

Local Government Remuneration and Discipline Tribunal

Local Government Remuneration and Discipline Tribunal Report 2013

29 November 2013

The Honourable David Crisafulli MP
Minister for Local Government, Community Recovery
and Resilience
Level 18 Mineral House
41 George Street
Brisbane QLD 4000

Dear Minister

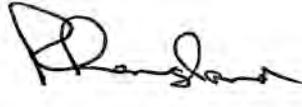
On 28 November 2013 the Local Government Remuneration and Discipline Tribunal concluded its review of remuneration for Mayors, Deputy Mayors and Councillors of Local Governments and the assignment of Local Governments to categories. The review was conducted in accordance with Chapter 8, Part 1, Division 1 of the *Local Government Regulation 2012*.

Our determinations on these matters, as well as the remuneration schedule to apply from 1 July 2014, are included in the enclosed Report which we commend to you.

Yours sincerely



Deputy President Adrian Bloomfield
Chairperson



Bob Longland
Member



Margaret McLennan
Member

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2013 Report at a glance

Remuneration matters

The year since the completion of the Local Government Remuneration and Discipline Tribunal's (the Tribunal) 2012 Report has been characterised by a dynamic legislative and policy environment in the field of Queensland elected officials' remuneration, not just for the 72 (and now 76) Local Governments covered by this Tribunal, but also for State MLAs and the Brisbane City Council.

On 14 December 2012, the *Local Government (Operations) Regulation 2010* was superseded by the *Local Government Regulation 2012* (the Regulation) which removed the requirement for the Tribunal to determine by 1 December each year the remuneration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). Instead, the new Regulation mandated an automatic flow-on of MLA remuneration increases to Local Government Councils and required the Tribunal to prepare and gazette the resulting amended remuneration schedule. Any remuneration changes resulting from this process were to be effective as at the same date applicable to the increased MLA remuneration. Moreover, the Regulation required the Tribunal to undertake a full category review and determination of a new remuneration schedule only once in the four-year term of Local Government Councils. The review process was to take place in the year before the scheduled quadrennial elections and, notably, amended the effective date of determinations to 1 July in the year following the full four-yearly review.

This Regulation was in force when the State government decided to award a 41.9% increase to MLAs with effect from 1 July 2013. The Tribunal met to consider this issue and the requirements of the Regulation in the midst of considerable publicly-expressed concern, from the media, members of the public, the Local Government Association of Queensland and a number of Councils, relating to the quantum of the rise. On closer examination, the Tribunal found that the gazetted increase for MLAs was derived from the flow on of an earlier increase for federal MPs which included an unspecified component of allowances rolled into the total increase. The Regulation prohibited the Tribunal from making a determination on matters relating to expenses. Accordingly, the Tribunal decided to seek advice from the government on the makeup of the 41.9% increase so that a lawful determination might be prepared.

Before any advice was received, however, the government moved to rescind the 41.9% increase, establish an independent Remuneration Tribunal to determine MLA salary and allowances and, on 9 August 2013, made significant amendments to the Regulation. In an earlier but related action, the Brisbane City Council also established an independent Tribunal to determine remuneration for the Lord Mayor and 26 Councillors thereby breaking the previous nexus with State MLA remuneration.

The amended Regulation removed the flow-on provisions from MLAs, restored the requirement for the Tribunal to prepare annual determinations of remuneration by 1 December each year, provided for the determination to be effective on 1 July of the following year, mandated a full category review once in each four years and introduced the power for Councils to resolve to take a lower rate of remuneration than the maximum amount the amended Regulation now required the Tribunal to determine.

It is on the basis of the 9 August 2013 Regulation that this Report has been prepared.

As required by section 244(1) of the Regulation, the Tribunal has determined that existing remuneration levels payable to Councillors in each category will be increased by 3% on an annualised basis. Given the change in the effective date for determinations, this decision results in an increase in the reference rate of 4.5% effective from 1 July 2014. In giving effect to its remuneration decision, the Tribunal has decided to maintain the practice of setting remuneration levels for Councillors based on percentages of a previously established reference rate. Effective on 1 July 2014, the reference rate used to calculate remuneration levels has been increased from \$140,578 to \$146,904.

As a result of its 2013 review, and in accordance with section 243(1) of the Regulation, the Tribunal has re-assigned Maranoa Regional Council from Category 3 to Category 4. Further, the Tribunal has decided to assign all Special Category and Category 1 and 2 Councils to Category 3. While Special Category Councils are already remunerated at Category 3 rates, this decision has the effect of increasing the total remuneration payable for the Category 1 and 2 Councils. The Tribunal has decided that all Category 3 Councillors (that is, not including Mayors and Deputy Mayors) will be paid a base rate of 50% of the determination amount and be eligible for a pro-rata meeting fee for each of the 12 mandated Council meetings required each year. This attendance fee model has been raised previously by Councils and by the Tribunal in its 2010 Report.

In reaching this decision the Tribunal concluded that attendance at, and participation in, Council meetings was the highest order of business required by a Councillor. While local arrangements may include a requirement to attend committee and resident meetings, conferences, deputations, inspections and other official functions, all of which are vital to varying degrees across the broad spectrum of 76 Councils, the formal business of the Council requires full attendance at monthly meetings. Should any Category 3 Council believe that this approach does not meet the particular requirements of their area, it may approach the Tribunal with a claim for exceptional circumstances in accordance with section 248 of the Regulation.

Notably, in reaching its decisions on Councillor remuneration from 1 July 2014, the Tribunal has had regard to:

- the State Government's stated intention to transfer greater autonomy and responsibility to Councils as expressed in policy statements and the broad thrust of legislative change
- the resultant increase in responsibilities of Councillors
- community expectations communicated to the Tribunal during its 2013 consultation process
- issues of affordability and sustainability.

Discipline matters

There were six cases of alleged serious misconduct referred to the Tribunal in 2013. Three cases have been finalised and three remain open. In addition, one case completed in 2012 is under review as the orders of the Tribunal have yet to be complied with by the Councillor concerned.

Three of the matters referred in 2013 involved allegations of breaches of confidentiality; one related to giving a financial advantage to a contractor; another was for failure to leave a meeting while having a material personal interest; while the sixth matter alleged dishonest exercise of the Councillor's powers.

De-amalgamation process

Early in 2013, ballots were held in the former Douglas, Mareeba, Livingstone and Noosa Shires to determine whether those Shires would be re-formed by de-amalgamating from the Cairns, Tablelands, Rockhampton and Sunshine Coast Regional Councils respectively. The results supported the change in each case.

The *Local Government (De-amalgamation Implementation) Regulation 2013* was made on 11 April 2013 and, at section 11, required the Tribunal to decide the categories and remuneration for the new Councils by 1 September 2013.

As a result of the Tribunal's deliberations Douglas was assigned to Category 2, Mareeba to Category 3 and Livingstone and Noosa to Category 4. Remuneration was decided by reference to the remuneration schedule determined for all Councils for 2013. This level of remuneration must continue until the new Determination published in this Report becomes effective on 1 July 2014.

1. The Tribunal

Formation and composition of the Tribunal

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

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

Chairperson – Deputy President Adrian Bloomfield

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

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

Member – Bob Longland

Bob Longland is the former Electoral Commissioner for Queensland. In 2009 he was a member of the Premier's Roundtable on Integrity and Accountability in Government and in 2007 was the Chairperson of the Local Government Reform Commission. Bob is active in community affairs with particular interest in aged care.

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

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

Member – Margaret McLennan

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

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

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

Remuneration function and jurisdiction

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

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

For the purpose of establishing categories of Local Government, section 242 of the Regulation requires the Tribunal to have regard to defined criteria, as follows:

- the size, and geographical and environmental terrain, of Local Government areas
- the population of Local Government areas, including the areas' demographics, the spread of population serviced by the Local Governments and the extent of the services the Local Governments provide
- 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 decide annually, before 1 December each year, the maximum amount of remuneration to be paid to Mayors, Deputy Mayors and Councillors in each category from 1 July of the following year. A Local Government may, by resolution and within 90 days of the gazettal of a new remuneration schedule, decide to pay Councillors a lesser amount than that determined by the Tribunal.

The Regulation also requires the Tribunal to review the categories once in every four years, in the year prior to each quadrennial election, to determine whether the categories and the assignment of Local Governments to those categories require amendment.

In addition, section 248 of the Regulation allows Local Governments to make submissions to the Tribunal to vary the remuneration for a Councillor, or Councillors, from that stated in the remuneration schedule where the Local Government considers exceptional circumstances apply. The Tribunal may, but is not required to, consider a submission. If the Tribunal is satisfied that exceptional circumstances exist, the Tribunal may approve payment of a higher amount of remuneration.

Discipline function and jurisdiction

The Act 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, Community Recovery and Resilience (the Department).

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 set out in 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 website as they are concluded.

Previous reports of the Tribunal

This is the seventh Report of the Tribunal and the former Local Government Remuneration Tribunal. Each of the six previous Reports have canvassed, to varying degrees, the roles and responsibilities of Local Government elected representatives as well as the particular matters which the respective Tribunals have taken into consideration in establishing categories of Councils, the assignment of individual Councils to a particular category, and the remuneration levels determined for each category each year.

The Tribunal encourages all readers of this Report - especially Councillors newly elected in 2012 – to review the previous Reports that are all available on the Department's website. Of particular note are the deliberations on:

- the establishment of and rationale for the use of ranges of remuneration in 2007 and the removal of ranges in 2011
- the amalgamation loading put in place for the 2008-2012 term
- matters surrounding the setting of the remuneration rate for the Special Category of Councils in the 2008 Report

- guidance on matters of annual leave and sick leave for Councillors in 2010
- a review of the issue of attendance at meetings in 2010
- the full category review in 2011.

2. Discipline matters

Possible changes to the discipline provisions of the Act highlighted to the Tribunal in 2012 did not proceed. As such, the regime for dealing with inappropriate conduct or misconduct by Councillors remains as it was when the Act was proclaimed.

Since the preparation of the 2012 Report, there have been six serious conduct referrals from the Department to the Tribunal. Three have been finalised and three remain to be heard. Added to those referred since the establishment of the Tribunal, the number of matters referred totals 22. Table 1 summarises the complaints considered by the Tribunal in 2013.

Table 1 Complaints considered by the Tribunal in 2013

Council	Nature of complaint	Outcome	Decision date
Charters Towers Regional Council	s.171(3) Confidentiality breach	Dismissed, lacking in substance	15/02/2013
Tablelands Regional Council	s.171(3) Confidentiality breach	After investigation not able to identify the perpetrator	26/07/2013
Ipswich City Council	s.171(1) and s.171A Releasing information that gave a financial advantage to a contractor	Not sustained	16/10/2013
Lockyer Valley Regional Council	s.171(3) Confidentiality breach	To be heard	
Sunshine Coast Regional Council	s.176(3)(a) and/or s.176(3)(b)(i) Dishonest exercise of Councillor's powers	To be heard	
Croydon Shire Council	s.172(5) Material personal interest	To be heard	

Confidentiality

As in past years, the majority of referrals determined have related to breaches of confidentiality. The information that is made available to Councillors in the ordinary course of their work is rarely confidential and nor should it be. The Act, however, at section 171, makes it clear that a Councillor must not use or release information that is confidential to the Local Government.

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

Tribunal decisions

For the three matters which have been heard this year, the key features were:

- the poor approach to procedures when a meeting moves into and out of a confidential session
- a deliberate leak of information from a confidential meeting by a person or persons unknown with a full external investigation unable to determine a perpetrator
- careless personal work habits of a Councillor resulting in internal Council deliberations on a contract being emailed to the relevant contractor.

In all the matters considered by the Tribunal this year, as has been the case in previous years, the Councillors involved would perhaps have avoided their referral had they been more conscious of the requirement to abide by the specific provisions of the Act and, in general, by the Local Government principles promulgated in section 4(2) of the Act, particularly sub-section (e) which mandates “*ethical and legal behaviour of Councillors.*”

3. Other activities of the Tribunal in 2013

Legislative framework

There have been significant changes to the remuneration provisions for Councillors now embodied in the Regulation. The 2012 Report on remuneration was prepared under the requirements of the *Local Government (Operations) Regulation 2010*. In December 2012, this was repealed and superseded by the new Regulation, which was substantially amended in August 2013. For the purposes of clarity the current remuneration requirements, detailed in Chapter 8, Part 1, Division 1 of the Regulation, are as follows:

- the Tribunal must establish categories of Local Governments using a broad set of criteria
- the purpose of the categories is to enable the Tribunal to set maximum rates of remuneration for Councils assigned to a category
- each Local Government must be assigned to a category
- categories must be reviewed prior to the scheduled quadrennial election and Local Governments assigned to the appropriate category.

(Note: the Tribunal has interpreted this requirement to allow for the re-assignment of a Local Government at any time based on emergent circumstances. At the same time, by a convention followed since the former Tribunal was established in 2007, any downgrading of a Local Government leading to reduced remuneration would not take effect until the beginning of a new term following the quadrennial elections.)

- the Tribunal must, before 1 December of each year, determine the maximum remuneration payable to Mayors, Deputy Mayors and Councillors in each category from 1 July of the following year
- remuneration may provide for performance of functions related to Committees of Council.

(Note: the Tribunal only deals with such situations through the section 248 exceptional circumstances provisions as there are far too many variations of how Councils organise the conduct of their business. In the extreme, this could lead to the need for 76 categories to meet individual requirements.)

- remuneration cannot include any amounts for expenses or facilities
- having decided on a maximum amount of remuneration by category before 1 December each year, the Tribunal must prepare a remuneration schedule and a Report within 14 days, give a copy of these to the Minister and publish the schedule in the Queensland Government Gazette
- Councils must pay the maximum amount of remuneration to Councillors unless, by resolution within 90 days of the gazettal of a new schedule, they decide on another amount which cannot exceed the maximum decided by the Tribunal
- Councils may make a submission to the Tribunal citing exceptional circumstances for approval to pay a Councillor an amount of remuneration of more than the maximum amount.

Exceptional circumstances submissions

During 2013 the Tribunal considered one submission made under section 248 of the Regulation, as follows:

Ipswich City Council – The Council made a detailed submission seeking a 10% increase in remuneration for all Councillors based on their approach to using Committees for the management of

Council business. The Tribunal considered the submission and noted that it provided a comprehensive description of how the Council organises its business process. The codification of the business in this way was informative for the Tribunal and demonstrated an overarching matrix management approach to the sharing of responsibilities across all Councillors.

However, there was nothing in the submission to suggest that exceptional circumstances exist in the duties performed by Ipswich City Councillors. The Tribunal noted that, unlike the majority of Councils, Ipswich City provides a Division office with attendant staffing and resources to assist in the work undertaken by Councillors.

The Tribunal determined that there was no case for an increase in remuneration for Ipswich City Council Councillors.

Submissions from stakeholders

As part of its 2013 consultation program, the Chairperson of the Tribunal issued a media release to over 300 Queensland media outlets alerting them that the Tribunal was seeking input by close of business on 31 October 2013 from interested persons as part of its process for determining remuneration levels for Local Government elected representatives. This gave rise to substantial media interest and led the Tribunal to conclude that stakeholders were given an appropriate opportunity to raise relevant matters.

An advertisement was placed in the Courier Mail on 2 October 2013 repeating the call for submissions by 31 October 2013.

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

At the close of submissions, the Tribunal had received 31 submissions from members of the public, ratepayers, Councils and Councillors and the LGAQ. This compared to 40 submissions in 2012 and 29 in 2011.

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

Meetings and deputations

Local Governments were provided with the opportunity to meet with the Tribunal at the 117th Annual Conference of the Local Government Association of Queensland in Cairns on 22 and 23 October 2013. On behalf of the Chairperson of the Tribunal, Mr Bob Longland gave a presentation to this conference and provided an update to Local Government delegates.

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

Many Councillors expressed concern about the option in the Regulation for a Council to resolve to set remuneration at a rate lower than the maximum determined by the Tribunal. The common theme of the concern was that the Tribunal ought to be the only body responsible for setting remuneration, as it is for State and federal representatives and, indeed is now, for the Brisbane City Council. The Tribunal is aware that some Councils have approached the Minister in deputations or in written submissions seeking the repeal of this provision.

De-amalgamations

Early in 2013, ballots were held in the former Douglas, Mareeba, Livingstone and Noosa Shires to determine whether those Shires would be re-formed by de-amalgamating from the Cairns, Tablelands, Rockhampton and Sunshine Coast Regional Councils respectively. The results supported the change in each case.

The *Local Government (De-amalgamation Implementation) Regulation 2013* was made on 11 April 2013 and, at section 11, required the Tribunal to decide the categories and remuneration for any new Councils by 1 September 2013. Douglas was assigned to Category 2, Mareeba to Category 3 and Livingstone and Noosa to Category 4. Remuneration was decided by reference to the remuneration schedule determined for all Councils for 2013. This level of remuneration must continue until the new Determination published in this Report becomes effective on 1 July 2014.

At the time of its consideration of categories and remuneration for de-amalgamated Councils, the Tribunal received a submission advocating the payment of a de-amalgamation loading along the lines of that provided to amalgamated Councils in the quadrennial term 2008-2012. The Tribunal did not agree with the case made in the submission then and remains of the opinion that the workload associated with the establishment of the new Councils will not differ greatly from other Councils of the same category.

4. Remuneration determination for 2013

The Regulation prescribes the processes the Tribunal is required to follow for deciding the remuneration that is payable to Councillors of Local Governments. In accordance with the Regulation, Chapter 8, Part 1, Division 1, the Tribunal makes the following determinations.

Categories of Local Government

The change to the Regulation in December 2012 introduced a mandated full review of categories of Local Governments once in every four-year term; see section 243(3). This review is scheduled as part of the Tribunal's 2015 review. Councils have been alerted to the review in a briefing at the LGAQ Conference in Cairns on 22 October 2013. Particular emphasis was given to the four continuing Regional Councils following de-amalgamation so that they might prepare a case for assignment to a particular category during the 2015 review.

Assignment of Local Government to categories

As permissible under section 243(1) of the Regulation, the Tribunal also considered whether it should vary the allocation of any Council to a different category.

Firstly, the Tribunal has re-assigned Maranoa Regional Council from Category 3 to Category 4. This Council has been in dialogue with the Tribunal over the past three years prosecuting a case for a change in category. The case has been made in deputations to the Tribunal, submissions to annual reviews and through the exceptional circumstances provisions of the Regulation. The Tribunal believes that the demographic and economic indicators used as a guide to setting categories point to the fact that Maranoa is at the high end of Category 3 with some factors at Category 4. In addition, the development of resource company activities in the region gave rise to workload factors not easily detected in standard data sets. Taking all these factors into account, the Tribunal has decided to alter the category to which this Council is assigned.

Secondly, a major change made in category assignment for this year is the re-assignment of all Special Category and Category 1 and 2 Councils to Category 3. While Special Category Councils are already remunerated at Category 3 rates, this decision has the effect of increasing the total remuneration payable for the Category 1 and 2 Councils. The Tribunal has decided that all Category 3 Councillors (that is, not including Mayors and Deputy Mayors) will be paid a base rate of 50% of the determination amount and be eligible for a pro-rata meeting fee for each of the 12 Council meetings to be held monthly as mandated in section 257(1) of the Regulation. From 1 July 2014, a Councillor in a Category 3 Council will be paid a base rate of \$23,872 and a meeting fee of \$1,989 for each monthly meeting with local certification of attendance required from the Mayor or Chief Executive Officer of the Council before payment of each meeting fee. This attendance fee model has been raised previously by Councils and by the Tribunal in its 2010 Report.

In reaching this decision the Tribunal concluded that attendance at, and participation in, Council meetings was the highest order of business required by a Councillor. While local arrangements may include a requirement to attend committee and resident meetings, conferences, deputations, inspections and other official functions, all of which are vital to varying degrees across the broad spectrum of 76 Councils, the formal business of the Council requires full attendance at monthly meetings. Should any Category 3 Council believe that this approach does not meet the particular requirements of their area, they may approach the Tribunal with a claim for exceptional circumstances in accordance with section 248 of the Regulation.

Further, in deciding on this change, the Tribunal has had regard to:

- the State Government's stated intention to transfer greater autonomy and responsibility to Councils as expressed in policy statements and the broad thrust of legislative change
- the resultant increase in responsibilities of Councillors
- community expectations communicated to the Tribunal during its 2013 consultation process
- issues of affordability and sustainability.

The decision also reflects the Tribunal's view that remuneration is not just directly relevant to workload for elected officials. Rather, and particularly for these Councils which continue to be considered as part-time, there is a need for Mayors, Deputy Mayors and Councillors to be cognisant of the dynamic and complex legislative, regulatory and compliance environment in which they operate.

In order to remain viable, these Councils need to be able to attract quality candidates for election. While remuneration is not the sole issue at stake, it does often provide an offset to foregone income for individuals who come from other employment, business, grazing or farming backgrounds. In addition, for the previous Category 1 and 2 Councils, there have been lingering concerns about relativity with the Special Category Councils remuneration levels. This "special" category was established in 2007 and a detailed justification provided in the former Tribunal's 2008 Report. The many extraneous factors which gave rise to the establishment of the special category remain relevant. However, the lower rates of remuneration for Category 1 and 2 Councils are no longer justifiable in comparison with the Special Category Councils.

Determination of remuneration for Councillors

Section 244 of the Regulation requires the Tribunal, before 1 December each year, to decide the maximum remuneration that may be paid to Mayors, Deputy Mayors and Councillors in each category of Council from 1 July in the following year.

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

- the CPI increase over the previous 12 months (2.4%)
- the general wages policy of the Queensland Government (2.2% per annum)
- the 8% increase granted to State MLAs and Brisbane City Councillors from 1 July 2013
- the Wage Price Index for 2012-13 of 3.3% for all industries and 3.1% for the public sector
- increases in Average Weekly Ordinary Time Earnings (AWOTE) of 5.3% for all industries and 4.5% for the public sector
- anecdotal reports about the financial pressures being experienced by many Councils, especially those affected by flood recovery and, now, drought issues

- community expectations, as represented in submissions made to the Tribunal.

The Tribunal has decided to continue to adopt a cautious approach in setting remuneration levels for Local Government elected representatives and has concluded that it should increase remuneration levels at an annualised rate of 3%, resulting in a 4.5% increase with effect 1 July 2014.

Pro-rata payment

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

Matters not included in the remuneration determination

Section 244 of the Regulation precludes the Tribunal from including amounts in its remuneration determination for expenses to be paid or facilities to be provided to Councillors under a Council's Expenses Reimbursement Policy.

Further, section 244 also precludes the Tribunal from including in its determination any contribution a Local Government may make to a voluntary superannuation scheme for Councillors. Accordingly, the level of superannuation payments made to a Councillor is a 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.

Remuneration schedule

As required by section 246 of the Regulation the Tribunal has prepared a remuneration schedule for the 2014-2015 financial year. The relevant remuneration levels have been calculated using a reference rate of \$146,904, which is the 2012 determination reference rate of \$140,578 plus 4.5%.

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

Previous arrangements requiring Councils to formally adopt the remuneration schedule no longer apply. Section 247 of the Regulation requires Councils to pay each member as per the schedule unless, by resolution within 90 days of the gazettal of the schedule, they decide to adopt a lesser amount.

Remuneration schedule (to apply from 1 July 2014)

Category	Local Governments assigned to categories	Remuneration determined (Reference rate of \$146,904)		
		(see Notes 1 and 2)	(%)	(\$ pa)
Special Category	Nil	Mayor	65	\$95,488
		Deputy Mayor	37.5	\$55,089
		Councillor	32.5	\$47,744
Category 1	Nil	Mayor	52.5	\$77,125
		Deputy Mayor	22.5	\$33,053
		Councillor	16	\$23,505
Category 2	Nil	Mayor	52.5	\$77,125
		Deputy Mayor	27.5	\$40,399
		Councillor	22.5	\$33,053
Category 3 (see Note 3)	Aurukun Shire Council	Mayor	65	\$95,488
	Balonne Shire Council	Deputy Mayor	37.5	\$55,089
	Banana Shire Council	Councillor	32.5	\$47,744
	Barcaldine Regional Council			
	Barcoo Shire Council			
	Blackall-Tambo Regional Council			
	Boulia Shire Council			
	Bulloo Shire Council			
	Burdekin Shire Council			
	Burke Shire Council			
	Carpentaria Shire Council			
	Charters Towers Regional Council			
	Cherbourg Aboriginal Shire Council			
	Cloncurry Shire Council			
	Cook Shire Council			
	Croydon Shire Council			
	Diamantina Shire Council			
	Doomadgee Aboriginal Shire Council			
	Douglas Shire Council			
	Etheridge Shire Council			
	Flinders Shire Council			
	Goondiwindi Regional Council			
	Hinchinbrook Shire Council			
	Hope Vale Aboriginal Shire Council			
	Kowanyama Aboriginal Shire Council			
	Lockhart River Aboriginal Shire Council			
	Longreach Regional Council			
	Mapoon Aboriginal Shire Council			
	Mareeba Shire Council			
	McKinlay Shire Council			
	Mornington Shire Council			
	Murweh Shire Council			
	Napranum Aboriginal Shire Council			
North Burnett Regional Council				
Northern Peninsula Area Regional Council				
Palm Island Aboriginal Shire Council				
Paroo Shire Council				

Category	Local Governments assigned to categories	Remuneration determined (Reference rate of \$146,904)		
		(see Notes 1 and 2)	(%)	(\$ pa)
Category 3 (continued) (see Note 3)	Pompuraaw Aboriginal Shire Council	Mayor	65	\$95,488
	Quilpie Shire Council	Deputy Mayor	37.5	\$55,089
	Richmond Shire Council	Councillor	32.5	\$47,744
	Torres Shire Council			
	Torres Strait Island Regional Council			
	Winton Shire Council			
	Woorabinda Aboriginal Shire Council			
	Wujal Wujal Aboriginal Shire Council			
	Yarrabah Aboriginal Shire Council			
Category 4	Cassowary Coast Regional Council	Mayor	80	\$117,523
	Central Highlands Regional Council	Deputy Mayor	50	\$73,452
	Gympie Regional Council	Councillor	42.5	\$62,434
	Isaac Regional Council			
	Livingstone Shire Council			
	Lockyer Valley Regional Council			
	Maranoa Regional Council			
	Mount Isa City Council			
	Noosa Shire Council			
	Scenic Rim Regional Council			
	Somerset Regional Council			
	South Burnett Regional Council			
	Southern Downs Regional Council			
	Tablelands Regional Council			
Whitsunday Regional Council				
Category 5	Bundaberg Regional Council	Mayor	95	\$139,559
	Fraser Coast Regional Council	Deputy Mayor	62.5	\$91,815
	Gladstone Regional Council	Councillor	55	\$80,797
	Western Downs Regional Council			
Category 6	Cairns Regional Council	Mayor	110	\$161,594
	Mackay Regional Council	Deputy Mayor	75	\$110,178
	Redland City Council	Councillor	65	\$95,488
	Rockhampton Regional Council			
	Toowoomba Regional Council			
	Townsville City Council			
Category 7	Ipswich City Council	Mayor	125	\$183,630
	Logan City Council	Deputy Mayor	85	\$124,868
		Councillor	75	\$110,178
Category 8	Moreton Bay Regional Council	Mayor	140	\$205,666
	Sunshine Coast Regional Council	Deputy Mayor	97	\$142,497
		Councillor	85	\$124,868
Category 9	Gold Coast City Council	Mayor	155	\$227,701
		Deputy Mayor	107.5	\$157,922
		Councillor	92.5	\$135,886

Notes to the remuneration schedule

- Note 1 The reference rate of \$146,904 is a rate determined by the Tribunal and was originally related to, but not dependent on, the annual base salary payable to Members of the Queensland Legislative Assembly.
- Note 2 The monetary amounts shown are per annum figures. If an elected representative only serves for part of a full year (that is, 1 July to 30 June) they are only entitled to a pro-rata payment to reflect the portion of the year served.
- Note 3 For Councillors in Category 3 Councils, a base payment of \$23,872 is payable from 1 July 2014. A meeting fee of \$1,989 is payable for attendance at each of the mandated monthly meetings of Council subject to certification by the Mayor or Chief Executive Officer of the Council. Mayors and Deputy Mayors in Category 3 receive the full remuneration.

Appendix 1 – Submissions received by the Tribunal

	Date received	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of submission
1	30 September 2013	Mr Bruce Alexander Member of the public Moreton Bay Regional Council area	Councillor remuneration to be reduced.
2	2 October 2013	Mr Denis Johnson Member of the public Moreton Bay Regional Council area	No increase to be made to Moreton Bay Regional Council Councillor remuneration. Possible decrease in Councillor remuneration to be applied due to current economic factors.
3	3 October 2013	Mr Thomas Meath Member of the public Sunshine Coast Regional Council area	Councillors should be receiving only a stipend to cover their costs for attending meetings, mileage reimbursement. \$7500 to \$12000 per annum would seem appropriate based on the belief that Local Government should be about roads, rates and rubbish and stop trying to be in competition with State Government authorities. I would support a six figure income for Councillors if the State Government were disbanded completely.
4	3 October 2013	Mr Brian Buglar Member of the public Moreton Bay Regional Council area	Councillor remuneration should be halved, or left at present with no increase.
5	4 October 2013	Mr Ian Rae Member of the public Sunshine Coast Regional Council area	No Councillor remuneration increase.

	Date received	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of submission
6	5 October 2013	Mr Eric Lewis Member of the public Rockhampton Regional Council area	<p>Council debt ratio should be a negative for Councillors salary if 40= loss 5% 50= loss 10% 60= loss 25% of salary so as to make Council monitor their borrowings from QTC much more carefully and be financially responsible for DEBT. Councillor's salaries improve as debt position is improved.</p> <p>With selling of Council assets that belong to ratepayers without a referendum, assets valued over \$10 million in a term then they lose 25% of salary for that term and the next term, that is Councillors who voted to sell assets without a referendum.</p> <p>Councillor's salaries to be linked to the pension so they receive the same dollar rise as pensioners.</p> <p>\$140, 578 should remain the base for next year or be raised the same dollar amount that the pension has increased by stuff all or \$18.70.</p> <p>A bonus KPI paid to Councillors of 5% extra of salary if can get 70 cents out every dollar into roads sewage water and rubbish. Remaining 30 cents used for administration costs.</p>
7	6 October 2013	J Barnes Member of the public Sunshine Coast Regional Council area	No Councillor wage increase for any Queensland Councils. Ratepayers are doing it tough with skyrocketing increases in utilities, all forms of insurance, food and fuel. Council services have been further downgraded with an increase in population.
8	7 October 2013	Unknown Member of the public Sunshine Coast Regional Council area	Local Government politicians only run for self-interest reasons. No pay increase.
9	11 October 2013	Councillor Mal Forman Bundaberg Regional Council	<p>Council does not support amendments to section 247 'Remuneration payable to Councillors' of the LG Regulation 2012. More specifically, Council does not support the option for Council to choose a lesser amount of remuneration for Councillors. Council see this as a retrograde step and has the ability to create division not only with Councillors but with members of the community.</p> <p>Council would like to see section 247 be amended so that it removes the option to establish a lower amount of remuneration for Councillors and places it back into the hands of the Tribunal to determine one remuneration point for each Category of Council.</p>

	Date received	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of submission
10	12 October 2013	Mr David Bailey Member of the public Sunshine Coast Regional Council area	Salaries and remunerations for MPs and public servants courtesy of Australian taxpayers should be on the same percentages as all Australian citizens including retirement entitlements.
11	15 October 2013	Anonymous Member of the public Gympie Regional Council area	Councillor remuneration to be reviewed and further decreased.
12	16 October 2013	Mr Kevin Austin Member of the public Unknown area	Councillor remuneration should be the average increase throughout the Public Service, with recognition of cars, etc factored into increases as a separate benefit. If a Councillor has a second job this should result in a reduced Councillor salary as the Councillor's duties are not full time as seen in select remote Councils.
13	16 October 2013	Various members of the public South Burnett Regional Council area	Petition received from 49 residents within the South Burnett region of the same opinion that Council and its managers are underworked, overpaid and wasteful. Remuneration to be reduced rather than increased.
14	18 October 2013	Confidential Member of the public South Burnett Regional Council area	I am dissatisfied with Council and believe that their remuneration should be paid according to the CPI increase only each year as at one time all Councillors were volunteers and did the job for the love of their community.
15	22 October 2013	Ms Andrea and Mr Barry McCormack Members of the public Noosa Shire Council area	The Sunshine Coast Regional Council Mayor and Councillors must have their remuneration reduced to reflect their new situation of the newly de-amalgamated Noosa Shire Council.
16	23 October 2013	Mr Greg Ludlow Member of the public Moreton Bay Regional Council area	All Mayors and Councillor's pay rates should reflect the work that the individuals actively do. Wages should be set at \$100,000.00 with a (performance) bonus clause attached for ALL Councillors judged by the ratepayers on their (performance) (most would not earn a very high bonus).
17	24 October 2013	Mr Robin Charlesheath Member of the public Moreton Bay Regional Council area	The division 1 Councillor Parsons is ineffective and should take a pay cut not an increase.

	Date received	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of submission
18	27 October 2013	Ms Linda McKee Member of the public Moreton Bay Regional Council area	<p>No pay increase for Councillors following the 41 % pay increase for State MPs, which in turn flowed down to Councillors.</p> <p>The State of Queensland is still bearing the effects of natural disasters, for which every tax payer was forced to pay a disaster fee. That obscene 41% pay increase should have been paid into the disaster fund, not to MPs and Mayors.</p> <p>Amalgamation of Councils has cost millions of dollars and saved the rate payers nothing. Splitting the water and sewage from the land rates and creating a new utility company has been another very expensive and unnecessary adventure. All that did was double the rates for Queenslanders.</p> <p>Save the rate payers some money for a change and decline this pay increase.</p>
19	27 October 2013	Mr Rodney Hansen Member of the public Moreton Bay Regional Council area	I disagree with the upcoming pay rise for Local Government Councillors. With the average rate payer struggling under the constant increases in rates and water charges. I feel that the current Councillors should actually take a pay cut. They are being paid a lot more to do a lot less.
20	28 October 2013	Councillor Graeme Scheu Goondiwindi Regional Council	<p>Council has indicated that it is satisfied with the following:</p> <ol style="list-style-type: none"> 1. That a set percentage method of calculating the remuneration be maintained for Councillors; 2. That the reference rate and the percentage rates maintain relativity to the current reference and percentage rates; 3. That any increase to remuneration levels be of nominated amount and be relatively aligned with CPI increases.
21	28 October 2013	Ms Julie Reitano Chief Executive Officer Maranoa Regional Council	Council requests that a percentage increase of 10% would be entirely appropriate taking into consideration the magnitude and complexity of the following factors: council's budget, flood mitigation, flood recovery program, coal seam gas impacts on council roads, affordable housing and other challenges, commercial operations; and community engagement activities.

	Date received	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of submission
22	28 October 2013	Mr Alex McDonald Member of the public Logan City Council area	<p>I suggest a comparison of the increase in the salary paid to a standard Councillor over the last five years be made compared to the following:</p> <ul style="list-style-type: none"> • the increase granted to a single pensioner, • the increase made to the standard minimum weekly wage in Australia, • the increase to the DFRB allowance, • the increase to the handicapped allowance. <p>I am sure this comparison will provide worthwhile results.</p>
23	28 October 2013	Councillor Donna Stewart Mayor Balonne Shire Council	<p>It is my belief that a base rate of remuneration be paid plus a daily fee payable on the work performed by a Mayor / Councillor and authorized by both the CEO and the Mayor. The total remuneration should not exceed a capped rate.</p> <p>It is my experience that under the current system, some Councillors do not carry their fair share of the workload and are paid the same rate of a hard working Councillor. This does not go unnoticed and is a topic of conjecture at times and in my opinion totally unfair.</p>
24	28 October 2013	Ms Pamela Owens Member of the public Sunshine Coast Regional Council area	<p>Suggest for a normal CPI yearly increase like everyone else. After all, you have generous wages and allowances, so a CPI raise would also be generous.</p>
25	29 October 2013	Mr R N Johnson Chairman Save Our Shires Action Group Inc. (Stanthorpe) Southern Downs Regional Council area	<p>We in Save Our Shires Action Group Inc. believe that no Federal, State or Local politician should receive more than the CPI increase.</p> <p>Local politicians, like any employee who has performed below average standard, should receive less until they improve their output. Conversely, if activating well above a good standard there should be incentives.</p> <p>Suggestion for a salary freeze for Councillors next year to bring them into line with the rest of Council and society and help alleviate the Council debt.</p>

	Date received	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of submission
26	29 October 2013	Mr R N Johnson Chairman Queensland Local Government Reform Alliance Scenic Rim Regional Council area	We in Queensland Local Government Reform Alliance believe that no Federal, State or Local politician should receive more than the CPI increase. Local politicians, like any employee who has performed below average standard, should receive less until they improve their output. Conversely, if activating well above a good standard there should be incentives. Suggestion for a salary freeze for Councillors next year to bring them into line with the rest of Council and society and help alleviate the Council debt.
27	30 October 2013	Mr John Oberhardt Deputy Chief Executive Officer – Organisational Services Logan City Council	Council advises that: a) Council supports the same arrangements applying to the setting of Councillor and State MLA's remuneration by an independent tribunal, b) Council does not support the setting of ranges of maximums or minimums for Councillor or State MLA's remuneration. The same rules should apply to both; and c) Local Government Councillors should not have to vote on their remuneration each year. Council would prefer the amount is set independently and paid automatically.
28	30 October 2013	Mr Graham McDonald Member of the public Moreton Bay Regional Council area	Councillors should receive minimal attendance money for Council meetings and attendance at civic events, plus a nominal fee for mileage in their own cars. Opposes any pay rises for Councillors.
29	30 October 2013	Mr Tony Goode Local Government Association of Queensland	It is considered reasonable to place an additional loading of approximately 1.5% on top of the 3% increase proposed to recognize this extended period of time between rises in remuneration to bring the general increase sought up to 4.5% It is proposed this increase should apply to remuneration for Mayors, Deputy Mayors, and Councillors to be effective from 1 July 2014.
30	31 October 2013	Confidential Member of the public Cook Shire Council area	I object in the strongest terms against a remuneration rate hike for the Cook Shire Council Councillors, whom I consider are being over paid for their present input, time, ability and decision making.

	Date received	Person, role or organisation / Council area of the submitter or that the submission relates to	Summary of submission
31	31 October 2013	Ms Petrina Ferrari Ferrari Business and Property Brokers Cook Shire Council area	<p>Cook Shire Council has a rate base of 1200 Rate payers as a Corporation they are bankrupt and trading. This is not in the Public Interest.</p> <p>Complaints that are put in writing to each Councillor, Mayor, and CEO of the Cook Shire Council are ignored.</p> <p>Cook Shire Council is bankrupt and should have an Administrator Appointed immediately and the Cook Shire Councillors, Mayor AND CEO SACKED</p>

Appendix 2 – Stakeholders who met with the Tribunal

	Date	Council, name (role)	Summary of comments
1	22 October 2013	Flinders Shire Council Councillor Greg Jones (Mayor) Councillor Barbara Geisler Councillor Jane Charuba Mr Graham King (Chief Executive Officer)	<p>The CEO advised that the Councillor remuneration for Category 1 Councils was very low and had implications for self-employed people or persons on a salary being able to undertake the role. Councillors of Category 1 Councils have the same statutory roles and duties as other Councillors in other categories.</p> <p>With the drought and current works program, the Councillors are coming in 2 times a month and are not being able to get through all the work properly.</p> <p>In addition, the mantra of Councillors being in charge of the Council has meant that the Councillors have been focusing more on their responsibilities and doing more work in order to meet the Minister's direction.</p> <p>In light of this, the CEO is of the opinion that there should be a minimum level of remuneration for Councillors similar to the minimum wage or minimum general rates.</p> <p>The feeling was that as all Councillors have the same roles and responsibilities, the minimum level of remuneration should be at the level of Category 3 or the Special Category.</p> <p>Council accepted that ratepayers are doing it very tough at the moment and that it may not be the right time to put in a formal submission for an increase to the Councillor remuneration.</p>
2	22 October 2013	Bundaberg Regional Council Councillor Mal Forman (Mayor) Mr Peter Byrne (Chief Executive Officer)	<p>Council does not support the proposal for Local Governments to accept a level of remuneration less than the level set by the Tribunal. The Mayor is of the opinion this will politicise the process making it difficult to make a rational decision on the issue.</p> <p>Council has been very focused on the recovery from the latest flood event. The recovery is going well but still a lot of work still to do.</p> <p>The work requirements for Councillors has increased dramatically particularly in relation to strategic planning for the community. The Councillors have found that they are finding less time to spend dealing with their constituents.</p> <p>The Mayor noted that the determination will be for 18 months. The Mayor thought it was important that any increases to Councillor remuneration should be based upon wage indices.</p>
3	22 October 2013	Ipswich City Council Councillor Victor Attwood (Deputy Mayor) Councillor Paul Tully Councillor David Morrison	<p>Councillors wanted to inquire regarding its application to vary remuneration in exceptional circumstances. The Councillors were advised that the application was not approved. The determination had been sent to Council but they had not received it prior to the attending the conference.</p>

	Date	Council, name (role)	Summary of comments
		<p>Ipswich City Council (continued) Councillor Victor Attwood (Deputy Mayor) Councillor Paul Tully Councillor David Morrison</p>	<p>The Councillors advised originally its committee system involved less committees and that the more experienced Councillors would mentor the new Councillors. However, as there has been little turnover of Councillors in recent terms Council increased the number of committees to reflect the increased capabilities of its Councillors to chair meetings.</p> <p>The Councillors indicated ICC may consider a restructure if the Tribunal thought it would be prepared to approve an application for committee chairs to receive more remuneration.</p> <p>The Councillors advised that they may like their consultant (Mr Allan Stone) who prepared Council's s.248 submission to meet with the Tribunal.</p>
4	23 October 2013	<p>Maranoa Regional Council Councillor Robert Loughnan (Mayor) Councillor Peter Flynn Councillor David Schefe</p>	<p>Council representatives explained the rationale and detail of Council's submission.</p> <p>Council spoke about its view that it should be assigned to Category 4 rather than Category 3. In reviewing the data used by the Tribunal, Council is of the opinion the data indicates Council should be in the higher category compared to the other Councils in Category 3.</p> <p>Council pointed to the additional work being undertaken in its area involving flood recovery and mining operations. The increased workloads on Councillors associated with these issues mean that the Councillors are working as hard as Councillors in comparable Councils such as Western Downs Regional Council.</p> <p>The Councillors are now meeting fortnightly and having weekly workshops to deal with the increased workload. The Council meetings are day long and this is having an impact on those Councillors who lose income when not working to attend Council meetings.</p> <p>Council is of the opinion that the increased workloads will be ongoing as the increased mining activity and flood mitigation works will continue for the time being.</p> <p>Council understands that the LGAQ may be seeking a 4.5% increase in Councillor remuneration. However, given the increased work by Councillors in the region, the Council is of the opinion its Councillors should receive an increase of around 10%.</p>
5	23 October 2013	<p>Goondiwindi Regional Council Councillor Graeme Scheu (Mayor) Councillor Rick Kearney (Deputy Mayor)</p>	<p>Council representatives explained the rationale and detail of Council's submission.</p> <p>Council does not support the proposal for Local Governments to accept a level of remuneration less than the level set by the Tribunal.</p> <p>Council is of the opinion this will politicise the process making it difficult to make a rational decision on the issue. Council feels that the proposal defeats the purpose of having the Tribunal set the remuneration in the first place.</p>

	Date	Council, name (role)	Summary of comments
		<p>Goondiwindi Regional Council (continued)</p> <p>Councillor Graeme Scheu (Mayor) Councillor Rick Kearney (Deputy Mayor)</p>	<p>Council is satisfied with its category and the amount of remuneration set for its Councillors. Council would be satisfied with a reasonable increase as a result of the current determination.</p> <p>Council was not happy with the previous system of setting ranges for the remuneration of Councillors.</p>
6	23 October 2013	<p>Lockhart River Aboriginal Shire Council</p> <p>Mr Peter Otio-Otim (Chief Executive Officer)</p>	<p>The CEO advised that the Councillors are meeting every day either at Council or in the community. Council has adopted a portfolio system that involves all of the Councillors. In addition, in Indigenous Local Governments, the community expect the Councillors to do everything.</p> <p>As an example, the CEO raised the issue of the coroner requiring autopsies to be conducted on all deceased persons to be conducted in Cairns. While the coroner pays for the bodies to be transported to Cairns he does not pay for the bodies to be returned. Council then provides financial support to residents to have the body returned to the community for burial.</p> <p>In addition, Lockhart River is the most remote Council in Queensland which results in the costs of living being very high. During the wet season, the community is cut off by road for 5 to 6 months with the only way into the community being by plane which costs \$1,100 return to Cairns.</p> <p>The CEO was of the opinion that its Councillors have to do more work than the Councillors in large city Councils and therefore deserve to be remunerated accordingly. The CEO suggested that Councillors be paid the equivalent of Category 4 Councils.</p> <p>The CEO pointed out Councillors in other communities can have other jobs to supplement their income but there are no employment prospects for Councillors in the Local Government area.</p> <p>The CEO admitted it would be difficult to fund this increase in remuneration for Councillors but thought that it would be appropriate for the State Government to pay Councillor remuneration similar to what happens in Papua New Guinea.</p>
7	23 October 2013	<p>Boulia Shire Council</p> <p>Councillor Eric (Rick) Britton (Mayor)</p>	<p>The Mayor advised that it is becoming more difficult for Councillors to balance running their own business and carrying out the roles and responsibilities of Councillors.</p> <p>Consistent with the Minister's direction that Mayors and Councillor be in charge of the Local Government, this has required the Councillors to undertake more duties that were previously undertaken by the chief executive officer.</p> <p>For example, the Councillors do far more engagement with other levels of government including negotiating for positive outcomes for the community.</p> <p>The drought is requiring more commitment from the Councillors and there is increasing mining activity in the area requiring more attention from Council.</p>

	Date	Council, name (role)	Summary of comments
		Boulia Shire Council (continued) Councillor Eric Britton (Mayor)	<p>The community is doing it tough because of the drought and the loss of Main Roads' contracts.</p> <p>The Mayor accepts that the community does not want to pay more for the Councillors but it is getting more difficult for the Councillors to undertake their roles on the current levels of remuneration when they have to continue to run their businesses.</p>
8	23 October 2013	South Burnett Regional Council Councillor Keith Campbell (Deputy Mayor) Mr Ken McLoughlin (Chief Executive Officer)	<p>Council does not support the proposal for Local Governments to accept a level of remuneration less than the level set by the Tribunal. Council is of the opinion this will politicise the process making it difficult to make a rational decision on the issue.</p> <p>The CEO advised that there are some people in the community who think that the Councillors should undertake their role for free. However, the role of a Councillor has become more complex and is taking up more time of the Councillors. Accordingly, the CEO advised it was necessary to appropriately remunerate Councillors for their role.</p> <p>The CEO advised the Council has no issues with the current remuneration and is happy for the Tribunal to determine the remuneration to be paid to Councillors without the need for Council to pass a resolution to accept a lesser amount.</p>
9	23 October 2013	Southern Downs Regional Council Councillor Peter Blundell (Mayor)	<p>The Mayor advised that there were diverse opinions in Council regarding remuneration. Because of these views Council does not support the proposal for Local Governments to accept a level of remuneration less than the level set by the Tribunal.</p> <p>The Mayor advised that it would be difficult for some Councillors to not receive an increase in remuneration given the tight financial circumstances in the community which would put those Councillors in a bad spot if they were required to vote on accepting a lesser amount.</p> <p>The Mayor was also concerned that some elements of the community will use any decision by Council in relation to remuneration for political purposes.</p> <p>The Mayor was comfortable with an 18 month determination but advised he did not think that Council would support an increase of 8% or more. The Mayor was aware that the LGAQ was proposing a submission for an increase of approximately 4.5%. The Mayor advised that the increase should be based upon CPI or some other relevant factor.</p> <p>The Mayor thought that this was in line with recent enterprise bargaining agreements Council had with its employees.</p>

Appendix 3 – Comparative data

Local Governments	Number of Councillors (excluding Mayors)	Area not Divided (U)	Community equity 2012 (\$M)	* Rank (high to low)	Operating income 2012 (\$M)	* Rank (high to low)	Operating income per Councillor 2012 (\$M)	* Rank (high to low)	Average annual community equity 2008-2012 (\$M) ^	* Rank (high to low)	Average annual operating income 2008-2012 (\$M) ^	* Rank (high to low)	Average annual operating income per Councillor 2008-2012 (\$M) ^	* Rank (high to low)
Aurukun Shire Council	4	U	\$109.4	62	\$14.7	67	\$3.70	65	\$120.60	55	\$13.9	62	\$3.5	58
Balonne Shire Council	6	U	\$250.1	42	\$52.4	33	\$8.70	32	\$181.3	46	\$27.6	46	\$4.6	50
Banana Shire Council	6	U	\$575.3	29	\$80.5	24	\$13.40	22	\$485.3	29	\$52.7	26	\$8.8	24
Baraldine Regional Council	6	U	\$239.0	44	\$41.6	40	\$6.90	43	\$196.1	42	\$33.9	40	\$5.7	40
Barcoo Shire Council	4	U	\$119.1	60	\$18.1	59	\$4.50	56	\$101.2	59	\$19.1	52	\$4.8	48
Blackall - Tambo Regional Council	6	U	\$243.6	43	\$24.6	50	\$4.10	58	\$157.8	47	\$17.2	55	\$2.9	64
Boulia Shire Council	4	U	\$134.1	57	\$20.1	57	\$5.00	54	\$106.2	58	\$15.9	57	\$4.0	53
Bulloo Shire Council	4	U	\$184.3	47	\$22.6	55	\$5.70	49	\$136.4	52	\$14.8	58	\$3.7	55
Bundaberg Regional Council	10	U	\$1,641.7	12	\$143.4	15	\$14.30	17	\$1,477.6	12	\$123.9	13	\$12.4	16
Burdekin Shire Council	6	U	\$419.7	33	\$42.4	39	\$7.10	41	\$408.2	31	\$39.1	33	\$6.5	35
Burke Shire Council	4	U	\$101.0	65	\$16.7	60	\$4.20	57	\$82.6	66	\$14.3	60	\$3.6	56
Cairns Regional Council #	9	U	\$3,175.4	7	\$285.9	5	\$28.60	6	\$2,895.2	7	\$269.2	5	\$26.9	5
Carpentaria Shire Council	6	U	\$339.5	37	\$48.5	35	\$8.10	36	\$238.8	39	\$32.6	41	\$5.4	43
Cassowary Coast Regional Council	6	U	\$867.1	23	\$83.3	22	\$13.90	18	\$719.2	21	\$72.7	22	\$12.1	18
Central Highlands Regional Council	8	U	\$1,056.4	16	\$166.7	12	\$20.80	12	\$872.1	17	\$120.7	14	\$15.1	14
Charters Towers Regional Council	6	U	\$425.5	32	\$62.2	27	\$10.40	27	\$314.3	34	\$39.5	32	\$6.6	34
Cherbourg Aboriginal Shire Council	4	U	\$100.2	66	\$10.6	71	\$2.70	71	\$64.10	71	\$9.1	71	\$2.3	71
Cloncurry Shire Council	4	U	\$210.6	45	\$22.7	54	\$5.70	49	\$182.4	45	\$20.5	50	\$5.1	47
Cook Shire Council	6	U	\$284.1	41	\$51.6	34	\$8.60	33	\$311.30	35	\$49.7	30	\$8.3	28
Croydon Shire Council	4	U	\$98.2	67	\$15.5	65	\$3.90	61	\$89.5	64	\$11.3	67	\$2.8	65
Diamantina Shire Council	4	U	\$144.7	55	\$40.4	41	\$10.10	28	\$95.6	61	\$31.3	43	\$7.8	29
Doomadgee Aboriginal Shire Council	4	U	\$111.2	61	\$6.7	74	\$1.70	74	\$122.2	54	\$5.5	76	\$1.4	76
Douglas Shire Council @	4	U	\$295.7	39	\$34.1	45	\$8.50	35	\$244.9	38	\$29.6	44	\$7.4	30
Etheridge Shire Council	4	U	\$144.7	55	\$18.6	58	\$4.60	55	\$130.3	53	\$21.7	48	\$5.4	43
Flinders Shire Council	6	U	\$162.0	52	\$23.2	53	\$3.90	61	\$109.9	57	\$20.1	51	\$3.3	62
Fraser Coast Regional Council	10	U	\$1,539.0	13	\$119.2	18	\$11.90	24	\$1,415.0	13	\$109.1	15	\$10.9	21
Gladstone Regional Council	8	U	\$1,359.8	14	\$165.3	13	\$20.70	13	\$1,106.6	15	\$126.1	12	\$15.8	13
Gold Coast City Council	14	U	\$9,218.1	1	\$785.9	1	\$56.10	1	\$9,720.9	1	\$812.7	1	\$58.1	1
Goondiwindi Regional Council	6	U	\$396.9	34	\$59.0	29	\$9.80	29	\$364.4	32	\$37.4	35	\$6.2	37
Gympie Regional Council	8	U	\$973.4	20	\$92.3	21	\$11.50	25	\$853.5	18	\$73.2	21	\$9.1	22
Hinchinbrook Shire Council	6	U	\$309.2	38	\$38.4	42	\$6.40	45	\$235.8	40	\$34.1	39	\$5.7	40
Hope Vale Aboriginal Shire Council	4	U	\$78.1	69	\$23.8	51	\$5.90	47	\$69.2	69	\$16.7	56	\$4.2	52
Ipswich City Council	10	U	\$1,776.6	10	\$223.6	9	\$22.40	9	\$2,063.4	10	\$228.5	8	\$22.9	6
Isaac Regional Council	8	U	\$1,004.9	19	\$123.1	17	\$15.40	16	\$760.4	20	\$94.1	19	\$11.8	20

Kowanyama Aboriginal Shire Council %	4	U	N/A	N/A	N/A	25	N/A	26	N/A		\$59.6	74	\$11.2	68	\$2.8	65
Livingstone Shire Council @	6	U	\$776.8	\$65.6	26	25	\$10.90	26	\$10.90	26	\$601.9	27	\$51.4	27	\$8.6	25
Lockhart River Aboriginal Shire Council	4	U	\$59.7	\$12.9	68	74	\$3.20	66	\$3.20	66	\$49.3	75	\$10.1	70	\$2.5	70
Lockyer Valley Regional Council	6	U	\$377.7	\$77.9	25	35	\$13.00	23	\$13.00	23	\$296.6	37	\$51.3	28	\$8.6	25
Logan City Council	12	U	\$4,099.7	\$265.6	7	5	\$22.10	10	\$22.10	10	\$3,761.8	4	\$256.6	6	\$21.4	8
Longreach Regional Council	6	U	\$204.3	\$33.9	46	46	\$5.60	52	\$5.60	52	\$188.2	44	\$29.0	45	\$4.8	48
Mackay Regional Council	10	U	\$2,922.5	\$262.7	8	8	\$26.30	8	\$26.30	8	\$2,271.5	8	\$208.4	9	\$20.8	9
Mapoon Aboriginal Shire Council	4	U	\$65.1	\$6.2	75	73	\$1.60	75	\$1.60	75	\$61.8	73	\$6.4	75	\$1.6	75
Maranoa Regional Council	8	U	\$1,014.1	\$109.3	20	18	\$13.70	19	\$13.70	19	\$693.4	24	\$71.7	23	\$9.0	23
Mareeba Shire Council @	6	U	\$352.2	\$48.5	35	36	\$8.10	36	\$8.10	36	\$306.1	36	\$37.8	34	\$6.3	36
McKinlay Shire Council	4	U	\$177.7	\$28.3	48	49	\$7.10	41	\$7.10	41	\$146.3	48	\$22.7	47	\$5.7	40
Moreton Bay Regional Council	12	U	\$5,235.4	\$400.4	3	2	\$33.40	4	\$33.40	4	\$4,504.2	3	\$400.2	3	\$33.4	3
Mornington Shire Council	4	U	\$69.3	\$11.6	70	71	\$2.90	70	\$2.90	70	\$81.5	67	\$11.1	69	\$2.8	65
Mount Isa City Council	6	U	\$449.5	\$43.4	38	31	\$7.20	40	\$7.20	40	\$361.2	33	\$36.2	36	\$6.0	38
Murweh Shire Council	4	U	\$95.4	\$26.6	49	68	\$6.70	44	\$6.70	44	\$89.4	65	\$20.8	49	\$5.2	46
Napranum Aboriginal Shire Council	4	U	\$66.6	\$12.5	69	72	\$3.10	68	\$3.10	68	\$63.9	72	\$8.2	72	\$2.0	72
Noosa Shire Council @	6	U	\$1,016.4	\$81.4	23	17	\$13.6	21	\$13.6	21	\$891.7	16	\$76.7	20	\$12.8	15
North Burnett Regional Council	6	U	\$893.4	\$47.3	37	22	\$7.90	38	\$7.90	38	\$825.3	19	\$35.4	37	\$5.9	39
Northern Peninsula Area Regional Council	5	U	\$163.2	\$28.5	47	51	\$5.70	49	\$5.70	49	\$192.6	43	\$35.3	38	\$7.1	31
Palm Island Aboriginal Shire Council	4	U	\$175.9	\$23.4	52	50	\$5.80	48	\$5.80	48	\$143.3	49	\$14.1	61	\$3.5	58
Paroo Shire Council	4	U	\$152.9	\$34.3	44	53	\$8.60	33	\$8.60	33	\$119.3	56	\$17.4	53	\$4.4	51
Porpuraw Aboriginal Shire Council	4	U	\$127.5	\$16.5	61	58	\$4.10	58	\$4.10	58	\$92.6	62	\$11.4	66	\$2.8	65
Quilpie Shire Council	4	U	\$107.2	\$22.0	56	63	\$5.50	53	\$5.50	53	\$101.0	60	\$13.8	63	\$3.5	58
Redland City Council	10	U	\$1,708.8	\$159.0	14	11	\$15.90	15	\$15.90	15	\$1,917.7	11	\$168.0	11	\$16.8	12
Richmond Shire Council	5	U	\$125.9	\$16.2	63	59	\$3.20	66	\$3.20	66	\$80.7	68	\$12.8	65	\$2.6	69
Rockhampton Regional Council #	7	U	\$2,425.9	\$218.2	10	9	\$21.80	11	\$21.80	11	\$2,119.5	9	\$183.3	10	\$18.3	10
Scenic Rim Regional Council	6	U	\$689.2	\$55.2	31	28	\$9.20	30	\$9.20	30	\$556.5	28	\$50.3	29	\$8.4	27
Somerset Regional Council	6	U	\$294.9	\$37.9	43	40	\$6.30	46	\$6.30	46	\$216.2	41	\$32.6	41	\$5.4	43
South Burnett Regional Council	6	U	\$548.8	\$55.1	32	30	\$9.20	30	\$9.20	30	\$426.8	30	\$40.3	31	\$6.7	33
Southern Downs Regional Council	8	U	\$733.2	\$61.6	28	26	\$7.70	39	\$7.70	39	\$696.7	23	\$55.8	25	\$7.0	32
Sunshine Coast Regional Council #	10	U	\$5,154.5	\$424.8	2	3	\$35.40	3	\$35.40	3	\$5,013.9	2	\$442.1	2	\$36.8	2
Tablelands Regional Council #	5	U	\$788.7	\$109.4	19	24	\$13.70	19	\$13.70	19	\$706.8	22	\$95.8	18	\$12.0	19
Toowoomba Regional Council	10	U	\$3,582.4	\$271.8	6	6	\$27.20	7	\$27.20	7	\$3,029.2	6	\$229.3	7	\$22.9	6
Torres Shire Council	4	U	\$179.4	\$16.4	62	48	\$4.10	58	\$4.10	58	\$141.9	51	\$13.0	64	\$3.3	62
Torres Strait Island Regional Council	15	U	\$697.3	\$58.9	30	27	\$3.90	61	\$3.90	61	\$622.5	26	\$58.0	24	\$3.9	54
Townsville City Council	10	U	\$4,243.1	\$381.1	4	4	\$38.10	2	\$38.10	2	\$3,404.1	5	\$325.4	4	\$32.5	4
Western Downs Regional Council	8	U	\$1,148.0	\$137.0	16	15	\$17.10	14	\$17.10	14	\$1,114.7	14	\$97.5	17	\$12.2	17
Whitsunday Regional Council	6	U	\$930.4	\$172.5	11	21	\$28.70	5	\$28.70	5	\$675.4	25	\$105.9	16	\$17.7	11
Winton Shire Council	5	U	\$152.6	\$15.3	66	54	\$3.10	68	\$3.10	68	\$142.2	50	\$17.3	54	\$3.5	58
Woorabinda Aboriginal Shire Council	4	U	\$72.2	\$8.2	73	70	\$2.10	73	\$2.10	73	\$65.5	70	\$7.4	73	\$1.8	73
Wujal Wujal Aboriginal Shire Council	4	U	\$48.7	\$9.5	72	75	\$2.40	72	\$2.40	72	\$42.2	76	\$7.1	74	\$1.8	73
Yarrabah Aboriginal Shire Council	4	U	\$101.5	\$15.7	64	64	\$3.90	61	\$3.90	61	\$91.7	63	\$14.4	59	\$3.6	56

Appendix 3 – Comparative data (continued)

	Estimated resident population 2012	* Rank (high to low)	Average annual resident population change 2008-2012 (%)	* Rank (high to low) - Fastest growth ranking	Estimated population per Councillor (excluding Mayor) 2012	* Rank (high to low)	Electors per Councillor (excluding Mayor) 2012	* Rank (high to low)	Index of relative socio-economic advantage and disadvantage	* Rank (high to low)	Indigenous estimated resident population 2012 (%)	* Rank (high to low)	Estimated population density 2012 (persons / sq km)	* Rank (high to low)
Local Governments														
Aurukun Shire Council	1,394	54	3.70%	4	349	52	236	52	586.32	70	92.00%	8	0.19	52
Balonne Shire Council	4,837	39	0.30%	59	806	42	583	41	950.43	27	17.10%	27	0.155	55
Banana Shire Council	14,947	32	0.10%	61	2,491	34	1,821	34	980.45	16	4.00%	55	0.524	43
Baraldine Regional Council	3,313	46	-0.10%	67	552	47	415	45	974.35	19	6.30%	40	0.062	61
Barcoo Shire Council	361	72	-0.20%	70	90	72	74	72	947.37	28	6.80%	38	0.006	74
Blackall - Tambo Regional Council	2,289	50	2.00%	28	382	50	287	50	944.96	30	4.20%	53	0.075	59
Boulia Shire Council	491	70	2.80%	10	123	70	92	70	886.02	55	39.90%	18	0.008	73
Bulloo Shire Council	414	71	2.30%	20	104	71	86	71	984.93	13	12.10%	29	0.006	74
Bundaberg Regional Council	93,348	13	1.50%	40	9,335	14	7,025	13	916.88	46	3.30%	63	14.505	16
Burdekin Shire Council	17,914	31	0.40%	57	2,986	31	2,236	31	944.35	31	5.10%	48	3.552	31
Burke Shire Council	555	68	0.90%	49	139	67	116	67	914.54	49	27.70%	21	0.014	71
Cairns Regional Council #	165,388	7	2.40%	15	16,539	7	12,130	7	974.83	18	9.20%	35	40.191	9
Carpentaria Shire Council	2,186	51	0.90%	49	364	51	285	51	865.32	56	36.80%	19	0.034	65
Cassowary Coast Regional Council	28,693	26	0.00%	63	4,782	23	3,644	22	925.57	44	9.40%	34	6.124	23
Central Highlands Regional Council	30,573	25	2.10%	24	3,822	26	2,653	28	1,024.14	3	3.60%	58	0.511	46
Charters Towers Regional Council	12,431	34	0.90%	49	2,072	35	1,498	36	930.61	42	7.90%	36	0.182	53
Cherbourg Aboriginal Shire Council	1,255	57	1.10%	46	314	54	186	61	555.67	71	97.50%	1	39.715	10
Cloncurry Shire Council	3,425	45	1.10%	46	856	41	647	40	934.07	38	21.80%	25	0.071	60
Cook Shire Council	4,432	42	4.00%	2	739	43	576	43	897.95	54	20.10%	26	0.042	63
Croydon Shire Council	325	73	3.80%	3	81	73	57	74	937.73	36	24.20%	23	0.011	72
Diamantina Shire Council	290	75	0.00%	63	73	74	61	73	916.78	47	24.00%	24	0.003	76
Doomadgee Aboriginal Shire Council	1,374	55	2.90%	9	344	53	210	55	617.15	67	91.80%	9	0.749	39
Douglas Shire Council @	11,245	36	-0.30%	72	2,811	33	2,426	30	N/A		25.90%	22	4.599	26
Etheridge Shire Council	924	64	0.50%	55	231	63	187	60	937.14	37	3.50%	60	0.024	69
Flinders Shire Council	1,831	53	-0.10%	67	305	55	236	52	943.42	33	6.30%	40	0.044	62
Fraser Coast Regional Council	99,059	12	2.10%	24	9,906	13	7,501	12	908.49	52	3.60%	58	13.947	17
Gladstone Regional Council	61,267	15	2.70%	12	7,658	15	5,442	15	1,007.00	6	3.50%	60	5.854	24
Gold Coast City Council	526,173	1	2.40%	15	37,584	1	28,704	1	1,015.76	4	1.30%	75	395.114	1
Goondiwindi Regional Council	11,003	37	1.00%	48	1,834	37	1,322	38	962.73	25	4.90%	49	0.571	41
Gympie Regional Council	47,548	16	1.70%	34	5,944	18	4,404	17	915.64	48	2.80%	67	6.907	21
Hinchinbrook Shire Council	11,769	35	-0.10%	67	1,962	36	1,537	35	944.04	32	5.60%	45	4.201	28
Hope Vale Aboriginal Shire Council	1,068	61	4.70%	1	267	60	178	62	677.94	63	94.10%	4	0.967	37
Ipswich City Council	177,485	6	3.70%	4	17,749	6	12,417	6	959.61	26	3.80%	56	163.055	5
Isaac Regional Council	23,678	27	2.40%	15	2,960	32	2,094	32	1,028.36	2	2.70%	70	0.403	49

Kowanyama Aboriginal Shire Council %	1,108	59	0.60%	54	277	58	197	56	643.6	66	91.00%	10	0.436	48
Livingstone Shire Council @	33,349	21	2.00%	28	5,558	20	3,625	23	N/A		3.00%	65	2.832	32
Lockhart River Aboriginal Shire Council	527	69	-1.60%	75	132	69	94	69	713.24	60	89.60%	13	0.147	56
Lockyer Valley Regional Council	36,512	19	2.60%	13	6,085	17	4,400	18	938.22	35	2.90%	66	16.094	14
Logan City Council	293,485	4	2.10%	24	24,457	4	17,383	4	965.29	22	2.80%	67	306.32	2
Longreach Regional Council	4,288	43	0.50%	55	715	44	522	44	982.81	14	6.80%	38	0.106	58
Mackay Regional Council	119,081	10	2.30%	20	11,908	10	8,659	10	1,007.07	5	4.40%	51	15.666	15
Mapoon Aboriginal Shire Council	285	76	2.30%	20	71	76	57	74	739.79	58	89.40%	14	0.52	45
Maranoa Regional Council	13,526	33	1.20%	43	3,382	30	2,490	29	1,001.43	9	7.30%	37	0.23	51
Mareeba Shire Council @	21,346	30	1.90%	31	3,558	29	1,901	33	N/A		5.30%	47	0.398	50
McKinlay Shire Council	1,086	60	2.40%	15	136	68	110	68	989.22	11	3.70%	57	0.027	67
Moreton Bay Regional Council	400,036	2	3.00%	8	33,336	2	24,082	2	999.08	10	2.20%	72	196.742	4
Mornington Shire Council	1,214	58	1.70%	34	304	57	188	59	668.54	64	88.00%	15	0.976	36
Mount Isa City Council	22,628	28	1.80%	32	3,771	27	2,680	27	986.34	12	15.10%	28	0.524	43
Murweh Shire Council	4,759	40	0.40%	57	1,190	39	875	39	946.75	29	11.50%	30	0.117	57
Napranam Aboriginal Shire Council	919	65	0.80%	52	230	64	144	64	602.36	68	95.70%	3	0.46	47
Noosa Shire Council @	61,719	14	3.60%	6	10,287	12	5,763	14	N/A		0.90%	76	71.023	7
North Burnett Regional Council	10,339	38	0.00%	63	1,723	38	1,338	37	917.08	45	6.00%	43	0.526	42
Northern Peninsula Area Regional Council	2,493	49	2.80%	10	499	48	307	49	750.34	57	85.30%	16	2.359	34
Palm Island Aboriginal Shire Council	2,570	48	3.50%	7	643	46	414	46	650.15	65	94.10%	4	36.402	11
Paroo Shire Council	1,931	52	-0.20%	70	483	49	362	48	905.09	53	30.70%	20	0.041	64
Porpuraaw Aboriginal Shire Council	713	67	2.00%	28	178	65	133	65	687.08	62	90.30%	12	0.161	54
Quilpie Shire Council	997	62	0.10%	61	249	61	191	58	940.52	34	11.50%	30	0.015	70
Redland City Council	145,507	9	1.70%	34	14,551	9	10,893	9	1,030.45	1	1.90%	73	271.367	3
Richmond Shire Council	844	66	-1.40%	74	169	66	132	66	964.06	23	5.90%	44	0.032	66
Rockhampton Regional Council #	115,419	11	1.80%	32	11,542	11	8,402	11	966.08	21	5.50%	46	6.303	22
Scenic Rim Regional Council	37,826	18	1.60%	38	6,304	16	4,701	16	978.75	17	2.60%	71	8.904	20
Somerset Regional Council	22,584	29	2.50%	14	3,764	28	2,753	26	932.24	40	2.80%	67	4.203	27
South Burnett Regional Council	32,285	24	1.40%	41	5,381	22	3,953	21	913.53	50	4.40%	51	3.852	30
Southern Downs Regional Council	35,023	20	1.20%	43	4,378	24	3,258	24	928.89	43	3.30%	63	4.925	25
Sunshine Coast Regional Council #	324,266	3	2.10%	24	27,022	3	20,445	3	1,001.47	8	1.50%	74	103.908	6
Tablelands Regional Council #	45,463	17	1.20%	43	5,683	19	4,285	19	932.28	39	10.30%	32	0.702	40
Toowoomba Regional Council	157,669	8	1.30%	42	15,767	8	11,489	8	980.5	15	3.50%	60	12.168	18
Torres Shire Council	3,475	44	0.30%	59	869	40	583	41	910.1	51	63.30%	17	3.937	29
Torres Strait Island Regional Council	4,576	41	0.00%	63	305	55	192	57	729.05	59	90.70%	11	9.354	19
Townsville City Council	184,526	5	2.40%	15	18,453	5	13,511	5	1,002.37	7	6.10%	42	49.505	8
Western Downs Regional Council	32,902	23	2.20%	23	4,113	25	2,946	25	962.94	24	4.50%	50	0.867	38
Whitsunday Regional Council	33,324	22	1.60%	38	5,554	21	4,237	20	966.12	20	4.20%	53	1.4	35
Winton Shire Council	1,373	56	-0.40%	73	275	59	217	54	930.78	41	9.60%	33	0.026	68
Woorabinda Aboriginal Shire Council	979	63	1.70%	34	245	62	147	63	591.77	69	92.80%	7	2.508	33
Wujal Wujal Aboriginal Shire Council	291	74	-2.20%	76	73	74	48	76	697.11	61	94.10%	4	25.982	12
Yarrabah Aboriginal Shire Council	2,587	47	0.70%	53	647	45	406	47	554.4	72	97.20%	2	16.291	13

Appendix 3 – Comparative data (continued)

	Total staff 2012 (FTE)	* Rank (high to low)	Area (sq kms)	* Rank (high to low)	Total road length (kms)	* Rank (high to low)	Building approvals 2012	* Rank (high to low)	Average annual number of building approvals 2009-2012	* Rank (high to low)
Local Governments										
Aurukun Shire Council	34	62	7,347	40	184	66	0	55	0	60
Balonne Shire Council	102	46	31,106	25	2,319	27	11	41	8	44
Banana Shire Council	248	31	28,546	28	3,945	9	50	31	48	30
Barcaldine Regional Council	163	38	53,521	14	3,175	17	2	47	9	43
Barcoo Shire Council	53	59	61,825	8	1,768	44	0	55	0	60
Blackall - Tambo Regional Council	134	43	30,389	26	1,849	39	8	43	5	47
Boulia Shire Council	63	54	60,956	9	1,329	51	0	55	1	56
Bulloo Shire Council	57	58	73,763	3	1,992	4	0	55	0	57
Bundaberg Regional Council	829	12	6,436	44	2,997	33	326	17	407	14
Burdekin Shire Council	237	33	5,043	46	1,142	20	46	33	54	29
Burke Shire Council	47	60	40,039	22	1,845	53	3	46	1	55
Cairns Regional Council #	1,423	6	4,115	50	1,678	40	461	15	546	12
Carpentaria Shire Council	102	46	64,125	7	1,780	45	2	47	2	50
Cassowary Coast Regional Council	314	27	4,685	47	1,165	43	77	30	106	26
Central Highlands Regional Council	462	18	59,835	10	4,688	52	422	16	344	15
Charters Towers Regional Council	270	29	68,374	4	4,209	6	47	32	46	31
Cherbourg Aboriginal Shire Council	N/A		32	75	70	72	0	55	0	60
Cloncurry Shire Council	86	51	47,983	15	1,557	7	19	39	13	40
Cook Shire Council	148	41	105,782	1	2,676	23	25	38	19	39
Croydon Shire Council	39	61	29,487	27	1,088	48	0	55	0	57
Diamantina Shire Council	58	56	94,667	2	1,039	54	0	55	0	60
Doomadgee Aboriginal Shire Council	N/A		1,835	60	113	69	0	55	27	36
Douglas Shire Council @	150	40	2,445	56	367	61	109	28	0	60
Etheridge Shire Council	58	56	39,201	23	1,781	57	1	52	3	48
Flinders Shire Council	101	48	41,193	18	1,982	42	0	55	1	54
Fraser Coast Regional Council	788	13	7,103	42	3,790	35	522	13	557	11
Gladstone Regional Council	643	15	10,466	37	2,559	10	1,490	6	895	8
Gold Coast City Council	3,582	1	1,332	61	3,476	24	2,516	2	2,714	2
Goondiwindi Regional Council	160	39	19,256	32	2,473	12	19	39	21	38
Gympie Regional Council	468	17	6,885	43	2,278	25	242	20	325	16
Hinchinbrook Shire Council	176	35	2,801	54	694	28	27	37	39	32
Hope Vale Aboriginal Shire Council	N/A		1,105	63	115	68	0	55	0	60
Ipswich City Council	1,122	8	1,089	64	1,627	58	1,328	8	1,597	4
Isaac Regional Council	405	21	58,720	11	3,249	47	668	11	309	18
Kowanyama Aboriginal Shire Council %	N/A		2,543	55	352	63	0	55	8	44
Livingstone Shire Council @	362	26	11,775	36	1,402	50	31	35	0	60
Lockhart River Aboriginal Shire Council	N/A		3,578	52	333	64	0	55	0	60

Lockyer Valley Regional Council	432	19	2,269	57	1,428	16	211	22	252	20
Logan City Council	1,082	9	958	66	2,258	49	1,373	7	1,573	5
Longreach Regional Council	166	37	40,572	21	3,032	29	5	45	6	46
Mackay Regional Council	879	10	7,601	39	2,407	19	1,797	3	1,243	7
Mapoon Aboriginal Shire Council	N/A		548	69	35	75	0	55	0	57
Maranoa Regional Council	368	24	40,734	19	5,864	26	1	52	38	34
Mareeba Shire Council @	270	29	18,953	33	1,986	34	260	19	65	28
McKinlay Shire Council	67	52	58,711	12	1,978	3	90	29	23	37
Moreton Bay Regional Council	1,548	5	2,033	58	3,479	36	3,020	1	3,000	1
Mornington Shire Council	114	44	1,244	62	238	65	0	55	0	60
Mount Isa City Council	196	34	43,188	17	2,033	11	35	34	39	32
Murweh Shire Council	143	42	40,699	20	2,781	32	10	42	11	41
Napranum Aboriginal Shire Council	N/A		1,998	59	171	67	0	55	0	60
Noosa Shire Council @	407	20	869	68	1,061	55	283	18	71	27
North Burnett Regional Council	240	32	19,667	31	4,932	22	29	36	28	35
Northern Peninsula Area Regional Council	N/A		1,057	65	363	62	0	55	0	60
Palm Island Aboriginal Shire Council	N/A		71	74	39	74	0	55	0	60
Paroo Shire Council	111	45	47,616	16	2,136	5	1	52	2	51
Pormpuraaw Aboriginal Shire Council	N/A		4,429	48	570	59	0	55	0	60
Quilpie Shire Council	62	55	67,423	5	2,041	30	6	44	3	49
Redland City Council	843	11	536	70	1,052	31	547	12	689	10
Richmond Shire Council	64	53	26,580	29	2,839	56	2	47	1	52
Rockhampton Regional Council #	1,219	7	18,312	34	3,403	21	900	9	499	13
Scenic Rim Regional Council	365	25	4,248	49	1,782	13	218	21	201	24
Somerset Regional Council	176	35	5,373	45	1,907	41	181	24	253	19
South Burnett Regional Council	312	28	8,382	38	3,277	37	114	27	221	21
Southern Downs Regional Council	380	22	7,112	41	3,038	15	127	26	211	22
Sunshine Coast Regional Council #	2,270	2	3,121	53	3,388	18	1,702	4	2,095	3
Tablelands Regional Council #	534	16	64,794	6	4,130	14	149	25	202	23
Toowoomba Regional Council	1,559	4	12,958	35	9,457	8	838	10	881	9
Torres Shire Council	96	49	883	67	112	70	2	47	10	42
Torres Strait Island Regional Council	N/A		489	71	368	60	0	55	0	60
Townsville City Council	1,665	3	3,727	51	1,660	1	1,605	5	1,308	6
Western Downs Regional Council	701	14	37,939	24	7,533	46	483	14	320	17
Whitsunday Regional Council	374	23	23,804	30	1,854	2	195	23	142	25
Winton Shire Council	93	50	53,814	13	2,502	38	2	47	1	52
Woorabinda Aboriginal Shire Council	N/A		390	72	80	71	0	55	0	60
Wujal Wujal Aboriginal Shire Council	N/A		11	76	22	76	0	55	0	60
Yarrabah Aboriginal Shire Council	N/A		159	73	50	73	0	55	0	60

