

**COUNCILLOR BRIEFING AND WORKSHOP SESSION MEETING NO. 2025(17)****7 OCTOBER 2025****REPORT****COUNCILLORS' ATTENDANCE:**

Mayor Teresa Harding; Councillors Jacob Madsen, Pye Augustine, Deputy Mayor Nicole Jonic (via audio-link), Paul Tully, Marnie Doyle, Andrew Antonioli, David Martin and Jim Madden

**COUNCILLOR'S APOLOGIES:**

Nil

**OFFICERS' ATTENDANCE**

Chief Executive Officer (Sonia Cooper), General Manager Economic, Cultural and Economic Development (Ben Pole), General Manager Corporate Services (Matt Smith), General Manager Asset and Infrastructure Services (Seren McKenzie), General Manager Environment and Sustainability (Kaye Cavanagh), General Manager Planning and Regulatory Services (Brett Davey), Place Manager – Ipswich Central (Erin Marchant), Manager, Strategy, Governance and Performance (Haiden Taylor), Economic Development Manager (Dan Heenan), Chief Information Officer (Angela Jackson), Chief of Staff – Office of the Mayor (Melissa Fitzgerald), Coordinator Creative Industries Development (Courtney Strow), Principal Officer (Projects) (Graham Schultz), Chief Financial Officer (Christina Binoya) and Treasury Accounting Manager (Paul Mollenhauer)

**DECLARATIONS OF INTEREST IN MATTERS ON THE AGENDA**

At Item 3 titled Ipswich General Cemetery – Pioneer Headstones – Additional Information, Councillors Paul Tully and Jim Madden made a declaration.

**OFFICERS' REPORTS**

1. **IPSWICH CENTRAL HEART – ARTS, COMMERCE AND URBAN GREENING - STAGE 1 UPDATE AND URBAN DESIGN FRAMEWORK PRESENTATION (UPPP FUNDING)**

To provide a progress update on Stage 1 of the *Ipswich Central Heart: Arts, Commerce and Urban Greening* project, focusing on the draft Urban Design Framework outlining the strategic and spatial direction for the project.

**MATTERS ARISING:**

Councillors in attendance noted and discussed the information presented on the Ipswich Central Heart – Arts, Commerce and Urban Greening Stage 1 Update.

## Attachments

1. Presentation ➡ 
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## 2. INVOLVE PROGRAM UPDATE

This workshop will brief Councillors on the training and change-management arrangements for ElevateHR within the iVolve program and outline the rigor the project team is going through to ensure successful adoption and embedment of the Workday solution:

- **Method and governance:** The project team will outline the change approach used across the program, including the ADKAR model (Awareness, Desire, Knowledge, Ability and Reinforcement) applied in a pragmatic and outcome-focused manner.
- **Readiness reporting:** A simple visual readiness meter will track preparedness across people, process and culture, providing a baseline and trend that can be reported over time.
- **Impact visibility:** A change-impact heat map across departments and branches will highlight where the greatest impacts occur and where support will be concentrated.
- **Training approach:** Phased approach for employees, people leaders, and HR and payroll super users. Delivery modalities will include e-learning, instructor-led sessions, floor-walking, and concise job aids.
- **Communications:** A clear cadence of messages and engagement activities, including depot and field visits, supported by a People Leaders Network to reinforce local adoption.
- **Go-live support and measurement:** A defined hypercare period for the first 30 days, ongoing reinforcement activities, and an adoption dashboard covering training completion, readiness movement and early support trends.
- **Councillor actions:** note short operational blackout periods in the lead-up to go-live, and agree to receive periodic readiness and adoption updates.

The intent is to provide assurance that ElevateHR will be adopted effectively, with visible risks and mitigations and benefits that can be tracked and reported.

## MATTERS ARISING:

Councillors in attendance noted and discussed the updated information presented on the iVolve Program.

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Councillor Paul Tully informed the meeting that he is a Trustee of the Goodna Cemetery, which he has previously declared.

Councillor Tully previously made this declaration at the Infrastructure, Planning and Assets Committee meeting of 22 April 2025.

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Councillor Jim Madden informed the meeting that he has relatives in the cemetery that is included in the Heritage projects – Pioneer Headstones, which he has previously declared.

Councillor Madden previously made this declaration at the Infrastructure, Planning and Assets Committee meeting of 22 April 2025.

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As no decision making or voting takes place at these meeting, these declarations are for noting only.

3. IPSWICH GENERAL CEMETERY - PIONEER HEADSTONES - ADDITIONAL INFORMATION

Compliance Manager, Alisha Connaughton has provided a report to the Councillor Briefing and Workshop Session on 12 June 2025 regarding the Ipswich General Cemetery, Heritage Project.

The outcome of the briefing session was for Council Officers to provide additional information to the Councillors on several points:

1. Have any of the relocated headstones been identified as historically/culturally significant (e.g., Colonel Gray).
2. The current condition of the significant headstones.
3. Information or assessment by a stone mason relating to the potential impact of removing the headstones from their current concrete footing and likelihood of additional damage.
4. List of all registered burials (marked and unmarked graves) within Pioneer section of the Ipswich General Cemetery.

There is a large volume of information attached to this report which should address most questions, including those raised by the Mayor, Deputy Mayor and Councillors previously. This is intended to be a workshop, with the desired outcome feedback on the options on pages 6 and 7 of the report below.

**MATTERS ARISING:**

Councillors in attendance noted and discussed the additional information presented on the Ipswich General Cemetery Pioneer Headstones, in particular the condition of the

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headstones. Councillor Madden queried if costings from a stonemason could be provided on the positioning of the headstones.

Principal Officer (Projects) to provide advice regarding stonemason costings on positioning of all of the pioneer headstones.

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#### 4. FINANCIAL DIFFICULTY AND FINANCIAL HARDSHIP POLICY

The purpose of this workshop is to provide an update on the development the draft Financial Difficulty and Hardship Policy as well as seeking endorsement for an updated Rates Recovery Policy.

##### MATTERS ARISING:

Councillors in attendance noted and discussed the information presented on the Financial Difficulty and Financial Hardship Policy and a report will be provided to a Finance and Governance Committee meeting for consideration.

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Councillor Jim Madden requested that an update from Australian Rail Track Corporation (ARTC) on the Inland Rail is provided to a future Councillor Briefing Session/Workshop.

#### PROCEDURAL MOTIONS AND FORMAL MATTERS

The meeting commenced at 9.01 am.

Councillor Marnie Doyle arrived at the meeting at 9.03 am.

Mayor Teresa Harding arrived at the meeting at 9.10 am.

Councillor Jacob Madsen arrived at the meeting at 9.12 am.

Councillor Jacob Madsen left the meeting at 9.34 am.

Councillor Jacob Madsen returned to the meeting at 9.40 am.

The meeting adjourned at 9.52 am.

The meeting reconvened at 10.16 am with all councillors in attendance.

Councillor Paul Tully left the meeting at 10.40 am.

Councillor Paul Tully returned to the meeting at 10.45 am.

Councillor Jacob Madsen left the meeting at 11.01 am.

Councillor Marnie Doyle left the meeting at 11.04 am.

Councillors Marnie Doyle and Jacob Madsen returned to the meeting at 11.11 am.

Mayor Teresa Harding left the meeting at 11.26 am.

Councillors Pye Augustine and Marnie Doyle left the meeting at 11.29 am.

The meeting closed at 11.30 am.

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