

Local Government Remuneration and Discipline Tribunal Report 2015



Local Government Remuneration and Discipline Tribunal

1 December 2015

The Honourable Jackie Trad MP
Deputy Premier
Minister for Transport, Minister for Infrastructure
Local Government and Planning
and Minister for Trade
Level 12 Executive Building
100 George Street
Brisbane QLD 4000

Dear Minister

On 30 November 2015, the Local Government Remuneration and Discipline Tribunal concluded its review of remuneration for mayors, deputy mayors and councillors of local governments as required by Chapter 8, Part 1, Division 1 of the Local Government Regulation 2012.

Our determinations on the matters we are required to address, as well as the remuneration schedule to apply from 1 July 2016, are included in the enclosed report which we commend to you.

Yours sincerely



Col Meng
Chairperson



Deputy President Adrian Bloomfield
Member



Brian Bartley
Member

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This report is available to be downloaded from the Tribunal's website at <http://www.dilgp.qld.gov.au/local-government/remuneration/tribunal-reports.html>

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2015 report at a glance

Remuneration matters

As a result of its deliberations, the Tribunal has decided to:

- reduce the number of categories of local governments to eight (from 10), which incorporates a new category of local government between the previous category 3 and category 4 levels
- elevate Mareeba Shire Council to the new category 2 level; Townsville City Council to the new category 6 level; and Logan City Council to the new category 7 level
- assign Maranoa Regional Council, Mt Isa City Council and Somerset Regional Council to the newly created category 2 level
- assign Western Downs Regional Council to the new category 3 level
- assign Rockhampton Regional Council to the new category 4 level
- increase the maximum remuneration levels previously determined for each category of local government, as well as the new category 2 level, by two per cent from 1 July 2016.

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

- community expectations as represented in submissions made to the Tribunal
- the decision of the (federal) Remuneration Tribunal not to increase the remuneration levels of members of Federal Parliament for the financial year 2015–16
- previous decisions of that Tribunal, as well as the Independent State Remuneration Tribunal, which have each granted sizable increases to members of the respective parliaments in recent years
- previous decisions of this Tribunal that have adopted a more conservative approach to granting increases in remuneration to local government mayors, deputy mayors and councillors
- relatively modest increases in recent times in the consumer price index, the wage price index and average weekly earnings
- continuing financial pressures being experienced by many local governments – especially those in drought-affected areas.

Discipline matters

There were three cases of alleged serious misconduct referred to the Tribunal in 2015.

Of the matters referred in 2015:

- two related to allegations of a breach of confidentiality and the release of information confidential to council
- one related to the breach of trust as a councillor.

1. The Tribunal

Formation and composition of the Tribunal

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

On 26 June 2014, Her Excellency Ms Penelope Wensley, AC, the then Governor of Queensland, approved the appointment of a chairperson and members to the Tribunal from 1 July 2014 for a four-year term.

Current membership is as follows:

Colin (Col) Meng

Member (1 July 2014 to 30 June 2015) and Chairperson (1 July 2015 to 30 June 2018)

Col Meng served as a Mayor of Mackay Regional Council for a four-year term from 2008 to 2012 then as Queensland Boundaries Commissioner overseeing the de-amalgamation process of four local governments during 2013.

Mr Meng is concurrently Chair of the Mackay Hospital and Health Service and has extensive local government, board and business experience in the Mackay region.

Mr Meng was educated and grew up in the Mackay region and has extensive involvement in a range of community organisations. He is a past president of the Mackay Chamber of Commerce, Mackay Golf Club and was Chairman of the Mackay Regional Area Consultative Committee for seven years. He has been a member of the Rotary Club of Mackay West for 35 years and has been awarded the Paul Harris Medal twice. He was President of the Rotary Club in 1986–87.

Mr Meng has been a long-standing member of the Australian Institute of Company Directors and the Australian Institute of Management.

He brings to the Tribunal extensive knowledge of and experience in local government, community affairs, public administration, public sector ethics and public finance.

Mr Meng assumed the role of Chairperson on 1 July 2015.

Adrian Bloomfield

Member (1 July 2015 to 30 June 2018) and Chairperson (1 July 2014 to 30 June 2015)

Adrian Bloomfield is the Deputy President of the Queensland Industrial Relations Commission. Prior to joining the Queensland Industrial Relations Commission in 1993, he was the Director, Queensland Branch of Metal Trades Industry Association of Australia. Mr Bloomfield also has an accountancy background, having held chartered accountancy positions in both Australia and New Zealand.

Mr Bloomfield is the immediate past Tribunal Chairperson and assumed the role of member from 1 July 2015. He brings to the role extensive knowledge of and experience in industrial relations, local government and public administration. He was appointed as the first Chairperson of the former Local Government Remuneration Tribunal upon its formation in October 2007 before his appointment as Chairperson of the Local Government Remuneration and Discipline Tribunal in 2010.

Brian Bartley
Member (19 December 2014 to 30 June 2018)

Brian Bartley was admitted to practice as a solicitor in 1973, joined Chambers McNab & Co as a partner in 1977 and remained with the firm (which ultimately became the national firm Corrs Chambers Westgarth) until 2000 when he resigned to establish Brian Bartley & Associates.

Mr Bartley has specialised in the areas of commercial litigation, professional negligence, professional disciplinary, insurance law and medical and health law. He is also a qualified mediator.

At various times he has been Chair of the Queensland Law Society Ethics Committee (2010–12) and is currently a member of that committee; President of the Medico-Legal Society of Queensland; member of the Queensland Health Ethics Council; board member of the Centre for Law and Medicine, Bond University; consulting editor at the Uniform Civil Procedure, Lexis Nexis; and council member, Incorporated Council of Law Reporting responsible for publication of the Queensland reports.

Remuneration responsibilities

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

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

For the purpose of establishing categories of local government, section 242 of the Local Government Regulation 2012 (the regulation) requires the Tribunal to have regard to defined criteria as follows:

- the size, geographical and environmental terrain of each local government area
- the population of each local government area, including the area's demographics, the spread of population serviced by the local government and the extent of the services the local government provides
- other matters the Tribunal considers relevant to the effectiveness, efficiency and sustainability of local governments.

After determining the categories of local governments, the regulation requires the Tribunal to decide annually, before 1 December each year, the maximum amount of remuneration to be paid to mayors, deputy mayors and councillors in each category from 1 July of the following year. A local government may, by resolution and within 90 days of the gazettal of a new remuneration schedule, decide to pay councillors a lesser amount than that determined by the Tribunal.

Section 243(3)(b) of the regulation requires the Tribunal to also review the categories once in every four years, in the year prior to each quadrennial election, to determine whether the categories and the assignment of local governments to those categories require amendment. In line with this requirement, the Tribunal has conducted a comprehensive review of local government categories in 2015. The outcome of this review is explained in section 4 of this report.

In addition, section 248 of the regulation allows local governments to make submissions to the Tribunal to vary the remuneration for a councillor, or councillors, to a higher level than that stated in the remuneration schedule where the local government considers exceptional circumstances apply. The Tribunal may, but is not required to, consider any such submission. If the Tribunal is satisfied having regard to the exceptional circumstances, the councillor is entitled to be paid any higher amount, the Tribunal may approve payment of the higher amount of remuneration.

Discipline responsibilities

The Act provides the Tribunal with jurisdiction for discipline matters when complaints alleging serious misconduct have been made against councillors and these have been referred to the Tribunal by the Chief Executive (Director-General) of the Department of Infrastructure, Local Government and Planning.

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

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

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

- an order that the councillor be counselled about the misconduct and how not to repeat the misconduct
- an order that the councillor make an admission of error or an apology
- an order that the councillor participate in mediation with another person
- a recommendation to the department's Chief Executive to monitor the councillor or the local government for compliance with the Act and regulation
- an order that the councillor forfeit an allowance, benefit, payment or privilege
- an order that the councillor reimburse the local government
- a recommendation to the Minister that the councillor be suspended for a specified period, either wholly or from performing particular functions
- a recommendation to the Minister that the councillor be dismissed
- a recommendation to the Crime and Corruption Commission or the Police Commissioner that the councillor's conduct be further investigated
- an order that the councillor pay to the local government an amount of not more than the monetary value of 50 penalty units.

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

Previous reports of the Tribunal

This is the ninth report of the Tribunal and the former Local Government Remuneration Tribunal. Each of the eight previous reports have canvassed, to varying degrees, the roles and responsibilities of local government elected representatives as well as the particular matters that the respective Tribunals have taken into consideration in establishing categories of councils, the assignment of individual councils to a particular category, and the remuneration levels determined for each category each year. The Tribunal encourages all readers of this report to review the previous [reports](#), which are all available on the Department of Infrastructure, Local Government and Planning [website](#). Of particular note are the deliberations on:

- the establishment of and rationale for the use of ranges of remuneration in 2007 and the removal of ranges in 2011
- the amalgamation loading put in place in 2007 for the 2008–12 term
- matters surrounding the setting of the remuneration rate for the special category of councils in 2008
- guidance on matters of annual leave and sick leave for councillors in 2010
- a review of the issue of attendance at meetings in 2010
- the full category review in 2011
- the reassignment of all special category and category 1 and 2 councils to category 3 in 2013
- the decision to restructure category 3 councillors remuneration to be paid as a base amount (50 per cent) and meeting fees (50 per cent) in 2013
- the decision to further review the structure of category 3 councillors remuneration in 2014 and to determine that it be paid as a base amount (2/3) and meeting fees (1/3).

2. Discipline matters

Matters referred in 2015

Since the preparation of the 2014 report, there have been three serious misconduct referrals from the department to the Tribunal. Table 1 summarises the complaints considered by the Tribunal in the period December 2014 to December 2015.

Table: 1 Complaints considered by the Tribunal in 2015

Council	Nature of complaint	Outcome	Decision date
Redland City Council	Section 171(3) confidentiality breach. Section 176(3)(b)(i) failing to act impartially or honestly in performance of responsibilities.	Not sustained. Sustained.	12 October 2015
Banana Shire Council	Section 176(3)(b)(ii) breach of trust as a councillor.	Not sustained.	12 October 2015
Douglas Shire Council	Section 171(3) confidentiality breach. Section 176(3)(b)(i) failing to act impartially or honesty in performance of responsibilities. Section 176(3)(b)(iii) by misusing information or material acquired in connection with the performance of responsibilities as councillor.	This matter was not finalised at the time of the report going to print. The Tribunal's determination will be included in the 2016 Annual Report.	

Tribunal decisions

It is of concern to the Tribunal that matters concerning alleged breaches of confidentiality continue to be referred to it.

Accordingly, the Tribunal believes that it is necessary to, again, restate that the information that is made available to councillors in the ordinary course of their work is rarely confidential and nor should it be. The Act, however, at section 171, makes it clear that a councillor must not use or release information that is confidential to the local government.

All councils have guidelines regarding confidential material. These guidelines cover situations where such material is presented and discussed in 'closed' sessions of council as well as in other circumstances such as contractor briefings or meetings with council officers.

As such, all councillors should be expected to understand, and appreciate, that certain information made available to them must always remain confidential. Consequently, councillors should exercise caution before making any decision to release information or material that might have come to their attention during the performance of their role as councillor.

3. Other activities of the Tribunal in 2015

Legislative framework

The 2015 report on remuneration has again been prepared having regard to the requirements of the regulation. For purposes of clarity, the current remuneration requirements follow:

- The Tribunal must establish categories of local governments using a broad set of criteria.
- Each local government must be assigned to a category.
- The purpose of the categories is to enable the Tribunal to set maximum rates of remuneration for councils assigned to a category.
- Categories must be reviewed prior to the scheduled quadrennial election and local governments assigned to the appropriate category.

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

- The Tribunal must, before 1 December of each year, determine the maximum remuneration payable to mayors, deputy mayors and councillors in each category from 1 July of the following year.
- Remuneration may provide for performance of functions related to committees of council.

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

- Remuneration cannot include any amounts for expenses or facilities.
- Having decided on a maximum amount of remuneration for each category before 1 December each year, the Tribunal must prepare a remuneration schedule and a report within 14 days. A copy of the schedule and report must be provided to the Minister, and the schedule must be published in the Queensland Government Gazette.
- Councils must pay the maximum amount of remuneration to councillors unless, by resolution within 90 days of the gazettal of a new schedule, they decide on another amount which cannot exceed the maximum decided by the Tribunal.
- Councils may make a submission to the Tribunal, citing exceptional circumstances, for approval to pay a councillor an amount of remuneration that is more than the maximum amount.

Exceptional circumstances submissions

During 2015, the Tribunal considered one submission made under section 248 of the regulation, as follows:

Napranum Aboriginal Shire Council sought the Tribunal's approval for an increase in councillor remuneration for Councillor Rex Burke, the then Deputy Mayor for Napranum Aboriginal Shire Council.

The council made the submission following the resignation of Councillor Philemon Mene, Mayor, effective 5 October 2015. As Councillor Mene's resignation was effective on a date less than six months from the quadrennial election, there was no requirement to fill the office of Mayor pursuant to section 163(2) of the Act.

Sections 165(1) and (2) of the Act provides that the Deputy Mayor is required to act as the Mayor in the event there is a vacancy in the office of the Mayor, unless the Deputy Mayor is prevented from doing so by absence or some form of temporary incapacity.

On 8 October 2015, the Tribunal wrote to council approving the additional remuneration for Councillor Burke for the period 5 October 2015 to 19 March 2016.

Notwithstanding the above, council subsequently held a by-election on Saturday 31 October 2015, with Councillor Rex Burke elected as Mayor of the Napranum Aboriginal Shire Council.

Submissions received by the Tribunal

As part of its process for determining remuneration levels of local government elected representatives, the Chairperson of the Tribunal contacted mayors and chief executive officers of the 76 councils within the Tribunal's jurisdiction by email and informed them about the process for making a submission to the Tribunal, or meeting with the Tribunal by way of deputation.

At the close of submissions, the Tribunal had received 137 submissions or deputations from members of the public, ratepayers, councils and councillors. This compared to 33 in 2014, 31 in 2013, 40 in 2012 and 29 in 2011.

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

Meetings and deputations with stakeholders

Local governments were provided with the opportunity to meet with the Tribunal at the 119th Annual Conference of the Local Government Association of Queensland in Toowoomba on 20 and 21 October 2015. The Chairperson of the Tribunal, Mr Colin Meng, gave a presentation at the conference and provided an update to local government delegates.

During the course of the conference, the Tribunal received deputations from five local governments or individuals as detailed in Appendix 2 of this report.

4. Remuneration determination for 2015

The regulation prescribes the processes the Tribunal is required to follow for deciding the remuneration that is payable to councillors of local governments. In accordance with the regulation, chapter 8, part 1, division 1, the Tribunal makes the following determinations:

Categories of local government

The Tribunal has decided to:

- discontinue the use of the previous categories of:
 - special category
 - category 1
 - category 2.
- introduce a new category of local government (category 2) positioned between the previous category 3 and category 4 levels
- re-number the remaining categories and new category of local government as 1 to 8, inclusive
- elevate Mareeba Shire Council to the new category 2 level
- assign Maranoa Regional Council, Mt Isa City Council and Somerset Regional Council to the new category 2 level
- assign Western Downs Regional Council to the new category 3 level
- assign Rockhampton Regional Council to the new category 4 level
- elevate Townsville City Council to the new category 6 level
- elevate Logan City Council to the new category 7 level.

The new categories of local government and the assignment of individual councils to a category level is recorded in the remuneration schedule, which immediately follows this section of the report. This schedule also records the maximum remuneration levels that may be paid to mayors, deputy mayors and councillors within each category.

Remuneration determination for councillors

The Tribunal has decided to increase the maximum remuneration levels previously determined for each category of council, as well as the new category 2 level, by two per cent from 1 July 2016.

Pro-rata payment

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

Matters not included in the remuneration determination

Section 244 of the regulation precludes the Tribunal from including amounts in its remuneration determination for expenses to be paid or facilities to be provided to councillors under a council's expenses reimbursement policy.

Further, section 244 also precludes the Tribunal from including in its determination any contribution a local government may make to a voluntary superannuation scheme for councillors. Accordingly, the level of superannuation payments made to a councillor is a matter to be determined by each individual council having regard to the relevant Commonwealth legislation and section 226 of the Act, as is the issue of whether a councillor may salary sacrifice such contributions.

Remuneration schedule

As required by section 246 of the regulation the Tribunal has prepared a remuneration schedule for the 2016–17 financial year. Arrangements have been made for the publishing of the remuneration schedule in the Queensland Government Gazette and for this report to be printed and presented to the Minister for Infrastructure, Local Government and Planning.

Section 247 of the regulation requires councils to pay each elected representative as per the schedule unless by resolution within 90 days of the gazettal of the schedule they resolve to adopt a lesser amount. The Tribunal has no power to approve proposed changes outside that 90 day period.

Remuneration schedule (to apply from 1 July 2016)

Category	Local governments assigned to categories	Remuneration determined	
		(see note 1)	(\$ pa)
Category 1 (see note 2)	Aurukun Shire Council	Mayor	\$99,638
	Balonne Shire Council	Deputy Mayor	\$57,483
	Banana Shire Council	Councillor	\$49,819
	Barcaldine Regional Council		
	Barcoo Shire Council		
	Blackall-Tambo Regional Council		
	Boulia Shire Council		
	Bulloo Shire Council		
	Burdekin Shire Council		
	Burke Shire Council		
	Carpentaria Shire Council		
	Charters Towers Regional Council		
	Cherbourg Aboriginal Shire Council		
	Cloncurry Shire Council		
	Cook Shire Council		
	Croydon Shire Council		
	Diamantina Shire Council		
	Doomadgee Aboriginal Shire Council		
	Douglas Shire Council		
	Etheridge Shire Council		
	Flinders Shire Council		
	Goondiwindi Regional Council		
	Hinchinbrook Shire Council		
	Hope Vale Aboriginal Shire Council		
	Kowanyama Aboriginal Shire Council		
	Lockhart River Aboriginal Shire Council		
	Longreach Regional Council		
	Mapoon Aboriginal Shire Council		
	McKinlay Shire Council		
	Mornington Shire Council		
	Murweh Shire Council		
	Napranum Aboriginal Shire Council		
	North Burnett Regional Council		
	Northern Peninsula Area Regional Council		
	Palm Island Aboriginal Shire Council		
	Paroo Shire Council		
	Pormpuraaw Aboriginal Shire Council		
	Quilpie Shire Council		
	Richmond Shire Council		
	Torres Shire Council		
	Torres Strait Island Regional Council		
	Winton Shire Council		
	Woorabinda Aboriginal Shire Council		
Wujal Wujal Aboriginal Shire Council			
Yarrabah Aboriginal Shire Council			

Category 2	Maranoa Regional Council	Mayor	\$114,966
	Mareeba Shire Council	Deputy Mayor	\$68,980
	Mount Isa City Council	Councillor	\$57,483
	Somerset Regional Council		
Category 3	Cassowary Coast Regional Council	Mayor	\$122,631
	Central Highlands Regional Council	Deputy Mayor	\$76,644
	Gympie Regional Council	Councillor	\$65,147
	Isaac Regional Council		
	Livingstone Shire Council		
	Lockyer Valley Regional Council		
	Noosa Shire Council		
	Scenic Rim Regional Council		
	South Burnett Regional Council		
	Southern Downs Regional Council		
	Tablelands Regional Council		
	Western Downs Regional Council		
Whitsunday Regional Council			
Category 4	Bundaberg Regional Council	Mayor	\$145,624
	Fraser Coast Regional Council	Deputy Mayor	\$95,806
	Gladstone Regional Council	Councillor	\$84,308
	Rockhampton Regional Council		
Category 5	Cairns Regional Council	Mayor	\$168,617
	Mackay Regional Council	Deputy Mayor	\$114,966
	Redland City Council	Councillor	\$99,638
	Toowoomba Regional Council		
Category 6	Ipswich City Council	Mayor	\$191,610
	Townsville City Council	Deputy Mayor	\$130,295
		Councillor	\$114,966
Category 7	Logan City Council	Mayor	\$214,604
	Moreton Bay Regional Council	Deputy Mayor	\$148,689
	Sunshine Coast Regional Council	Councillor	\$130,295
Category 8	Gold Coast City Council	Mayor	\$237,597
		Deputy Mayor	\$164,785
		Councillor	\$141,791

Notes to the remuneration schedule

- Note 1 The monetary amounts shown are per annum figures. If an elected representative only serves for part of a full year (that is, 1 July to 30 June) they are only entitled to a pro-rata payment to reflect the portion of the year served.
- Note 2 For councillors in category 1 councils, a base payment of \$33,213 is payable for the 12 months commencing on 1 July 2016. A meeting fee of \$1383.83 is payable for attendance at each of the 12 mandated monthly meetings of council subject to certification by the mayor and/or chief executive officer of the council. Mayors and deputy mayors in category 1 councils are to receive the full annual remuneration level shown.

Appendix 1 – Submissions received by the Tribunal

No.	Date received	Council	Submitter	Summary of comments by submitter
1	2 September 2015	Southern Downs Regional Council	Mr Sean Hegarty	<p>Mr Hegarty raised the following points with regard to remuneration for councillors:</p> <ul style="list-style-type: none"> • The ability of councils to budget for salaries conducive to attracting high quality candidates. • Suggests a review of both the format and remuneration system for councillors. They are the closest level of government to the public and should be truly representative of their communities. • Councillors need to be better remunerated, so as to make the role a viable incentive to a broader range of the community, revert to a part-time capacity with a reasonable allowance attached.
2	6 October 2015	Mareeba Shire Council	Cr Tom Gilmore Mayor	<p>Mareeba Shire Council's (MSC) submission sought a change to methodology utilised in the categorisation of councils due to inequities which have arisen from the application of the current model.</p> <p>The MSC area encompasses some 53,000 square kilometres, being in excess of 400 kilometres from east to west. The population is in excess of 21,000. There are 2300 kilometres of road, much of it gravel, 10 communities and currently 220 full-time staff. The budget is in the vicinity of \$60 million.</p> <p>MSC stated that it should not be placed in the same category as small, remote or indigenous councils due to the size of the council area, complexity of councillor's duties (as a newly de-amalgamated council) and the extent of the budget.</p>

No.	Date received	Council	Submitter	Summary of comments by submitter
3	15 October 2015	Tablelands Regional Council	Cr Rosa Lee Long (personal submission)	<p>Rosa Lee Long requested that Tablelands Regional Council (TRC) be classified as category 3 council for the following reasons:</p> <ul style="list-style-type: none"> • TRC is now only 17.5% the size of the former council (following de-amalgamation). • The financial situation of the TRC is currently constrained. • TRC has been granted an additional councillor following the March 2016 local government elections. This is an additional cost to ratepayers. • With an additional councillor, the number of people represented per division will drop from 3500 to 2700 per councillor (on average). • Even as a category 4 council, some councillors are only part-time councillors operating personal businesses. This should remain flexible. • All categories of council suffer from matters outside of their control, e.g. loss of grants and other income from Federal/State Government, ageing infrastructure and so on. This will not be confined to category 3 councils.
4	15 October 2015	Logan City Council	Cr Graham Able (personal submission)	<p>Cr Able provided a personal submission to the Tribunal asking that Logan City Council (LCC) be re-categorised as a category 8 council.</p> <ul style="list-style-type: none"> • Disappointed that LCC continues to be a category 7 council. • Fifth largest council by population in Australia. • Third highest budget in Australia with the 2015–16 budget totalling \$839.5 million including assets totalling \$5.5 billion. • Added responsibility as a water and sewerage infrastructure provider. • High growth region. Population eclipsed 300,000 in 2014 with projections predicting the city reaching 450,000 by 2030. Managing the growth is a huge responsibility and one that requires councillors to work hard to understand the complexities and make the tough decisions. This responsibility should be reflected in the remuneration.

No.	Date received	Council	Submitter	Summary of comments by submitter
5	16 October 2015	Tablelands Regional Council	Matthew Hyde Deputy Chief Executive Officer	<p>On 15 October 2015, council resolved to make formal representation to the Tribunal seeking to retain category 4 classification for the following reasons:</p> <ul style="list-style-type: none"> • Councillors work full time at the job in site visits to infrastructure, constituents, attendance at weekly meetings/workshops (and more during peak times such as budget, planning scheme matters etc), deputations, advocacy, development considerations etc. • The level of remuneration is likely to impact on the skills and experience of candidates. • Category 3 councils have a huge variance with some councils being 10 times larger than others. • Significant pressure exists on councillors to make informed business decisions due to the financial situation council is in due to a number of matters outside its control, e.g. loss of grant and other income, ageing infrastructure, loss of economies of scale and decisions through amalgamation. • Large area to be covered by councillors. TRC councillors have 11 communities spread throughout the region.
6	26 October 2015	Banana Shire Council	Ray Geraghty Chief Executive Officer	<p>Banana Shire Council (BSC) reiterated its submission forwarded to the Tribunal on 28 February 2014.</p> <ul style="list-style-type: none"> • The Tribunal's decision to tie councillors' remuneration to attendance at mandated council meetings has significant implications for rural shires such as Banana Shire. • BSC believes concerns about attendance at council meetings mainly related to category 1 and 2 councils and the special category councils. Category 3 councils don't appear to have an attendance problem. Generally, councillors are absent from meetings for legitimate reasons. • BSC is concerned about the equalisation of remuneration for elected members for category 1 and 2 councils and special category councils, and the former category 3 councils. • BSC requests that a separate category 3 be created for legitimate councils and the removal of the requirement of councils in this category to split remuneration on the basis of meeting attendance.
7	26 October 2015	Tablelands Regional Council	Elaine De Lai	<p>Strongly objects to the Tablelands Regional Council proposal to remain as a category 4 council.</p>

No.	Date received	Council	Submitter	Summary of comments by submitter
8	27 October 2015	Rockhampton Regional Council	Bob Holmes Acting Chief Executive Officer	<p>Rockhampton Regional Council (RRC) sought to retain a level 6 categorisation and should not be impacted due to the de-amalgamation of Livingstone Shire Council. RRC stated the current categorisation was relevant for several reasons:</p> <ul style="list-style-type: none"> • As RRC operates on a divided basis, de-amalgamation did not reduce the quantum of population that each councillor now represents. The number of councillors was reduced accordingly, leaving the same (and in some cases increased) workloads. Councillors hold office on a full-time basis. • RRC's role as a major service centre in central Queensland is relevant to this categorisation. The availability of a range of government social services, as well as supporting public tertiary health services and a wide range of educational facilities supports and reinforces Rockhampton's role as the principal economic node in central Queensland. • RRC operates several services that are limited to only a handful of local authorities in Queensland. All were retained after the de-amalgamation including the Rockhampton Airport, Zoo, Art Gallery, Pilbeam Theatre and the Heritage Village. These additional services add extra complexity. <p>RRC's development is consistently evidenced by the fact that the region's 2015 population stands at 85,067 and is projected to grow to 113,096 by 2036, an increase of 32.95% in 21 years. On an annual basis this is 1.57% which will provide additional workload for existing councillors.</p>
9	27 October 2015	Tablelands Regional Council	Sheryll La Trobe	<p>Supports Cr Lee Long's motion to have the Tablelands Regional Council re-categorised as a category 3 council.</p> <p>Many of the current councillors work very few hours within the community, own and run businesses and have other work.</p> <p>The area is in dire financial straits. Council services have been cut to the bone, especially in the small outlying towns. There is an appalling waste of money and resources stemming from decisions made in council meetings. Ratepayers have been charged an extra \$100 (purportedly for de-amalgamation costs) for the 2015-16 financial year on top of the highest raise in rates in Queensland. Therefore, along with the exorbitant cost of rates, TRC also has reduced services.</p> <p>Ms La Trobe believes that the cost of councillor wages and perks has vastly contributed to TRC's financial state. When an extra councillor is added next year, this will contribute even more so to the situation.</p>

No.	Date received	Council	Submitter	Summary of comments by submitter
10	27 October 2015	Tablelands Regional Council	June Quinn	Tablelands Regional Council should be a category 3.
11	28 October 2015	Toowoomba Regional Council	Brian Pidgeon Chief Executive Officer	<p>Toowoomba Regional Council (TRC) supports consistency in the categorisation of councils for remuneration purposes and believes that TRC category 6 is more closely aligned to other category 7 councils.</p> <p>TRC believes a number of unique circumstances apply to the Toowoomba region that justifies a move to category 7. Council's 2015–16 annual budget of \$555 million includes \$273 million in operational expenditure and \$272 million in capital works.</p> <p>TRC continues to manage the challenges that come with being a growth council, including a number of large infrastructure projects requiring significant capital investment by council and the challenges to reforming and restructuring the organisation following amalgamation.</p> <p>TRC referred to a comparison of selected council metrics stating Toowoomba has a significantly longer road network than other councils and the second largest area. Council states this makes Toowoomba unique when it comes to the construction and management of road infrastructure and associated responsibilities for water and sewerage assets. Council also has a significant involvement in a range of major infrastructure projects.</p> <p>Re-categorisation of TRC as a category 7 would promote relativities between councils and attract the right people onto council who can operate with confidence in this environment.</p>
12	28 October 2015	Tablelands Regional Council	D. De Lai	Strongly rejects Tablelands Regional Council's proposal to remain as a category 4 council.
13	29 October 2015	Tablelands Regional Council	Steven and Elizabeth Prowse	<p>Requests that Tablelands Regional Council (TRC) be re-categorised as a category 3 council.</p> <p>Since de-amalgamation occurred the TRC is much smaller. Soon there will be an additional councillor added to council for political/functional voting equality reasons which will further significantly reduce councillors' responsibilities and workload.</p>
14	30 October 2015	Southern Downs Regional Council	David Keenan Chief Executive Officer	Southern Downs Regional Council, at its General Meeting held on 28 October 2015 resolved that Council should remain as a category 4 local government authority.

No.	Date received	Council	Submitter	Summary of comments by submitter
15	30 October 2015	Sunshine Coast Regional Council	Michael Whittaker Chief Executive Officer	<p>Sunshine Coast Regional Council (SCRC) is seeking to remain a category 8 council notwithstanding the de-amalgamation process that led to the formation of the new Noosa Shire Council from 1 January 2014.</p> <p>Council argues nothing has materially changed for SCRC councillors since de-amalgamation in terms of workload, complexity of decision making required and the span of representative responsibilities they each hold for their divisions. None of the existing SCRC divisions were altered as a result of the de-amalgamation process, further reinforcing that there has been no change in the breadth of the councillors representational responsibilities.</p> <p>In summary, due to the collective impacts of geographic size, diversity of topography and environmental considerations, current and forecast population growth as well as the challenges of servicing a very high visitor population and the wider range of services that council is required to deliver (when compared with category 7 councils), SCRC should continue to be classified as a category 8 local government area for remuneration purposes.</p> <p>An appropriate remuneration category for SCRC will not only reflect the particular circumstances of the region and the strong growth trajectory it is encountering, but will also assist with retaining and attracting people with the requisite skills and experience needed to perform the role of a SCRC councillor in this dynamic local government environment.</p>
16	30 October 2015	Tablelands Regional Council	Murray Powdrell	<p>Rejects the proposal by Tablelands Regional Council to stay as a category 4:</p> <ul style="list-style-type: none"> • With an extra councillor and smaller divisions councillors workloads will be reduced. • The decision by incumbent councillors who voted to remain as a category 4 council is likely not based on the best interests of ratepayers and more likely based on financial self interest. • Because of the above point, decisions regarding councillor remuneration should be made by an independent body able to determine reasonable remuneration compared to other councils, rather than councillors who are likely to be biased because the decision to become a category 3 council would result in a worsening of their financial circumstances. Having any person in a paid position able to determine what their remuneration should be is in my view fundamentally flawed.

No.	Date received	Council	Submitter	Summary of comments by submitter
17	30 October 2015	Tablelands Regional Council	Dinah Penshorn	<p>In view of the fact that the council will have six councillors following the next election, the Tablelands Regional Council category should be amended to category 3.</p> <p>Ratepayers have had to shoulder added costs with de-amalgamation from Mareeba Shire Council and it is unfair to add an extra burden with increased remuneration for the present number of councillors plus the extra one to be elected next year.</p>
18	29 and 30 October	Whitsunday Regional Council	Joe and Betty De Groot Elizabeth Shrimpton Geoff Dalton Elise Woodhouse PC Havill Ian Shield Chris Richards Desma Munro Janette Langford Wayne Kirk Brian Sellars Anthony and Sharon Sullivan Jane Selby Hon. De-Anne Kelly Jill Warren Pam and Robert Skinner Frank Creighton Neville Hobdell Aileen Jochheim Ron and Enid Ben and Sarah Bon Russ Young Stan Coleman Christine McNamara Angela Fox James Turner Robert Andersen Leola Janz Trisha Wales (and 14 co-signatories) Margaret Wyngaard John Barnes Greg and Marg Watson Judith Feeney Andrew and Pauline Milosevich Linda Andersen Peter and Kathy Lawton Brian and Janice Germain Dale and Christine Nicholls Julie Heidke Fay and Brian Ryle	<p>118 submissions were received objecting to Whitsunday Regional Council's proposal to the Tribunal for a re-categorisation from a category 4 to 5.</p> <p>Issues raised included:</p> <ul style="list-style-type: none"> • ratepayers have experienced an increase in rates and charges – cannot afford another increase • land valuations are down • small businesses continue to close • community is impacted by high unemployment • irresponsible to increase councillor remuneration at this time • the residents of Bowen and Collinsville are disadvantaged by decisions of council • council's proposal is out of touch with community expectations • based on projected population and growth figures not comparable with other category 5 councils • council did not consult with the community about the proposal. Community had only two days to respond to council's resolution • community is feeling the impact of the mining downturn.

No.	Date received	Council	Submitter	Summary of comments by submitter
			Desni Wilkins Ashley Pattemore Kristy Williams Graham Girolami Ken Feeney John Storrie Prue Graham Rosslyn Wyngaard Doug Tawse Ross Meier Graeme and Anne Mason Geoff Reudavey Gordon Benham Alan Dyne Joanne Holcombe Philomene Bell Deborah Reid Mackie Joey Prowse Isabel Sloan Greg and Marcia Pott Pat James Roger Down Julie Martin Melanie Connolly Joan Echevarria Ted Gatkowski Lee Scott Tarragon Stark Judy Patteson Sue Gatkowski A very concerned Businesswoman Kris Hansen Lissa Whitton Greg and Debbie Mawhirt Anji Young Brian Schwarz Richard and Denise Hall Chris and Adele D. Hillier Trisha Wales Johnathan Peter Tim Warren John and Colleen Dodds Amy Doolan Margaret Jarred John and Regina Aquilina CR & MJ Sloan Justin Fox	

No.	Date received	Council	Submitter	Summary of comments by submitter
			Fay and Ron Mitchell Michael and Kylie Bruner James and Margaret Parker Bob Morton Chris Pollard Joyce Macdonald Carol Macaulay Rachel Geddes Chantel Veronica Walter Brian Fisher Adrian Tilney Terry Wilkinson Helen Weldon Anjanette Murray Sonya Earl John Finlay Sharon Feeney Christene Beauchamp Lorraine Jill Knight Ronald Phillips Ian Pott Ian Andersen Peter and Glenys Tengbom Colleen Rowe Bowen One Stop Name withheld (x 4)	

No.	Date received	Council	Submitter	Summary of comments by submitter
19	9 November 2015	Whitsunday Regional Council	Barry Omundson Acting Chief Executive Officer	<p>Whitsunday Regional Council (WRC) is currently a category 4 council. In each of past three years, WRC made submissions to the Tribunal seeking to be re-categorised as a category 5 local government.</p> <p>Previous submissions to the Tribunal were based on the workload of councillors; distances travelled by those councillors in exercising their roles and responsibilities; and the economic diversity of the Whitsunday region.</p> <p>This submission differs slightly in that it seeks to also submit to the Tribunal that WRC compares to all other local governments with a population of between 20,000 and 50,000 residents, in addition to all other local governments contained in the urban regional medium and fringe medium group.</p> <p>WRC states it compares very favourably across all benchmarks for local governments in both of these two groups.</p> <p>The social and economic diversity of the Whitsunday Region; the size and shape of the local government area; and the region's continued growth and strong projected growth, all impact on the level of representation able to be afforded to the residents and ratepayers of the local government by WRC's elected members.</p> <p>Comparisons indicate that WRC could be considered a 'fringe' category 5 local government as at June 2014, and with an improved performance in 2015, may have moved solidly into the category 5 grouping.</p>

Appendix 2 – Stakeholders who met with the Tribunal

No	Date	Council	Summary of submission
1	20 October 2015	North Burnett Regional Council Cr Don Waugh, Mayor Cr Jo Dowling Mark Pitt, CEO	<p>Council is dissatisfied with the category rating and the split in remuneration of retainer and council meeting attendance. Council stated this was a cause of concern as councillors are absent from meetings for legitimate reasons.</p> <p>Attendance at meetings doesn't give a true indication of the role. The distance travelled by some councillors also needs to be taken into consideration, and the financial cost of that.</p> <p>While officially councillors are part time, the reality is that the role is full time because of the distances required to travel. Council also cited the example of where a councillor operates a personal business and has to employ someone to run that business while travelling and/or undertaking council business.</p> <p>Council states it is important to offer an attractive salary to attract the right people to the job.</p>
2	20 October 2015	Sunshine Coast Regional Council Michael Whittaker, CEO	<p>Council requested that the Tribunal consider retaining Sunshine Coast Regional Council (SCRC) at the current category level (category level 8).</p> <p>Mr Whittaker highlighted:</p> <ul style="list-style-type: none"> • similarities between SCRC and Gold Coast City Council (GCCC). For example, similar demographics, the financial impost of the tourism surcharge (more than \$9 million tourism surcharge), internationally recognised destination, has its own airport • difference between urban representation and rural areas • less government funding per capita than other areas • higher environmental foot print than other areas which needs to be managed, again similar to Gold Coast • larger in size than Logan, Ipswich and Moreton Bay • significant developments such as Stocklands – 50,000 additional residents at Caloundra South (more than 19 years) • council needs to create the right economy • different category attracts different candidates.

No	Date	Council	Summary of submission
3	20 October 2015	Whitsunday Regional Council Cr Jennifer Whitney, Mayor Cr John Atkinson Mr Barry Omundson, CEO	<p>Council is expected to endorse a submission for the Tribunal at its next meeting seeking a change in category from 4 to 5.</p> <p>Council cited data that indicates Whitsunday Regional Council compares favourably to other councils in the higher category and outperforms others in category 4.</p> <p>Council stated it has a strong economic development focus, with a number of significant projects under consideration in the region.</p> <p>Council needs to be able to attract the right calibre of councillors, including young people. Part-time role has an impact on council business and functionality as councillors at the moment have more than one job.</p> <p>Council is focussed on building a modern council – there is a large international focus now. Need a full-time council to get the work done with greater participation and contribution. Need to attract strategically thinking councillors and the salary at a higher category would make a difference.</p>
4	20 October 2015	Tablelands Regional Council Cr Peter Hodge Cr Shaaron Linwood	<p>Councillors discussed the impact of the possible change from category 4 to 3 following de-amalgamation.</p> <p>Council confirmed it has been allocated one additional councillor.</p> <p>Council discussed the impact of large divisions on the workload of councillors. Council believes it is important to offer remuneration to attract younger people and women into local government.</p> <p>An individual can still manage on a category 4 income. It is difficult to survive on a sole income of category 3 councillor which will deter good people.</p> <p>Into the future council needs to focus on economic growth.</p> <p>Council passed a resolution to retain category 4 (vote 4-1).</p>
5	20 October 2015	Gympie Regional Council Cr Mick Curran, Mayor Cr Bob Leitch	<p>Council requested that the Tribunal consider retaining category 4 level for Gympie Regional Council. The council has voted on this and is divided 50/50.</p> <p>Asked the Tribunal to review and consider.</p>

Appendix 3 – Comparative data

Local Governments	Number of Councillors (excluding Mayors)	Area not Divided (U)	Community equity 2014 (\$M)	* Rank (high to low)	Operating income 2014 (\$M)	* Rank (high to low)	Operating income per Councillor 2014 (\$M)	* Rank (high to low)	Average annual community equity 2008-2014 (\$M) ^	* Rank (high to low)	Average annual operating income 2008-2014 (\$M) ^	* Rank (high to low)	Average annual operating income per Councillor 2008-2014 (\$M) ^	* Rank (high to low)
Aurukun Shire Council	4	U	\$118.2	64	\$14.6	60	\$3.66	57	\$119.0	53	\$14.3	59	\$3.6	57
Balonne Shire Council	6	U	\$211.5	49	\$27.9	46	\$4.64	50	\$187.5	41	\$31.7	41	\$5.3	42
Banana Shire Council	6		\$703.2	29	\$82.1	22	\$13.68	21	\$535.9	28	\$62.6	24	\$10.4	23
Barcaldine Regional Council	6	U	\$337.1	38	\$32.8	42	\$5.46	45	\$234.1	38	\$35.3	38	\$5.9	39
Barcoo Shire Council	4	U	\$176.8	52	\$17.1	56	\$4.28	53	\$123.1	52	\$18.4	50	\$4.6	47
Blackall - Tambo Regional Council	6	U	\$233.1	45	\$51.8	30	\$8.63	30	\$174.1	43	\$23.4	43	\$3.9	52
Boulia Shire Council	4	U	\$116.5	65	\$9.0	70	\$2.26	70	\$110.1	57	\$15.6	56	\$3.9	53
Bulloo Shire Council	4	U	\$248.0	44	\$12.8	63	\$3.20	61	\$161.1	44	\$14.4	57	\$3.6	56
Bundaberg Regional Council	10		\$1,687.6	14	\$147.9	16	\$14.79	17	\$1,537.1	13	\$132.9	13	\$13.3	17
Burdekin Shire Council	6	U	\$471.4	32	\$43.9	36	\$7.32	37	\$423.4	30	\$40.8	31	\$6.8	31
Burke Shire Council	4	U	\$124.2	62	\$7.0	73	\$1.74	73	\$92.2	64	\$13.5	62	\$3.4	61
Cairns Regional Council	9		\$3,059.9	8	\$273.3	6	\$30.37	6	\$2,973.6	7	\$268.4	6	\$29.8	5
Carpentaria Shire Council	6	U	\$317.9	40	\$57.3	28	\$9.54	27	\$264.9	36	\$38.4	36	\$6.4	37
Cassowary Coast Regional Council	6	U	\$1,057.6	19	\$78.0	25	\$12.99	23	\$792.8	20	\$75.6	22	\$12.6	19
Central Highlands Regional Council	8	U	\$1,376.5	16	\$148.6	15	\$18.57	14	\$981.0	16	\$132.7	14	\$16.6	14
Charters Towers Regional Council	6	U	\$505.4	30	\$50.2	33	\$8.37	32	\$429.2	29	\$52.8	28	\$8.8	26
Cherbourg Aboriginal Shire Council	4	U	\$110.2	68	\$10.9	67	\$2.72	65	\$78.6	66	\$9.2	68	\$2.3	68
Cloncurry Shire Council	4	U	\$290.0	41	\$22.1	49	\$5.52	44	\$207.7	39	\$21.1	46	\$5.3	41
Cook Shire Council	6	U	\$251.9	42	\$15.3	59	\$2.54	69	\$277.2	34	\$44.3	30	\$7.4	30
Croydon Shire Council	4	U	\$115.3	66	\$20.6	50	\$5.14	46	\$95.4	61	\$13.2	63	\$3.3	62
Diamantina Shire Council	4	U	\$162.0	55	\$28.6	45	\$7.15	38	\$113.3	55	\$33.9	39	\$8.5	28
Doomadgee Aboriginal Shire Council	4	U	\$110.9	67	\$12.5	64	\$3.12	62	\$118.0	54	\$7.0	70	\$1.8	70
Douglas Shire Council	4	U	\$321.0	39	\$32.7	43	\$8.18	33	N/A		N/A		N/A	
Etheridge Shire Council	4	U	\$161.5	57	\$10.9	68	\$2.71	66	\$137.7	50	\$20.6	47	\$5.1	43
Flinders Shire Council	6	U	\$216.2	47	\$24.4	48	\$4.07	56	\$134.7	51	\$22.8	44	\$3.8	54
Fraser Coast Regional Council	10		\$1,915.0	11	\$179.7	12	\$17.97	15	\$1,551.4	12	\$128.2	15	\$12.8	18
Gladstone Regional Council	8	U	\$1,913.9	12	\$170.5	13	\$21.31	12	\$1,305.7	14	\$141.0	12	\$17.6	13
Gold Coast City Council	14		\$11,198.2	1	\$1,204.6	1	\$86.05	1	\$10,139.3	1	\$1,104.1	1	\$78.9	1
Goondiwindi Regional Council	6	U	\$442.1	35	\$37.2	39	\$6.20	41	\$384.0	33	\$38.4	37	\$6.4	38
Gympie Regional Council	8	U	\$1,119.2	17	\$79.2	24	\$9.90	26	\$925.1	17	\$77.4	21	\$9.7	25
Hinchinbrook Shire Council	6	U	\$248.6	43	\$47.7	34	\$7.95	35	\$240.3	37	\$39.8	32	\$6.6	32
Hope Vale Aboriginal Shire Council	4	U	\$89.6	70	\$16.7	57	\$4.17	54	\$75.2	67	\$16.6	53	\$4.2	49
Ipswich City Council	10		\$2,402.0	9	\$234.1	9	\$23.41	10	\$2,126.2	9	\$228.6	8	\$22.9	9
Isaac Regional Council	8		\$1,087.4	18	\$93.9	19	\$11.74	24	\$843.9	18	\$98.0	18	\$12.3	20

Appendix 3 – Comparative data (continued)

Local Governments	Estimated resident population 2014	* Rank (high to low)	Average annual resident population change 2010-2014 (%)	* Rank (high to low) - Fastest growth ranking	Estimated population per Councillor (excluding Mayor) 2014	* Rank (high to low)	Electors per Councillor (excluding Mayor) 2014	* Rank (high to low)	Projected resident population 2026	% growth 2014-2026	Rank (high to low)
Aurukun Shire Council	1,410	54	0.82%	45	353	52	244	52	1,701	20.6%	24
Balonne Shire Council	4,888	39	0.28%	59	815	42	589	42	4,778	-2.3%	64
Banana Shire Council	15,236	32	0.64%	50	2,539	33	1,847	33	15,021	-1.4%	62
Barcardine Regional Council	3,359	46	0.48%	53	560	47	433	46	3,085	-8.2%	72
Barcoo Shire Council	362	72	0.14%	61	91	72	77	72	342	-5.5%	69
Blackall - Tambo Regional Council	2,306	50	1.00%	37	384	50	296	50	2,492	8.1%	51
Boulia Shire Council	497	70	0.61%	51	124	70	94	70	523	5.2%	54
Bulloo Shire Council	406	71	0.08%	63	102	71	86	71	388	-4.4%	68
Bundaberg Regional Council	94,283	12	0.78%	46	9,428	13	7,297	13	112,395	19.2%	27
Burdekin Shire Council	17,916	31	0.18%	60	2,986	31	2,275	31	18,713	4.4%	55
Burke Shire Council	559	68	0.45%	55	140	68	108	68	633	13.2%	38
Cairns Regional Council	158,985	8	1.65%	18	17,665	7	13,131	7	205,735	29.4%	11
Carpentaria Shire Council	2,245	51	0.71%	49	374	51	280	51	2,421	7.8%	52
Cassowary Coast Regional Council	28,705	25	-0.01%	65	4,784	22	3,728	22	29,639	3.3%	56
Central Highlands Regional Council	31,595	24	2.10%	9	3,949	27	2,886	27	38,393	21.5%	20
Charters Towers Regional Council	12,517	34	0.41%	56	2,086	34	1,506	35	12,533	0.1%	60
Cherbourg Aboriginal Shire Council	1,292	57	0.93%	41	323	54	195	59	1,398	8.2%	49
Cloncurry Shire Council	3,399	45	0.74%	48	850	41	672	40	3,509	3.2%	57
Cook Shire Council	4,260	42	0.82%	44	710	43	564	43	5,320	24.9%	14
Croydon Shire Council	324	73	0.40%	57	81	73	61	74	391	20.7%	23
Diamantina Shire Council	292	75	-0.09%	68	73	75	64	73	283	-3.1%	66
Doomadgee Aboriginal Shire Council	1,395	55	1.27%	24	349	53	214	56	1,626	16.6%	32
Douglas Shire Council	11,607	35	1.02%	35	2,902	32	2,277	30	13,797	18.9%	28
Ethe ridge Shire Council	921	65	-0.05%	66	230	65	186	62	985	6.9%	53
Flinders Shire Council	1,822	53	-0.16%	70	304	57	236	53	1,785	-2.0%	63
Fraser Coast Regional Council	101,306	11	1.19%	28	10,131	12	7,856	12	124,852	23.2%	15
Gladstone Regional Council	66,097	14	3.46%	1	8,262	15	6,082	15	96,107	45.4%	3
Gold Coast City Council	546,067	1	1.92%	14	39,005	1	30,459	1	738,261	35.2%	6
Goondiwindi Regional Council	11,024	37	0.46%	54	1,837	36	1,341	36	12,378	12.3%	41
Gympie Regional Council	48,464	16	1.11%	31	6,058	19	4,594	18	57,051	17.7%	30
Hinchinbrook Shire Council	11,541	36	-0.57%	74	1,924	35	1,524	34	11,565	0.2%	59
Hope Vale Aboriginal Shire Council	1,095	60	2.02%	11	274	60	190	60	1,310	19.6%	26
Ipswich City Council	188,047	6	2.99%	2	18,805	6	13,559	6	364,584	93.9%	1
Isaac Regional Council	24,455	27	1.93%	13	3,057	30	2,225	32	31,359	28.2%	12

Appendix 3 – Comparative data (continued)

Kowanyama Aboriginal Shire Council %	1,125	59	0.50%	52	281	58	197	58	1,236	9.9%	45
Livingstone Shire Council	36,378	19	2.54%	4	6,063	18	4,586	19	49,824	37.0%	5
Lockhart River Aboriginal Shire Council	540	69	-0.50%	73	135	69	102	69	477	-11.7%	76
Lockyer Valley Regional Council	38,312	18	2.21%	7	6,385	17	4,749	17	47,120	23.0%	16
Logan City Council	305,110	3	1.97%	12	25,426	4	18,594	4	419,087	37.4%	4
Longreach Regional Council	4,238	43	-0.07%	67	706	44	497	44	4,089	-3.5%	67
Mackay Regional Council	123,383	10	2.07%	10	12,338	10	9,254	10	162,455	31.7%	9
Mapoon Aboriginal Shire Council	293	74	1.51%	22	73	74	56	75	358	22.2%	18
Maranoa Regional Council	13,862	33	1.07%	34	1,733	37	1,292	38	15,506	11.9%	43
Mareeba Shire Council	21,537	30	1.25%	25	3,590	29	2,754	29	25,304	17.5%	31
McKinlay Shire Council	1,083	61	0.94%	40	271	61	224	54	1,171	8.1%	50
Moreton Bay Regional Council	417,137	2	2.27%	6	34,761	2	25,891	2	541,969	29.9%	10
Mornington Shire Council	1,223	58	0.82%	43	306	56	189	61	1,491	21.9%	19
Mount Isa City Council	22,717	29	1.00%	38	3,786	28	2,764	28	25,324	11.5%	44
Murweh Shire Council	4,714	40	0.00%	64	1,179	39	873	39	4,572	-3.0%	65
Napranum Aboriginal Shire Council	943	64	0.90%	42	236	64	153	65	1,021	8.3%	48
Noosa Shire Council	53,052	15	1.11%	33	8,842	14	6,967	14	59,605	12.4%	40
North Burnett Regional Council	10,311	38	-0.11%	69	1,719	38	1,338	37	10,320	0.1%	61
Northern Peninsula Area Regional Council	2,663	48	2.73%	3	533	48	331	49	2,884	8.3%	47
Palm Island Aboriginal Shire Council	2,617	49	1.88%	15	654	46	440	45	3,096	18.3%	29
Paroo Shire Council	1,888	52	-0.47%	71	472	49	354	48	1,783	-5.6%	70
Porpurnaw Aboriginal Shire Council	731	67	1.42%	23	183	66	130	67	847	15.9%	34
Quilpie Shire Council	975	63	-0.70%	75	244	63	173	63	869	-10.9%	75
Redland City Council	148,641	9	1.23%	27	14,864	9	11,337	9	180,599	21.5%	21
Richmond Shire Council	847	66	-0.74%	76	169	67	134	66	767	-9.4%	73
Rockhampton Regional Council	83,439	13	1.64%	19	11,920	11	8,865	11	100,986	21.0%	22
Scenic Rim Regional Council	39,463	17	1.51%	21	6,577	16	4,987	16	57,720	46.3%	2
Somerset Regional Council	23,952	28	2.48%	5	3,992	26	2,990	26	28,745	20.0%	25
South Burnett Regional Council	32,941	23	1.11%	32	5,490	21	4,140	21	37,594	14.1%	35
Southern Downs Regional Council	35,716	20	1.01%	36	4,465	23	3,382	23	40,446	13.2%	37
Sunshine Coast Regional Council	282,822	4	1.83%	16	28,282	3	21,940	3	380,741	34.6%	7
Tablelands Regional Council	24,973	26	0.76%	47	4,162	25	3,117	24	28,039	12.3%	42
Toowoomba Regional Council	161,970	7	1.23%	26	16,197	8	12,083	8	188,412	16.3%	33
Torres Shire Council	3,651	44	1.17%	29	913	40	597	41	3,714	1.7%	58
Torres Strait Island Regional Council	4,619	41	0.11%	62	308	55	197	57	5,006	8.4%	46
Townsville City Council	192,038	5	2.13%	8	19,204	5	14,414	5	257,292	34.0%	8
Western Downs Regional Council	33,653	22	1.70%	17	4,207	24	3,056	25	38,010	12.9%	39
Whitsunday Regional Council	34,211	21	1.58%	20	5,702	20	4,466	20	43,106	26.0%	13
Winton Shire Council	1,379	56	0.37%	58	276	59	223	55	1,286	-6.7%	71
Woorabinda Aboriginal Shire Council	1,002	62	1.16%	30	251	62	160	64	1,137	13.5%	36
Wujal Wujal Aboriginal Shire Council	291	76	-0.49%	72	73	76	51	76	261	-10.3%	74
Yarrabah Aboriginal Shire Council	2,687	47	0.94%	39	672	45	401	47	3,290	22.4%	17

Appendix 3 – Comparative data (continued)

	* Rank (high to low)	Average annual number of building approvals 2009-2015	* Rank (high to low)	Building approvals 2015	* Rank (high to low)	Total road length (kms)	* Rank (high to low)	Area (sq kms)	* Rank (high to low)	Total staff 2014 (FTE)	* Rank (high to low)	Indigenous estimated resident population 2014 (%)	* Rank (high to low)	Index of relative socio-economic advantage and disadvantage	* Rank (high to low)
Aurukun Shire Council	60	0	54	0	70	85	39	7,347	51	104	8	92.05%	74	586.32	
Balonne Shire Council	42	10	42	5	24	2,319	25	31,106	56	85	26	17.07%	30	950.43	
Banana Shire Council	34	38	33	23	7	3,723	28	28,546	30	266	56	4.03%	18	980.45	
Barcaldine Regional Council	44	7	44	4	14	2,983	13	53,521	41	154	21	6.34%	21	974.35	
Barcoo Shire Council	60	0	54	4	44	1,666	7	61,825	69	52	36	8.47%	31	947.37	
Blackall - Tambo Regional Council	46	4	46	2	37	1,843	26	30,389	39	165	55	4.23%	33	944.96	
Boulia Shire Council	57	0	54	0	48	1,329	8	60,956	68	54	18	40.38%	59	886.02	
Bulloo Shire Council	55	0	47	1	33	1,990	3	73,763	63	67	31	10.81%	15	984.93	
Bundaberg Regional Council	13	476	11	446	13	2,997	44	6,436	11	853	65	3.32%	50	916.88	
Burdekin Shire Council	32	49	32	26	53	1,143	46	5,043	32	233	48	5.14%	34	944.35	
Burke Shire Council	51	1	47	1	57	713	22	40,039	72	45	21	27.08%	53	914.54	
Cairns Regional Council	12	600	10	652	49	1,316	60	1,688	7	1,186	34	9.24%	20	976.1	
Carpentaria Shire Council	47	4	42	5	42	1,741	6	64,125	49	105	19	36.79%	60	865.32	
Cassowary Coast Regional Council	27	115	25	98	51	1,200	47	4,685	26	324	33	9.37%	48	925.57	
Central Highlands Regional Council	20	276	30	42	4	4,566	9	59,835	16	495	60	3.56%	3	1024.14	
Charters Towers Regional Council	33	42	34	21	6	3,934	4	68,374	31	246	37	7.90%	45	930.61	
Cherbourg Aboriginal Shire Council	60	0	54	0	71	70	75	32	65	64	1	97.47%	75	555.67	
Cloncurry Shire Council	40	13	39	10	45	1,571	15	47,983	52	100	24	21.78%	42	934.07	
Cook Shire Council	39	17	37	15	16	2,858	1	105,782	44	140	25	20.00%	58	897.95	
Croydon Shire Council	57	0	47	1	54	1,088	27	29,487	75	33	23	23.96%	39	937.73	
Diamantina Shire Council	60	0	54	0	52	1,148	2	94,667	59	79	9	91.85%	51	916.78	
Doomadgee Aboriginal Shire Council	60	0	54	0	68	113	59	1,835	71	47	71	8.55%	71	617.15	
Douglas Shire Council	31	63	27	83	60	373	54	2,427	43	149	35	8.55%	27	961.18	
Etheridge Shire Council	48	2	54	0	40	1,761	23	39,201	67	57	57	4.00%	40	937.14	
Flinders Shire Council	53	1	47	1	31	1,992	18	41,193	53	98	41	6.42%	36	943.42	
Fraser Coast Regional Council	11	623	9	663	19	2,594	41	7,103	13	700	59	3.59%	56	908.49	
Gladstone Regional Council	10	701	19	182	20	2,590	36	10,466	15	653	61	3.54%	6	1007	
Gold Coast City Council	2	3,525	1	4,912	11	3,080	61	1,332	1	3386	75	1.25%	4	1015.76	
Goondiwindi Regional Council	38	21	36	17	23	2,475	32	19,256	42	152	49	4.86%	26	962.73	
Gympie Regional Council	15	333	15	264	28	2,277	42	6,885	17	447	68	2.80%	52	915.64	
Hinchinbrook Shire Council	36	33	35	20	58	693	52	2,801	38	173	47	5.65%	35	944.04	
Hope Vale Aboriginal Shire Council	60	0	54	0	67	115	63	1,105	48	107	5	94.40%	67	677.94	
Ipswich City Council	4	1,785	4	2,433	41	1,749	64	1,089	8	1037	58	3.84%	28	959.61	
Isaac Regional Council	25	200	44	4	10	3,254	10	58,720	20	359	70	2.67%	2	1028.36	

Appendix 3 – Comparative data (continued)

Kowanyama Aboriginal Shire Council %	643.6	70	90.60%	11	0	76	2,543	53	352	63	0	54	0	60
Livingstone Shire Council	995.7	12	3.41%	63	332	24	11,752	34	1,412	47	245	16	288	18
Lockhart River Aboriginal Shire Council	713.24	64	89.23%	14	66	64	3,578	51	167	65	0	54	0	60
Lockyer Valley Regional Council	938.22	38	2.90%	66	335	23	2,269	55	1,428	46	216	18	290	17
Logan City Council	965.29	23	2.80%	69	1400	6	958	66	2,286	26	2,297	5	1,722	5
Longreach Regional Council	982.81	16	6.85%	40	176	37	40,572	21	2,748	18	9	40	7	45
Mackay Regional Council	1007.07	5	4.35%	52	983	9	7,601	38	2,479	22	446	11	1,064	7
Mapoon Aboriginal Shire Council	739.79	62	89.26%	13	45	72	548	69	35	75	0	54	0	60
Maranoa Regional Council	989.22	13	7.34%	39	402	18	58,711	11	5,860	3	56	29	65	30
Mareeba Shire Council	927.17	47	13.37%	28	233	32	53,505	14	2,307	25	127	23	109	28
McKinlay Shire Council	1001.43	9	4.28%	53	71	60	40,734	19	1,978	34	0	54	0	55
Moreton Bay Regional Council	999.08	11	2.24%	72	1504	3	2,033	57	3,439	8	4,374	2	3,527	1
Mornington Shire Council	668.54	68	88.01%	15	50	70	1,244	62	158	66	0	54	0	60
Mount Isa City Council	986.34	14	15.09%	27	177	36	43,188	17	2,033	30	11	38	34	35
Murweh Shire Council	946.75	32	11.48%	29	105	49	40,699	20	2,759	17	9	40	10	41
Napranum Aboriginal Shire Council	602.36	72	96.25%	3	82	58	1,998	58	171	64	0	54	0	60
Noosa Shire Council	1002.36	8	1.06%	76	309	27	870	68	870	56	321	13	321	16
North Burnett Regional Council	917.08	49	6.00%	46	211	34	19,667	31	4,132	5	28	31	28	37
Northern Peninsula Area Regional Council	750.34	61	85.47%	16	155	40	1,057	65	363	62	0	54	0	59
Palm Island Aboriginal Shire Council	650.15	69	94.51%	4	124	45	71	74	38	74	0	54	0	60
Paroo Shire Council	905.09	57	30.59%	20	84	57	47,616	16	2,283	27	1	47	2	50
Parrupuraw Aboriginal Shire Council	687.08	66	90.35%	12	90	55	4,429	48	566	59	0	54	0	60
Quilpie Shire Council	940.52	37	11.35%	30	60	66	67,423	5	2,062	29	1	47	2	49
Redland City Council	1030.45	1	1.89%	73	901	10	536	70	1,061	55	1,095	8	808	9
Richmond Shire Council	964.06	24	6.14%	44	68	62	26,580	29	1,296	50	0	54	1	54
Rockhampton Regional Council	953.81	29	6.37%	42	808	12	6,560	43	1,992	31	284	14	406	14
Scenic Rim Regional Council	978.75	19	2.56%	71	355	22	4,248	49	1,787	39	243	17	211	22
Somerset Regional Council	932.24	43	2.83%	67	179	35	5,373	45	1,880	35	139	21	233	21
South Burnett Regional Council	913.53	54	4.38%	51	308	28	8,382	37	3,277	9	86	26	186	26
Southern Downs Regional Council	928.89	46	3.32%	64	364	19	7,112	40	3,053	12	157	20	201	24
Sunshine Coast Regional Council	1001.3	10	1.58%	74	1492	5	2,251	56	2,971	15	3,176	3	2,203	3
Tablelands Regional Council	936.44	41	7.75%	38	304	29	11,289	35	1,845	36	68	28	105	29
Toowoomba Regional Council	980.5	17	3.47%	62	1499	4	12,958	33	7,365	2	1,317	7	995	8
Torres Shire Council	910.1	55	63.32%	17	118	46	883	67	112	69	0	54	8	43
Torres Strait Island Regional Council	729.05	63	90.68%	10	332	24	489	71	368	61	0	54	0	60
Townsville City Council	1002.37	7	6.13%	45	1686	2	3,727	50	1,711	43	1,377	6	1,366	6
Western Downs Regional Council	962.94	25	4.49%	50	690	14	37,939	24	7,518	1	134	22	279	19
Whitsunday Regional Council	966.12	22	4.24%	54	356	21	23,804	30	1,841	38	100	24	208	23
Winton Shire Council	930.78	44	9.83%	32	96	54	53,814	12	2,502	21	1	47	1	51
Woorabinda Aboriginal Shire Council	591.77	73	92.80%	7	45	72	390	72	56	73	0	54	0	60
Wujal Wujal Aboriginal Shire Council	697.11	65	93.66%	6	69	61	11	76	18	76	0	54	0	60
Yarrabah Aboriginal Shire Council	554.4	76	97.10%	2	111	47	159	73	56	72	0	54	0	60

