

Local Government Remuneration and Discipline Tribunal Report 2012



30 November 2012

The Honourable David Crisafulli MP
Minister for Local Government
Level 17 Mineral House
41 George Street
Brisbane QLD 4000

Dear Minister

On 29 November 2012 the Local Government Remuneration and Discipline Tribunal concluded a review of the categories of Local Governments and the assignment of Local Governments to categories. In addition it determined the levels of remuneration that will be paid to Mayors, Deputy Mayors and Councillors for the 2013 calendar year.

Our determinations on these matters, as well as the remuneration schedule to apply in 2013, are included in the enclosed Report and we commend them for your further action.

Yours sincerely



Deputy President Adrian Bloomfield
Chairperson



Bob Longland
Member



Margaret McLennan
Member

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2012 Report at a glance

Remuneration Matters

The *Local Government (Operations) Regulation 2010* (the Regulation) requires the Local Government Remuneration and Discipline Tribunal (the Tribunal) to determine by 1 December each year the remuneration to be paid in the following calendar year to Mayors, Deputy Mayors and Councillors for all Councils in Queensland (except Brisbane City Council).

As required by section 41 of the Regulation, the Tribunal has determined that existing remuneration levels payable to Councillors in each category will be increased by 2.5% from 1 January 2013. In making this decision, the Tribunal has had regard to the responsibilities of Councillors, community expectations communicated to the Tribunal during its 2012 consultation process as well as issues of affordability.

As a result of its 2012 review of categories, the Tribunal decided not to change the existing ten categories of Local Government nor the category to which each of the 72 Councils within its jurisdiction has previously been assigned.

In giving effect to its remuneration decision, the Tribunal has decided to maintain the practice of setting remuneration levels for Councillors based on percentages of a "reference rate" which is related to the annual base salary payable to a Member of the Queensland Legislative Assembly (MP). For 2013 the reference rate used to calculate remuneration levels has been increased from \$137,149 to \$140,578.

Discipline Matters

During 2012 the Tribunal finalised seven complaints alleging serious misconduct that had been referred to it. Four of these cases related to allegations of breaches of confidentiality, one related to alleged failure to update the Council's Register of Interests, one related to alleged misuse of information and failure to update the Councils' Register of Interests, while the remaining case related to an alleged breach of trust.

Apart from two complaints, one of which was discontinued by the Tribunal on public interest grounds, each of the other complaints was sustained.

As at 29 November 2012, the Tribunal has finalised all referrals received from the Chief Executive of the Department of Local Government and has not received any referrals from Brisbane City Council.

Statistical Data

In line with its previous practice, the Tribunal has gathered extensive economic, demographic and other data to assist it to monitor and, where necessary, review the number of categories of Local Government as well as the category to which each Council is assigned. This data is recorded in Appendices 3 and 4.

The demographic data recorded this year reflects the published results of the 2011 Census and reveals some areas of difference when compared to the Australian Bureau of Statistics data relied upon by the Tribunal in recent years. As such, the Tribunal foreshadows its intention to carefully examine all of the published data which is available to it when it undertakes its annual remuneration review and review of categories in the latter part of 2013.

1. The Tribunal

Formation and composition of the Tribunal

The Local Government Remuneration and Discipline Tribunal (the Tribunal) is an independent entity established in June 2010 under the *Local Government Act 2009* (the Act).

On 10 June 2010 Her Excellency the Governor approved the appointment of the Chairperson and Members of the Tribunal for four years from 1 July 2010. The Chairperson and two other Members of the Tribunal are:

Chairperson – Deputy President Adrian Bloomfield

Adrian Bloomfield is a Deputy President of the Queensland Industrial Relations Commission. Prior to joining the Queensland Industrial Relations Commission in 1993, Deputy President Bloomfield was the Director, Queensland Branch of Metal Trades Industry Association of Australia (now Australian Industry Group). He also has an accountancy background having held chartered accountancy positions in Australia and New Zealand.

Deputy President Bloomfield was the Chairperson of the former tribunal and brings to the Tribunal extensive knowledge of and experience in industrial relations, local government, public administration and as a chartered accountant.

Member – Bob Longland

Bob Longland is the former Electoral Commissioner for Queensland. In 2009 he was a member of the Premier's Roundtable on Integrity and Accountability in Government and in 2007 was the Chairperson of the Local Government Reform Commission. Bob is active in community affairs and is currently a Member of the Queensland Board of the Physiotherapists Board of Australia.

Bob's career includes 19 years in combat support roles with the RAAF throughout Australia and the USA. He joined the Australian Electoral Commission in 1988 and headed its Queensland office from 1990 to 2002 and was Queensland's Electoral Commissioner from 2002 to 2006.

Prior to his appointment to the Tribunal he conducted a number of Local Government code of conduct reviews for the Brisbane City Council and other South East Queensland Councils as a Member of the South-East Queensland and Brisbane City Council Conduct Review Panels. Bob brings to the Tribunal extensive knowledge of and experience in local government, community affairs, investigations, public administration and public sector ethics.

Member – Margaret McLennan

Margaret McLennan currently serves as a Sessional Member of the Queensland Civil and Administrative Tribunal. From 2004 to 2009 she served as a Member and then Senior Member of the Misconduct Tribunal which heard and determined charges of a disciplinary nature of official misconduct made against members of the police service. From 1995 to 2002 she held the position of a Legal Member in the Social Security Appeals Tribunal (Commonwealth).

Margaret McLennan was admitted as a Barrister of the Supreme Court of Queensland and the High Court of Australia. Her legal career includes Commonwealth agency employment in taxation and administrative merits review. Margaret also has a background in education having held teaching and management positions in Australia and Canada.

Prior to her appointment to the Tribunal she was Convenor of the South East Queensland Local Government Conduct Review Panel. Margaret brings to the Tribunal extensive knowledge of and experience in law, local government and public administration.

Remuneration function and jurisdiction

Sections 176 and 183 of the Act give the Tribunal responsibilities for:

- establishing categories of Local Governments
- deciding which category each Local Government belongs to
- deciding the remuneration payable to councillors in each of those categories
- hearing and deciding the most serious complaints of misconduct against councillors
- undertaking any other functions that the Minister directs.

For the purpose of establishing categories of Local Government, section 39 of the Regulation requires the Tribunal to have regard to defined criteria, as follows:

- the size, and geographical and environmental terrain, of Local Government areas
- the population of Local Government areas, including the areas' demographics, the spread of population serviced by the Local Governments and the extent of the services the Local Governments provide
- the size of Local Governments and the workload associated with particular sizes, including whether Councillors of the Local Governments hold office on a full-time or part-time basis
- the diversity, including cultural diversity, of Local Governments' communities
- the extent of development of Local Government areas, including economic and community development, infrastructure and industry
- other matters the Tribunal considers relevant to the effectiveness, efficiency and sustainability of Local Governments.

After determining the categories of Local Governments, the Regulation requires the Tribunal to assign each Local Government to a category and annually, on or before 1 December each year, decide the remuneration to be paid to Mayors, Deputy Mayors and Councillors in the following calendar year.

The Regulation also requires the Tribunal to review the categories at least every four years to determine whether the categories and the assignment of Local Governments to those categories require amendment.

In addition, section 43 of the Regulation allows Local Governments to make submissions to the Tribunal to vary the remuneration for a councillor, or councillors, from that stated in the remuneration schedule where the Local Government considers exceptional circumstances

apply. The Tribunal may, but is not required to, consider the submission. If the Tribunal is satisfied that exceptional circumstances exist, the Tribunal may approve payment of different remuneration which may be higher or lower than previously set by the Tribunal in its annual determination.

Discipline function and jurisdiction

The Act and, subject to amendments currently before Parliament, the *City of Brisbane Act 2010*, provide the Tribunal with jurisdiction for discipline matters when complaints alleging serious misconduct have been made against councillors and these have been referred to the Tribunal by the Chief Executive of the Department of Local Government or Brisbane City Council, respectively.

The legislation provides a point of reference for the conduct, performance and behaviour of Councillors and includes expectations for councillor conduct in terms of principles, responsibilities and obligations. It also includes disciplinary provisions where those expectations are not met.

Councillor conduct that is not in accordance with the principles and obligations of the legislation may represent inappropriate conduct, misconduct or official misconduct. The role of the Tribunal is to hear and determine the most serious complaints of councillor misconduct referred to it.

The Tribunal may make any order or recommendation that it considers appropriate in view of the circumstances relating to the misconduct. For example, the Tribunal may make one or more of the following orders or recommendations:

- an order that the Councillor be counselled about the misconduct, and how not to repeat the misconduct
- an order that the Councillor make an admission of error or an apology
- an order that the Councillor participate in mediation with another person
- a recommendation to the Department's Chief Executive to monitor the Councillor or the Local Government for compliance with the relevant Local Government Acts
- an order that the Councillor forfeit an allowance, benefit, payment or privilege
- an order that the Councillor reimburse the Local Government
- a recommendation to the Minister that the Councillor be suspended for a specified period, either wholly or from performing particular functions
- a recommendation to the Minister that the Councillor be dismissed
- a recommendation to the Crime and Misconduct Commission or the Commissioner of Police that the Councillor's conduct be further investigated.

The determinations that the Tribunal makes in relation to disciplinary matters are required to be published on the relevant Local Government website as they are concluded.

Previous reports of the Tribunal

This is the sixth Report of the Tribunal and the former Local Government Remuneration Tribunal. Each of the five previous Reports has canvassed, to varying degrees, the roles and

responsibilities of Local Government elected representatives as well as the particular matters which the respective Tribunals have taken into consideration in establishing categories of Councils, the assignment of individual Councils to a particular category, and the remuneration levels determined for each category each year.

As such, given that all of that material is already on the public record, the Tribunal does not propose to be as detailed in reporting its activities and its historical considerations as it has in previous years.

Rather, the Tribunal encourages all readers of this Report - especially councillors newly elected in 2012 – to review the previous Reports which are all available on the Department of Local Government website. Of particular note are the deliberations on:

- the establishment of and rationale for the use of ranges of remuneration in 2007
- the removal of ranges in 2011
- the amalgamation loading put in place for the 2008-2012 term
- matters surrounding the setting of the remuneration rate for the Special Category of Councils in the 2008 Report
- guidance on matters of annual leave and sick leave for councillors in 2010, and
- the full category review in 2011.

2. Discipline Matters

In this reporting period there have been seven referrals to the Tribunal of matters alleging serious misconduct. All matters have been finalised. Added to those referred since the establishment of the Tribunal, the number of matters referred and determined totals 16. Table 1 summarises the complaints determined by the Tribunal in 2012.

Table 1 Complaints determined by the Tribunal in 2012

Council	Nature of complaint	Outcome	Decision date
Redland City Council	Confidentiality breach	Sustained	24/02/2012
Gold Coast City Council	Confidentiality breach	Sustained	24/02/2012
Moreton Bay Regional Council	Misuse of information and failure to update Register of Interests	Not sustained	13/03/2012
Logan City Council	Failure to update Register of Interests	Discontinued (see below)	03/09/2012
Mapoon Shire Council	Confidentiality breach	Sustained	17/09/2012
Sunshine Coast Regional Council	Confidentiality breach	Sustained	17/09/2012
Logan City Council	Breach of trust	Sustained	04/10/2012

Confidentiality

As in past years, the majority of referrals determined have related to breaches of confidentiality. The information that is made available to councillors in the ordinary course of their work is rarely confidential and nor should it be. However, the Act, at section 171, makes it clear that when confidentiality is required a councillor is bound to maintain that confidentiality unless or until circumstances change.

All relevant Councils have extant guidelines regarding confidential material. These guidelines cover situations where such material is presented and discussed in “closed” sessions of Council as well as in other circumstances such as contractor briefings or meetings with Council officers. The circumstances do not alter the fact councillors *“must not release information that the councillor knows, or should reasonably know, is information that is confidential to the local government.”* (Act section 171(3)).

Tribunal decisions

The confidentiality breaches noted in Table 1 include:

- premature release of information to a public relations firm
- referring to confidential information in an open session of Council after having been warned specifically of the need for confidentiality
- accessing information from the computer of another councillor and using the information in an open session of a related community body
- broadcasting a letter headed “Private and Confidential” by email to a number of councillors and Council officers.

These matters resulted in the Tribunal issuing orders ranging from taking no further action through to requiring the offending Councillors to make an admission of error and an apology at a Council meeting. In addition, two Chief Executive Officers were requested to counsel the Councillors concerned on the need for adherence to relevant guidelines.

In the Logan City matter of breach of trust, the Councillor was found to have printed a substantial quantity of personal material on a Council printer without first obtaining approval as required by Council guidelines. The Councillor was ordered to apologise to a meeting of Council and to reimburse Council for the cost of the paper and the copying.

The discontinued matter at Logan City concerned alleged multiple failures to update the Register of Interests. As the matter had parallels with other court action and the individual involved was no longer a Councillor, the Tribunal determined that it was not in the public interest, because of cost considerations, to pursue the issue.

In all the sustained matters considered by the Tribunal this year, and in previous years, the councillors involved would perhaps have avoided their referral had they been more conscious of the requirement to abide by the specifics of the Act and, in general, by the Local Government principles promulgated in section 4, particularly sub-section (e) which mandates “*ethical and legal behaviour of councillors.*”

Legislative amendment

The Tribunal has received a briefing on the impacts of legislative amendments incorporated in the *Local Government and Other Legislation Amendment Bill 2012*. A number of these amendments propose change to the discipline functions of the Tribunal. Councillors are urged to follow the passage of this legislation and to ensure that appropriate Council policies and guidelines are amended as necessary so that individual councillors are not exposed to error through a lack of knowledge of any change in their obligations and/or responsibilities.

3. Other activities of the Tribunal in 2012

Exceptional circumstances submissions

During 2012 the Tribunal considered six submissions made under section 43 of the Regulation, as follows:

- **North Burnett Regional Council** - in January 2012 the Council sought to vary the amount of remuneration payable to the Mayor, Deputy Mayor and Councillors, respectively, by 10%, 5% and 2.5% of the reference rate set by the Tribunal from 1 January 2012. Council's submission raised issues of financial management, geography, fair compensation for the work performed, loss of remuneration because of the Tribunal's decision in 2011 to establish a fixed rate of remuneration for councillors in each category of Council and the councillors' firm belief that they should be at the top end of the previously established remuneration range.

The Tribunal determined that no exceptional circumstances were present and rejected the Council's request.

- **Scenic Rim Regional Council** - in March 2012 the Council sought to vary the amount of remuneration payable to the Mayor, Deputy Mayor and Councillors and requested a re-categorisation of the Council from category 4 to category 5. Council's submission raised issues of geography and settlement patterns within the Council, levels of growth and development, as well as community expectations of councillors.

The Tribunal determined that no exceptional circumstances were present and rejected the Council's request.

- **Torres Strait Island Regional Council** - in July 2012 Council sought to vary the remuneration payable to the Mayor, Deputy Mayor and Councillors to the equivalent of category 4 Councils. Council's submission raised issues of the scale and diversification of its community as points of difference with other Councils of comparable size.

The Tribunal determined that no exceptional circumstances were present and rejected the Council's request.

- **Torres Strait Island Regional Council** - in August 2012 the Council made a fresh submission in which it requested that the Tribunal individually assess existing levels of remuneration for the Mayor, Deputy Mayor, Standing Committee Chairs and Councillors on similar grounds to those outlined in its earlier submission.

The Tribunal determined that no exceptional circumstances were present and rejected the Council's request.

- **Burdekin Shire Council** - in August 2012 Council sought additional remuneration for a Councillor who is over 75 years of age in lieu of superannuation contributions forgone because of taxation laws which prevented the Council from making contributions for councillors over that age.

The Tribunal determined that, in accordance with Note 3 to the 2011 remuneration schedule as well as section 41(5) and section 43(4) of the Regulation, the level of remuneration payable to the Councillor may be increased from the date the Councillor reached 75 years of age to reflect the superannuation contributions which would have otherwise been made by the Council.

- **Logan City Council** - in August 2012 the Council sought additional remuneration for six Committee Chairpersons to recognise the extra roles and responsibility of those persons.

The Tribunal determined that in accordance with section 43(4) of the Regulation exceptional circumstances were present and approved, from 7 August 2012, that up to six councillors be remunerated at 10% above the level of remuneration payable to other councillors for the remainder of the term of the current Council if there are six or fewer Committee Chairperson roles.

Submissions from stakeholders

As part of its 2012 consultation program the Chairperson of the Tribunal issued a media release to over 300 Queensland media outlets, alerting them that the Tribunal was seeking input from interested persons as part of its process for determining remuneration levels for Local Government elected representatives. This gave rise to substantial media interest and led the Tribunal to conclude that stakeholders were given an appropriate opportunity to raise relevant matters.

In addition, Mayors and Chief Executive Officers of the 72 Councils within the Tribunal's jurisdiction were contacted by email and informed about the process for making a submission to the Tribunal, or meeting with the Tribunal by way of delegation.

The Tribunal received 40 submissions from members of the public, ratepayers, Councils and councillors (including several Mayors). This compared to 29 submissions in 2011 and 24 in 2010.

Details of the submissions received are recorded at Appendix 1 of this Report.

Meetings and deputations

Local Governments were provided with the opportunity to meet with the Tribunal at the 116th Annual Conference of the Local Government Association of Queensland in Brisbane on 23 and 24 October 2012. The Chairperson of the Tribunal was also a speaker at this conference and provided an update to Local Government representatives, the majority of whom were newly elected councillors, on the role and function of the Tribunal.

During the course of the conference the Tribunal received deputations from 12 Local Governments or Local Government representatives as detailed in Appendix 2 of this Report.

One matter which was raised consistently by representatives of category 1 Councils, in both formal and informal discussions, was the negative impact on the remuneration levels of councillors in category 1 Councils as a result of the Tribunal's decision in 2011 to set fixed levels of remuneration for Local Government elected representatives in each category of Council. The common submission coming from those who communicated with the Tribunal about this issue was that the remuneration level for councillors in category 1 should be increased from 12.5% to 16% of the reference rate.

Potential de-amalgamations

In June 2012, proposals to de-amalgamate were called for by the Minister for Local Government. The Tribunal is closely monitoring developments arising from this announcement. In particular, the Tribunal is aware that de-amalgamation proposals from five former shires have been referred by the Minister to the Queensland Boundaries Commissioner for detailed examination and consideration. The Commissioner provided a report, including recommendations, to the Minister on 28 November 2012.

If the Commissioner recommends that any de-amalgamation proposal/s should proceed to a poll to gauge whole-of-community support, the Minister is expected to announce any decision/s about such recommendation/s by 14 December 2012. Compulsory polls, if required, are expected to be held prior to 31 March 2013.

Should a poll be successful, and Executive Council on the advice of the Minister for Local Government approves the de-amalgamation, transitional work will be undertaken to prepare the Council/s for de-amalgamation, with elections for any new Council/s to be held by March 2014.

The Boundaries Commissioner has informed the Tribunal that the reviews—conducted in conjunction with Queensland Treasury Corporation—considered the costs associated with, and the feasibility of, the five former shires de-amalgamating from existing Councils. The proposals the commissioner investigated were from the former Douglas, Isis, Livingstone, Mareeba and Noosa shires.

Any de-amalgamation by any of the five former shires mentioned immediately above will require the Tribunal to consider and determine, in accordance with section 39 of the Regulation, the category into which the Cairns, Bundaberg, Rockhampton, Tablelands and Sunshine Coast Regional Councils, respectively, might be assigned.

Special Category review 2013

In contemplating its program for 2012, the Tribunal considered a detailed review of the continuing need for the Special Category of Councils. The consideration was driven by discussions with many Special Category Mayors and councillors regarding the factors underpinning remuneration for the Category as detailed in the 2008 Report of the former Local Government Remuneration Tribunal. In addition, many other representations have been made to the respective Tribunals in the past, particularly by category 1 and 2 councillors. From their perspective, the apparent inequity in remuneration between the three categories of Council requires a closer review of differences in remuneration outcomes.

Following the 2012 quadrennial elections, the Tribunal reviewed its program and concluded that the massive turnover in Special Category councillors would make any review premature. During 2013, the review will be undertaken following consultation with relevant stakeholders.

4. Remuneration Determination for 2012

As noted in this Report, the Regulation prescribes the processes the Tribunal is required to follow for deciding the remuneration that is payable to councillors of Local Governments. In accordance with the Regulation (see Chapter 5, Part 1, Division 1) the Tribunal makes the following determinations.

Categories of Local Government

After considering the criteria for establishing categories of Local Governments as prescribed in section 39 of the Regulation, the Tribunal has decided to maintain the ten existing categories for 2012.

In arriving at this decision, the Tribunal is cognisant of the fact that it undertook a major review of the categories of Local Government, as well as the categories to which each Council is assigned, as part of the process of making its determination during 2011. Nothing advanced in any of the submissions this year, or during deputations, has caused the Tribunal to consider any alteration to the existing number of categories.

Assignment of Local Government to categories

As required by section 40 of the Regulation, the Tribunal has also considered whether it should vary the allocation of any Council to a different category, with particular focus on those Councils which sought an alteration during submissions and/or deputations. These Councils were:

- Gladstone Regional
- Gympie Regional
- Logan City
- Maranoa Regional
- Scenic Rim Regional
- Tablelands Regional
- Whitsunday Regional

The particular request from Gympie Regional Council was for the splitting of category 4 Councils into sub-categories 4A and 4B. While accepting that there is a broad range of population and workload factors applying to this category, the Tribunal also notes the same is true for most of the other categories of Local Government. As such, based on the detailed review of categories undertaken in 2011 and in order to maintain the established equity from one category to the next with resulting graduated gaps in remuneration, the proposed change was not agreed by the Tribunal.

After considering all of the information available to it at this time, the Tribunal has decided not to vary the allocation of any Council to the category to which they were previously assigned.

Councillors in category 1 Councils

After considering the submissions made to it in relation to increasing the remuneration level for councillors in category 1, the Tribunal has agreed to the merits of the requests made and will increase the remuneration level for such councillors to 16% of the reference rate.

Establishing a remuneration rate of 12.5% of the reference rate in 2011, which was the mid point between maximum and minimum levels previously determined by the Tribunal, has left such councillors comparatively worse off than their peers in other categories of Council. As such, it is appropriate that the remuneration rate be increased as requested.

Determination of remuneration for Councillors

Section 41 of the Regulation requires the Tribunal, on or before 1 December each year, to decide the remuneration that may be paid to Mayors, Deputy Mayors and Councillors in each category of Council in the following year.

In making its determination this year the Tribunal has considered the following facts and circumstances:

- The decision of the Federal Remuneration Tribunal to increase the salary levels of federal parliamentarians by 3% from 1 July 2012
- CPI increases over the previous 12 months (1.6%) as well as projected CPI movement in the forthcoming 12 month period
- The general wages policy of the Queensland Government
- Anecdotal reports about the financial pressures being experienced by many Councils
- Community expectations, as represented in submissions made to the Tribunal.

In the end result, the Tribunal has decided to continue to adopt a cautious approach in setting remuneration levels for Local Government elected representatives and has concluded that it should increase remuneration levels by 2.5% on and from 1 January 2013.

The actual remuneration levels to be paid to each level of elected representative is recorded in the remuneration schedule which follows immediately after this section of the Report.

In the Tribunal's review, an increase of 2.5% constitutes a moderate and affordable increase at a time of continuing financial and economic uncertainty in Queensland, Australia, and internationally. Such level of increase will also generally maintain the relative purchasing power of remuneration levels established from 1 January 2012, having regard to actual and projected CPI movements.

Pro-rata payment

Should an elected representative hold a councillor position for only part of a calendar year, he or she is only entitled to remuneration to reflect the portion of the year served.

Matters not included in the remuneration determination

It is noted that section 41 of the Regulation precludes the Tribunal from including amounts in its remuneration determination for expenses to be paid or facilities to be provided to councillors under a Council's Expenses Reimbursement Policy.

Further, section 41 also precludes the Tribunal from including in its determination any contribution a Local Government may make to a voluntary superannuation scheme for councillors. Accordingly, the level of superannuation payments made to a councillor is a

Commonwealth legislation and section 226 of the Act, as is the issue of whether a councillor may salary sacrifice such contributions.

The Tribunal is empowered by section 41(5) of the Regulation to include an additional amount for councillors who are over 75 years of age, to be paid in lieu of the superannuation contributions which a Council might make in respect of persons aged 75 or less. Should any Council contemplate a payment of this nature, the Tribunal will require a submission to be made under section 43 of the Regulation to allow it to consider the individual circumstances.

Remuneration schedule

As required by section 42 of the Regulation the Tribunal has prepared a remuneration schedule for the 2013 calendar year. The relevant remuneration levels have been calculated using a reference rate of \$140,578, which is the 2012 determination reference rate of \$137,149 plus 2.5%.

Arrangements have been made for the publishing of the remuneration schedule in the Queensland Government Gazette and for this Report to be printed and presented to the Minister for Local Government.

The Regulation requires Local Governments to adopt the remuneration schedule by resolution within 90 days of its gazettal and for the Minister to table the remuneration schedule in the Queensland Legislative Assembly.

Remuneration schedule (to apply from 1 January 2013)

Category	Local Governments assigned to categories	Remuneration determined (Reference rate of \$140,578)		
		(see Notes 1, 2 and 3)	(%)	(\$ pa)
Special Category	Aurukun Shire Council	Mayor	65	\$91,376
	Cherbourg Aboriginal Shire Council	Deputy Mayor	37.5	\$52,717
	Cook Shire Council	Councillor	32.5	\$45,688
	Doomadgee Aboriginal Shire Council			
	Hope Vale Aboriginal Shire Council			
	Kowanyama Aboriginal Shire Council			
	Lockhart River Aboriginal Shire Council			
	Mapoon Aboriginal Shire Council			
	Mornington Shire Council			
	Napranum Aboriginal Shire Council			
	Northern Peninsula Area Regional Council			
	Palm Island Aboriginal Shire Council			
	Pormpuraaw Aboriginal Shire Council			
	Torres Shire Council			
	Torres Strait Island Regional Council			
	Woorabinda Aboriginal Shire Council			
Wujal Wujal Aboriginal Shire Council				
Yarrabah Aboriginal Shire Council				
Category 1	Barcoo Shire Council	Mayor	52.5	\$73,803
	Blackall-Tambo Regional Council	Deputy Mayor	22.5	\$31,630
	Bouli Shire Council	Councillor	16	\$22,492
	Bulloo Shire Council			
	Burke Shire Council			
	Croydon Shire Council			
	Diamantina Shire Council			
	Etheridge Shire Council			
	Flinders Shire Council			
	McKinlay Shire Council			
	Paroo Shire Council			
	Quilpie Shire Council			
	Richmond Shire Council			
	Winton Shire Council			
Category 2	Balonne Shire Council	Mayor	52.5	\$73,803
	Barcaldine Regional Council	Deputy Mayor	27.5	\$38,659
	Carpentaria Shire Council	Councillor	22.5	\$31,630
	Cloncurry Shire Council			
	Longreach Regional Council			
	Murweh Shire Council			

Remuneration schedule (to apply from 1 January 2013)(continued)

Category	Local Governments assigned to categories	Remuneration determined (Reference rate of \$140,578)		
		(see Notes 1, 2 and 3)	(%)	(\$ pa)
Category 3	Banana Shire Council	Mayor	65	\$91,376
	Burdekin Shire Council	Deputy Mayor	37.5	\$52,717
	Charters Towers Regional Council	Councillor	32.5	\$45,688
	Goondiwindi Regional Council			
	Hinchinbrook Shire Council			
	Maranoa Regional Council			
	North Burnett Regional Council			
Category 4	Cassowary Coast Regional Council	Mayor	80	\$112,462
	Central Highlands Regional Council	Deputy Mayor	50	\$70,289
	Gympie Regional Council	Councillor	42.5	\$59,746
	Isaac Regional Council			
	Lockyer Valley Regional Council			
	Mount Isa City Council			
	Scenic Rim Regional Council			
	Somerset Regional Council			
	South Burnett Regional Council			
	Southern Downs Regional Council			
	Tablelands Regional Council			
	Whitsunday Regional Council			
Category 5	Bundaberg Regional Council	Mayor	95	\$133,549
	Fraser Coast Regional Council	Deputy Mayor	62.5	\$87,861
	Gladstone Regional Council	Councillor	55	\$77,318
	Western Downs Regional Council			
Category 6	Cairns Regional Council	Mayor	110	\$154,636
	Mackay Regional Council	Deputy Mayor	75	\$105,434
	Redland City Council	Councillor	65	\$91,376
	Rockhampton Regional Council			
	Toowoomba Regional Council			
	Townsville City Council			
Category 7	Ipswich City Council	Mayor	125	\$175,723
	Logan City Council	Deputy Mayor	85	\$119,491
		Councillor	75	\$105,434
Category 8	Moreton Bay Regional Council	Mayor	140	\$196,809
	Sunshine Coast Regional Council	Deputy Mayor	97	\$136,361
		Councillor	85	\$119,491
Category 9	Gold Coast City Council	Mayor	155	\$217,896
		Deputy Mayor	107.5	\$151,121
		Councillor	92.5	\$130,035

Notes to the remuneration schedule

- Note 1 The reference rate of \$140,578 is a rate determined by the Tribunal and is related to, but not dependent on, the annual base salary payable to Members of the Queensland Legislative Assembly.
- Note 2 The monetary amounts shown are per annum figures. If an elected representative only serves for part of a calendar year they are only entitled to a pro-rata payment to reflect the portion of the year served.
- Note 3 Mayors, Deputy Mayors or Councillors over 75 years of age may qualify for additional remuneration in lieu of contributions foregone because of taxation laws which prevent Local Governments from making voluntary superannuation contributions for councillors over that age. Local Governments may make submissions to the Tribunal for approval to vary the remuneration of any councillors over 75 to reflect the level of voluntary superannuation contributions which would otherwise have been paid.

Appendix 1 – Submissions received by the Tribunal

	Date Received	Received From	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of comments by submitter
1	6 September 2012	Ratepayer (Council Employee)	Heulyn Mix, Civil Designer, Sunshine Coast Regional Council	Councillors should be volunteers with a minimum wage, and no allocated budget to spend.
2	8 September 2012	Member of the Public	Ted Lloyd Moreton Bay Regional Council	Any increase should be the same as that for low income earners, namely \$19 per week.
3	8 September 2012	Member of the Public	Andrew Welsh Unknown Area	Any increase to councillor remuneration should be inline with the minimum wage increase. Wages should be paid incrementally through the year with the balance reflecting the level of participation of the elected person. Key Performance Indicators must be met weekly, monthly and quarterly to receive the full entitlements.
4	11 September 2012	Member of the Public	J. Blayney Unknown Area	Councillor remuneration increases should not exceed CPI, and each Council should have the wage increase of their employees taken into account when their own increases occur.
5	12 September 2012	Member of the Public	Michael Austin Unknown Area	Council representatives should lead by example and freeze their remuneration.
6	14 September 2012	Member of the Public	Mark D Duncan Lockyer Valley Regional Council	Remuneration levels should be reduced by 5% to offset the early rate payment discount that has been reduced by 5%.
7	14 September 2012	Member of the Public	Monty Woodbridge Fraser Coast Regional Council	Any increase should be assessed based on performance, namely: movements in per capita income of the region, not on population, demographics, etc.
8	14 September 2012	Member of the Public	Ken Park Moreton Bay Regional Council	Councillors should only be paid for approx 12hrs per month, not as full time politicians.
9	17 September 2012	Member of the Public	R D Gillespie Bundaberg Regional Council	Reduce the remuneration paid by 75%. Then, if there is an increase/decrease in rates charged there should be a subsequent decrease/increase in the remuneration payable to offset.
10	17 September 2012	Member of the Public	Bruce C Lee South Burnett Regional Council	The Mayor's Remuneration should be reduced to \$85K; the Deputy Mayor and councillors have a fair rate of pay.
11	17 September 2012	Member of the Public	Michael Anthony Lee Unknown Area	Councillors to receive no pay or allowance increase which is not in line with rest of population.

Appendix 1 – Submissions received by the Tribunal (continued)

	Date Received	Received From	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of comments by submitter
12	19 September 2012	Member of the Public	Julie Failor Unknown Area	Councillors should be paid according to their tertiary (education) levels. This will encourage higher paid, educated people who are passionate about their division to run for Council.
13	21 September 2012	Member of the Public	Anonymous Tablelands Regional Council	No increase is justified while councillors continue in other employment/business.
14	21 September 2012	Member of the Public	Anonymous Fraser Coast Regional Council	Recommendation for remuneration for elected positions are: <ul style="list-style-type: none"> • Mayor \$65,000 • Deputy Mayor \$42,000 • Councillors \$38,000.
15	24 September 2012	Member of the Public	Bevan Case Logan City Council	Any increase should only be in line with that offered to all government employees (approximately 2.2%), not the 10% requested by committee members who elect to take on the extra responsibility.
16	25 September 2012 5 November 2012	Council	Robert Loughnan Mayor Maranoa Regional Council Supplementary submission	Request for category rating increase (from 3 to 4) due to the rapid economic, social and environmental changes primarily arising from the expanding coal seam gas industry within the region.
17	25 September 2012	Member of the Public	Ludo Heirwegh Unknown Area	Councillor remuneration should only increase in line with CPI in July 2012. Alternative suggestion to freeze all remuneration until the 2014 calendar year.
18	26 September 2012	Member of the Public	Anonymous Unknown Area	Noted that councillors in UK do not get paid a salary, just reasonable expenses which are capped and suggests a similar model for Queensland. Also suggests the need for research into alternative models of attracting appropriate people to serve on Councils at minimum cost.
19	28 September 2012	Council	Dave Burges Chief Executive Officer Quilpie Shire Council	Request for an increase for category 1 councillors from 12.5% to 16.5% of the reference rate.
20	29 September 2012	Member of the Public	J. Cook Cairns Regional Council	Request for decrease in councillors' remuneration to help improve financial position of the country.

Appendix 1 – Submissions received by the Tribunal (continued)

	Date Received	Received From	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of comments by submitter
21	2 October 2012	Council	John Oberhardt Acting Chief Executive Officer Logan City Council	Request for category rating increase (from 7 to 8) because of large-scale development activity and the return of the water business to the direct control of Council.
22	2 October 2012	Council	Carl Manton Chief Executive Officer Goondiwindi Regional Council	Issue of remuneration levels payable was considered by Council on 26 September 2012. The view of Council is that a set remuneration level for all councillors be maintained in 2013.
23	3 October 2012	Council	Peter Blundell Mayor Southern Downs Regional Council	Remuneration considerations are assessed based on strategic and community expectations of the role of a councillor. The full-time commitment required, extensive travel requirements and consideration of expenses incurred should be factored into the Tribunal's determination.
24	3 October 2012	Council	Ray Burton Chief Executive Officer Townsville City Council	No submission for category change. Council asks that a change be made to the period of application for the Tribunal's determinations so that the schedule of councillor pay rates applies to a financial year rather than a calendar year, as is presently the case.
25	4 October 2012	Council	Stuart Randle Chief Executive Officer Gladstone Regional Council	Request for category rating increase (from 5 to 6) due to the impacts of economic growth in the region resulting in additional workloads for councillors.
26	4 October 2012	Council	Scott Waters Acting Chief Executive Officer Whitsunday Regional Council	Request for category rating increase (from 4 to 5) based on increased responsibility for portfolio management.
27	4 October 2012	Member of the Public	Faye Russell Logan City Council	Due to current economic climate, no increase to councillor remuneration should be approved.
28	4 October 2012	Member of the Public	Anthony Delaney Unknown Area	Believes that councillors are overpaid and should be engaged full time for the remuneration awarded.

Appendix 1 – Submissions received by the Tribunal (continued)

	Date Received	Received From	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of comments by submitter
29	4 October 2012	Council	Ian Church Chief Executive Officer Tablelands Regional Council	Request for category rating increase: return to category 5 as none of the features that placed it in this category originally have changed. (Note, TRC was placed into category 4 in the Tribunal's 2011 determination).
30	5 October 2012	Council	Cr Ron Dyne Mayor Gympie Regional Council	Council is requesting that within category 4 the Tribunal establish two sub categories, with Gympie to be in the higher group due to population numbers and workload.
31	5 October 2012	Council	Ian Flint Chief Executive Officer Lockyer Valley Regional Council	Three issues are raised by Council: <ul style="list-style-type: none"> - categorisation of Councils post a significant disaster event and the possibility of a disaster impact loading of 15%; - mid-sized Councils – should a councillors' role be full or part-time; and - consideration be given to setting remuneration once per term and having indexation occur beyond that time to address cost of living.
32	5 October 2012	Council	Cr Jim Madden Somerset Regional Council	Consider the need for an allowance to compensate for the significant responsibilities and travel requirements associated with councillors in undivided councils.
33	5 October 2012	Member of the Public	Ms Sally Lawrence Gold Coast City Council	Councillors remuneration should be based on their demonstrated abilities to perform in the role. No increase should be awarded to Gold Coast Councillors.
34	5 October 2012	Mayor	Cr Belinda Murphy Mayor McKinlay Shire Council	McKinlay Shire Council, along with other category 1 Councils, is requesting that category 1 councillors should be paid 16% of the reference rate.
35	5 October 2012	Councillor	Anonymous Unknown Area	In order to attract a broader demographic of Council representatives, in particular working mothers, who have skills that could be of considerable benefit to Councils, a remuneration review should consider increased flexibility in the day to day functions of Council as well as an increase in remuneration.

Appendix 1 – Submissions received by the Tribunal (continued)

	Date Received	Received From	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of comments by submitter
36	5 October 2012	Councillor	Anonymous Fraser Coast Regional Council	Councillor remuneration has not reflected the significant alteration to work loads and responsibilities of councillors following the disposal of Fraser Coast Water in 2009. Councillor's remuneration levels should be considered on the basis of current work loads and responsibilities within Council.
37	5 October 2012	Member of the Public	"Grant" Unknown Area	Councillors are paid a fair amount. Any addition to their wage should be stated prior to an election and then be fixed for the term.
38	8 October 2012	Mayor	Cr Will Attwood Mayor Etheridge Shire Council	Requests an increase to the category 1 remuneration rate for councillors.
39	24 October 2012	Councillor	Jennifer Sanders Councillor Scenic Rim Regional Council	Councillor roles have a dramatically higher level of work responsibilities and work hours than Council staff, many of whom are paid considerably more than elected officials. Advocates that Councils should be able to select a remuneration level one category higher (or lower) than that determined by the Tribunal.
40	6 November 2012	Association	Local Government Association of Queensland	Advocates the continuation of a nexus between remuneration for State MLAs and councillors and suggests the Category 1 councillors should be increased to 16.5% of the reference rate

Appendix 2 – Stakeholders who met with the Tribunal

	Date	Council, name (role)	Summary of comments
1	23 October 2012	Bundaberg Regional Council Councillor Mal Forman (Mayor) Mr Peter Byrne (Chief Executive Officer)	<p>The Mayor spoke about Council's concerns with the current legislative process which requires the remuneration category set by the Tribunal to be taken to a Council meeting for adoption when the remuneration level is actually set by the Tribunal. Council suggests that this legislative requirement should be revised.</p> <p>The Mayor raised the possibility of awarding an additional amount to Chairpersons of Council committees. (Note: the Tribunal members explained the process involved in Council lodging a Regulation 43 request).</p> <p>The de-amalgamation process and setting of remuneration categories for those Councils involved was discussed (predominately who would be involved in this process and what would be the deciding factors). Council asserted that the Tribunal has an established, effective process and should be involved in any decisions about category levels resulting from possible de-amalgamation.</p> <p>The CEO advised that the typical wage increase for persons employed within the Council area across all industries was between 2.5% and 4%. Within Council, contractors' salaries are based on the Brisbane CPI + 1%.</p>
2	23 October 2012	Gladstone Regional Council Councillor Matt Burnett (Deputy Mayor) Councillor Leo Neill-Ballantine	<p>Council representatives explained the rationale and detail of Council's submission (No. 25)</p> <p>The Deputy Mayor submitted that Council should be in a higher remuneration category for the following reasons:</p> <ul style="list-style-type: none"> - Gladstone is different from other category 5 Councils due to the large resource project investments that are occurring in the region (Largest LNG Plant worldwide); - the impact that the "fly in fly out" (FIFO) activity has on the community and on Council infrastructure (roads, sewerage, rubbish, etc); and - councillor activity is not just "rates, roads and rubbish". The resource boom in the region affects residents and the environment (planning and infrastructure) and adds extra responsibilities arising from dealing with resource companies. <p>High staff turnover (27%) is a problem for the Council due to the resources boom. Council has been inundated with planning applications to accommodate both the FIFO workforce and industrial development.</p> <p>Council is in the process of negotiating more investment in infrastructure with the resource companies. The Gladstone Foundation has been set up to accommodate this. Significant developments are underway in the harbour area, associated works are necessary as a result. The cost to Council of a possible remuneration increase has been discussed and is deemed to be acceptable in terms of sustainability.</p>

Appendix 2 – Stakeholders who met with the Tribunal (continued)

	Date	Council, name (role)	Summary of comments
3	23 October 2012	<p>Goondiwindi Regional Council</p> <p>Councillor Rick Kearney (Deputy Mayor) Councillor David McMahon</p>	<p>The Deputy Mayor emphasised that GRC believes the current remuneration determination criteria are effective.</p> <p>Council's concern with the current level of remuneration is that they will not be able to attract the right calibre of candidates to the role with the ever increasing workload and presence in the community that is required to meet community expectation. The Deputy Mayor suggested a slight increase to category 3 remuneration be awarded to address this issue and noted that Council employees have been granted a 3.8% rise this year.</p> <p>The Deputy Mayor contended that the Local Government Act does not outline the duties of a councillor. This makes it difficult to ensure a solid commitment from councillors. He suggested alternate remuneration structures to address this issue.</p>
4	24 October 2012	<p>Whitsunday Regional Council</p> <p>Councillor Jennifer Whitney (Mayor) Councillor Jan Clifford Mr John Finlay (Chief Executive Officer)</p>	<p>Council representatives explained the rationale and detail of Council's submission (No. 26).</p> <p>The Mayor outlined the effects on the community, local infrastructure and added pressures placed on the councillors and Council arising from resource companies' operations within the region.</p> <p>The Mayor outlined current issues within Council regarding workloads, councillor perceptions of required commitments, and changes to the direction of the Council. Issues of affordability were raised for part-time councillors who needed to coordinate other work commitments.</p>
5	24 October 2012	<p>Fraser Coast Regional Council</p> <p>Councillor Gerard O'Connell (Mayor) Councillor Darren Everard Ms Lisa Desmond (Chief Executive Officer)</p>	<p>Councillors and the Chief Executive Officer queried councillor expense reimbursement policies as they are looking at implementing a new policy to suit their current environment.</p> <p>The Council asked about the possibility and process for extra remuneration to be awarded to Committee Chairpersons.</p> <p>The Council representatives also raised questions regarding discipline processes, namely the numbers of matters addressed, activity post local government elections and changes to the legislation and the effects on the current process.</p>
6	24 October 2012	<p>Maranoa Regional Council</p> <p>Councillor Robert Loughnan (Mayor) Councillor Cameron O'Neil Councillor Jan Chambers Councillor Peter Flynn</p>	<p>Council representatives explained the rationale and detail of Council's submission (No. 16).</p> <p>Matters raised were:</p> <ul style="list-style-type: none"> - FIFO impacts on the community and infrastructure. High staff turnover (currently 20%) has resulted due to staff leaving to work for resource companies. - planning applications and the socio-economic effect on the community post resources boom. - additional work over the coming and future terms resulting from the flood mitigation plan. <p>The Mayor also spoke about an agreement with the resource companies to compensate for the cost of wear and tear on the region's infrastructure.</p>

Appendix 2 – Stakeholders who met with the Tribunal (continued)

	Date	Council, name (role)	Summary of comments
7	24 October 2012	McKinlay Shire Council Councillor Belinda Murphy (Mayor) Councillor Anthony Batt	<p>Council representatives explained the rationale and detail of Council's submission (No. 34).</p> <p>The Mayor asked the Tribunal for details around the Special Category remuneration and what additional factors were taken into account in determining this level, and how Councils qualified.</p> <p>The Mayor highlighted the difficulty of attracting the right calibre of people to Council due to the reduction in remuneration in the Tribunal's 2011 decision.</p>
8	24 October 2012	Boulia Shire Council Councillor Eric Brittan (Mayor) Mr Vince Corbin (Chief Executive Officer)	<p>The Mayor stated that he was happy with the current Category 1 rate for Mayors. However the rate for councillors should be increased to 16% (same proposal as McKinlay Shire Council).</p> <p>The Mayor and CEO spoke about the significant travel involved with being a councillor in a remote region, and the subsequent time and costs associated with this.</p> <p>The Mayor discussed remuneration structure options with the Tribunal and suggested that Council will lodge a Regulation 43 submission to the Tribunal after the 2012 determination has been handed down.</p>
9	24 October 2012	Scenic Rim Regional Council Councillor John Brent (Mayor) Councillor Virginia West (Deputy Mayor) Mr Craig Barke (Chief Executive Officer)	<p>The Mayor raised the impact of the large amount of development activity within the region. The Bromelton development (approval expected to be November 2012) will bring approximately 3,000 jobs to the region, placing more strain on the existing infrastructure.</p> <p>The increase in activity in the region, in conjunction with increased expectations of councillors by the community, and the time commitments associated with being involved with various SEQ Councils' Boards, has led the Council to seek higher remuneration for the Mayor and councillors. In addition to these factors, Scenic Rim has experienced a very high growth rate compared to other areas in Queensland.</p> <p>The Mayor highlighted that neighbouring councillors' remuneration is similar to what the Mayor receives. He suggested the Council be moved from category 4 to category 5 as the elected members experience a similar level of time commitment to those within the other SEQ Councils.</p>
10	24 October 2012	Richmond Shire Council Councillor John Wharton (Mayor) Councillor June Kuhl (Deputy Mayor) Councillor Scott Geary Dr Graeme Potter (Chief Executive Officer)	<p>Council supported other category 1 Councils' requests that the base rate for a councillor should be lifted to 16% of the reference rate.</p>

Appendix 2 – Stakeholders who met with the Tribunal (continued)

	Date	Council, name (role)	Summary of comments
11	24 October 2012	Ipswich City Council Councillor Victor Attwood (Deputy Mayor) Councillor Paul Tully	The Councillors sought information on the process for seeking additional remuneration for Committee Chairpersons and advised that all nine councillors (that is, all except the Mayor and Deputy Mayor) chaired a Committee.
12	24 October 2012	South Burnett Regional Council Councillor Cheryl Dalton Councillor Damien Tessmann	The Councillors expressed concern about attracting younger candidates to run for local government. They felt that an increase to the remuneration payable may make councillor roles more attractive to the younger generation and prompt more interest. The Councillors also raised issues relating to the determination of the full-time versus part-time role of a councillor.

Appendix 3 – Comparative data (Categories 1 to 9)

Local Governments	Number of Councillors (excluding Mayors)	Area not Divided (U)	Council representation changes at 2012 elections	Community equity 2011 (\$M)	* Rank (high to low)	Operating Income 2011 (\$M)	* Rank (high to low)	Operating Income per Councillor 2011 (\$M)	* Rank (high to low)
Balonne Shire Council	6	U	+2	\$196.0	39	\$40.3	33	\$6.7	38
Banana Shire Council	6			\$516.2	27	\$54.3	26	\$9.0	25
Barcaldine Regional Council	6	U		\$221.7	36	\$34.4	38	\$5.7	43
Barcoo Shire Council	4	U		\$116.5	48	\$24.8	44	\$6.2	41
Blackall - Tambo Regional Council	6	U	+2 / U	\$159.5	41	\$17.5	49	\$2.9	54
Boulia Shire Council	4	U		\$128.1	46	\$13.8	53	\$3.5	50
Bulloo Shire Council	4	U		\$131.5	44	\$12.5	54	\$3.1	52
Bundaberg Regional Council	10			\$1,577.6	12	\$143.4	14	\$14.3	17
Burdekin Shire Council	6	U		\$414.6	28	\$46.7	31	\$7.8	32
Burke Shire Council	4	U		\$103.2	51	\$30.5	39	\$7.6	33
Cairns Regional Council	10			\$2,995.4	7	\$286.1	5	\$28.6	5
Carpentaria Shire Council	6	U	+2	\$252.7	34	\$34.4	37	\$5.7	42
Cassowary Coast Regional Council	6			\$756.2	22	\$89.9	21	\$15.0	15
Central Highlands Regional Council	8	U		\$1,017.7	16	\$145.6	13	\$18.2	12
Charters Towers Regional Council	6	U		\$398.1	29	\$47.3	30	\$7.9	31
Cloncurry Shire Council	4	U		\$202.7	37	\$27.0	43	\$6.8	37
Croydon Shire Council	4	U		\$98.2	52	\$15.5	51	\$3.9	48
Diamantina Shire Council	4	U		\$85.8	53	\$34.5	36	\$8.6	26
Etheridge Shire Council	4	U		\$128.0	47	\$20.3	46	\$5.1	44
Flinders Shire Council	6	U	+2	\$128.5	45	\$18.1	47	\$3.0	53
Fraser Coast Regional Council	10		D	\$1,503.3	13	\$112.6	16	\$11.3	22
Gladstone Regional Council	8	U		\$1,143.2	15	\$152.8	11	\$19.1	11
Gold Coast City Council	14			\$9,297.1	1	\$926.5	1	\$66.2	1
Goondiwindi Regional Council	6	U		\$390.9	30	\$43.5	32	\$7.2	34
Gympie Regional Council	8		D	\$958.5	18	\$79.7	22	\$10.0	24
Hinchinbrook Shire Council	6	U		\$266.9	33	\$51.3	28	\$8.6	28
Ipswich City Council	10			\$2,107.9	10	\$236.4	9	\$23.6	8
Isaac Regional Council	8			\$919.1	19	\$100.4	19	\$12.6	20
Lockyer Valley Regional Council	6	U		\$377.7	31	\$77.9	23	\$13.0	19
Logan City Council	12			\$3,929.5	4	\$258.7	7	\$21.6	9
Longreach Regional Council	6	U	U	\$198.0	38	\$28.3	41	\$4.7	45
Mackay Regional Council	10	U		\$2,649.7	8	\$242.7	8	\$24.3	7
Maranoa Regional Council	8	U		\$1,002.2	17	\$90.8	20	\$11.4	21
McKinlay Shire Council	4	U		\$160.9	40	\$28.5	40	\$7.1	35
Moreton Bay Regional Council	12			\$4,758.1	3	\$382.9	3	\$31.9	4
Mount Isa City Council	6	U		\$343.1	32	\$39.6	34	\$6.6	39
Murweh Shire Council	4	U		\$113.8	49	\$28.1	42	\$7.0	36
North Burnett Regional Council	6			\$872.4	20	\$37.6	35	\$6.3	40
Paroo Shire Council	4	U		\$139.1	43	\$17.7	48	\$4.4	46
Quilpie Shire Council	4	U		\$104.2	50	\$15.1	52	\$3.8	49
Redland City Council	10			\$1,728.2	11	\$152.3	12	\$15.2	14
Richmond Shire Council	5	U	+1	\$74.7	54	\$15.7	50	\$3.1	51
Rockhampton Regional Council	10			\$2,165.9	9	\$197.0	10	\$19.7	10
Scenic Rim Regional Council	6			\$634.8	25	\$66.0	25	\$11.0	23
Somerset Regional Council	6	U		\$248.8	35	\$49.2	29	\$8.2	30
South Burnett Regional Council	6			\$605.7	26	\$51.4	27	\$8.6	27
Southern Downs Regional Council	8	U		\$762.1	21	\$67.2	24	\$8.4	29
Sunshine Coast Regional Council	12			\$4,890.0	2	\$422.3	2	\$35.2	3
Tablelands Regional Council	8			\$747.9	23	\$115.2	15	\$14.4	16
Toowoomba Regional Council	10	U		\$3,207.3	6	\$263.0	6	\$26.3	6
Townsville City Council	10		-2 / D	\$3,361.6	5	\$354.6	4	\$35.5	2
Western Downs Regional Council	8	U		\$1,344.7	14	\$107.1	17	\$13.4	18
Whitsunday Regional Council	6	U		\$655.6	24	\$105.0	18	\$17.5	13
Winton Shire Council	5	U	+1	\$148.2	42	\$20.9	45	\$4.2	47

* Rankings based on non-rounded data.

Appendix 3 – Comparative data (Categories 1 to 9)(continued)

Local Governments	Number of Councillors (excluding Mayors)	Average annual community equity 2008-2011 (\$M)	* Rank (high to low)	Average annual operating income 2008-2011 (\$M)	* Rank (high to low)	Average annual operating income per Councillor 2008-2011 (\$M)	* Rank (high to low)
Balonne Shire Council	6	\$164.1	39	\$21.4	40	\$3.6	46
Banana Shire Council	6	\$462.8	26	\$45.8	25	\$7.6	24
Barcaldine Regional Council	6	\$185.4	36	\$32.0	34	\$5.3	36
Barcoo Shire Council	4	\$96.8	49	\$19.3	44	\$4.8	41
Blackall - Tambo Regional Council	6	\$136.4	42	\$15.4	47	\$2.6	52
Boulia Shire Council	4	\$99.2	47	\$14.9	48	\$3.7	44
Bulloo Shire Council	4	\$124.4	44	\$12.8	51	\$3.2	50
Bundaberg Regional Council	10	\$1,436.6	12	\$119.0	12	\$11.9	15
Burdekin Shire Council	6	\$405.4	27	\$38.3	27	\$6.4	28
Burke Shire Council	4	\$78.0	53	\$13.7	49	\$3.4	47
Cairns Regional Council	10	\$2,825.1	7	\$265.0	5	\$26.5	4
Carpentaria Shire Council	6	\$213.7	34	\$28.7	37	\$4.8	42
Cassowary Coast Regional Council	6	\$682.2	22	\$70.0	20	\$11.7	16
Central Highlands Regional Council	8	\$826.1	16	\$109.2	14	\$13.7	14
Charters Towers Regional Council	6	\$286.6	31	\$33.8	30	\$5.6	31
Cloncurry Shire Council	4	\$175.4	38	\$19.9	42	\$5.0	39
Croydon Shire Council	4	\$87.3	51	\$10.3	54	\$2.6	53
Diamantina Shire Council	4	\$83.3	52	\$29.0	36	\$7.2	26
Etheridge Shire Council	4	\$126.7	43	\$22.5	39	\$5.6	32
Flinders Shire Council	6	\$96.9	48	\$19.3	45	\$3.2	49
Fraser Coast Regional Council	10	\$1,384	13	\$106.6	15	\$10.7	20
Gladstone Regional Council	8	\$1,043.3	15	\$116.3	13	\$14.5	13
Gold Coast City Council	14	\$9,846.6	1	\$819.4	1	\$58.5	1
Goondiwindi Regional Council	6	\$356.3	29	\$32.1	33	\$5.3	35
Gympie Regional Council	8	\$823.6	17	\$68.4	21	\$8.6	21
Hinchinbrook Shire Council	6	\$217.5	33	\$33.0	31	\$5.5	33
Ipswich City Council	10	\$2,135.0	8	\$229.8	7	\$23.0	6
Isaac Regional Council	8	\$699.3	19	\$86.9	19	\$10.9	19
Lockyer Valley Regional Council	6	\$276.3	32	\$44.7	26	\$7.4	25
Logan City Council	12	\$3,677.3	4	\$254.4	6	\$21.2	8
Longreach Regional Council	6	\$184.2	37	\$27.8	38	\$4.6	43
Mackay Regional Council	10	\$2,108.8	9	\$194.8	9	\$19.5	9
Maranoa Regional Council	8	\$613.2	23	\$62.3	22	\$7.8	23
McKinlay Shire Council	4	\$138.4	41	\$21.3	41	\$5.3	37
Moreton Bay Regional Council	12	\$4,321.4	3	\$400.2	3	\$33.3	3
Mount Isa City Council	6	\$339.1	30	\$34.4	29	\$5.7	30
Murweh Shire Council	4	\$87.9	50	\$19.4	43	\$4.8	40
North Burnett Regional Council	6	\$808.2	18	\$32.4	32	\$5.4	34
Paroo Shire Council	4	\$111.0	45	\$13.2	50	\$3.3	48
Quilpie Shire Council	4	\$99.4	46	\$11.8	53	\$3.0	51
Redland City Council	10	\$1,970.0	11	\$170.3	11	\$17.0	11
Richmond Shire Council	5	\$69.4	54	\$12.0	52	\$2.4	54
Rockhampton Regional Council	10	\$2,043.0	10	\$174.6	10	\$17.5	10
Scenic Rim Regional Council	6	\$523.3	25	\$49.0	24	\$8.2	22
Somerset Regional Council	6	\$196.6	35	\$31.3	35	\$5.2	38
South Burnett Regional Council	6	\$396.3	28	\$36.6	28	\$6.1	29
Southern Downs Regional Council	8	\$687.6	20	\$54.4	23	\$6.8	27
Sunshine Coast Regional Council	12	\$4,978.7	2	\$446.4	2	\$37.2	2
Tablelands Regional Council	8	\$686.3	21	\$92.4	16	\$11.5	17
Toowoomba Regional Council	10	\$2,890.9	6	\$218.6	8	\$21.9	7
Townsville City Council	10	\$3,194.4	5	\$311.5	4	\$26.0	5
Western Downs Regional Council	8	\$1,106.3	14	\$87.6	18	\$11.0	18
Whitsunday Regional Council	6	\$611.7	24	\$89.3	17	\$14.9	12
Winton Shire Council	5	\$139.6	40	\$17.9	46	\$3.6	45

* Rankings based on non-rounded data

Appendix 3 – Comparative data (Categories 1 to 9)(continued)

Local Governments	Number of Councillors (excluding Mayors)	Estimated resident population 2011	* Rank (high to low)	Average annual resident population change 2006-2011 (%)	* Rank (high to low) - Fastest growth ranking	Estimated population per Councillor (excluding Mayor) 2011	* Rank (high to low)	Electors per Councillor (excluding Mayor) 2011	* Rank (high to low)
Balonne Shire Council	6	4,895	35	-0.1%	40	816	37	565	37
Banana Shire Council	6	14,861	29	-0.9%	49	2,477	29	1,767	29
Barcaldine Regional Council	6	3,286	39	-1.0%	52	548	39	402	39
Barcoo Shire Council	4	365	52	-0.9%	50	91	52	72	52
Blackall - Tambo Regional Council	6	2,254	40	1.1%	24	376	41	282	41
Boulia Shire Council	4	496	50	2.0%	8	124	50	86	50
Bulloo Shire Council	4	424	51	1.5%	18	106	51	83	51
Bundaberg Regional Council	10	91,858	13	0.9%	28	9,186	13	6,818	13
Burdekin Shire Council	6	17,784	28	-0.3%	41	2,964	27	2,171	27
Burke Shire Council	4	569	49	1.4%	21	142	49	113	49
Cairns Regional Council	10	162,740	7	2.0%	9	16,274	7	11,730	7
Carpentaria Shire Council	6	2,246	41	1.6%	16	374	42	272	42
Cassowary Coast Regional Council	6	28,627	24	-0.7%	46	4,771	21	3,539	21
Central Highlands Regional Council	8	29,533	23	0.9%	27	3,692	25	2,557	26
Charters Towers Regional Council	6	12,461	31	0.5%	34	2,077	30	1,455	31
Cloncurry Shire Council	4	3,410	38	0.3%	37	853	36	624	36
Croydon Shire Council	4	322	53	3.3%	2	81	53	56	54
Diamantina Shire Council	4	294	54	-0.5%	44	74	54	59	53
Etheridge Shire Council	4	915	47	0.3%	36	229	47	184	47
Flinders Shire Council	6	1,845	43	-0.7%	47	308	43	229	43
Fraser Coast Regional Council	10	97,296	12	1.7%	15	9,730	12	7,294	12
Gladstone Regional Council	8	59,402	14	2.0%	11	7,425	14	5,251	14
Gold Coast City Council	14	513,954	1	2.0%	10	36,711	1	27,714	1
Goondiwindi Regional Council	6	10,840	33	0.2%	38	1,807	32	1,285	33
Gympie Regional Council	8	46,668	15	1.1%	23	5,834	17	4,275	16
Hinchinbrook Shire Council	6	11,852	32	-0.6%	45	1,975	31	1,498	30
Ipswich City Council	10	172,147	6	3.9%	1	17,215	6	11,902	6
Isaac Regional Council	8	23,212	25	1.9%	12	2,902	28	2,027	28
Lockyer Valley Regional Council	6	35,795	18	2.3%	6	5,966	16	4,216	17
Logan City Council	12	287,517	4	2.0%	7	23,960	4	16,649	4
Longreach Regional Council	6	4,308	37	-0.1%	39	718	38	504	38
Mackay Regional Council	10	115,677	10	1.5%	17	11,568	10	8,358	10
Maranoa Regional Council	8	13,464	30	0.6%	33	1,683	34	1,205	34
McKinlay Shire Council	4	1,086	45	2.6%	4	272	45	209	45
Moreton Bay Regional Council	12	389,661	2	3.2%	3	32,472	2	23,165	2
Mount Isa City Council	6	22,255	26	1.1%	25	3,709	24	2,587	25
Murweh Shire Council	4	4,758	36	-0.4%	42	1,190	35	847	35
North Burnett Regional Council	6	10,342	34	-0.8%	48	1,724	33	1,304	32
Paroo Shire Council	4	1,967	42	-0.9%	51	492	40	355	40
Quilpie Shire Council	4	1,022	46	-0.5%	43	256	46	186	46
Redland City Council	10	143,628	9	1.8%	13	14,363	9	10,482	9
Richmond Shire Council	5	850	48	-2.6%	54	170	48	129	48
Rockhampton Regional Council	10	112,383	11	0.9%	26	11,238	11	8,094	11
Scenic Rim Regional Council	6	37,415	17	1.5%	19	6,236	15	4,564	15
Somerset Regional Council	6	22,062	27	2.3%	5	3,677	26	2,670	24
South Burnett Regional Council	6	31,765	22	0.6%	31	5,294	20	3,842	20
Southern Downs Regional Council	8	34,619	19	0.6%	32	4,327	22	3,162	22
Sunshine Coast Regional Council	12	316,858	3	1.4%	20	26,405	3	19,839	3
Tablelands Regional Council	8	45,243	16	0.8%	29	5,655	18	4,166	18
Toowoomba Regional Council	10	154,931	8	0.5%	35	15,493	8	11,071	8
Townsville City Council	10	180,389	5	1.8%	14	18,039	5	12,905	5
Western Downs Regional Council	8	32,355	21	1.4%	22	4,044	23	2,851	23
Whitsunday Regional Council	6	32,408	20	0.7%	30	5,401	19	4,109	19
Winton Shire Council	5	1,388	44	-1.2%	53	278	44	210	44

* Rankings based on non-rounded data.

Appendix 3 – Comparative data (Categories 1 to 9)(continued)

Local Governments	Number of Councillors (excluding Mayors)	Index of relative socio-economic advantage and disadvantage	* Rank (high to low)	Indigenous estimated resident population 2011 (%)	* Rank (high to low)	Estimated population density 2011 (persons / sq km)	* Rank (high to low)
Balonne Shire Council	6	942	26	17.1%	8	0.157	35
Banana Shire Council	6	955	18	4.0%	35	0.520	29
Barcaldine Regional Council	6	936	30	6.3%	21	0.061	40
Barcoo Shire Council	4	943	25	6.8%	19	0.006	52
Blackall - Tambo Regional Council	6	911	45	4.2%	33	0.074	38
Boulia Shire Council	4	889	52	39.9%	1	0.008	51
Bulloo Shire Council	4	936	29	12.1%	10	0.006	53
Bundaberg Regional Council	10	917	43	3.3%	43	14.244	11
Burdekin Shire Council	6	922	38	5.1%	28	3.516	23
Burke Shire Council	4	945	23	27.7%	4	0.014	49
Cairns Regional Council	10	998	7	9.2%	16	39.414	8
Carpentaria Shire Council	6	881	53	36.8%	2	0.035	43
Cassowary Coast Regional Council	6	921	40	9.4%	15	6.091	17
Central Highlands Regional Council	8	1,005	5	3.6%	38	0.492	31
Charters Towers Regional Council	6	919	42	7.9%	17	0.182	34
Cloncurry Shire Council	4	930	32	21.8%	7	0.071	39
Croydon Shire Council	4	849	54	24.2%	5	0.011	50
Diamantina Shire Council	4	910	46	24.0%	6	0.003	54
Etheridge Shire Council	4	944	24	3.5%	40	0.023	47
Flinders Shire Council	6	924	35	6.3%	21	0.045	41
Fraser Coast Regional Council	10	922	38	3.6%	38	13.671	12
Gladstone Regional Council	8	976	12	3.5%	40	5.663	18
Gold Coast City Council	14	1,031	1	1.3%	54	385.273	1
Goondiwindi Regional Council	6	941	27	4.9%	29	0.562	27
Gympie Regional Council	8	909	49	2.8%	46	6.766	15
Hinchinbrook Shire Council	6	910	47	5.6%	26	4.218	20
Ipswich City Council	10	955	19	3.8%	36	157.933	5
Isaac Regional Council	8	1,013	3	2.7%	49	0.394	32
Lockyer Valley Regional Council	6	924	36	2.9%	45	15.755	9
Logan City Council	12	967	15	2.8%	46	299.497	2
Longreach Regional Council	6	975	14	6.8%	19	0.106	37
Mackay Regional Council	10	984	9	4.4%	31	15.177	10
Maranoa Regional Council	8	948	21	7.3%	18	0.229	33
McKinlay Shire Council	4	976	13	3.7%	37	0.027	45
Moreton Bay Regional Council	12	996	8	2.2%	51	191.292	4
Mount Isa City Council	6	977	10	15.1%	9	0.514	30
Murweh Shire Council	4	933	31	11.5%	11	0.117	36
North Burnett Regional Council	6	894	50	6.0%	24	0.525	28
Paroo Shire Council	4	893	51	30.7%	3	0.041	42
Quilpie Shire Council	4	937	28	11.5%	11	0.015	48
Redland City Council	10	1,028	2	1.9%	52	267.464	3
Richmond Shire Council	5	948	22	5.9%	25	0.032	44
Rockhampton Regional Council	10	950	20	5.5%	27	6.122	16
Scenic Rim Regional Council	6	964	16	2.6%	50	8.793	14
Somerset Regional Council	6	921	41	2.8%	46	4.098	21
South Burnett Regional Council	6	909	48	4.4%	31	3.783	22
Southern Downs Regional Council	8	913	44	3.3%	43	4.861	19
Sunshine Coast Regional Council	12	1,006	4	1.5%	53	101.362	6
Tablelands Regional Council	8	929	33	10.3%	13	0.696	26
Toowoomba Regional Council	10	976	11	3.5%	40	11.937	13
Townsville City Council	10	999	6	6.1%	23	48.245	7
Western Downs Regional Council	8	929	34	4.5%	30	0.851	25
Whitsunday Regional Council	6	957	17	4.2%	33	1.358	24
Winton Shire Council	5	924	37	9.6%	14	0.026	46

* Rankings based on non-rounded data.

Appendix 3 – Comparative data (Categories 1 to 9)(continued)

Local Governments	Total staff 2011 (FTE)	* Rank (high to low)	Area (sq kms)	* Rank (high to low)	Total road length (kms)	* Rank (high to low)	Building approvals 2011	* Rank (high to low)	Average annual number of building approvals 2009-2011	* Rank (high to low)
Balonne Shire Council	93	42	31,151	24	2,319	27	7	39	7	38
Banana Shire Council	270	26	28,606	27	3,947	8	76	27	47	29
Barcaldine Regional Council	163	36	53,651	13	3,175	17	11	37	12	35
Barcoo Shire Council	50	51	61,953	7	1,768	42	0	49	0	52
Blackall - Tambo Regional Council	120	38	30,452	25	1,849	37	3	41	3	41
Boulia Shire Council	49	52	61,109	8	1,321	48	2	43	1	48
Bulloo Shire Council	54	50	73,874	2	2,110	31	1	46	0	49
Bundaberg Regional Council	822	12	6,449	40	3,201	15	384	14	434	13
Burdekin Shire Council	235	29	5,058	42	1,205	49	63	29	57	27
Burke Shire Council	33	54	40,167	21	1,845	38	0	49	0	52
Cairns Regional Council	1,479	5	4,129	45	1,674	43	456	12	574	11
Carpentaria Shire Council	87	43	64,334	6	1,780	41	4	40	2	42
Cassowary Coast Regional Council	314	24	4,700	43	1,193	50	141	25	115	26
Central Highlands Regional Council	426	18	59,970	9	4,678	5	344	15	318	16
Charters Towers Regional Council	265	27	68,571	3	4,282	6	52	31	46	30
Cloncurry Shire Council	77	44	48,117	14	3,136	18	17	35	11	36
Croydon Shire Council	42	53	29,579	26	1,088	51	0	49	0	49
Diamantina Shire Council	58	49	94,870	1	1,039	53	0	49	0	52
Etheridge Shire Council	75	45	39,324	22	1,781	40	1	46	4	40
Flinders Shire Council	96	41	41,306	17	2,277	28	2	43	1	44
Fraser Coast Regional Council	797	13	7,117	38	3,903	9	437	13	569	12
Gladstone Regional Council	663	15	10,489	34	2,558	23	1,055	8	696	10
Gold Coast City Council	3,121	1	1,334	51	3,420	10	2,277	2	2,780	2
Goondiwindi Regional Council	181	32	19,284	31	2,476	25	20	34	22	34
Gympie Regional Council	472	17	6,897	39	2,275	29	326	16	353	15
Hinchinbrook Shire Council	175	33	2,810	48	683	54	54	30	43	31
Ipswich City Council	1,176	8	1,090	52	1,602	45	1,354	5	1,687	4
Isaac Regional Council	394	19	58,869	10	3,230	14	308	17	189	24
Lockyer Valley Regional Council	343	23	2,272	49	1,431	47	270	20	265	19
Logan City Council	1,084	9	960	53	2,047	32	1,279	7	1,639	5
Longreach Regional Council	171	35	40,666	20	3,035	20	10	38	6	39
Mackay Regional Council	979	10	7,622	36	2,428	26	1,363	4	1,058	7
Maranoa Regional Council	368	21	58,817	11	5,840	3	92	26	50	28
McKinlay Shire Council	67	46	40,849	18	1,978	35	0	49	0	49
Moreton Bay Regional Council	1,717	3	2,037	50	3,381	12	2,504	1	2,993	1
Mount Isa City Council	234	30	43,314	16	2,033	34	22	33	40	32
Murweh Shire Council	130	37	40,774	19	2,797	22	13	36	11	36
North Burnett Regional Council	217	31	19,707	30	4,995	4	23	32	28	33
Paroo Shire Council	106	39	47,688	15	2,136	30	1	46	2	42
Quilpie Shire Council	64	47	67,547	4	2,041	33	3	41	1	44
Redland City Council	873	11	537	54	1,076	52	506	10	736	9
Richmond Shire Council	64	47	26,656	28	2,839	21	0	49	1	46
Rockhampton Regional Council	1,199	7	18,356	32	3,401	11	491	11	366	14
Scenic Rim Regional Council	362	22	4,255	44	1,825	39	204	24	195	23
Somerset Regional Council	172	34	5,383	41	1,538	46	276	18	276	17
South Burnett Regional Council	308	25	8,397	35	3,277	13	230	22	257	20
Southern Downs Regional Council	391	20	7,122	37	3,086	19	274	19	239	21
Sunshine Coast Regional Council	2,300	2	3,126	47	3,193	16	1,782	3	2,226	3
Tablelands Regional Council	537	16	65,008	5	4,122	7	228	23	220	22
Toowoomba Regional Council	1,468	6	12,979	33	9,568	1	820	9	895	8
Townsville City Council	1,689	4	3,739	46	1,645	44	1,296	6	1,209	6
Western Downs Regional Council	676	14	38,005	23	7,499	2	245	21	266	18
Whitsunday Regional Council	252	28	23,871	29	1,873	36	76	27	124	25
Winton Shire Council	97	40	53,950	12	2,502	24	2	43	1	46

Rankings based on non-rounded data.

Appendix 4 – Comparative data (Special Category of Councils)

Local Governments	Number of Councillors (excluding Mayors)	Area not Divided (U)	Community equity 2011 (\$M)	* Rank (high to low)	Operating income 2011 (\$M)	* Rank (high to low)	Operating income per Councillor 2011 (\$M)	* Rank (high to low)
Aurukun Shire Council	4	U	\$125.5	6	\$11.5	10	\$2.9	10
Cherbourg Aboriginal Shire Council	4	U	\$54.6	16	\$9.2	13	\$2.3	13
Cook Shire Council	6	U	\$281.2	2	\$51.2	2	\$8.5	1
Doomadgee Aboriginal Shire Council	4	U	\$111.7	7	\$5.7	18	\$1.4	18
Hope Vale Aboriginal Shire Council	4	U	\$76.9	11	\$17.1	4	\$4.3	3
Kowanyama Aboriginal Shire Council	4	U	\$79.2	10	\$15.6	5	\$3.9	4
Lockhart River Aboriginal Shire Council	4	U	\$54.6	17	\$14.1	7	\$3.5	7
Mapoon Aboriginal Shire Council	4	U	\$63.7	14	\$6.0	17	\$1.5	17
Mornington Shire Council	4	U	\$65.1	12	\$11.1	11	\$2.7	11
Napranum Aboriginal Shire Council	4	U	\$64.2	13	\$9.1	14	\$2.3	14
Northern Peninsula Area Regional Council	5		\$163.7	3	\$28.8	3	\$5.8	2
Palm Island Aboriginal Shire Council	4	U	\$134.8	5	\$14.1	6	\$3.5	6
Pormpuraaw Aboriginal Shire Council	4	U	\$98.7	8	\$9.3	12	\$2.3	12
Torres Shire Council	4	U	\$139.1	4	\$13.1	8	\$3.3	8
Torres Strait Island Regional Council	15		\$703.1	1	\$53.0	1	\$3.5	5
Woorabinda Aboriginal Shire Council	4	U	\$62.4	15	\$7.2	15	\$1.8	15
Wujal Wujal Aboriginal Shire Council	4	U	\$40.5	18	\$6.7	16	\$1.7	16
Yarrabah Aboriginal Shire Council	4	U	\$89.8	9	\$12.6	9	\$3.2	9

* Rankings based on non-rounded data.

Local Governments	Average annual community equity 2008-2011 (\$M)	* Rank (high to low)	Average annual operating income 2008-2011 (\$M)	* Rank (high to low)	Average annual operating income per Councillor 2008-2011 (\$M)	* Rank (high to low)
Aurukun Shire Council	\$124.3	7	\$13.6	7	\$3.4	7
Cherbourg Aboriginal Shire Council	\$52.1	16	\$8.6	13	\$2.2	13
Cook Shire Council	\$320.4	2	\$49.1	2	\$8.2	1
Doomadgee Aboriginal Shire Council	\$125.8	6	\$5.1	18	\$1.3	18
Hope Vale Aboriginal Shire Council	\$66.2	12	\$14.4	5	\$3.6	5
Kowanyama Aboriginal Shire Council	\$79.5	11	\$14.9	4	\$3.7	4
Lockhart River Aboriginal Shire Council	\$45.8	17	\$9.1	12	\$2.3	12
Mapoon Aboriginal Shire Council	\$60.8	15	\$6.4	16	\$1.6	16
Mornington Shire Council	\$85.5	9	\$10.9	10	\$2.7	10
Napranum Aboriginal Shire Council	\$62.9	14	\$6.8	15	\$1.7	15
Northern Peninsula Area Regional Council	\$202.5	3	\$37.5	3	\$7.5	2
Palm Island Aboriginal Shire Council	\$132.5	4	\$11.1	9	\$2.8	9
Pormpuraaw Aboriginal Shire Council	\$81.0	10	\$9.7	11	\$2.7	11
Torres Shire Council	\$129.4	5	\$11.9	8	\$3.0	8
Torres Strait Island Regional Council	\$597.6	1	\$57.6	1	\$3.9	3
Woorabinda Aboriginal Shire Council	\$63.3	13	\$7.1	14	\$1.8	14
Wujal Wujal Aboriginal Shire Council	\$40.1	18	\$6.3	17	\$1.6	17
Yarrabah Aboriginal Shire Council	\$88.5	8	\$14.0	6	\$3.5	6

* Rankings based on non-rounded data.

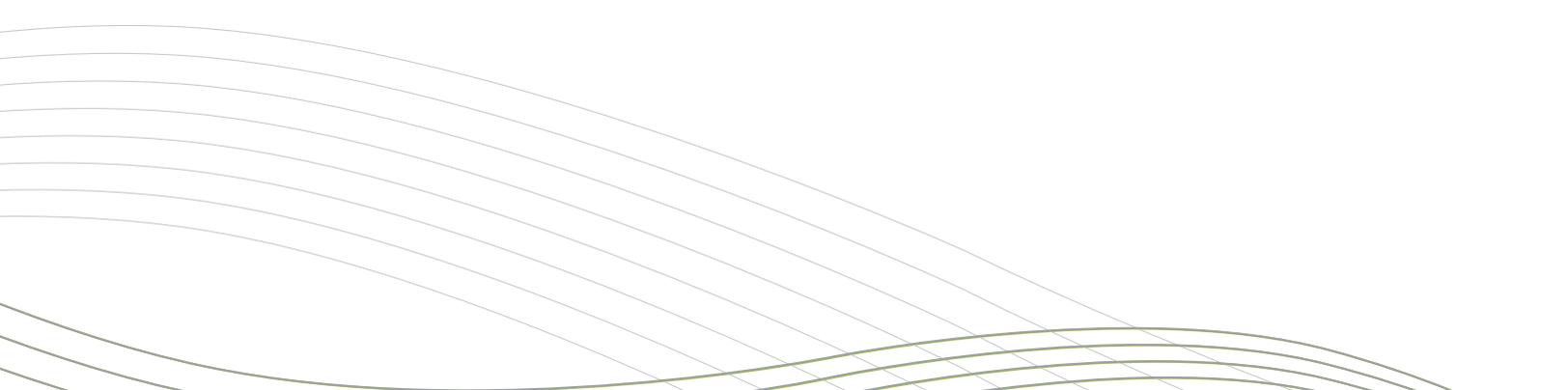
Appendix 4 – Comparative Data (Special Category of Councils) (continued)

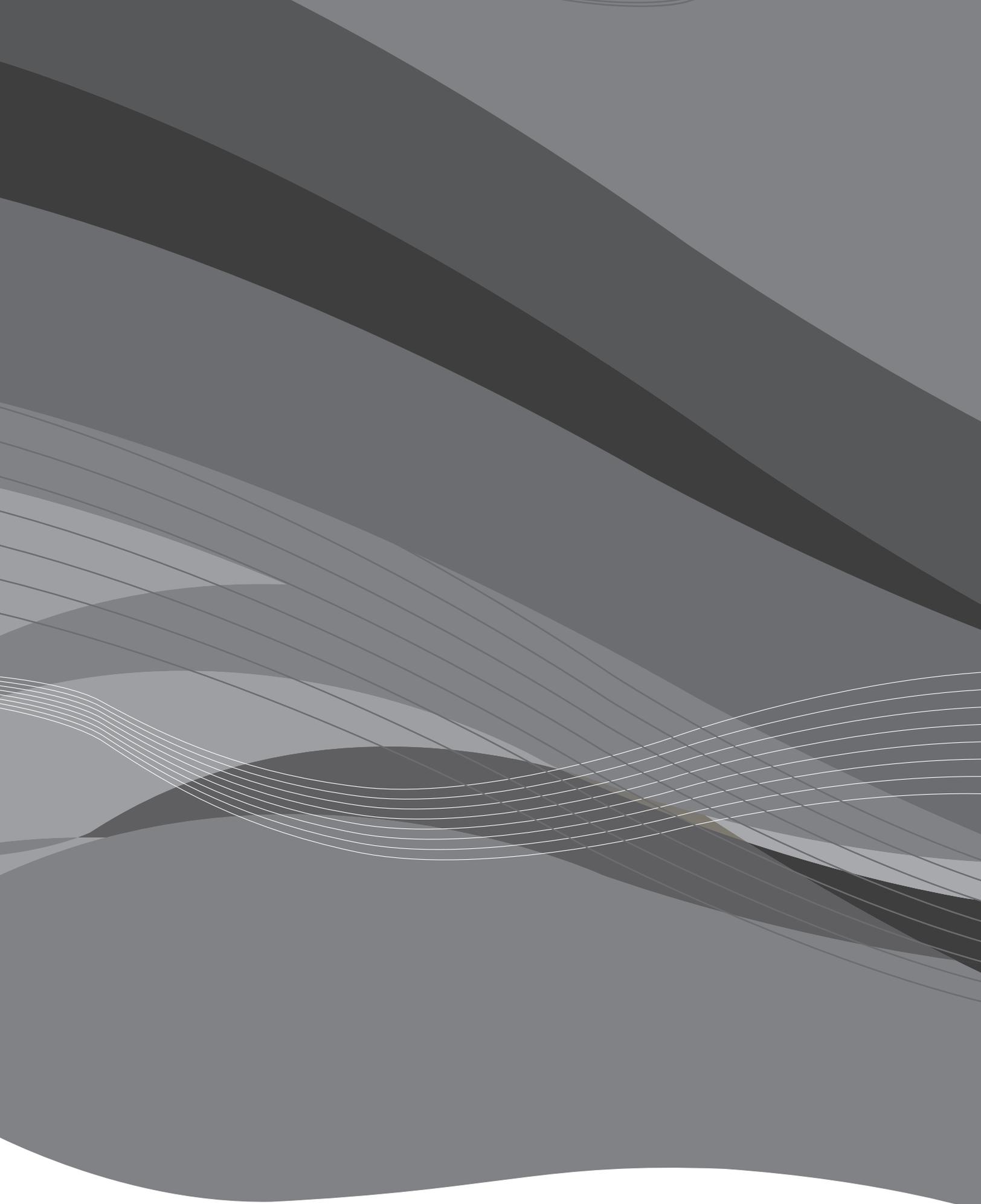
Local Governments	Estimated resident population 2011	* Rank (high to low)	Average annual resident population change 2006-2011 (%)	* Rank (high to low) - Fastest growth ranking	Estimated population per Councillor (excluding Mayor) 2011	* Rank (high to low)	Electors per Councillor (excluding Mayor) 2011	* Rank (high to low)	Index of relative socio-economic advantage and disadvantage	* Rank (high to low)
Aurukun Shire Council	1,449	7	5.1%	1	362	6	223	6	699	11
Cherbourg Aboriginal Shire Council	1,272	9	0.8%	13	318	9	169	11	674	14
Cook Shire Council	4,494	2	4.0%	4	749	2	562	1	917	1
Doomadgee Aboriginal Shire Council	1,404	8	3.7%	6	351	7	201	7	699	10
Hope Vale Aboriginal Shire Council	1,071	12	4.9%	2	268	12	168	12	691	12
Kowanyama Aboriginal Shire Council	1,154	11	1.0%	12	289	11	183	8	664	16
Lockhart River Aboriginal Shire Council	529	16	-2.4%	17	132	16	88	16	717	7
Mapoon Aboriginal Shire Council	286	18	2.6%	8	72	18	52	17	770	3
Mornington Shire Council	1,246	10	2.2%	9	312	10	179	10	706	9
Napranum Aboriginal Shire Council	925	14	0.4%	15	231	14	135	13	666	15
Northern Peninsula Area Regional Council	2,568	6	3.7%	5	514	5	285	5	738	4
Palm Island Aboriginal Shire Council	2,651	5	4.3%	3	663	4	379	3	652	17
Pormpuraaw Aboriginal Shire Council	742	15	2.9%	7	186	15	129	15	733	5
Torres Shire Council	3,609	3	0.6%	14	902	1	558	2	900	2
Torres Strait Island Regional Council	4,772	1	0.2%	16	318	8	181	9	730	6
Woorabinda Aboriginal Shire Council	982	13	1.4%	11	246	13	132	14	712	8
Wujal Wujal Aboriginal Shire Council	292	17	-3.4%	18	73	17	44	18	689	13
Yarrabah Aboriginal Shire Council	2,740	4	1.4%	10	685	3	376	4	650	18

* Rankings based on non-rounded data.

Local Governments	Indigenous estimated resident population 2011 (%)	* Rank (high to low)	Estimated population density 2011 (persons / sq km)	* Rank (high to low)	Area (sq kms)	* Rank (high to low)	Total road length (kms)	* Rank (high to low)	Average annual number of building approvals 2009-2011	* Rank (high to low)
Aurukun Shire Council	92%	8	0.196	15	7,375	2	184	8	0	3
Cherbourg Aboriginal Shire Council	98%	1	39.750	1	32	17	70	12	0	3
Cook Shire Council	20%	18	0.042	18	106,170	1	2,749	1	16	1
Doomadgee Aboriginal Shire Council	92%	9	0.763	11	1,841	7	45	15	0	3
Hope Vale Aboriginal Shire Council	94%	4	0.966	10	1,109	9	100	10	0	3
Kowanyama Aboriginal Shire Council	91%	10	0.452	14	2,552	5	352	5	0	3
Lockhart River Aboriginal Shire Council	90%	13	0.147	17	3,592	4	323	6	0	3
Mapoon Aboriginal Shire Council	89%	14	0.520	12	550	12	35	17	0	3
Mornington Shire Council	88%	15	0.998	9	1,248	8	560	3	0	3
Napranum Aboriginal Shire Council	96%	3	0.461	13	2,005	6	63	13	0	3
Northern Peninsula Area Regional Council	85%	16	2.420	8	1,061	10	363	4	0	3
Palm Island Aboriginal Shire Council	94%	4	37.338	2	71	16	39	16	0	3
Pormpuraaw Aboriginal Shire Council	90%	12	0.167	16	4,445	3	570	2	0	3
Torres Shire Council	63%	17	4.073	6	886	11	112	9	13	2
Torres Strait Island Regional Council	91%	11	9.719	5	491	13	282	7	0	3
Woorabinda Aboriginal Shire Council	93%	7	2.512	7	391	14	80	11	0	3
Wujal Wujal Aboriginal Shire Council	94%	4	26.545	3	11	18	20	18	0	3
Yarrabah Aboriginal Shire Council	97%	2	17.233	4	159	15	50	14	0	3

* Rankings based on non-rounded data.





**Queensland
Government**

**Local Government Remuneration
and Discipline Tribunal**