

Agenda



- 08.00am** Registration opens

- 08.30am** Opening, welcome

- 09.00am** The future of payroll / Gareth - Ideaus

- 09.45am** Don't leave your leave / Toni - NSW Industrial Relations

- 10.30am** Break 1

- 10.50am** Legal obligations / Jake - HFW

- 11.45am** Shifting accountability / Shireen - Griffith City Council

- 12.15pm** Tax and your council / Alec and Charles - Prosperity

- 01.15pm** Lunch

- 02.00pm** Recap

- 02.10pm** Blurred lines / James - ProcessPro

- 03.00pm** CS - blurred lines panel / Council Panel

- 03.30pm** Break 2

- 03.50pm** Change management / Jacqui - KPMG

- 04.50pm** Panel and Quick wins / All empowers

- 05.15pm** Wrap up

- 05.30pm** Finish

Agenda



Time

08.30am

Opening and welcome

Opening and welcome

Opening to the conference, traditional welcome, introduction to the community and outline for the day.

We would like to acknowledge the Gadigal people of the Eora Nation, who are the traditional custodians of the land on which we gather today. We pay our respects to Elders past, present, and emerging, and I extend that respect to all people here today. May we continue to walk together, respecting and caring for this beautiful land and honoring the rich history and cultures that have nurtured it for countless generations

Agenda



Session One

09.00am

The future of payroll



Gareth Moore-Jones

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What is payroll actually and what does the future of payroll hold for local government and what role can you play in shaping that future (or any future for that matter).

Community Futures Consultant

Gareth has been involved in community development, recreation, open-space and public health sectors for 40-years and has been CEO of NZ Recreation Assn, National Sport & Recreation Manager for NZ YMCA, interim CEO of Outdoors NZ, and as public health planner in the health sector which provided Gareth with evidence and passion for open-space and recreation as a core plank of community wellbeing.

Gareth brings significant futures and trends analysis expertise with a focus on how emerging trends and issues will impact the ways community recreates, congregates and communicates – where community happens.

Gareth's consulting credentials include being a founding Director of three consultancies since 1999, and in 2012 Gareth founded Ideaus Ltd (Gareth, a fox-terrier named Rusty (sadly deceased) and a long sandy beach in Paradise), a community futures consultancy that looks at probable, possible and preferred community futures specifically within the local government sector. Gareth practices the very un-scientific practice of 'percolating ideas' across many sectors whilst walking on the beach, that leads to both the art and science of analysing trends.

Gareth has spoken nationally and internationally on recreation related topics including spontaneous urban activity spaces for youth, the future of the recreation industry and the opportunities provided by new technology and disruptive innovations. Gareth continues to take a keen interest in the area of equity of access to community spaces and places, and equity of quality in those spaces across locations and demographics.

Gareth was a recipient of the 'Mark Mitchell Memorial Award' for 'excellence and outstanding personal contribution to the wider industry'. Gareth is also an Accredited Recreation Professional (ARPro) and was recently inducted as a Fellow of Recreation Aotearoa. Gareth is also an inducted member of the Association of Professional Futurists.

His abiding philosophy was summed by the foreword to Al Gore's book: 'My parents – they gave me a future, an abiding curiosity about what it holds and a sense of our common human obligation to help shape it'.

Gareth can be contacted at:

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Session two

09.45am

Leave and NSW Industrial Relations



Industrial
Relations

Toni Minovski

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Learn about Industrial Relations and the role they play, overview of current activities and insights into some topical important issues like long service leave and your award.

About

Toni Minovski has 20 plus years of experience working at NSW Industrial Relations (NSW IR). With a strong background in communications, industrial relations and compliance, Toni plays a crucial role in ensuring that the agency works hard to ensure employers stay in line with the NSW Long Service Leave Act 1955.

As the Stakeholder Engagement Manager at NSW Industrial Relations, Toni is a trusted expert in the field of industrial relations and compliance, having presented to thousands of employers, employees and payroll specialists. Attendees of the conference can look forward to an enlightening session led by Toni, leaving them better equipped to meet their payroll obligations in accordance with relevant awards and legislation.



Session three

10.50am

Legal obligations and your council

HFW

Jake Reddie

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Introducing the high level legal and practical consequences of payroll non-compliance and why establishing a wage compliance governance framework is the key to minimising the risk of this in 2024. And some tips on what compliance looks like.

About

Jake is a Senior Associate in the Sydney Office at global law firm HFW, who regularly advises on all aspects of the employment lifecycle and is an experienced litigator and advocate in industrial tribunals. Jake's particular area of interest and expertise is payroll compliance, including the interpretation of and compliance with industrial legislation and industrial instruments. Jake has extensive experience in advising clients on payroll reconciliation projects and in assisting clients with liaising with the Fair Work Ombudsman in relation to investigations, and self-reported underpayments.

Jake's work includes advising and acting for a range of clients from small-medium size businesses to large multi-national corporations and market leaders. These clients are from a number of different industries including the hotel and hospitality sector, and manufacturing sector.



Session four

11.45am

Shifting accountability



Shireen Donaldson

Director Economic & Organisational Development from
Griffith City Council

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About

True-life lessons and journey from a council about how they shifted to ensure managers and team leaders have accountability for records of work and the lessons they learned. Shireen will talk about how her Council introduced accountability and transparency into different levels of her organisation.



Session five

12.15pm

Tax and your council

www.prosperity.com.au

With every dollar spent in public sector payroll under intense scrutiny, an auditor's role extends beyond verifying numbers to ensuring accountability and public trust. Understand the psyche of an auditor first-hand and learn why they ask for information and how to be best prepared for a smooth audit process. Learn real-world strategies to navigate the complexities of taxation risks including risk reduction tactics, common fringe benefits tax mistakes and optimising salary packaging.



Alex Hardy

Alex Hardy is an award-winning auditor and Director at the Prosperity Advisers Group, a "Top 40" Australian advisory firm approaching 200 professionals and experience working with over 50 local government entities.

With 18 years of experience auditing and advising the local government sector across NSW, QLD, and Europe, Alex has been recognised as an IIA Global Emerging Leader and 'Auditor of the Year' at the inaugural Young Leaders in Finance Awards.

As a Certified Internal Auditor, he is passionate about helping clients manage risk and improve performance. Alex also acts as an Audit Service Provider to the Audit Office of NSW conducting external audit engagements in the local government sector.



Charles Yuan

Charles Yuan has over 12 years' experience in public practise, specialising in business and tax advisory for both Australian and international clients across a wide range of industries.

Prior to joining Prosperity, Charles was a manager in the tax division of a big 4 firm working closely with multinational corporations and large private clients.

His recent experience in the local government sector includes specialist advisory assignments on fringe benefits tax resulting in optimised tax outcomes and establishing internal processes to manage employer tax obligations.



Session six

02.10pm

Blurred lines how to build processes



James Ross

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Do you have processes that don't really have an owner but everyone thinks do? From sensitive leave to costing to plant to workforce reporting. A big issue with gaps is that things fall through them, and when they fall they create noise. Council staff are awesome at dealing with issues, so sometimes the extent of the gaps can be hidden. James will work through process management, what frameworks exist to help identify and bridge the gaps, and how much more awesome can life be when processes have owners

About

More than 25 years ago, James experienced firsthand the impact of process software during an audit at a small South African firm. Even with basic tools like Excel and local file storage, he helped enable saving thousands in productivity losses thanks to well-documented processes, which ultimately led to a successful audit. This experience sparked his passion for process mapping, and ever since, he has been dedicated to helping businesses worldwide unlock its potential and worked with thousands of clients across various industries.



Session seven

03.00pm

What blurred lines are and lessons on how to remove them

Presented by:

Carina Congdon, Rachel Satara & Julie Papalia

It is easy to talk about process gaps but how do you actually address them. Join a panel on real life view points and challenges from people that actually know working in HR, finance, payroll and project management.

About

Carina Congdon – Acting Manager People, Culture & Safety from Yorke Peninsula Council,

Rachel Satara – Payroll & HR Support Officer from Wollondilly Shire Council

Julie Papalia – Payroll Manager from Griffith City Council.



Session eight

03.50pm

Change management for payroll



Jacqui Burford

Manager

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This session will expand your knowledge of change management and give you some practical ways to kick start changes in your workplace. Through five simple steps, you will experience how change starts and what it takes to make it stick.

About

Jacqui is a change management enthusiast who has learned from experience the importance and power of communicating and engaging with others to achieve successful outcomes.

Jacqui's experience involves working with local government, water utilities, not-for-profits and health organisations. She has developed strategies, roadmaps and toolkits to help those organisations put people first when implementing large and small changes. Jacqui takes a practical approach to managing change and uses her understanding of psychology to strengthen her work.



Session nine

04.50pm

All experts open panel

Join in for an open panel conversation from our experts from the day. In one place. Throughout the day post questions / thoughts or feedback and we will present them to the panel for discussion. Sure to be a great way to get into the weeds and even high level comments and thoughts before we wrap up the conference.



Time

05.15pm

Wrap up

The final session will wrap up the conference, acknowledgements and thank you and outline what is next for the community.

Thank you all for attending and investing in yourself and your councils payroll