

Local Government Remuneration and Discipline Tribunal Report 2011



Local Government
Remuneration and
Discipline Tribunal

1 December 2011

The Honourable Paul Lucas MP
Attorney-General, Minister for Local Government
and Special Minister of State
Level 12, Executive Building
100 George Street
Brisbane QLD 4000

Dear Minister

On 30 November 2011 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 in 2012.

Our determinations on these matters, as well as the remuneration schedule to apply in 2012, 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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2011 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). At the time of releasing its 2010 Report, the Tribunal announced it was planning to undertake a full review during 2011 of the categories of Local Governments as well as the category to which each Council is assigned. Section 40(3) of the Regulation requires this to occur at least every four years.

As a result of the 2011 review of categories, the Tribunal has decided not to change the ten categories which were originally established by the Local Government Remuneration Tribunal (the former tribunal) in 2007. Following the review of the category to which each Council is assigned, the Tribunal has adjusted the category assigned to Somerset, Gympie and Tablelands Regional Councils, assigning them to Category 4. The adjustments will take effect from 1 January 2012. In accordance with decisions previously taken by the Tribunal, Councillors elected to the Gympie and Tablelands Regional Councils will continue to be entitled to the remuneration set for Category 5 Councils until the conclusion of the quadrennial elections in 2012 as defined in section 7 of the *Local Government Electoral Act 2011* (the Electoral Act).

As required by section 41 of the Regulation, the Tribunal has determined the remuneration that is payable to Councillors in each category from 1 January 2012. In making this decision, the Tribunal has had regard to the responsibilities of Councillors, community expectations communicated to the Tribunal during its 2011 consultation process and issues of affordability.

In giving effect to its 2011 remuneration decision, the Tribunal has decided to maintain the practice of setting remuneration levels for Councillors based on percentages of the annual base salary payable to a Member of the Queensland Legislative Assembly (MP).

From 1 January 2012 the Tribunal has decided to discontinue the practice of setting remuneration ranges for each level of Councillor and establish a single remuneration level for Mayors, Deputy Mayors and Councillors in each category of Council. With the transfer to single remuneration levels, the Tribunal has decided to establish rates which are close to the mid-point of the previously established ranges consistent with the progressive nature of the categories. The Tribunal notes that this decision will result in a reduction in remuneration for a number of Councillors. The Tribunal notes further that this is a consequence of the practice of about half of the Councils availing themselves of the maximum level in the ranges previously established.

For 2012 the reference rate used to calculate remuneration levels has been increased from \$133,800 to \$137,149, equating to 2.5% - the same increase granted to MPs earlier this year. The Tribunal notes that section 43 of the Regulation provides an opportunity for Councils to make a submission to the Tribunal to increase or decrease the remuneration levels in exceptional circumstances.

In making its determination the Tribunal has also recognised the need to adjust the remuneration level for Category 1 Mayors based on workload factors and has aligned their remuneration with Category 2 Mayors. Similarly, it has provided for an adjustment to the level that will apply to Category 1 Deputy Mayors.

Discipline matters

During 2011 the Tribunal finalised eight complaints alleging serious misconduct that had been referred to it. Six of these cases related to allegations of breaches of confidentiality and the remaining two related to unauthorised use of Council funds. Five of these eight complaints were sustained by the Tribunal.

As at 1 December 2011, the Tribunal has finalised all referrals received from the Chief Executive of the Department of Local Government and Planning and has not received any referrals from Brisbane City Council.

1. The Tribunal

The Tribunal is an independent entity established under the *Local Government Act 2009* (the Act) and replaced the former tribunal which had been established in 2007 under the *Local Government Act 1993* (the 1993 Act).

In 2011 and as required by the *Public Sector Ethics Act 1994*, the Tribunal has obtained the Minister's approval for a Code of Conduct. The Code of Conduct that applies to Tribunal Members is based on the core values of impartiality, independence and integrity and is available for review from the Tribunal's website at www.dlqp.qld.gov.au/lgrdt.

Members of the Tribunal

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 a Casual Commissioner on the Local Government Change Commission. 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.

Figure 1 The Tribunal



The Tribunal, from left to right: Bob Longland (Member), Adrian Bloomfield (Chairperson) and Margaret McLennan (Member).

Responsibilities of the Tribunal

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 the 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.

Remuneration function and jurisdiction

The Act provides the Tribunal with jurisdiction for Local Government remuneration matters for all Queensland Councils other than Brisbane City Council.

For the purpose of establishing categories of Local Governments the Regulation requires the Tribunal to have regard to defined criteria. These criteria are contained in Figure 2.

Figure 2 **The criteria for establishing categories of Local Governments**
(Section 39 of the Regulation)

In establishing categories of Local Governments, the Tribunal must have regard to the following criteria—

- (a) the size, and geographical and environmental terrain, of Local Government areas
- (b) 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
- (c) 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
- (d) the diversity, including cultural diversity, of Local Governments' communities
- (e) the extent of development of Local Government areas, including economic and community development, infrastructure and industry
- (f) 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. Sections 2, 6, 7, 8 and 9 of this Report detail relevant issues considered and determined by the Tribunal in 2011.

In addition, the Regulation allows Local Governments to make submissions to the Tribunal to vary the remuneration from that stated in the remuneration schedule where the Local Government considers exceptional circumstances apply. Section 3 of this Report summarises the submissions received between 2008 and 2011 and the Tribunal's decisions in respect of those submissions.

Discipline function and jurisdiction

The Act and the *City of Brisbane Act 2010* provides 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 and Planning or Brisbane City Council.

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 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 websites as they are concluded.

During 2011 the Tribunal has finalised eight complaints referred to it. Summary information relating to complaints dealt with by the Tribunal is contained in Section 4 of this Report.

2. Local Governments

Local Government in Australia is often referred to as the “third tier” of government, with the Commonwealth and State Governments the first and second tier respectively. However, the *Australian Constitution*, made law on 1 January 1901, does not include Local Government. As such, Local Governments have no federal constitutional recognition.

As part of its commitment to holding a referendum on the recognition of Local Government in the *Australian Constitution*, the Commonwealth Government has established an expert panel to consult with stakeholder groups and the community to determine the level of support and possible forms that recognition could take.

The Local Government framework

Local government is a legislative responsibility of the States and Territories and is recognised in the Constitution of each State. State Parliaments determine the roles and responsibilities of Local Governments, and those responsibilities vary from State to State.

The *Constitution of Queensland 2001* establishes Queensland’s system of local government. The Act governs the establishment, constitution and operation of Local Governments in Queensland.

Local Governments are democratically elected and accountable to their communities for the decisions they make and the services they provide. Each Local Government is responsible for a part of Queensland and may be divided into areas called divisions. The Regulation includes descriptions of the boundaries, names, classes and representation arrangements for Local Governments except for Brisbane City Council.

The Act provides a principles-based framework for decision making and governance. This enables Queensland’s diverse range of Local Governments to develop and decide their own policies, procedures and processes to suit their individual circumstances and the needs of their communities.

The Local Government principles underpinning the Act are contained in Figure 3. Anyone performing a responsibility under the Act is required to apply the Local Government principles.

Figure 3 **The Local Government principles**
(Section 4(2) of the Act)

The Local Government principles are—

- (a) transparent and effective processes, and decision-making in the public interest
- (b) sustainable development and management of assets and infrastructure, and delivery of effective services
- (c) democratic representation, social inclusion and meaningful community engagement
- (d) good governance of, and by, Local Government
- (e) ethical and legal behaviour of Councillors and Local Government employees.

To complement the Local Government principles, the Act empowers Local Governments to do anything that is necessary or convenient to provide good governance and deliver services to their communities. As Local Governments' powers are drawn from the State, they can do anything that the State can do legally.

It is noted that the Act recognises cultural diversity and provides mechanisms to protect the rich customs, traditions and practices of Indigenous communities.

The Act also has a strong focus on the performance of Local Governments and the conduct of elected officials.

Roles and responsibilities of Councillors

Under the Act the Local Government is generally constituted by the Councillors who are elected or appointed to the Local Government under the Act or the Electoral Act.

The Act provides that the primary accountability of each Local Government is to its residents and that decisions must be made with regard to the current and future interests of residents and to benefit the entire Local Government area. If the Councillor is a Councillor for a division of the Local Government area, he or she also represents the public interest of the division.

The Local Government structures established by the Act clearly distinguish between the roles and responsibilities of elected officials (the executive arm) and Local Government officers (the administrative arm). The Local Government's executive arm is responsible for making local laws and deciding policy and other matters at a strategic level, similar to a board of directors. The Act requires each Local Government to appoint a Chief Executive Officer (CEO) to implement decisions of the executive arm at an operational level. As head of the administrative arm of a Council, the CEO is responsible for its performance and has management authority over Council's employees. The Act prohibits Councillors from directing Council employees.

Council meetings are the most visible activity of the workings of Councils and Councillors must uphold the principles of transparent decision-making, good governance and ethical behaviour, while encouraging a culture of openness and honesty. The Mayor and Councillors have an equal voice in Council decisions and once a collective decision is made all Councillors are required to abide by the decision.

As the first among equals, the Act provides the Mayor with additional responsibilities including leading and managing meetings, proposing the adoption of the Council's budget, being the agent between the executive arm and the CEO and representing the Council at ceremonial or civic functions.

The responsibilities of Mayors and Councillors established in the Act are contained in Figure 4. It is noted that, among other things, section 41(2) of the Regulation requires the Tribunal to have regard to these responsibilities when deciding Councillor remuneration.

Figure 4 The responsibilities of Councillors
(Section 12 of the Act)

- (1) A Councillor must represent the current and future interests of the residents of the Local Government area
- (2) All Councillors of a Local Government have the same responsibilities, but the Mayor has some extra responsibilities
- (3) All Councillors have the following responsibilities—
 - (a) ensuring the Local Government—
 - (i) discharges its responsibilities under this Act
 - (ii) achieves its corporate and community plans
 - (iii) complies with all laws that apply to Local Governments
 - (b) providing high quality leadership to the Local Government and the community
 - (c) participating in council meetings, policy development, and decision making, for the benefit of the Local Government area
 - (d) being accountable to the community for the Local Government's performance.
- (4) The Mayor has the following extra responsibilities—
 - (a) leading and managing meetings of the Local Government at which the Mayor is the chairperson, including managing the conduct of the participants at the meetings
 - (b) proposing the adoption of the Local Government's budget
 - (c) liaising with the chief executive officer on behalf of the other Councillors
 - (d) leading, managing, and providing strategic direction to, the chief executive officer in order to achieve the high quality administration of the Local Government
 - (e) directing the chief executive officer, in accordance with the Local Government's policies
 - (f) conducting a performance appraisal of the chief executive officer, at least annually, in the way that is decided by the Local Government (including as a member of a committee, for example)
 - (g) ensuring that the Local Government promptly provides the Minister with the information about the Local Government area, or the Local Government, that is requested by the Minister
 - (h) being a member of each standing committee of the Local Government
 - (i) representing the Local Government at ceremonial or civic functions
- (5) A councillor who is not the Mayor may perform the Mayor's extra responsibilities only if the Mayor delegates the responsibility to the Councillor
- (6) When performing a responsibility, a Councillor must serve the overall public interest of the whole Local Government area.

The diverse range of Local Governments

After reviewing the legislative framework, consultation with Local Governments, as well as noting the work of the former tribunal, the Tribunal confirms its previously established view that “one size does not fit all” and that the categorisation of Local Governments and the remuneration levels determined for Councillors needs to take into account Queensland’s diverse range of Local Governments.

Traditionally, Local Governments were generally considered to be primarily concerned with “roads, rates and rubbish”. Clearly, this is a simplistic view and over recent decades the role of Local Government has widened significantly. Councils are now involved in a broad range of activities including planning, environmental management, animal management, recreation and human services and, in the case of many Indigenous Councils, provision of basic facilities such as post offices, banks, food stores, fuel supply and community housing.

In addition, Local Governments in their submissions to the Tribunal indicated that they have significant roles in regional development and are increasingly being asked to contribute to national, state and regional policy formation.

Since the former tribunal was established in 2007, Councillors have also reported the complexities of balancing an appropriate Local Government structure and direction with the high-level responsibilities placed on them by the Act. Some Councillors have suggested that performing their role has become increasingly difficult, particularly when local communities exhibit an expectation that Councillors should be available 24 hours a day, seven days a week to deal with constituents’ issues.

Although the structures established by individual Councils vary, the Tribunal notes the different structures in place in many of Queensland’s Indigenous and remote Councils as well as the committee and portfolio structures adopted by many Councils. Issues raised with the Tribunal during 2011 are discussed further in Section 8 of this Report

3. Variations to set remuneration levels

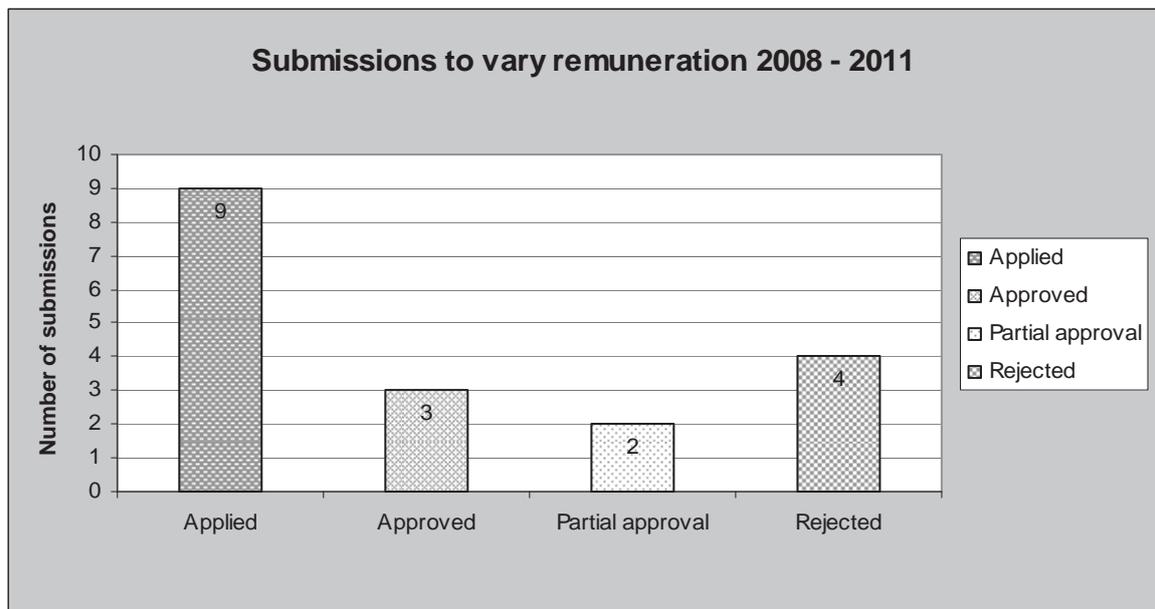
As indicated in Section 1 of this Report, the Regulation allows for Local Governments to make submissions to the Tribunal to vary remuneration levels established by it in exceptional circumstances. The processes established in section 43 of the Regulation apply if a Local Government considers that, having had regard to exceptional circumstances that exist, a Mayor, Deputy Mayor or Councillor from its Local Government is entitled to a different level of remuneration from the remuneration stated in the remuneration schedule for the category to which the Local Government belongs.

Although the Tribunal receives queries from individual Councillors from time to time, it should be noted that the Tribunal can only deal with submissions made by Local Governments and cannot deal with disputes concerning an individual Councillor's views about his or her remuneration level.

Outcomes of remuneration variation requests

During the current term of Councils, the Tribunal and the former tribunal received five submissions under section 250AL of the 1993 Act and a further four submissions under section 43 of the Regulation. As illustrated in Figure 5, the Tribunal approved three submissions in full, provided partial approval for two submissions and rejected or did not approve the remaining four submissions.

Figure 5 Remuneration variation requests and outcomes



In summary, four of the submissions received were for Deputy Mayors or Councillors to cover periods of extended absences by a Mayor or Deputy Mayor. The Tribunal and the former tribunal approved 50% of these submissions in full, provided a partial approval for one submission and rejected the other submission.

In making its determinations on these applications the Tribunal reaffirmed its view that the remuneration for Deputy Mayors includes a component for acting as Mayor during the Mayor's annual leave and other short absences.

Of the remaining five submissions received from Councils, four sought increases in the levels of remuneration citing additional workloads and situations unique to their Councils, while one Council sought a decrease. The Tribunal and the former tribunal rejected three of these submissions, provided a partial approval for one submission and approved the other submission.

All determinations made in relation to Council submissions to vary remuneration levels are published on the Tribunal's website at www.dlgp.qld.gov.au/local-government-remuneration-and-discipline/making-section-43-submissions.html as they are concluded.

Submission received in 2011

During 2011 the Tribunal received one submission made under section 43 of the Regulation. The submission was from the Carpentaria Shire Council and sought additional remuneration for the Deputy Mayor during the extended absence of the Mayor for health reasons, and for the period immediately after the Mayor's death to the swearing in of his successor.

The Council's application covered the period from July to November 2008 when the Deputy Mayor frequently acted as Mayor and from November 2008 to May 2009 when the Deputy Mayor acted as Mayor. Due to the lapse in time since the events occurred the Tribunal decided not to approve the request.

Exceptional circumstances matters

As recorded above, section 43 of the Regulation permits Local Governments to identify what they believe to be exceptional circumstances and to make submissions to the Tribunal for increases or decreases to the remuneration levels stated in the remuneration schedule for the category to which their Council belongs.

Based on previous requests and matters raised with the Tribunal during its consultations, the types of matters which Councils have identified as possibly giving rise to a section 43 application include:

- lower levels of remuneration for a particular Councillor or Councillors who are unable to fully participate in the affairs of the Council
- lower levels of remuneration for all levels of Councillor because of affordability issues
- higher levels of remuneration to reflect additional responsibilities taken on by a Councillor or Councillors (e.g. Chairperson of a Committee of Council which involves an abnormally high workload)
- proposals to remunerate Councillors by way of a base retainer and meeting fees
- variations in remuneration to account for extended absences of Mayors or Deputy Mayors.

4. Discipline matters

Since its establishment on 1 July 2010, the Tribunal has made determinations on nine complaints concerning alleged serious misconduct. Since the publication of its last report, the Tribunal has dealt with and made determinations on eight complaints. Table 1 summarises the complaints determined by the Tribunal in 2011.

Table 1 Complaints determined by the Tribunal in 2011

Council	Nature of complaint	Outcome	Decision date
Redland City Council	Confidentiality breach	Sustained	24/02/2011
Townsville City Council	Confidentiality breach	Not sustained	24/02/2011
Torres Strait Island Regional Council	Unauthorised use of funds	Sustained	24/02/2011
Torres Strait Island Regional Council	Unauthorised use of funds	Sustained	24/02/2011
Fraser Coast Regional Council	Confidentiality breach	Not sustained	30/06/2011
Redland City Council	Confidentiality breach	Sustained	30/06/2011
Charters Towers Regional Council	Confidentiality breach	Sustained	19/07/2011
Gold Coast City Council	Confidentiality breach	Not sustained	12/08/2011

Confidentiality

Confidentiality refers to the importance of the protection of sensitive and other information relating to individuals, corporations and Council deliberations. In order to carry out their work effectively, Councillors have access to a wide range of Council information, including information which is confidential. However, Councillors have a public and ethical obligation to remain unbiased and objective in terms of the way they deal with any such information.

Six of the matters referred to the Tribunal this year related to alleged confidentiality breaches, three of which were found to be sustained. In the majority of these instances the Tribunal ordered that the Councillors in question be counselled in relation to adhering to Council's confidentiality guidelines and policies as well as their obligations under the Act in relation to confidentiality.

In its deliberations, the Tribunal has reinforced its stance that the release of confidential information will be viewed as serious misconduct. This view is enshrined in section 171(3) of the Act which states that a Councillor must not release information that "*the Councillor knows, or should reasonably know, is information that is confidential to the Local Government*". The use of information in such a way is a breach of the public trust in the Councillor as an elected representative. The penalty mirrors that for disclosure of an official secret under the *Criminal Code Act 1899*.

In its 2010 Report the Tribunal noted that section 171(3) of the Act does not relate solely to information discussed in "closed" sessions of Council meetings. All Councillors should endeavour to value, respect and be aware that information made available to them during the course of fulfilling their role as Councillor may be "*information that is confidential to the Local Government*".

Tribunal decisions

As previously discussed, confidentiality issues have been the most prevalent in terms of complaints dealt with by the Tribunal since its establishment on 1 July 2010. A total of six complaints of alleged misconduct in relation to breach of confidentiality were dealt with by the Tribunal since its last Report, three of which were sustained on the balance of probabilities.

One of these three sustained complaints related to an allegation that a Councillor released an audio recording of a confidential session of a Committee Meeting of the Council to a member of the public. The Tribunal ordered that the Councillor at the next full meeting of the Council make an admission that the Tribunal found, on the balance of probabilities, that he released information he knew was confidential and apologise to the Council.

Another sustained complaint alleged that the same Councillor released an excerpt of a confidential transcript of an interview conducted by the Council's Internal Audit Department. The Tribunal found that the Councillor did release confidential information. In this case, as the Councillor involved had already been counselled on confidentiality by the CEO, and this matter occurred prior to that counselling, the Tribunal decided to take no further action in relation to the complaint.

In the third sustained complaint it was alleged that a Councillor released to a staff member confidential information relating to a private matter discussed in a closed session of Council. The Councillor was ordered to make an admission at the next full meeting and to apologise to the Council.

The two other sustained complaints related to Councillors acting in a way that breached the trust placed in them as Councillors. These two cases of alleged misconduct concerned allegations that two separate Councillors each misappropriated an allowance provided by Council for accommodation to attend a forum by staying in other accommodation at no cost. In each case, the Tribunal found that the Councillors involved did in fact engage in misconduct by misappropriating part of an accommodation allowance provided to them. The Councillors were ordered to reimburse the Council concerned amounts of \$369 and \$1,722 respectively.

In addition, the Tribunal ordered that both Councillors be counselled by the CEO in relation to adhering to Council's expenses reimbursement policy, as well as their obligations in terms of conduct, performance and responsibilities as per the Act.

The Tribunal recommends that all Councillors take particular note of the Local Government principles as stated in section 4 of the Act (Figure 3 of this Report). A breach of these principles could amount to a breach of trust serious enough to be referred to the Tribunal, where it would be dealt with on its merits.

5. Previous decisions of the Tribunal

With the term of Councillors set to expire at the conclusion of the 2012 quadrennial elections, the Tribunal has reviewed the history of the Tribunal's remuneration deliberations since the first Report of the former tribunal in 2007.

In the course of its annual deliberations the former tribunal travelled to many parts of the State and held both formal and informal meetings with many Councils and Councillors.

These visits, as well as the opportunity to meet various Councillors during Local Government Association of Queensland annual conferences, have increasingly informed the Tribunal's deliberations at the time of making its annual determinations.

Equally, feedback to the Tribunal suggests that Councillors appreciate the opportunities provided by the Tribunal to raise any issues that they would like the Tribunal to be aware of or give consideration to when making decisions.

2007 deliberations

As a result of an amendment to the 1993 Act in August 2007, the former tribunal was established. In its initial determination the former tribunal decided to establish 10 categories of Local Governments comprised of one "Special" Category, to which it assigned 18 Councils, with the remaining 54 Councils assigned to one of the nine other categories. For the first time, a tribunal determined remuneration levels that would apply to Mayors, Deputy Mayors and Councillors and the new rates applied from the quadrennial elections on 15 March 2008.

In setting remuneration levels, the former tribunal decided to establish a remuneration range in each category by setting a minimum and maximum remuneration level for Mayors, Deputy Mayors and Councillors. It was then up to each Council to resolve an appropriate level of remuneration taking into account any differences in workload and responsibility of individual Councillors as well as other factors known to each Council. In terms of remuneration, the Tribunal decided to determine the minimum and maximum remuneration levels in each category by aligning the remuneration rates to percentages of the annual base salary payable to a State MP.

To recognise the additional workload within newly amalgamated Councils, the Tribunal also established an Amalgamation Loading payable to Councillors in amalgamated Councils. This Loading, set at approximately 10% of the remuneration level of affected Councillors, was programmed to phase-out over the term of the Council in approximately four equal instalments.

2008 deliberations

In 2008, the former tribunal undertook a general review of the categories it had established the year before as well as the category to which each Council had been assigned. As a result of that review, the tribunal adjusted the category assigned to Ipswich City Council, moving it to Category 7. The former tribunal also reviewed the remuneration levels previously determined and decided to increase the maximum amount payable to Mayors of Councils categorised at levels 3, 4, 5 and 6, respectively, as well as the remuneration payable to Mayors and Deputy Mayors in the Special Category of Councils. On the basis that both the Commonwealth and State Governments had placed a "freeze" on Federal and State Parliamentarians' salary levels, as a result of the Global Financial Crisis, remuneration levels for Mayors, Deputy Mayors and Councillors were not altered for 2009.

In the course of preparing its 2008 Report the former tribunal noted several submissions made to it the previous year about the particular difficulties facing Councillors in Indigenous communities. One submission recorded '*... Indigenous Councils' size is not necessarily the measure (of responsibility) -- Indigenous Councillors may have different and more expansive roles than mainstream Councillors depending on a range of community factors.*'

Another submission stated that while Indigenous Councils do not have the population of large Councils, '*... they do have far greater responsibility than small to medium mainstream Councils and are required to deliver many more services, including some they are not funded for. It must be noted that in Indigenous Councils, the Councillors are the representatives of the people in all facets, including education, health, policing, childcare, aged care, sole housing provider, disability services, food store, service station, workshop, roads, sports and many others, and that government representatives from all spheres of government meet with Council and expect Council to act as agents on (the community's) behalf.*'

As a result of these submissions the former tribunal decided to conduct further investigations into the particular, and unique, issues confronting Councillors in Indigenous communities and visited Kowanyama, Pormpuraaw, Bamaga, Kubin Community, St Pauls Community, Badu Island, Boigu Island, Saibai Island, Warraber Island, Thursday Island, Hope Vale, Cherbourg and Palm Island for that purpose.

In the course of its visits the former tribunal identified that Mayors, Deputy Mayors and Councillors within such communities are required to deal with a vastly different range of issues to those dealt with by Councillors in non-Indigenous communities, some of which are:

- social disadvantage
- legislated Alcohol Management Plans
- participation in Community Justice Groups
- involvement with the Family Responsibilities Commission
- community housing issues

- uncertainty of income because of the minimal rate base
- frequent visits by staff from a variety of government agencies (who all expect to meet with the whole Council whenever they visit)
- general lack of facilities and services (such as banks, post offices, social security, ATMs, food stores, fuel supply) with Council expected by the local community to provide such services
- Deed of Grant in Trust (DOGIT) land
- Native Title issues, especially when involved in negotiating Indigenous Land Use Agreements
- the obligation to chair community forums and land panels
- frequent after hours call outs (most communities lack a police service).

These visits reinforced the former tribunal's view that the particular circumstances applying to elected representatives in the 12 Aboriginal Shire Councils, four Shire Councils and two Regional Councils placed into the Special Category of Councils required that they be given special consideration. The visits also highlighted that the remuneration levels set in the previous year for Mayors in these Councils did not properly reflect the duties, responsibilities and pressures involved in the performance of their role. As such, their remuneration levels were again increased, to align to the remuneration set for Category 3 Mayors.

2009 deliberations

In 2009, the former tribunal decided to create a clear separation between the remuneration levels payable to Councillors in one category of Local Government from those payable, as a minimum, in the next higher category of Local Government. It did this by increasing the minimum level of remuneration payable for each level of Councillor in Categories 2 to 9 inclusive by 2.5%. The former tribunal also decided to increase remuneration levels in each category by 3.0% from 1 January 2010 notwithstanding that, at that time, the salary levels for MPs had not been increased to reflect an earlier increase of 3.0% in the salary levels of Members of the House of Representatives. In doing so, the former tribunal stressed that it had not made any decision to abandon or otherwise depart from its "aspirational objective" of aligning the remuneration levels of Local Government representatives to the salary levels of State MPs.

2010 deliberations

With the commencement of the Act on 1 July 2010, the former tribunal was replaced by the current Tribunal and given additional responsibilities for hearing and deciding the most serious complaints of misconduct by Councillors. As part of its 2010 remuneration deliberations, the Tribunal reviewed the decisions of the former tribunal and adjusted the category to which Western Downs Regional Council was assigned, increasing it to Category 5, and announced a full review of categories and the assignment of Councils during 2011.

Notwithstanding that Members of the House of Representatives had earlier been awarded an increase of 4.1%, the Tribunal decided to only increase remuneration levels for Local Government elected representatives by 2.5% from 1 January 2011 for reasons set out in the 2010 Report. This decision preceded but was ultimately consistent with the State Government's subsequent decision to increase the salary levels of MPs.

During the course of 2010 a number of Councillors, and Councils - through their Mayors or CEOs - sought guidance about the leave "entitlements" of elected representatives, especially "sick leave" and "annual leave". In response to these enquiries the Tribunal published its views, as part of the 2010 Report, on the issues raised by way of "guidance" to interested Councils. At the same time, the Tribunal strongly recommended to Councils that they formulate and implement a policy and procedure concerning the issue of sick leave and recreation leave for Councillors in order to safeguard the interests of all stakeholders.

Despite its best intentions, including the fact that the Tribunal only sought to offer guidance as requested by a number of Councils, several experienced Councillors have taken issue with the Tribunal's comments. In this respect, the Tribunal can only repeat that it has not set (or attempted to set) any rules or directions regarding leave entitlements which must be followed by individual Councils. That is not the Tribunal's role. It is up to individual Councils to determine how to react to any claim for "sick leave" or "annual leave" based upon the individual circumstances involved.

6. Consultation with stakeholders in 2011

The Tribunal's 2010 Report announced that during 2011 the Tribunal would conduct a complete review of the categories of Local Governments and the assignment of Local Governments to categories. To help inform the Tribunal's discussions about the category review and the remuneration levels to apply from 1 January 2012 the Tribunal engaged in a consultation program from July to October 2011.

In addition to updating its website, placing print media advertisements, emailing all Councils and Mayors and issuing a media release inviting written submissions, the Tribunal also provided an opportunity for Local Governments to meet with the Tribunal.

At the conclusion of this period of consultation the Tribunal was satisfied that the 2011 consultation process provided Local Government stakeholders with the opportunity to raise matters that they would like the Tribunal to give special consideration to when making its 2011 determinations. The consideration of submissions received and information obtained from stakeholders during its consultation process assisted the Tribunal's deliberations by providing a range of views and options on categorisation and remuneration levels as well as validating other data collected by the Tribunal.

Submissions

As part of the 2011 consultation program the Tribunal placed advertisements in the Courier Mail and the Sunday Mail inviting written submissions from Local Governments, interested bodies and members of the public by 2 September 2011.

In addition, the Tribunal also included information on its website and emailed all Local Government Mayors, Councillors and CEOs about the consultation program.

On 22 August 2011, the Tribunal issued a media release to over 300 Queensland media outlets. During the consultation period a number of local and regional media outlets also engaged their communities in discussions about Councillor remuneration and performance. The Chairperson of the Tribunal and the Secretariat responded to a number of public and media enquires arising from the placement of the advertisements and the issuing of the media release.

This year the Tribunal received 29 submissions. There were 17 submissions received from Local Governments or their representatives, one from the Local Government Association of Queensland and eleven from members of the public.

The individual submissions canvassed a variety of topics related to the levels of Councillor remuneration, the number and type of categories and methods the Tribunal might wish to adopt in setting appropriate remuneration. Summaries of the written submissions received by the Tribunal are contained in Appendix 1 of this Report.

The Tribunal would like to thank those who lodged submissions for taking the time to provide comments for consideration by the Tribunal.

Meetings and deputations

Local Governments were also given the opportunity to meet with the Tribunal at the 115th Local Government Association of Queensland Annual Conference at the Gold Coast on 4 and 5 October 2011. The Chairperson of the Tribunal was a speaker at the conference and provided an update to Local Government delegates on the Tribunal's 2011 program and processes.

At the conference the Tribunal received deputations from 15 Local Governments. Individual Councils highlighted a variety of issues they believed were unique to their Council or relevant to the categorisation of their Council. Issues associated with Councillors' workloads and the use of remuneration ranges were also canvassed by a number of Councillors. Many of the Councils advocated discontinuance of the existing remuneration range structure and a strong preference for a single rate to be set by the Tribunal for each level of Councillor in each category of Council.

Details of the Local Governments and representatives who met with the Tribunal and summaries of the meetings are contained in Appendix 2 of this Report.

7. Collection of statistical and other information in 2011

The Regulation specifies the criteria the Tribunal must have regard to when establishing categories of Local Governments. These criteria are specified in section 39 of the Regulation and are contained in Figure 2 of this Report.

To help inform the 2011 review of categories of Local Governments and enable the Tribunal to satisfy this section 39 requirement, it has drawn on a collection of statistical and other information from a wide range of official data sources.

In addition to data collections and information provided by Local Governments, the Tribunal sourced statistical data and other information through external and third party sources including the following organisations and agencies:

- Australian Bureau of Statistics—*Census (2006); Estimated resident population (2007-2010); Socio-Economic Indices for Areas (SEIFA)(indices for advantage and disadvantage, economic resources and education and occupation); Building approvals (2008-2011); Business counts (2007)*
- Office of Economic and Statistical Research, Queensland Treasury—*Projected resident population (2011 series) (2011-2031); Local Government areas (Australian Standard Geographic Standard); Localities and communities information; Indigenous population; Labour force; Local Government profiles and demography revisions*
- Department of Communities and Department of Local Government and Planning—*Natural Disaster Relief and Recovery Arrangements (NDRRA)*
- Department of Environment and Resource Management—*Drought monitor and declaration information (2008-2011), historical rainfall records (based on the Bureau of Meteorology's official rainfall records)*
- Department of Local Government and Planning—*Audited financial statements for Local Governments (2008-2010); Local Government comparative information (2010) (financial management, asset management and operational data); Amalgamated Local Government deliverables; PlanMap database*
- Electoral Commission of Queensland—*Enrolment data (2008-2011); proposed changes to Local Government representation (2011)*
- Emergency Management Queensland—*Disaster operations activities (2008-2011)*
- Queensland Local Government Grants Commission—*Road length information; Valuation and property information (accessed through the Department of Environment and Resource Management)*
- Queensland Industrial Relations Commission—*Local Government staff numbers (2008-2011) (data verification only)*
- State Library of Queensland—*Public libraries (2010).*

So far as the statistical data allowed, Councils were ranked and analysed within each data set to assist the Tribunal with its deliberations. Where appropriate, the Tribunal also reviewed time series for data sets.

Summary data tables which formed part of the Tribunal's deliberations are included as Appendices 3 to 8. Appendices 9 to 11 chart the 2011 remuneration levels voted by Councils after the Tribunal's 2010 deliberations and collected by the Tribunal.

8. Issues raised with the Tribunal in 2011

Remuneration ranges

At the time of issue of its first Report in 2007 the former tribunal decided to establish 10 categories of Local Governments and to set minimum and maximum remuneration ranges within each category for Mayor, Deputy Mayor and Councillor, respectively. In adopting this approach, the former tribunal took into account submissions made to it to the effect that many Councils wished to adopt a procedure whereby Councillors were paid a "base rate" as well as receiving a meeting fee for participating in meetings, or travelling to different locations to attend meetings and the like, related to Council activities. Further, the former tribunal proposed that different levels of remuneration might be paid to different Councillors depending upon their individual participation in Council affairs, particularly in the area of chairing Committees and/or taking on responsibility for portfolios.

Since the concept of the maximum and minimum levels of remuneration in each category of Local Government was established there have been regular requests to both the former tribunal and this Tribunal to set a single rate of remuneration in each category - especially in the larger Councils. Councils submitted to the Tribunal that they were subject to regular criticism from the public and media for voting themselves pay rises.

This year, the calls for the Tribunal to discontinue the concept of remuneration ranges intensified further with the matter ultimately being the subject of discussion at the Local Government Association of Queensland's 115th Annual Conference in early October 2011, when the following resolution was passed:

"That the Local Government Association of Queensland make requests to the Local Government Remuneration and Discipline Tribunal to set Councillors' salary levels, rather than providing a remuneration range, as is currently the case."

After considering the various submissions put before it, as well as the extent to which individual Councils might have utilised the availability of the remuneration range, the Tribunal has decided to discontinue the practice of setting a remuneration range in each category and, instead, to set a single rate for Mayors, Deputy Mayors and Councillors in each category of Local Government.

In doing so, the Tribunal has had to consider a range of issues, including:

- the significantly different levels of remuneration currently being paid in different Councils within the same category
- the cost of moving to a "single rate" for each level of Councillor in each category
- the decision of the Commonwealth Remuneration Tribunal to award a 3.1% increase to Federal MPs from 1 July 2011
- the increase of 2.5% in the base salaries of State MPs which took effect from 1 August 2011.

Mayors and Deputy Mayors in western Councils

In its 2010 Report the Tribunal advised of the approach by several far western Councils which requested the Tribunal to consider granting additional remuneration to Mayors in recognition of the significant time involvement of such persons on Council business. Based upon its consideration of the submissions before it at that time, the Tribunal rejected the request for reasons set out in its 2010 Report. Since that decision, the Tribunal has had the opportunity to consult with a larger number of western Councils and to consider new and additional information provided to it by those Councils originally spoken to in 2010.

As a result of its consideration of this material, as well as additional material relating to the situation of Deputy Mayors, the Tribunal has decided to:

- increase the remuneration levels for all Category 1 Mayors to equate to the remuneration levels established for Category 2 Mayors
- increase the remuneration of Deputy Mayors in Category 1 Councils to equate with the remuneration payable to Councillors in Category 2 Councils.

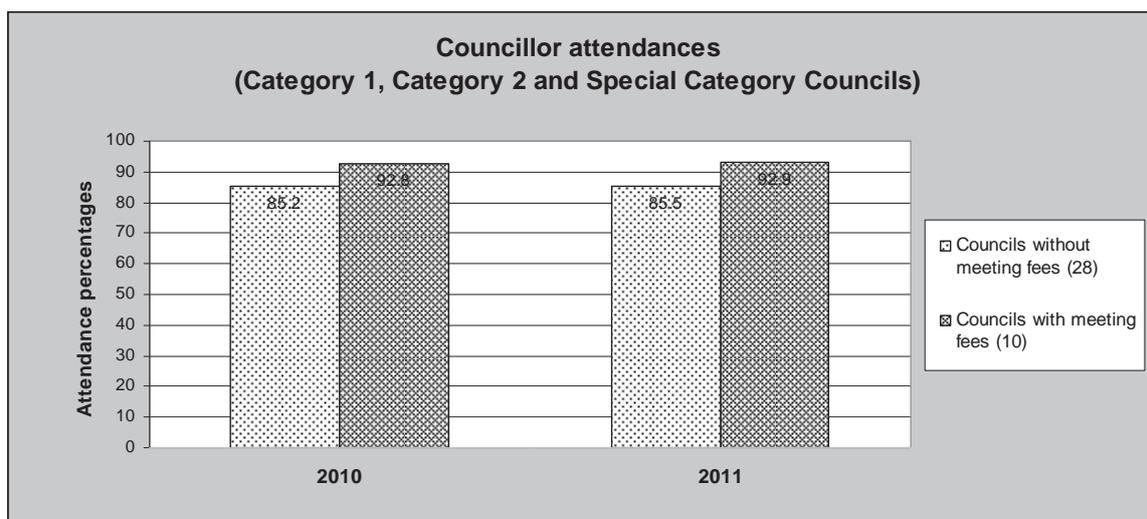
The Tribunal has taken into consideration the obligations imposed on Mayors pursuant to the provisions of the Act. These are no different to their Category 2 counterparts. Further, significant demands are made on the vast majority of Mayors in Category 1 Councils to leave their local areas for extended time periods and to travel considerable distances to attend Regional, State or National meetings concerning matters of interest to their own Council, or a group of Councils they might be representing.

Attendance at meetings

In its 2010 Report the Tribunal raised its serious concern in relation to the level of “under-attendance” by some Councillors in a limited number of Councils. In doing so, the Tribunal indicated that it would keep the matter under consideration with a view to a possible amendment of the arrangements for payment of remuneration in 2012 for Councillors elected to positions in the Special Category of Councils, as well as in Categories 1 and 2.

The Tribunal is pleased to report that the information obtained this year in relation to the levels of Councillor attendance shows an overall improvement on the situation applying in 2010. The figures, however, are marginally distorted because of reduced attendances in the early part of 2011 resulting from severe weather events across most of the State. Figure 6 summarises the information collected by the Tribunal on Councillor attendances at meetings in 2010 and 2011. The Tribunal notes that there are still several Councils in the Special Category of Councils where the attendance levels of individual Councillors have been less than ideal.

Figure 6 Councillor attendances at meeting



In the circumstances, the Tribunal recommends that the Mayors and CEOs of all Councils in the Special Category of Councils provide a general "warning" to their Councillors that their level of attendance at Council meetings and participation in Council affairs is being scrutinised by the Tribunal and that the position will be considered again in 2012 after fresh elections scheduled for March are held for all Councillor positions. If, at the end of 2012, the position has not altered and the level of attendances and overall participation in Council affairs have not improved, the Tribunal will give serious consideration to introducing a different remuneration regime in those Councils experiencing a less than desirable level of attendance. One option open to the Tribunal is to set remuneration levels which will reflect the degree of participation in the affairs of Council by the Councillor or Councillors concerned.

The Tribunal determines levels of remuneration for all Councillor positions on the basis that all Councillors are expected to contribute properly to, and participate in, the affairs of the Council as required by section 12 of the Act (Figure 4 of this Report). It is open to a Council experiencing difficulty in this area to make an application under section 43 of the Regulation to vary the remuneration level of a Councillor who cannot (or chooses not to) fully participate in its affairs.

Councillor workloads

Several Councils have advised the Tribunal of the significant increases in their workloads following the 2010 and 2011 floods and cyclones. In addition, following the commencement of the Act on 1 July 2010, a number of Councillors have highlighted their increased responsibilities and workloads. Councillors also reported that the increased size of those Local Governments affected by the Local Government reform process, and the reduction in the number of Councillors representing Local Government areas generally, has led to an increase in their workloads.

Although the Act is silent about whether Councillor's roles are full-time or part-time, many Mayors and Councillors have raised with the Tribunal the amount of time they are required to devote to Council matters. This has been a constant theme with the former tribunal and this Tribunal. The Tribunal notes that meeting all of the legislative requirements that a Councillor is required to observe may not necessarily make the Councillor's role a full-time one. However, the Tribunal also acknowledges that there is underlying work, such as meeting preparation and research, which can increase the time commitment of Councillors.

Through its consultation processes the Tribunal, and also the former tribunal, has posed the question to Mayors and Councillors about whether they saw the role of a Councillor in their particular Local Government area as being full-time or part-time. Although some Councillors saw themselves as part-time, the majority indicated their role required a full-time commitment. Nevertheless, section 39(c) of the Regulation requires the Tribunal to have regard to the size of Local Governments and the workload associated with particular sizes, including whether Councillors hold office on a full-time or part-time basis, when establishing categories of Local Governments.

In undertaking its review of categories this year, the Tribunal acknowledges that while fulfilling the role of a Mayor, Deputy Mayor or Councillor involves a full-time commitment, the actual time spent on Council-related activities depends on a wide range of factors. This different level of direct involvement is reflected in the levels of remuneration set for each level of Councillor in each category of Local Government. The Tribunal's view remains that subject to the provisions of section 12 of the Act (Figure 4 of this Report) the actual hours spent in performing the relevant role is a matter for individual Councils and Councillors to determine.

Remuneration increases and CPI

A number of submissions from the public proposed that any increase in the levels of remuneration should be limited to the Consumer Price Index (CPI). Again this has been a common theme since 2007.

Having set and confirmed the practice of aligning the remuneration levels of Councillors to a reference rate based on the annual base salary payable to a State MP, the Tribunal has decided not to alter its approach. In examining the implications of changing to such an approach, the Tribunal noted that using the CPI approach would result in greater remuneration increases in some years but not in others.

9. The Tribunal's remuneration determination

Review of categories and assignment of Councils

In accordance with the obligations imposed on it, the Tribunal has this year conducted a rigorous review of the existing categories of Local Governments with a view to deciding whether the existing number of categories should be reduced, increased or left unaltered. As a result of its thorough consideration of the criteria recorded in Figure 2 of this Report, the Tribunal has decided to leave the number of categories unchanged at ten.

Having decided to leave the number of categories unchanged, the Tribunal considered the appropriate category to which each of the 72 Local Governments under its jurisdiction should be assigned, with particular focus on those Councils which were seen to be "at the margin" of possible re-categorisation to a higher or lower category than present. As a result of detailed consideration of the position of each Council, the Tribunal decided to:

- alter the category to which Somerset Regional Council is assigned from Category 3 to Category 4
- alter the category to which Gympie Regional Council is assigned from Category 5 to Category 4
- alter the category to which the Tablelands Regional Council is assigned from Category 5 to Category 4
- leave each of the other 69 Councils in the category to which they were previously assigned.

In arriving at the above decision, the Tribunal considered a wide range of economic, demographic and other statistical data (see Appendices 3 to 8 of this Report) with particular focus on matters having a direct bearing on Councillor workloads as revealed in the statistics. Of particular relevance was data which dealt with current and projected population growth, which has previously been assessed by the Tribunal as the generator of additional workload pressures within the Local Government sector (see the former tribunal's 2008 Report when the Ipswich City Council was reclassified). In addition, the Tribunal was informed by the commentary in the 2007 Report of the former tribunal when the Gympie Regional Council and Tablelands Regional Council, respectively, were identified as "borderline" but were placed into the higher category (Category 5) for reasons recorded in that Report.

Notwithstanding the Tribunal's decision to reduce the category to which Gympie and Tablelands Regional Councils are assigned, existing Councillors within those two Councils will continue to receive the remuneration levels for a Category 5 Council until the conclusion of the 2012 quadrennial elections. This results from a decision of the former tribunal, which this Tribunal endorses, to the effect that no Councillor would be adversely impacted if their Council was reduced in category during their term of office (see page 35 of the former tribunal's 2007 Report). The adjustment of remuneration levels to those set for Category 4 will take effect in those two Councils from the conclusion of the 2012 quadrennial elections.

In undertaking its review of categories, the Tribunal carefully considered the situation of each of the Councils previously classified in the Special Category of Councils, together with the remuneration levels for Mayors, Deputy Mayors and Councillors in that category. As a result of its review, the Tribunal has decided not to alter the nomenclature "Special Category of Councils" nor the assignment of particular Councils to that category. In so deciding, the Tribunal came to the conclusion that the matters unique to Indigenous Councils, identified in the Tribunal's 2008 Report, and summarised in Section 5 of this Report, continue to apply and justify Councillors in that category receiving special consideration in comparison with their peers in non-Indigenous communities.

Determination of remuneration

As noted in Section 8 of this Report, the Tribunal has decided to discontinue its previous practice of setting remuneration ranges for each level of Councillor in each category of Local Government and, instead, to move to a single rate for Mayors, Deputy Mayors and Councillors in each category.

However, the Tribunal has identified a number of complexities with the move to a "single rate".

The Tribunal's data collection of remuneration levels voted by Councils reveals that there has been a diverse approach taken to the previous minimum and maximum remuneration levels for each type of Councillor. Some Councils, particularly Category 1 and 2 Councils, have adopted a base rate and meeting fees approach. Others have resolved to adopt the maximum rate for Mayors and Deputy Mayors, the maximum level for Councillors with Chairperson responsibilities and a lesser rate for Councillors with no such responsibilities. Many Councils have simply adopted a rate somewhere between the minimum and maximum levels established by the Tribunal without clear rationale. Anecdotal feedback suggests that a number of these Councils have not adjusted their remuneration levels to reflect the full outcomes decided by the Tribunal because of previous criticism by local media, which claimed that the Councils concerned had "*voted themselves an increase*" in their remuneration levels.

More relevant, from the Tribunal's perspective, is the issue of affordability. Given the diverse range of remuneration levels paid within Councils, even in the same category, the cost of moving to a single rate at, or towards, the upper end of the present range in each category is unsustainable. As a result, the Tribunal has attempted to establish new remuneration levels which:

- are still set by reference to percentages of the annual base salary payable to MPs
- as far as possible, maintain previously established relativities between Mayors, Deputy Mayors and Councillors in the different categories
- after allowing for a 2.5% general increase, do not involve a net increase in the total amount payable to Mayors, Deputy Mayors and Councillors across the 72 Councils within the Tribunal's jurisdiction. Some individual Councils will pay more in 2012 than in 2011, others will pay less.

After detailed consideration of the above issues, the Tribunal has, except for all levels of Councillors in the Special Category of Councils, decided to set remuneration levels for Mayors, Deputy Mayors and Councillors in each category which are close to the mid-point of the previously established ranges. This provides consistency with the progressive nature of the categories confirmed by the Tribunal. The remuneration levels for Mayors, Deputy Mayors and Councillors in the Special Category of Councils will be aligned with their equivalent positions in Category 3.

As mentioned in Section 8, the Tribunal has also decided to vary the remuneration payable to Mayors in Category 1 to the same level as set for Category 2 and to increase the rates set for Deputy Mayors in Category 1 to align them with Councillors in Category 2.

Further reflecting sustainability issues, as well as community expectations, the remuneration levels established by the Tribunal have been calculated using a reference rate of \$137,149 which is the current annual base salary payable to State MPs and represents a 2.5% increase on the reference rate utilised by the Tribunal in 2010.

Amalgamation loading

In its 2010 Report the Tribunal confirmed the decision of the former tribunal to phase out the amalgamation loading by the end of the current term of Councillors. In reaching this decision, the Tribunal noted the rationale behind the former tribunal's decision and agreed that any variation to the existing arrangements would be inappropriate.

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 and amalgamation loading (if applicable) to reflect the portion of the year served.

Matters not included in the remuneration determined

It is noted that section 41 of the Regulation excludes 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.

In addition, section 41 excludes 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 matter to be determined by each individual Council having regard to the relevant 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 2012 calendar year. It reflects the decision of the Tribunal to remove ranges and move to a single rate for Mayors, Deputy Mayors and Councillors in each category of Local Government as well as the phasing out of the amalgamation loading.

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.

Although the remuneration schedule applies from 1 January 2012, it is noted that there are aspects that apply from the conclusion of the 2012 election. Nevertheless, incumbent Local Governments must adopt the full schedule by resolution within 90 days of the schedule being gazetted which means that the incumbent Local Government will be adopting remuneration levels for the incoming Local Government.

Remuneration schedule (to apply from 1 January 2012)

Category	Local Governments assigned to categories	Remuneration determined (Reference rate of \$137,149)			Amalgamation loading (to the conclusion of the 2012 elections)	
		(see Notes 1, 2 and 3)	(%)	(\$ pa)	(see Notes 2 and 4)	(\$ pa)
Special Category	Aurukun Shire Council	Mayor	65	\$89,147		\$1,900
	Cherbourg Aboriginal Shire Council	Deputy Mayor	37.5	\$51,431		\$1,150
	Cook Shire Council	Councillor	32.5	\$44,573		\$790
	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				A	
	Palm Island Aboriginal Shire Council					
	Pormpuraaw Aboriginal Shire Council					
	Torres Shire Council					
	Torres Strait Island Regional Council				A	
	Woorabinda Aboriginal Shire Council					
Wujal Wujal Aboriginal Shire Council						
Yarrabah Aboriginal Shire Council						
Category 1	Barcoo Shire Council	Mayor	52.5	\$72,003		\$1,270
	Blackall-Tambo Regional Council	Deputy Mayor	22.5	\$30,859	A	\$550
	Boulia Shire Council	Councillor	12.5	\$17,144		\$400
	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	\$72,003		\$1,580
	Barcaldine Regional Council	Deputy Mayor	27.5	\$37,716	A	\$790
	Carpentaria Shire Council	Councillor	22.5	\$30,859		\$630
	Cloncurry Shire Council					
	Longreach Regional Council				A	
	Murweh Shire Council					

Remuneration schedule (to apply from 1 January 2012) (continued)

Category	Local Governments assigned to categories	Remuneration determined (Reference rate of \$137,149)			Amalgamation loading (to the conclusion of the 2012 elections)	
		(see Notes 1, 2 and 3)	(%)	(\$ pa)	(see Notes 2 and 4)	(\$ pa)
Category 3	Banana Shire Council	Mayor	65	\$89,147	A	\$1,900
	Burdekin Shire Council	Deputy Mayor	37.5	\$51,431		\$1,150
	Charters Towers Regional Council	Councillor	32.5	\$44,573	A	\$950
	Goondiwindi Regional Council				A	
	Hinchinbrook Shire Council					
	Maranoa Regional Council				A	
	North Burnett Regional Council				A	
Category 4	Cassowary Coast Regional Council	Mayor	80	\$109,719	A	\$2,300
	Central Highlands Regional Council	Deputy Mayor	50	\$68,575	A	\$1,540
	Gympie Regional Council (see Note 5)	Councillor	42.5	\$58,288	A	\$1,310
	Isaac Regional Council				A	
	Lockyer Valley Regional Council				A	
	Mount Isa City Council					
	Scenic Rim Regional Council				A	
	Somerset Regional Council				A	
	South Burnett Regional Council				A	
	Southern Downs Regional Council				A	
	Tablelands Regional Council (see Note 5)				A	
	Whitsunday Regional Council				A	
Category 5	Bundaberg Regional Council	Mayor	95	\$130,292	A	\$2,770
	Fraser Coast Regional Council	Deputy Mayor	62.5	\$85,718	A	\$1,940
	Gladstone Regional Council	Councillor	55	\$75,432	A	\$1,700
	Western Downs Regional Council				A	
Category 6	Cairns Regional Council	Mayor	110	\$150,864	A	\$3,240
	Mackay Regional Council	Deputy Mayor	75	\$102,862	A	\$2,300
	Redland City Council	Councillor	65	\$89,147		\$2,060
	Rockhampton Regional Council				A	
	Toowoomba Regional Council				A	
	Townsville City Council				A	
Category 7	Ipswich City Council	Mayor	125	\$171,436		\$3,800
	Logan City Council	Deputy Mayor	85	\$116,577	A	\$2,650
		Councillor	75	\$102,862		\$2,370
Category 8	Moreton Bay Regional Council	Mayor	140	\$192,009	A	\$4,350
	Sunshine Coast Regional Council	Deputy Mayor	97	\$133,035	A	\$3,010
		Councillor	85	\$116,577		\$2,650
Category 9	Gold Coast City Council	Mayor	155	\$212,581	No amalgamation loading payable	
		Deputy Mayor	107.5	\$147,435		
		Councillor	92.5	\$126,863		

Remuneration schedule (to apply from 1 January 2012) (continued)

Notes to the remuneration schedule

- Note 1 The reference rate of \$137,149 is a rate determined by the Tribunal and is the annual base salary payable to Members of the Queensland Legislative Assembly on and from 1 August 2011.
- 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.
- Note 4 Where 'A' appears this indicates that the Local Government was affected by amalgamation on 15 March 2008. Mayors, Deputy Mayors and Councillors in such Local Governments are entitled to receive the (per annum) amalgamation loading shown from 1 January 2012 to the conclusion of the 2012 quadrennial elections (when the last declaration of a poll conducted in the 2012 quadrennial election for the Local Government is displayed at the office of the Returning Officer).
- Note 5 Mayors, Deputy Mayors and Councillors holding office in the Gympie and Tablelands Regional Councils as at 1 January 2012 are entitled to continue to receive the remuneration and the amalgamation loading determined for Category 5 Councils until the conclusion of the 2012 quadrennial elections. Thereafter, the remuneration level will revert to that specified for Category 4 Councils.

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Appendices

Appendix 1 – Submissions received by the Tribunal

Appendix 2 – Stakeholders who met with the Tribunal

Appendix 3 – Economic data (*Categories 1 to 9*)

Appendix 4 – Demographic data (*Categories 1 to 9*)

Appendix 5 – Comparative data (*Categories 1 to 9*)

Appendix 6 – Economic data (*Special Category*)

Appendix 7 – Demographic data (*Special Category*)

Appendix 8 – Comparative data (*Special Category*)

Appendix 9 – Mayor remuneration levels (*2011*)

Appendix 10 – Deputy Mayor remuneration levels (*2011*)

Appendix 11 – Councillor remuneration levels (*2011*)

Appendix 1 – Submissions received by the Tribunal

	Date received	Person, role or organisation / Council area of the submitter	Summary of comments by submitter
1	27 July 2011	Councillor Stephen Schwarten, Rockhampton Regional Council	The Councillor suggests that the Tribunal <i>set any adjustments in Councillor pay rates and do away with forcing individual Councils to actually vote on whether or not to accept the recommended rises.</i>
2	31 July 2011	Mr Denis Auberson, Member of the public, Rockhampton Regional Council area	The submitter suggests that the Tribunal link remuneration increases to CPI and they be <i>performance and productivity based packages.</i> The submitter proposes a volunteer ratepayer association to oversee this.
3	1 August 2011	Mr John Umstad, Member of the public, Gold Coast City Council area	The submitter <i>believes most current remuneration packages are in line with expectations.</i> but believes all Mayors, Deputy Mayors and Councillors should have their expenditures measured against <i>forecast budgets</i> and their packages <i>adjusted up or down</i> every quarter.
4	1 August 2011	Ms Jill Dumenil, Member of the public, Gold Coast City Council area	The submitter does not think Gold Coast Councillors should get pay rises for a long time citing Councillors' neglect of their responsibilities for roads, parks and rubbish and Council debt.
5	3 August 2011	Ms Sandy Samson, Member of the public, Gold Coast City Council area	The submitter suggests doing away with Councillors and other politicians and officials.
6	4 August 2011	Mr Alan Ferris, Member of the public, Bundaberg Regional Council area	The submitter is against increasing remuneration for Mayors, Deputy Mayors and Councillors and comments that <i>a lot of them still hold second jobs.</i> He believes that the Councillor role should be full-time.
7	12 August 2011	Ms M Doyle, Member of the public, Moreton Bay Regional Council area	The submitter suggests that remuneration remain at current levels in 2012 and <i>until the relevant area's economies start going forward.</i>
8	17 August 2011	Mr Ron Fenner, Chief Executive Officer, Woorabinda Aboriginal Shire Council	The CEO advises that it is Council's view that <i>Indigenous Councils should remain a Special Category of Councils</i> because they: <ul style="list-style-type: none"> • have to deal with community education issues • have to deal with substance abuse issues • have to be more culturally aware/sensitive and have special mechanisms and processes in place • cannot raise rate revenue.

Appendix 1 – Submissions received by the Tribunal (continued)

	Date received	Person, role or organisation / Council area of the submitter	Summary of comments by submitter
9	19 August 2011	Councillor Tom Gilmore, Mayor Tablelands Regional Council	<p>The Mayor raises concerns about the Tribunal's (alleged) interference in the following matters:</p> <ul style="list-style-type: none"> • Councillor holidays • Councillor duties and • whether Councillor roles are part-time or full-time. <p>The Mayor also believes that the Tribunal should set appropriate remuneration, not ranges.</p>
10	23 August 2011	Councillor Faye Whelan, North Burnett Regional Council	<p>The Councillor believes that remuneration levels are not sufficiently high <i>to attract good young people in the 35-50 age bracket</i>. She believes that <i>although neighbouring Councils are paid at higher levels, the North Burnett Regional Council has a much higher workload and despite their lower population still have to cover the same multitude of portfolios</i>.</p>
11	24 August 2011	Mr Allan Dunsmuir, Member of the public, Unknown area	<p>The submitter believes that increases in Councillor remuneration should be at CPI.</p>
12	24 August 2011	Mr John Casey, Member of the public, Fraser Coast Regional Council area	<p>The submitter believes that increases in Councillor remuneration should be at CPI.</p>
13	25 August 2011	Mr Lew Rojahn, Chief Executive Officer, Etheridge Shire Council	<p>The Council advises that they are <i>satisfied with the current levels and category of remuneration</i>.</p>
14	26 August 2011	Mrs G Anderson, Member of the public, Bundaberg Regional Council area	<p><i>The ex-Councillor (Burnett Shire Council) believes current divisional arrangements are inappropriate and current remuneration levels are excessive</i> (noting Council paying for conferences, home internet, mobile phone, mileage and vehicle costs). The submitter comments on a Councillor's low attendance record.</p>
15	28 August 2011	Ms Maxine Lawrie, Member of the public, Redland City Council area	<p>The submitter suggests ways to save money including:</p> <ul style="list-style-type: none"> • Training courses for people wanting to stand including testing • Mayoral position should be honorary • Less Councillors, less salary (as most of the work is done by the office staff) • Councillors should be available in Council offices at set times • Councillors should not get mobiles, petrol, house phones, out-of-pocket expenses (but use Council phone etc)

Appendix 1 – Submissions received by the Tribunal (continued)

	Date received	Person, role or organisation / Council area of the submitter	Summary of comments by submitter
		<i>Ms Maxine Lawrie, Member of the public, Redland City Council area (continued)</i>	<ul style="list-style-type: none"> • Councillor morning tea should be tea, coffee and biscuits (not expensive cakes they get now) • Councillors shouldn't have office managers • No double charging (for use of dumps) • Councils should not buy property • Councils should operate surplus (and be excluded from voting if budget overspent) • Assessment of park usage and re-allocation of land for low cost housing • Council should not meet court costs for developer challenges • Streamline development application process and identify senior Councillors to attend meetings.
16	29 August 2011	Mr Brian Murray, Member of the public, Unknown area	<p>The submitter proposes that remuneration levels need to take into account the area of the Council / division, the number of electors and skills and experience.</p> <p>The submitter proposes that remuneration should be \$65,000 to \$75,000 a year with allowances for small to large divisions set at \$3,000 to \$10,000 depending on the size of the division and on a level with experienced teachers or a police employee.</p> <p>In addition he comments that the role was previously part-time although Councillors claim to be working 70 to 80 hours/week. He believes <i>attending functions should not be considered as normal work</i>. Councillors should not stand for more than four terms and be supplied with office equipment and vehicles for work only.</p>
17	30 August 2011	Mr Terry Brennan, Chief Executive Officer, Cassowary Coast Regional Council	<i>Council requests that the Tribunal consider reviewing and tightening the salary ranges for all elected members.</i> Councillors believe the current salary bands are too broad and present difficult and unpopular choices for Councillors.
18	1 September 2011	Mr Simon Benham, Governance Manager, Logan City Council	<p>Council requests that <i>the remuneration determined for each category be a fixed or set dollar amount rather than a broad remuneration range.</i></p> <p>Council has also requested that the category review be held over until 2012 <i>to enable the newly elected Council to have input into this review.</i></p> <p>Council believes that <i>the newly elected Council should inherit the remuneration resolved by the previous Council</i> for the remainder of the calendar year.</p>

Appendix 1 – Submissions received by the Tribunal (continued)

	Date received	Person, role or organisation / Council area of the submitter	Summary of comments by submitter
19	1 September 2011	Mr Vince Corbin, Chief Executive Officer, Boulia Shire Council	Council's submission seeks <i>rectification of the differences in remuneration for Councils across Queensland</i> . Council believes that far western Councillors are currently disadvantaged as they have very large areas to cover and isolation / distance issues to deal with. The submission comments on the full-time work of the Mayor and suggests the workloads in these Councils are more than in Indigenous Councils.
20	1 September 2011	Councillor Melva Hobson PSM, Mayor, Redland City Council	Council's submission requests <i>a single level of remuneration for each Local Government category</i> .
21	1 September 2011	Mr Jim Lindsay, Chief Financial Officer, Ipswich City Council	<p>Council engaged a consultant to prepare a document for submission.</p> <p>It notes the interaction of factors and criteria and does preliminary assessments of Councils based on Councillor workload; population and projected growth; financial management; size and geography; and demography and diversity. For each of these factors it re-ranks and suggests changes to the current categorisation. It re-visits the Local Government Association of Queensland's 2007 proposal.</p> <p>Then, the proposal scores and ranks Councils:</p> <ol style="list-style-type: none"> 1. (Population (2011+ 2026) / 2) / Councillors plus 2. (Operating expenditure('000) + Capital outlays('000) + Community Equity(M)) / Councillors plus 3. Road length / Councillors. <p>It proposes 6 categories. (1,2 and 3), (3,4 and 5), (5 and 6), (6 and 7), (7 and 8) and (9).</p>
22	2 September 2011	Mr Bryan Ottone, Chief Executive Officer, Central Highlands Regional Council	Council provides updated information on operating income, capital expenditure, population, area and staff numbers (FTE).
23	2 September 2011	Mr Robert Clark, Chief Executive Officer, Hinchinbrook Shire Council	<i>Council advises that it believes Hinchinbrook is appropriately classified as a Category 3 Council for remuneration purposes.</i>

Appendix 1 – Submissions received by the Tribunal (continued)

	Date received	Person, role or organisation / Council area of the submitter	Summary of comments by submitter
24	2 September 2011	Mr Shane Cagney, Chief Executive Officer, McKinlay Shire Council	<p>Council proposes that <i>the number of categories be reduced from 9 to 3 and that the remuneration levels be reflective of the increasing obligations now placed on Local Governments.</i></p> <p><i>Council proposes a 3-tier classification based on population, extent of budget and number of Council staff as indicators of the responsibility and workload of Councillors - (Rural (small), Regional (medium) and Metropolitan (large)).</i></p> <p><i>Council also says that the role of the Mayor can no longer be considered part-time and that their remuneration should be reflective of their accountability, obligations and responsibilities.</i></p>
25	2 September 2011	Mr Ken Gouldthorp, Chief Executive Officer, Toowoomba Regional Council	<p>Council provides updated information on the economic and demographic data previously published by the Tribunal.</p> <p>The submission highlights road length, Council's unique responsibility for water and sewerage infrastructure and how it ranks in relation to Category 6 and 7 Councils in a number of areas.</p>
26	5 September 2011	Mr Peter Stewart, Chief Executive Officer, Goondiwindi Regional Council	<p>Council expressed its view <i>that a set remuneration figure should be introduced for all Councillors.</i></p>
27	12 September 2011	Mr Tony Goode, Workforce Strategy Executive, Local Government Association of Queensland (LGAQ)	<p>The LGAQ's submission notes the Tribunal's approach to setting remuneration ranges and advises that the issue is set for debate and policy consideration at the 2011 LGAQ Conference in October. It also indicates the LGAQ's support for linking Councillor remuneration to Queensland MP remuneration. The LGAQ has subsequently advised of the Conference resolution:</p> <p><i>That the Local Government Association of Queensland make requests to Local Government Remuneration and Discipline Tribunal to set Councillors' salary levels, rather than providing a remuneration range, as is currently the case.</i></p> <p>The submission provides information on the increase in workloads and responsibilities of Local Governments due to the State Government's reform processes, making particular reference to the structural and legislative reforms. It makes specific reference to the LGAQ's 2011 Workforce Census and Survey of elected members' workloads.</p>

Appendix 1 – Submissions received by the Tribunal (continued)

	Date received	Person, role or organisation / Council area of the submitter	Summary of comments by submitter
		<p>Mr Tony Goode, Workforce Strategy Executive, Local Government Association of Queensland (continued)</p>	<p>The submission summarises:</p> <ul style="list-style-type: none"> • Time spent on Council business for elected members ranges from 45-420 hours/month (average 230 hours/month) • Of this, time spent on travelling on official business ranged from 6-220 hours/month (average 57 hours/month) • Kilometres travelled ranged from 60-7200/month (average 1542kms/month). <p>The LGAQ notes the significant workloads and significant disparity in the roles and responsibilities of elected members across the sector. Attachment 2 to the submission provides extensive extracts of the comments provided by elected members to the LGAQ. The LGAQ raises the issue of the impact on workload as a result of the reduction in the number of Councillors.</p> <p>Regarding the amalgamation loading, the LGAQ identifies differences in circumstances and context associated with respective amalgamations and the impact of recent natural disasters as impeding amalgamation progress in many Councils.</p> <p>Accordingly, the LGAQ proposes:</p> <ul style="list-style-type: none"> • Do nothing (loading would cease at March 2012) • Continue the loading at the existing level for a further 12 months (until March 2013) • Allow Councils to make individual submissions seeking retention of the loading for a further 12 months based on their individual circumstances. <p>Prescribe an amalgamation loading with each Council having the discretion to adopt the loading as part of their remuneration package (if they considered their progress with amalgamation issues so warrant).</p> <p>Regarding the categorisation of Councils, the LGAQ suggests that the current categories <i>would appear to be working quite well with no compelling evidence to call for its removal or radical change.</i></p> <p>Acknowledging the Tribunal's consideration of data over an extended period, the LGAQ suggest the Tribunal exercise discretion in reassigning a Council to an alternative category. The LGAQ makes specific reference to instances where data indicates a significant change to economic or population status in one year and where on known information that change is likely to continue.</p>

Appendix 1 – Submissions received by the Tribunal (continued)

	Date received	Person, role or organisation / Council area of the submitter	Summary of comments by submitter
28	12 September 2011	Mr Peter Franks, Chief Executive Officer, Mackay Regional Council	<p>Council's submission recommends that the Tribunal set specific remuneration rather than ranges and expresses its view <i>that the current ranges are fairly limited, but create ongoing debate in the community and perpetuate the concept that Councillors set their own salaries.</i></p> <p>Council also conveyed its view that <i>the salary percentage set by the Tribunal should be automatically payable and changes to actual remuneration should occur automatically when changes occur to State Government Members remuneration</i> or at a date set by the Tribunal or State Government.</p> <p>Council proposes that the Tribunal would still review remuneration annually and amend category allocations to take into account <i>changes in responsibility, scale and size of Council.</i></p>
29	12 October 2011	Councillor Frank Beveridge, Charters Towers Regional Council	<p>The Councillor proposes that Councillors receive half their current pay as a base payment and receive their full remuneration by attending all of their nominated Council Committees.</p>

Appendix 2 – Stakeholders who met with the Tribunal

	Date	Council, name (role)	Summary of comments
1	4 October 2011	Ipswich City Council Councillor Paul Tully Carl Wulff (Chief Executive Officer) Alan Morton (Consultant)	<p>Council representatives and their consultant explained the rationale and detail of Council's submission (No. 21).</p> <p>Council commented on the flexibility available with ranges and the way it accommodated Committee structures at Council. Council indicated that they were aware that other Councils had faced difficulties as a result of the requirement to pass a resolution and suggested the situation could be resolved by having the default position as the top of the range or amending the legislation to only require one vote for the term of the Council.</p> <p>Council confirmed that their submission was theirs alone and issues in it had not been canvassed with other Councils.</p> <p>Council also reported that 90% of the Council work on flood recovery would be completed by mid 2012.</p> <p>Council suggested that the Tribunal needed to be careful not to mandate behaviour of Councils and referred to the 2010 Report statement regarding leave entitlements.</p>
2	4 October 2011	Somerset Regional Council Councillor Graeme Lehmann (Mayor) Councillor Neil Zabel (Deputy Mayor) Councillor Robin Caddy Councillor Bruce Pearce	<p>Councillors said they believed that their remuneration does not reflect current workloads and provided comparisons with Lockyer Valley Regional Council. They claimed high workloads due to Council's footprint, diversity and community expectations. Council also reported workloads had increased as a result of the 2011 floods and implementation of the recommendations of the Flood Inquiry. Councillors suggested that the floods had a greater impact on their workloads than amalgamation.</p> <p>Projected population growth and developments within the Council area were discussed.</p> <p>Regarding their current remuneration, the Mayor advised that he personally believed that a base remuneration and meeting fees was a fairer system. Councillors indicated that it was their view that there are too many categories. A Councillor suggested that there were 3 or 4 levels of workloads across the State and that additional support staff aided larger Councils to deal with the workloads.</p>

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

	Date	Council, name (role)	Summary of comments
3	4 October 2011	<p>Torres Strait Island Regional Council</p> <p>Councillor Fred Gela (Mayor) John Scarce (Chief Executive Officer)</p> <p>Torres Shire Council</p> <p>Councillor Napau (Pedro) Stephen (Mayor)</p>	<p>The Councils discussed the governance arrangements in the region. They spoke of the aspirations of the region for greater autonomy and self management. .</p> <p>The Councils advised of the history of the proposed 2 tier model of government and potential benefits associated with direct funding, streamlining of admin and greater accountability and transparency. They spoke of a 5 to 10 year timeframe to achieve this.</p> <p>The Councillors also expressed a preference for Councillor remuneration to consist of a base retainer and meeting fees.</p>
4	4 October 2011	<p>Winton Shire Council</p> <p>Councillor Ed Warren (Mayor)</p>	<p>The Mayor presented a case to vary the remuneration paid to the Mayor from Category 1 to Category 2. His submission highlighted Council's size, geography and population, the full-time workload of the Mayor, including the increased responsibilities associated with new legislation and his regional commitments, especially in relation to RAPAD.</p> <p>The Mayor indicated that he believed that other remote Councils dealt with many similar issues to Indigenous Councils and noted that the issues were identical to those raised by him in 2010.</p>
5	4 October 2011	<p>Gympie Regional Council</p> <p>Councillor Ron Dyne (Mayor) Councillor Donna Neilson</p>	<p>Council said it believed it was appropriately categorised with Fraser Coast and Bundaberg Regional Councils in Category 5.</p> <p>Projected population growth and developments within the Council area were discussed and Council undertook to provide its growth and planning approvals data to the Tribunal.</p> <p>Council indicated that it made use of remuneration ranges for Committee Chairpersons.</p>
6	4 October 2011	<p>Southern Downs Regional Council</p> <p>Councillor Ron Bellingham (Mayor) Rod Ferguson (Chief Executive Officer)</p>	<p>Council requested that the remuneration ranges be removed in favour of a fixed level of remuneration per category.</p> <p>The Mayor indicated that he believed Council was in the appropriate category. He said that Council did not provide additional remuneration for Committee Chairpersons and thought this to be unnecessary to achieve appropriate levels of remuneration.</p> <p>The Mayor spoke of the need to attract suitable people as Councillors and said that Council's biggest challenge was to put strategies in place for the future.</p>

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

	Date	Council, name (role)	Summary of comments
7	5 October 2011	<p>Lockhart River Aboriginal Shire Council</p> <p>Councillor Paul Piva (Deputy Mayor) Councillor Marshall Symonds Peter Opio-Otim (Chief Executive Officer)</p>	<p>Council outlined the governance, cultural, family, community and representational complexities faced by Indigenous Councils and supported the continuance of the Special Category of Councils.</p> <p>The broad range of services provided through the Council - from running the post office and bank agency to activities associated with housing, welfare reform and child safety - was discussed. Council also spoke of issues arising from having an office in Cairns.</p> <p>Issues regarding traditional owners and DOGIT were also discussed.</p> <p>Councillors spoke of training needs associated with the new legislation and responsibilities for Councillors and confirmed the importance of a satisfactory remuneration package as reward and recognition likely to attract good candidates.</p>
8	5 October 2011	<p>Flinders Shire Council</p> <p>Councillor Brendan McNamara (Mayor) Councillor Greg Jones (Deputy Mayor) Councillor Sean O'Neill</p>	<p>The Mayor explained that Council had applied to increase their number of Councillors from 4 to 6. He indicated that as a large western Queensland Council with a part-time Mayor and Councillors, covering large numbers of issues, the reduction in Councillor numbers had placed increasing demands on individual Councillors. He indicated that this had impacted on attracting quality candidates.</p> <p>Council indicated that they were not currently paying meeting fees but believed it was the way to go but suggested that the definition of a "meeting" would require careful consideration.</p>
9	5 October 2011	<p>Fraser Coast Regional Council</p> <p>Councillor Dave Dalglish (Deputy Mayor) Councillor Les MuckKan Lisa Desmond (Chief Executive Officer)</p>	<p>Council said it was satisfied with its current categorisation but indicated it would prefer set rates rather than remuneration ranges. In addition, Council would prefer to see any changes to remuneration left to the new Council due to be elected in late March 2012.</p> <p>Council's Committee structure was discussed.</p> <p>Council raised their concerns about the Tribunal's "information disclosure" to respondents in disciplinary matters.</p>

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

	Date	Council, name (role)	Summary of comments
10	5 October 2011	Blackall-Tambo Regional Council Councillor Janice Ross (Mayor) Councillor Peter Skewes (Deputy Mayor) Councillor Sally Cripps	<p>The Mayor advised that Council has applied to increase their number of Councillors from 4 to 6 based on workload factors.</p> <p>Considering that they were the only amalgamated Category 1 Council they believed that they should be upgraded to Category 2.</p> <p>Council said that they believed there were similar workloads for Category 1 and Category 2 Councils and provided comparisons with Barcaldine Regional Council. Councillors said that they now saw amalgamation was a good outcome for the region but highlighted how differences in State Government regional boundaries (eg Police and education) presented additional workloads for Councillors.</p>
11	5 October 2011	Redland City Council Councillor Melva Hobson PSM (Mayor) Councillor Wendy Boglary	<p>As detailed in their submission (No. 20), Councillors indicated that they supported a single level of remuneration for each Local Government category rather than remuneration ranges.</p> <p>Local Government and federal Parliamentary expenses and allowances were also discussed.</p>
12	5 October 2011	Charters Towers Regional Council Councillor Ben Callcott (Mayor) James Gott (Chief Executive Officer)	<p>Council indicated that they found the guidance provided in the Tribunal's Reports to be useful although they felt that additional general training for new Councillors would assist. The Mayor indicated that the recent Departmental training had only covered legislative issues.</p> <p>Council reported that they were satisfied with the category framework and their allocation to Category 3.</p>
13	5 October 2011	Western Downs Regional Council Councillor Ray Brown (Mayor) Phil Berting (Chief Executive Officer)	<p>The Mayor advised that Council had received positive feedback about last year's category increase to Category 5.</p> <p>Council indicated it had no difficulty with the remuneration ranges but believed that it would be preferable for the Tribunal to set remuneration rates.</p>

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

	Date	Council, name (role)	Summary of comments
14	5 October 2011	Boulia Shire Council Councillor Rick Britton (Mayor) Vince Corbin (Chief Executive Officer)	<p>Council provided a detailed explanation of their submission (No. 19). They indicated that they believed far western Councillors are currently disadvantaged due to the very large areas they cover and isolation / distance issues. Council spoke of the full-time workload for the Mayor and suggested the workloads in western shires were more than in Indigenous Councils.</p> <p>The Mayor confirmed that Council paid the Mayor at the maximum for the range but that the Deputy Mayor and Councillors were paid a base rate and meeting fees. He indicated that they were happy to stay with meeting fees.</p>
15	5 October 2011	Isaac Regional Council Councillor Ann Crawford	<p>Council felt that they had a case for elevation to Category 5 based on coming developments in the region. The roles, workloads and time commitments of Councillors were discussed.</p> <p>Council advised of the current and anticipated areas of growth in the Council area and issues associated with the non-resident (fly in – fly out) mining population.</p>

Appendix 3 – Economic data (Categories 1 to 9)

Local Governments	Number of Councillors (excluding Mayors)	Area not divided (U)	Council proposed representation changes from 2012 elections	Community equity 2010 (\$M)	Rank (high to low)	Operating Income 2010 (\$M)	Rank (high to low)	Operating Income per Councillor 2010 (\$M)	* Rank (high to low)
Balonne Shire Council	4	U	+2	\$163.8	39	\$16.9	47	\$4.2	47
Banana Shire Council	6			\$527.5	26	\$42.4	27	\$7.1	28
Barcaldine Regional Council	6	U		\$220.2	35	\$30.5	35	\$5.1	39
Barcoo Shire Council	4	U		\$109.4	47	\$18.4	44	\$4.6	43
Blackall - Tambo Regional Council	4		+2 / U	\$147.9	41	\$13.8	49	\$3.4	49
Boulia Shire Council	4	U		\$125.1	45	\$18.3	45	\$4.6	44
Bulloo Shire Council	4	U		\$124.0	46	\$11.8	52	\$3.0	52
Bundaberg Regional Council	10			\$1,504.9	12	\$116.5	13	\$11.6	16
Burdekin Shire Council	6	U		\$409.8	28	\$38.2	28	\$6.4	33
Burke Shire Council	4	U		\$90.0	52	\$7.1	54	\$1.8	54
Cairns Regional Council	10			\$2,882.0	7	\$277.4	6	\$27.7	4
Carpentaria Shire Council	4	U	+2	\$237.4	34	\$25.5	41	\$6.4	32
Cassowary Coast Regional Council	6		U	\$785.2	19	\$66.4	21	\$11.1	17
Central Highlands Regional Council	8	U		\$866.5	17	\$117.9	12	\$14.7	13
Charters Towers Regional Council	6	U		\$366.8	31	\$36.5	31	\$6.1	35
Cloncurry Shire Council	4	U		\$182.3	38	\$22.5	42	\$5.6	38
Croydon Shire Council	4	U		\$94.5	50	\$12.0	51	\$3.0	51
Diamantina Shire Council	4	U		\$80.3	53	\$37.9	29	\$9.5	21
Etheridge Shire Council	4	U		\$137.1	43	\$36.1	32	\$9.0	23
Flinders Shire Council	4	U	+2	\$94.2	51	\$25.8	40	\$6.5	31
Fraser Coast Regional Council	10	U	D	\$1,399.1	13	\$98.4	16	\$9.8	20
Gladstone Regional Council	8	U		\$1,098.4	15	\$108.6	14	\$13.6	14
Gold Coast City Council	14			\$10,703.8	1	\$871.0	1	\$62.2	1
Goondiwindi Regional Council	6	U		\$381.4	29	\$29.7	36	\$5.0	40
Gympie Regional Council	8	U	D	\$889.2	16	\$69.3	20	\$8.7	24
Hinchinbrook Shire Council	6	U		\$209.9	36	\$34.5	34	\$5.7	37
Ipswich City Council	10			\$2,290.0	9	\$248.3	7	\$24.8	7
Isaac Regional Council	8			\$671.9	24	\$96.7	17	\$12.1	15
Lockyer Valley Regional Council	6	U		\$379.2	30	\$45.4	26	\$7.6	26
Logan City Council	12			\$4,024.1	4	\$298.2	5	\$24.9	6
Longreach Regional Council	6		U	\$192.1	37	\$27.0	38	\$4.5	45
Mackay Regional Council	10	U		\$2,304.5	8	\$199.4	9	\$19.9	9
Maranoa Regional Council	8	U		\$561.8	25	\$54.4	24	\$6.8	29
McKinlay Shire Council	4	U		\$152.7	40	\$26.6	39	\$6.7	30
Moreton Bay Regional Council	12			\$4,669.7	3	\$425.5	3	\$35.5	3
Mount Isa City Council	6	U		\$340.9	32	\$35.0	33	\$5.8	36
Murweh Shire Council	4	U		\$102.9	48	\$17.9	46	\$4.5	46
North Burnett Regional Council	6		U	\$855.0	18	\$28.5	37	\$4.7	41
Paroo Shire Council	4	U		\$127.2	44	\$12.7	50	\$3.2	50
Quilpie Shire Council	4	U		\$102.6	49	\$10.0	53	\$2.5	53
Redland City Council	10			\$2,093.1	11	\$190.2	10	\$19.0	10
Richmond Shire Council	4	U	+1	\$71.4	54	\$16.8	48	\$4.2	48
Rockhampton Regional Council	10			\$2,117.7	10	\$181.9	11	\$18.2	11
Scenic Rim Regional Council	6			\$677.5	23	\$56.3	23	\$9.4	22
Somerset Regional Council	6	U		\$284.5	33	\$37.4	30	\$6.2	34
South Burnett Regional Council	6			\$503.0	27	\$46.8	25	\$7.8	25
Southern Downs Regional Council	8	U		\$740.7	21	\$56.8	22	\$7.1	27
Sunshine Coast Regional Council	12			\$5,288.1	2	\$475.3	2	\$39.6	2
Tablelands Regional Council	8			\$703.2	22	\$84.0	18	\$10.5	18
Toowoomba Regional Council	10	U		\$3,202.1	6	\$223.9	8	\$22.4	8
Townsville City Council	12	U	-2 / D	\$3,374.3	5	\$300.1	4	\$25.0	5
Western Downs Regional Council	8	U		\$1,240.8	14	\$80.4	19	\$10.0	19
Whitsunday Regional Council	6			\$774.1	20	\$99.4	15	\$16.6	12
Winton Shire Council	4	U	+1	\$140.5	42	\$18.9	43	\$4.7	42

* Rankings based on non-rounded data.

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

Local Governments	Total staff 2010 (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)
Balonne Shire Council	80	40	31,151	24	2,319	26	4	40
Banana Shire Council	290	26	28,606	27	4,069	8	11	36
Barcaldine Regional Council	163	34	53,651	13	3,156	17	13	34
Barcoo Shire Council	44	52	61,953	7	1,768	38	0	48
Blackall - Tambo Regional Council	119	36	30,452	25	1,880	34	4	40
Boulia Shire Council	45	51	61,109	8	1,321	48	0	48
Bulloo Shire Council	77	41	73,874	2	2,087	30	0	48
Bundaberg Regional Council	826	11	6,449	40	3,196	16	413	13
Burdekin Shire Council	236	29	5,058	42	1,161	50	48	28
Burke Shire Council	39	53	40,167	21	1,191	49	0	48
Cairns Regional Council	NA	NA	4,129	45	1,653	42	495	12
Carpentaria Shire Council	76	42	64,334	6	1,723	39	0	48
Cassowary Coast Regional Council	311	25	4,700	43	1,491	44	98	26
Central Highlands Regional Council	436	17	59,970	9	4,683	5	191	22
Charters Towers Regional Council	258	27	68,571	3	4,370	6	34	30
Cloncurry Shire Council	58	48	48,117	14	1,836	35	2	42
Croydon Shire Council	53	50	29,579	26	861	53	1	45
Diamantina Shire Council	56	49	94,870	1	1,040	51	0	48
Etheridge Shire Council	64	44	39,324	22	1,657	41	5	38
Flinders Shire Council	84	39	41,306	17	2,277	27	2	42
Fraser Coast Regional Council	562	15	7,117	38	3,828	9	571	11
Gladstone Regional Council	707	12	10,489	34	2,447	24	681	10
Gold Coast City Council	3,269	1	1,334	51	3,230	15	2,668	3
Goondiwindi Regional Council	172	31	19,284	31	2,471	22	16	33
Gympie Regional Council	466	16	6,897	39	2,367	25	289	15
Hinchinbrook Shire Council	181	30	2,810	48	682	54	43	29
Ipswich City Council	1,371	5	1,090	52	1,474	45	1,951	5
Isaac Regional Council	320	23	58,869	10	3,455	11	161	23
Lockyer Valley Regional Council	321	22	2,272	49	1,378	47	246	16
Logan City Council	1,309	7	960	53	2,096	29	2,718	2
Longreach Regional Council	167	33	40,666	20	3,026	19	10	37
Mackay Regional Council	869	9	7,622	36	2,461	23	865	7
Maranoa Regional Council	367	20	58,817	11	5,304	3	30	31
McKinlay Shire Council	64	44	40,849	18	1,978	33	1	45
Moreton Bay Regional Council	1,767	3	2,037	50	3,353	13	2,750	1
Mount Isa City Council	154	35	43,314	16	2,033	32	69	27
Murweh Shire Council	118	37	40,774	19	2,759	20	12	35
North Burnett Regional Council	240	28	19,707	30	5,062	4	29	32
Paroo Shire Council	75	43	47,688	15	2,136	28	2	42
Quilpie Shire Council	59	47	67,547	4	2,041	31	0	48
Redland City Council	846	10	537	54	1,038	52	721	9
Richmond Shire Council	64	44	26,656	28	1,385	46	5	38
Rockhampton Regional Council	1,185	8	18,356	32	3,399	12	314	14
Scenic Rim Regional Council	406	18	4,255	44	1,696	40	122	24
Somerset Regional Council	169	32	5,383	41	1,826	36	244	17
South Burnett Regional Council	315	24	8,397	35	3,281	14	221	18
Southern Downs Regional Council	368	19	7,122	37	3,028	18	214	19
Sunshine Coast Regional Council	1,900	2	3,126	47	3,671	10	2,168	4
Tablelands Regional Council	596	14	65,008	5	4,141	7	201	21
Toowoomba Regional Council	1,356	6	12,979	33	7,748	1	795	8
Townsville City Council	1,485	4	3,739	46	1,607	43	1,155	6
Western Downs Regional Council	598	13	38,005	23	7,499	2	204	20
Whitsunday Regional Council	361	21	23,871	29	1,805	37	122	24
Winton Shire Council	91	38	53,950	12	2,545	21	1	45

Appendix 4 – Demographic data (Categories 1 to 9)

Local Governments	Number of Councillors (excluding Mayors)	Estimated resident population 2010	Rank (high to low)	Estimated population per Councillor (excluding Mayor) 2010	Rank (high to low)	Electors per Councillor (excluding Mayor) 2011	Rank (high to low)	Estimated population density 2010 (persons / sq km)	Rank (high to low)
Balonne Shire Council	4	4,847	36	1,212	36	755	35	0.156	35
Banana Shire Council	6	15,595	29	2,599	29	1,565	28	0.545	29
Barcardine Regional Council	6	3,406	38	568	39	377	40	0.063	40
Barcoo Shire Council	4	346	52	87	52	54	51	0.006	52
Blackall - Tambo Regional Council	4	2,086	41	522	41	395	38	0.069	39
Boulia Shire Council	4	469	50	117	50	68	48	0.008	51
Bulloo Shire Council	4	377	51	94	51	58	49	0.005	53
Bundaberg Regional Council	10	96,936	13	9,694	13	6,220	13	15.031	11
Burdekin Shire Council	6	18,531	28	3,089	27	2,008	25	3.664	23
Burke Shire Council	4	554	49	139	49	56	50	0.014	49
Cairns Regional Council	10	168,251	6	16,825	5	9,165	8	40.748	8
Carpentaria Shire Council	4	2,149	40	537	40	294	43	0.033	44
Cassowary Coast Regional Council	6	31,291	23	5,215	21	3,025	21	6.658	16
Central Highlands Regional Council	8	31,078	24	3,885	24	1,995	26	0.518	30
Charters Towers Regional Council	6	12,837	31	2,140	30	1,243	31	0.187	34
Cloncurry Shire Council	4	3,384	39	846	37	389	39	0.070	38
Croydon Shire Council	4	273	54	68	54	44	52	0.009	50
Diamantina Shire Council	4	322	53	81	53	41	53	0.003	54
Etheridge Shire Council	4	925	48	231	48	144	46	0.024	46
Flinders Shire Council	4	1,821	43	455	43	312	42	0.044	41
Fraser Coast Regional Council	10	102,080	12	10,208	12	6,524	12	14.344	12
Gladstone Regional Council	8	60,316	14	7,540	14	4,477	14	5.750	18
Gold Coast City Council	14	527,828	1	37,702	1	21,442	1	395.756	1
Goondiwindi Regional Council	6	11,413	33	1,902	32	1,175	33	0.592	27
Gympie Regional Council	8	49,334	15	6,167	16	3,888	16	7.152	15
Hinchinbrook Shire Council	6	12,271	32	2,045	31	1,386	30	4.367	20
Ipswich City Council	10	168,131	7	16,813	6	9,821	6	154.217	5
Isaac Regional Council	8	22,629	25	2,829	28	1,463	29	0.384	32
Lockyer Valley Regional Council	6	36,591	18	6,099	17	3,593	17	16.103	9
Logan City Council	12	282,673	4	23,556	4	13,580	4	294.573	2
Longreach Regional Council	6	4,344	37	724	38	440	37	0.107	37
Mackay Regional Council	10	118,842	10	11,884	10	7,025	11	15.592	10
Maranoa Regional Council	8	13,369	30	1,671	34	1,040	34	0.227	33
McKinlay Shire Council	4	944	47	236	47	35	54	0.023	47
Moreton Bay Regional Council	12	382,280	2	31,857	2	20,032	2	187.691	4
Mount Isa City Council	6	21,994	27	3,666	26	1,752	27	0.508	31
Murweh Shire Council	4	4,910	35	1,228	35	748	36	0.120	36
North Burnett Regional Council	6	10,805	34	1,801	33	1,178	32	0.548	28
Paroo Shire Council	4	1,951	42	488	42	320	41	0.041	42
Quilpie Shire Council	4	1,035	45	259	45	166	45	0.015	48
Redland City Council	10	142,822	9	14,282	9	9,280	7	265.909	3
Richmond Shire Council	4	951	46	238	46	141	47	0.036	43
Rockhampton Regional Council	10	115,526	11	11,553	11	7,144	10	6.294	17
Scenic Rim Regional Council	6	38,304	17	6,384	15	4,106	15	9.003	14
Somerset Regional Council	6	22,519	26	3,753	25	2,368	24	4.184	21
South Burnett Regional Council	6	33,040	21	5,507	20	3,509	18	3.935	22
Southern Downs Regional Council	8	35,996	19	4,500	22	2,985	22	5.054	19
Sunshine Coast Regional Council	12	330,934	3	27,578	3	17,570	3	105.855	6
Tablelands Regional Council	8	46,937	16	5,867	18	3,489	19	0.722	26
Toowoomba Regional Council	10	162,057	8	16,206	7	10,186	5	12.487	13
Townsville City Council	12	185,768	5	15,481	8	9,098	9	49.690	7
Western Downs Regional Council	8	32,071	22	4,009	23	2,525	23	0.844	25
Whitsunday Regional Council	6	34,765	20	5,794	19	3,114	20	1.456	24
Winton Shire Council	4	1,414	44	354	44	229	44	0.026	45

Appendix 4 – Demographic data (Categories 1 to 9)(continued)

Local Governments	Projected resident population 2021	Rank (high to low)	Projected resident population 2026	Rank (high to low)	Index of relative socio-economic advantage and disadvantage	* Rank (high to low)	Indigenous estimated resident population 2010 (%)	* Rank (high to low)
Balonne Shire Council	5,183	35	5,418	35	942	26	16%	9
Banana Shire Council	17,310	29	17,759	29	954	19	3%	37
Barcaldine Regional Council	3,934	38	4,050	38	936	29	8%	22
Barcoo Shire Council	340	53	343	53	943	25	8%	19
Blackall - Tambo Regional Council	2,043	41	2,063	41	912	45	3%	41
Boulia Shire Council	479	50	512	50	889	52	27%	6
Bulloo Shire Council	363	51	365	52	936	30	12%	11
Bundaberg Regional Council	117,585	13	128,057	13	917	43	3%	42
Burdekin Shire Council	19,207	28	19,404	28	922	38	5%	29
Burke Shire Council	643	49	676	49	945	23	29%	5
Cairns Regional Council	207,756	7	224,426	7	999	6	8%	20
Carpentaria Shire Council	2,089	40	2,077	40	882	53	42%	1
Cassowary Coast Regional Council	33,198	24	34,046	25	921	40	8%	18
Central Highlands Regional Council	40,880	21	45,685	20	1,005	5	4%	35
Charters Towers Regional Council	14,063	31	14,521	31	919	42	10%	15
Cloncurry Shire Council	3,779	39	3,811	39	930	32	21%	7
Croydon Shire Council	288	54	292	54	851	54	29%	4
Diamantina Shire Council	362	52	382	51	910	46	42%	2
Etheridge Shire Council	992	45	1,010	45	944	24	3%	45
Flinders Shire Council	1,759	43	1,752	43	925	35	9%	17
Fraser Coast Regional Council	130,005	12	146,304	12	922	39	3%	44
Gladstone Regional Council	85,655	14	98,174	14	976	11	3%	40
Gold Coast City Council	677,929	1	739,276	1	1,031	1	1%	54
Goondiwindi Regional Council	12,352	33	12,784	33	941	27	4%	32
Gympie Regional Council	57,669	15	62,443	16	909	49	3%	49
Hinchinbrook Shire Council	12,815	32	13,028	32	910	47	7%	23
Ipswich City Council	286,430	5	369,185	5	955	18	3%	36
Isaac Regional Council	31,418	25	34,270	24	1,013	3	3%	48
Lockyer Valley Regional Council	49,000	18	55,911	18	924	36	3%	43
Logan City Council	365,443	4	406,631	4	967	15	3%	46
Longreach Regional Council	4,525	37	4,694	37	975	14	6%	27
Mackay Regional Council	156,117	10	172,604	10	983	9	4%	33
Maranoa Regional Council	15,301	30	16,200	30	948	21	8%	21
McKinlay Shire Council	908	48	907	48	975	13	6%	26
Moreton Bay Regional Council	467,860	2	501,488	2	996	8	2%	51
Mount Isa City Council	24,858	27	25,865	27	977	10	18%	8
Murweh Shire Council	4,819	36	4,811	36	933	31	11%	13
North Burnett Regional Council	11,342	34	11,621	34	894	50	6%	24
Paroo Shire Council	1,848	42	1,838	42	893	51	29%	3
Quilpie Shire Council	990	46	982	46	937	28	14%	10
Redland City Council	169,607	9	179,784	9	1,028	2	2%	52
Richmond Shire Council	950	47	960	47	947	22	11%	14
Rockhampton Regional Council	138,933	11	150,450	11	950	20	6%	28
Scenic Rim Regional Council	55,002	16	66,832	15	965	16	2%	50
Somerset Regional Council	28,131	26	31,613	26	921	41	3%	47
South Burnett Regional Council	36,765	22	38,673	22	909	48	4%	34
Southern Downs Regional Council	41,824	20	44,581	21	913	44	3%	39
Sunshine Coast Regional Council	420,439	3	464,552	3	1,006	4	1%	53
Tablelands Regional Council	53,464	17	56,500	17	929	34	9%	16
Toowoomba Regional Council	198,591	8	220,571	8	976	12	3%	38
Townsville City Council	241,684	6	268,330	6	998	7	6%	25
Western Downs Regional Council	36,503	23	38,447	23	930	33	5%	30
Whitsunday Regional Council	46,008	19	50,928	19	956	17	4%	31
Winton Shire Council	1,330	44	1,333	44	924	37	12%	12

* Rankings based on non-rounded data.

Appendix 5 – Comparative data (Categories 1 to 9)

Local Governments	Number of Councillors (excluding Mayors)	Average annual community equity 2008-2010 (\$M)	Rank (high to low)	Average annual operating income 2008-2010 (\$M)	Rank (high to low)	Average annual operating income per Councillor 2008-2010 (\$M)	* Rank (high to low)	Average annual number of building approvals 2009-2011	* Rank (high to low)
Balonne Shire Council	4	\$153.4	39	\$14.7	48	\$3.7	48	7	39
Banana Shire Council	6	\$445.0	27	\$42.4	27	\$7.1	25	16	34
Barcaldine Regional Council	6	\$173.3	37	\$31.2	32	\$5.2	35	12	35
Barcoo Shire Council	4	\$90.2	47	\$17.6	42	\$4.4	42	0	52
Blackall - Tambo Regional Council	4	\$123.6	43	\$14.7	47	\$3.7	47	3	43
Boulia Shire Council	4	\$88.8	48	\$15.2	46	\$3.8	46	0	50
Bulloo Shire Council	4	\$122.1	44	\$12.9	49	\$3.2	49	0	52
Bundaberg Regional Council	10	\$1,389.6	13	\$110.9	13	\$11.1	16	525	12
Burdekin Shire Council	6	\$402.0	28	\$34.6	30	\$5.8	33	57	27
Burke Shire Council	4	\$68.6	53	\$8.1	54	\$2.0	54	0	52
Cairns Regional Council	10	\$2,768.4	7	\$258.0	5	\$25.8	4	801	10
Carpentaria Shire Council	4	\$200.6	35	\$26.7	38	\$6.7	27	4	40
Cassowary Coast Regional Council	6	\$657.6	22	\$63.5	20	\$10.6	18	121	25
Central Highlands Regional Council	8	\$762.2	17	\$97.1	15	\$12.1	14	250	20
Charters Towers Regional Council	6	\$361.1	29	\$37.3	28	\$6.2	30	47	29
Cloncurry Shire Council	4	\$166.3	38	\$17.5	43	\$4.4	43	9	37
Croydon Shire Council	4	\$83.7	50	\$8.5	53	\$2.1	53	0	50
Diamantina Shire Council	4	\$82.5	51	\$27.3	36	\$6.8	26	1	47
Etheridge Shire Council	4	\$126.2	42	\$23.3	39	\$5.8	31	4	40
Flinders Shire Council	4	\$87.0	49	\$19.6	40	\$4.9	37	1	45
Fraser Coast Regional Council	10	\$1,487.7	12	\$113.0	12	\$11.3	15	796	11
Gladstone Regional Council	8	\$1,014.8	15	\$104.2	14	\$13.0	13	491	13
Gold Coast City Council	14	\$10,029.8	1	\$783.7	1	\$56.0	1	3,548	1
Goondiwindi Regional Council	6	\$344.7	30	\$28.2	34	\$4.7	39	24	33
Gympie Regional Council	8	\$758.1	18	\$62.4	21	\$7.8	22	406	15
Hinchinbrook Shire Council	6	\$201.0	34	\$26.9	37	\$4.5	41	38	30
Ipswich City Council	10	\$2,144.0	8	\$227.6	7	\$22.8	6	1,974	4
Isaac Regional Council	8	\$626.0	23	\$82.4	19	\$10.3	20	114	26
Lockyer Valley Regional Council	6	\$333.9	32	\$45.8	25	\$7.6	23	301	16
Logan City Council	12	\$3,589.5	4	\$252.9	6	\$21.1	7	1,694	5
Longreach Regional Council	6	\$179.6	36	\$27.6	35	\$4.6	40	9	37
Mackay Regional Council	10	\$1,934.3	11	\$178.8	9	\$17.9	9	911	8
Maranoa Regional Council	8	\$483.5	25	\$52.8	23	\$6.6	28	35	31
McKinlay Shire Council	4	\$134.7	41	\$18.9	41	\$4.7	38	1	47
Moreton Bay Regional Council	12	\$4,131.8	3	\$405.9	3	\$33.8	3	3,462	2
Mount Isa City Council	6	\$337.9	31	\$32.7	31	\$5.5	34	55	28
Murweh Shire Council	4	\$78.4	52	\$16.5	45	\$4.1	45	10	36
North Burnett Regional Council	6	\$786.9	16	\$30.6	33	\$5.1	36	27	32
Paroo Shire Council	4	\$100.0	45	\$11.7	50	\$2.9	50	3	44
Quilpie Shire Council	4	\$97.9	46	\$10.7	52	\$2.7	52	1	47
Redland City Council	10	\$2,043.5	9	\$175.6	10	\$17.6	10	814	9
Richmond Shire Council	4	\$67.6	54	\$11.2	51	\$2.8	51	4	42
Rockhampton Regional Council	10	\$2,006.8	10	\$167.2	11	\$16.7	11	420	14
Scenic Rim Regional Council	6	\$666.8	19	\$59.2	22	\$9.9	21	203	24
Somerset Regional Council	6	\$249.4	33	\$34.7	29	\$5.8	32	289	17
South Burnett Regional Council	6	\$456.0	26	\$44.2	26	\$7.4	24	260	18
Southern Downs Regional Council	8	\$662.7	21	\$50.1	24	\$6.3	29	238	21
Sunshine Coast Regional Council	12	\$5,008.5	2	\$454.4	2	\$37.9	2	2,560	3
Tablelands Regional Council	8	\$665.8	20	\$84.7	16	\$10.6	17	251	19
Toowoomba Regional Council	10	\$2,785.4	6	\$203.8	8	\$20.4	8	913	7
Townsville City Council	12	\$2,937.6	5	\$285.9	4	\$23.8	5	1,406	6
Western Downs Regional Council	8	\$1,089.0	14	\$84.3	17	\$10.5	19	203	23
Whitsunday Regional Council	6	\$597.1	24	\$84.0	18	\$14.0	12	208	22
Winton Shire Council	4	\$136.8	40	\$16.8	44	\$4.2	44	1	46

* Rankings based on non-rounded data.

Appendix 5 – Comparative data (Categories 1 to 9)(continued)

Local Governments	Average annual resident population change 2006-2010 (%)	* Rank (high to low) - Fastest growth ranking	Projected average annual population change 2011-2016 (%)	* Rank (high to low)	Projected average annual population change 2011-2021 (%)	* Rank (high to low)	Change in growth rankings 2011-2016 to 2011-2021
Balonne Shire Council	-0.4%	47	0.4%	38	0.8%	36	+2
Banana Shire Council	0.0%	42	1.5%	24	1.0%	32	-8
Barcardine Regional Council	-0.4%	46	2.1%	15	1.5%	22	-7
Barcoo Shire Council	-2.4%	54	-0.4%	52	-0.1%	49	+3
Blackall - Tambo Regional Council	-0.6%	49	0.0%	46	0.1%	45	+1
Boulia Shire Council	1.1%	31	0.8%	34	1.0%	30	+4
Bulloo Shire Council	-1.1%	51	0.1%	44	0.1%	46	-2
Bundaberg Regional Council	2.6%	14	1.9%	19	1.9%	18	+1
Burdekin Shire Council	0.6%	35	0.3%	41	0.3%	42	-1
Burke Shire Council	1.1%	30	0.7%	35	1.0%	33	+2
Cairns Regional Council	3.5%	6	2.1%	17	2.0%	16	+1
Carpentaria Shire Council	0.9%	33	-0.1%	50	-0.1%	51	-1
Cassowary Coast Regional Council	1.4%	29	0.6%	36	0.6%	38	-2
Central Highlands Regional Council	2.5%	16	2.8%	7	2.8%	8	-1
Charters Towers Regional Council	1.4%	28	1.0%	32	0.8%	35	-3
Cloncurry Shire Council	0.1%	38	1.8%	20	1.0%	31	-11
Croydon Shire Council	-0.1%	43	0.3%	40	0.3%	43	-3
Diamantina Shire Council	1.7%	25	1.0%	31	1.1%	29	+2
Etheridge Shire Council	0.7%	34	0.2%	43	0.3%	41	+2
Flinders Shire Council	-1.2%	52	-0.4%	53	-0.3%	54	-1
Fraser Coast Regional Council	3.6%	5	2.1%	14	2.4%	14	
Gladstone Regional Council	3.0%	10	3.6%	3	3.6%	3	
Gold Coast City Council	3.3%	7	2.5%	11	2.5%	12	-1
Goondiwindi Regional Council	1.6%	27	0.9%	33	0.8%	34	-1
Gympie Regional Council	2.9%	11	1.6%	23	1.7%	20	+3
Hinchinbrook Shire Council	0.1%	41	0.3%	42	0.3%	40	+2
Ipswich City Council	4.5%	1	5.3%	1	6.3%	1	
Isaac Regional Council	1.8%	22	4.3%	2	3.5%	4	-2
Lockyer Valley Regional Council	3.6%	3	2.8%	6	3.0%	5	+1
Logan City Council	2.2%	18	2.6%	10	2.6%	10	
Longreach Regional Council	0.1%	40	0.4%	39	0.6%	37	+2
Mackay Regional Council	2.7%	13	2.8%	5	2.9%	7	-2
Maranoa Regional Council	0.6%	36	1.2%	28	1.5%	23	+5
McKinlay Shire Council	-0.3%	44	0.0%	47	-0.1%	50	-3
Moreton Bay Regional Council	3.7%	2	2.1%	16	2.0%	17	-1
Mount Isa City Council	1.0%	32	1.1%	30	1.1%	27	+3
Murweh Shire Council	0.2%	37	0.0%	48	0.0%	47	+1
North Burnett Regional Council	0.1%	39	0.5%	37	0.5%	39	-2
Paroo Shire Council	-1.4%	53	-0.3%	51	-0.2%	53	-2
Quilpie Shire Council	-0.3%	45	-0.1%	49	-0.1%	48	+1
Redland City Council	2.2%	17	1.7%	22	1.6%	21	+1
Richmond Shire Council	-0.5%	48	0.1%	45	0.1%	44	+1
Rockhampton Regional Council	1.9%	20	1.8%	21	1.8%	19	+2
Scenic Rim Regional Council	2.6%	15	3.0%	4	4.0%	2	+2
Somerset Regional Council	3.6%	4	2.2%	13	2.5%	11	+2
South Burnett Regional Council	1.8%	21	1.1%	29	1.1%	28	+1
Southern Downs Regional Council	1.8%	23	1.5%	25	1.5%	24	+1
Sunshine Coast Regional Council	3.0%	9	2.3%	12	2.4%	13	-1
Tablelands Regional Council	2.0%	19	1.3%	27	1.2%	26	+1
Toowoomba Regional Council	1.8%	24	1.9%	18	2.1%	15	+3
Townsville City Council	3.1%	8	2.7%	9	2.6%	9	
Western Downs Regional Council	1.6%	26	1.4%	26	1.3%	25	+1
Whitsunday Regional Council	2.7%	12	2.7%	8	2.9%	6	+2
Winton Shire Council	-1.0%	50	-0.5%	54	-0.2%	52	+2

* Rankings based on non-rounded data.

Appendix 6 – Economic data (Special Category)

Local Governments	Number of Councillors (excluding Mayors)	Area not divided (U)	Community equity 2010 (\$M)	Rank (high to low)	Operating income 2010 (\$M)	* Rank (high to low)	Operating income per Councillor 2010 (\$M)	* Rank (high to low)
Aurukun Shire Council	4	U	\$127.4	7	\$11.9	7	\$3.0	7
Cherbourg Aboriginal Shire Council	4	U	\$55.0	16	\$8.7	11	\$2.2	11
Cook Shire Council	6	U	\$338.8	2	\$52.8	2	\$8.8	1
Doomadgee Aboriginal Shire Council	4	U	\$137.2	4	\$5.1	18	\$1.3	18
Hope Vale Aboriginal Shire Council	4	U	\$61.0	14	\$12.8	6	\$3.2	6
Kowanyama Aboriginal Shire Council	4	U	\$79.7	11	\$14.6	4	\$3.6	3
Lockhart River Aboriginal Shire Council	4	U	\$37.8	18	\$6.9	14	\$1.7	14
Mapoon Aboriginal Shire Council	4	U	\$63.6	13	\$5.2	17	\$1.3	17
Mornington Shire Council	4	U	\$98.7	8	\$10.5	9	\$2.6	9
Napranum Aboriginal Shire Council	4	U	\$67.0	12	\$6.3	15	\$1.6	15
Northern Peninsula Area Regional Council	5		\$213.9	3	\$40.0	3	\$8.0	2
Palm Island Aboriginal Shire Council	4	U	\$132.0	5	\$10.2	10	\$2.5	10
Pormpuraaw Aboriginal Shire Council	4	U	\$96.5	9	\$7.7	12	\$1.9	12
Torres Shire Council	4	U	\$128.3	6	\$11.9	8	\$3.0	8
Torres Strait Island Regional Council	15		\$535.4	1	\$54.5	1	\$3.6	4
Woorabinda Aboriginal Shire Council	4	U	\$59.6	15	\$7.0	13	\$1.7	13
Wujal Wujal Aboriginal Shire Council	4	U	\$40.3	17	\$5.4	16	\$1.4	16
Yarrabah Aboriginal Shire Council	4	U	\$86.5	10	\$13.4	5	\$3.3	5

* Rankings based on non-rounded data.

Local Governments	Number of Councillors (excluding Mayors)	Area not divided (U)	Area (sq kms)	Rank (high to low)	Total road length (kms)	Rank (high to low)
Aurukun Shire Council	4	U	7,375	2	184	8
Cherbourg Aboriginal Shire Council	4	U	32	17	70	12
Cook Shire Council	6	U	106,170	1	2,697	1
Doomadgee Aboriginal Shire Council	4	U	1,841	7	45	15
Hope Vale Aboriginal Shire Council	4	U	1,109	9	100	9
Kowanyama Aboriginal Shire Council	4	U	2,552	5	352	5
Lockhart River Aboriginal Shire Council	4	U	3,592	4	323	6
Mapoon Aboriginal Shire Council	4	U	550	12	35	17
Mornington Shire Council	4	U	1,248	8	560	3
Napranum Aboriginal Shire Council	4	U	2,005	6	63	13
Northern Peninsula Area Regional Council	5		1,061	10	363	4
Palm Island Aboriginal Shire Council	4	U	71	16	39	16
Pormpuraaw Aboriginal Shire Council	4	U	4,445	3	570	2
Torres Shire Council	4	U	886	11	84	10
Torres Strait Island Regional Council	15		491	13	282	7
Woorabinda Aboriginal Shire Council	4	U	391	14	80	11
Wujal Wujal Aboriginal Shire Council	4	U	11	18	20	18
Yarrabah Aboriginal Shire Council	4	U	159	15	50	14

Appendix 7 – Demographic data (Special Category)

Local Governments	Number of Councillors (excluding Mayors)	Estimated resident population 2010	Rank (high to low)	Estimated population per Councillor (excluding Mayor) 2010	Rank (high to low)	Electors per Councillor (excluding Mayor) 2011	Rank (high to low)	Estimated population density 2010 (persons / sq km)	Rank (high to low)
Aurukun Shire Council	4	1,216	9	304	9	191	6	0.165	16
Cherbourg Aboriginal Shire Council	4	1,260	8	315	8	105	15	39.801	1
Cook Shire Council	6	3,976	2	663	3	343	2	0.037	18
Doomadgee Aboriginal Shire Council	4	1,285	7	321	7	139	11	0.698	11
Hope Vale Aboriginal Shire Council	4	847	14	212	14	107	14	0.764	10
Kowanyama Aboriginal Shire Council	4	1,198	10	300	10	149	9	0.469	14
Lockhart River Aboriginal Shire Council	4	641	16	160	16	88	17	0.178	15
Mapoon Aboriginal Shire Council	4	267	18	67	18	141	10	0.485	12
Mornington Shire Council	4	1,101	11	275	11	150	8	0.882	9
Napranum Aboriginal Shire Council	4	951	13	238	13	127	12	0.474	13
Northern Peninsula Area Regional Council	5	2,389	5	478	5	234	5	2.251	8
Palm Island Aboriginal Shire Council	4	2,221	6	555	4	276	3	31.347	3
Pormpuraaw Aboriginal Shire Council	4	698	15	175	15	102	16	0.157	17
Torres Shire Council	4	3,700	3	925	1	423	1	4.175	6
Torres Strait Island Regional Council	15	5,082	1	339	6	184	7	10.345	5
Woorabinda Aboriginal Shire Council	4	1,001	12	250	12	112	13	2.559	7
Wujal Wujal Aboriginal Shire Council	4	354	17	89	17	54	18	31.551	2
Yarrabah Aboriginal Shire Council	4	2,722	4	681	2	254	4	17.079	4

Local Governments	Number of Councillors (excluding Mayors)	Projected resident population 2021	Rank (high to low)	Projected resident population 2026	Rank (high to low)	Index of relative socio-economic advantage and disadvantage	* Rank (high to low)	Indigenous estimated population 2010 (%)	* Rank (high to low)
Aurukun Shire Council	4	1,338	11	1,374	11	699	11	94%	5
Cherbourg Aboriginal Shire Council	4	1,451	8	1,602	7	674	14	95%	3
Cook Shire Council	6	4,544	2	4,831	2	917	1	16%	18
Doomadgee Aboriginal Shire Council	4	1,422	9	1,473	9	699	10	92%	12
Hope Vale Aboriginal Shire Council	4	914	14	929	14	691	12	92%	11
Kowanyama Aboriginal Shire Council	4	1,367	10	1,447	10	664	16	94%	4
Lockhart River Aboriginal Shire Council	4	705	16	734	16	717	7	93%	6
Mapoon Aboriginal Shire Council	4	344	18	374	18	770	3	85%	16
Mornington Shire Council	4	1,479	7	1,579	8	706	9	93%	8
Napranum Aboriginal Shire Council	4	1,189	12	1,280	12	666	15	92%	10
Northern Peninsula Area Regional Council	5	2,583	6	2,724	6	738	4	89%	14
Palm Island Aboriginal Shire Council	4	2,632	5	2,812	5	652	17	96%	2
Pormpuraaw Aboriginal Shire Council	4	778	15	817	15	733	5	89%	13
Torres Shire Council	4	4,034	3	4,192	3	900	2	73%	17
Torres Strait Island Regional Council	15	5,693	1	6,005	1	730	6	89%	15
Woorabinda Aboriginal Shire Council	4	1,152	13	1,246	13	712	8	93%	9
Wujal Wujal Aboriginal Shire Council	4	405	17	421	17	689	13	93%	7
Yarrabah Aboriginal Shire Council	4	3,252	4	3,480	4	650	18	97%	1

* Rankings based on non-rounded data.

Appendix 8 – Comparative data (Special Category)

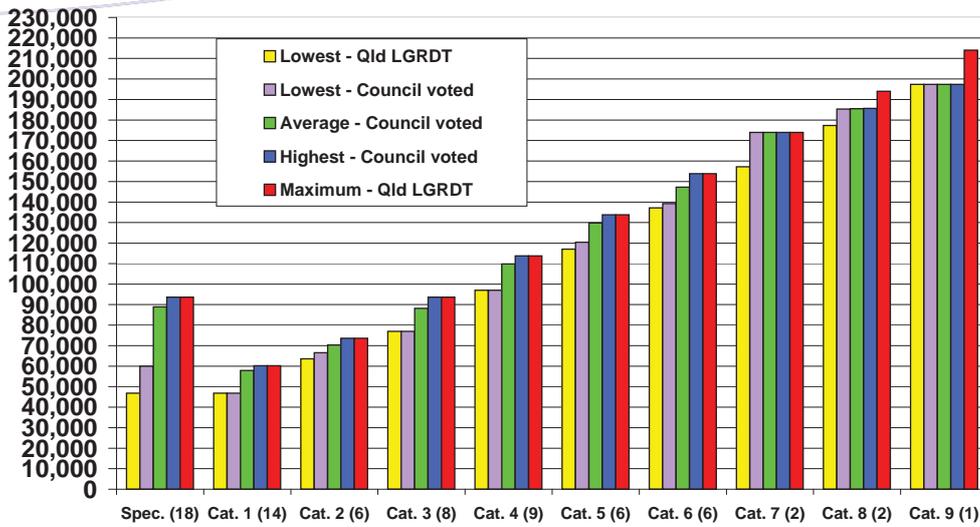
Local Governments	Number of Councillors (excluding Mayors)	Average annual community equity 2009 & 2010 (\$M)	Rank (high to low)	Average annual operating income 2009 & 2010 (\$M)	* Rank (high to low)	Average annual operating income per Councillor 2009 & 2010 (\$M)	* Rank (high to low)	Average annual number of building approvals 2009-2011	* Rank (high to low)
Aurukun Shire Council	4	\$123.7	7	\$14.7	4	\$3.7	4	0	6
Cherbourg Aboriginal Shire Council	4	\$50.8	16	\$8.4	12	\$2.1	12	0	6
Cook Shire Council	6	\$260.9	2	\$48.0	2	\$8.0	2	24	1
Doomadgee Aboriginal Shire Council	4	\$132.8	4	\$4.8	18	\$1.2	18	0	6
Hope Vale Aboriginal Shire Council	4	\$60.8	14	\$13.0	7	\$3.3	7	0	6
Kowanyama Aboriginal Shire Council	4	\$79.7	11	\$14.6	6	\$3.6	6	0	6
Lockhart River Aboriginal Shire Council	4	\$41.4	17	\$6.7	14	\$1.7	14	0	6
Mapoon Aboriginal Shire Council	4	\$59.3	15	\$6.6	15	\$1.7	15	0	6
Mornington Shire Council	4	\$95.7	8	\$10.7	9	\$2.7	9	0	6
Napranum Aboriginal Shire Council	4	\$62.3	13	\$5.6	17	\$1.4	17	0	5
Northern Peninsula Area Regional Council	5	\$221.8	3	\$41.9	3	\$8.4	1	0	6
Palm Island Aboriginal Shire Council	4	\$131.3	5	\$9.5	11	\$2.4	11	2	4
Pormpuraaw Aboriginal Shire Council	4	\$85.6	10	\$9.8	10	\$2.5	10	0	6
Torres Shire Council	4	\$124.6	6	\$11.3	8	\$2.8	8	13	2
Torres Strait Island Regional Council	15	\$544.8	1	\$60.0	1	\$4.0	3	0	6
Woorabinda Aboriginal Shire Council	4	\$63.7	12	\$7.0	13	\$1.8	13	0	6
Wujal Wujal Aboriginal Shire Council	4	\$39.8	18	\$6.2	16	\$1.5	16	0	6
Yarrabah Aboriginal Shire Council	4	\$87.7	9	\$14.6	5	\$3.7	5	4	3

* Rankings based on non-rounded data.

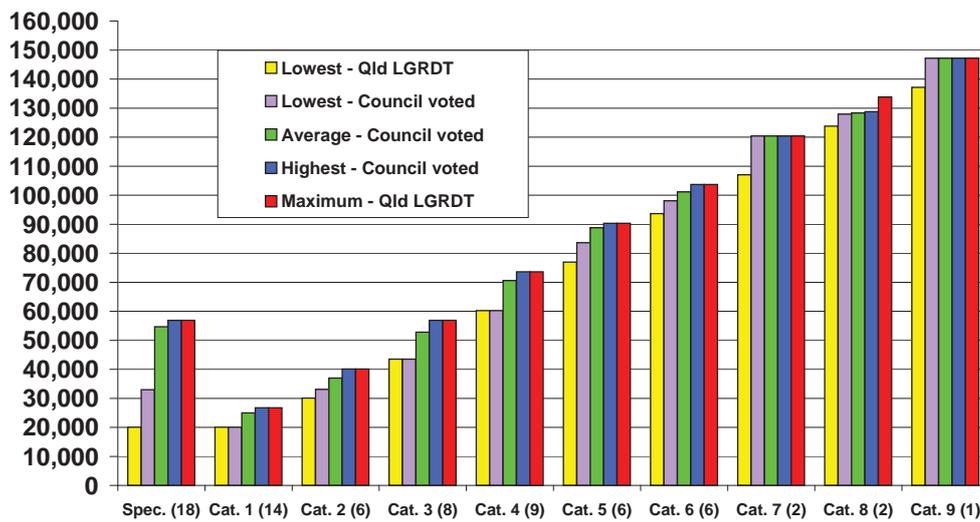
Local Governments	Number of Councillors (excluding Mayors)	Average annual resident population change 2006-2010 (%)	* Rank (high to low) - Fastest growth ranking	Projected average annual population change 2011-2016 (%)	* Rank (high to low)	Projected average annual population change 2011-2021 (%)	* Rank (high to low)	Change in growth rankings 2011-2016 to 2011-2021
Aurukun Shire Council	4	1.9%	7	0.9%	15	0.8%	16	-1
Cherbourg Aboriginal Shire Council	4	0.7%	15	1.2%	12	1.5%	7	+5
Cook Shire Council	6	1.9%	8	1.3%	8	1.3%	9	-1
Doomadgee Aboriginal Shire Council	4	2.5%	2	0.9%	16	1.0%	14	+2
Hope Vale Aboriginal Shire Council	4	0.1%	17	0.6%	18	0.5%	18	
Kowanyama Aboriginal Shire Council	4	2.2%	4	1.5%	6	1.5%	8	-2
Lockhart River Aboriginal Shire Council	4	1.8%	9	1.1%	13	1.1%	13	
Mapoon Aboriginal Shire Council	4	1.1%	13	2.2%	1	2.1%	1	
Mornington Shire Council	4	-0.4%	18	1.7%	4	2.0%	2	+2
Napranum Aboriginal Shire Council	4	1.2%	12	1.9%	2	1.9%	3	-1
Northern Peninsula Area Regional Council	5	2.9%	1	1.3%	10	1.3%	10	
Palm Island Aboriginal Shire Council	4	0.9%	14	1.5%	7	1.5%	6	+1
Pormpuraaw Aboriginal Shire Council	4	2.1%	5	1.3%	9	1.3%	12	-3
Torres Shire Council	4	1.5%	11	0.7%	17	0.7%	17	
Torres Strait Island Regional Council	15	2.0%	6	1.3%	10	1.3%	11	-1
Woorabinda Aboriginal Shire Council	4	2.3%	3	1.8%	3	1.8%	4	-1
Wujal Wujal Aboriginal Shire Council	4	0.4%	16	1.0%	14	1.0%	15	-1
Yarrabah Aboriginal Shire Council	4	1.6%	10	1.7%	5	1.7%	5	

* Rankings based on non-rounded data.

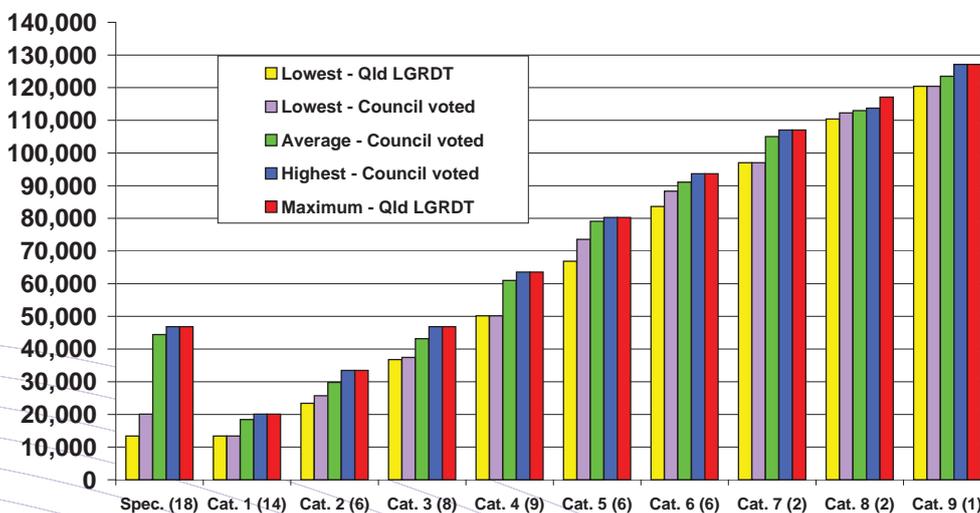
Appendix 9 – Mayor remuneration levels (2011)



Appendix 10 – Deputy Mayor remuneration levels (2011)



Appendix 11 – Councillor remuneration levels (2011)





**Local Government
Remuneration and
Discipline Tribunal**