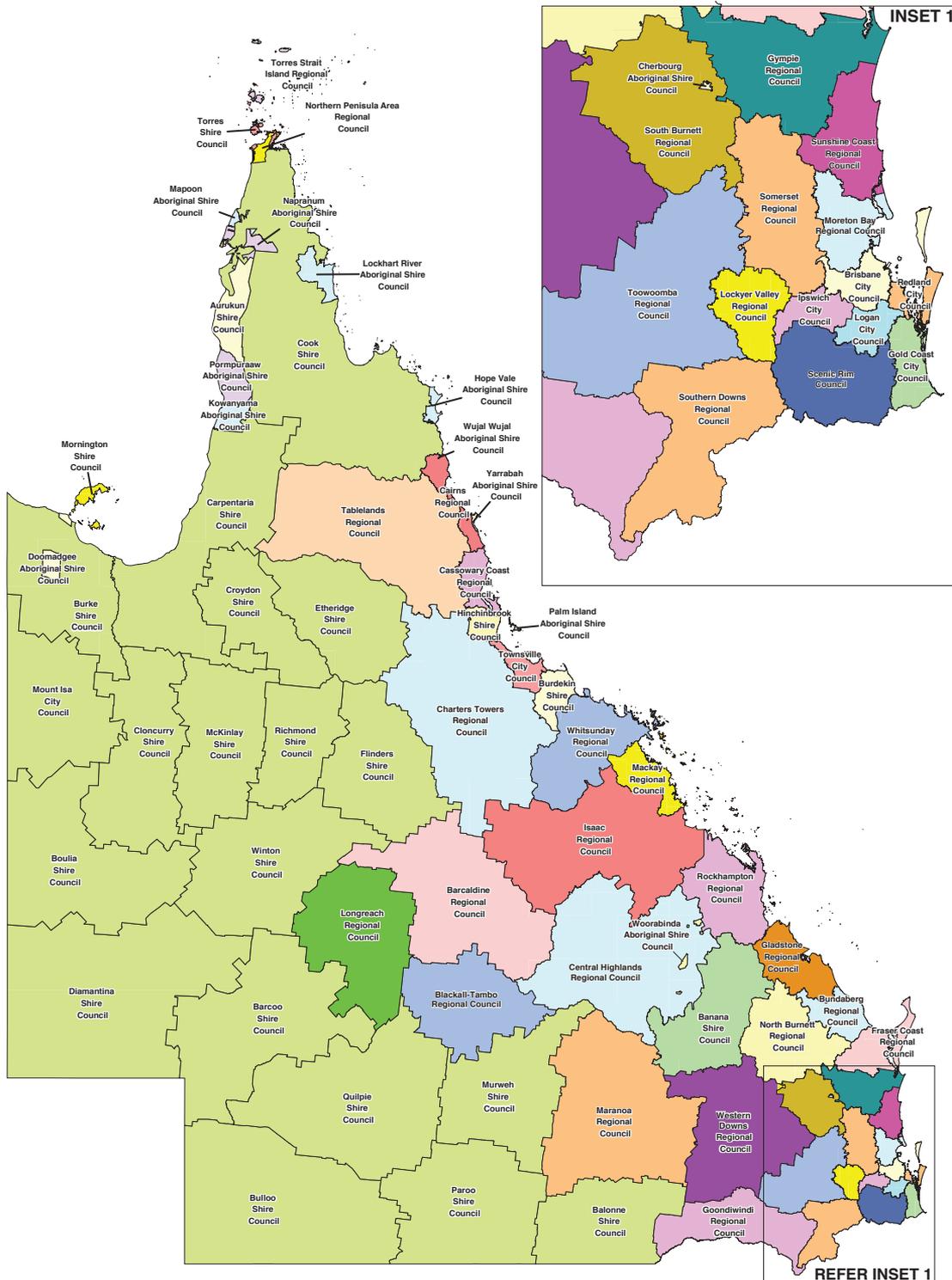


Local Government Remuneration Tribunal Report 2009

LOCAL GOVERNMENT AREAS IN QUEENSLAND

(From 15 March 2009)



LETTER OF TRANSMISSION

The Honourable Desley Boyle MP
Minister for Local Government and
Aboriginal and Torres Strait Islander Partnerships
PO Box 15031
CITY EAST QLD 4002

7 December 2009

Dear Minister,

On 1 December 2009 the Local Government Remuneration Tribunal, as required by section 250AB(c) of the *Local Government Act 1993* (the Act), determined the levels of remuneration to be paid to Mayors, Deputy Mayors and Councillors from 1 January 2010.

The Tribunal decided, for reasons which are set out in Section 7 of the enclosed Report, to increase the remuneration levels which may be paid to elected Local Government representatives by 3.0% from 1 January 2010. As a result, it has adjusted the minimum and maximum levels in the remuneration ranges for Mayors, Deputy Mayors and Councillors in each of the ten categories of Council previously determined. It will be up to each of the 72 Councils within the Tribunal's jurisdiction to consider and determine the actual level of remuneration to be paid, pursuant to section 236A of the Act, as a result of this decision.

The Tribunal has also determined to make a slight adjustment, in the amount of 2.5% of the rate payable to an MLA, to the minimum level of remuneration for each Local Government representative in Councils categorised at levels 2 - 9 inclusive. This will create a clear separation between the remuneration levels payable to Local Government representatives in one category of Council from those payable, as a minimum, in the next highest category of Council. However, the Tribunal believes this adjustment will have little or no impact on the actual level of remuneration paid to Mayors, Deputy Mayors and Councillors.

The Tribunal also undertook a review of the Local Government categories it established on 2 December 2008, as well as the category to which each Council was assigned, pursuant to section 250AJ of the Act. As a result of that review the Tribunal determined to continue all Councils in the same category to which they had previously been assigned.

Our determinations on these matters are included in the enclosed Report and we commend them for your attention and further action. A summary of the Tribunal's determinations, together with a remuneration schedule as required by section 250AK(3) of the Act, is contained in Section 7.

Yours sincerely,



Deputy President Adrian Bloomfield
Chairperson



Helen Gluer
Member



Di McCauley
Member

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Electronic versions

This report and supporting information are available on the Local Government Remuneration Tribunal's website at <http://www.dip.qld.gov.au/remunerationtribunal>

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SECTION 1 - INTRODUCTION AND ROLE OF THE TRIBUNAL

Establishment of the Tribunal

The Local Government Remuneration Tribunal was established under section 250AA of the *Local Government Act 1993* (the Act). The Tribunal is required to make a determination by 1 December each year about the remuneration to be paid in the following year, commencing on 1 January, to Councillors including Mayors and Deputy Mayors, with the exception of Brisbane City Council. This Report has been prepared in accordance with section 250AP of the *Local Government Act 1993*.

The third Report prepared by the Tribunal, it contains certain information outlined in the Tribunal's 2007 and 2008 determinations to assist stakeholders who may be new to Local Government, but also to make the Report easier to read and to understand.

Her Excellency the Governor approved the appointment of Deputy President Adrian Bloomfield of the Queensland Industrial Relations Commission as Chairperson, Ms Helen Gluer, the Chief Executive Officer of Tarong Energy, and Mrs Di McCauley, former Local Government Reform Commissioner, former State Member for Callide, former Minister for Local Government and Planning and former Councillor of Banana Shire Council, as Members of the Tribunal on 25 October 2007.

For further information about the Tribunal, please visit the website <http://www.dip.qld.gov.au/remunerationtribunal>.

Functions of the Tribunal

The *Local Government Act 1993* states that the Tribunal is to:

- Determine categories of Local Government (section 250AH)
- Categorise Local Government according to the established categories (section 250AJ)
- Determine annual remuneration to be paid to Local Government Councillors (section 250AK)
- Provide an annual Report to the Minister about the categories and remuneration determined (section 250AP)
- Review the categories determined for local governments at least every four years (section 250AJ(3))
- Undertake other matters that the Minister may direct the Tribunal to perform (section 250AB(d)).

In exercising its functions, the Tribunal consults with many stakeholders. It considers responses which are made to its state-wide call for public submissions, and it also consults through face-to-face consultations with interested parties.

This year, the Tribunal received deputations from a number of Councils during the course of the Local Government Association of Queensland's Annual Conference in Brisbane in August and the Tribunal also travelled to the Central and Northern parts of the State and met with a number of Mayors, Councillors and senior executive staff in their local cities and towns. In total, the Tribunal met with 17 Councils, as recorded in Section 4 and in Appendix 1 of this Report.

Ten Local Government categories were established by the Tribunal when it made its first determination in 2007, as per section 250AH of the *Local Government Act 1993*. These categories were discussed with stakeholders during its 2009 consultation program. The stakeholders provided the Tribunal with feedback about the appropriateness of the Local Government categories applied to Councils, the criteria considered when establishing categories and any issues relating to their specific category as provided for in section 250AI of the *Local Government Act 1993* (see Figure 1 below).

The Tribunal also provided a submission template for interested parties to use should they wish to make a written or on-line submission. The template included questions relating to the categorisation of Local Governments and the level of remuneration determined for Councillors in each category of Council in 2008. Details about submissions received are contained in Section 4 of this Report. A list of all interested parties who made submissions in 2009 is contained in Appendix 2.

Figure 1

Section 250AI of the *Local Government Act 1993* (Criteria for establishing categories)

For establishing categories of local governments, the remuneration tribunal must have regard to the following criteria—

- (a) the size, and geographical and environmental terrain, of local government areas;
- (b) the populations of local government areas, including the areas' demographics, the spread of populations 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 remuneration tribunal considers relevant to the effectiveness, efficiency and sustainability of local governments;
- (g) other matters prescribed under a regulation.

Terms of reference of the Tribunal

The current Terms of Reference of the Tribunal have remained unaltered since the then Minister for Main Roads and Local Government, the Honourable Warren Pitt, provided them to the Tribunal on 25 October 2007. The Terms of Reference as set out in Figure 2 detail the legislative requirements concerning the Tribunal's functions, as well as certain matters the Tribunal is required to consider when making its determination about Councillor remuneration.

Figure 2

The terms of reference for the Local Government Remuneration Tribunal (the tribunal) comprise the following elements:

- 1 Purpose**
- 2 Composition and terms of appointment**
- 3 Functions**
- 4 Required considerations**
- 5 Recommended considerations**
- 6 Administrative support**

1 Purpose

The Tribunal is established to determine the level of remuneration paid to local government councillors, mayors and deputy-mayors in Queensland.

2 Composition and terms of appointment

- The tribunal consists of 3 members appointed by Governor-in-Council.
- Members must have extensive knowledge of and experience in one or more of the following:
 - Local government
 - Public administration
 - Law

- Public finance
- Industrial relations
- Community affairs
- Other knowledge and experience considered appropriate by Governor-in-Council.

- A member may be a commissioner under the *Industrial Relations Act 1999*.
- Members are appointed for up to three years.
- Members are eligible for reappointment.
- Members are entitled to remuneration and allowances decided by Governor-in-Council.
- A member who is also a commissioner under the *Industrial Relations Act 1999* is entitled to expenses associated with performing the functions of a tribunal member, but is not entitled to receive remuneration as a member of the tribunal.

3 Functions

The tribunal will:

- Undertake research and consult with local governments, organisations, communities and individuals including through inviting and considering submissions.
- Decide categories of local governments.
- Assign each local government to a category.
- Prepare annually, by 1 December, a remuneration schedule as required by the *Local Government Act 1993*.
- Review local government categories at least every 4 years.
- Consider submissions seeking a variation to the remuneration a councillor, mayor or deputy-mayor may be paid and if satisfied that, having regard to the exceptional circumstances that apply, may approve payment of a different remuneration amount.
- Produce a report on its decisions for the Minister which will be tabled in Parliament and made available to all Councils.

4 Required considerations

In determining the appropriate remuneration to be paid the tribunal will have regard to:

- the provisions of the *Local Government Act 1993* about councillor entitlements and responsibilities.
- community expectations about what is appropriate remuneration.

In deciding categories of local governments the tribunal will have regard to the following criteria:

- the populations of local government areas, including the areas' demographics, the spread of populations serviced by the local governments and the extent of the services the local governments provide;
- the size of local governments and the workload associated with particular sizes, including whether councillors of the local governments hold office on a full-time or part-time basis;
- the diversity, including cultural diversity, of the local governments' communities;
- the extent of development of local government areas, including economic and community development, infrastructure and industry;
- the size, and geographical and environmental terrain, of local government areas;
- other matters the remuneration tribunal considers relevant to the effectiveness, efficiency and sustainability of local governments.

5 Recommended considerations

The tribunal, in making its determination, may have regard to:

- The capacity for Councils to pay the remuneration.
- The additional duties undertaken by councillors, for example chairperson or member of a standing or special committee.
- Departmental guidelines for expenses reimbursement policy.
- The legislative framework relevant to local governments.

- The impact of other legislation on remuneration, for example taxation legislation.
- State, national and international best practice in the provision of remuneration in comparable public sector organisations.
- The required levels of public sector accountability in making its determination.

6 Administrative support

The Department of Infrastructure and Planning provides secretariat support for the tribunal as set out in a work performance arrangement agreed to by the Director-General and the Tribunal.

SECTION 2 - LOCAL GOVERNMENT STRUCTURE

Role of Local Government

The role of Local Government is legislated under section 20 of the *Local Government Act 2009* (see Figure 3 below). The Tribunal recognises that Local Government law-making and executive roles impact on Councillors in that they are responsible for ensuring the structure and strategic direction of Council meets legislative obligations.

Approximately half of Local Government comprises newly established Councils which were formed on 15 March 2008 when the most recent Local Government elections were held. The Tribunal notes that Councils are currently required to conduct major reviews of local laws by 31 December 2010 and this may impact on the law-making and executive roles that Councillors currently undertake.

Figure 3

Section 20 of the *Local Government Act 1993* (Roles of local government)

In exercising its jurisdiction of local government, a local government has—

- (a) a law-making role for local laws; and
- (b) an executive role for—
 - (i) adoption and implementation of policy; and
 - (ii) administration of local government; and
 - (iii) enforcement of its local laws.

The Tribunal also notes that the *Local Government Act 2009* which was passed in Parliament on 12 June 2009, and which has yet to come into effect, includes amendments to the legislated role of Local Government. The Tribunal understands that the Act includes provisions which ensure a more sustainable and accountable financial, strategic planning, performance and reporting regime.

The Tribunal also understands that the terms of the Act simplify the manner in which Local Government is to conduct its role, such as its law making role. In the original Terms of Reference to the Tribunal, the then Minister asked the Tribunal to consider the legislative framework supporting Local Government. However, as the *Local Government Act 2009* is yet to come into effect, the Tribunal can only consider the current legislated role of Local Government in making its 2009 determination.

Structural Reform of Local Government

The strategic plan of the Department of Infrastructure and Planning (the Department) includes the objective of shaping and supporting an efficient, effective and sustainable Local Government system.

Most notably, the Department has developed a new suite of Local Government legislation including the new *Local Government Act 2009* which, when assented to, will replace the Local Government Remuneration Tribunal with a new Local Government Remuneration and Discipline Tribunal.

Additionally, the Department is implementing a consistent sustainability and reporting framework for Councils. Stage One of the new Statewide performance measurement and reporting framework has commenced and is focussed on asset management plans, community engagement, governance arrangements and long-term financial planning.

As part of this initiative, the Department is developing a range of capacity building programs for Councils. A series of financial management master classes has been conducted for local Councils to help Mayors and Councillors understand their statutory roles and obligations in relation to community planning and managing Council finances.

Capacity building of Indigenous Councils is being implemented through a program delivered by the Indigenous Council Taskforce. The eight strategies under the program, aimed at strengthening local government capability, are being delivered through a range of partnerships with clients, stakeholders and local government professionals. The immediate goal of the program is to improve Councils' capacity with regard to financial management and assist with the completion of financial statements. The taskforce

visited 15 mainland Indigenous Councils between July and September 2009, resulting in 14 Indigenous Councils meeting the statutory deadline of 15 September 2009, compared with only two in the previous year. Where blockages are identified, and specific action planning and supports are required, it is expected that taskforce members will provide guidance, coaching and support to the Chief Executive Officer and Council staff to implement innovative solutions.

Indigenous Councils and Local Government Reform

In January 2005, Aboriginal Councils that were formerly established under the *Community Services (Aborigines) Act 1984* started the transition to full Shire Council status under the *Local Government (Community Government Areas) Act 2004* and began a new and exciting era for the governance of Queensland's Aboriginal communities. Seventeen (17) Torres Strait Island Councils remained under the *Community Services (Torres Strait) Act 1984*.

In 2007, a Departmental review of the governance arrangements for the 15 Aboriginal Shire and 17 Torres Strait Island Councils, respectively, was undertaken as part of the wider review of Queensland's local government structure.

As a result of the Local Government Reform Commission's recommendations, three Aboriginal Shires in the northern peninsula area (New Mapoon, Injinoo and Umagico) amalgamated with two other Councils (Bamaga and Seisia) to form the Northern Peninsula Area Regional Council (NPARC).

The remaining 15 Island Councils in the Torres Strait amalgamated to form the Torres Strait Island Regional Council (TSIRC). The first election for the newly formed Council was in March 2008.

The governance reforms facilitated increased accountability and sustainability, improved decision-making and efficient service delivery, while maintaining cultural identity and representation for the Torres Strait Island and northern peninsula area communities.

The Tribunal is committed to supporting Queensland's Aboriginal Shires and the two Indigenous Regional Councils, (the Northern Peninsula Area Regional Council and Torres Strait Island Regional Council) in their transition to new and improved governance models by ensuring the remuneration and category of Council is established at an appropriate level to reflect the duties and responsibilities of Mayors, Deputy Mayors and Councillors in those Councils.

The Tribunal also notes that NPARC and TSIRC Councillors have specific responsibilities in relation to managing trust land in their communities. The NPARC and TSIRC (like other Indigenous Councils) have a dual role as a Council and as a trustee for multiple Deeds of Grant in Trust (DOGITs). Trusteeship of land held as DOGITs by the former Aboriginal, Community, Island or Shire Councils, respectively, was transferred to the NPARC and TSIRC and continues to be held and managed by them as separate trusts.

For more information about the roles and responsibilities of Councillors in Indigenous Councils see Section 6 of the Tribunal's 2008 Report.

SECTION 3 - LEGAL RESPONSIBILITIES OF A COUNCILLOR

Overarching Principles

A local government is a separate legal entity constituted by its Councillors. As such the *Local Government Act 1993* gives Councils autonomy in how they make decisions and deliver services.

In accordance with section 250AK(4)(a) of the *Local Government Act 1993*, the Tribunal is to have regard to the responsibilities of Councillors in setting remuneration levels. As with the current legislation, the *Local Government Act 2009*, which is yet to commence, includes a legislative framework for the Councillor role. The new Act provides clearer expectations in terms of Mayor and Councillor roles, responsibilities and powers. It also requires Councillors to comply with five main principles to achieve accountable and transparent decision-making within Local Government. However, because the new provisions in the 2009 Act had not come into effect at the time of making its 2009 determination, the Tribunal has based its determination on the current legal responsibilities of a Councillor, as provided for under the *Local Government Act 1993*.

Councils are accountable to the local community and the actions of individual Councillors and Councils as a whole are open to public scrutiny. The role of a Local Government Councillor is legislatively provided for in section 229 of the *Local Government Act 1993* (see Figure 4 below). The Tribunal notes that a Councillor's primary role is to represent the Local Government area and determine an appropriate level of services and infrastructure for that area.

When Councillors make decisions they do so on behalf of the communities they represent. In exercising their roles, Councillors must consider and balance many competing community interests and points of view and must demonstrate strategic planning capability in the best interests of their community.

Councillors' Workload

The Tribunal notes that section 229 of the *Local Government Act 1993* provides that a Councillor must represent the overall public interest of the Local Government area, and if the Councillor is elected to a Local Government which has a divisional structure, is to also represent the public interests of the division assigned to the Councillor. During discussions with Councils in the 2009 consultation process, the Tribunal noted again that while some Councils are divided in a formal sense, those Councillors elected to a division are very conscious of the need to represent the whole of the Local Government area rather than just focus on their particular division.

Through the consultation process, many of the Councillors of amalgamated Councils indicated to the Tribunal that their workload had increased substantially due to the increased size of their Local Government area and the reduction in the number of Councillors servicing that area. The Tribunal also found that some Councillors are attempting to maintain the same level of contact with constituents as had occurred pre amalgamation, when there was a larger number of Councillors available to serve constituents.

As recorded in 2008, the Tribunal is concerned that some Councillors are still experiencing difficulty in balancing priorities and are concentrating on extraneous matters, which are impacting on the ability of a number of Councils to set their strategic direction. This concern was voiced informally to several Councils during the consultation process.

Figure 4

Section 229 of the *Local Government Act 1993* (Councillors' role)

- (1) A local government councillor—
- a) represents the overall public interest of the local government's area and, if the councillor is a councillor for a division of the area, also represents the public interest of the division; and
 - b) takes part in deciding the facilities, services and enterprises that are appropriate for the area; and
 - c) takes part in formulating, adopting and reviewing -

- i) the local government's corporate plan and operational plans; and
 - ii) the policies and goals of the local government; and
- d) takes part in making decisions for achieving the goals and implementing the policies of the local government.
- (2) In performing the role, a councillor—
- a) must serve the overall public interest of the area and, if the councillor is a councillor for a division, the public interest of the division; and
 - b) if conflict arises between the public interest and the private interest of the councillor or another person—must give preference to the public interest.
- (3) A councillor must ensure there is no conflict, or possible conflict, between the councillor's private interest and the honest performance of the councillor's role of serving the public interest

Section 231 of the *Local Government Act 1993* (Additional roles of mayor)

- (1) The mayor of a local government—
- a) presides at, and is responsible for, the orderly conduct of meetings of the local government at which the mayor is present; and
 - b) ensures the carrying out of the local government's decisions; and
 - c) exercises the powers, and performs the duties, given to the mayor by the local government; and
 - d) ensures the appropriate representation of the local government at civic or ceremonial functions.
- (2) In performing the role mentioned in subsection (1)(b), the mayor may identify to the chief executive officer of the local government the officer's duty in carrying out policies and decisions of the local government.

Role of a Mayor

The additional role of Mayors is provided for in section 231 of the *Local Government Act 1993* (see Figure 4 above). As reported previously, the Tribunal notes that the Mayor's role carries with it a greater responsibility for the way in which a Local Government conducts its business and achieves its goals. The Mayor's role also has a ceremonial responsibility which, in the Tribunal's opinion, was found to be more prominent for Mayors in some regions than others due to the history, customs and culture of various Local Government areas. Through the 2009 consultation process there has been no new information provided to the Tribunal to cause it to change its view in this regard.

In a number of cases, the Mayor has had to lead the development and implementation of new approaches and strategies of Council to meet community expectations under a new structure with different, and often competing, resources.

The Tribunal also notes that many Mayors are inundated with invitations to represent the Council at civic or ceremonial functions, so much so that Mayors are delegating these invitations to other Councillors to attend, which then impacts on the workload of those Councillors.

Accountability and transparency of a Councillor's role

The *Local Government Act 1993*, and most Councils' Codes of Conduct, specify the level of accountability and transparency that is to be achieved by Councillors. The Tribunal recognises that, in undertaking their role, a Councillor has a responsibility to ensure accountability and transparency is achieved.

The Tribunal once again notes that Councillors' workload includes activities to ensure a high level of accountability and transparency. Such activities include: amalgamated Councils holding ordinary meetings in different regions within the Local Government area; providing written reports to the community about Council decisions; and, arranging public forums to seek input from, or to consult with, ratepayers on various community issues.

In considering the role of Councillors, the Tribunal also considered section 230 of the *Local Government Act 1993* (refer *Figure 5*). This legislative provision outlines what a Councillor cannot do. It is clear from the legislation that a Councillor is not to be involved in the day-to-day operations and management decisions of a local government. The Tribunal recognises that in undertaking their role a Councillor has additional responsibilities, compared to normal persons in business or a vocation, to ensure accountability and transparency is achieved.

Figure 5

Section 230 (Limitations on Councillors' roles) of the *Local Government Act 1993*

- (1) A councillor who is not the mayor must not assume any part of the mayor's role without the mayor's prior approval.
- (2) A councillor cannot direct, and must not attempt to direct, an employee of the local government about the way in which the employee's duties are to be performed.
- (3) Subsection (4) applies if a councillor directs, purports to direct or attempts to direct, an employee of the local government, or another person otherwise engaged to provide services to the local government, about the way the employee or other person is to perform a relevant duty.
- (4) The councillor commits an offence.

Maximum penalty—85 penalty units.

- (5) In this section—

relevant duty means the duty of giving the local government a recommendation or advice about—

- (a) the grant of a licence, permit or approval, however named, under an Act or under a local law of the local government; or
- (b) the grant of a concession, rebate or waiver in relation to an amount owed to the local government; or
- (c) the local government entering into a contract under chapter 6, part 3; or
- (d) disposing of land or a non-current asset; or
- (e) allocating any of the local government's resources for carrying out local government programs or projects.

resources of the local government, means staff, funds, plant and equipment of the local government.

Full-time versus part-time capacity of Councillors

Pursuant to section 250A(c) of the *Local Government Act 1993*, the Tribunal is required to consider whether Councillors hold office on a full-time or part-time basis. The Tribunal has previously noted in its Reports that the *Local Government Act 1993* is silent about the matter. It has also previously indicated that meeting all of the legislative requirements a Councillor is required to observe may not necessarily make the Councillor's role a full-time one. However, a Councillor's role includes underlying work such as meeting preparation and research, conducting inspections, receiving deputations, and so on, that may move the role into a full-time capacity for a number of Councillors.

Once again during this year's consultation process with Councils it has been established that virtually every Councillor elected to a category 6, 7, 8 or 9 level Council is working in their role on a full-time basis. Depending on the Council concerned, and the nature of issues before individual Councils at any given point in time, a number of Councillors in category 5 Councils are also either working full-time or very near to full-time (greater than 80%) on Council-related activities. Once again, this level of involvement accords with the Tribunal's assessment when it originally established remuneration levels for each category of Council in 2007.

As previously reported, time being spent by Councillors in Councils categorised in the Special Category of Councils or at levels 1, 2, 3 and 4, respectively, varies from Council to Council, and often depends upon the amount of time each Councillor is prepared (or is able) to devote to their role, or feels that they have to devote in order to meet community expectations. For Councillors in Councils categorised at levels 3 and 4 the time commitment averages 2-3 days a week, although this is usually (but not always) spread unevenly across the week. For Mayors the time commitment is considerably more, in some cases causing the role to virtually become full-time. Once again, this accords with the Tribunal's expectations.

Many times during the consultation process, and during various other discussions held with Councillors in all categories, the Tribunal was advised by Councillors that they can still be contacted at all times of the day and night by constituents. The Tribunal is aware that even if their workload may not require them to work full time, performing the role of a Mayor, Deputy Mayor or Councillor requires a full-time commitment.

Irrespective of the category of Council concerned, the amount of time an individual Councillor spends on Council-related duties is a matter for that Councillor to decide in consultation with the Mayor and/or other Councillors.

SECTION 4 - CONSULTATION PROCESS

Meetings and Deputations

Pursuant to section 250AN(2) of the *Local Government Act 1993*, the Tribunal may consult with persons or parties it deems appropriate. During 2008, the Tribunal increased its level of consultations substantially from the previous year when it met with 33 Councils. This year, nine Councils met with the Tribunal at the 113th Local Government Association of Queensland Annual Conference in August 2009 in Brisbane. This is a decrease compared to last year when 18 Councils met with the Tribunal. This year representatives from the following Councils met with the Tribunal during the LGAQ Conference this year:

- Banana Shire Council
- Central Highlands Regional Council
- Maranoa Regional Council
- Moreton Bay Regional Council
- Somerset Regional Council
- Torres Shire Council
- Western Downs Regional Council
- Winton Shire Council
- Yarrabah Aboriginal Shire Council

Visitations

In its mission to gain a clearer understanding of the nature and range of issues facing Local Government Councillors and Mayors, the Tribunal travelled to a number of different areas and regions during its 2009 consultation program, this year focusing mainly on Central Queensland. Those Councils visited by the Tribunal are as follows:

- Burdekin Shire Council
- Central Highlands Regional Council
- Isaac Regional Council
- Mackay Regional Council
- Rockhampton Regional Council
- Toowoomba Regional Council
- Townsville City Council
- Whitsunday Regional Council
- Woorabinda Aboriginal Shire Council

Visits and inspections to these regions provided the Tribunal with the opportunity to engage with local Government representatives, to experience the Local Government area being managed by each Council, and to view first hand the various issues being dealt with by Councils.

The Tribunal would like to extend its thanks to those Councils that it met with for their time in meeting with and showing their Local Government area to the Tribunal. The face to face meetings in regions provided the Tribunal with a valuable and important insight into the running of the Councils and presented the Tribunal with an opportunity to obtain additional feedback that may not have been apparent in written submissions or during deputations in this or previous years.

Submissions

In accordance with section 250AN(3) of the Act, it is an obligatory function of the Tribunal to invite submissions about Councillor remuneration and Council categories from members of Local Governments, members of the public and interested bodies and persons. The Tribunal called for submissions through public notices published in major newspapers Statewide at the beginning of August 2009. Invitations were also distributed to delegates attending the 113th Local Government Association of Queensland Annual Conference.

The public notices advised how interested parties could make a submission to the Tribunal, either by completing an on-line form, faxing, emailing, telephoning or posting a submission. The closing date for submissions was Wednesday, 30 September 2009.

To further assist interested parties in making a submission to the Tribunal, a website was developed (<http://www.dip.qld.gov.au/remunerationtribunal>) that provides details about the Tribunal, its membership, role and functions and its consultation process.

Of the 45 submissions the Tribunal received in 2009, one was made by the Local Government Association of Queensland, 39 were made by members of the public, and five were made by Local Government stakeholders. The 45 submissions received this year is a significant reduction compared to the 144 the Tribunal received in its first year and the 61 received in 2008. However, the Tribunal notes that since its first determination it has held a significant number of face to face meetings with Local Government stakeholders and representatives in the form of deputations and/or visits, where stakeholders availed themselves of the opportunity to provide a verbal submission to the Tribunal rather than prepare a written one. Also, many Councils and Councillors have contacted the Tribunal's secretariat directly with arising issues during 2009. In addition, many issues canvassed by interested stakeholders have been addressed by the Tribunal in either its 2007 or 2008 Reports.

Further, the Tribunal believes that many interested parties were motivated to write a submission especially in the initial stages of the Tribunal's establishment because it was the first time an independent body had set remuneration levels for Councillors, Mayors and Deputy Mayors. Many of those who prepared a submission in previous years may not have deemed it necessary to write a follow-up submission because the matters raised in the first instance had been considered and dealt with by the Tribunal.

The Tribunal also noted that many submissions this year were written at around the same time as an article about Councillor remuneration levels appeared in local newspapers or on local television or radio stations. In this respect, the Chairperson gave approximately five - six media interviews with a variety of outlets including: Courier Mail, Sunday Mail, Toowoomba Chronicle, ABC Radio Mackay, ABC Radio Toowoomba. In the course of these interviews the Chairperson encouraged local ratepayers to forward a submission to the Tribunal. This explains why submissions from one area or another tended to be written at about the same time.

Details of the 45 submissions received by the Tribunal this year, and their date of receipt, are contained in Appendix 2.

SECTION 5 - ISSUES RAISED WITH THE TRIBUNAL DURING CONSULTATIONS

Different workloads, but the same remuneration, for different Councillors

A number of Councillors with whom the Tribunal met raised their concern that the Tribunal had not established differential rates of remuneration to recognise the additional workload and other responsibilities of Councillors who, for example, took on the role of chairperson of a committee or portfolio of Council. In this respect, it was argued that the remuneration of Councillors who undertook additional workloads should be higher than those who did not.

The Tribunal has previously discussed this issue (see page 22-23 of its 2008 Report) when it stated:

"... the Tribunal has (again) elected not to specify any additional level of remuneration to be paid to persons who might be appointed to a committee or to the role of chairperson of a committee or portfolio.

Rather, the Tribunal remains of the view that the best place at which any decision might be taken to differentiate the remuneration levels of committee members and/or chairpersons is by discussion in each Council, when the particular circumstances applicable to that Council can be considered. For example, the Tribunal is aware that within the Logan City Council and Gold Coast City Council, respectively, a decision has already been taken to provide different levels of remuneration for chairpersons of committees/portfolios compared to the remuneration level paid to those members of Council who do not hold such a role. The Tribunal believes that such distinction is appropriate given the particular circumstances of those two Councils.

In the Tribunal's view, individual Councils are best placed to understand, and to quantify, the different workload involved in chairpersonship and/or participation in different committees/portfolios within the overall structure determined by Council. If, as a result of such consideration, Council is of the view that different levels of remuneration are warranted between different members of Council, then it is in a better position to make that assessment than is this Tribunal. The minimum and maximum levels of remuneration established within each category provide ample scope for Councils to make this type of decision, if they so desire."

After considering the matter afresh, the Tribunal reaffirms the above statement. There is ample capacity within the maximum and minimum remuneration range for each category of Council established by the Tribunal to allow Councils to recognise the additional contribution that chairpersons of committees and portfolios might make.

Councils may need to review the remuneration levels they determine for Councillors who do not take on the same level of responsibilities as others. It has never been the Tribunal's view that all Councillors should be, or have to be, remunerated at the same level. The actual remuneration levels determined should reflect the responsibilities of individual Councillors, or groups of Councillors - as the case might be.

A more appropriate remuneration system to adopt, for those Councils concerned about this issue, is for each Councillor to be paid at, or near, the minimum amount of remuneration allowable, with committee or portfolio chairs to receive additional payments, up the maximum level of remuneration determined for the respective category of Council.

Hours of work of Councillors

A number of Councillors asked the Tribunal to quantify the hours they were expected to work to earn the level of remuneration determined for each category of Council. In response, the Tribunal informed those Councillors there was no specific minimum number of hours which the Tribunal expected individual Councillors to work in order to receive the particular level of remuneration determined.

As recorded in Section 3 of this Report, under the heading "Full-time versus part-time capacity of Councillors", the Tribunal has previously noted that virtually every Councillor elected to a Category 6, 7, 8 or 9 level Council is working in their role on a full-time basis. Depending on the issues involved in the Council at any given point in time, a number of Councillors in Category 5 Councils are also working full-time or very near to full-time.

The Tribunal records that while workloads within individual Councils might vary on a day to day basis, the level of remuneration which the Tribunal has determined for each category of Council recognises the 24/7 nature of the role of a Councillor or Mayor, as well as the nature and range of matters likely to be typically dealt with by Councillors in each of the 10 categories of Council determined by the Tribunal.

The levels of remuneration established are, in that sense, not calculated by reference to the actual time spent by Councillors on Council-related activities but, rather, established on a global basis taking into account the normal requirements involved in performing the role of Councillor as required under the *Local Government Act 1993*.

The Tribunal also recognises, and acknowledges, that some elected representatives will, for personal or other reasons, elect to devote more time to their role than others in that same Council, or category of Council. The Tribunal believes this is a matter of personal choice and notes that many Councillors choose to attend community-related activities in order to establish closer links with members of the community.

However, the Tribunal does not believe that attendance at a number of such gatherings is an essential requirement of performing the role of Councillor. Rather, attendance at such events often appears to be designed to increase the particular representative's chances of re-election at the next Council elections scheduled in 2012. For this reason, the Tribunal has declined to consider any representations from Councillors for increased remuneration based on the level of their attendance at these types of events and functions.

Continuation of the Amalgamation Loading

In its first (2007) Report the Tribunal decided to establish an "Amalgamation Loading" designed to reflect the additional workload expected to be managed by Councillors elected to amalgamated Councils at the Local Government elections held on 15 March 2008. This loading was initially established as a fixed monetary amount equivalent to a 10% loading calculated by reference to the mid-point of the salary range determined for each category of Council. The loading was to be progressively phased out over the four year term of each elected representative in accordance with a schedule published in the Tribunal's 2007 and 2008 Reports, respectively.

The net effect of the amalgamation loading is that Councillors elected to amalgamated Councils at the 15 March 2008 Local Government elections will receive an additional payment of approximately 5% over the duration of their term compared to Councillors in equivalent sized Councils which had not been subject to amalgamation.

In anticipation that Councillors would receive regular adjustments to their levels of remuneration from 1 July each year, based on movements in the base rate payable to a Member of the State Legislative Assembly (MLA), the Tribunal also established that the annual reduction in the amalgamation loading (of approximately 2.25% of total remuneration levels on each occasion) would coincide with this expected increase, thereby not adversely impacting upon Councillors' total remuneration levels.

During the course of this year's consultations, a number of Councillors expressed their concern that because of the "freeze" on Commonwealth and State Parliamentarians' salaries, Councillors had suffered an actual reduction in their remuneration levels on 1 July 2009 when the first reduction in the amalgamation loading took effect. Given this development, a number of Councillors asked the Tribunal to consider continuing the initial amalgamation loading (of 10%) for an additional 12 months before reducing it (to 7.5%).

A number of other Councillors argued that the additional workload associated with "bedding down" the amalgamation process justified a higher level of amalgamation loading than the Tribunal had initially determined or, as an alternative, continuation of the loading beyond the 4 year period the Tribunal had decided.

The Tribunal has given serious consideration to all of the arguments presented by Councillors who raised this topic. However, the Tribunal has decided not to change its initial decision on the quantum of loading established nor the period, and the manner, of its phase out.

A number of Councils which were affected by amalgamation have, with the obvious assistance of their respective Chief Executive Officers and full-time Council staff, managed to achieve significant progress in addressing, and resolving, the multitude of issues arising out of amalgamation. However, a number of other Councils, for whatever reason, have not managed to achieve the same level of success. Indeed, several Councils informed the Tribunal that they did not expect the amalgamation process to be fully bedded down prior to the next Local Government elections, scheduled to be held in 2012.

Given the fact that:

- all Councillors in Councils affected by amalgamation decided to stand for election on the basis that that issue was well and truly before them, and
- the Tribunal had published proposed remuneration levels for each category of Council (including the level of the amalgamation loading) prior to such persons deciding to stand for election,

the Tribunal does not believe it would be appropriate to adjust the amalgamation loading, or the period of its operation, to provide extra remuneration to those who have not been as successful as others in dealing with issues arising from amalgamation.

Equally, the fact there has been a freeze on Commonwealth and State Parliamentarians salaries, which has caused the loss of the first increment of the amalgamation loading to result in an actual reduction in remuneration for some Councillors, is insufficient reason to review the method of operation and phase out of the loading. The initial reasons for its introduction, and the logic behind its progressive phase out, remain as valid now as they were in 2007 when the loading was determined.

The amalgamation loadings payable to Mayors, Deputy Mayors and Councillors in the relevant Councils (see Figure 7 below) are set out in Figure 6.

Figure 6

Amalgamation loading per annum (rounded to nearest \$10)

Category of Council	Councillor Level	1 July 2009 to 30 June 2010	1 July 2010 to 30 June 2011	1 July 2011 to March 2012
Special Category	Mayor	\$5,690	\$3,800	\$1,900
	Deputy Mayor	\$3,440	\$2,300	\$1,150
	Councillor	\$2,370	\$1,580	\$790
Category 1	Mayor	\$3,800	\$2,530	\$1,270
	Deputy Mayor	\$1,660	\$1,110	\$550
	Councillor	\$1,190	\$790	\$400
Category 2	Mayor	\$4,750	\$3,170	\$1,580
	Deputy Mayor	\$2,370	\$1,580	\$790
	Councillor	\$1,900	\$1,270	\$630
Category 3	Mayor	\$5,690	\$3,800	\$1,900
	Deputy Mayor	\$3,440	\$2,300	\$1,150
	Councillor	\$2,850	\$1,900	\$950
Category 4	Mayor	\$6,890	\$4,590	\$2,300
	Deputy Mayor	\$4,630	\$3,090	\$1,540
	Councillor	\$3,920	\$2,610	\$1,310
Category 5	Mayor	\$8,300	\$5,540	\$2,770
	Deputy Mayor	\$5,810	\$3,880	\$1,940
	Councillor	\$5,100	\$3,400	\$1,700

Category of Council	Councillor Level	1 July 2009 to 30 June 2010	1 July 2010 to 30 June 2011	1 July 2011 to March 2012
Category 6	Mayor	\$9,730	\$6,490	\$3,240
	Deputy Mayor	\$6,890	\$4,590	\$2,300
	Councillor	\$6,170	\$4,120	\$2,060
Category 7	Mayor	\$11,390	\$7,600	\$3,800
	Deputy Mayor	\$7,950	\$5,300	\$2,650
	Councillor	\$7,120	\$4,750	\$2,370
Category 8	Mayor	\$13,050	\$8,700	\$4,350
	Deputy Mayor	\$9,020	\$6,010	\$3,010
	Councillor	\$7,950	\$5,300	\$2,650
Category 9	Mayor	No amalgamation loading payable.		
	Deputy Mayor			
	Councillor			

Those Councils where the amalgamation loading is to apply are identified in Figure 7 below.

Figure 7

Councils affected by amalgamation, to which the amalgamation loading applies

Local Government Area	
Banana Shire Council	Maranoa Regional Council
Barcaldine Regional Council	Moreton Bay Regional Council
Blackall-Tambo Regional Council	North Burnett Regional Council
Bundaberg Regional Council	Northern Peninsula Area Regional Council
Cairns Regional Council	Rockhampton Regional Council
Cassowary Coast Regional Council	Scenic Rim Regional Council
Central Highlands Regional Council	Somerset Regional Council
Charters Towers Regional Council	South Burnett Regional Council
Fraser Coast Regional Council	Southern Downs Regional Council
Gladstone Regional Council	Sunshine Coast Regional Council
Goondiwindi Regional Council	Tablelands Regional Council
Gympie Regional Council	Toowoomba Regional Council
Isaac Regional Council	Torres Strait Island Regional Council
Lockyer Valley Regional Council	Townsville City Council
Logan City Council	Western Downs Regional Council
Longreach Regional Council	Whitsunday Regional Council
Mackay Regional Council	

Remuneration range versus a single rate

Several Councils invited the Tribunal to discontinue its current practice of establishing a remuneration range for Mayors, Deputy Mayors and Councillors in each category of Council determined by the Tribunal. Instead, such Councils asked the Tribunal to establish a single rate payable to the relevant Local Government representatives in each of the 10 categories established in 2007. One Council asked the Tribunal to determine a "default" position, where the remuneration payable to elected representatives would automatically become the midpoint of the range determined by the Tribunal if the Council elected to adopt that option instead of establishing some other remuneration level within the range determined.

The Tribunal has considered these submissions but has decided to reject them. The vast bulk of Councils continued to demonstrate their support for the concept of a remuneration range through either their express comments to the Tribunal or through the resolutions they have passed pursuant to section 236A of the *Local Government Act 1993*.

The decisions of individual Councils to determine remuneration levels at different points within the remuneration range decided by the Tribunal, in order to reflect local circumstances (including the different roles being performed by different Councillors as chairpersons of committees and the like), is readily demonstrated in Appendices 6, 7 and 8. These Appendices record the minimum and maximum remuneration levels determined by the Tribunal in each category, the minimum and maximum amounts currently adopted by Councils and the average remuneration level, in each category, as decided by Councils.

Lack of separation in remuneration ranges

Several Councillors queried the Tribunal's practice of establishing remuneration ranges where the maximum remuneration level of one category of Council was equal to the minimum level of remuneration of the next category of Council. In raising this point, the Councillors concerned were not being critical but merely expressed their belief there should be some separation between the remuneration levels involved to show a clear separation between each category of Council.

The Tribunal has considered this point and believes it has merit. Accordingly, in order to establish a clear separation between each category of Council, the Tribunal has decided to increase the minimum level in the remuneration range for Councils categorised at levels 2 - 9 inclusive by 2.5% of the base rate payable to an MLA.

In practical terms, this adjustment is essentially a cosmetic one and will have little, or no, impact on the actual remuneration levels payable to Mayors, Deputy Mayors and Councillors.

Commonwealth Remuneration Tribunal Deliberations

On 24 September 2009 the Commonwealth Remuneration Tribunal released a statement in connection with its 2009 Review of Remuneration for Holders of Public Office, most notably Members of the House of Representatives (MHRs).

The Commonwealth Remuneration Tribunal determined an adjustment of 3.0% with effect from 1 October 2009. In the course its determination, the Commonwealth Remuneration Tribunal observed:

"By Government decision, parliamentarians have demonstrated a greater level of restraint than most wage and salary earners. Parliamentarians' remuneration remains at the level set, by regulation, as at 1 July 2007. The remuneration of ministers and parliamentary office holders also remains frozen at 1 July 2007 levels, notwithstanding the continued increases in the remuneration of the SES employees with whom ministers work."

Adopting a cautious approach to the issue, in light of the economic circumstances at the present time, the Commonwealth Remuneration Tribunal determined an adjustment of 3.0% from 1 October 2009 was appropriate. The Commonwealth Remuneration Tribunal also noted this was the equivalent to it having determined an annual increase of 2.25% with effect from 1 July 2009.

Following release of the above Review, the Local Government Association of Queensland Inc (LGAQ) wrote to the Tribunal supporting a 3% increase for Local Government elected members. In the course of its letter to the Tribunal LGAQ said:

"All governments have shown great restraint in not providing increases in previous determinations. However the result for Local Government has been that Local Government staff increases have significantly eroded pay parity between workers and elected members.

In some cases Councillor remuneration has actually reduced as the amalgamation loading decreased while remuneration remained static.

LGAQ is seeking the support of the tribunal to consider inclusion of the 3% in the December 2009 determination. If the State Government does not elect to take up the Commonwealth increase the tribunal should include the increase by adjusting the percentage of State MP salary so as to provide the same outcome."

The Tribunal understands that the Queensland Premier, in consultation with Cabinet, decided that, because of the need for economic restraint to be demonstrated by Queensland Parliamentarians, the decision of the Commonwealth Remuneration Tribunal to increase rates for Federal Parliamentarians would not flow to State MLAs as provided for in the *Parliament of Queensland Act 2001*.

This decision had a rebound effect on the remuneration levels of Local Government representatives on the basis of this Tribunal's previous decision to tie the remuneration levels of Local Government representatives to a predetermined (minimum and maximum) percentage of the rate payable to a Queensland MLA. As a result, unless the Tribunal determines otherwise, remuneration levels of Mayors, Deputy Mayors and Councillors within the 72 Councils under its jurisdiction will remain "frozen" at the levels first established by the Tribunal, effective 15 March 2008.

The Tribunal says more about this issue, and how it has decided to address it, in Section 7 of this Report.

Local Government Categories

The overwhelming feedback to the Tribunal was that virtually all Councillors agreed with the category to which the Tribunal had assigned their respective Council in its previous determinations. However, several Councillors invited the Tribunal to keep the category to which their Council was assigned under review to take account of population growth, increasing revenue and expenditure and changes to the other data contained in the Appendices to the Tribunal's 2007 Report.

As promised in last year's Report, the Tribunal has produced new economic and demographic data which closely replicates, in form and content, the original material considered by the Tribunal in 2007 when it first categorised all 72 Councils within its jurisdiction. This data is contained in Appendices 3, 4 and 5 of this Report. Regrettably, the lack of available data, or the inadequacy of published data, has prevented the Tribunal from including any data relating to the 17 Indigenous Councils. The Tribunal apologises for this omission.

After analysing this new data, the Tribunal has decided not to alter, on this occasion, the category of any Council. Nonetheless, the Tribunal records it will continue to monitor the data insofar as it relates to several (unnamed) Councils with a view to potentially altering the category of those Councils at some stage in the future.

In this regard, the Tribunal remains conscious of the fact that annual data, especially financial data, can create significant distortions in the relative position of one Council, *vis a vis* others, from year to year. (This can readily be seen in Appendix 5, which records the comparative ratings of Councils in a number of relevant areas considered by the Tribunal in 2007 and 2009. An unusual increase or decrease in grant or special purpose income can alter the relative ranking of an individual Council to a considerable degree). As such, the Tribunal does not wish to rely upon the statistical data in any one year to determine the category of any particular Council. Rather, the Tribunal intends to consider the relevant data over a period before making any decision about the appropriate categorisation of those Councils under current review, or any others which may come under future scrutiny.

Accordingly, the categories of Council determined by the Tribunal in 2008 will remain unchanged. The full list of Councils within the Tribunal's jurisdiction, and their category, is shown in Figure 8 below.

Figure 8
Category Allocations for Councils

Local Government Area after 15 March 2008	LGRT Category	Local Government Area after 15 March 2008	LGRT Category
Aurukun Shire Council	Special	Longreach Regional Council	2
Cherbourg Aboriginal Shire Council	Special	Murweh Shire Council	2
Cook Shire Council	Special	Banana Shire Council	3
Doomadgee Aboriginal Shire Council	Special	Burdekin Shire Council	3
Hope Vale Aboriginal Shire Council	Special	Charters Towers Regional Council	3
Kowanyama Aboriginal Shire Council	Special	Goondiwindi Regional Council	3
Lockhart River Aboriginal Shire Council	Special	Hinchinbrook Shire Council	3
Mapoon Aboriginal Shire Council	Special	Maranoa Regional Council	3
Mornington Shire Council	Special	North Burnett Regional Council	3
Napranum Aboriginal Shire Council	Special	Somerset Regional Council	3
Northern Peninsula Area Regional Council	Special	Cassowary Coast Regional Council	4
Palm Island Aboriginal Shire Council	Special	Central Highlands Regional Council	4
Porpuraaw Aboriginal Shire Council	Special	Isaac Regional Council	4
Torres Shire Council	Special	Lockyer Valley Regional Council	4
Torres Strait Island Regional Council	Special	Mount Isa City Council	4
Woorabinda Aboriginal Shire Council	Special	Scenic Rim Regional Council	4
Wujal Wujal Aboriginal Shire Council	Special	South Burnett Regional Council	4
Yarrabah Aboriginal Shire Council	Special	Southern Downs Regional Council	4
Barcoo Shire Council	1	Western Downs Regional Council	4
Blackall-Tambo Regional Council	1	Whitsunday Regional Council	4
Boulia Shire Council	1	Bundaberg Regional Council	5
Bulloo Shire Council	1	Fraser Coast Regional Council	5
Burke Shire Council	1	Gladstone Regional Council	5
Croydon Shire Council	1	Gympie Regional Council	5
Diamantina Shire Council	1	Tablelands Regional Council	5
Etheridge Shire Council	1	Cairns Regional Council	6
Flinders Shire Council	1	Mackay Regional Council	6
McKinlay Shire Council	1	Redland City Council	6
Paroo Shire Council	1	Rockhampton Regional Council	6
Quilpie Shire Council	1	Toowoomba Regional Council	6
Richmond Shire Council	1	Townsville City Council	6
Winton Shire Council	1	Ipswich City Council	7
Balonne Shire Council	2	Logan City Council	7
Barcaldine Regional Council	2	Moreton Bay Regional Council	8
Carpentaria Shire Council	2	Sunshine Coast Regional Council	8
Cloncurry Shire Council	2	Gold Coast City Council	9

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SECTION 6 – SECTION 250AL SUBMISSIONS

Section 250AL submissions received in 2009 by the Tribunal

The Tribunal received three submissions made under section 250AL of the *Local Government Act 1993* in 2009.

On 15 September 2009 the Tribunal approved a submission made by Ipswich City Council in relation to a payment to the Deputy Mayor. The Council submission related to a payment for the additional workload to the Deputy Mayor during temporary absences of the Mayor during the period 1 July to 30 September 2008.

Council indicated that in accordance with policies established prior to the establishment of the Tribunal in October 2007 it had paid the Deputy Mayor the same remuneration as the Mayor would have received during the period of his absence. Although Council had subsequently varied its policy, to reflect an announcement on the issue by the Tribunal's Chairman at the Local Government Association of Queensland's Annual Conference in September 2008, it was seeking approval from the Tribunal to formally approve the earlier payment which the Council reasonably believed it had the ability to make.

The Tribunal considered Ipswich City Council's section 250AL submission pursuant to section 250AL(3) of the *Local Government Act 1993* and resolved (pursuant to s. 250AL(4)) to allow the Council to pay the additional remuneration to the Deputy Mayor for the period indicated on the basis that:

"...the Tribunal did not make it clear until the LGAQ Conference in Cairns in September 2008 that remuneration levels determined for Deputy Mayors were designed to compensate them for the additional workload associated with performing the role of Mayor during periods of the Mayor's temporary absence."

The second submission was made by Banana Shire Council and requested the Tribunal to approve additional payments to compensate the Deputy Mayor and a Councillor who acted as the Mayor and Deputy Mayor respectively during the unscheduled absence of the Mayor from Council, for medical reasons, between 29 June 2009 and 14 August 2009, inclusive. The submission also mentioned that the Council had appointed an Acting Mayor and Acting Deputy Mayor during a period of leave of the Mayor during December 2008 and January 2009.

The Tribunal formally considered the request on 12 November 2009 and decided to approve the request as it related to the Mayor's absence for medical reasons. The Tribunal also noted that while it was not asked to consider the period of the Mayor's absence on leave, it would have refused any such request relating to that period had it been asked to make a decision.

In arriving at this conclusion the Tribunal reaffirmed its previous view that the rate of remuneration for Deputy Mayors is designed to compensate such persons for the time they might be required to act as Mayor during the Mayor's annual leave or other short term absence. In this respect, there was nothing exceptional about the Mayor's absence on leave for 5 weeks during December 2008 - January 2009.

The Mayor's absence on extended sick leave was quite a different matter. When it commenced, the period of the Mayor's absence was unknown. As it turned out it covered a period of 7 weeks, which the Tribunal believed warranted special consideration as it was outside the norm.

The third submission was made by the Torres Strait Island Regional Council (TSIRC). Council believed there were exceptional circumstances justifying an increase in the remuneration of the Mayor to \$135,000, the Deputy Mayor to \$75,000 and Councillors to \$65,000, in addition to the relevant amalgamation loading payable to those persons.

In its submission, the TSIRC indicated it was not an ordinary local government body in that it differed in many ways in both scale and diversity. The fact that the Council comprised 15 different communities on 14 different islands meant that essential services had to be replicated many times over. Individual communities were heavily reliant on the Local Government to provide basic services normally available in other mainland communities which required TSIRC to carry out a number of other government agency functions (both Commonwealth and State) to ensure that local residents were not disadvantaged.

Further, TSIRC indicated it is the only government administering an international treaty, with traditional movements between Papua New Guinea and 14 of its island communities. The same number of island communities are also within the restricted zone for quarantine and border control for Australia. As such, TSIRC had a greater monitoring responsibility than most Local Governments.

The submission went on to identify a number of other matters which were relied upon in support of the request for additional remuneration for the Mayor, Deputy Mayor and Councillors, including: that TSIRC was the largest social housing provider in the State with a housing stock in excess of 1,000 homes; that 14 of the 15 communities have had native title determined; and, the extensive Councillor involvement in community forum and land panel issues.

The Tribunal formally considered the TSIRC submission on 12 November 2009 and resolved to increase the remuneration level for the Mayor of the Regional Council to 85% of the rate payable to a Member of the Legislative Assembly (MLA), equating to \$107,580.00 per annum. This is the same as the maximum rate payable to a Mayor of a Category 4 Council.

In arriving at this quantum the Tribunal reflected on its visit to the Torres Strait Islands in September 2008 and its detailed discussions with the Mayor at that time about the extent and nature of his duties, including the time commitment associated with performing the role. The Tribunal decided that the Mayor's workload, and the particular requirements of the role, based on its locality and geography, is in excess of other Mayors of Councils in the Special Category of Councils and comparable to that of Mayors of Category 4 Councils.

The Tribunal also considered the fact that the Mayor does not receive any remuneration from the Torres Strait Regional Authority (TSRA), unlike all other Councillor elected to TSIRC and their automatic elevation to a representative role on that body by virtue of their election as one of the 15 island community representatives in the area covered by TSRA.

However, the Tribunal decided not to approve any additional remuneration for the Deputy Mayor or Councillors of TSIRC on the basis that the levels of remuneration previously determined for such persons adequately compensated them for the duties they are called upon to perform as well as the responsibilities they are required to assume.

SECTION 7 - THE TRIBUNAL'S DETERMINATIONS FOR 2009

Legislative Requirements

In accordance with section 250AK of the *Local Government Act 1993*, the Tribunal is to decide the remuneration which may be paid to Mayors, Deputy Mayors and Councillors in each category of Council determined. Relevantly, section 250AK provides:

Figure 9

250AK Deciding remuneration

- (1) The remuneration tribunal must, on or before 1 December in each year and for each category of local government, decide the remuneration that may be paid in the following year to—
 - a) a councillor, other than a mayor or deputy mayor, of a local government in the category; and
 - b) a mayor of a local government in the category; and
 - c) a deputy mayor of a local government in the category.
- (2) However, the remuneration decided under subsection (1) must not include any amount for expenses to be paid or facilities to be provided to a councillor of a local government under its expenses reimbursement policy.
- (2A) Also, the remuneration decided under subsection (1) must not include any contribution a local government makes for a councillor of the local government to a voluntary superannuation scheme for councillors established or taken part in by the local government under section 238.
- (3) The remuneration tribunal must prepare a schedule (the **remuneration schedule**) that lists the amounts decided under subsection (1) for each category of local government for the year to which it applies.
- (4) In making a decision under subsection (1), the remuneration tribunal must have regard to—
 - a) the provisions of this Act about entitlements and responsibilities of councillors of local governments; and
 - b) community expectations about what is appropriate remuneration in the circumstances.

Determination of Remuneration

The Tribunal has considered all of the written and verbal submissions made to it, including from members of the public, in relation to the remuneration levels it should determine for Mayors, Deputy Mayors and Councillors, respectively. In considering that material, the Tribunal notes that, with the exception of a small number of submissions from members of the general public, no one urged the Tribunal to move away from its policy of setting remuneration levels as a percentage of the level of remuneration paid to a Member of the Queensland Legislative Assembly.

Prior to the release by the Commonwealth Remuneration Tribunal of its "2009 Review of Remuneration for Holders of Public Office" on 24 September 2009, the rate payable to an MLA was \$126,560, an amount of \$500 less than that payable to a Member of the House of Representatives (MHR) (\$127,060). Following acceptance of the Commonwealth Remuneration Tribunal's decision by the Federal Government, the rate payable to an MHR moved to \$130,870. In the normal course of events, that would have resulted in an automatic increase in the rate payable to an MLA to \$130,370. However, as noted elsewhere in this Report, the Queensland Government decided to take steps to prevent the automatic flow on to State Parliamentarians of the decision of the Commonwealth Remuneration Tribunal.

As such, unless this Tribunal decides to review its previous decision to tie movements in the remuneration levels of Local Government representatives to movements in the salary payable to MLAs, the remuneration levels of Mayors, Deputy Mayors and Councillors will continue to remain frozen at 15 March 2008 levels.

After considering:

- the reasoning behind the Commonwealth Remuneration Tribunal's decision to increase salary levels for Federal Parliamentarians by 3.0% from 1 October 2009;
- the decision of the Queensland Government to prevent the automatic flow on of that decision to Queensland Parliamentarians;
- the submission of the Local Government Association of Queensland to increase the remuneration levels of Local Government representatives by 3.0%;
- the submissions from a number of Councils and individual Councillors to increase the remuneration levels of Local Government representatives by a modest amount;
- the submissions from members of the public in relation to the remuneration levels of local government representatives generally; and
- the current economic climate and the need for moderation in any decision the Tribunal might make,

the Tribunal has decided to replicate the decision of the Commonwealth Remuneration Tribunal and to determine a modest increase in the remuneration levels of Local Government representatives, in the amount of 3.0% from 1 January 2010.

To facilitate this, the Tribunal has decided to establish a notional "*reference rate*" at \$500 below the present salary payable to an MHR (in effect, 3.0% above the current salary payable to an MLA) and which is to be used to calculate, by reference to the previously determined percentages of the rate payable to an MLA, the remuneration levels for Mayors, Deputy Mayors and Councillors within each of the 72 Councils within its jurisdiction from 1 January 2010.

In deciding upon this course of action, at this time, the Tribunal stresses that it has not made any decision to abandon or otherwise depart from its aspirational objective of linking the remuneration levels of Local Government representatives to the salary levels of State MLAs. In this respect, the Tribunal clearly indicates that it will monitor any movements in the salary levels of MLAs and will adjust the amount of increase which it might determine for Local Government representatives in the future to, over time, restore the previously determined relativities between remuneration levels payable to Local Government representatives and to MLAs. Depending upon the quantum and timing of any increase in the remuneration levels of MLAs, this may take several years, or even longer.

This Tribunal has been given the statutory responsibility to determine appropriate remuneration levels for Mayors, Deputy Mayors and Councillors within its jurisdiction, taking into account the criteria it is required to consider under the relevant provisions of the *Local Government Act 1993*. In this respect, the decision of the Queensland Government to prevent a flow on of the Commonwealth Remuneration Tribunal's decision to State MLAs is but one factor the Tribunal is to consider in reaching its ultimate conclusion about remuneration of Local Government representatives as required by the Act. While influential, the decision of the Queensland Government should not limit, or otherwise restrict, the Tribunal's statutory responsibility to determine appropriate levels of remuneration which may be paid to Local Government representatives in this State.

In the end result, the Tribunal has concluded that, just like the Queensland Government, individual Councils and Councillors should be free to consider whether they will, or will not, increase remuneration levels to reflect the decision of this Tribunal. In other words, it will be up to individual Councils (just like the Queensland Government) to take into consideration such things as the current economic environment, the financial position of the Council concerned and the expectations of the local community when considering the remuneration levels to apply in their Council during 2010 (see the provisions of section 236A of the *Local Government Act 1993*).

Minimum remuneration levels in each category

As noted in Section 5, the Tribunal has decided to increase the minimum level of remuneration which may be paid to Mayors, Deputy Mayors and Councillors in each category by 2.5% of the rate payable to a State MLA.

This will create a clear separation between the remuneration levels payable to Local Government representatives in one category of Council from those payable, as a minimum, in the next highest category of Council. As previously noted, this adjustment will have little or no impact on the actual level of remuneration paid to Mayors, Deputy Mayors and Councillors.

To accommodate the Tribunal's decision to introduce a notional "*reference rate*" for the purposes of calculating actual remuneration levels during 2010, the Tribunal's earlier decision (see Section 5) that it would increase the minimum remuneration levels in each category of Council by 2.5% of the rate payable to a MLA needs to be altered to accommodate the above decision. This means that the 2.5% adjustment in the minimum amount which may be paid to each level of Local Government representative in each category of Council will be calculated using the "*reference rate*" (\$500 less than the base rate payable to a MHR at \$130,370), rather than the salary payable to an MLA.

Pro-rata payment

Should an elected representative hold a Councillor position for only part of a Councillor's term of office, then the annual remuneration rate and amalgamation loading (if applicable) that applies to that Councillor is to be paid on a pro-rata basis based on the length of time that the Councillor served in office in that calendar year.

Superannuation not to be included in the remuneration determined

Pursuant to section 250AK(2A) of the *Local Government Act 1993*, which became operative on 22 November 2007, the Tribunal is also not to include in its determination any voluntary contribution a Local Government may make for Councillor superannuation.

Accordingly, the level of superannuation payments made to a Mayor, Deputy Mayor or a Councillor is a matter to be determined by each individual Council having regard to relevant Commonwealth legislation and section 238 of the *Local Government Act 1993*, as is the issue of whether a particular member of Council may salary sacrifice such contributions (section 238A).

When are the new remuneration levels to take effect?

Pursuant to section 250AK(1) of the *Local Government Act 1993*, Councillor remuneration, including that of Mayors and Deputy Mayors, must be decided by the Tribunal by 1 December annually and is to apply in the following year. Under section 236A of the *Local Government Act 1993*, a Council may authorise payment of remuneration on and after 1 January of the year. However, a resolution must be made within two months after the remuneration schedule is published in the gazette under section 250AQ of the Act.

Remuneration Schedule

As required by sections 250AK(3) and 250AP(1)(c) of the *Local Government Act 1993* the Tribunal is to produce a remuneration schedule each year which records its determination. This schedule is appended as Schedule 1 to the Report.

Tabling and publication of this Report

The Minister for Local Government and Torres Strait Islander Partnerships is responsible for tabling this Report in the Queensland Legislative Assembly as soon as practicable, pursuant to section 250AQ(b) of the *Local Government Act 1993*.

The Minister is to also publish the categories of Local Government established by the Tribunal, the list of categories which have been assigned to Local Governments (see Figure 8), and the remuneration schedule as determined by the Tribunal (see Schedule 1), in the Queensland Government Gazette, pursuant to section 250AQ(a) of the Act.

**Schedule 1
Remuneration Schedule (to apply from 1 January 2010)**

Category	Councils assigned to category	(see Note 1)	Remuneration range determined			Remuneration range (p.a)			Amalgamation loading (p.a)		
			(% of "Reference Rate" of \$130,370) (see Note 2)			(in \$ rounded to nearest \$10) (see Notes 3 and 4)			(See Notes 1 and 4)		
									01/01/10	01/07/10	01/07/10
Special Category	Aurukun Shire Council		Mayor	35	-	70	\$45,630	-	\$91,260	\$5,690	\$3,800
	Cherbourg Aboriginal Shire Council		Deputy Mayor	15	-	42.5	\$19,560	-	\$55,410	\$3,440	\$2,300
	Cook Shire Council		Councillor	10	-	35	\$13,040	-	\$45,630	\$2,370	\$1,580
	Doomadgee Aboriginal Shire Council										
	Hope Vale Aboriginal Shire Council										
	Kowanyama Aboriginal Shire Council										
	Lockhart River Aboriginal Shire Council										
	Mapoon Aboriginal Shire Council										
	Morrington Shire Council										
	Napranum Aboriginal Shire Council										
	Northern Peninsula Area Regional Council		A								
	Palm Island Aboriginal Shire Council										
	Pompuraaw 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											

Remuneration Schedule (continued)

Category 1		Barcoo Shire Council		Mayor	35	-	45	\$45,630	-	\$58,670	\$3,800	\$2,530
	Blackall-Tambo Regional Council	A		Deputy Mayor	15	-	20	\$19,560	-	\$26,070	\$1,660	\$1,110
	Boulia Shire Council			Councillor	10	-	15	\$13,040	-	\$19,560	\$1,190	\$790
	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				Mayor	47.5	-	55	\$61,930	-	\$71,700	\$4,750	\$3,170
	Balonne Shire Council			Deputy Mayor	22.5	-	30	\$29,330	-	\$39,110	\$2,370	\$1,580
	Baraldine Regional Council	A		Councillor	17.5	-	25	\$22,810	-	\$32,590	\$1,900	\$1,270
	Carpentaria Shire Council											
	Cloncurry Shire Council											
	Longreach Regional Council	A										
	Murweh Shire Council											

Remuneration Schedule (continued)

Category	Councils assigned to category	(see Note 1)	Remuneration range determined (% of "Reference Rate" of \$130,370) (see Note 2)			Remuneration range (p.a) (in \$ rounded to nearest \$10) (see Notes 3 and 4)		Loading	
			Mayor	Deputy Mayor	Councillor	01/01/10	30/06/10	01/07/10	31/12/10
Category 3	Banana Shire Council	A	57.5	-	70	\$74,960	-	\$5,690	\$3,800
	Burdekin Shire Council		32.5	-	42.5	\$42,370	-	\$3,440	\$2,300
	Charters Towers Regional Council	A	27.5	-	35	\$35,850	-	\$2,850	\$1,900
	Goondiwindi Regional Council	A							
	Hinchinbrook Shire Council								
	Maranoa Regional Council	A							
	North Burnett Regional Council	A							
Somerset Regional Council	A								
Category 4	Cassowary Coast Regional Council	A	72.5	-	85	\$94,520	-	\$6,890	\$4,590
	Central Highlands Regional Council	A	45	-	55	\$58,670	-	\$4,630	\$3,090
	Isaac Regional Council	A	37.5	-	47.5	\$48,890	-	\$3,920	\$2,610
	Lockyer Valley Regional Council	A							
	Mount Isa City Council								
	Scenic Rim Regional Council	A							
	South Burnett Regional Council	A							
	Southern Downs Regional Council	A							
	Western Downs Regional Council	A							
	Whitsunday Regional Council	A							
Category 5	Bundaberg Regional Council	A	87.5	-	100	\$114,070	-	\$8,300	\$5,540
	Fraser Coast Regional Council	A	57.5	-	67.5	\$74,960	-	\$5,810	\$3,880
	Gladstone Regional Council	A	50	-	60	\$65,190	-	\$5,100	\$3,400
	Gympie Regional Council	A							
	Tablelands Regional Council	A							

Remuneration Schedule (continued)

Category 6	Cairns Regional Council	A	Mayor	102.5	-	115	\$133,630	-	\$149,930	\$9,730	\$6,490
	Mackay Regional Council	A	Deputy Mayor	70	-	77.5	\$91,260	-	\$101,040	\$6,890	\$4,590
	Redland City Council		Councillor	62.5	-	70	\$81,480	-	\$91,260	\$6,170	\$4,120
	Rockhampton Regional Council	A									
	Toowoomba Regional Council	A									
	Townsville City Council	A									
Category 7	Ipswich City Council		Mayor	117.5	-	130	\$153,180	-	\$169,480	\$11,390	\$7,600
	Logan City Council	A	Deputy Mayor	80	-	90	\$104,300	-	\$117,330	\$7,950	\$5,300
			Councillor	72.5	-	80	\$94,520	-	\$104,300	\$7,120	\$4,750
Category 8	Moreton Bay Regional Council	A	Mayor	132.5	-	145	\$172,740	-	\$189,040	\$13,050	\$8,700
	Sunshine Coast Regional Council	A	Deputy Mayor	92.5	-	100	\$120,590	-	\$130,370	\$9,020	\$6,010
			Councillor	82.5	-	87.5	\$107,560	-	\$114,070	\$7,950	\$5,300
Category 9	Gold Coast City Council		Mayor	147.5	-	160	\$192,300	-	\$208,590		No amalgamation loading payable
			Deputy Mayor	102.5	-	110	\$133,630	-	\$143,400		
			Councillor	90	-	95	\$117,330	-	\$123,850		

Note 1: Where 'A' appears this indicates that the Council is affected by amalgamation as at 15 March 2008. Mayors, Deputy Mayors and Councillors in such Councils are entitled to receive the (per annum) amalgamation loading shown from the dates recorded.

Note 2: The "Reference Rate" is a rate determined by the Tribunal in its 2009 Report (\$500 less than the base salary payable to a Member of the House of Representatives) to be used for the purpose of calculating remuneration levels for Mayors, Deputy Mayors and Councillors from 1 January 2010.

Note 3: The monetary amounts shown are per annum figures which apply from 1 January 2010. If the remuneration rate payable to a State MLA alters the monetary amounts shown may also increase. Whether the amount increases is to be determined by applying the percentages shown to the new MLA rate (and rounded to nearest \$10) instead of to the current "Reference Rate". If the amount so determined is higher than the amount recorded above it will increase to the higher amount from the same operative date. If the amount so determined is lower than that recorded above the amount prescribed above will continue to apply.

Note 4: 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.

Appendix 1 - List of Stakeholders who met with the Tribunal

Date	Name(s) and Role(s)	Council Represented
25 August 2009	Cr Robert Loughnan, Mayor	Maranoa Regional Council
25 August 2009	Cr Pedro Stephen, Mayor	Torres Shire Council
25 August 2009	Cr Ed Warren, Mayor Mr Greg Coulton, CEO	Winton Shire Council
25 August 2009	Cr Mick Cosgrove, Deputy Mayor Phil Berting, CEO	Western Downs Regional Council
26 August 2009	Cr John Hooper, Mayor Cr Vaughn Becker Mr Ray Geraghty, CEO	Banana Shire Council
26 August 2009	Cr Peter Maguire, Mayor Cr David Brimblecomb Cr Gail Nixon Cr Patti Schwarz	Central Highlands Regional Council
26 August 2009	Cr Brian Battersby Cr Mike Charlton	Moreton Bay Regional Council
26 August 2009	Cr Graeme Lehmann, Mayor Cr Neil Zabel	Somerset Regional Council
26 August 2009	Cr Anthony Fourmile Cr Bevan Walsh Mr Leon Yeatman, CEO	Yarrabah Aboriginal Shire Council
9 September 2009	Cr Paul Antonio Cr Bill Cahill Cr Anne Lasheen Cr Peter Marks Cr John McVeigh Cr Roslyn Scotney Cr Noel Strohfel Cr Mike Williams Mr Ken Gouldthorp, CEO Mr Murray Wright, Director Corporate Services Ms Angela O'Neil, Co-ordinator Council Business Mr Paul Currie, Executive Management Officer Mr Norm Garsden, Manager Governance and Administration	Toowoomba Regional Council

List of Stakeholders who met with the Tribunal (continued)

22 September 2009	Cr Bradley Carter, Mayor Cr Greg Belz Cr Graeme Brady Cr Sandra O'Brien Cr Rosemary Swadling Cr Tony Williams	Rockhampton Regional Council
22 September 2009	Mr George Frangos, Deputy CEO	Central Highlands Regional Council
22 September 2009	Cr Roderick Tobane, Mayor Cr Anthony Henry Cr Archie Sullivan Ms Dorothy Skinn, CEO	Woorabinda Aboriginal Shire Council
23 September 2009	Cr Roger Ferguson, Deputy Mayor Mr Mark Crawley, CEO	Isaac Regional Council
23 September 2009	Cr Col Meng, Mayor Cr Darryl Camilleri Cr Kevin Casey Cr George Christensen Cr Deirdre Comerford Cr Diane Hatfield Cr Karen May Cr Dave Perkins Cr Paul Steindl Cr Greg Thomsen Mr Peter Franks, CEO	Mackay Regional Council
24 September 2009	Cr Michael Bruncker, Mayor Cr Jan Clifford Cr Jen Whitney	Whitsunday Regional Council
24 September 2009	Cr Pierina Dalle Cort Cr Ross Lewis Cr Treena List Mr Ken Holt, CEO	Burdekin Shire Council
24 September 2009	Cr Les Tyrell, Mayor Cr Deanne Bell Cr Sue Blom Cr David Crisafulli Cr Brian Hewett Cr Jenny Hill Cr Jenny Lane Cr Natalie Marr Cr Vern Veitch	Townsville City Council

Appendix 2 - Submissions Received

Date Received	Person or Organisation	Council submission relates to
1 August 2009	Ms Jill Dumenil, Member of the Public	Gold Coast City Council
5 August 2009	Ms Joan Bennet, Member of the Public	Toowoomba Regional Council
5 August 2009	Ms Tania Steel, Member of the Public	Toowoomba Regional Council
5 August 2009	Mr Barry Finney, Member of the Public	Toowoomba Regional Council
5 August 2009	Ms Wendy Strofield, Member of the Public	Toowoomba Regional Council
6 August 2009	Mr Gordon Mann, Member of the Public	Toowoomba Regional Council
8 August 2009	Mr Brad Ezzy, Member of the Public	Toowoomba Regional Council
9 August 2009	Ms Helen White, Member of the Public	Toowoomba Regional Council
10 August 2009	Mr Alan Donovan, Member of the Public (telephone)	Toowoomba Regional Council
10 August 2009	Ms Maria Mann, Member of the Public	Toowoomba Regional Council
11 August 2009	Mr Michael Bryan, Member of the Public	All Councils
11 August 2009	Mrs Shauna Windsor, Member of the Public	Mackay Regional Council
11 August 2009	Ms Deborah Orr, Member of the Public	Mackay Regional Council
11 August 2009	Mrs Alele, Member of the Public	Townsville Regional Council
12 August 2009	Mr Colin Brighton, Member of the Public	Mackay Regional Council
13 August 2009	David & Vivienne Cornish, Member of the Public	Mackay Regional Council
13 August 2009	R.M White, Member of the Public	Toowoomba Regional Council
14 August 2009	Ms Shirley Ann Voll, Member of the Public	Toowoomba Regional Council
16 August 2009	Mr Dale Dickson, CEO (Gold Coast)	Gold Coast City Council
18 August 2009	Ms Michelle Sullivan, Member of the Public	Mackay Regional Council
18 August 2009	Mrs Doreen Kinnon, Member of the Public	Mackay Regional Council
21 August 2009	Mrs Vicki Brouwer, Member of the Public	Mackay Regional Council
24 August 2009	Ms Sharon McPherson, Member of the Public (telephone)	Mackay Regional Council
26 August 2009	Kerry Godsall, Member of the Public	Toowoomba Regional Council
26 August 2009	Mr John Rauber, CEO (Moreton Bay)	Moreton Bay Regional Council

Submissions Received (continued)

31 August 2009	Mr Greg Johnson, Member of the Public	Southern Downs Regional Council
1 September 2009	Mr Philip Berting, CEO (Western Downs)	Western Downs Regional Council
1 September 2009	Mr Gordon Baker, Member of the Public	Moreton Bay Regional Council
4 September 2009	Ms Deanna Whyte, Member of the Public	Toowoomba Regional Council
9 September 2009	Mr Peter Faulkner, Member of the Public	Toowoomba Regional Council
9 September 2009	Ms Renitta Flynn, Member of the Public	Western Downs Regional Council
17 September 2009	Mrs Kerrie Dawson, Member of the Public	Toowoomba Regional Council
22 September 2009	Mr Brad Carter, Mayor (Rockhampton)	Rockhampton Regional Council
23 September 2009	Mrs Susanne Goldau, Member of the Public	Moreton Bay Regional Council
26 September 2009	Maureen & Gerard Vonder, Member of the Public	Moreton Bay Regional Council
26 September 2009	Ms Sondra Adams, Member of the Public	Moreton Bay Regional Council
27 September 2009	Mr Terence Yates, Member of the Public	Moreton Bay Regional Council
28 September 2009	Ms Geraldine Condon, Member of the Public	Moreton Bay Regional Council
29 September 2009	Mr Roger Martin, Member of the Public	Moreton Bay Regional Council
29 September 2009	Mr Chris Parker, Member of the Public	Moreton Bay Regional Council
30 September 2009	Ms Eizabeth Barwick, Member of the Public	Moreton Bay Regional Council
30 September 2009	Ms Lucy Crowther, Member of the Public	Moreton Bay Regional Council
30 September 2009	Local Government Association of Queensland	All Councils
30 September 2009	Mr Lez Hotz, Acting CEO (North Burnett)	North Burnett Regional Council
30 September 2009	Mr Karl Rasmusson, Member of the Public	Toowoomba Regional Council
45 Submissions received		

Appendix 3 - Economic Data

Local government area	No. of Councillors (excl. Mayor)	Community Equity \$M 2008	Rank High to Low	*Operating Income \$M 2008	Rank High to Low	Operating Income per Councillor \$M 2008	Rank High to Low	Annual Capex. \$M 2007-15	Rank High to Low	*Total Staff	Rank High to Low	Capital Works in Progress \$M 2008	Rank High to Low	Area sq. km	Rank High to Low
Balonne Shire Council	4	\$143	36	\$13	43	\$3.2	36	\$6	40	75	40	1.0	45	31,136	24
Banana Shire Council	6	\$288	28	\$40	23	\$6.6	23	\$16	23	280	23	6.8	25	28,628	27
Baraldine Regional Council	6	\$134	38	\$22	35	\$3.6	39	\$6	32	135	32	5.0	27	53,705	14
Barcoo Shire Council	4	\$60	51	\$16	38	\$4.0	46	\$4	47	48	47	4.6	29	62,002	8
Blackall-Tambo Regional Council	4	\$96	43	\$11	47	\$2.8	40	\$6	35	90	35	2.3	40	30,476	25
Boulia Shire Council	4	\$65	47	\$13	44	\$3.2	52	\$2	48	46	48	3.5	33	61,139	9
Bulloo Shire Council	4	\$109	42	\$12	46	\$3.0	48	\$3	43	59	43	6.6	26	73,859	3
Bundaberg Regional Council	10	\$1,212	13	\$96	13	\$9.6	13	\$36	12	706	12	20.2	16	6,458	41
Burdekin Shire Council	6	\$394	23	\$29	29	\$4.8	30	\$7	26	215	26	2.7	39	5,049	43
Burke Shire Council	4	\$54	53	\$9	52	\$2.2	52	\$9	50	29	50	3.5	34	40,245	21
Cairns Regional Council	10	\$2,642	5	\$211	5	\$21.1	4	\$122	7	1,322	7	85.3	6	4,115	46
Carpentaria Shire Council	4	\$136	37	\$26	31	\$6.5	23	\$7	36	89	36	0.8	49	64,403	7
Cassowary Coast Regional Council	6	\$432	22	\$53	20	\$8.8	18	N/A	23	280	23	11.1	20	4,678	44
Central Highlands Regional Council	8	\$565	18	\$65	16	\$8.1	19	\$27	17	427	17	20.5	15	59,960	10
Charters Towers Regional Council	6	\$338	26	\$24	32	\$4.0	33	\$10	25	226	25	3.2	36	68,345	4
Cloncurry Shire Council	4	\$151	35	\$14	41	\$3.6	40	\$6	42	62	42	7.2	23	48,161	15
Cook Shire Council	6	\$158	33	\$41	22	\$6.8	21	\$6	34	116	34	1.7	41	106,387	1
Croydon Shire Council	4	\$63	50	\$5	53	\$1.4	53	\$2	44	55	44	0.8	50	29,575	26
Diamantina Shire Council	4	\$78	45	\$20	37	\$4.9	29	\$4	N/A	N/A	N/A	4.4	31	94,853	2
Etheridge Shire Council	4	\$114	40	\$10	49	\$2.6	49	\$2	48	46	48	0.9	46	39,352	22
Flinders Shire Council	4	\$73	46	\$15	39	\$3.7	36	\$5	39	76	39	0.3	51	41,501	17
Fraser Coast Regional Council	10	\$1,407	11	\$117	12	\$11.7	9	\$72	11	756	11	34.9	10	7,166	38
Gladstone Regional Council	8	\$915	14	\$82	14	\$10.3	13	\$31	15	518	15	28.2	12	10,874	35

Gold Coast City Council	14	\$8,749	1	\$49.4	1	\$511	1	2,876	1	523.3	1	1,312	52
Goondiwindi Regional Council	6	\$272	30	\$3.9	35	\$9	30	184	28	6.9	24	19,314	32
Gympie Regional Council	8	\$560	19	\$6.0	26	\$24	18	445	16	27.2	13	6,900	40
Hinchinbrook Shire Council	6	\$190	32	\$3.5	41	\$7	34	154	31	4.9	28	2,809	49
Ipswich City Council	10	\$2,046	7	\$20.5	6	\$187	2	1,395	6	99.4	5	1,089	53
Isaac Regional Council	8	N/A	N/A	N/A	N/A	\$21	20	N/A	N/A	N/A	N/A	59,904	11
Lockyer Valley Regional Council	6	\$274	29	\$6.1	25	\$13	25	N/A	N/A	3.2	35	2,273	50
Logan City Council	12	\$3,183	4	\$16.1	8	\$111	6	1,041	9	78.8	7	959	54
Longreach Regional Council	6	\$156	34	\$3.6	37	\$14	24	165	30	4.4	30	40,608	20
Mackay Regional Council	10	\$1,229	12	\$13.3	11	\$68	10	691	13	157.7	2	7,613	37
Maranoa Regional Council	8	\$345	25	\$4.9	28	\$18	21	350	20	N/A	N/A	58,823	12
McKinlay Shire Council	4	\$112	41	\$3.1	45	\$6	42	51	46	0.9	47	40,883	18
Moreton Bay Regional Council	12	\$3,489	3	\$27.8	3	\$135	4	1,900	3	135.9	3	2,032	51
Mount Isa City Council	6	\$332	27	\$5.4	27	\$23	19	211	27	26.5	14	43,312	16
Murweh Shire Council	4	\$64	49	\$3.5	42	\$5	43	133	33	0.3	52	40,760	19
North Burnett Regional Council	6	N/A	N/A	N/A	N/A	\$8	32	N/A	N/A	N/A	N/A	19,708	30
Paroo Shire Council	4	\$56	52	\$2.6	48	\$2	49	81	38	1.1	43	19,708	31
Quilpie Shire Council	4	\$90	44	\$2.6	50	\$2	50	52	45	0.8	48	67,568	5
Redland City Council	10	\$1,958	9	\$16.0	9	\$43	12	801	10	9.7	22	524	55
Richmond Shire Council	4	\$64	48	\$2.4	51	\$5	45	72	41	1.0	44	26,614	28
Rockhampton Regional Council	10	\$1,799	10	\$13.7	10	\$64	11	1,100	8	30.3	11	18,949	33
Scenic Rim Regional Council	6	\$646	16	\$10.1	14	N/A	N/A	345	21	4.3	32	4,256	45
Somerset Regional Council	6	\$211	31	\$4.7	31	\$11	27	177	29	1.1	42	5,382	42
South Burnett Regional Council	6	\$388	24	\$6.3	24	\$13	26	N/A	N/A	2.9	38	8,399	36
Southern Downs Regional Council	8	\$539	20	\$4.6	32	\$16	22	352	19	14.6	18	7,122	39
Sunshine Coast Regional Council	12	\$4,574	2	\$33.0	2	\$137	3	2,490	2	76.1	8	3,136	48
Tablelands Regional Council	8	\$633	17	\$9.4	16	\$10	29	412	18	11.5	19	65,001	6
Toowoomba Regional Council	10	\$2,040	8	\$16.2	7	\$73	8	1,826	4	43.3	9	12,972	34
Townsville City Council	12	\$2,311	6	\$20.8	5	\$97	7	1,540	5	104.2	4	3,738	47
Western Downs Regional Council	8	\$724	15	\$7.9	20	\$28	16	548	14	19.0	17	37,981	23
Whitsunday Regional Council	6	\$492	21	\$9.1	17	\$35	14	344	22	10.3	21	23,905	29
Winton Shire Council	4	\$133	39	\$3.6	39	\$6	41	87	37	3.1	37	53,964	13

*The 2007 report published Operating Revenue

* Full-time equivalent staff numbers

Appendix 4 - Population Data

Local government area	No. of Councillors (excl. Mayor)	Population 2009	Rank High to Low	Pop'n. per Councillor (excl. Mayor)	Rank High to Low	Electors per Councillor (excl. Mayor)	Rank High to Low	Population Density 2009 (Persons sq. km)	Rank High to Low	*Projected Pop'n. 2014	Rank High to Low	*Projected Pop'n. 2026	Rank High to Low	Medium Individual Income (\$/week) 2006	Rank High to Low	Median Age (Years) 2006	Rank (Youngest to Oldest)
Balonne Shire Council	4	4,768	36	1,192	36	753	36	0.153	35	4,732	36	4,995	35	\$495	18	33.8	10
Banana Shire Council	6	15,752	29	2,625	29	1,598	28	0.550	29	15,915	29	16,495	29	\$517	13	34.8	18
Barcardine Regional Council	6	3,479	39	580	40	375	40	0.065	41	3,524	39	3,483	39	\$435	35	37.1	30
Barcoo Shire Council	4	363	53	91	53	58	51	0.006	53	368	52	407	52	\$526	12	37.8	36
Blackall-Tambo Regional Council	4	2,062	42	516	42	391	39	0.068	40	2,081	41	2,205	41	\$402	41	40.6	46
Boulia Shire Council	4	420	51	105	51	70	49	0.007	52	418	51	490	51	\$569	8	33.1	9
Bulloo Shire Council	4	366	52	92	52	60	50	0.005	54	351	53	363	53	\$562	9	34.7	17
Bundaberg Regional Council	10	93,038	13	9,304	13	6,089	13	14.407	11	100,773	13	120,453	13	\$355	51	41.1	e49
Burdekin Shire Council	6	17,922	28	2,987	27	2,035	25	3.549	23	17,978	28	17,851	28	\$438	33	39.9	e41
Burke Shire Council	4	574	50	144	50	57	52	0.014	50	593	50	616	50	\$660	3	34.2	e13
Cairns Regional Council	10	160,685	6	16,069	5	8,879	9	39.051	8	176,983	7	208,532	8	\$528	11	34.9	19
Carpentaria Shire Council	4	2,072	41	518	41	290	44	0.032	45	1,996	42	1,952	42	\$457	30	34.2	e13
Cassowary Coast Regional Council	6	29,740	24	4,957	21	3,028	21	6.357	16	29,774	24	31,873	25	\$422	38	39.9	e41
Central Highlands Regional Council	8	30,677	23	3,835	25	1,963	26	0.512	31	34,362	21	43,053	20	\$635	4	31.1	4
Charters Towers Regional Council	6	12,239	31	2,040	30	1,231	31	0.179	34	12,537	31	13,221	31	\$392	42	36.1	24
Cloncurry Shire Council	4	3,371	40	843	37	408	38	0.070	39	3,281	40	3,215	40	\$610	5	30	2
Cook Shire Council	6	3,708	38	618	39	338	41	0.035	44	3,720	38	4,277	38	\$388	44	40	43
Croydon Shire Council	4	268	55	67	55	43	53	0.009	51	267	55	286	55	\$444	32	31	3
Diamantina Shire Council	4	306	54	77	54	39	54	0.003	55	309	54	327	54	\$588	7	34	11
Etheridge Shire Council	4	890	49	223	49	139	48	0.023	48	877	49	929	47	\$384	45	38.6	38
Flinders Shire Council	4	1,887	44	472	44	310	43	0.045	42	1,829	44	1,734	44	\$461	28	36.5	e27
Fraser Coast Regional Council	10	98,584	12	9,858	12	6,369	12	13.758	12	112,132	12	139,960	12	\$343	55	43.1	54
Gladstone Regional Council	8	59,352	14	7,419	14	4,356	14	5.458	18	67,634	14	88,265	14	\$499	16	34.6	16
Gold Coast City Council	14	511,474	1	36,534	1	20,739	1	389.888	1	587,233	1	737,986	1	\$480	22	37.6	34
Goondiwindi Regional Council	6	10,959	33	1,827	32	1,158	33	0.567	27	11,278	33	12,096	33	\$459	29	36.5	e27

Gympie Regional Council	8	47,012	15	5,877	16	3,805	16	6.813	15	51,103	15	58,918	16	\$348	53	41	48
Hinchinbrook Shire Council	6	12,216	32	2,036	31	1,392	30	4.350	20	12,351	32	12,714	32	\$390	43	43.2	55
Ipswich City Council	10	157,903	8	15,790	7	9,486	6	144,990	5	196,509	6	350,333	5	\$469	e25	33	8
Isaac Regional Council	8	22,895	26	2,862	28	1,447	29	0.382	32	26,260	25	32,432	24	\$722	1	31.3	5
Lockyer Valley Regional Council	6	34,892	18	5,815	17	3,499	17	15,354	10	39,425	18	52,254	18	\$376	46	37.7	35
Logan City Council	12	274,067	4	22,839	4	13,366	4	285,830	2	304,645	4	386,962	4	\$475	23	32.9	7
Longreach Regional Council	6	4,213	37	702	38	441	37	0.104	37	4,302	37	4,718	37	\$509	15	34.1	12
Mackay Regional Council	10	118,056	10	11,806	10	6,880	11	15,508	9	137,889	10	166,958	10	\$511	14	35.7	22
Maranoa Regional Council	8	13,308	30	1,664	34	1,037	34	0.226	33	13,698	30	14,714	30	\$497	17	35.2	21
McKinlay Shire Council	4	960	47	240	47	38	55	0.023	47	917	47	867	48	\$607	6	35	20
Moreton Bay Regional Council	12	358,706	2	29,892	2	19,287	2	176,505	4	404,653	2	498,194	2	\$466	27	36.3	26
Mount Isa City Council	6	23,734	25	3,956	23	1,770	27	0.548	30	24,229	26	24,740	27	\$685	2	29.8	1
Murweh Shire Council	4	4,790	35	1,198	35	762	35	0.118	36	4,760	35	4,801	36	\$469	e25	36.2	25
North Burnett Regional Council	6	10,877	34	1,813	33	1,188	32	0.552	28	10,991	34	11,374	34	\$374	47	42	53
Paroo Shire Council	4	1,960	43	490	43	327	42	0.099	38	1,918	43	1,928	43	\$344	54	39	39
Quilpie Shire Council	4	1,039	46	260	46	168	46	0.015	49	1,039	46	1,071	46	\$452	31	37.5	e32
Redland City Council	10	139,045	9	13,905	9	9,107	7	265,333	3	152,842	9	181,688	9	\$491	20	38.1	37
Richmond Shire Council	4	939	48	235	48	146	47	0.035	43	883	48	829	49	\$489	21	34.5	15
Rockhampton Regional Council	10	114,616	11	11,462	11	6,993	10	6,049	17	124,347	11	144,684	11	\$433	36	36.5	e27
Scenic Rim Regional Council	6	37,697	17	6,283	15	4,021	15	8,857	14	43,406	17	61,806	15	\$408	39	41.3	52
Somerset Regional Council	6	21,055	27	3,509	26	2,274	24	3,912	21	23,361	27	30,139	26	\$359	50	41.2	51
South Burnett Regional Council	6	32,297	21	5,383	20	3,448	18	3,845	22	34,143	22	37,187	22	\$349	52	40.4	45
Southern Downs Regional Council	8	34,841	19	4,355	22	2,914	22	4,892	19	36,773	20	41,778	21	\$367	49	40.3	44
Sunshine Coast Regional Council	12	322,873	3	26,906	3	16,956	3	102,949	6	363,965	3	460,862	3	\$428	37	40.7	47
Tablelands Regional Council	8	45,595	16	5,699	18	3,429	19	0.701	26	47,958	16	53,524	17	\$373	48	41.1	e49
Toowoomba Regional Council	10	160,044	7	16,004	6	10,014	5	12,338	13	174,376	8	212,781	7	\$436	34	35.8	23
Townsville City Council	12	179,547	5	14,962	8	8,930	8	48,027	7	208,223	5	255,986	6	\$530	10	32.7	6
Western Downs Regional Council	8	31,013	22	3,877	24	2,458	23	0.817	25	32,384	23	35,677	23	\$403	40	37.2	31
Whitsunday Regional Council	6	33,670	20	5,612	19	3,060	20	1,409	24	37,996	19	45,551	19	\$493	19	37.5	e32
Winton Shire Council	4	1,427	45	357	45	228	45	0.026	46	1,440	45	1,511	45	\$472	24	39.4	40
		3,306,243								3,707,731		4,642,045					

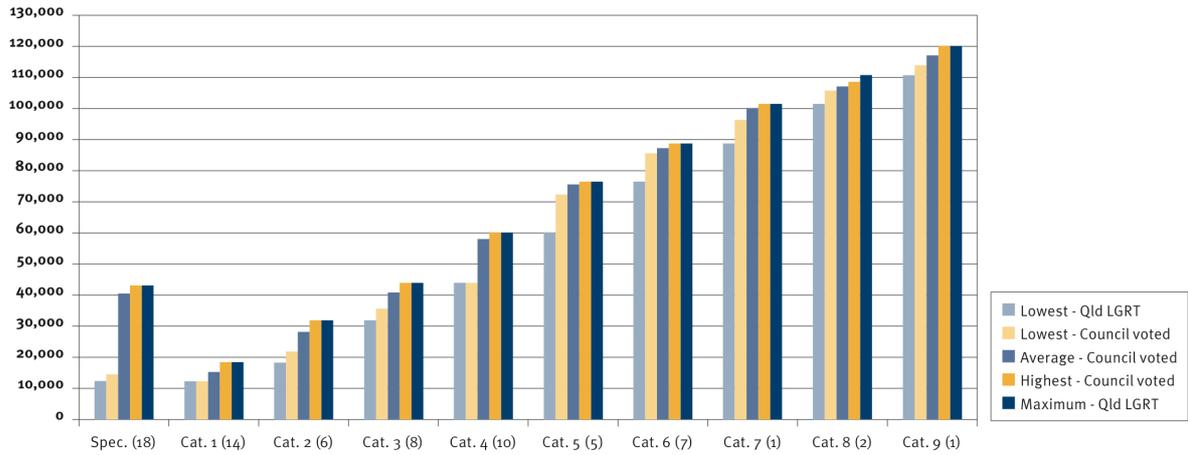
*All population figures are projected from the 2006 census data

Appendix 5 - Comparisons - 2006 and 2008 data and rankings

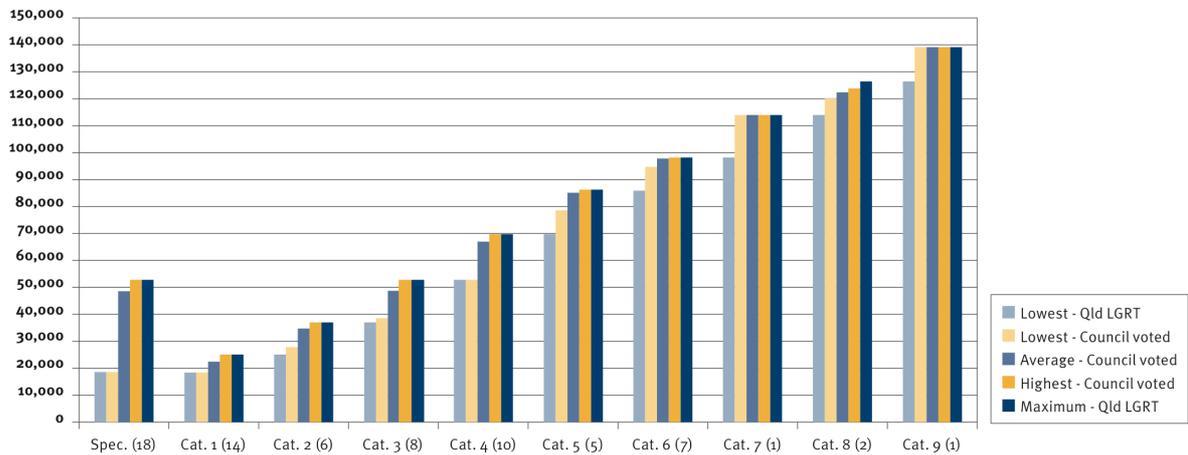
Local government area	Community Equity Ranking		Operating Income Ranking		Operating Income per Councillor Ranking		Electors per Councillor Ranking		Annual capex. Ranking 2007-15		Total Staff Ranking		Capital Works in Progress Ranking		Projected Population Ranking		
	2006	2008	2006	2008	2006	2008	2006	2008	2006	2008	2006	2008	2006	2008	2009	2014	2026
Total Records Ranked	55	53	55	53	55	53	55	55	53	54	50	55	52	55	55	55	55
Balonne Shire Council	38	36	46	43	45	43	36	36	36	42	40	48	45	36	36	36	35
Banana Shire Council	29	28	26	23	26	22	28	28	23	29	23	25	25	29	29	29	29
Barcaldine Regional Council	40	38	35	35	34	38	40	40	39	37	32	34	27	39	39	39	39
Barcoo Shire Council	54	51	51	38	51	34	52	51	46	50	47	53	29	53	52	52	52
Blackall - Tambo Regional Council	45	43	42	47	40	47	39	39	40	39	35	42	40	42	41	41	41
Boulia Shire Council	48	47	49	44	49	44	50	49	52	52	48	47	33	51	51	51	51
Bulloo Shire Council	46	42	44	46	42	46	51	50	48	46	43	43	26	52	53	53	53
Bundaberg Regional Council	13	13	13	13	16	15	13	13	13	13	12	23	16	13	13	13	13
Burdekin Shire Council	30	23	29	29	29	30	25	25	33	28	26	50	39	28	28	28	28
Burke Shire Council	55	53	54	52	54	52	53	52	31	54	50	37	34	50	50	50	50
Cairns Regional Council	5	5	6	5	4	4	9	9	5	7	7	12	6	6	7	8	8
Carpentaria Shire Council	37	37	38	31	35	23	43	44	35	40	36	41	49	41	42	42	42
Cassowary Coast Regional Council	27	22	17	20	13	18	20	21	N/A	17	23	18	20	24	24	24	25
Central Highlands Regional Council	17	18	16	16	17	19	26	26	17	18	17	17	15	23	21	21	20
Charters Towers Regional Council	28	26	30	32	30	33	31	31	28	27	25	26	36	31	31	31	31
Cloncurry Shire Council	35	35	40	41	38	40	38	38	38	41	42	40	23	40	40	40	40
Cook Shire Council	39	33	37	22	47	21	41	41	37	38	34	39	41	38	38	38	38
Croydon Shire Council	49	50	55	53	55	53	54	53	53	51	44	51	50	55	55	55	55
Diamantina Shire Council	51	45	41	37	39	29	55	54	47	45	N/A	44	31	54	54	54	54
Etheridge Shire Council	43	40	53	49	53	49	49	48	51	53	48	49	46	49	49	49	47
Flinders Shire Council	50	46	39	39	36	36	44	43	44	44	39	54	51	44	44	44	44
Fraser Coast Regional Council	11	11	12	12	12	12	12	12	9	12	11	10	10	12	12	12	12
Gladstone Regional Council	14	14	14	14	14	13	14	14	15	14	15	11	12	14	14	14	14
Gold Coast City Council	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1

Goondiwindi Regional Council	31	30	31	33	31	35	33	33	30	32	28	45	24	33	33	33
Gympie Regional Council	18	19	19	21	26	16	16	18	18	22	16	14	13	15	15	16
Hinchinbrook Shire Council	34	32	36	36	41	30	30	34	34	33	31	27	28	32	32	32
Ipswich City Council	10	7	7	6	6	6	6	2	2	6	6	5	5	8	6	5
Isaac Regional Council	23	N/A	21	N/A	N/A	29	29	20	20	25	N/A	21	N/A	26	25	24
Lockyer Valley Regional Council	32	29	24	27	25	19	17	25	25	24	N/A	38	35	18	18	18
Logan City Council	4	4	4	7	8	4	4	6	6	10	9	8	7	4	4	4
Longreach Regional Council	36	34	34	34	37	37	37	24	24	34	30	15	30	37	37	37
Mackay Regional Council	12	12	11	11	11	11	11	10	10	11	13	6	2	10	10	10
Maranoa Regional Council	24	25	22	24	28	34	34	21	21	23	20	36	N/A	30	30	30
McKinlay Shire Council	42	41	47	45	45	48	55	42	42	49	46	55	47	47	47	48
Moreton Bay Regional Council	2	3	3	3	3	2	2	4	4	3	3	7	3	2	2	2
Mount Isa City Council	25	27	28	28	27	27	27	19	19	30	27	24	14	25	26	27
Murweh Shire Council	47	49	43	42	42	35	35	43	43	35	33	22	52	35	35	36
North Burnett Regional Council	19	N/A	27	N/A	N/A	32	32	32	32	26	N/A	30	N/A	34	34	34
Paroo Shire Council	53	52	48	48	48	42	42	49	49	N/A	38	28	43	43	43	43
Quilpie Shire Council	44	44	50	50	50	46	46	50	50	48	45	52	48	46	46	46
Redland City Council	8	9	9	9	9	7	7	12	12	9	10	13	22	9	9	9
Richmond Shire Council	52	48	52	51	51	47	47	45	45	47	41	46	44	48	48	49
Rockhampton Regional Council	9	10	10	10	10	10	10	11	11	8	8	9	11	11	11	11
Scenic Rim Regional Council	26	16	25	18	14	15	15	N/A	N/A	36	21	35	32	17	17	15
Somerset Regional Council	33	31	32	30	31	24	24	27	27	31	29	29	42	27	27	26
South Burnett Regional Council	22	24	23	25	24	18	18	26	26	20	N/A	33	38	21	22	22
Southern Downs Regional Council	21	20	33	26	44	32	22	22	22	19	19	32	18	19	20	21
Sunshine Coast Regional Council	3	2	2	2	2	3	3	3	3	2	2	2	8	3	3	3
Tablelands Regional Council	16	17	18	15	19	16	17	19	19	16	18	19	19	16	16	17
Toowoomba Regional Council	7	8	8	8	8	7	5	8	8	5	4	4	9	7	8	7
Townsville City Council	6	6	5	4	6	5	8	7	7	4	5	3	4	5	5	6
Western Downs Regional Council	15	15	15	17	20	23	23	16	16	15	14	16	17	22	23	23
Whitsunday Regional Council	20	21	20	19	18	17	21	14	14	21	22	20	21	20	19	19
Winton Shire Council	41	39	45	40	43	39	45	41	41	43	37	31	37	45	45	45

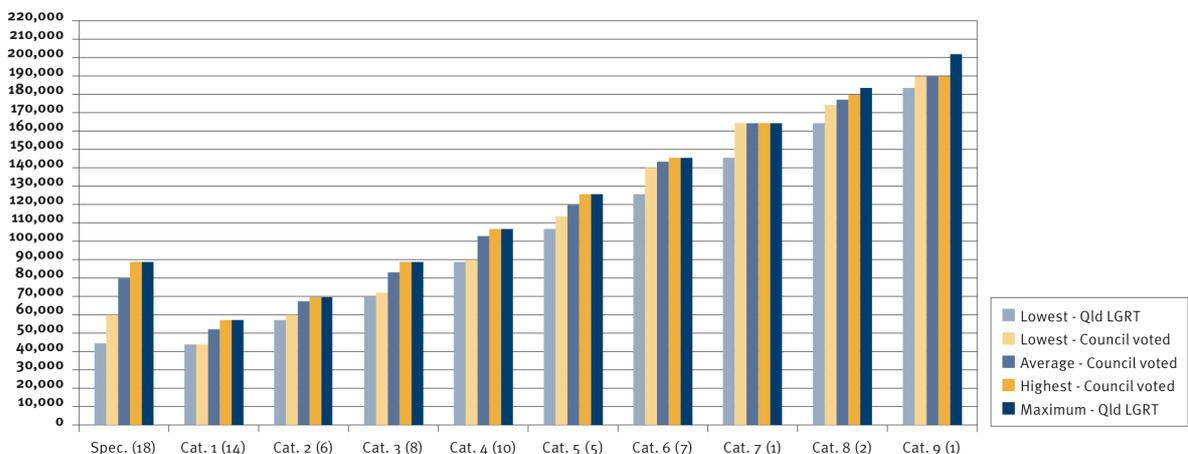
Appendix 6 – Councillor Remuneration Levels 2009



Appendix 7 – Deputy Mayor Remuneration Levels 2009



Appendix 8 – Mayor Remuneration Levels 2009







**Local Government
Remuneration Tribunal**
Queensland Government

**Local Government
Remuneration Tribunal
Amended Remuneration Schedule
2009**



**Local Government
Remuneration Tribunal**

Amended Remuneration Schedule - 18 December 2009

Category	Councils assigned to category	(see Note 1)	Remuneration range determined (% of \$130,540 - rate payable to Member of Queensland Legislative Assembly) (see Note 2)			Remuneration range (p.a) (in \$ rounded to nearest \$10) (see Notes 3 and 4)		Amalgamation loading (p.a) (See Notes 1 and 4)			
			Mayor	Deputy Mayor	Councillor	01/01/10	30/06/10	01/07/10	31/12/10		
Special Category											
	Aurukun Shire Council		Mayor	35	-	70	\$45,690	-	\$91,380	\$5,690	\$3,800
	Cherbourg Aboriginal Shire Council		Deputy Mayor	15	-	42.5	\$19,580	-	\$55,480	\$3,440	\$2,300
	Cook Shire Council		Councillor	10	-	35	\$13,050	-	\$45,690	\$2,370	\$1,580
	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	35	-	45	\$45,690	-	\$58,740	\$3,800	\$2,530
	Blackall-Tambo Regional Council	A	Deputy Mayor	15	-	20	\$19,580	-	\$26,110	\$1,660	\$1,110
	Boulia Shire Council		Councillor	10	-	15	\$13,050	-	\$19,580	\$1,190	\$790
	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										

Remuneration Schedule (continued)

Category	Councils assigned to category	(see Note 1)	Remuneration range determined (% of \$130,540 - rate payable to Member of Queensland Legislative Assembly) (see Note 2)	Remuneration range (p.a) (in \$ rounded to nearest \$10) (see Notes 3 and 4)	Amalgamation loading (p.a) (See Notes 1 and 4)	
					01/01/10	31/12/10
Category 2	Balonne Shire Council		Mayor 47.5	\$62,010	\$4,750	\$3,170
	Baraldine Regional Council	A	Deputy Mayor 22.5	\$29,370	\$2,370	\$1,580
	Carpentaria Shire Council		Councillor 17.5	\$22,840	\$1,900	\$1,270
	Cioncurry Shire Council					
	Longreach Regional Council	A				
	Murweh Shire Council					
Category 3	Banana Shire Council	A	Mayor 57.5	\$75,060	\$5,690	\$3,800
	Burdekin Shire Council		Deputy Mayor 32.5	\$42,430	\$3,440	\$2,300
	Charters Towers Regional Council	A	Councillor 27.5	\$35,900	\$2,850	\$1,900
	Goondiwindi Regional Council	A				
	Hinchinbrook Shire Council					
	Maranoa Regional Council	A				
	North Burnett Regional Council	A				
	Somerset Regional Council	A				
Category 4	Cassowary Coast Regional Council	A	Mayor 72.5	\$94,640	\$6,890	\$4,590
	Central Highlands Regional Council	A	Deputy Mayor 45	\$58,740	\$4,630	\$3,090
	Isaac Regional Council	A	Councillor 37.5	\$48,950	\$3,920	\$2,610
	Lockyer Valley Regional Council	A				
	Mount Isa City Council					
	Scenic Rim Regional Council	A				
	South Burnett Regional Council	A				
	Southern Downs Regional Council	A				
	Western Downs Regional Council	A				
	Whitsunday Regional Council	A				
Category 5	Bundaberg Regional Council	A	Mayor 87.5	\$114,220	\$8,300	\$5,540
	Fraser Coast Regional Council	A	Deputy Mayor 57.5	\$75,060	\$5,810	\$3,880
	Gladstone Regional Council	A	Councillor 50	\$65,270	\$5,100	\$3,400
	Gympie Regional Council	A				
	Tablelands Regional Council	A				

Remuneration Schedule (continued)

Category	Councils assigned to category	(see Note 1)	Remuneration range determined (% of \$130,540 - rate payable to Member of Queensland Legislative Assembly) (see Note 2)			Remuneration range (p.a) (in \$ rounded to nearest \$10) (see Note 3 and 4)	Amalgamation loading (p.a) (See Notes 1 and 4)				
			102.5	-	115		01/01/10	01/07/10			
Category 6	Cairns Regional Council	A	Mayor	102.5	-	115	\$133,800	-	\$150,120	\$9,730	\$6,490
	Mackay Regional Council	A	Deputy Mayor	70	-	77.5	\$91,380	-	\$101,170	\$6,890	\$4,590
	Redland City Council		Councillor	62.5	-	70	\$81,590	-	\$91,380	\$6,170	\$4,120
	Rockhampton Regional Council	A									
	Toowoomba Regional Council	A									
Townsville City Council	A										
Category 7	Ipswich City Council		Mayor	117.5	-	130	\$153,380	-	\$169,700	\$11,390	\$7,600
	Logan City Council	A	Deputy Mayor	80	-	90	\$104,430	-	\$117,490	\$7,950	\$5,300
			Councillor	72.5	-	80	\$94,640	-	\$104,430	\$7,120	\$4,750
Category 8	Moreton Bay Regional Council	A	Mayor	132.5	-	145	\$172,970	-	\$189,280	\$13,050	\$8,700
	Sunshine Coast Regional Council	A	Deputy Mayor	92.5	-	100	\$120,750	-	\$130,540	\$9,020	\$6,010
			Councillor	82.5	-	87.5	\$107,700	-	\$114,220	\$7,950	\$5,300
Category 9	Gold Coast City Council		Mayor	147.5	-	160	\$192,550	-	\$208,860	No amalgamation loading payable	
			Deputy Mayor	102.5	-	110	\$133,800	-	\$143,590		
			Councillor	90	-	95	\$117,490	-	\$124,010		

Note 1: Where 'A' appears this indicates that the Council is affected by amalgamation as at 15 March 2008. Mayors, Deputy Mayors and Councillors in such Councils are entitled to receive the (per annum) amalgamation loading shown from the dates recorded.

Note 2: Consistent with Note 3 of the remuneration schedule on page 33 of the Tribunal's 2009 report, the remuneration rate payable to mayors, deputy mayors and councillors is a percentage of a 'Reference Rate' of \$130,370 unless the remuneration payable to Members of the Queensland Legislative Assembly (MLAs) increases above this amount. On 11 December 2009, it was announced that the rate payable to State MLAs would increase to \$130,540 from 1 January 2010. Therefore, the amount of \$130,540 is to be used to calculate the remuneration payable to mayors, deputy mayors and councillors. The schedule in the published Tribunal report, pages 31-33, has been superseded by the new rates set out above.

Note 3: The monetary amounts shown are per annum figures which apply from 1 January 2010.

Note 4: 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.