



Delegate Programme

Wednesday 21 February 2024

10.30am Morning Tea on Arrival – Pre-Function area of the Leichardt Room

11.00am Welcome

11.15am Jonathan Mamaril, NB Employment Law – Managing an escalating complaint



Jonathan Mamaril, Director with NB Employment Law will be joining us where we will dive into the complexities of handling escalating complaints in the workplace, especially during critical periods like performance management processes and workplace investigations.

Discover strategies to navigate the legal labyrinth ensuring your approach to grievance handling is both robust and compliant.

We will also dissect a landmark council case focusing on award coverage and underpayment issues involving a Department Head, providing essential insights for all Queensland Councils.

12.30pm Lunch – Fresco's Restaurant

1.15pm Margaret Ridley, Diversity Council Australia - Understanding workplace diversity and inclusion and unconscious bias

This session introduces the concept of workplace diversity and inclusion, and why it matters, then takes participants through the different dimensions of a person's identity that might have an impact on their experience at work. The second component of this session introduces the concept of unconscious bias, and why we need to do more than just become aware of our own biases to create inclusion in the workplace.



Margaret Ridley

Margaret has been a campaigner for social justice for as long as she can remember. Her paid work in equity and inclusion has been in the University sector. She has worked in the Equity Department at QUT for many years where she is a trainer and a discrimination complaints adviser. She has been a University Ombudsman.

Margaret continues to research and write about racism. She has a particular interest in the discourse of white privilege. Margaret holds degrees in Law and Arts. She holds a Masters in Cultural Heritage and a post-graduate diploma in Library Science. She had trouble deciding what she wanted to be when she grew up.

Margaret was a board member of Micah Projects Inc in Brisbane for many years. She feels very fortunate to have been educated by the staff and clients of Micah Projects Inc about the consequences of social marginalisation and structural inequality.

She is the mother of three adult children who have willingly followed her as social justice warriors. This makes her very proud.

2.45pm **Afternoon Tea – Pre-Function area of the Leichardt Room**

3.15pm David Morgan, PKF Integrity – Whistleblower Governance Mechanism



David Morgan

David has over 18 years' investigation, fraud, corruption, misconduct and risk management experience. Prior to joining PKF, David was a Senior Manager at Deloitte and also has a background as a Detective in the Metropolitan Police Service, London. His time spent in the police and private sector provides him with the technical ability to help clients on many different forensic issues across a range of industries.

David will discuss Local Government challenges and using the Whistleblower Governance Mechanism to deal with loss of trust, low recruitment and employee retention, and inefficient processes.

4.00pm **Networking Function – Courtyard on the ground floor**

5.30pm Evening at Leisure

Thursday 22 February 2024

08.45am Welcome Back

09.00am Wayne Rogers, Brighter Super - Financial Wellness - Attracting and Retaining Employees



Wayne Rogers

Wayne is a Relationship Manager from Brighter Super. He will cover and discuss a range of key benefits available through superannuation arrangements including financial literacy and money management, the mental and physical benefits of being financially secure, as well as a range of key benefits available to local government employees such as salary sacrificing and transition to retirement programs.

Wayne will also discuss the latest legislative changes within superannuation and provide attendees with a comprehensive overview of the newly launched brand, Brighter Super, and the ongoing commitment to local government employees throughout Queensland.

09.20am Tony Ross, QBank - Protecting Your Lifestyle from Scams and Fraud - The impacts of financial well-being



Tony Ross, a Relationship Manager at QBANK for the past five years, demonstrates exceptional skills in fostering and maintaining crucial connections with stakeholders. His primary focus involves conducting informative sessions on financial wellbeing for those dedicated to safeguarding Queensland, encompassing individuals from the Police, Fire, Ambulance, Justice, Health, and Government sectors. Drawing on his extensive experience in the financial services sector, Tony actively engages with Queensland communities.

During his presentation, Tony will delve into the integral role that financial wellbeing plays among the triad of mental, physical, and financial wellbeing, exploring its profound impact on various life events.

09.45am Leslie Seminutin, Gladstone Regional Council – Culture Journey Case Study



Leslie Seminutin is the Manager of Culture and Capability at Gladstone Regional Council. She leads a wonderful team of 7 employees who work together to create constructive culture, deliver mandatory and leadership training, as well as lead the apprentice and trainee program.

Leslie has over 15 years of leadership experience in Government from both Canada and Australia. She holds a Master of Science in Health Promotion and Human Behaviour. She is passionate about empowering individuals to reach their full potential and creating highly effective teams.

Gladstone Regional Council uses the Human Synergistic model to support their culture journey along with supportive tools in Lifestyles Inventory, Groups Styles Inventory, Customer Service Styles and Leadership Impact. They have also created a Leadership Capability Framework to support their people to grow, develop and lead in a constructive culture.

10.30am **Morning Tea - Pre-Function area of the Leichardt Room**

11.00am Elle Ackland, LGAQ - Workforce Update



Elle Ackland leads the Local Government Association of Queensland's Workforce and Industrial relations teams, responsible for workforce strategy and census, funded workforce development and capacity building projects, advocacy and representation of LGAQ members in a range of state industrial relations and jobs forums, safety and wellbeing, including representing members with input on workforce related State and Federal Government policy.

Elle holds a Bachelor of Organisational Leadership, a Graduate Diploma in Industrial Relations/Human Resources Management, a Graduate Certificate in Mediation and Conflict Resolution, and a Master of Applied Law (Litigation and Dispute Resolution). Her experience leading human resources and industrial relations includes mining, oil and gas, construction, transport, workers' compensation, and most recently state and local government sectors.

11.45am Holly McBride, Fraser Coast Regional Council and Chirag Jain, Gallup - Building a Psychologically Safe Council

Hear about Fraser Coast Regional Council, who through their partnership with Gallup are using engagement and strengths to create a psychologically safe workplace:

- Using employee engagement to reduce the risk of psychosocial hazards;
- Developing strengths-based, coach-like leaders and managers and
- Creating an engaged, performance and wellbeing-oriented culture.



Holly McBride

As the Executive Manager People, Safety and Wellbeing at Fraser Coast Regional Council, Holly's purpose is to empower people to be their best by creating employee experiences where everyone can thrive. With a career in Local Government that spans over 15 years, Holly has worked at Councils in Victoria and NSW before re-locating to QLD the beginning of 2022.

Moving into the people and culture space from a background in business and continuous improvement, has enabled Holly to apply Lean, human-centred and design thinking skills to put the 'human' back into HR, by building agile, empathetic and people-centric employee experiences. Holly is passionate about strengths-based leadership and recognises the impact creating an engaged, values-based workforce has on delivering positive community outcomes.

At Fraser Coast Regional Council, Holly and her team are using the Gallup Q12, Boss to Coach, and Clifton Strengths, to build people manager confidence and capability, to have meaningful conversations that drive wellbeing and performance.



Chirag Jain is a Regional Manager with Gallup. He has 8 years' experience working with clients across APAC and EMEA. Chirag supports his clients through strategic consulting, organisation performance, culture transformation and customer centricity.

Chirag's clients include organisations across Technology, Telco, Hospitality, Transport, Logistics as well as State, Local and Federal Government among others. He leads some of the large transformational projects across APAC. In the Local Government sector, Chirag and the team, work with 25 councils in the ANZ region.

Many of Chirag's clients have gone on to become Gallup Exceptional Workplace Winners. His goal is for his client partners to be Strengths Based, Engagement Focused and Performance Oriented. He specialises in Transformation Projects and building capability across the Leadership teams.

Chirag holds a bachelor's degree in accounting and business from Southern Cross University.

Clifton StrengthsFinder Top Five:

Relator | Communication | Positivity | Activator | Responsibility

12.30pm **Lunch – Fresco's Restaurant**

1.15pm **Workshop Discussions**

In groups, delegates will discuss:

Managing wellbeing; Workforce planning; Employee succession; Framework development to manage performance; Attraction and retention; Systems, Processes, Enterprise Resource Planning; Learning Management Systems; Managing People and EBA's

2.00pm **Afternoon Tea – Working style**

2.50pm Closing Remarks

3.00pm Close

Thank you- corporate partners



right by your side

