

## What makes this engagement framework unique?

Effective youth engagement done well is pivotal to the health and wellbeing of young people, especially those from communities that have faced structural and systemic barriers.

We need to be able to provide opportunities for enhancement and advancement, not just treatment-centred approaches. This provides a framework for evaluating current state and values and principles that allow for successful practice in youth engagement.





People using the Victorian Health Promotion Hub

## Victorian Health Promotion Hub

The Victorian Health Promotion Hub is a co-working space where our partners can meet and connect with us, and each other, more closely.

We know that collaboration is the foundation to success, and the Hub provides an environment that enables people and organisations working in health promotion and beyond to come together, connect and collaborate.

We now have well over 100 partner organisations signed up and using the Hub. Our Hub partners include organisations from the arts, culture, sports, recreation, health, community and food systems sectors.

## Victorian Health Promotion Awards

The 2022 Victorian Health Promotion Awards celebrated 9 organisations and individuals for their extraordinary efforts to improve the health and wellbeing of communities across the state.

Congratulations to the recipients of the 2022 Victorian Health Promotion Awards!

### **OUTSTANDING HEALTH PROMOTION AWARD: HEALTHABILITY, BABY MAKES 3, SUPPORTING FAMILIES TO THRIVE**

Focused on education and social change for gender equality in parenting, Baby Makes 3 provides support to new parents. The program shapes attitudes and social norms by challenging outdated gender expectations of becoming a parent.

### **BUILDING BACK BETTER AWARD: BROPHY FAMILY AND YOUTH SERVICES, STOKED SURF THERAPY**

STOKED is a surf therapy program for young people aged from 14 to 25 years. The program aims to teach surfing as a coping strategy for mental health, connect young people to community, deliver education on mental health and wellbeing, and provide exposure to the healing powers of the ocean.

### **DRIVING HEALTH EQUITY AWARD: TRANSOMATICS, ARTS GEN**

The Transomatics podcast supports the trans community to connect with their bodies through gender-diverse, inclusive content focused on breathing and movements.



### **FUTURE HEALTHY AWARD: SURFING VICTORIA, VICTORIAN INDIGENOUS SURFING PROGRAM**

The Victorian Indigenous Surfing Program is one of the longest running First Nations engagement programs in the country. Moving into its 25th year, the program uses surfing as a way to connect First Nations Victorians with the ocean, their community and nature while learning new skills, water safety and healthy habits.

### **COMMUNITY LEGEND AWARD: ANNIE VICKERS-WILLIS**

Annie Vickers-Willis spends between 30 and 35 hours every week organising and inspiring other women to walk through her passion project, Women on Walks. The Facebook group is home to more than 8,000 participants who connect via a shared passion of walking.

**LEADING HEALTH PROMOTION RESEARCH AWARD: BENDIGO HEALTH, MAKING EVERY CONSULTATION COUNT**

Bendigo Health’s research looked at cost-effective ways to integrate preventative health advice into routine hospital visits, where surgeons talked to patients about their physical activity levels, provided advice and referred them to a telephone coaching program.

**OUTSTANDING MEDIA REPORTING AWARD: ZAIN NABI, SBS NEWS, THE DISRUPTIVE COMPANION**

SBS podcast *The Disruptive Companion* shed light on eating disorders, where journalist Zain Nabi spoke to more than 50 people, advocates and experts. Stories featured those with lived experience, including those from CALD and Indigenous communities, with key parts translated into 12 languages.

**STEPHEN WALTER EXCELLENCE IN HEALTH PROMOTION MARKETING AWARD: DPV HEALTH, LET’S BRING CHANGE TOGETHER**

A co-designed and community-led campaign created for South Asian women in the Whittlesea community to highlight the issue of family violence, motivate discussion and promote the importance of feeling safe.

**FUTURE CHANGEMAKER AWARD: KRUSHNADEVSINH RAVALJI**

Krushnadevsinh (Kano) Ravalji is an independent youth and diversity advocate, focused on young people and multicultural communities to promote inclusion, healthy living and physical activity.







## Our team

Our people and culture drive our organisation and make VicHealth a more collaborative and inspiring place to work. So we can achieve maximum impact, we're continually improving our ways of working and using better tools and processes, while also modernising our systems.

VicHealth is committed to equity, diversity and inclusion in all we do. All staff participate in workshops that focus on how we enhance our workplace culture to be culturally safe for all of our people and partners. This year, we continued implementing our Reconciliation Action Plan, including a NAIDOC leave policy, education and awareness sessions.

We also continued implementing our Gender Equality Action Plan 2021–25, which looks at a range of continual improvements for our organisation. These include removing systemic barriers or challenges to career progression for diverse groups of employees and improving workplace flexibility arrangements.

We invest in our team's professional development in a range of ways, by reviewing our career progression opportunities and professional development policies to support our team to deliver impactful work for the Victorian community.

Our Employee Culture Charter drives our work and sets the cultural and professional standards for our team.

By building our organisational capability and improving our effectiveness to meet existing and emerging needs, we can continue to deliver high quality services to the Victorian community.

# Operational and budgetary objectives and performance against objectives

## Operational performance against budget

VicHealth's 2022–23 operational and financial performance responded to the needs of all Victorians. We delivered the final year of our Action Agenda 2013–2023 and developed our new long-term strategy, 'The Next 10 Years 2023–2033: Reshaping Systems Together for a Healthier, Fairer Victoria'.

During 2022–23, VicHealth implemented the second year of its successful 3-year Future Healthy strategy and associated The Big Connect and JumpStart! funding, its Move the Dial targeted funding programs, continued its active engagement with local governments through the VicHealth Local Government Partnership, engaged with community across the state through our community visits, and further enhanced our funding and reputation in evidenced-based research programs. The \$29.4m spent on grants and funding in 2022–23 was the highest level of health promotion funding delivered by VicHealth in our history.

Total income was \$45.2m in 2022–23, up from \$43.1m in the 2022–23 budget. The increase of \$2.1m primarily reflected:

- the indexation adjustment for appropriation from the Department of Health (DoH) being 2.5% rather than the Board approved budget at 2.0%, representing additional appropriation revenue of \$0.2m

- additional appropriation revenue from the DoH of \$0.9m received in the first half of 2022–23 as a one-off sustainability payment to meet cost pressures in 2022–23, including the Fair Work decision to increase minimum and award wages and respond to growing additional cost pressures and issues with workforce shortages and job insecurity
- additional appropriation revenue from the DoH of \$0.6m received in 2022–23 for Local Health Promotion Unit (LPHU) capacity support
- additional interest revenue of \$0.3m, reflecting increasing interest rates.

Total expenditure for 2022–23 of \$45.3m is \$2.0m above the budget of \$43.3m, primarily reflecting expenditure associated with the additional appropriation of \$1.7m received from the DoH in 2022–23.

VicHealth's grants and program funding and additional appropriation, referenced earlier, mean that VicHealth substantially increased its total grants funding and program expenditure (including support costs) in 2022–23 from 2021–22 levels to \$30.3m (up \$1.2m or a 4.1% increase against the 2022–23 budget figure of \$29.2m). The increase included \$0.6m of additional appropriation funding from the DoH for LPHU capacity support and \$0.5m of Quit funding brought forward from 2023–24.

Employee expenses of \$11.1m were \$0.8m above the budget primarily due to:

- 6 months of 5 additional 12-month contract staffing positions focusing on capability and capacity building (\$0.3m), as well as adjustments to executive salaries (from 1 July 2022) (\$0.2m) to bring those in line with Victorian Public Sector Commission executive classifications, all fully funded by the one-off sustainability appropriation payment from the DoH, as referenced earlier
- temporary staff costs for Phoenix training of \$0.1m connected to culture check-in commitments approved by the Board and the Executive, and a data engineer of \$0.1m related to the development of VicHealth's Commercial Determinants of Health – Harmful Industries Portal. Both funded by additional interest rates revenue received in 2022-23.

In relation to wages and on-costs, it is worth noting that in line with Victorian Government reporting under Australian accounting standards, all of VicHealth's employee expenses are disclosed in the Financial Statements as a separate expense within total expenses. The reporting of employee expenses as a single item does not adequately reflect the role of VicHealth staff in contributing to health promotion outcomes for the Victorian community. If staff costs associated with health promotion delivery were added to grant funding and program costs, the overall proportion of VicHealth's operating result delivering health promotion outcomes would be over \$37.9m in 2022-23, over 88% of the total budgeted appropriation from the DoH under VicHealth's externally focused organisational structure.

Operating costs including depreciation and amortisation of \$4.0m were \$0.1m above budget primarily due to additional ICT costs of \$0.2m, reflecting higher ICT platform subscription costs for services required by VicHealth. VicHealth continues to closely monitor its ICT platforms and business requirements through its ICT Governance Committee.

The comprehensive result for the year was a deficit of \$0.2m from DoH appropriation funded activities and a break-even result from special purpose funded activities.

Our operating budget performance is summarised in Table 1.

**Table 1. Operational performance against budget for 2022–23**

	Appropriation funds		Special purpose funds		Total	
	Actual (\$'000)	Budget (\$'000)	Actual (\$'000)	Budget (\$'000)	Actual (\$'000)	Budget (\$'000)
<b>Income</b>						
Appropriation – indexed	43,209	42,984	-	-	43,209	42,984
Appropriation – one-off	1,488	-	-	-	1,488	-
Other income	393	69	85	-	478	69
<b>Total income</b>	<b>45,090</b>	<b>43,053</b>	<b>85</b>	<b>-</b>	<b>45,175</b>	<b>43,053</b>
Grants & direct project implementation	30,171	29,171	85	-	30,256	29,171
Employee expenses						
(i) Health promotion delivery	7,776	7,525	-	-	7,776	7,525
(ii) Management & support	3,281	2,686	-	-	3,281	2,686
Operating costs	4,030	3,907	-	-	4,030	3,907
<b>Total expenses</b>	<b>45,258</b>	<b>43,289</b>	<b>85</b>	<b>-</b>	<b>45,343</b>	<b>43,289</b>
<b>Operating surplus/(deficit)</b>	<b>(168)</b>	<b>(236)</b>	<b>-</b>	<b>-</b>	<b>(168)</b>	<b>(236)</b>

Under section 33 of the *Tobacco Act 1987*, the budget of VicHealth must provide for payments to sporting bodies (not less than 30%) and to bodies for the purpose of health promotion (not less than 30%). These important statutory requirements were both achieved.

The VicHealth Board also sets strategic guidelines on grant expenditure for the financial year.

These targets, among other criteria, are used to guide the level of investment in each strategic imperative, and in research and evaluation. The statutory objective of payments to sporting bodies is a key reason VicHealth's expenditure on physical activity is significantly higher than on other imperatives.

All statutory and strategic targets were met in 2022–23, except for Tobacco due to VicHealth spending \$2.5m from its 2022–23 Tobacco budget in 2021–22.

Our performance against these targets is summarised in Table 2.

Our performance against these targets is summarised in Table 2.

**Table 2. Performance against statutory and VicHealth Board policy expenditure targets<sup>(i)</sup>**

Performance measures	2022–23 guideline	2022–23 budget (\$'000)	2022–23 actual	2022–23 amount (\$'000)
<b>Statutory expenditure target<sup>(ii)</sup></b>				
Sporting bodies	At least 30%	13,100	34.6%	14,869
Health promotion	At least 30%	15,172	33.9%	14,570
<b>Board policy expenditure guideline</b>				
Promote healthy eating	5%	7,666	14.4%	6,187
Encourage regular physical activity	21%	8,996	22.9%	9,864
Prevent tobacco use <sup>(iv)</sup>	13%	2,961	8.5%	3,661
Prevent harm from alcohol	5%	2,199	5.4%	2,340
Improve mental wellbeing	8%	6,450	17.5%	7,516
Research and evaluation <sup>(iii)</sup>	12%	5,271	13.7%	5,904

Notes:

- (i) Percentage figures are calculated as expenditure as a proportion of our budgeted government appropriation for the financial reporting period. For the 2022–23 financial year our budgeted appropriation was \$43.0m. Figures include payments from additional appropriation but exclude payments sourced from special purpose funds unless otherwise indicated.
- (ii) Spend against statutory expenditure targets is not exclusive of spend against the Board's strategic imperative targets. Expenditure coded against the statutory targets is also coded against the Board's expenditure targets. Expenditure on 'health promotion' in this instance is defined as total grant payments less grant monies issued to sporting bodies.
- (iii) The research and evaluation figure may include expenditure allocated to other statutory and Board expenditure categories.
- (iv) Actual percentage is lower than the guideline reflecting \$2.5m from the 2022–23 Tobacco budget being paid in 2021–22.

## Five-year financial summary

**Table 3. Five-year financial summary**

	2023 (\$'000)	2022 (\$'000)	2021 (\$'000)	2020 (\$'000)	2019 (\$'000)
<b>Operating statement</b>					
Revenue from government	44,697	42,590	41,312	41,272	40,505
Other income	478	258	70	119	222
Total income	45,175	42,848	41,382	41,391	40,727
Grants and funding	30,256	29,097	26,624	28,392	28,819
Employee expenses					
(i) Operational	10,593	10,031	9,662	9,940	8,832
(ii) Once-off costs (including targeted separation packages, pandemic related contract extensions and working from home allowances)	-		886	-	-
(iii) Executive VPSC adjustments	238				
(iv) 12-month contracts from additional appropriation	226				
Total	11,057	10,031	10,548	9,940	8,832
Operating costs (including depreciation/amortisation) <sup>(iii)</sup>					
- Operational	3,940	3,522	3,355	3,066	3,263
- Once-off costs (including relocation, lease related expenses and new 10-year strategic agenda development)	90	190	477	-	-
Total	4,030	3,712	3,832	3,066	3,263
Total expenses	45,343	42,840	41,004	41,398	40,914
Net surplus/(deficit) for the period	(168)	8	378	(7)	(187)
<b>Balance sheet</b>					
Total assets	11,989	14,837	14,837	8,774	8,105
Total liabilities	6,309	8,996	8,996	3,311	2,635
Total equity	5,680	5,841	5,841	5,463	5,470

**Note:**

- (i) Over 70% of VicHealth's operational staffing costs relate to health promotion delivery, with the remainder providing overall management and support. The increase in operational employee expenses over the 5 years primarily reflects salary increases under VicHealth's 2017 and 2021 Enterprise Agreements.
- (ii) Expenditure in 2020-21 related to one-off expenditure associated with organisational restructure and staffing impacts of the pandemic.
- (iii) Adjustments to executive salaries from 1 July 2022, to bring those in line with Victorian Public Sector Commission executive classifications funded by the one-off sustainability appropriation payment.
- (iv) The impact of 6 months of 5 additional 12-month contract staffing positions focusing on capability and capacity building funded by the one-off sustainability appropriation payment.
- (v) Expenditure in 2020-21 related to one-off expenditure associated with VicHealth's relocation to the Victorian Health Promotion Hub lease at 355 Spencer Street, West Melbourne, and expenditure in 2022-23 related to the development of VicHealth's new 10-year strategy.

## Major changes affecting performance compared to previous year

As VicHealth responded to the needs of all Victorians, 2022–23 saw VicHealth deliver its final year under VicHealth’s Action Agenda 2013–2023.

VicHealth implemented the second year of its successful 3-year Future Healthy strategy and associated The Big Connect and JumpStart! funding, its Move the Dial targeted funding programs, continued its active engagement with local government through its VicHealth Local Government Partnership, engaged with community across the state through our community visits, and further enhanced its funding and reputation in evidenced-based research programs. The \$29.4m spent on grants and funding in 2022–23 was the highest level of health promotion funding delivered by VicHealth in its history.

During 2022–23, VicHealth implemented several major changes to drive operational and financial performance over the financial year and into the future:

- development of its new long-term strategy ‘The Next 10 Years 2023–2033: Reshaping Systems Together for a Healthier, Fairer Victoria’, focused on the systemic impacts on the health of Victorians
- enhanced budget phasing in 2022–23 improved resourcing and cashflow resulting in an effective and even spread of payments of grants and programs across the financial year
- continued optimisation of the core ICT platform, Phoenix, with the implementation of project management and stakeholder relationship management within the organisation, as well as the development and implementation of Phoenix training for all staff, and extensive user-centric systems documentation on VicHealth’s intranet
- implementation of systems-based training for health promotion for all staff in preparation for VicHealth’s implementation of its new 10-year strategy.

Total income was \$45.2m in 2022–23, up from \$42.8m in 2021–22. The increase of \$2.4m primarily reflected:

- a 2.5% indexation adjustment for general appropriation from the Department of Health (DoH) of \$1.1m
- additional appropriation revenue from the DoH in 2022–23 of \$1.5m received as a one-off sustainability payment (\$0.9m) to meet the cost pressures across 2022–23, and Local Health Promotion Unit (LHPU) capacity support (\$0.6m), up from the \$0.5m in additional appropriation from the DoH in 2021–22 for mental health awareness following the pandemic
- other revenue of \$0.2m primarily due to increased interest rates.

Resulting primarily from the additional appropriation of \$2.1m received in 2022-23 (highlighted above), total expenses increased to \$45.3m, up \$2.5m from 2021-22, reflecting:

- Expenditure on grants and program funding (including support costs) of \$30.3m was up \$1.2m since last year with the successful delivery of VicHealth’s health promotion strategies referenced earlier. The increase included \$0.6m of additional appropriation funding from the DoH for LHPU capacity support and \$0.5m of Quit funding brought forward from 2023-24.
- Employee expenses of \$11.1m were \$1.0m above 2021-22, which in addition to salary increases under VicHealth’s Enterprise Agreement 2021 were primarily due to the impact of:
  - 6 months of 5 additional 12-month contract staffing positions focusing on capability and capacity building (\$0.3m), as well as adjustments to executive salaries (from 1 July 2022) (\$0.2m) to bring those in line with Victorian Public Sector Commission executive classifications, all fully funded by the one-off sustainability appropriation payment referenced earlier.
  - temporary staff costs for Phoenix training of \$0.1m connected to culture check-in commitments approved by the Board and the Executive, and a data engineer of \$0.1m related to the development of VicHealth’s Commercial Determinants of Health – Harmful Industries Portal. Both funded by additional interest rates revenue received in 2022-23.
- Operating costs (including depreciation and amortisation) have increased by \$0.3m from 2021-22 primarily due to:
  - consulting costs of \$0.1m related to the development of VicHealth’s new long-term strategy ‘The Next 10 Years 2023-2033 Reshaping Systems Together for a Healthier, Fairer Victoria’
  - additional ICT costs of \$0.2m reflecting higher ICT subscription costs for services required by VicHealth, which continue to be closely monitored through the ICT Governance Committee.

Refer Note 3. Expenses from Transactions on page 89 within the Financial Statements for 2022-23.



## Significant changes in financial position during the year

VicHealth's cash balance of \$4.4m, is up \$0.1m from the year prior, despite a record level of health promotion grant and program expenditure in 2022-23. This primarily reflects the additional appropriation received by VicHealth during 2022-23. The cash balance of \$4.4m, up from the \$4.3m (10% of budgeted appropriation) minimum set by the VicHealth Board, is within appropriate levels of cash reserve holdings required by VicHealth's Reserves Policy.

The value of total assets is \$12.0m, a decrease of \$1.0m from 2021-22, primarily reflecting depreciation and amortisation following the implementation of Phoenix, the fit-out of the Victorian Health Promotion Hub at 355 Spencer Street, West Melbourne, and recognition of right of use assets under the Accounting Standard AASB 16 Leases in 2020-21.

Receivables are \$0.7m, which mainly comprises GST receivables. The GST receivable figure is down from the 2022-23 figure, as budget phasing in 2022-23 improved resourcing and cashflow and resulted in a lower level of grants and programs expenditure in the final quarter of 2022-23 compared to 2021-22.

Total liabilities are \$6.3m with the decrease of \$0.9m from 2021-22 primarily related to a \$0.5m decrease in payables. The decrease in payables is also reflective of budget phasing in 2022-23 improving resourcing and cashflow and resulting in a greater number of payments of grants and programs being finalised in June compared to 2021-22.

The VicHealth Board set financial targets within our Reserves Policy. All of these financial targets related to cash holdings, retained earnings and working capital surplus requirements as at 30 June were exceeded.

## Subsequent events

There were no events subsequent to 30 June 2023 that would impact the accuracy of these financial statements.

## Granting funds

As part of its core business, VicHealth has continued to help organisations deliver program outputs against our strategic framework through granting funds for health promotion and prevention purposes. Grant expenditure includes health promotion expenditure such as programs, funding rounds, research grants, campaigns and directly associated activities.

Significant grant expenditure is defined as:

- (i) any grant funding round where payments to successful organisations total \$250,000 or more during the financial reporting period
- (ii) single projects where payments to the organisation total \$250,000 or more during the financial reporting period.

Details of significant grant funding rounds are provided in Table 4.

**Table 4. Grants<sup>(i)</sup> with payments totalling \$250,000 or more during the reporting period**

Funding round	No. of organisations receiving payments	Payments (\$'000)
Quit Victoria 2020-24 – Partnerships	1	2,950
VicHealth's Future Healthy Food Hubs	7	2,254
JumpStart! Round 2 Tier 2	72	2,201
Production of Activations Future Reset Collective Activation Funding 2023-2025	9	1,545
VicHealth Local Government Partnership	16	1,390
Regional Sports Assembly Partnerships 2022-2023 and 2023-2025	9	1,250
Impact Research Grants 2023	5	868
JumpStart! Round 2 Tier 1	106	764
JumpStart! Round 1 Tier 2	90	678
The Big Connect	27	567
Local Government Project Module Implementation Funding 2023	19	554
Impact Research Grants 2022	6	553
Victoria Walks 2020-23 Partnerships	1	350

Note:

- The table relates to payments made during the financial year. The funding or grant round may have been awarded in a previous year or the current year and/or may be part of a multi-year funding agreement.

Details of significant project payments to individual organisations are provided in Table 5.

**Table 5. Organisations receiving project payments totalling \$250,000 or more during the reporting period**

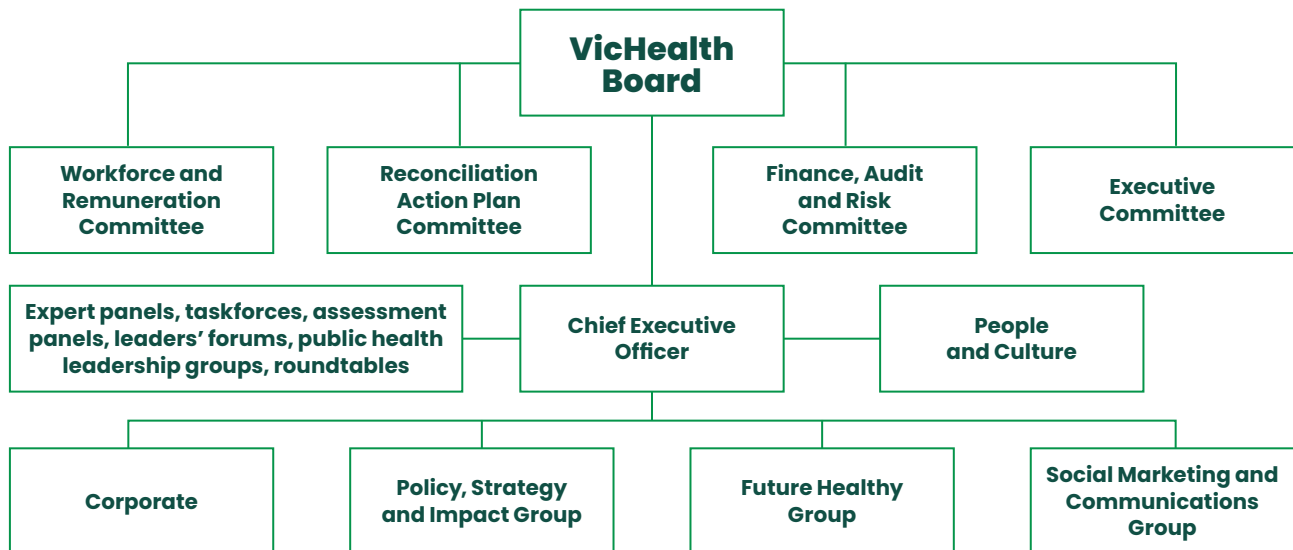
Organisation name	Project name(s)	Payments (\$'000)
Acres and Acres Co-Op Ltd	Acres and Acres Food Hub	380
Bendigo Foodshare	Bendigo Community Food Hub; a collaboration for food security and sovereignty Food initiatives that break down barriers and connect to culture	367
Cancer Council Victoria	Assessing and addressing impacts of marketing claims on toddler food products Obesity Policy Coalition 2020-23 Quit Victoria 2020-2024	3,213
Common Ground Project	Common Ground Project Food Hub Farm Your Own Food	327
Deakin University	ADVANCing Equity and commUnity voiceS in food policymaking (ADVANCE-US) Developing a public health advocacy framework for engaging young people in local government policy development Food and nutrition policies for Aboriginal Victorians: evidence and advocates for change Harmful Industries Monitoring Hub Fellow-3 Healthy and sustainable cities: tool for assessing local government food policy It takes a village: a neighbourhood approach to improve health and wellbeing Making big business everybody's business TransformUs Wellbeing	597
GippSport	GippSport: Regional Sport Partnership 2022-23 KIDDO Gippsland	290

Table 5. Organisations receiving project payments totalling \$250,000 or more during the reporting period (cont)

Organisation name	Project name(s)	Payments (\$'000)
Royal Melbourne Institute of Technology	Black Rhinos: A primary prevention approach Developing tools for knowledge translation in transport and health modelling Early childhood data to decisions: equitable child development neighbourhoods Social connections in neighbourhood houses The Children's Sensorium – exhibition for children's resilience and wellbeing Urban Commons: co-creating place with young people through creative play	436
Sunraysia Mallee Ethnic Communities Council	Nourish Sunraysia	365
United African Farm INC	The Roots Project: (People, Culture and Food) Ubuntu Food Hub	266
Victoria Walks Inc	Victoria Walks 2020-23 Victoria Walks Sustainability Plan 2022	380
Whittlesea Community Connections INC.	Kids Get Active Whittlesea Food Collective	374

# Section 2: VicHealth organisation structure, culture, capability and capacity

## VicHealth organisation structure



### PEOPLE AND CULTURE

Ensure that VicHealth's culture and people management practices support effective execution of the organisational strategy.

### CORPORATE SERVICES GROUP

Provide finance; budgeting; facilities, fleet and administration management; business planning; information technology and information management; policy management; business improvement and project management; risk management; contract management and procurement; manage the governance framework to support the work of VicHealth's Board and associated committees; and manage the Victorian Health Promotion Hub.

### POLICY, STRATEGY AND IMPACT GROUP

Ensure VicHealth's research investments, policy influence and strategic direction contribute to the health promotion capacity of VicHealth and add value to the public policy process to deliver sustained health benefits for Victorians.

### FUTURE HEALTHY GROUP

Design and execute program investment, grants, funding rounds and partnership activities to maximise outcomes of the Action Agenda for Health Promotion.

### SOCIAL MARKETING AND COMMUNICATIONS GROUP

Amplify and deliver health promotion activities to improve the health and wellbeing of all Victorians. Develop and deliver multichannel social marketing and communications initiatives including media and public relations, social media, events, digital marketing, branding, social marketing campaigns, design and multimedia content.

## Executive management

The following people held executive management positions as at 30 June 2023:



**DR SANDRO DEMAIO**  
Chief Executive Officer



**KRIS COONEY**  
Executive Manager,  
Policy, Strategy, and  
Impact Group

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**VACANT**  
**DR SANDRO DEMAIO**  
**(ACTING)**  
Executive Manager,  
Future Healthy Group



**REBECCA AHERN**  
Executive Manager,  
Social Marketing and  
Communications Group



**PAUL CRAPPER**  
Executive Manager,  
Corporate Services Group



**PADAM CHIRMULEY**  
Executive Lead,  
People and Culture

## Victorian Health Promotion Hub

Following VicHealth's relocation to 355 Spencer Street, West Melbourne, in March 2021, the Victorian Health Promotion Hub was opened by the then Minister for Health, Martin Foley, in February 2022. The Hub continues to successfully support and foster collaboration between VicHealth partners and stakeholders, with registered organisations now totalling over 100.

## VicHealth core ICT operations platform – Phoenix

Following its implementation in late July 2020, VicHealth's grants, stakeholder and project management system known as Phoenix has delivered significant risk reductions, cost savings in administrative burden and greater collaboration across all health promotion groups and teams within the organisation.

Optimisation of Phoenix within the ways we work and our Enterprise Data Management Plan in 2022–23 have included the following:

- a very successful pilot of project management functionality in the Future Healthy Group, which has since been rolled out across the organisation, including staff training and the development of support materials online
- implementation and rollout of stakeholder management functionality
- capability uplifts in grants and program financial management and forecasting, including the phasing of all health promotion grants and programs over the financial year to ensure effective use of people and financial resources.

## Employee committees

VicHealth has several cross-organisational employee committees or groups to assist management in operations:

- Executive Leadership Team
- Management Team
- VicHealth Consultative Forum
- Inclusion, Diversity, Equity and Accessibility Committee
- Reconciliation Action Plan Working Group
- Employee Wellbeing and OHS Committee
- Incident Management Team
- Business Continuity Management Team
- ICT Governance Committee.

In addition to these formal groups, there is a range of other cross-functional groups that are convened from time to time to support VicHealth's operations.

## Child health and safety

To achieve the best outcomes for children who engage with VicHealth or engage with services to children funded by us and as a key risk mitigation strategy, VicHealth continues to provide funding in line with the National Principles for Child Safe Organisations and Victorian Child Safe Standards and meet obligations under the National Redress Scheme. This is reflected in VicHealth's Child Safety and Wellbeing Policy and Procedures, as well as a supporting statement of commitment and code of conduct, and organisational policies and agreements (across funding, risk management, insurance, legal, communications, procurement, privacy, people management and records management operations).

## VicHealth Board

The VicHealth Board members during the year were:



### THE HONOURABLE NICOLA ROXON, CHAIR

**Nicola Roxon joined the VicHealth Board as Chair in November 2020 and also serves on the Workforce and Remuneration Committee.**

Nicola is an experienced chair and non-executive director who has served in various board roles on listed, unlisted and not-for-profit boards for the last 10 years.

Currently she is Chair of HESTA, a large health and community sector superannuation fund, and is a non-executive director of listed companies Dexus and Lifestyle Communities, and the Murdoch Children's Research Institute.

Nicola served as a member of the Australian Government for 15 years (1998 to 2013), representing the western suburbs Melbourne seat of Gellibrand. She served as Australia's Health Minister for 4 years from 2007 and oversaw major reforms to Australia's public hospital, primary care and preventative health systems. In 2011 Nicola became Australia's first female Attorney-General.

With Nicola's leadership, Australia successfully introduced a world first: requiring all tobacco to be in plain packaging with large, graphic health warnings. She has received national and international awards in recognition of this public health work, and plain packaging has now been introduced in many countries around the world.

Originally trained as a lawyer, protecting the dignity of workers and promoting the standing of women has been a hallmark of Nicola's career. Prior to entering Parliament, Nicola worked as an industrial lawyer, union organiser and an Associate to High Court Judge Mary Gaudron.



### STELLA SMITH, DEPUTY CHAIR

**Stella Smith joined the VicHealth Board in September 2018 and currently serves on the Finance, Audit and Risk Committee.**

Stella is the Chief Executive of Crime Stoppers Victoria and a Director of Crime Stoppers Australia. She has previously held senior executive roles with Melbourne Victory Football Club and 'Life. Be in it.' Australia.

She has also previously held board positions with Blue Light Victoria, Women's Health East and the Melbourne Victory FC Academy. She has considerable experience in community sporting organisations and was an inaugural 'Change Our Game' Ambassador through the Office for Women in Sport and Recreation.

Stella has broad experience in community, government and stakeholder engagement, advertising and health promotion. Her experience spans commercial, sport and the not-for-profit sectors.

She is passionate about promoting gender equality, encouraging social inclusion and using sport to create greater opportunities for community engagement.





## VEDRAN DRAKULIC OAM

### **Vedran Drakulic joined the VicHealth Board in July 2022.**

Vedran Drakulic is the CEO of Gandel Foundation, one of the largest private family foundations in Australia, providing grants and funding in areas of public health, mental wellbeing, support for First Nations initiatives and community resilience.

Previously, Vedran was General Manager, Public Affairs with RACV Ltd. He has worked in the humanitarian field for over 15 years, including with the Australian and International Red Cross and Oxfam Australia.

A respected community leader and advocate, Vedran's knowledge, skills and experience includes resource mobilisation, fundraising, advocacy, public relations, marketing and communications, strategic planning, project management and stakeholder relations.

Vedran is currently Deputy Chair of AMES Australia, Non-Executive Director of GMCT and the Order of Australia Association Foundation, and a trustee with the Betty Amsden Foundation. He is also an Adjunct Professor at RMIT, in the School of Global, Urban and Social Studies.

As a refugee from the Bosnian war, Vedran has worked hard to start a new life in Australia. In 2017 he was awarded the Medal of the Order of Australia (OAM) for 'service to the community through a range of charitable organisations'.

Vedran holds a Masters Degree in Public Advocacy and Action from Victoria University, and he is a member of the Fundraising Institute of Australia and the Australian Institute of Company Directors.

## DR SALLY FAWKES

### **Dr Sally Fawkes served on VicHealth's Board from October 2016 to September 2022. She was appointed Deputy Chair of the Board from July 2018 and chaired the Workforce and Remuneration Committee.**

Dr Fawkes is an independent consultant and researcher, with an adjunct appointment at La Trobe University. She has been an expert advisor to WHO for over 25 years on projects spanning futures thinking in policy, national health promotion systems, leadership development and urban health/Healthy Cities.

Dr Fawkes is currently Chair, Governance and Policy Working Group and Treasurer for the International Network of Health Promoting Hospitals & Health Services' Governance Board, following terms as Vice-Chair.

Her career in Australia has featured frontier roles in health promotion innovation at several Victorian hospitals, Victorian Healthcare Association and Deakin and La Trobe universities. Previous governance roles include Council of Academic Public Health Institutions Australasia Executive Committee, Women's Health Victoria Board, Vision 2020 Australia Global Committee and community health services.

Dr Fawkes holds a Bachelor of Science, Graduate Diploma in Health Education, Master of Business Administration and PhD (health policy). She is Associate Fellow of Australasian College of Health Service Management and Full Member of Association of Professional Futurists. Her current professional interests are in conceptual and policy breakthroughs to drive investments in future generations' health and wellbeing.



## NICK GREEN OAM OLY

**Nick Green joined the Board of VicHealth in July 2014, has served on the Finance, Audit and Risk Committee and is currently a member of the Reconciliation Action Plan (RAP) Advisory Committee.**

Nick Green is an experienced leader who has worked in senior roles across global corporations, national sport and public-sector organisations. He is currently a Senior Commercial Director at Allianz SE, a global provider of insurance and professional services. Previous to this role, Nick was the Growth Director at Aon and Chief Executive Officer of Cycling Australia.

Nick has extensive experience in commercial growth, people and stakeholder leadership, governance and government relations. He has held many voluntary positions including President – Victorian Olympic Council, Chairman – Julius Patching Foundation, Director of the Australian Olympic Committee and Director of Leadership Victoria.

Nick is a dual Olympian and has attended eight Olympic Games in various roles.

He was the Chef de Mission for the 2012 Australian Olympic Team.

Nick has received life memberships of the Victorian Olympic Council and Rowing Australia, awarded an Order of Australia Medal and inducted into the Sport Australia Hall of Fame, in recognition of his contribution to sport. He is a Fellow of Leadership Victoria and studied at VCAH Burnley (now Melbourne University) and the Melbourne Business School.



## IAN HAMM

**Ian Hamm joined the VicHealth Board in October 2021.**

A Yorta Yorta man, Ian Hamm has extensive government and community sector experience, particularly at executive and governance levels. Ian has overseen major policy and strategic reforms for government and community organisations.

He works with people from a vast array of backgrounds, managing complex and sensitive relationships to achieve mutually beneficial outcomes. Ian was CEO of a major Aboriginal community organisation from January to August 2018.

Ian sits on a number of boards as chair and member. He also devotes himself to improving the representation of Aboriginal people on boards and other high-level governance, through strategic action, advocacy and mentoring.



## CATHERINE HARDING

**Catherine Harding served on the VicHealth Board from March 2020 to December 2022.**

Catherine Harding is a non-practising lawyer who has spent over 15 years working in social policy across the government, non-profit and corporate sectors across Australia. Currently the Chief Operating Officer at Australia for UNHCR, Catherine is driven to find creative and innovative solutions to complex problems, and is experienced in setting organisational strategies to drive the growth and performance of organisations.

Catherine's career has encompassed policy areas including justice, health, education, family violence, sport and human rights as a Director at KPMG, and in prior roles with the Victorian and Australian governments. She is a passionate public health advocate, and has worked on healthy eating campaigns with The Good Foundation and Jamie Oliver.

Catherine has served as a Non-Executive Director of Vicsport from 2018 to 2022 and previously at GenWest (formerly Women's Health West).



## JAMIE LEWIS

**Jamie Lewis joined the VicHealth Board in July 2022 and serves on the Workforce and Remuneration Committee and the Reconciliation Action Plan (RAP) Advisory Committee.**

Jamie is a Singaporean-Australian artist, curator, dramaturg and facilitator. She creates experimental and contemporary intercultural work, facilitating participatory experiences on identity, place and time, through autobiographical stories, conversation and food. She creates and curates site-responsive performances that engage audiences as participants, and communities as artists. Jamie also has a long-term creative partnership, curiously exploring place and new vantage points with Dan Koop as Jamie, Dan & Co.

Committed to diversifying practice, Jamie seeks alternative models in her work and a re-imagining of leadership, governance and structures. Jamie's practice also shapes her experience in audience development – focusing on strategies that are underpinned by mutuality, conversation and conviviality. She is a passionate artist and arts worker with a broad understanding of national narratives in the arts and cultural sector. Her relationship management and communication-centred approach with communities is reflected in her strong networks across the sector.

Jamie is currently CEO / Executive Director at Next Wave. She has previously been on the Board of MAV (Multicultural Arts Victoria), Program Manager at TNA (Theatre Network Australia), and was in the 2018 cohort of Australia Council for the Arts' Future Leaders program.



### **PROFESSOR ANNA PEETERS AM**

**Professor Anna Peeters joined the VicHealth Board in July 2019 and currently serves on the Finance, Audit and Risk Committee.**

Professor Peeters is Director of the Institute for Health Transformation and Professor of Epidemiology and Equity in Public Health at Deakin University. Anna also sits on the board of Western Health. She is Past President of the Australian and New Zealand Obesity Society and sits on national and international advisory boards and steering committees.

In 2014 she was awarded the World Obesity Federation Andre Mayer Award for research excellence in obesity and a Churchill Award for innovative work in equity and population prevention.

Professor Peeters leads the NHMRC Centre of Research Excellence into Healthy Food Retail (RE-FRESH, 2018–2022) and the Nourish Network and is the recipient of an NHMRC Investigator Grant (2020–25).



### **DIV PILLAY**

**Div Pillay joined the VicHealth Board in July 2021 and currently serves as Chair of the Workforce and Remuneration Committee.**

Div Pillay is an experienced and respected diversity and inclusion practitioner, leader and advocate, for over 20 years. She is an entrepreneur, leading award-winning consultancy MindTribes and social enterprise Culturally Diverse Women. Prior to founding MindTribes in 2012, Div held senior human resource leader roles in public and private sectors, working across Australia, Malaysia, India, the Philippines and South Africa (where she was born and raised). Her work is backed by her education in behavioural psychology, economics and business. She holds a Masters in Human Resource Management.

Div is award-winning and recognised for her impact. She has been listed as one of the 100 Women of Influence (AFR & Qantas) 2018; one of 2 Australians in a global list of 25 influential leaders by the (AACSB), the world's largest business education alliance and is one of the Top 5 LinkedIn Voices for Gender Equity in Australia. Div has been a Board Director at STREAT 2018–21 and has been the Chair of Diversity and Inclusion Committee at the American Chamber of Commerce since 2019. She is passionate about health equity, specifically the impact on mental health from exclusionary acts and behaviours, like racism, bullying, harassment and gender inequality.

## Members of Parliament appointed to the Board:



### PHIL WADE

#### Phil Wade joined the VicHealth Board in October 2021.

Phil Wade is a marketing, ecommerce and digital professional. He is currently the Director of Marketing for the Bunnings Group and has held various director and leadership roles across the world at the Qantas Group, TJX, Unilever and Wesfarmers. He is an experienced non-executive director and independent advisor, and has a deep passion for health and wellbeing and equality of outcomes for all. Phil holds a Master's degree in politics and economics from the London School of Economics. He is part of a global family, originally British but now a dual Australian citizen living in Melbourne with his South African wife and 2 children.



### SARAH CONNOLLY MP

#### October 2019 to September 2022

Sarah Connolly is a member of the Victorian Parliament in the Legislative Assembly. She represents the multicultural district of Tarneit, located in Melbourne's outer west. Her electorate of Tarneit sits within one of Australia's largest growth corridors. Sarah currently chairs the Legislative Assembly's Environment and Planning Committee, and sits on the Scrutiny of Acts and Regulations Committee.

Sarah is a highly qualified policy and regulatory expert, community advocate and engagement specialist. Prior to entering politics, she worked for over a decade across the country on Australia's energy future. She has worked at the Australian Competition and Consumer Commission, Australian Energy Regulator and across public and privately owned energy networks.

Prior to that, she worked in various areas of the criminal justice system. Sarah holds a Bachelor of Laws from the University of Queensland and Graduate Diploma of Legal Practice from the Queensland University of Technology.



### **ANDY MEDDICK MP**

#### **October 2019 to September 2022**

Andy Meddick is a dedicated social justice advocate and the Animal Justice Party Member for Western Victoria. He is passionate about bringing positive policy and legislative change to improve the lives and safety of Victorians.

After being elected to the Victorian Parliament in 2018, he served as a member on the Environment and Planning Committee and the Electoral Matters Committee. He also chaired 2 taskforces, one of which established LGBTIQ+ Safe Spaces across Geelong, the Surf Coast and Ballarat – with a focus on youth mental health support and suicide prevention.

Prior to being elected, Andy worked for many years in the construction industry, which led to him becoming passionate about workplace occupational health and safety. He has been proud to support reforms to protect working Victorians in his time in Parliament.

Andy is passionate about mental health, healthy eating and the wellbeing of Victorians.



### **BRIDGET VALLENCE MP**

#### **October 2019 to September 2022, reappointed June 2023**

Bridget Vallence was elected to the Victorian Parliament in 2018 to represent the Evelyn District and is the Shadow Minister for Industry and Innovation, Manufacturing, Employment and Industrial Relations, and Skills and Training.

Previously, Bridget has also been Shadow Minister for Medical Research and the Digital Economy, Environment and Climate Change, Youth Affairs, and Equality.

Bridget has served on the Parliament's Public Accounts and Estimates Committee (PAEC) and the Parliament's Environment and Planning Committee.

Bridget is an Advisory Committee Member for the Pathways to Politics Program for Women (Victoria), and is a Director of Mont De Lancey Historical Museum in Wandin.

Prior to entering Parliament, Bridget was a procurement executive in the automotive industry in both the manufacturing and retail sectors in Australian, Asian and global markets, and is also experienced with organisational change and business transformation projects.

Bridget holds a Bachelor of Arts and Bachelor of Commerce (Honours) from the University of Melbourne. She is passionate about helping people, volunteer groups and businesses to thrive, and lives in the Yarra Valley with her husband and 2 sons.



## KATHLEEN MATTHEWS-WARD MP

### Appointed June 2023

Kathleen Matthews-Ward has made significant contributions to public policy and the community throughout her professional life.

In 2022, she was elected to represent the district of Broadmeadows in Parliament, where she works to improve housing, transport, education, social connection and employment conditions for her community.

Before entering Parliament, Kathleen was a policy advisor to the Parliamentary Secretary for Carers and Volunteers, the Minister for Disability, Ageing and Carers, and the Deputy Premier and Minister for Education and Mental Health.

Kathleen also served on the Moreland Council from 2004–2012, driving many local projects to improve planning outcomes, parks and sports facilities, and increase opportunities for walking and active transport.

Kathleen has worked in retail, hospitality, financial planning and the credit union movement, and has volunteered with the SES to tree planting and many community organisations, including as chair of the Glenroy Neighbourhood Learning Centre and as District Chair for Scouts Victoria.

Kathleen has a Specialist Certificate in Public Administration through the University of Melbourne School of Government and is currently studying the Graduate Certificate of Public Health at Deakin University.



## DR TIM READ MP

### Appointed June 2023

Dr Tim Read is the Greens MP for Brunswick in the Victorian Parliament.

He was first elected in 2018 after working first as a GP, then a sexual health physician and ultimately as an NHMRC-funded researcher with a PhD in the epidemiology of sexually transmitted infections.

His research interests included HIV treatment and prevention and the management of antibiotic-resistant sexually transmitted infections.

As a medical student Tim campaigned against cigarette advertising and was arrested for spray-painting health warnings on cigarette billboards. As a doctor, he worked to obtain affordable HIV medicines for overseas-born patients who did not have access to Medicare.

Tim Read is now the Victorian Greens spokesperson for population health, mental health and integrity, and he chairs Parliament's Integrity and Oversight Committee. He is particularly interested in the health effects of climate change, air pollution and advertising.

## Board committees

### EXECUTIVE COMMITTEE

The purpose of the committee is to facilitate urgent and/or critical matters between scheduled Board meetings, and at short notice, as determined by the Board Chair or the Board. The committee was actively reconstituted during 2022–23 by the Board Chair.

### FINANCE, AUDIT AND RISK COMMITTEE

The purpose of the committee is to assist the VicHealth Board with fulfilling its governance duties by ensuring that effective financial management, auditing, risk management and reporting processes (both financial and non-financial) are in place to monitor compliance with all relevant laws and regulations and ensure best practice. Since 2021–22 the committee has expanded its focus to include cybersecurity oversight as a key risk mitigation function.

### RECONCILIATION ACTION PLAN COMMITTEE

The purpose of the committee is to establish, monitor and ensure VicHealth's accountability and delivery against the actions within the Reconciliation Australia and Board-approved Reconciliation Action Plan; provide strategic advice to the CEO on VicHealth's delivery against the Reconciliation Action Plan; and assist VicHealth's engagement with Aboriginal and Torres Strait Islander organisations and individuals to assist VicHealth deliver its Reconciliation Action Plan.

The work of the Reconciliation Action Plan Committee has been supplemented in 2022–23 with the development and implementation of a Reconciliation Action Plan Working Group within VicHealth's employee committees. The working group's focus being to drive the delivery against the actions within the Reconciliation Action Plan.

### WORKFORCE AND REMUNERATION COMMITTEE

The purpose of the committee is to provide strategic advice on workforce strategy and planning, remuneration, human resource policies and alignment of VicHealth's policies with relevant industrial relations and employment legislation and Victorian Government policies. Additionally, the committee reviews the CEO's performance and remuneration.



## Meetings

Table 6 lists the members of VicHealth's committees and their attendance at meetings during 2022-23.

**Table 6. Meetings attended**

	Board		Finance, Audit and Risk Committee		Workforce and Remuneration Committee		Reconciliation Action Plan Committee	
	Chair: The Hon Nicola Roxon		Chair: Gaye Mason		Chair: Div Pillay		Chair: Seona James	
<b>Board members</b>	E	A	E	A	E	A	E	A
The Honourable Nicola Roxon	6	6			6	6		
Sarah Connolly MP	2	2						
Vedran Drakulic*	6	5	3	2				
Dr Sally Fawkes	2	2			1	1		
Nick Green OAM	6	4					3	3
Catherine Harding	4	4			3	3		
Ian Hamm	6	6			2	1		
Jaime Lewis	6	6			6	5	3	3
Kathleen Matthews-Ward MP	0	0						
Andy Meddick MP	2	2						
Prof Anna Peeters	6	5	4	3				
Div Pillay	6	6			6	6		
Tim Read MP	0	0						
Stella Smith	6	6	4	4				
Bridget Vallence MP	2	2						
Phil Wade	6	6						
<b>Independent members</b>								
Gaye Mason#	6	6	4	3				
Joanne Booth			2	2				
John Gavens			4	4				
Seona James							3	3
Rachelle Tippet			3	3				

E = Meetings eligible to attend  
A = Meetings attended

\* = Ex-officio member of the Finance, Audit and Risk Committee  
# = Board Advisor

## VicHealth Governance Charter

The Governance Charter, reviewed in 2021–22:

- reflects best practice in Victorian Government
- creates clear distinctions between legislative, strategic and operational considerations
- accords with all Victorian Government requirements
- identifies the strategy-makers and decision-makers and their distinction from stakeholder governance groups whose advice enhances VicHealth's governance and decision-making.

## Stakeholder Group Governance Framework

VicHealth's Stakeholder Group Governance Framework comprises 6 types of stakeholder groupings used as needed to support the development, implementation and operation of VicHealth's work. They exist to provide VicHealth management with informed recommendations and advice to assist them in making decisions that are in the best interests of VicHealth, its stakeholders and the wider community.

The groups consist of:

**Expert panels** provide diverse perspectives, with technical or lived experience experts, in relevant areas. These panels provide VicHealth with guidance as to the future strategic direction of VicHealth in particular areas of interest. An expert panel will be established for a period of 2 years.

**Taskforces** provide operational advice and implementation input to VicHealth on VicHealth's strategic imperatives and other key strategic priorities. A taskforce will be established for one year (renewable as required).

**Leaders' forums** provide a leadership role across health promotion related matters in Victoria, to advise VicHealth and support the health promotion work of their own organisations. Leaders' forums will be established for an indefinite period of time.

**Public health leaderships groups** comprise of policymakers, experts and public health leaders to provide thought leadership and policy coordination for specific public health priority issues.

Groups will be established with an ongoing tenure, with a yearly review.

**Roundtables** are a meeting on a priority issue to commence a conversation or discuss ideas for future strategies and action. Roundtables are scheduled as required and are one-off meetings or gatherings.

**Assessment panels** guide funding, grant decisions and/or procurement decisions. Assessment panels have a more operational perspective to assist in guiding the organisation in its expenditure of public funds. An assessment panel is established for a finite period and is likely to meet over a short period of time (such as 3 months).

During 2022–2023 the following groups were convened:

### Public health leadership groups

- Health Promotion Peaks CEO Group
- State Health Prevention Agencies Collaborative Meetings

### Expert panels

- Arts Expert Advisory Panel
- Research Expert Advisory Panel

### Assessment panels

- Alcohol Commissioned Research Grant Round 2022–23 Assessment Panel
- Alcohol Prevention Grants Assessment Panel
- Future Healthy Move the Dial Tender – Future Reset: Young People, Arts and Mental Wellbeing
- Impact Research Grant Round 2023 Assessment Panel
- Jumpstart! Grant Round Assessment Panel
- Research Fellowship Program 2023
- Supply of community engagement expertise to reduce alcohol harm
- VicHealth Data Platform Tender Panel
- VLGP Community-driven Implementation Funding Panel
- VLGP Fast-track Intake Panel

### Roundtables

- Harmful industries roundtable
- VLGP First 2,000 Days module roundtables

### Other

- Food Security/Food Systems COVID-19 Working Group
- Healthy Supermarkets Community of Practice
- Health Promotions Agencies & Food Security Group
- Regional Sport Partnership Major Investment Review Taskforce
- Vicsport Major Investment Review Taskforce
- Victoria Walks Major Investment Review Taskforce
- Victorian e-Cigarette Working Group
- VLGP Fast-track Community of Practice

In addition to these groups, VicHealth consulted with a range of other health experts and stakeholders on specific health promotion and prevention topics and projects.

## Patron-in-Chief

During 2022–23, VicHealth was pleased and honoured to have as its Patron-in-Chief, the Hon Linda Dessau AC, Governor of Victoria.

## Section 3: Workforce data

### Occupational health and safety (OHS) management

As Victoria has emerged from the COVID-19 pandemic, VicHealth has continued to focus on the health, safety and wellbeing of its people.

Some key outcomes this year have included:

- continuing the employment of a Wellbeing Assistant, to help teams implement and deliver consistent OHS practices, including OHS refresher training
- regular meetings of the Employee Wellbeing and OHS Committee (EWOC) and EWOC events, such as mental health in the workplace workshops and online yoga classes, to ensure learning, collaboration and social connection
- continuing our commitment to flexible working arrangements, in line with Victorian Government guidelines
- training 3 staff in mental health first aid and appointing them as mental health first aid officers
- instituting regular meetings with 3 Health and Safety Representatives (HSRs) on health and safety matters.

These initiatives were supported by VicHealth executive leaders and managers and actioned by the EWOC, with support from the Wellbeing Assistant.

Our performance against key OHS indicators in the past 2 financial years is summarised in Table 7.

**Table 7. Performance against OHS management measures**

Measure	Indicator	2022-23	2021-22
Incidents	No. of incidents	2	1
	No. of hazards reported	0	0
Claims	No. of standard claims	1	0
	No. of lost time claims	1	0
	No. of claims exceeding 13 weeks	0	0
Claim costs	Average cost per standard claim <sup>(i)</sup>	\$546.50	\$0

Note:

(i) Average cost per claim includes medical expenses only and does not include salary or wages.

### Equity, diversity and inclusion

VicHealth has committed to building a workforce that reflects the diversity of our community, demonstrates our organisational values of equity and inclusion, and delivers benefits across social, cultural and economic domains. During the year, the organisation commenced a significant piece of work to understand and embed culturally safe practices, in support of our deep and long-standing commitment to equity in our community.

This work is also in support of an action in VicHealth’s 2021–2025 Gender Equality Action Plan (GEAP) to deliver education to address societal norms and create a culture of understanding intersectionality and diverse lived experience.

Working with an experienced external consultant, this work has involved workshops with all VicHealth staff, including leaders, to deepen understanding of equity principles, build capability to work in culturally safe ways, consider intersections with anti-racism practice, and to understand intersectionality.

This work will be underpinned by a systems mapping tool, the results of which will enable VicHealth to understand the areas where it can improve equity, by reducing the unconscious application of existing organisational systems.

## Compliance with the Disability Act 2006

The *Disability Act 2006* (Vic) reaffirms and strengthens the rights of people with a disability and recognises that this requires support across the government sector and within the community.

VicHealth has complied with its obligations to prepare a Disability Action Plan for the purpose of:

- reducing barriers to access goods, services and facilities
- reducing barriers to a person with a disability obtaining and maintaining employment
- promoting inclusion and participation in the community
- achieving tangible changes in attitudes and practices that discriminate against people with a disability.

## Reconciliation Action Plan

VicHealth continues to focus on supporting First Nations people by integrating our actions under the Innovate Reconciliation Action Plan with our operations. Key actions taken include:

- Developing and implementing a Reconciliation Action Plan Working Group to drive actions outlined in the Reconciliation Action Plan.
- The Future Healthy Group is developing the 'Strong Young Mob' action plan with 13 Aboriginal organisations to build meaningful relationships with First Nations young people, to elevate their voices and identify areas of action for VicHealth.
- NAIDOC Week leave, leave to attend Aboriginal community meetings, leave to attend Annual General Meetings of Aboriginal community organisations, Ceremonial leave, and First Peoples' Assembly of Victoria leave are all included in VicHealth's Enterprise Agreement 2021.
- Education and awareness sessions were held in June, starting with National Reconciliation Week and concluding with NAIDOC Week.

The VicHealth Board's Reconciliation Action Plan Committee continues to meet at least twice a year, with VicHealth appointing a First Nations woman, Seona James, to the position of Committee Chair in 2022–23.

## Workforce data

Table 8 describes the profile of VicHealth's workforce.

**Table 8. Workforce data**

	All employees				Ongoing						Fixed term & casual			
	Number (HC)		FTE		Full-time (HC)		Part-time (HC)		FTE		Number (HC)		FTE	
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022
<b>Gender</b>														
Male	26	26	27.4	25.4	18	19	1	1	19.9	19.9	7	6	7.0	5.5
Female	60	56	55.6	52.2	35	36	11	11	41.4	43.8	14	9	12.2	8.4
Self-described	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0	0	0.0	0.0
<b>Age</b>														
15–24	5	3	4.8	3.0	4	3	1	0	3.8	3.0	0	0	0	0.0
25–34	39	36	37.6	35.1	24	23	1	1	24.9	23.6	14	12	12.7	11.5
35–44	26	24	23.3	21.7	10	14	10	8	18	19.6	6	2	5.5	1.9
45–54	8	13	7.8	12.3	6	11	1	1	6.8	11.8	1	1	1.0	0.5
55–64	7	5	7	4.8	7	4	0	1	7.0	4.8	0	0	0.0	0.0
65+	1	1	1	0.7	1	0	0	1	1.0	0.7	0	0	0.0	0.0
<b>VicHealth EA</b>														
Grade A	1	2	0.8	1.5	0	0	1	2	0.8	1.5	0	0	0.0	0.0
Grade B	7	7	6.2	6.6	4	4	1	0	4.8	4.0	2	3	1.4	2.6
Grade C	22	20	21.5	19.6	13	14	1	1	13.9	14.6	8	5	7.6	5.0
Grade D	37	33	34.4	30.1	19	18	7	8	24.2	23.8	11	7	10.2	6.3
Grade E	14	14	13.6	13.8	12	13	2	1	13.6	13.8	0	0	0.0	0.0
Grade F	0	0	0.0	0.0	0	0	0	0	0.0	0.0	0	0	0.0	0.0
<b>Total VicHealth EA (A–F Grade)</b>	<b>81</b>	<b>76</b>	<b>76.5</b>	<b>71.6</b>	<b>48</b>	<b>49</b>	<b>12</b>	<b>12</b>	<b>57.3</b>	<b>57.7</b>	<b>21</b>	<b>15</b>	<b>19.2</b>	<b>13.9</b>
<b>Senior employees</b>														
Executives	5	6	5.0	6.0	5	6	0	0	5.0	6.0	0	0	0.0	0.0
<b>Total senior employees</b>	<b>5</b>	<b>6</b>	<b>5.0</b>	<b>6.0</b>	<b>5</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>5.0</b>	<b>6.0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0.0</b>
<b>Total other</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0.0</b>
<b>Total employees</b>	<b>86</b>	<b>82</b>	<b>81.5</b>	<b>77.6</b>	<b>53</b>	<b>55</b>	<b>12</b>	<b>12</b>	<b>62.3</b>	<b>63.7</b>	<b>21</b>	<b>15</b>	<b>19.2</b>	<b>13.9</b>

**Notes:**

All workforce data figures reflect active employees in the last full pay period of June of each year.

'FTE' means full-time staff equivalent. 'HC' means headcount.

'Ongoing employees' means people who were active in the last full pay period of June and who are engaged in an open-ended contract of employment, and executives engaged on a standard executive contract unless they are employed for discrete projects.

Headcounts exclude those persons on leave without pay (including on unpaid parental leave) or absent on secondment, external contractors or consultants, temporary staff employed by employment agencies, and a small number of people who are not employees but appointees to a statutory office, as defined in the *Public Administration Act 2004* (for example, persons appointed to a non-executive board member role, to an office of Commissioner, or to a judicial office).

Executives include the Accountable Officer (CEO).

## Executive officer data

An executive officer is defined as a person employed as a public service body head or other executive under Part 3, Division 5 of the *Public Administration Act 2004*. All figures reflect employment levels at the last full pay period in June of the current and corresponding previous reporting year.

Table 9 outlines the number of executive officers (including the Accountable Officer, VicHealth's CEO) employed in the last pay period in June. The table includes executive officers on parental leave arrangements.

**Table 9. Breakdown of executive officers**

	June 2023				June 2022			
	Male	Female	Self-described	Vacancies	Male	Female	Self-described	Vacancies
Chief Executive Officer	1	0	0	0	1	0	0	0
Executive Managers	1	2	0	1	1	3	0	0
Executive Leads	1	0	0	0	1	0	0	0
<b>Total</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>

**Table 10. Reconciliation of executive numbers**

		2022-23	2021-22
	Executives with total remuneration package (TRP) over \$150,000*	4	5
<i>Add</i>	Vacancies (Table 12)	1	1
	Executives employed with TRP below \$150,000	0	0
	Accountable Officer (Chief Executive Officer)	1	1
<i>Less</i>	Separations	1	1
<b>Total executive numbers at 30 June</b>		<b>5</b>	<b>6</b>

A summary of executive remuneration is contained in the Financial Statements (Note 8.5).

\* Executive remuneration is based on full-time annualised base salary.

## Section 4: Other disclosures

### Consultancies

Table 11 details the consultancies valued at more than \$10,000 that were engaged in the last financial year.

**Table 11. Details of consultancies over \$10,000 (excluding GST)**

Consultant	Purpose of consultancy	Total approved project fee (\$'000)	2022–23 actual expenditure (\$'000)	Future expenditure (\$'000)
Day Four Projects	Action plan facilitation	14	14	-
Demand IT	ICT advisory	11	11	-
Drucker Weber Trust	Project management essentials	15	15	-
Thought Police	Creative campaign consulting	36	36	-
iHR Asia Pty Ltd	Senior workplace relations advisory	11	11	-
Betty Wants In	Marketing videography consulting	20	20	-
The Andersen Partnership Pty Ltd	Executive coaching	37	37	-
First Person Consulting Pty Ltd	Transitioning to a systems-based organisation	23	23	-
Jaen Corp Pty Ltd	Culture leadership	37	37	-
Rebecca Zosel	Strategy development	18	18	-
Ensemble Strategy	Support for development of next VicHealth Action Agenda	78	78	-

Note: Consultancy agreements cover the period 1 July 2022 to 30 June 2023.

Unless otherwise indicated, there is no ongoing contractual commitment to these consultants. These consultants may be engaged beyond June 2023 as required.

Consultants disclosed in this table exclude consultants engaged under a VicHealth grant or funding agreement.

#### Details of consultancies under \$10,000

In 2022–23, there were 15 consultancies where the total fees payable to the consultants was less than \$10,000. The total expenditure incurred during the financial year in relation to these consultancies was \$105,000 (excluding GST).



## Information, communication and technology (ICT) expenditure

Table 12 details the ICT expenditure during the financial year.

**Table 12. ICT expenditure during 2022–23 (excluding GST)**

Expenditure	(\$'000)
Business as usual ICT expenditure	1,523
Non-business as usual ICT expenditure Total = A + B	2,054
Non-business as usual Operational expenditure A	1,485
Non-business as usual Capital expenditure B	387

## Advertising expenditure

In the last financial year, VicHealth delivered one campaign for which the media expenditure was greater than \$100,000 (see Table 13).

**Table 13. Advertising expenditure exceeding \$100,000 during 2022–23 (excluding GST)**

Campaign	
Name of campaign	This Girl Can
Campaign summary	This Girl Can – A statewide mass media campaign aimed at increasing physical activity and supporting gender equality. This campaign empowers women to be active however, wherever and whenever they want.
Start/end date	31 July – 27 November
Advertising (media) (\$'000)	653
Creative and campaign development (\$'000)	113
Research and evaluation expenditure (\$'000)	75
Other campaign expenditure (\$'000)	142

## **Compliance with the Building Act 1993**

VicHealth does not own or control any government buildings and consequently is exempt from notifying its compliance with the building and maintenance provisions of the *Building Act 1993*.

## **Freedom of Information**

The *Freedom of Information Act 1982* allows the public a right of access to documents held by VicHealth. Information is available under the *Freedom of Information Act 1982* by contacting the following person:

Information Coordinator  
Victorian Health Promotion Foundation  
355 Spencer Street  
West Melbourne VIC 3003  
Phone: (03) 9667 1333

Additional information about how to lodge an FOI request is available from the VicHealth website.

VicHealth received no freedom of information requests in the reporting period.

## **Compliance with the Public Interest Disclosures Act 2012 (Vic)**

The *Public Interest Disclosures Act 2012 (Vic)* encourages and assists people to make disclosures of improper conduct by public bodies, public officers and public sector employees.

The Act further provides protection to those who make disclosures in accordance with the Act and establishes a system for the matters disclosed to be investigated and for rectifying action to be taken.

VicHealth has structures in place to take all reasonable steps to protect people who make such disclosures from any detrimental action in reprisal for making the disclosure. It will also afford natural justice to the person who is the subject of the disclosure to the extent legally possible.

During their induction, VicHealth employees are provided with information on the Act and its operation and the ways that they can make a disclosure.

Additional information about VicHealth's protected disclosure policy and process is available from the VicHealth website.

No disclosures were made within the financial reporting period.

## **Compliance with DataVic Access Policy**

Consistent with the DataVic Access Policy of the Victorian Government in 2012, the information included in this Annual Report will be available at [www.data.vic.gov.au](http://www.data.vic.gov.au) in electronic readable format. VicHealth will progressively release other data in the future as appropriate.

## **Local Jobs First Act 2003**

VicHealth abides by the requirements of the Local Jobs First Policy in its procurement practices.

During the reporting period, no tenders or projects were deemed as falling within the scope of Local Jobs First Strategic Project (those with a budget of \$20m or more), Local Jobs First Standard Project (those with a budget of \$3m or more in metropolitan Melbourne or \$1m in rural Victoria) or projects that the Major Projects Skills Guarantee has been applied to.

## Competitive Neutrality Policy

During this reporting period, VicHealth did not undertake any activities that require reporting against the National Competition Policy including compliance with the requirements of the policy statement *Competitive Neutrality Policy Victoria* and any subsequent reforms.

## Office-based environmental performance

VicHealth understands its responsibility to use its resources more efficiently and reduce our impact on the environment. VicHealth also acknowledges the complementary role that a healthy environment plays in supporting the social and economic determinants of health.

VicHealth completed a Carbon Footprint Assessment Report in October 2022 at its offices at Level 2, 355 Spencer Street, West Melbourne, with a comparison to a Carbon Footprint Assessment Report completed in late 2019 at its former offices in Pelham Street, Carlton. The relocation of its operation of the Victorian Health Promotion Hub at the 1880s Sands & McDougall building at 355 Spencer Street, West Melbourne, within an environmentally sustainable office fit-out yielded a 39.6% reduction in VicHealth's carbon emissions per annum.

Consistent with FRD24, introduced by the Victorian Government in June 2022 relating to the Reporting of Environmental Data by Government Entities, VicHealth as a Tier 4 classified entity reports the environmental information for the 2022-23 reporting period in Table 14.

**Table 14. Environmental data**

Total electricity consumption segmented by source	64,534 kWh
Total electricity offsets segmented by offset type	0 kWh
Number and proportion of vehicles in the organisation boundary segmented by engine/fuel type and vehicle category	<ul style="list-style-type: none"> <li>• 1 small hybrid electric fleet vehicle (Toyota Corolla Hybrid)</li> <li>• 1 SUV petrol fleet vehicle (Toyota Kluger, petrol)</li> </ul>
NABERS energy rating of VicHealth's sustainable tenancy fit-out at Level 2, 355 Spencer Street, West Melbourne (occupied in March 2021)	4 Stars

During the reporting period, VicHealth also continued its commitment to environmentally sustainable procurement by:

- using AFS and PEFC certified recycled paper where the paper supplier contributes to planting 2 trees for every one tree used in producing the paper
- using sustainable choices for office supplies
- using sustainable choices for catering
- purchasing fair-trade coffee
- providing public transport tickets for staff travelling to and from meetings
- promoting bicycle use, including providing bike racks and end of trip facilities for those riding to the office.

## Social Procurement Framework activities

In 2022–23, VicHealth engaged in a number of social procurement activities, with the primary focus being work in the First Nations space. The core focus has been around development of the First Nations Action Plan, the intention of which is to transform the way VicHealth engages with First Nations peoples, communities and organisation in our work.

In this financial year, we have committed \$95,570 to First Nations organisations, including:

- \$50,755 to Supply Nation certified suppliers
- \$44,815 to other First Nations social enterprises/charitable organisations, non-profits, SMEs and sole traders.

A case study of our work in this area is the engagement of young First Nations artists, represented by not-for-profit First Nations Arts collective Kaiela Arts, to provide audio-visual media to be used in the First Nations Action Plan upon its publication. The First Nations Action Plan underpins VicHealth's aspirations in transforming our way of working with and engaging with First Nations organisations, as well as co-creating a better governance and consultation process for funding programs which affect First Nations people.

## Victorian Government Purchasing Board procurement

VicHealth is included as an agency in the Victorian Government Purchasing Board's (VGPB) procurement reform.

VicHealth has implemented changes to ensure compliance with the VGPB's procurement governance framework, with VicHealth's final change being compliance with state purchasing contracts from 31 December 2023. In the past VicHealth has aligned itself to VGPB procurement policies.

## Victorian Government Risk Management Framework

The Victorian Government Risk Management Framework (VGRMF) provides a minimum risk management standard for the Victorian public sector. The framework applies to departments and public bodies covered by the *Financial Management Act 1994*. VicHealth has implemented the revised VGRMF, which took effect on 1 July 2021.

VicHealth has attested to its compliance with the revised VGRMF in 2022–23.

VicHealth has policies, processes and practices that align to the revised VGRMF, including:

- annual review of VicHealth’s risk management policy and framework
- defining and reviewing VicHealth’s risk appetite annually including a combined Board/Finance, Audit and Risk Committee Risk Management Workshop in February 2023 to review the Board’s risk appetite as VicHealth finalised the development of its new multi-year strategy
- strategic and business planning decision-making that embeds risk management
- ensuring we minimise our insurable risk exposure by reviewing our insurance requirements with the Victorian Managed Insurance Authority annually.

## ICT governance

VicHealth’s 2021–24 ICT 3-Year Strategy completed and endorsed by the ICT Governance Committee and approved by the Executive Team in 2021–22 continued to be actively delivered in 2022–23. The key strategic principles that underpin the ICT Strategy are:

- a digital-enabled organisation
- better, fairer, more accessible ICT services
- a thriving health promotion sector.

VicHealth’s ICT Governance Committee formed in 2020–21, comprising key executives, business process improvement and ICT management and an external ICT advisor, and continues to meet on a bimonthly basis to ensure the activities of the ICT team are focused on the delivery of VicHealth’s ICT Strategy, ICT decisions of the VicHealth Board, the creation of value for VicHealth and compliance with Victorian Government ICT and Information Management Policy.

## Additional information available on request

In compliance with the requirements of the Standing Directions of the Minister for Finance, additional information has been retained by VicHealth and is available to the relevant Ministers, Members of Parliament and the public on request (subject to freedom of information requirements).

For further information, please contact:

Chief Finance and Accounting Officer  
Victorian Health Promotion Foundation  
Level 2, 355 Spencer Street  
West Melbourne VIC 3003  
Phone: (03) 9667 1333

## Integrity, Fraud and Corruption Declaration

I, Sandro Demaio, certify that VicHealth has put in place appropriate internal controls and processes to ensure that integrity, fraud and corruption risks have been reviewed and addressed at VicHealth during the year.



**Dr Sandro Demaio**  
Accountable Officer  
VicHealth

*25 August 2023*

## Data Integrity Declaration

I, Sandro Demaio, certify that VicHealth has put in place appropriate internal controls and processes to ensure that reported data accurately reflects actual performance. VicHealth has critically reviewed these controls and processes during the year.



**Dr Sandro Demaio**  
Accountable Officer  
VicHealth

*25 August 2023*

## Conflict of Interest Declaration

I, Sandro Demaio, certify that VicHealth has put in place appropriate internal controls and processes to ensure that it has complied with the requirements of hospital circular 07/2017 Compliance reporting in health portfolio entities (Revised) and has implemented a 'Conflict of Interest' policy consistent with the minimum accountabilities required by the VPSC. Declaration of private interest forms have been completed by all executive staff within VicHealth and members of the Board, and all declared conflicts have been addressed and are being managed. Conflict of interest is a standard agenda item for declaration and documenting at each Board meeting.



**Dr Sandro Demaio**  
Accountable Officer  
VicHealth

25 August 2023

## Attestation of compliance with Ministerial Standing Direction 5.1.4.

I, Nicola Roxon, Board Chair on behalf of the Responsible Body, certify that, to the best of my knowledge, VicHealth has no Material Compliance Deficiency with respect to the applicable Standing Directions under the *Financial Management Act 1994* and Instructions.



**The Hon Nicola Roxon**  
Chair of the Board

25 August 2023

## Our origin

VicHealth (the Victorian Health Promotion Foundation) is the world's first health promotion foundation, created in 1987 with a mandate to promote good health. We were established with cross-party support by the Victorian Parliament with the statutory objectives mandated by the *Tobacco Act 1987 (Vic)* (the Act). The responsible minister is the Minister for Health, the Hon Mary-Anne Thomas MP.

The objectives of VicHealth as set out in the Act are to:

- fund activity related to the promotion of good health, safety or the prevention and early detection of disease
- increase awareness of programs for promoting good health in the community through the sponsorship of sports, the arts and popular culture
- encourage healthy lifestyles in the community and support activities involving participation in healthy pursuits
- fund research and development activities in support of these objectives.

## What we do

The functions of VicHealth as set out in the Act are to:

- promote its objectives
- make grants from the Health Promotion Fund for activities, facilities, projects or research programs in furtherance of the objectives of VicHealth
- provide sponsorships for sporting or cultural activities
- keep statistics and other records relating to the achievement of the objectives of VicHealth
- provide advice to the Minister on matters related to its objectives referred by the Minister to VicHealth and generally in relation to the achievement of its objectives
- make loans or otherwise provide financial accommodation for activities, facilities, projects or research programs in furtherance of the objectives of VicHealth
- consult regularly with relevant government departments and agencies and to liaise with persons and organisations affected by the operation of this Act
- perform such other functions as are conferred on VicHealth by this or any other Act.

## VicHealth performs and manages these functions by:

- developing a strategic plan, including concept, context and operations
- initiating, facilitating and organising the development of projects and programs to fulfil the strategic plan
- ensuring an excellent standard of project management for all project and program grants paid by VicHealth
- developing systems to evaluate the impacts and outcomes of grants ensuring that such knowledge is transferred to the wider community.



## Victorian Health Promotion Foundation

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